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Press Release

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Capcom Co., Ltd.
Haruhiro Tsujimoto, President and COO
(Code No. 9697 TSE Prime)

Notice Regarding Increase in Starting Salary

Capcom Co., Ltd. (Capcom) today announced that beginning in fiscal year 2025 it will raise its starting salary for new graduate hires from the current level of ¥235 thousand per month to ¥300 thousand per month.

	Current	Revised	Increase
Starting salary (monthly base pay)	¥235,000	¥300,000	+¥65,000

*Flat rate for graduate degree holders to vocational degree holders

*Overtime and commuting allowances are paid separately

The Capcom Group is focused on strengthening its capabilities with development and technology in creating world-class quality games in order to enhance sustainable corporate value. To promote its Human Resources investment strategy, one of the Group's highest priorities, since 2022 it has carried out a number of initiatives to invest in its people. These have included a reorganization of its Human Resources operations and the establishment of a Chief Human Resources Officer, an average base-salary increase of 30%, the introduction of a bonus system more closely linked to the company's business performance, and the introduction of an employee stock-based compensation system.

With this increase in starting salary, Capcom is pursuing further investment in human capital and the acquisition of exceptional talent. In conjunction with the decision to raise starting salaries, Capcom will provide its current employees (including new employees that join in fiscal year 2024) with a one-time special payment as an investment in the people who support the future of the company. Further, Capcom plans to raise salaries over 5% on average in fiscal year 2024.

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:

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