



ESG Data

Environmental data

GHG emissions

Targets: Reduce Scope 1 and 2 GHG emissions by 46% by FYE March 2031
(Compared to the FYE March 2020)

	(t-CO ₂ e)			
	2020/3	2021/3	2022/3	2023/3
Scope 1	857	749	578	709
Scope 2 (Market based)	3,827	3,691	4,741	4,275
Subtotal Scope 1 and Scope 2	4,684	4,440	5,319	4,984

Scope 3 emissions					(t-CO ₂ e)
	2020/3	2021/3	2022/3	2023/3	
1 Purchased goods and services	9,392	19,165	115,822	9,130	
2 Capital goods	–	–	–	–	
3 Fuel- and energy-related activities not included in Scope 1 and 2	917	881	989	1,013	
4 Upstream transportation and Distribution	3	3	3	3	
5 Waste generated in operations	20	20	20	20	
6 Business travel	27	13	11	24	
7 Employee commuting	15	15	17	17	
8 Upstream leased assets	–	–	–	–	
9 Downstream transportation and distribution	–	–	–	–	
10 Processing of sold products	–	–	–	–	
11 Use of sold products	–	–	–	–	
12 End-of-life treatment of sold products	–	78	–	–	
13 Downstream leased assets	55,277	53,371	62,798	57,212	
14 Franchises	–	–	–	–	
15 Investments	–	–	–	–	
Subtotal Scope 3	65,651	73,546	179,660	67,419	
Total Scope 1, 2 and 3	70,335	77,986	184,979	72,403	

(Note) Scope 3-2/8/9/10/11/14/15 are not included in the calculation because there are no emission source.

Keihanshin Building's approach to calculating Scope 3 emissions

Categories shown in gray are categories for which Keihanshin Building has no emission sources.

Scope 3 categories		Examples of applicable activities	Items calculated	Calculation method/Remarks	
Upstream	1	Purchased goods and services Procurement of raw materials, external outsourcing for packaging, procurement of consumables	Costs related to property construction	Calculated based on the order amount for renovations, repairs, contract work, and miscellaneous expenses	
			Costs related to property management	Calculated based on the order amount for management fees paid to management companies (maintenance, security, cleaning)	
			Office supplies, communication costs, advertising costs	Calculated based on the printing costs of securities reports, etc. and purchase amount for all other office supplies	
	2	Capital goods	Expansion of production facilities (if construction/production is carried out over several years, it will be recorded in the final year when the construction/production is completed)		Renovations, repairs, contract work, or new construction orders are included in Category 1.
	3	Fuel and energy-related activities not included in Scopes 1 and 2	Upstream processes of fuel procured (mining, refining, etc.) Upstream processes of electricity procured (mining, refining, etc. of fuels used in power generation)	Electricity, city gas, petroleum	Calculated by multiplying the GHG emissions during the generation of energy for the amount of Scope 1 and 2 energy purchased, by the coefficient from the database
	4	Transportation and distribution	Logistics of procurement, conveyance between internal business sites, shipping (with our company as the shipper)	Shipping charges (postal, courier)	Calculated based on the costs of stamps, postcards, and postage (including franking machine) and order amount to courier companies
	5	Waste generated in operations	Transportation, processing of waste (excluding items with value) outside of our company	Costs of outsourcing cleaning work	Calculated based on the costs of cleaning work outsourced to management companies
	6	Business travel	Business trips taken by employees	Business trip expenses (Shinkansen, flights, accommodations)	Calculated based on the costs of transportation Calculated based on the number of nights stayed at the time of travel expense settlement
7	Employee commuting	Employees' commutes	Commuting expenses	Calculated based on commuting expenses (cost of commuter passes)	
8	Leased assets	Operation of leased assets rented by our company			

Keihanshin Building's approach to calculating Scope 3 emissions

Categories shown in gray are categories for which Keihanshin Building has no emission sources.

