

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, 2023)

		Male		Female		Total	
		Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	Full-time employees	1,201	60.1%	797	39.9%	1,998	76.6%
	Contract employees	259	42.4%	352	57.6%	611	23.4%
	Total	1,460	56.0%	1,149	44.0%	2,609	100%
KADOKAWA Group	Full-time employees	3,523	60.9%	2,263	39.1%	5,786	78.6%
	Contract employees	662	42.0%	915	58.0%	1,577	21.4%
	Total	4,185	56.8%	3,178	43.2%	7,363	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, 2023)

		Male		Female		Total
		Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	Middle management *1	246	76.2%	77	23.8%	323
	Senior management *2	152	83.5%	30	16.5%	182
	Management total	398	78.8%	107	21.2%	505
	Officers *3	20	87.0%	3	13.0%	23
	Total managers and officers	418	79.2%	110	20.8%	528
KADOKAWA Group	Middle management *1	565	73.4%	205	26.6%	770
	Senior management *2	303	78.9%	81	21.1%	384
	Management total	868	75.2%	286	24.8%	1,154
	Officers *4 *5	155	91.2%	15	8.8%	170
	Total managers and officers	1,023	77.3%	301	22.7%	1,324

*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 Seven internally promoted female officers

■ Hiring new graduates (FY2022)

	Male		Female		Total
	Employees	Percentage	Employees	Percentage	Employees
KADOKAWA	7	24.1%	22	75.9%	29
KADOKAWA Group	68	47.6%	75	52.4%	143

■ Employment of persons with disabilities (as of March 31, 2023)

	Full-time employees	Contract employees	Total
	Employees	Employees	Employees
KADOKAWA CORPORATION and special subsidiary companies	21	46	67
Other domestic group companies	10	12	22

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

■ Number of mid-career employees (FY2022)

	Full-time employees					Contract employees					Total
	Male		Female		Total	Male		Female		Total	Total
	Employees	Percentage	Employees	Percentage	Employees	Employees	Percentage	Employees	Percentage	Employees	
KADOKAWA	90	51.4%	85	48.6%	175	61	28.8%	151	71.2%	212	387
KADOKAWA Group	502	51.0%	483	49.0%	985	245	37.1%	415	62.9%	660	1,645

■ Number of non-Japanese employees (as of March 31, 2023)

	Full-time employees		Contract employees		Total	
	Male	Female	Male	Female		
	Employees	Employees	Employees	Employees	Employees	Percentage *1
KADOKAWA Group	265	468	23	27	783	10.6%

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

■ Ratio of men to women in average annual income (FY2022)

	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	82.4	100	71.0	100	74.1
Domestic group companies	100	84.0	100	53.2	100	57.1

■ Average years of Employment (as of March 31, 2023)

	Full-time employees		Contract employees	
	Male	Female	Male	Female
KADOKAWA	3.1 years	3.0 years	2.5 years	1.7 years
KADOKAWA Group	5.5 years	4.8 years	2.6 years	2.6 years

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

Number of turnovers (April 1, 2022, to March 31, 2023)

	Full-time employees					
	Male		Female		Total	
	Employees	Percentage *1	Employees	Percentage *1	Employees	Percentage *2
KADOKAWA	23	67.6%	11	32.4%	34	1.7%
KADOKAWA Group	198	52.9%	176	47.1%	374	6.5%

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

Childcare Leave Taken at KADOKAWA Group (April 1, 2022, to March 31, 2023)

		Male	Female
KADOKAWA	Eligible employees	30	28
	Employees taking leave	8	26
	Percentage of employees taking childcare leave	26%	92%
	Rate of return from childcare leave	-	100%
	Turnover ratio after taking childcare leave	-	0%
Domestic group companies	Eligible employees	98	87
	Employees taking leave	25	83
	Percentage of employees taking childcare leave	25%	95%
	Rate of return from childcare leave	-	100%
	Turnover ratio after taking childcare leave	-	2%

*Percentage figures are rounded off to whole numbers.