

Nomura Real Estate Group Diversity and Inclusion Policy

Objective and Significance of the Promotion Diversity and Inclusion

The Nomura Real Estate Group (hereinafter “the Group”) is a corporate group that has always connected deeply with the lives and time of customers through real estate development and related services and management. As such, the Group recognizes that it has a responsibility for building a sustainable society in which all people can feel a sense of wellness.

The Group has established the Group Vision: “New Value, Real Value” and the Action Guidelines: “What We Value” to achieve the Group Vision, and has formulated the Sustainability Policy: “Earth Pride” as the vision for 2050.

The Nomura Real Estate Group Diversity and Inclusion Policy (hereinafter “the Policy”) clarifies the Group’s approach in promoting diversity and inclusion, which is important in achieving a “society where people support and connect with each other, and no one will be left behind” and an “innovative society where all people with various backgrounds and values can build on their strengths” as established in the Sustainability Policy. The Group shall conduct all business activities in compliance with the Policy.

Diversity and Inclusion in the Group

First, we shall recognize that we are diverse in various characteristics including race, ethnicity, nationality, age, gender, sexual orientation, gender identity, disability, religion, creed, social status, lifestyles, and stage of life, and that any one of us may belong to the minority in certain characteristics at the same time as belonging to the majority in other characteristics. We shall appreciate the differences between one other and foster a corporate culture where all employees can feel accepted. Additionally, we shall solve the issues that arise from these characteristics and create substantially equitable opportunities that focus on the individual differences of each employee. Furthermore, we shall create new value with all employees fully demonstrating their individuality and potential and continue to make strides with a diverse range of organizations and people working together.

Relationships with Stakeholders

The Group recognizes that achieving the happiness of employees and growth as a company through the promotion of diversity and inclusion leads to the fulfillment of responsibilities toward all stakeholders such as shareholders, customers, local communities, business partners including suppliers, and employees. The Group shall work on the promotion of inclusive design in which people with various characteristics inside and outside the Group participate in product/service development processes and contribute their diverse perspectives,

thereby creating yet unseen value in order to respond to diversified societal needs through its business activities. The Group shall actively share its efforts in promoting diversity and inclusion with all stakeholders.

Diversity and Inclusion in Practice

As Chairman of the Wellness and D&I Management Committee (hereinafter “the Committee”), the President and Representative Director, Group CEO of Nomura Real Estate Holdings shall be responsible for implementation of the Policy. The Committee, which is appointed by the Board of Directors and consists of directors and executive officers from Nomura Real Estate Holdings and Group companies, shall deliberate and make decisions on planning activities, setting goals, identifying issues and formulating remedial measures. The Committee shall also monitor progress management against plans and goals. The Committee shall report the results of its activities to the Board of Directors, and these results shall be reflected in Group management plans and business activities. Furthermore, the Group shall hold training programs and other activities to raise awareness among all officers and employees regarding the promotion of diversity and inclusion.

Scope of Application

The Policy shall apply to all officers and employees throughout the Group.

*Officers and employees: Refers to all officers and employees of the Group, including part-time and temporary employees.