

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, 2025)

		Male		Female		Total	
		Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	Full-time employees	1,230	55.8%	976	44.2%	2,206	87.0%
	Contract employees	115	34.8%	215	65.2%	330	13.0%
	Total	1,345	53.0%	1,191	47.0%	2,536	100%
KADOKAWA Group	Full-time employees	4,083	59.2%	2,813	40.8%	6,896	80.9%
	Contract employees	810	49.7%	820	50.3%	1,630	19.1%
	Total	4,893	57.4%	3,633	42.6%	8,526	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, 2025)

		Male		Female		Total
		Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	Middle management *1	227	72.5%	86	27.5%	313
	Senior management *2	98	80.3%	24	19.7%	122
	Management total	325	74.7%	110	25.3%	435
	Officers *3	25	86.2%	4	13.8%	29
	Total managers and officers	350	75.4%	114	24.6%	464
KADOKAWA Group	Middle management *1	581	70.3%	245	29.7%	826
	Senior management *2	277	78.2%	77	21.8%	354
	Management total	858	72.7%	322	27.3%	1,180
	Officers *4 *5	170	89.5%	20	10.5%	190
	Total managers and officers	1,028	75.0%	342	25.0%	1,370

*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 Eleven internally promoted female officers

■ Hiring new graduates (FY2024)

	Male		Female		Total
	Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	14	34.1%	27	65.9%	41
KADOKAWA Group	106	55.5%	85	44.5%	191

■ Employment of persons with disabilities (as of March 31, 2025)

	Full-time employees	Contract employees	Total
	Employees	Employees	Employees
KADOKAWA CORPORATION and special subsidiary companies *1	31	67	98
Other domestic group companies *2	10	12	22

*1 Includes Win Graffiti Inc.

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

■ Number of mid-career employees (FY2024)

	Full-time employees					Contract employees					Total
	Male		Female		Total	Male		Female		Total	Employees
	Employees	Percentage	Employees	Percentage	Employees	Employees	Percentage	Employees	Percentage	Employees	
KADOKAWA	77	47.5%	85	52.5%	162	72	30.0%	168	70.0%	240	402
KADOKAWA Group	343	46.7%	392	53.3%	735	378	46.4%	437	53.6%	815	1,550

■ Number of non-Japanese employees (as of March 31, 2025)

	Full-time employees		Contract employees		Total	
	Male	Female	Male	Female		
	Employees	Employees	Employees	Employees	Employees	Percentage *1
KADOKAWA Group	304	606	35	37	982	11.5%

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

■ Number of temporary employees (as of March 31, 2025)

	Employees	Percentage *1
KADOKAWA	602	19.2%
KADOKAWA Group	931	9.8%

*1 Proportion of temporary (haken) employees to all employees, including contract workers

■ Ratio of men to women in average annual income (FY2024)

	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	81.3	100	69.5	100	72.9
Domestic group companies (including KADOKAWA)	100	84.0	100	83.4	100	80.6

■ Average years of Employment (as of March 31, 2025)

	Full-time employees		Contract employees	
	Male	Female	Male	Female
KADOKAWA	4.8 years	4.3 years	3.4 years	2.2 years
KADOKAWA Group	6.0 years	5.4 years	2.6 years	2.9 years

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

■ Number of turnovers (April 1, 2024, to March 31, 2025)

	Full-time employees					
	Male		Female		Total	
	Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	41	65.1%	22	34.9%	63	2.9%
KADOKAWA Group	286	58.1%	206	41.9%	492	7.1%

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

■ Childcare Leave Taken at KADOKAWA Group (April 1, 2024, to March 31, 2025)

		Male	Female
KADOKAWA	Eligible employees	38	23
	Employees taking leave	14	25
	Percentage of employees taking childcare leave	36.8%	108.7%
	Rate of return from childcare leave	-	100%
	Turnover ratio after taking childcare leave	-	0%
Domestic group companies (including KADOKAWA)	Eligible employees	109	57
	Employees taking leave	52	63
	Percentage of employees taking childcare leave	47.7%	110.5%
	Rate of return from childcare leave	-	98.4%
	Turnover ratio after taking childcare leave	-	1.6%

*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.