

# Relevant Data

## Relevant Data (Employment)

	2018	2019	2020	2021
Number of employees (average age) <sup>1</sup>	96 ( 41.9 )	99 ( 42.1 )	93 ( 42.4 )	101 ( 41.9 )
Men (average age)	68 ( 42.1 )	70 ( 42.2 )	66 ( 42.0 )	70 ( 41.6 )
Women (average age)	28 ( 41.5 )	29 ( 42.1 )	27 ( 43.2 )	31 ( 42.6 )
Pct. of females in employees	29.2%	29.3%	29.0%	30.7%
Number of employees [consolidated]	320	339	347	351
Average number of consecutive years at the Kenedix Group <sup>1</sup>	6.2	6.9	7.1	6.7
Men	6.0	6.7	6.9	6.7
Women	6.9	7.6	7.7	6.6
Difference ((Women–Men) / Men)	15.0%	13.4%	11.6%	-1.5%
Number of newly hired employees <sup>2</sup> (new graduate hires / mid-career hires)	21 (5/16)	11 (5/6)	15 (3/12)	30 (5/25)
Men (new graduate hires / mid-career hires)	15 (5/10)	8 (5/3)	12 (3/9)	23 (5/18)
Women (new graduate hires / mid-career hires)	6 (0/6)	3 (0/3)	3 (0/3)	7 (0/7)
Pct. of women in newly hired employees (new graduate hires / mid-career hires)	28.6% (0%/37.5%)	27.3% (0%/50.0%)	20.0% (0%/25.0%)	23.3% (0%/28.0%)
Number of managers <sup>1</sup>	21	20	25	29
Men	21	20	25	29
Women	0	0	0	0
Pct. of female managers	0%	0%	0%	0%
Number of directors <sup>1</sup>	6	6	7	7
Men	6	6	7	7
Women	0	0	0	0
Pct. of female directors	0%	0%	0%	0%

\*1 These figures are based on individuals who belong to the Asset Management Company.

\*2 These figures are based on individuals who are working at Kenedix group companies and employed directly by Kenedix.

## Relevant Data (System Use, etc.)

	2018	2019	2020	2021
Number of employees using childbirth leave <sup>1</sup>	0	4	2	5
Number of employees using childcare leave <sup>1</sup>	1	3	8	8
Pct. of employees returning to work after childcare leave <sup>1</sup>	100%	100%	100%	87.5%
Number of employees using shortened working hours for childcare <sup>1</sup>	1	1	1	0
Number of employees using staggered working hours for childcare <sup>1</sup>	8	7	6	9
Number of employees using sick/injured childcare leave <sup>1</sup>	2	2	1	0
Number of employees using elderly parent care extended leave <sup>1</sup>	0	0	0	0
Number of employees using elderly parent care single-day leave <sup>1</sup>	3	4	3	1
Number of employees using shortened working hours to care for an elderly parent <sup>1</sup>	0	0	0	0
Number of employees using staggered working hours to care for an elderly parent <sup>1</sup>	2	2	2	1
Average number of days of paid leave used <sup>1</sup>	10.8	12.7	10.4	9.4
Pct. of paid leave used <sup>1</sup>	62.8%	71.2%	58.6%	54.5%
Overtime hours, per month, per person <sup>1</sup>	21.1	17.3	14.3	18.1
Pct. of employees receiving a health check-up <sup>1</sup>	99.5%	100%	100%	100%
Number of work-related fatalities <sup>1</sup>	0	0	0	0

\*1 These figures are based on individuals who are working at Kenedix group companies and employed directly by Kenedix.