



# Fun For the Future!

BANDAI NAMCO Group CSR Activities



# Fun For the Future!

## “Fun For the Future!”

The BANDAI NAMCO Group believes that entertainment can contribute to society by fostering mutual communication and inspiration among people around the world and by creating a future filled with fun. As a company that provides “Dreams, Fun and Inspiration,” our relationship with the natural environment and society will be guided by the key phrase “Fun For the Future!” We aspire to contribute to the creation of a fun future by promoting CSR activities that lead to the happiness of society and stakeholders.

### CONTENTS

3	Message from Top Management	16	Together with Employees
6	Examples of Initiatives Addressing Important CSR Themes	19	Initiatives to Support the Development of the People Who Will Support the Next Generation
7	Safety and Cleanliness of Products and Services	23	Together with Local Communities
12	Policies Regarding Influence on Society of the Group’s Content and Products	25	Corporate and Other Information
13	Environmental Consideration	26	BANDAI NAMCO Group CSR Activities: Guide to the Online Version
15	Supply Chain Management		



## From its distinctive viewpoint, the BANDAI NAMCO Group will work to implement CSR activities that create “Fun For the Future!”

In connection with the natural environment and society,  
the BANDAI NAMCO Group’s CSR concept is “Fun For the Future!”

As an indicator for specific activities, themes that require  
special initiatives have been identified as “BANDAI NAMCO Group’s  
Important CSR Themes.” On that basis, we are implementing activities  
to create a fun future through our business operations.

This publication introduces activities in line with the Important CSR Themes  
as well as some of our initiatives for local communities and employees. In  
addition, we have also worked to identify how our activities, which are  
aligned with our businesses and the Important CSR Themes, can contribute  
to the Sustainable Development Goals (SDGs)\*, which are the focus of  
growing attention in society. When we requested an analysis from a  
third-party institution, we obtained an evaluation stating that we have  
already taken steps to address many of the 17 SDGs, and we were able to  
confirm that our direction is aligned with the demands of society.  
As a group that provides “Dreams, Fun and Inspiration,” BANDAI NAMCO  
will work from its distinctive viewpoint to implement activities that meet  
the needs of the times and the demands of society, and we will strive to  
conduct CSR activities that create “Fun For the Future!”

\* International goals for 2030 adopted by the United Nations, comprising 17 goals and 169 targets to support  
the achievement of a sustainable world



### Mitsuaki Taguchi

President and Representative Director  
BANDAI NAMCO Holdings Inc.

#### SDGs for which third-party evaluation was received



MISSION

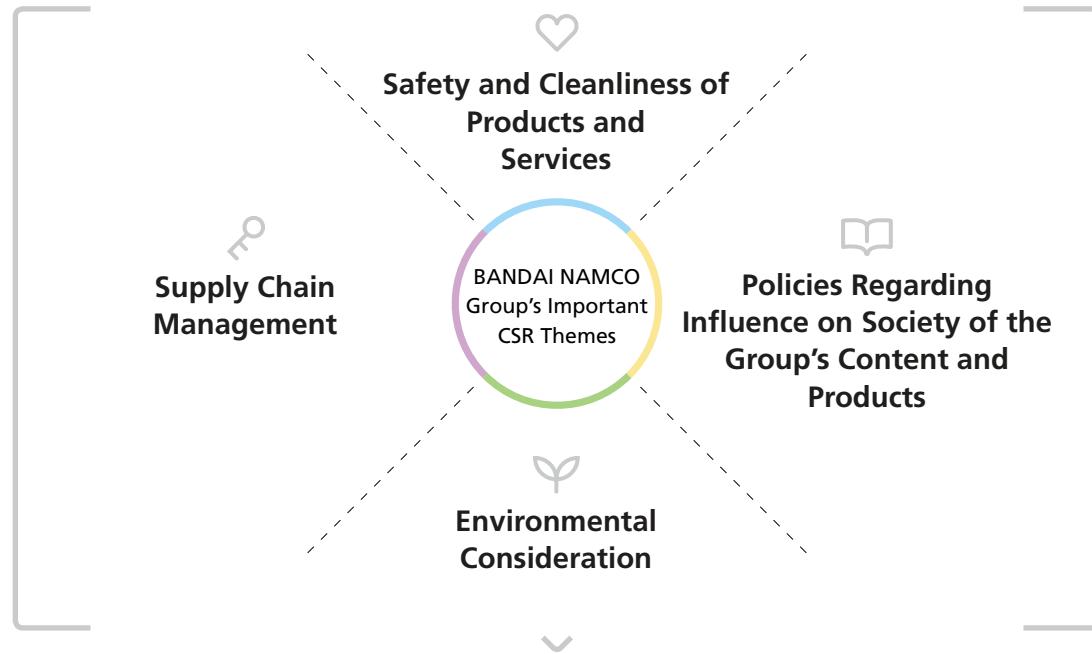
# "Dreams, Fun and Inspiration"

CSR ACTION CONCEPT

## Fun For the Future!

### BANDAI NAMCO Group's CSR Policy

The BANDAI NAMCO Group has identified the Groupwide CSR Initiatives, which incorporate environmental and social responsibilities, economic responsibilities, and legal and ethical responsibilities. In addition, we have formulated the BANDAI NAMCO Group's Important CSR Themes, which require special initiatives.



Each Unit and affiliated business company sets up priority initiatives and works through its businesses to implement activities in line with the Group's Important CSR Themes.



