

## Relevant Data

### Relevant Data (Employment)

	2020	2021	2022	2023
Number of employees (average age) ※1	93 (42.4)	101 (41.9)	116 (42.1)	111 (41.9)
Men (average age)	66 (42.0)	70 (41.6)	76 (42.1)	72 (41.8)
Women (average age)	27 (43.2)	31 (42.6)	40 (42.0)	39 (42.1)
Pct. of females in employees	29.0%	30.7%	34.5%	35.1%
Number of employees [consolidated]	347	351	367	381
Average number of consecutive years at the Kenedix Group ※1	7.1	6.7	6.3	7.0
Men	6.9	6.7	6.6	7.4
Women	7.7	6.6	5.7	6.4
Difference ((Women-Men)/Men)	11.6%	-1.5%	-13.6%	-13.5%
Number of newly hired employees※2 (new graduate hires / mid-career hires)	15 (3/12)	30 (5/25)	44 (3/41)	55 (4/51)

	2020	2021	2022	2023
Men (new graduate hires / mid-career hires)	12 (3/9)	23 (5/18)	25 (2/23)	40 (3/37)
Women (new graduate hires / mid-career hires)	3 (0/3)	7 (0/7)	19 (1/18)	15 (1/14)
Pct. of women in newly hired employees (new graduate hires / mid- career hires)	20.0% (0%/25.0%)	23.3% (0%/28.0%)	43.2% (33.3%/43.9%)	27.3% (25.0%/27.5%)
Turnover rate <sup>※1</sup>	8.2%	12.0%	3.5 %	8.3%
Number of managers <sup>※1</sup>	25	29	32	29
Men	25	29	29	26
Women	0	0	3	3
Pct. of female managers	0 %	0 %	9.4%	10.3%
Number of directors <sup>※1</sup>	7	7	7	7
Men	7	7	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 the Kenedix group companies and employed directly by Kenedix, Inc.

## Relevant Data (System Use, etc.)

	2020	2021	2022	2023
Number of employees using childbirth leave※1 (Men/Women)	2 (0/2)	5 (0/5)	4 (0/4)	2 (0/2)
Number of employees using childcare leave※1 (Men/Women)	8 (2/6)	8 (0/8)	9 (2/7)	7 (1/6)
Pct. of employees returning to work after childcare leave※1 (Men/Women)	100% (-/100%)	87.5% (-/87.5%)	100.0% (100%/100%)	100.0% (100%/100%)
Number of employees using shortened working hours for childcare※1 (Men/Women)	1 (0/1)	0 (0/0)	1 (0/1)	0 (0/0)
Number of employees using staggered working hours for childcare※1 (Men/Women)	6 (3/3)	9 (3/6)	8 (3/5)	9 (3/6)
Number of employees using sick/injured childcare leave※1 (Men/Women)	1 (0/1)	0 (0/0)	0 (0/0)	0 (0/0)

	2020	2021	2022	2023
Number of employees using elderly parent care extended leave <sup>※1</sup> (Men/Women)	0 (0/0)	0 (0/0)	0 (0/0)	0 (0/0)
Number of employees using elderly parent care single-day leave <sup>※1</sup> (Men/Women)	3 (0/3)	1 (0/1)	0 (0/0)	0 (0/0)
Number of employees using shortened working hours to care for an elderly parent <sup>※1</sup> (Men/Women)	0 (0/0)	0 (0/0)	0 (0/0)	0 (0/0)
Number of employees using staggered working hours to care for an elderly parent <sup>※1</sup> (Men/Women)	2 (1/1)	1 (1/0)	1 (1/0)	1 (1/0)
Average number of days of paid leave used <sup>※1</sup>	10.4	9.4	10.6	11.7
Pct. of paid leave used <sup>※1</sup>	58.6%	54.5%	63.9%	71.9%
Overtime hours, per month, per person <sup>※1</sup>	14.3	18.1	22.7	23.3
Training expense per employee <sup>※1</sup>	¥30,944	¥59,606	¥65,933	¥65,393

	2020	2021	2022	2023
Pct. of employee receiving a health check-up <sup>※1</sup>	100%	100%	100%	100%
Number of work-related fatalities <sup>※1</sup>	0	0	0	0

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