Scope 3 categories		Examples of applicable activities	Items calculated	Calculation method/Remarks	
Downstream	9	Transportation and distribution	Shipping (after transportation with our company as the shipper), storage at warehouses, sale at retail stores	Combined with category 4	
	10	Processing of sold products	Processing of intermediate products by business operators		
	11	Use of sold products	Use of products by consumers	GHG emissions expected to be generated in the future by the property for sale	"Manual for Preparing Green Buildings Program (2015) (CASBEE for Buildings (Existing), Osaka Mirai Edition)"* Applies the actual statistical value of primary energy consumption (500MJ/m2/year) for 266 factories (including warehouses). Calculated by multiplying with the floor space of the property.
	12	End-of-life treatment of sold products	Transportation, processing when products are disposed of by consumers	GHG emissions generated when the property for sale is demolished in the future	"Manual for Preparing Green Buildings Program (2015) (CASBEE for Buildings (Existing), Osaka Mirai Edition)"* Applies the CO2 emissions at the demolition stage (8.65kg CO2/m2/year) for 263 steel and wooden-structured factories (including warehouses). Calculated by multiplying with the floor space of the property.
	13	Leased assets	Operation of leased assets owned by our company as the lessor and rented to other parties	GHG emissions from energy consumption by tenants	Calculated based on measured electricity consumption of tenants in owned buildings
	14	Franchises	Scope 1 and 2 activities by franchises under our company		
	15	Investments	Stock investments, bond investments, other investments such as project finance		
	Others (optional)	Daily lives of employees and consumers			

*: <https://www.city.osaka.lg.jp/toshikeikaku/page/0000162674.html>

Energy consumption

KPI: ① reduce energy consumption intensity by 10% through energy conservation by the fiscal year ending March 31, 2031 compared to the fiscal year ended March 31, 2020

② Use of renewable energy

	2020/3	2021/3	2022/3	2023/3
Energy consumption (MWh)	15,088	14,373	15,653	16,102
Scope1 (MWh)	4,180	3,563	2,820	3,067
Scope2 (MWh)	10,908	10,810	12,833	13,035
Number of target facilities	10	11	12	12
Total floor space (m ²)	117,858	121,647	146,191	154,977
Energy consumption intensity (kWh/m ²)	128.02	118.15	107.07	103.90

*:Aggregation of portions corresponding to Scope1 and 2, and properties leased as a whole building to a single tenant per property are excluded. Total floor space is calculated based on operation rate

Number of target facilities using electricity from renewable energy sources

	2020/3	2021/3	2022/3	2023/3
Number of target facilities	25	25	26	26
Number of target facilities using electricity from renewable energy sources	0	0	0	1

Water intake (Water consumption)

KPI: reduce water consumption intensity (m³/m²) from the previous fiscal year

	unit	2020/3	2021/3	2022/3	2023/3
Water consumption	thousand m ³	159	138	152	159
Tap water consumption	thousand m ³	159	138	152	159
Total floor space	m ²	276,892	280,681	305,225	314,010
Water consumption intensity	m ³ /m ²	0.57	0.49	0.50	0.51
Waste water	m ³	159	138	152	159
Amount discharged into sewage system	thousand m ³	159	138	152	159

Waste disposal

KPI: Reduce waste disposal intensity (kg/m²) from the previous fiscal year

	2020/3	2021/3	2022/3	2023/3	
Waste that can be recycled (t)	193	185	215	186	
Waste that cannot be recycled (t)	General waste	227	219	255	222
	Industrial waste	16	19	41	28
	Total	244	239	297	251
Total of waste that can be recycled and waste that cannot be recycled (t)	436	423	511	436	
Recycling rate(%)	79.1	77.5	72.5	74.2	
Waste disposal intensity (kg/m ²)	2.9	2.7	3.2	2.1	
Total floor space (m ²)	85,231	88,453	93,084	121,782	

Paper consumption

	Unit	2020/3	2021/3	2022/3	2023/3
Amount of paper consumption	sheets	483,500	454,000	386,500	338,500
Paper consumption per person	sheets	10,744	9,458	7,292	6,386

*:The scope is Head Office and Tokyo branch Office.

