

ESG Data

Society

*Unless otherwise indicated, the reporting scope is the Group.

Employment Data*¹

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Number of employees* ²	Total	Persons	6,931	7,317	7,250	7,401
	Male		4,869	5,066	5,031	5,043
	Female		2,062	2,251	2,219	2,356
	Female employee ratio		%	29.75	30.76	30.61
	Permanent employees	Persons	6,173	7,061	6,974	7,175
	Male		—	—	—	4,877
	Female		—	—	—	2,298
	Permanent employee ratio		%	89.06	96.50	96.19
	Temporary employees* ³	Persons	758	256	276	226
	Male		—	—	—	168
	Female		—	—	—	58
	Temporary employee ratio		%	10.94	3.50	3.81
New graduate career-track employees	New graduate employees	Persons	256	258	306	274
	Male		168	163	169	159
	Female		88	95	137	115
	Female employment ratio		%	34.38	36.82	44.77
Turnover rate	Total* ⁴	%	3.85	3.99	5.13	4.78
	Male		3.57	2.49	4.69	4.84
	Female		4.46	6.57	5.99	4.79
	Voluntary turnover rate		3.4	3.54	4.43	3.88
Average tenure of employees* ⁵	Total	Years	—	—	— (12.40)	10.42 (11.88)
	Male		—	—	— (14.71)	11.53 (13.90)
	Female		—	—	— (8.42)	7.90 (8.56)
Childcare leave takers	Total	Persons	148	178	253	289
	Male		3	6	10	28
	Female		145	172	243	261
Rate of reinstatement after childcare leave	Total	%	92.59	91.46	92.08	96.23
	Male		—	—	—	100

*¹ Data on the number of employees and average tenure of employees measured are as of March 31 of the years presented, while data on the number of new graduate career-track employees are as of April 1 of the years presented.

*² The number of employees includes persons dispatched to outside the Group, and excludes persons dispatched to the Group from outside.

*³ Temporary employees include rehired employees after retirement

*⁴ Turnover rates include the number of employees who retired at mandatory retirement age.

*⁵ Data in parentheses represent values for Nomura Real Estate Development.

Safety/Security

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Safety/security in processes from design and construction through to operation and management	Violation of safety-related laws/regulations or material breach of internal standards	Incidents	0	0	0	0
Compliance with internal design standards and quality manual	Residential Development Business Unit	%	100	100	100	100
	Commercial Real Estate Business Unit		—*1	100	100	100
Quality improvement of property management and enhancement of after-sales service	Rate of conformance with the Building Management Quality Assessment Guidelines at properties under management*2	%	85	86	—*3	70
	Sign-up rate for NEXT PASS 10		82	80	77	75
Products and services with longer life and increased durability	Number of completed re:Premium projects	Projects	7	5	17	9
	Number of properties for which Attractive 30 was introduced		—*4	11 (1,384 housings)	23 (3,211 housings)	23 (2,390 housings)
Enhancement of disaster preparedness and security countermeasures	Disaster preparedness drill implementation rates at managed properties	%	85	94	93	94
	Number of facilities, etc., that can take in persons who are unable to return home during a disaster	Properties	3	7	8	10

*1 Year design standards and quality manual were formulated

*2 Conformance rate: We extracted several properties and conducted a survey on the number of conforming items in the assessment items listed in the guidelines. In fiscal 2020, we significantly increased assessment items to improve and maintain the quality of our property management in light of amendments to relevant laws as well as heightened thresholds for conformity.

*3 In fiscal 2019, we did not conduct a survey on the conformance rate due to the COVID-19 pandemic.

*4 The year of product development

Community

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Enhancement of design development to activate communities	Newly constructed residential properties with facilities that contribute to local communities	Properties	4	3	6	5
Initiatives in operation and management for supporting community activation	Number of community ACTO opened (cumulative total)	Properties	—*1	—	2	2
	Number of pre-occupancy housewarming events held at residential properties (events)		40	56	27	—*2
	Number of companies that participated in tenant networking events at mid-sized office brand PMO		100	101	27	—*2

*1 The first "ACTO" opened in 2019.

*2 No event held due to the COVID-19 pandemic

Health and Well-being

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Health support promotion	Development of elderly housings with support services* ¹	Housings	125	125	125	382
	Number of the CASBEE-Wellness Office Assessment Certifications acquired	Buildings	—* ²	—* ²	4	3
Comfort improvement	Livability Satisfaction Survey one year after residents take up occupancy of PROUD * ³	Points	3.9 (36)	3.9 (25)	3.8 (36)	3.8 (31)
	Post-contract survey on housing * ³		—	—	4.0 (27)	4.1 (29)
	Post-delivery survey on housing * ³		—	—	3.8 (33)	3.8 (34)
	Questionnaires for residents in leased condominiums (PROUD FLAT)* ³		—	—	4.2 (41)	4.1 (58)
	Questionnaires for residents in office buildings (PMO)* ³		—	4.1 (24)	4.2 (46)	4.3 (28)
	Questionnaires on fitness satisfaction* ³ * ⁴		—	3.4	3.4	3.4
	Number of Good Design Awards won (properties)	Properties	8	9	12	10

*1 Cumulative total based on opening day

*2 Certification started in 2019.

