

연결손익계산서 (K-IFRS)

(단위: 백만원)

구분	1Q22	2Q22	3Q22	4Q22	2022	1Q23	2Q23	3Q23	4Q23	2023	QoQ	QoQ(%)	YoY	YoY(%)
매출액	1,581,396	1,742,229	1,781,003	1,694,420	6,799,048	1,623,769	1,923,255	2,011,472	1,998,506	7,557,002	-12,965	-0.6%	+304,087	+17.9%
플랫폼부문	815,678	850,569	909,241	887,077	3,462,565	848,136	869,496	880,006	956,804	3,554,442	+76,797	+8.7%	+69,727	+7.9%
특비즈	460,972	453,217	467,400	520,068	1,901,657	484,743	480,416	479,462	537,584	1,982,204	+58,122	+12.1%	+17,516	+3.4%
포털비즈	114,036	102,378	109,779	97,907	424,099	83,551	89,479	83,244	88,059	344,334	+4,815	+5.8%	-9,848	-10.1%
플랫폼 기타	240,670	294,974	332,062	269,102	1,136,808	279,842	299,601	317,300	331,161	1,227,904	+13,861	+4.4%	+62,059	+23.1%
콘텐츠부문	765,718	891,660	871,762	807,343	3,336,483	775,633	1,053,759	1,131,466	1,041,703	4,002,560	-89,763	-7.9%	+234,360	+29.0%
뮤직	204,420	209,251	250,217	230,209	894,096	231,977	480,712	513,325	497,935	1,723,949	-15,390	-3.0%	+267,727	+116.3%
스토리	240,486	227,588	231,271	221,572	920,917	228,586	230,990	249,142	213,352	922,070	-35,791	-14.4%	-8,220	-3.7%
게임	245,819	336,782	296,128	230,782	1,109,512	247,326	268,560	262,020	231,623	1,009,529	-30,397	-11.6%	+841	+0.4%
미디어	74,993	118,039	94,146	124,780	411,958	67,744	73,497	106,978	98,793	347,012	-8,184	-7.7%	-25,987	-20.8%
영업비용	1,430,348	1,572,223	1,632,364	1,594,758	6,229,692	1,561,175	1,810,165	1,887,163	1,837,641	7,096,144	-49,522	-2.6%	+242,883	+15.2%
인건비	427,579	427,211	434,977	411,208	1,700,974	447,965	472,384	467,502	472,336	1,860,187	+4,834	+1.0%	+61,128	+14.9%
매출연동비	584,402	654,814	711,351	703,801	2,654,367	642,374	780,423	849,365	714,211	2,986,373	-135,154	-15.9%	+10,410	+1.5%
외주/인프라비	150,119	173,530	178,006	182,773	684,427	173,961	205,235	198,837	256,830	834,863	+57,992	+29.2%	+74,057	+40.5%
마케팅비	98,828	132,465	94,669	91,232	417,195	96,979	100,415	104,533	103,919	405,846	-613	-0.6%	+12,687	+13.9%
상각비	130,768	135,591	153,009	160,991	580,359	150,300	192,155	198,352	210,116	750,923	+11,763	+5.9%	+49,124	+30.5%
금융영업비용	1,436	3,995	10,507	-3,897	12,041	4,833	6,824	9,570	8,510	29,737	-1,060	-11.1%	+12,407	+318.4%
기타	37,217	44,618	49,845	48,649	180,329	44,763	52,729	59,004	71,719	228,215	+12,715	+21.5%	+23,070	+47.4%
영업이익	151,048	170,006	148,639	99,662	569,356	62,594	113,090	124,309	160,866	460,858	+36,557	+29.4%	+61,204	+61.4%
<i>영업이익률(%)</i>	<i>9.6%</i>	<i>9.8%</i>	<i>8.3%</i>	<i>5.9%</i>	<i>8.4%</i>	<i>3.9%</i>	<i>5.9%</i>	<i>6.2%</i>	<i>8.0%</i>	<i>6.1%</i>	<i>+1.9%</i>		<i>+2.2%</i>	
기타수익	1,665,287	138,613	133,594	76,034	2,013,527	16,964	16,511	72,789	86,061	192,325	+13,272	+18.2%	+10,027	+13.2%
기타비용	48,351	34,449	35,677	992,984	1,111,461	42,037	28,430	79,956	2,164,001	2,314,424	+2,084,045	+2606.5%	+1,171,017	+117.9%
금융수익	68,476	69,767	63,373	141,154	342,770	79,222	61,649	55,624	120,942	317,437	+65,318	+117.4%	-20,212	-14.3%
금융비용	94,687	73,280	67,080	252,615	487,663	46,408	50,524	70,487	140,977	308,396	+70,491	+100.0%	-111,638	-44.2%
지분법손익	10,214	-35,158	-7,831	-24,855	-57,629	-5,522	-623	10,255	-149	3,960	-10,405	-101.5%	+24,705	+99.4%
지분법이익	45,425	9,961	23,682	21,225	100,294	34,087	28,367	32,807	26,909	122,169	-5,898	-18.0%	+5,683	+26.8%
지분법손실	35,211	45,119	31,513	46,080	157,923	39,609	28,990	22,552	27,058	118,209	+4,506	+20.0%	-19,022	-41.3%
계속사업법인세차감전순이익	1,751,987	235,499	235,018	-953,604	1,268,900	64,812	111,672	112,534	-1,937,259	-1,648,240	-2,049,793	-1821.5%	-983,654	-103.2%
계속사업법인세비용	435,845	135,223	98,903	-468,065	201,906	8,039	56,807	75,497	28,086	168,429	-47,412	-62.8%	+496,151	+106.0%
계속사업연결당기순이익	1,316,142	100,275	136,116	-485,539	1,066,994	56,773	54,865	37,037	-1,965,344	-1,816,669	-2,002,381	-5406.4%	-1,479,805	-304.8%
연결당기순이익	1,316,142	100,275	136,116	-485,539	1,066,994	56,773	54,865	37,037	-1,965,344	-1,816,669	-2,002,381	-5406.4%	-1,479,805	-304.8%
지배지분순이익	1,297,306	66,846	105,451	-111,607	1,357,996	70,695	56,090	21,099	-1,160,434	-1,012,551	-1,181,533	-5600.0%	-1,048,827	-939.8%
비지배지분순이익	18,836	33,429	30,665	-373,932	-291,002	-13,922	-1,224	15,938	-804,910	-804,118	-820,848	-5150.3%	-430,978	-115.3%
EBITDAR	280,868	305,059	300,064	252,928	1,138,920	212,995	305,313	323,689	368,743	1,210,741	+45,054	+13.9%	+115,815	+45.8%
조정 EBITDAR	324,362	344,454	333,551	295,117	1,297,484	242,113	331,744	345,214	375,733	1,294,805	+30,519	+8.8%	+80,616	+27.3%