Number of greening properties

	2020/3	2021/3	2022/3	2023/3
Number of target properties	24	25	26	26
Number of greening properties	19	20	21	21

*:Number of greening properties in Our Properties

Amount of hazardous wastes

	Unit	2020/3	2021/3	2022/3	2023/3
Number of target facilities	properties	21	22	23	23
SOx emissions	kg	664	542	549	739
NOx emissions	kg	406	321	331	449

*:The calculation was based on the emission factor of the Center for Global Environmental Research at the National Institute for Environmental Studies (FY 2005).

External authentication

KPI: Raise the ratio of certified green buildings to all the owned properties by floor space (%) to 50% and higher by the fiscal year ending March 31, 2031 and acquire green building certifications for all newly constructed properties in the future

		2020/3	2021/3	2022/3	2023/3
Green Building Certification	Number of new acquisitions of certified green buildings to all the owned properties	0	1	2	4
	Cumulative number of Acquisitions of certified green buildings to all the owned properties	0	1	3	7
Ratio of properties with green building certifications	Ratio of properties with green building (%)	0	6.9	20.7	38.5
Environmental compliance	Violations of environmental laws and regulations (times)	0	0	0	0

CASBEE real estate certification

Property	Ranking	Certification date
Keihanshin Midosuji Building	S	2021/3/31
Keihanshin Fuchu Building	S	2021/10/31
Keihanshin Yodoyabashi Building	S	2022/3/31
Keihanshin Toranomom Building	S	2022/10/31
Keihanshin Onarimon Building	S	2022/10/31
Keihanshin Yoyogi-koen Building	S	2022/10/31
Keihanshin Fujisawa Shopping Facility	S	2023/6/30

BELS rating

Property	Ranking	Certification date
OBP Building	★★	2022/7/27

Social data

Human capital-related data

Employees data

			2020/3	2021/3	2022/3	2023/3
Number of employees (persons)	(consolidated)	Male	32	32	35	37
		Female	13	14	16	16
		Total	45	46	51	53
		Non-regular employees	2	1	3	2
	(non-consolidated)	Male	31	30	34	37
		Female	13	14	16	16
		Total	44	44	50	53
		Non-regular employees	2	1	3	2
Average annual salary (thousand yen)			9,139	9,348	9,929	10,708
Number of new graduates recruited (persons)	(consolidated)	Male	0	0	1	0
		Female	0	2	2	0
		Total	0	2	3	0
Percentage of female among new graduates recruited (five-year average) (%)	(consolidated)		50.0	57.1	50.0	66.7
Number of senior employees (aged 60 or older) (persons)	(consolidated)		13	14	14	14
Number of mid-career personnel recruited (persons)	(consolidated)		3	0	3	5
Number of foreign employees (persons)	(consolidated)		0	0	0	0
Number of employees with disabilities (persons)	(consolidated)		0	0	0	0

Average service period (years)	(consolidated)	Male Average	9.9	11.0	9.6	8.4
		Female Average	13.2	12.4	11.9	12.9
		Total Average	10.9	11.4	10.3	9.8
	(non-consolidated)	Male Average	9.8	9.9	9.4	8.4
		Female Average	13.2	12.4	11.9	12.9
		Total Average	10.8	10.7	10.2	9.8
Average age (years)	(consolidated)	Male Average	52.5	53.1	53.0	53.5
		Female Average	35.9	35.3	34.7	35.7
		Total Average	47.7	47.7	47.2	48.2
	(non-consolidated)	Male Average	52.0	52.3	52.5	53.5
		Female Average	35.9	35.3	34.7	35.7
		Total Average	47.2	46.9	46.8	48.2
Total working hours per month (hours/months) all workers	(consolidated)		151	160	158	155
Monthly average overtime (hours/months) excluding managers *	(consolidated)		11	14	14	14
Differences in wages between male and female workers (%)	(non-consolidated)	All workers	64.6	64.8	59.3	57.6
		Full-time workers	66.0	66.5	59.7	53.7
		Fixed-term workers	-	-	-	97.4
Number of voluntarily resigned employees (persons)	(consolidated)		0	1	1	0

Ratio of voluntarily resigned employees (%)	(consolidated)	0	100	50	0
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*:Overtime is calculated based on the Company's prescribed working hours (7 hours).

