

KADOKAWA Group statistics

■ Number of Group employees (as of July 31, 2021)

	Male		Female		Total	
	Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
Full-time employees	3,208	63.4%	1,854	36.6%	5,062	71.0%
Contract employees, Part-time job employees	541	40.6%	793	59.4%	1,334	18.7%
Temporary employees	106	14.4%	625	84.9%	736	10.3%
Total	3,855	54.1%	3,272	45.9%	7,132	100%

*1 Percentage of male and female workers by employment status. *2 Percentage by employment status.

*The total number of male and female employees does not equal the total number of employees for reasons of tabulation.

■ Management and Directors (as of July 31, 2021)

		Male		Female		Total
		Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	Middle management *1	235	75.1%	78	24.9%	313
	Senior management *2	132	84.1%	25	15.9%	157
	Corporate officers *3	10	100%	0	0%	10
	Board members *3	9	75.0%	3	25.0%	12
	Total	386	78.5%	106	21.5%	492
KADOKAWA Group	Middle management *1	542	74.5%	186	25.5%	728
	Senior management *2	271	79.2%	71	20.8%	342
	Corporate officers *3	21	100%	0	0%	21
	Board members *3*4	162	90.5%	17	9.5%	179
	Total	996	78.4%	274	21.6%	1,270

*1 Middle management: section chiefs *2 Senior management: department heads *3 Total number of each status *4 Five female board members were promoted internally

■ Hiring new graduates

(FY2021)

	Male		Female		Total
	Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	10	35.7%	18	64.3%	28
Other Group companies in Japan	41	77.4%	12	22.6%	53

■ Employment of persons with disabilities

(as of July 31, 2021)

	Employees	Percentage
KADOKAWA CRAFT INC.	15	71.4%

*KADOKAWA CRAFT INC. is a special subsidiary company to employ persons with disabilities.

■ Changes in the number of employees

(as of July 31, 2020 and July 31, 2021)

		Employees		Rate of change
		2020	2021	
KADOKAWA	Full-time employees	1,609	1,696	+5.4%
	Contract employees, Part-time job employees	406	428	+5.4%

■ Average years of Employment

(as of July 31, 2021)

	Male	Female
KADOKAWA	12.5 years	8.7 years

*Counted from the start date of employment for corporate officers, full-time employees, contract employees, part-time job employees working for KADOKAWA CORPORATION.

■ Numbers of evaluated employees (as of July 31, 2021)

		Employees	Percentage
KADOKAWA	Full-time employees	1,696	83.6%
	Contract employees	307	15.1%
	Contract employees with continued employment	22	1.1%
	Employees on special duty	3	0.1%
	Total	2,028	100%

■ Reward

		Female	Male
KADOKAWA	Ratio of men to women in base salary	100	106

*Comparison of base salaries of managers excluding executives.

*Treatment is the same between genders. Differences are due to differences in the grade structure each employees belong.

■Childcare Leave Taken at KADOKAWA (August 1, 2020, to July 31, 2021)

		Male	Female	Total
KADOKAWA	Eligible employees	42	16	58
	Employees taking leave	7	16	23
	Employees returning to work *1	7	15	22
	Employees enrolled one year after returning to work	7	15	22
	Percentage of employees taking childcare leave *2	16.7%	100%	39.7%
	Rate of return from childcare leave *3	100%	100%	100%
	Retention rate from childcare leave *4	100%	100%	100%

*1 One female employee is still currently on childcare leave.

*2 The percentage of employees taking childcare leave from among eligible employees (employees with a child less than one year old) .

*3 The percentage of employees who returned to work after taking childcare leave. This excludes one employee currently still taking childcare leave.

*4 The percentage of registered employees enrolled one year after returning to work after taking childcare leave.