주1) 조정 EBITDAR: EBITDAR+ 주식보상비용

주2) 2024년 3월 20일, 2020 사업연도부터 2022 사업년도까지의 재무제표 및 연결재무제표의 재작성으로 감사보고서가 재발행되었습니다

연결재무상태표(K-IFRS)

(단위:백만원)

계정과목	2022.03.31	2022.06.30	2022.09.30	2022.12.31	2023.03.31	2023.06.30	2023.09.30	2023.12.31
자산								
유동자산	8,204,176	7,929,367	8,286,538	7,755,733	8,111,245	8,093,133	8,700,670	8,943,260
현금및현금성자산	4,768,675	4,279,894	4,555,255	4,780,244	5,062,799	4,899,455	5,108,425	5,268,779
단기금융상품	1,451,732	1,450,446	1,154,413	1,210,213	1,353,956	1,399,216	1,534,207	1,661,509
당기손익-공정가치 측정 금융자산	834,049	922,535	1,378,018	565,644	254,963	287,007	263,141	154,695
파생상품자산	135	135	135	351	351	351	-	220
매출채권	355,291	461,252	420,692	440,899	560,468	599,433	650,488	622,027
기타유동금융자산	408,925	302,786	297,833	361,873	403,139	401,666	610,183	575,469
재고자산	104,519	129,789	153,540	160,328	161,480	149,297	165,105	138,644
기타유동자산	280,849	379,246	326,652	236,180	312,442	355,112	363,723	468,099
매각예정자산	-	3,284	-	-	-	-	-	49,543
미수법인세자산	-	-	-	-	1,646	1,594	5,397	4,275
비유동자산	15,452,570	16,028,123	16,385,370	14,451,091	16,470,866	16,833,884	16,911,733	15,090,187
장기금융상품	10,141	10,155	10,157	10,132	10,160	10,163	13,173	12,992
당기손익-공정가치 측정 금융자산	326,962	382,330	438,063	502,078	553,419	562,165	567,398	484,753
기타포괄손익-공정가치 측정 금융자산	3,182,170	2,979,326	2,900,809	1,449,567	1,568,005	1,456,237	1,377,705	1,658,868
파생상품자산	1,831	4,753	4,753	6,211	8,273	8,270	4,733	12,340
관계기업 및 공동기업 투자	2,697,644	2,662,505	2,743,743	2,651,898	3,091,271	3,167,330	3,191,857	2,941,239
기타비유동금융자산	244,391	264,612	263,050	269,788	310,088	292,690	305,502	289,480
유형자산	590,170	697,665	786,951	885,397	969,847	1,127,704	1,227,268	1,322,051
무형자산	6,443,985	6,938,144	7,168,822	6,022,352	7,108,357	7,280,970	7,360,075	5,688,508
투자부동산	100,051	98,805	97,560	20,878	42,879	42,320	61,781	73,807
사용권자산	1,470,123	1,625,693	1,613,016	1,715,592	1,810,983	1,848,177	1,796,987	1,770,900
퇴직연금운용자산	-	-	-	69,448	56,399	44,721	33,258	60,429
기타비유동자산	318,630	300,018	293,145	353,770	440,928	440,708	429,938	255,674
이연법인세자산	66,474	64,115	65,301	493,980	500,259	552,428	542,057	519,144
금융업자산	787,198	819,617	773,469	756,828	981,573	1,102,142	1,154,225	1,146,522
현금및예치금	193,249	169,834	161,180	122,176	173,443	113,382	237,557	229,209
당기손익-공정가치 측정 금융자산	470,107	475,146	430,653	496,616	478,799	605,130	626,249	677,902
기타포괄손익-공정가치 측정 금융자산	-	-	-	-	-	-	-	-
상각후원가측정 금융자산	-	1	7,465	16,175	35,370	59,882	81,504	67,375
유형자산	12,031	14,199	14,710	15,037	14,571	14,114	14,136	14,878
무형자산	60,440	59,222	57,744	70,561	75,586	72,343	68,667	80,379
사용권자산	3,924	2,222	3,527	3,093	2,706	2,406	2,030	2,256
퇴직연금운용자산	-	-	-	289	380	790	995	1,212
보험계약자산	-	-	-	108	80	49	88	199
기타의금융자산	29,911	75,850	68,949	15,590	187,152	219,534	105,115	71,055
기타자산	17,536	23,143	29,242	17,181	13,485	14,512	17,884	2,057
자산총계	24,443,944	24,777,106	25,445,377	22,963,652	25,563,684	26,029,158	26,766,628	25,179,969