*3 Above results are all disclosed based on a five-point scale.

*4 As the Fitness Satisfaction Survey was not conducted using a form of customer questionnaire, a response rate is not indicated.

Human Capital

Category	Sub-category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Health and Safety of Employees	Overwork prevention	Average hours worked in excess of statutory working hours (per person)* ¹	Hours per month	19.66	14.07 (12.1)	13.51 (10.45)	9.99 (12.06)
	Promotion of the use of paid leave	Rate of paid leave taken* ¹	%	(59.55)	47.31 (54.93)	61.19 (62.62)	56.14 (60.58)
	Promotion of thorough health management	Rate of employees who underwent medical examinations and checkups	%	—	—	—	100
	Prevention of work-related accidents	Number of work-related accidents resulting in death of an employee	Accidents	1	0	0	0
				—	—	0	2
		LTIFR* ¹⁺²	—	— (0)	1.29	3.43	
		LTIR* ³	—	—	0.6	1.34	
Absentee rate	%	0.38	0.37	0.29	0.41		
Stress check survey	Survey response rate* ⁴	%	—	—	88.5	88.7	
Promotion of Diversity	Promotion of the empowerment of women* ⁵	Female employee ratio	%	29.75	30.76	30.61	31.83
		The ratio of female manager and female candidates for managerial position* ⁶		—	10.05	10.33	11.19
		Female manager ratio		5.45	5.58	6.14	6.78
		Ratio of female candidates for managerial position		15.08	16.07	15.87	18.27
		Ratio of new female graduates hired* ⁷		34.38	36.82	44.77	41.97
	Promotion of diverse work styles	Rate of reinstatement after childcare leave	%	92.59	91.46	92.08	96.23
		Total number of childcare leave takers (number of men)		—	—	—	100
		Nursing care leave takers	Persons	4	4	7	6
Promotion of the empowerment of diverse human capital	Number of foreign nationals* ⁸	Persons	14	16	114	140	
	Rate of employment of persons with disabilities* ⁹	%	1.90	1.96	2.02	2.05	
Creation of Fair and Rewarding Workplaces	Employee satisfaction survey	Employee satisfaction level (5-point scale)	Points	3.81	4.03* ¹⁰	4.05	3.96
		Number of respondents / Number of employees who were survey subjects	Persons	1,930 / 2,028	2,013 / 2,066	2,067 / 2,113	2,209 / 2,259
		Response rate	%	95.1	97.4	97.8	97.8
Improvements to Human Capital	Employee training participation* ¹¹	Training hours per employee* ¹²	Hours	12.53	12.65	12.65	9.87
		Total training hours* ¹²		—	25,077	24,969	20,063
		Training expense per employee	Yen	59,482	79,985	80,393	70,462
		Total training expense		—	158,530,000	158,690,000	143,180,000
		Return on investment in employees' skill development* ¹³	%	—	2.04	2.81	1.56
		Return on investment in human capital* ¹⁴	100 million yen	—	—	—	10.42
Supplier Safety	—	Number of companies that attended the Supplier Council Meeting on Health & Safety and the Supplier Conference on Safety	Companies	188	198	198	12* ¹⁵

*1 Figures in parentheses represent percentage of employees of Nomura Real Estate Development (excluding contractors).

*2 (Number of occupational accidents resulting in lost days/Total work hours) × 1,000,000

*3 (Number of fatalities and lost work days due to injury/Total work hours) × 1,000,000 (excluding contractors)

*4 Conducted from May to June each year

*5 As of March 31 each year

*6 (Number of female managers + number of female candidates for managerial position)/(total number of managers and total number of candidates for managerial position)

*7 Number of those hired during the fiscal year and were counted as joining a Group company in April of the next fiscal year

*8 The number of foreign employees does not include the number of foreign technical intern trainees employed.

*9 The rates of employment of persons with disabilities for fiscal 2017 and thereafter are as of June 1 of the following fiscal year. Other rates are as of April 1 of the following fiscal year. The rate covers Group companies subject to the Employment Rate System for Persons with Disabilities.

*10 Level of "satisfaction with the workplace" has been used as the reference index since fiscal 2018.

*11 Participation by employees of Nomura Real Estate Holdings and Nomura Real Estate Development

*12 Training hours only include time spent for mandatory training and do not include open or selective training or e-learning courses.

*13 Return on investment in employees' skill development = Turnover rate/Total training expense (100 million yen)

*14 Return on investment in human capital = (Operating revenue - (Selling Expenses and General and Administrative Expenses - Personnel cost))/Personnel cost

*15 In fiscal 2020, conferences were either cancelled or conducted online at a significantly smaller scale due to the COVID-19 pandemic.

Contributions to Local Communities and Society

Category	Item	Unit	FY2017	FY2018	FY2019	FY2020
Expenditures for contributions to local communities and society	Total amount	10,000 yen	8,341	7,949	7,558	3,158
	Cash donations* ¹		1,100	1,100	1,100	1,100
	Management costs* ²		7,241	6,849	6,458	2,058

*1 Support money paid to the Japanese Para-Sports Association (JPSA).

*2 Disclosed costs are primarily expenses for events held for local communities at Group-owned facilities.