Promoting active roles for diverse human resources

			2020/3	2021/3	2022/3	2023/3
Number of employees in managerial positions (persons) (excluding executive officers)	(consolidated)	Male	23	21	18	21
		Female	2	2	2	2
		Total	25	23	20	23
Percentage of female directors and Audit & Supervisory Board members (%)	(consolidated)		10.0	10.0	10.0	10.0
Percentage of female directors (%) *1	(consolidated)		9.0	6.6	5.8	5.8
Percentage of female managers (%)	(consolidated)		7.7	7.7	7.4	6.7
Percentage of career interviews conducted (%) *2	(consolidated)		-	-	-	100

*1: Percentage of women who serve as board of directors, auditors, executive officers

*2: Conducted once a year from the FYE March 2023

Creating a pleasant work environment•promoting diverse work styles

	2020/3	2021/3	2022/3	2023/3
Number of participants for training sessions that included health and safety standards (persons)	0	0	0	0
Frequency rate (accidents resulting in lost workdays) (%)	0	0	0	0
Number of fatal accidents	0	0	0	0
Percentage of employees who received health checkup (%)	100	100	100	100
Paid leave utilization rate (%)	64.7	63.8	69.2	76.6
Number of individuals who took maternity/childcare leave (persons)	1	2	1	1
Number of male employees who took childcare leave (persons)	1	0	0	1
Number of female employees who took childcare leave (persons)	0	2	1	0
Ratio of employees returning to work after childcare leaves (%)	100	100	100	100
Number of employees with shorter working hours (persons)	1	2	2	3
Number of employees who took day off for family care (persons)	0	0	0	0
Number of employees who took family care leave (persons)	0	0	0	0
Number of stress checks conducted (persons)/Percentage of employees who received stress checks (%)	-	-	-	55/100

Human rights

		2020/3	2021/3	2022/3	2023/3
Human rights related training	Number of participants (persons)	-	-	25	54
	Participation rate (%)	-	-	92.6	91.5

*:The training was conducted only for members of the Sustainability Committee in FYE March 2022 (parameter: 27).

Human resources development

	2020/3	2021/3	2022/3	2023/3
Training expenses per employee (thousand yen)	55.7	35.5	56.2	56.5
Number of additionally obtained qualifications by employees in total (persons)	2	4	1	2

Other data

Name	Chairperson	2020/3	2021/3	2022/3	2023/3
Number of the Health Committee held (times)	General Manager of Personnel & General Affairs Dept	-	-	-	12

*:The Health Committee was launched in April 2022

Satisfaction surveys for tenants' employees

	2020/3	2021/3	2022/3	2023/3
Number of Satisfaction surveys for tenants' employees(times)	0	1	1	1

Investment in contribution to local communities

	2020/3	2021/3	2022/3	2023/3
Investment in contribution to local communities (thousand yen)	22,517	16,404	7,751	106,635

Governance data

Corporate governance

Members of the boards

The Company's Board of Directors, Audit & Supervisory Board, Nominating Committee and Remuneration Committee include the following members:

As of June 20, 2023, the Board of Directors and Audit & Supervisory Board included 9 male and 1 female members.

Director skill matrix

We have defined the skills we consider necessary for directors as those related to Corporate Management, Finance and Accounting, Legal Risk Management, Industrial Expertise, Architecture, and Technology Energy.

We appoint directors with the right skills in accordance with these requirements, and their skills are shown in the table below.

