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Press Release

3-1-3, Uchihiranomachi, Chuo-ku  
Osaka, 540-0037, Japan  
Capcom Co., Ltd.  
Haruhiro Tsujimoto, President and COO  
(Code No. 9697 First Section of Tokyo Stock Exchange)

**Capcom Promotes Strategic Investment in Personnel  
to Bolster Sustainable Corporate Value**

- Reorganizes Human Resources operations and establishes Chief Human Resources Officer,  
will carry out average base salary increase of 30% -

Capcom Co., Ltd. (Capcom) today announced that in order to promote strategic investment in its personnel, it will reorganize its Human Resources operations, establish a Chief Human Resources Officer (CHO), and revise its compensation system in Japan as of April 1, 2022.

Following its philosophy of being a Creator of Entertainment Culture that Stimulates Your Senses, Capcom has stated in its Corporate Governance Guidelines, dated December 16, 2021, that “In order to realize steady growth over the mid- to long-term, and pursue the enhancement of corporate value, the Company formulates the ‘Capcom Corporate Governance Guidelines’ as basic guidelines on corporate governance, and works to enhance its corporate governance system in a sustained manner.” In order to tangibly foster its relationship with employees as laid out in these guidelines, Capcom will carry out the following measures.

1) Reorganizing of Human Resources Operations and Establishment of Chief Human Resources Officer

In order to sustainably strengthen its development and technological capabilities to create the world’s finest, high-quality games, Capcom will reorganize its Human Resources around four departmental operations.

Specifically, Capcom will build a structure that facilitates communication between management and employees through the lateral coordination of (1) the R&D Human Resources Department, which will handle personnel matters for the Development Divisions, (2) the Health and Productivity Management Department, which will specialize in activities such as workplace environment improvements and strengthening communication with employees, (3) the People Strategy Team of the Corporate Planning Department, and (4) the Human Resources Department, all of which will work under the direction of the newly established Chief Human Resources Officer (CHO). With this structure, Capcom will work to bolster productivity by further providing a comfortable workplace environment for employees and driving forward its personnel acquisition and training activities.

2) Revision of Compensation System

Beginning with the 2022 fiscal year, Capcom will partially revise its compensation system. This will consist of an average base salary increase of 30% (includes the portion for pay raises) and the introduction of a bonus system more closely linked to the company’s business performance.

Further, Capcom will continue to enhance its employee performance review and training systems going forward.

Driven by its philosophy of being a Creator of Entertainment Culture that Stimulates Your Senses, Capcom will work to address the issues facing our society while aiming improve its corporate value and establishing a relationship of trust with employees and stakeholders.

**Inquiries regarding the above information may be directed to:**

Capcom Co., Ltd.  
Public Relations and Investor Relations Section  
(Tel)+81-6-6920-3623 (Fax) +81-6-6920-5108