

# Relevant Data

## Relevant Data (Employment)

	2021	2022	2023	2024
Number of employees (average age) <sup>*1</sup>	101 (41.9)	116 (42.1)	111 (41.9)	104 (42.1)
Men (average age)	70 (41.6)	76 (42.1)	72 (41.8)	66 (41.9)
Women (average age)	31 (42.6)	40 (42.0)	39 (42.1)	38 (42.5)
Pct. of females in employees	30.7%	34.5%	35.1%	36.5%
Number of employees [consolidated]	351	367	381	415
Average number of consecutive years at the Kenedix Group <sup>*1</sup>	6.7	6.3	7.0	7.0
Men	6.7	6.6	7.4	7.5
Women	6.6	5.7	6.4	6.2
Difference ((Women–Men) / Men)	-1.5%	-13.6%	-13.5%	-17.3%
Difference in wages between male and female	48.1%	46.3%	54.0%	55.5%
Of which, permanent, full-time employees	53.8%	55.4%	58.3%	59.6%
Of which part-time or seasonal employees	N/A	N/A	68.9%	51.9%
Number of newly hired employees <sup>*2</sup> (new graduate hires / mid-career hires)	30 (5/25)	44 (3/41)	55 (4/51)	39 (2/37)
Men (new graduate hires / mid-career hires)	23 (5/18)	25 (2/23)	40 (3/37)	26 (1/25)
Women (new graduate hires / mid-career hires)	7 (0/7)	19 (1/18)	15 (1/14)	13 (1/12)
Pct. of women in newly hired employees (new graduate hires / mid-career hires)	23.3% (0%/28.0%)	43.2% (33.3%/43.9%)	27.3% (25.0%/27.5%)	33.3% (50.0%/32.4%)
Pct. of turnover	12.0%	3.5%	8.3%	8.2%
Number of managers <sup>*1</sup>	29	32	29	33
Men	29	29	26	30
Women	0	3	3	3
Pct. of female managers	0%	9.4%	10.3%	9.1%
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.)

	2021	2022	2023	2024
Number of employees using childbirth leave <sup>※</sup> (Men / Women)	5 (0/5)	4 (0/4)	2 (0/2)	3 (0/3)
Number of employees using childcare leave <sup>※</sup> (Men / Women)	8 (0/8)	9 (2/7)	7 (1/6)	4 (1/3)
Pct. of employees returning to work after childcare leave <sup>※</sup> (Men / Women)	87.5% (-87.5%)	100% (100%/100%)	100% (100%/100%)	100% (100%/100%)
Number of employees using shortened working hours for childcare <sup>※</sup> (Men / Women)	0 (0/0)	1 (0/1)	0 (0/0)	1 (0/1)
Number of employees using staggered working hours for childcare <sup>※</sup> (Men / Women)	9 (3/6)	8 (3/5)	9 (3/6)	0 (0/0)
Number of employees using sick/injured childcare leave <sup>※</sup> (Men / Women)	0 (0/0)	0 (0/0)	0 (0/0)	0 (0/0)
Number of employees using elderly parent care extended leave <sup>※</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>※</sup> (Men / Women)	1 (0/1)	0 (0/0)	0 (0/0)	0 (0/0)
Number of employees using shortened working hours to care for an elderly parent <sup>※</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>※</sup> (Men / Women)	1 (1/0)	1 (1/0)	1 (1/0)	0 (0/0)
Average number of days of paid leave used <sup>※</sup>	9.4	10.6	11.7	16.0
Pct. of paid leave used <sup>※</sup>	56.6%	67.4%	71.9%	85.3%
Overtime hours, per month, per person <sup>※</sup>	18.1	22.7	23.3	25.7
Training expense per employee <sup>※</sup>	¥59,606	¥65,933	¥65,393	¥63,604
Pct. of employees receiving a health check-up <sup>※</sup>	100%	100%	100%	100%
Number of work-related fatalities <sup>※</sup>	0	0	0	0

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