



MEMBERSHIP

January 30, 2025

1-26-2, Nishi-Shinjuku, Shinjuku-ku, Tokyo
 Nomura Real Estate Holdings, Inc.
 Representative: Satoshi Arai, President and Representative Director
 (Stock code: 3231, TSE Prime Market)
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Announcement of Share Acquisition in Connection with Incentive Plan for Employees

Nomura Real Estate Holdings, Inc. (the “Company”) hereby announces that the Company resolved, at the meeting of the Board of Directors held today, that there shall be an additional acquisition of the Company’s shares for the “ESOP trust for granting stock” (the “Trust”), an incentive plan for employees (“Eligible Employees”), comprising a portion of the employees of the Company and certain companies of Nomura Real Estate Group (“Eligible Companies”). The details are provided below. The funds used for this additional share acquisition are to be appropriated from the residual funds of the Trust, and the Company will not make additional entrustments.

1. Outline of the Trust

(1) Type of trust	Trust of money other than specified individually operated money trust (third-party beneficiary trust)
(2) Purpose of trust	Provision of incentives to Eligible Employees
(3) Settlor	The Company
(4) Trustee	Mitsubishi UFJ Trust and Banking Corporation (Joint trustee: The Master Trust Bank of Japan, Ltd.)
(5) Beneficiaries	Eligible Employees satisfying beneficiary requirements
(6) Trust administrator	Third party who has no interests with the Eligible Companies (certified public accountant)
(7) Trust agreement extension date	August 1, 2022
(8) Trust period	From April 26, 2019 to August 31, 2028 (planned)
(9) Commencement date of plan	June 1, 2019
(10) Exercise of voting rights	No exercise of voting rights
(11) Type of shares to be acquired	Common stock of the Company
(12) Total amount of shares to be acquired	¥121,945,000 (maximum)
(13) Method of acquisition	Acquisition from the stock market
(14) Period of acquisition	From February 4, 2025 (planned) to March 5, 2025 (planned)
(15) Attributable rights holder	The Company
(16) Residual assets	The Company may receive residual assets as the attributable rights holder within the amount of reserves for trust expenses remaining after deducting funds for acquisition of shares from trust money.

(Note) The planned periods stated above are subject to appropriate rescheduling in accordance with the applicable laws and regulations.