	Name	Nomination and Remuneration Committee	Gender	Attendance at the Board of Directors' Meetings in FY2022	Term of office	Expertise (◎ A field for which Outside Officers are particularly expected)					
						Corporate Management	Finance & Accounting	Legal Risk Management	Industrial Expertise	Architecture	Technology Energy
Board of Directors	Koichi Minami	●	Male	11/11	7 years	●	●	●	●		
	Tsuneo Wakabayashi	●	Male	11/11	2 years	●	●	●	●		
	Seisuke Isemura		Male	11/11	3 years			●		●	●
	Takashi Yoshida	●	Male	11/11	6 years		◎	●			
	Masao Nomura	●	Male	11/11	4 years	◎	●	●			◎
	Takashi Tsuji	●	Male	11/11	3 years	◎	●	●			
	Chiho Takeda	●	Female	11/11	1 year			◎			
Audit & Supervisory Board	Shigeru Nishida		Male	11/11	4 years		●	●			
	Hideharu Nagasawa		Male	11/11	2 years	◎	●	●			◎
	Hideyuki Kamijo		Male	9/9	1 year	●	◎	●	◎		

(Note)

- The list above does not represent all of the expertise and experience that each member possesses.
- Director, Ms. Chiho Takeda had been in office as Outside Audit & Supervisory Board Member of the Company for three years before taking office as Director.
- Audit & Supervisory Board Member, Mr. Shigeru Nishida had been in office as Director of the Company for four years before taking office as Audit & Supervisory Board Member.

Remuneration paid to officers (2023/3)

Classification	Number of members paid	Subtotal by type of remuneration			Total amount of remuneration
		Base remuneration	Performance-linked remuneration	Non-monetary remuneration	
Directors	8 persons	133,890 thousand yen	16,064 thousand yen	33,353 thousand yen	183,307 thousand yen
Outside Directors	5 persons	33,600 thousand yen			33,600 thousand yen
Audit & Supervisory Board Members	4 persons	40,800 thousand yen			40,800 thousand yen
Outside Audit & Supervisory Board Members	3 persons	15,600 thousand yen			15,600 thousand yen

(Notes)

- The total amount of remuneration includes the amount paid to one Director who retired due to expiration of the term of office and one Audit & Supervisory Board Member who resigned from office at the conclusion of the 99th Annual General Meeting of Shareholders held on June 21, 2022.
- In addition to the above, employee salaries of 18,223 thousand yen are paid to Directors who concurrently serve as employees.

Outside directors

Name	Occupation/affiliation, etc.	Reasons for Appointment	Designation as Independent Director
Takashi Yoshida	CPA	Reason for appointment as an Outside Director: to utilize his highly specialized expertise and diverse range of insights, gained from many years of experience as a certified public accountant, in the management of the Company. Reason for designation as an Independent Director: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Mr. Takashi Yoshida and the companies and other organizations he belongs to on the other.	○
Masao Nomura	From another company (Significant concurrent position) Member of the Board of Directors, Outside	Reason for appointment as an Outside Director: to utilize his many years of experience as a corporate manager of a comprehensive energy service provider and diverse range of insights in the management of the Company.	○

	<p>Director, ONO PHARMACEUTICAL CO., LTD.</p>	<p>Reason for designation as an Independent Director: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Mr. Masao Nomura and the companies and other organizations he belongs to on the other.</p>	
<p>Takashi Tsuji</p>	<p>From another company (Significant concurrent position) Outside Director, Matsumoto Yushi-Seiyaku Co., Ltd.</p>	<p>Reason for appointment as an Outside Director: to utilize his many years of experience as a corporate manager of a transport company and diverse range of insights in the management of the Company. Reason for designation as an Independent Director: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Mr. Takashi Tsuji and the companies and other organizations he belongs to on the other.</p>	<p>○</p>
<p>Chiho Takeda</p>	<p>Lawyer (Significant concurrent position) Outside Director (Member of the Board), NICHIDAI CORPORATION Outside Director, DAIHATSU DIESEL MFG. CO., LTD.</p>	<p>Reason for appointment as an Outside Director: to utilize her abundant experience as a lawyer and diverse range of insights in the management of the Company. Reason for designation as an Independent Director: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Ms. Chiho Takeda and the companies and other organizations she belongs to on the other.</p>	<p>○</p>

