

FOR IMMEDIATE RELEASE

SQUARE ENIX TO RAISE EMPLOYEE BASE PAY AS OF APRIL 2023

Average increase of 10% for permanent employees when combined with regular rise

Tokyo, Japan (March 16, 2023) - SQUARE ENIX CO., LTD. (the “Company”) will raise its employees’ base pay as of April 2023. The base pay of permanent employees will rise by an average of 10%. In the case of new-graduate hires, the increase is an average rise of 27% (288,000 JPY per month) in the starting salaries of new-graduates of four-year universities joining the Company.

The Company believes that keeping the safe and secure working environment, which encourages employees to unleash the maximum of their creativity, is essential for sustainable growth, thus have been implemented various HR-related measures. Furthermore, the Company decided to raise employees’ base pay, in the context of external trend such like current price increase, with the intention of enabling employees continuously focuses to create further fascinating contents while at the same time enhancing talent acquisition.

The increases, which will take effect on April 1, 2023, are to be applied at SQUARE ENIX CO., LTD. (Japan) and SQUARE ENIX HOLDINGS CO., LTD. (Japan).

About Square Enix Co., Ltd.

Square Enix Co., Ltd. develops, publishes, distributes and licenses SQUARE ENIX® and TAITO® branded entertainment content around the world. The Square Enix group of companies includes a global network of leading development studios and boasts a valuable portfolio of intellectual property, including: FINAL FANTASY®, which has sold over 173 million units worldwide; and DRAGON QUEST®, which has sold over 85 million units worldwide; and the legendary SPACE INVADERS®. Square Enix Co., Ltd. is a Japan-based, wholly owned subsidiary of Square Enix Holdings Co., Ltd.

More information on Square Enix Co., Ltd. can be found at <https://www.jp.square-enix.com/>

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