부채								
유동부채	5,684,095	5,222,158	5,310,641	5,210,219	6,086,756	6,183,809	6,735,922	6,766,753
매입채무 및 기타채무	1,321,713	1,295,181	1,347,315	1,373,954	1,504,279	1,483,574	1,743,096	1,799,199
단기차입금	1,286,866	1,460,716	1,351,245	1,096,884	1,601,804	1,740,419	1,839,892	1,629,452
예수금	404,653	434,066	447,010	442,303	458,189	481,556	523,149	521,689
기타유동금융부채	606,669	35,929	49,519	38,623	106,299	66,326	63,468	1,556,291
미지급법인세	198,726	103,528	118,188	157,670	150,706	98,212	115,601	144,441
충당부채	5,717	6,685	7,545	20,574	20,774	20,470	21,464	20,652
파생상품부채	11,912	11,912	12,119	34,075	14,413	13,610	13,359	8,196
단기리스부채	191,869	235,564	250,981	244,391	268,626	277,666	284,570	284,615
기타유동부채	1,655,968	1,638,578	1,726,720	1,801,743	1,961,664	2,001,976	2,131,322	802,219
비유동부채	3,374,883	4,193,633	4,345,719	3,797,874	3,509,906	3,588,805	3,583,250	3,737,184
비유동매입채무 및 기타채무	52,279	50,070	50,249	110,592	109,323	101,630	57,219	67,666
장기차입금	526,161	1,131,825	1,256,567	1,176,181	792,584	793,729	743,608	845,628
비유동충당부채	57,671	60,109	63,811	70,152	76,411	76,498	76,401	80,962
장기리스부채	1,492,079	1,626,467	1,605,126	1,643,416	1,733,227	1,773,643	1,756,341	1,730,858
순확정급여부채	9,273	17,807	33,996	18,514	20,588	25,337	28,063	22,455
기타장기종업원급여부채	71,382	66,020	83,005	73,168	80,539	83,175	89,058	69,997
비유동파생상품부채	1,831	1,831	9,328	3,540	1,071	1,071	1,191	-
이연법인세부채	1,070,345	1,135,554	1,141,071	606,586	597,723	633,876	683,593	719,232
기타비유동금융부채	27,394	29,899	25,240	25,620	26,710	26,624	76,849	161,925
기타비유동부채	66,467	74,051	77,324	70,105	71,731	73,224	70,927	38,460
금융업부채	516,831	568,720	541,807	439,876	687,897	833,355	800,228	817,434
예수부채	458,191	459,208	437,036	394,287	468,768	585,873	663,605	714,931
순확정급여부채	403	608	738	-	149	44	222	-
기타장기종업원부채	1,224	1,451	1,708	2,342	2,696	3,044	3,399	4,485
충당부채	1,158	1,261	1,266	1,124	1,127	1,131	1,134	845
보험계약부채	-	-	-	190	117	1,529	2,362	2,763
리스부채	3,067	1,244	2,583	2,327	1,973	1,703	1,354	1,711
기타금융부채	47,124	98,849	91,009	33,213	207,870	234,937	122,557	88,019
기타부채	5,663	6,098	7,468	6,392	5,198	5,095	5,595	4,679
부채총계	9,575,808	9,984,511	10,198,167	9,447,969	10,284,558	10,605,969	11,119,400	11,321,370
자본								
자본금	44,677	44,545	44,582	44,592	44,616	44,476	44,499	44,535
자본잉여금	7,854,343	7,885,690	7,915,500	8,116,372	8,646,390	8,736,768	8,869,860	8,839,891
자본조정	101,704	19,696	31,237	41,031	42,041	3,843	11,811	7,571
기타포괄손익누계액	287,416	208,968	300,086	-1,249,666	-1,145,523	-1,299,832	-1,339,867	-1,050,415
이익잉여금	2,963,780	3,036,489	3,141,747	3,031,365	3,064,703	3,120,892	3,142,350	1,926,245
비지배지분	3,616,216	3,597,207	3,814,057	3,531,989	4,637,676	4,827,326	4,906,454	4,094,880
자본총계	14,868,136	14,792,595	15,247,210	13,515,683	15,289,903	15,433,474	15,635,106	13,862,707
부채 및 자본총계	24,443,944	24,777,106	25,445,377	22,963,652	25,574,461	26,039,443	26,754,506	25,184,077

