

Human Resources-Related Information Total for 3 SBU core companies

Note: Accompanying a change in segment classification, there have been changes to the SBU core companies from FY2016.3.

FY2014.3 ~ FY2015.3: BANDAI, BANDAI NAMCO Games, NAMCO

FY2016.3 ~ FY2017.3: BANDAI, BANDAI NAMCO Entertainment*, BANDAI VISUAL

* The name of BANDAI NAMCO Games was changed to BANDAI NAMCO Entertainment in April 2015.

Number of Employees by Type of Employment			(People)			
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Full-time employees	Male		1,861	1,821	1,445	1,485
	Female		580	583	598	628
Junior employees	Male		1,043	859	35	43
	Female		768	719	114	108
Contract employees	Male		37	33	33	34
	Female		45	41	34	30
Temporary employees	Male		660	615	38	25
	Female		938	1,027	93	51
Total	Male		3,601	3,328	1,551	1,587
	Female		2,331	2,370	839	817
	Total		5,932	5,698	2,390	2,404

Number of Female Managers						
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Female managers (people)			61	65	81	93
Ratio to total managers			9.3%	9.8%	13.4%	15%

Number of Employees Hired after Graduation						
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Number of employees hired after graduation (people)			58	83	82	88
Number of female employees included (people)			25	38	35	39
Percentage of female employees included			43.1%	45.8%	42.7%	44%

Employment Ratio for People with Disabilities (Group Total)						
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Employment ratio for people with disabilities			1.96%	2.00%	2.00%	2.04%

Averages						
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Average years of continuous service			10.6	10.3	12.3	12.3
Average age			39.6	39.5	38.8	37.7

Number of Employees that Took Leave for Childcare or Nursing			(People)			
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Number of employees that took leave for childcare			93	88	70	75
Number of male employees included			7	8	5	5
Number of employees that took leave to home nurse			0	0	0	1
Number of male employees included			0	0	0	0

Annual Paid Leave Utilization Rate						
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Annual paid leave utilization rate			52.6%	49.2%	65.4%	68.5%

Industrial Accidents			(Incidents)			
			FY2014.3	FY2015.3	FY2016.3	FY2017.3
Industrial accidents			50	38	17	10

Overview of Systems to Promote Achievement of Work-Life Balance		(Programs that surpass legal requirements)
System	Overview	
Childcare leave	Can be taken until the end of the fiscal year in which the child turns 18 months old or until the day the child turns two years old.	
Childcare support	Available until the child completes third grade. In addition to shorter working hours, includes exemption from overtime and late-night work.	
Childbirth leave for male employees	Male employees can take up to five days of paid leave when their wife gives birth.	
Flex time system	Normal working hours are determined not on a daily basis but on a monthly basis.	
Child-rearing flex time system	For employees who are raising children who have not yet started junior high school, normal working hours are determined not on a daily basis but on a monthly basis.	
Provision of support funds for childbirth and childcare	Provision of ¥200,000 at the birth of each of the first and second children. Provision of ¥2,000,000 at the birth of each of the third and subsequent children. (Acquisition of childcare leave for one continuous week or more is a requirement for the receipt of this support.)	
Life support regulations	Introducing life support regulations with the objective of establishing supportive environments for employees in a variety of household circumstances. Offering 30-day leaves as well as shorter working hours/flex time, in accordance with the reason. Examples of reasons: (1) truant children, (2) infertility treatment, (3) family nursing or caregiving for spouses and 1st and 2nd degree relatives of employees and spouses, (4) receiving outpatient care at medical facilities due to disease	

Note: Systems used by Group companies are different.