

Top Message (the Sustainability Committee Chairman)



President and Representative Director,
Group CEO,
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Nomura Real Estate Holdings, Inc.

Eiji Kutsukake

Sustainability Policy “Earth Pride”

The Group regards changes in the management and business environment that include such globally shared issues as climate change, increasing severity of disasters, and diversification of people’s values as new opportunities for growth.

To utilize these opportunities, we formulated the Sustainability Policy “Earth Pride” as our vision of 2050 based on the belief that we must clarify our direction as a Group and ensure that each and every employee firmly shares our long-term direction. This policy is integrated with our Group Vision of “New Value, Real Value” and the Nomura Real Estate Group 2030 Vision of “Be a ‘Life & Time Developer,’ as never seen before,” and it is positioned as a guideline that indicates the path we should take. Additionally, a major feature of the policy is its format that focuses on people as a means of sustainability unique to the Company.

The Sustainability Policy is based on three themes consisting of “Pursuing humanity,” “Maintaining harmony with nature,” and “Building the future together.” To achieve these goals, we have identified five priority issues (materiality) that should be addressed by 2030. These consist of “diversity and inclusion,” “human rights,” “decarbonization,” “biodiversity,” and “circular design.” To track our progress on these priority issues, we will also set and promote key performance indicators (KPIs).

Society and Employees

The Group regards “Society and Employees” as the basis for promoting sustainability through “co-creation” across organizations and business sectors. First, in terms of “diversity and inclusion,” we have set 20% for the female manager and junior manager ratio by 2030 as one of the KPIs and also established the Wellness and D&I Promotion Committee in April 2022.

Regarding “human rights,” in the fiscal year ending March 2022, along with the formulation of the Group Human Rights Policy and surveys for human rights due diligence, we held full-scale interviews with business partners regarding the status of their compliance with the Company’s procurement guidelines. In the fiscal year ending March 2023, we are proceeding with the implementation of human rights due diligence and will work with even stronger determination to address human rights issues.

Climate Change and Natural Environment

Turning to “Climate Change and Natural Environment,” the Group has long been working on environmental initiatives as an important management issue. In the future as well, we will promote various initiatives to achieve SBT certification targets and the RE100 targets to achieve the Japanese government’s goal of “the realization of carbon neutrality by 2050.”

Specifically, in addition to accelerating initiatives for decarbonization such as ZEH (net zero energy house) and ZEB (net zero energy building), we will promote other measures that include generating renewable energy using the rooftops of the Landport logistics facilities and those of PROUD SEASON detached housings while reducing CO₂ emissions at construction sites in cooperation with suppliers. Moreover, to ensure that management has an even greater sense of ownership in decarbonization initiatives, in the fiscal year ending March 2023, we introduced a system design that links executive compensation with the attainment level of the Building Energy-efficiency Index (BEI), an indicator of the energy-saving performance of buildings. To instill our Sustainability Policy, I believe it is important to instill our Group Vision in the hearts and minds of each and every officer and employee, as well as in our business policies as we promote various initiatives.

In Closing

We signed the UN Global Compact in 2019 and have clearly set our “directions we intend to pursue” on various time axes, such as the Nomura Real Estate Group 2030 Vision, a new plan, and the Sustainability Policy. In the future as well, we will aim to raise corporate value and contribute to a sustainable society by achieving these goals.

I would like to ask all of our stakeholders for their continued support and expectations as we move toward a new stage.