주 1) 2024년 3월 20일, 2020 사업연도부터 2022 사업연도까지의 재무제표 및 연결재무제표의 재작성으로 감사보고서가 재발행되었습니다

별도손익계산서 (K-IFRS)

(단위: 백만원)

구 분	1Q22	2Q22	3Q22	4Q22	2022	1Q23	2Q23	3Q23	4Q23	2023	QoQ	QoQ(%)	YoY	YoY(%)
매출액	596,230	596,389	613,433	650,540	2,456,591	609,841	611,999	617,367	660,393	2,499,600	+43,026	+7%	+9,853	+2%
영업비용	479,785	459,419	493,405	480,004	1,912,613	488,833	495,020	497,787	484,937	1,966,578	-12,851	-3%	+4,933	+1%
인건비	150,159	129,064	129,364	97,047	505,635	134,727	141,674	135,376	104,080	515,857	-31,296	-23%	+7,033	+7%
매출연동비	197,549	190,178	209,858	237,529	835,114	209,554	194,775	207,035	219,799	831,163	+12,765	+6%	-17,730	-7%
외주/인프라	64,179	64,528	67,546	73,758	270,012	69,945	77,912	68,032	71,557	287,447	+3,525	+5%	-2,201	-3%
마케팅비	4,188	5,418	7,594	9,717	26,917	3,435	4,897	8,775	10,744	27,852	+1,969	+22%	+1,027	+11%
상각비	50,920	53,747	61,794	60,228	226,689	59,552	63,945	65,958	65,525	254,981	-433	-1%	+5,297	+9%
기타	12,791	16,484	17,249	1,723	48,247	11,620	11,815	12,611	13,231	49,278	+620	+5%	+11,507	+668%
영업이익	116,445	136,970	120,028	170,536	543,978	121,008	116,978	119,579	175,456	533,022	+55,877	+47%	+4,920	+3%
<i>영업이익률(%)</i>	<i>19.5%</i>	<i>23.0%</i>	<i>19.6%</i>	<i>26.2%</i>	<i>22.1%</i>	<i>19.8%</i>	<i>19.1%</i>	<i>19.4%</i>	<i>26.6%</i>	<i>21.3%</i>	<i>+7.2%</i>		<i>+0.4%</i>	
기타수익	1,405,807	6,678	4,200	10,244	1,426,928	3,016	4,464	5,253	5,874	18,606	+621	+12%	-4,370	-43%
기타비용	25,502	2,424	10,361	82,793	121,080	1,849	6,152	15,924	386,872	410,797	+370,948	+2,330%	+304,079	+367%
금융수익	45,532	43,044	39,415	35,419	163,410	34,252	13,807	24,447	45,562	118,067	+21,115	+86%	+10,143	+29%
금융비용	21,743	47,853	43,819	27,704	141,119	14,111	15,462	13,587	14,456	57,615	+869	+6%	-13,248	-48%
					0					0				
계속사업법인세차감전순이익	1,520,539	136,414	109,463	105,702	1,872,117	142,315	113,635	119,768	-174,436	201,283	-294,204	-246%	-280,137	-265%
계속사업법인세비용	381,187	30,389	32,872	-184,122	260,327	25,482	21,080	31,335	21,277	99,174	-10,059	-32%	+205,398	+112%
당기순이익	1,139,351	106,025	76,590	289,823	1,611,790	116,833	92,555	88,433	-195,712	102,109	-284,145	-321%	-485,536	-168%
					0					0				
EBITDAR	167,021	190,805	180,440	230,601	768,868	180,534	182,232	186,494	241,392	790,652	+54,898	+29%	+10,791	+5%
조정 EBITDAR	193,297	213,100	197,562	248,157	852,116	195,120	194,223	197,828	246,909	834,079	+49,081	+25%	-1,248	-1%

