

## Human Resources-Related Information Total for Unit core companies

Note: Accompanying a change in segment classification, there have been changes to the business segment core companies from FY2019.3.

FY2016.3–FY2018.3: BANDAI, BANDAI NAMCO Entertainment, BANDAI VISUAL\*

FY2019.3: BANDAI, BANDAI NAMCO Entertainment, BANDAI NAMCO Amusement, BANDAI NAMCO Arts, SUNRISE

\* The name of BANDAI VISUAL was changed to BANDAI NAMCO Arts in April 2018.

Number of Employees by Type of Employment		(People)			
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Full-time employees	Male	1,485	1,439	1,967	2,160
	Female	628	652	830	1,008
Junior employees	Male	43	25	928	967
	Female	108	94	964	982
Contract employees	Male	34	36	128	146
	Female	30	27	49	83
Temporary employees	Male	25	37	1,394	1,422
	Female	51	78	2,156	2,035
Total	Male	1,587	1,537	4,417	4,695
	Female	817	851	3,999	4,108
	Total	2,404	2,388	8,416	8,803

Number of Female Managers					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Female managers (People)		93	102	120	147
Ratio to total managers		15.4%	16.9%	17.4%	18.1%

Number of Employees Hired after Graduation					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Number of employees hired after graduation (People)		88	99	130	170
Number of female employees included (People)		39	47	60	79
Percentage of female employees included		44.0%	47.5%	46.2%	46.5%

Employment Rate for People with Disabilities					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Employment rate for people with disabilities		2.04%	2.04%	2.10%	2.20%

Note: For consolidated subsidiaries that use the service of special subsidiary BANDAI NAMCO Will Inc.

Averages					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Average years of continuous service		12.3	12.4	10.6	9.7
Average age		37.7	39.3	39.0	39.3

Number of Employees That Took Leave for Childcare or Family Nursing		(People)			
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Number of employees that took leave for childcare		75	65	111	88
Number of male employees included		5	8	9	17
Number of employees that took leave to home nurse		1	1	1	1
Number of male employees included		0	0	0	0

Annual Paid Leave Utilization Rate					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Annual paid leave utilization rate		68.5%	68.4%	57.2%	71.7%

Industrial Accidents					
		FY2017.3	FY2018.3	FY2019.3	FY2020.3
Industrial accidents (Incidents)		10	3	52	61

Systems to Promote Achievement of Work–Life Balance (Examples)		(Programs that surpass legal requirements)	
System	Overview		
Childcare leave	Can be taken until the day before the child's second birthday.		
Childcare support	Available until March 31 of the year in which the child completes sixth 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	Up to March 31 of the year in which the child completes sixth grade, core time can be adjusted in line with child-rearing circumstances.		
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 (4) receiving outpatient care at medical facilities due to disease		

Note: Systems used by Group companies are different.