Outside audit

Name	Occupation/affiliation, etc.	Attendance at Audit & Supervisory Board meetings in FY2022	Reasons for Appointment	Designation as Independent Auditor
Hideharu Nagasawa	From another company	14/14	<p>Reason for appointment as an Outside Audit & Supervisory Board Member: to utilize his many years of experience in the corporate planning department and technical department of a leading electronics manufacturer and diverse range of insights in the management of the Company.</p> <p>Reason for designation as an Independent Auditor: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Mr. Hideharu Nagasawa and the companies and other organizations he belongs to on the other.</p>	○
Hideyuki Kamijo	Tax Accountant, From another company	11/11	<p>Reason for appointment as an Outside Audit & Supervisory Board Member: to utilize his experience in business execution in the real estate industry and as an auditor, as well as considerable knowledge of finance and accounting, in the audit of the Company.</p> <p>Reason for designation as an Independent Auditor: because there is no risk of a conflict of interest in view of the relationships between the Company on one side, and Mr. Hideyuki Kamijo and the companies and other organizations he belongs to on the other.</p>	○

Other data

	2020/3	2021/3	2022/3	2023/3
Participation rate in Board of Directors meetings (%)	100	100	100	100
Number of effectiveness assessment of the Board of Directors (times)	1	1	1	1

Compensation for audit by a certified public accountant, etc.

(million yen, consolidated basis)

Category	2022/3		2023/3	
	Remuneration based on audit and attestation services	Remuneration based on non-audit services	Remuneration based on audit and attestation services	Remuneration based on non-audit services
Keihanshin.Co.,Ltd	16.8	–	19.5	0.3
Consolidated subsidiaries	–	–	–	–
Total	16.8	–	19.5	0.3

*:The Company's audit and attestation services include remunerations for auditing English financial statements. The Company's non-audit services are the procedural services agreed upon for the reduction application form based on the "Act on Special Measures Concerning Promotion of Electricity from Renewable Energy Sources."

Name	Chairperson	2020/3	2021/3	2022/3	2023/3
Board of Directors	Chairman of the Board	11	13	11	11
Audit & Supervisory Board	Audit & Supervisory Board Member (Standing)	12	12	12	14
Management Meeting	President	11	12	11	11
Nomination and Remuneration Committee	Outside Director	3	4	4	3
Sustainability Committee	President	–	–	11	6
Compliance Committee	Executive Officer in Charge	5	3	4	4
Risk Management Committee	Executive Officer in Charge	4	4	5	5

The operational status of corporate governance related to climate change

(times)

	2020/3	2021/3	2022/3	2023/3
Number of times the Sustainability Committee engaged in climate change monitoring	–	0	0	1
Number of reported times by the Sustainability Committee to the Board of Directors	–	1	1	2
Number of the Sustainability Committee held	–	2	11	6

*:The Sustainability Committee was launched in 2020

*:In November 2021, we announced our support for the recommendations of TCFD and have strengthened our corporate governance related to climate change.

Information security

	2020/3	2021/3	2022/3	2023/3
Number of information security training conducted (times)	0	0	0	1
Number of major information security accidents (times)	0	0	0	0

Compliance

	2020/3	2021/3	2022/3	2023/3	
Number of compliance training conducted (times)	2	3	3	3	
Number of consultations with In-House Contacts	Number of Harassment related consultations	0	1	0	0
	Number of other consultations	1	0	0	0
Political contributions (yen)	0	0	0	0	
Expenses for corruption related fines, penalties or legal settlements (yen)	0	0	0	0	
Number of employee reprimands or dismissals due to actual or suspected corruption (times)	0	0	0	0	

Tax payments by country

Keihanshin Building Co., Ltd. (Consolidated)

(million yen)

	2020/3	2021/3	2022/3	2023/3
Japan	1,942	3,933	2,477	1,737
Total	1,942	3,933	2,477	1,737

*:Total current income taxes and deferred income taxes were counted.