

Human Resources-Related Information Total for business segment core companies

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

FY2018.3: BANDAI CO., LTD., BANDAI NAMCO Entertainment Inc., BANDAI VISUAL CO., LTD.*

FY2019.3–FY2021.3: BANDAI CO., LTD., BANDAI NAMCO Entertainment Inc., BANDAI NAMCO Amusement Inc., BANDAI NAMCO Arts Inc., SUNRISE INC.

* The name of BANDAI VISUAL CO., LTD. was changed to BANDAI NAMCO Arts Inc. in April 2018.

Number of Employees by Type of Employment			(People)			
		FY2018.3	FY2019.3	FY2020.3	FY2021.3	
Full-time employees	Male	1,439	1,967	2,160	2,254	
	Female	652	830	1,008	1,092	
Junior employees	Male	25	928	967	930	
	Female	94	964	982	969	
Contract employees	Male	36	128	146	143	
	Female	27	49	83	83	
Temporary employees	Male	37	1,394	1,422	1,175	
	Female	78	2,156	2,035	1,694	
Total	Male	1,537	4,417	4,695	4,502	
	Female	851	3,999	4,108	3,838	
	Total	2,388	8,416	8,803	8,340	

Number of Female Managers		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Female managers (People)		102	120	147	157
Ratio to total managers		16.9%	17.4%	18.1%	19.1%

Number of Employees Hired after Graduation		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Number of employees hired after graduation (People)		99	130	170	162
Number of female employees included (People)		47	60	79	68
Percentage of female employees included		47.5%	46.2%	46.5%	42.0%

Employment Rate for People with Disabilities		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Employment rate for people with disabilities		2.04%	2.10%	2.20%	2.20%

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

Averages		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Average years of continuous service		12.4	10.6	9.7	9.8
Average age		39.3	39.0	39.3	38.9

Number of Employees That Took Leave for Childcare or Family Nursing		(People)			
		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Number of employees that took leave for childcare		65	111	88	88
Number of male employees included		8	9	17	19
Number of employees that took leave to home nurse		1	1	1	2
Number of male employees included		0	0	0	1

Annual Paid Leave Utilization Rate		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Annual paid leave utilization rate		68.4%	57.2%	71.7%	56.0%

Industrial Accidents		FY2018.3	FY2019.3	FY2020.3	FY2021.3
Industrial accidents (Incidents)		3	52	61	53

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 ¥3,000,000 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.