

KADOKAWA Group statistics

*Percentages are rounded to the second decimal place and are shown to the first decimal place.

■ Number of employees (as of March 31, 2024)

		Male		Female		Total	
		Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	Full-time employees	1,188	57.8%	868	42.2%	2,056	78.0%
	Contract employees	215	37.1%	365	62.9%	580	22.0%
	Total	1,403	53.2%	1,233	46.8%	2,636	100%
KADOKAWA Group	Full-time employees	3,761	60.3%	2,471	39.7%	6,232	78.2%
	Contract employees	683	39.2%	1,059	60.8%	1,742	21.8%
	Total	4,444	55.7%	3,530	44.3%	7,974	100%

*1 Percentage of male and female workers by employment status. *2 Percentage by employment status. *Corporate Officers are included in full-time employees.

*Contract employees include non-regular employees, part-time employees, and employees rehired after retirement, but do not include temporary staff members from staffing agencies or outsourced workers.

*Due to differences in employment forms used to collect data, the number of employees shown in the securities report differs from the total number of employees shown above.

■ Number of Managers and Officers (as of March 31, 2024)

		Male		Female		Total
		Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	Middle management *1	201	72.8%	75	27.2%	276
	Senior management *2	101	79.5%	26	20.5%	127
	Management total	302	74.9%	101	25.1%	403
	Officers *3	25	89.3%	3	10.7%	28
	Total managers and officers	327	75.9%	104	24.1%	431
KADOKAWA Group	Middle management *1	539	70.5%	226	29.5%	765
	Senior management *2	244	76.5%	75	23.5%	319
	Management total	783	72.2%	301	27.8%	1,084
	Officers *4 *5	167	92.3%	14	7.7%	181
	Total managers and officers	950	75.1%	315	24.9%	1,265

*1 Middle management: section chiefs *2 Senior management: department heads *3 Board Members and Corporate Officers *4 Total number of officers. Board Members and Corporate Officers

*5 Ten internally promoted female officers

■ Hiring new graduates (FY2023)

	Male		Female		Total
	Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	7	21.9%	25	78.1%	32
KADOKAWA Group	91	53.8%	78	46.2%	169

■ Employment of persons with disabilities (as of March 31, 2024)

	Full-time employees	Contract employees	Total
	Employees	Employees	Employees
KADOKAWA CORPORATION and special subsidiary companies	27	47	74
Other domestic group companies	9	17	26

*Other domestic group companies are companies that are legally obligated to employ persons with disabilities.

■ Number of mid-career employees (FY2023)

	Full-time employees					Contract employees					Total
	Male		Female		Total	Male		Female		Total	
	Employees	Percentage	Employees	Percentage	Employees	Employees	Percentage	Employees	Percentage	Employees	Employees
KADOKAWA	59	45.4%	71	54.6%	130	50	28.2%	127	71.8%	177	307
KADOKAWA Group	408	47.8%	446	52.2%	854	213	37.8%	350	62.2%	563	1,417

■ Number of non-Japanese employees (as of March 31, 2024)

	Full-time employees		Contract employees		Total	
	Male	Female	Male	Female		
	Employees	Employees	Employees	Employees	Employees	Percentage *1
KADOKAWA Group	285	495	25	34	839	10.5%

*1 Non-Japanese employees as a percentage of all employees

■ Ratio of men to women in average annual income (FY2023)

	Full-time employees		Part-time employees and fixed-term workers		All workers (full-time employees, part-time employees and fixed-term workers) total	
	Male	Female	Male	Female	Male	Female
KADOKAWA	100	82.7	100	70.4	100	72.7
Domestic group companies (including KADOKAWA)	100	85.5	100	84.2	100	81.2

■ Average years of Employment (as of March 31, 2024)

	Full-time employees		Contract employees	
	Male	Female	Male	Female
KADOKAWA	3.0 years	2.8 years	2.6 years	1.8 years
KADOKAWA Group	5.2 years	4.7 years	2.4 years	2.3 years

*Average years of employment for KADOKAWA as a single company are counted from July 1, 2019.

■ Number of turnovers (April 1, 2023, to March 31, 2024)

	Full-time employees					
	Male		Female		Total	
	Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	44	62.0%	27	38.0%	71	3.5%
KADOKAWA Group	238	61.2%	151	38.8%	389	6.2%

*1 Turnover rate by gender *2 Turnover rate of full-time employees

■ Childcare Leave Taken at KADOKAWA Group (April 1, 2023, to March 31, 2024)

		Male	Female
KADOKAWA	Eligible employees	26	24
	Employees taking leave	14	18
	Percentage of employees taking childcare leave	53%	75%
	Rate of return from childcare leave	-	100%
	Turnover ratio after taking childcare leave	-	0%
Domestic group companies (including KADOKAWA)	Eligible employees	101	58
	Employees taking leave	56	86
	Percentage of employees taking childcare leave	55%	148%
	Rate of return from childcare leave	-	100%
	Turnover ratio after taking childcare leave	-	5%

*Percentage figures are rounded off to whole numbers.

*The percentage of male employees taking childcare leave is the ratio of male employees whose spouses gave birth to the number of male employees who took childcare leave.

The percentage of female employees taking childcare leave is the ratio of female employees who gave birth to the number of female employees who took childcare leave.

The percentage may be greater than 100% because the year the child is born may be different from the year when childcare leave started.