주1) 조정 EBITDAR: EBITDAR+ 주식보상비용

주2) 2024년 3월 20일, 2020 ~ 2022 사업년도에 대한 재무제표 및 연결재무제표의 재작성으로 감사보고서가 재발행되었습니다

별도재무상태표(K-IFRS)

(단위: 백만원)

계정과목	2022.03.31	2022.06.30	2022.09.30	2022.12.31	2023.03.31	2023.06.30	2023.09.30	2023.12.31
자 산								
유동자산	2,440,753	2,178,293	2,420,461	2,334,856	1,767,894	1,810,313	2,061,453	1,931,910
현금및현금성자산	1,129,676	823,933	725,073	1,248,788	934,120	1,123,413	1,215,786	1,439,389
단기금융상품	220,557	181,057	61,000	211,000	241,000	141,500	121,500	21,500
(유동)당기손익-공정가치측정금융자산	680,740	757,432	1,196,860	393,800	134,599	49,953	0	0
매출채권	138,055	125,064	127,327	139,265	118,830	128,012	144,425	156,828
단기금융리스채권	16,004	22,506	23,378	23,285	24,679	24,584	26,444	26,610
기타유동금융자산	197,203	206,747	209,589	255,019	260,363	287,139	488,295	226,946
재고자산	15,205	15,557	24,842	30,208	19,815	19,548	33,422	26,454
파생상품자산	0	0	0	0	0	0	0	220
기타유동자산	43,313	45,996	52,393	33,490	34,489	36,163	31,582	33,962
비유동자산	9,306,669	9,608,516	9,607,070	8,456,640	9,206,467	9,475,169	9,537,202	9,422,958
장기금융상품	10,000	10,000	10,000	10,000	10,000	10,000	10,000	10,000
(비유동)당기손익-공정가치측정금융자산	92,842	95,852	101,914	85,381	90,272	87,171	89,196	79,557
기타포괄손익-공정가치측정금융자산	2,286,287	2,159,957	2,097,232	21,895	25,695	21,432	20,269	16,864
파생금융상품	0	2,922	2,922	3,156	3,156	3,156	3,156	0
종속/관계기업투자주식	3,577,058	3,848,386	3,852,912	4,751,726	5,517,899	5,614,039	5,671,178	5,353,211
기타비유동금융자산	65,685	69,799	68,703	68,905	68,233	67,086	66,870	266,098
유형자산	334,839	383,351	451,509	500,459	495,968	631,470	673,948	736,512
사용권자산	904,066	953,432	942,085	830,735	818,567	883,087	825,111	799,784
장기금융리스채권	106,542	158,382	157,692	153,271	156,484	150,130	159,555	154,238
무형자산	1,603,141	1,609,277	1,614,199	1,608,568	1,607,588	1,605,127	1,599,017	1,584,768
투자부동산	302,767	298,998	295,229	380,840	375,854	370,778	392,960	387,539
퇴직연금운용자산	15,309	9,959	4,740	39,855	34,644	29,426	24,023	30,751
기타비유동자산	8,132	8,199	7,934	1,849	2,106	2,266	1,918	3,636
자 산 총 계	11,747,422	11,786,808	12,027,531	10,791,496	10,974,361	11,285,481	11,598,655	11,354,868
부 채								
유동부채	2,370,903	2,234,051	2,426,477	2,210,378	2,292,596	2,434,895	2,663,219	2,661,575
매입채무및기타채무	551,598	466,172	545,590	546,776	477,599	466,526	507,260	532,093
