

Human Resources-Related Information Total for segment business management companies

(Bandai Namco Entertainment Inc., BANDAI CO., LTD., BANDAI NAMCO Arts Inc., SUNRISE INC., Bandai Namco Amusement Inc.)

* SUNRISE INC., BANDAI NAMCO Arts Inc.'s film production business, and BANDAI NAMCO Rights Marketing Inc. merge and are renamed as Bandai Namco Filmworks Inc. in April 2022.

Number of Employees by Type of Employment		(People)			
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Full-time employees	Male	1,967	2,160	2,254	2,297
	Female	830	1,008	1,092	1,146
Junior employees	Male	928	967	930	925
	Female	964	982	969	972
Contract employees	Male	128	146	143	137
	Female	49	83	83	84
Temporary employees	Male	1,394	1,422	1,175	1,225
	Female	2,156	2,035	1,694	1,668
Total	Male	4,417	4,695	4,502	4,584
	Female	3,999	4,108	3,838	3,870
Total		8,416	8,803	8,340	8,454

Number of Female Managers					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Female managers (People)		120	147	157	168
Ratio to total managers		17.4%	18.1%	19.1%	21.5%

Number of Employees Hired after Graduation					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Number of employees hired after graduation (People)		130	170	162	137
Number of female employees included (People)		60	79	68	54
Percentage of female employees included		46.2%	46.5%	42.0%	39.4%

Employment Rate for People with Disabilities					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Employment rate for people with disabilities		2.10%	2.20%	2.20%	2.30%

Note: For consolidated subsidiaries that use the service of special subsidiary Bandai Namco Will Inc.

Averages					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Average years of continuous service		10.6	9.7	9.8	10.4
Average age		39.0	39.3	38.9	38.9

Number of Employees That Took Leave for Childcare or Family Nursing		(People)			
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Number of employees that took leave for childcare		111	88	88	73
Number of male employees included		9	17	19	20
Number of employees that took leave to home nurse		1	1	2	0
Number of male employees included		0	0	1	0

Annual Paid Leave Utilization Rate					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Annual paid leave utilization rate		57.2%	71.7%	56.0%	70.4%

Industrial Accidents					
		FY2019.3	FY2020.3	FY2021.3	FY2022.3
Industrial accidents (Incidents)		52	61	53	92

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 spouses	Employees can take up to five days of paid leave when their spouse 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 and submission of a child-rearing report are requirements 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.