

Human Resources-Related Information Total for 3 business segment core companies

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

FY2015.3: BANDAI, BANDAI NAMCO Games, NAMCO

FY2016.3 ~ FY2018.3: 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)			
			FY2015.3	FY2016.3	FY2017.3	FY2018.3
Full-time employees	Male	1,821	1,445	1,485	1,439	
	Female	583	598	628	652	
Junior employees	Male	859	35	43	25	
	Female	719	114	108	94	
Contract employees	Male	33	33	34	36	
	Female	41	34	30	27	
Temporary employees	Male	615	38	25	37	
	Female	1,027	93	51	78	
Total	Male	3,328	1,551	1,587	1,537	
	Female	2,370	839	817	851	
	Total	5,698	2,390	2,404	2,388	

Number of Female Managers		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Female managers (People)	65	81	93	102	
Ratio to total managers	9.8%	13.4%	15.4%	16.9%	

Number of Employees Hired after Graduation		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Number of employees hired after graduation (People)	83	82	88	99	
Number of female employees included (People)	38	35	39	47	
Percentage of female employees included	45.8%	42.7%	44.0%	47.5%	

Employment Ratio for People with Disabilities (Group Total)		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Employment ratio for people with disabilities	2.00%	2.00%	2.04%	2.04%	

Averages		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Average years of continuous service	10.3	12.3	12.3	12.4	
Average age	39.5	38.8	37.7	39.3	

Number of Employees that Took Leave for Childcare or Nursing		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Number of employees that took leave for childcare	88	70	75	65	
Number of male employees included	8	5	5	8	
Number of employees that took leave to home nurse	0	0	1	1	
Number of male employees included	0	0	0	0	

Annual Paid Leave Utilization Rate		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Annual paid leave utilization rate	49.2%	65.4%	68.5%	68.4%	

Industrial Accidents		FY2015.3	FY2016.3	FY2017.3	FY2018.3
Industrial accidents (Incidents)	38	17	10	3	

Overview of Systems to Promote Achievement of Work-Life Balance		(Programs that surpass legal requirements)
System	Overview	
Childcare leave	Can be taken 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.	
Flextime system	Normal working hours are determined not on a daily basis but on a monthly basis.	
Child-rearing flextime 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.)	
Lifestyle-support system	Introducing lifestyle-support system 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/flextime, 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.