단기차입금	350,014	374,322	416,050	28,710	119,582	300,000	320,000	250,000
단기리스부채	117,238	138,660	141,516	141,734	143,113	150,235	153,022	150,323
기타유동금융부채	28,052	6,188	6,372	6,560	32,869	7,143	7,623	7,930
미지급법인세	0	0	0	0	0	0	0	0
기타유동부채	1,324,001	1,248,709	1,316,949	1,486,598	1,519,433	1,510,991	1,675,314	1,721,229
비유동부채	1,673,894	1,819,203	1,806,416	1,510,264	1,507,371	1,573,825	1,555,761	1,510,121
장기리스부채	1,242,171	1,340,376	1,331,363	1,306,442	1,297,010	1,353,765	1,334,339	1,309,613
비유동충당부채	40,925	41,171	41,418	38,412	38,469	38,764	38,327	38,602
순확정급여부채	0	0	0	0	0	0	0	0
기타장기종업원급여부채	0	0	0	0	0	0	0	0
이연법인세부채	312,605	350,046	338,488	90,652	93,653	100,432	97,858	85,619
기타비유동부채	53,087	55,214	58,435	37,083	41,765	44,811	47,823	39,133
기타비유동금융부채	25,105	32,396	36,712	37,674	36,474	36,054	37,415	37,156
부 채 총 계	4,044,797	4,053,254	4,232,893	3,720,642	3,799,967	4,008,720	4,218,980	4,171,696
자 본								
자본금	44,677	44,545	44,582	44,592	44,616	44,476	44,499	44,535
자본잉여금	5,529,200	5,630,338	5,630,360	5,636,721	5,662,384	5,713,830	5,721,136	5,744,621
자본조정	101,704	19,696	31,237	41,031	42,041	3,843	11,811	7,571
기타포괄손익누계액	226,413	132,320	105,213	11,278	14,229	11,059	10,179	-4,630
이익잉여금(결손금)	1,800,631	1,906,656	1,983,247	1,337,231	1,411,124	1,503,553	1,592,050	1,391,076
자 본 총 계	7,702,625	7,733,554	7,794,639	7,070,854	7,174,394	7,276,761	7,379,675	7,183,172
부채와자본총계	11,747,422	11,786,808	12,027,531	10,791,496	10,974,361	11,285,481	11,598,655	11,354,868

주1) 2024년 3월 20일, 2020 사업연도부터 2022 사업연도까지의 재무제표 및 연결재무제표의 재작성으로 감사보고서가 재발행되었습니다

연결인원현황

	4Q22	1Q23	2Q23	3Q23	4Q23	QoQ	YoY
카카오	3,901	3,931	3,917	3,902	3,880	▽22	▽21
카카오 종속회사	12,578	12,505	13,983	13,306	13,237	▽69	▲659
합계	16,479	16,436	17,900	17,208	17,117	▽91	▲638

* 등기임원(사내이사, 사외이사)가 제외된 정규직 + 기간제 합산 기준입니다. 기간제는 계약직, 인턴, 어시스턴트, 단기아르바이트를 포함, 단시간근무자는 제외하고 있습니다.

주요 지분증권 보유현황

(기준일: 2023년 12월 31일)

회사명	연결종속회사							계열회사
	카카오페이	카카오게임즈	카카오모빌리티	카카오엔터테인먼트	카카오픽코마	카카오엔터프라이즈	에스엠엔터테인먼트	카카오뱅크
지분율	46.4%	40.9%	57.3%	66.0%	91.1%	85.1%	39.9%	27.2%

* 상기 지분율은 발행주식총수 대비 보유주식수의 비율이며, 연결종속회사가 보유하는 지분율을 단순합산하였습니다

* 카카오가 직접 보유한 카카오픽코마의 지분율은 72.9%, 에스엠엔터테인먼트 지분율은 20.8%입니다