## Examples of Initiatives Addressing Important CSR Themes

The BANDAI NAMCO Group is rolling out a diverse range of entertainment products and services. This section introduces examples of initiatives associated with the delivery of products and services to customers, in line with the four Important CSR Themes.

### Safety and Cleanliness of Products and Services

The Group strives to further enhance the safety and cleanliness of its products and services, which are the foundation of the provision of "Dreams, Fun and Inspiration," so that customers can enjoy them with peace of mind.

▶ P7

### Supply Chain Management

To achieve qualitative improvements in the "Dreams, Fun and Inspiration" that we provide, the Group is working to enhance supply chain management in each of its business areas.

▶ P15

### Policies Regarding Influence on Society of the Group's Content and Products

To provide "Dreams, Fun and Inspiration" to people around the world, we value freedom of expression, and are working to appropriately provide customers with a wide range of content and products.

▶ P12

### Environmental Consideration

To ensure ongoing "Dreams, Fun and Inspiration" for the next generation, the Group is working to show consideration for the environment, to reduce energy consumption in its operating activities, and to reduce the use of resources in its products and services.

▶ P13

## Initiatives for the Safety of Products and Services

Our products and services are the foundation for the delivery of “Dreams, Fun and Inspiration,” and we want our customers to be able to enjoy them safely and with peace of mind. Accordingly, we conduct tests and safety reviews based on strict quality standards, implement security measures, provide safe driving education, and conduct a variety of other initiatives.

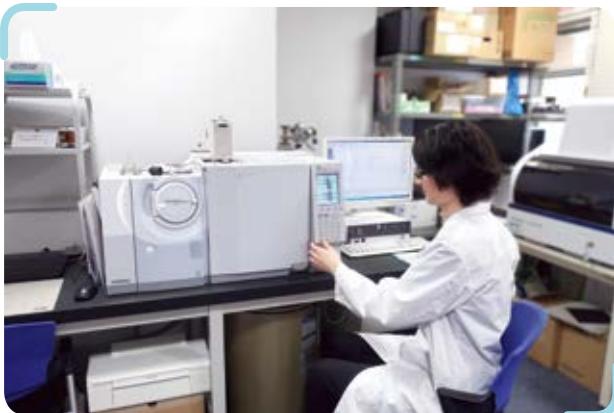
### Pursuing Designs and Materials with Consideration for Safety

In addition to quality and safety standards stipulated by law and the industry, BANDAI CO., LTD., has also established original quality standards that are even stricter. Based on those standards, we select designs and materials and conduct tests in line with the characteristics of each toy.

TESTING EXAMPLE 1

#### Materials testing

We use testing equipment to carefully examine whether or not materials used in toys contain substances that are harmful to the human body.



#### BANDAI Quality Standards

Safety Functions Labeling

Testing a total of approximately **370** items



TESTING EXAMPLE 2

#### Button durability testing

In accordance with the number of expected uses, we check the durability of buttons to confirm that they will not break when used for long periods of time.

TESTING EXAMPLE 3

#### Impact testing involving dropping toys

We test strength and safety to determine if toys will break when dropped, and if by chance they do break, if any dangerous pieces are created.



TESTING EXAMPLE 4

#### Strap safety testing



For straps that are hung around the neck, we test whether they break when pulled with a child's strength, and whether they are safe if by chance they do break. We also test to see that they do not put pressure on the throat if they catch on something, and if they come apart when the load exceeds a certain level.

#### Initiatives at the Customer Service Center



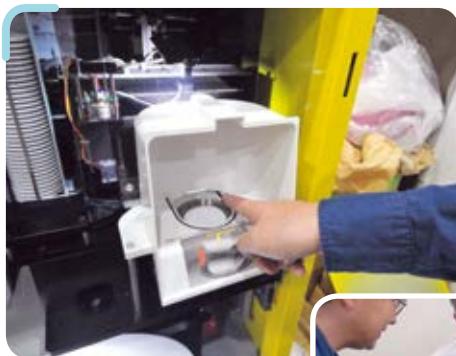
The Customer Service Center plays a key role in BANDAI CO., LTD.'s communications with customers. The center receives 30,000 to 40,000 inquiries a month from customers, and to facilitate rapid responses the center enters the opinions and requests received into a database, while paying careful attention to the handling of personal information. This enables the center to provide more appropriate and detailed responses, and in addition the accumulated information is reflected in product development, leading to increases in customer satisfaction.

## Implementing Safety Reviews

At BANDAI NAMCO Amusement Inc., we are focused on the pursuit of fun in games, and at the same time we are advancing initiatives to enable customers to play with a sense of security and safety. As one facet of those efforts, safety reviews are conducted by a wide range of departments, including development, production, quality assurance, and service.

### Safety testing in amusement machine development

In the process of developing *Anpanman no Canpita Tsukuro!*, we tested the safety of the section that dispenses the can-magnets. These magnets, which children touch with their hands, are made from the same material as cans. In addition to confirming that it is possible to play this machine safely, we conducted simulation-based testing to see that it can be operated safely during maintenance operations, such as when facility staff are replenishing the supply of magnets.



Safety reviews



Anpanman no Canpita Tsukuro!

## Checks Related to Facility Safety

At BANDAI NAMCO Amusement Inc., we are implementing periodic safety checks (precautionary checks, independent checks) at all amusement facilities, including the building, electrical equipment, fire prevention equipment, and amusement machine cabinets. In addition, at children's spaces and large-scale entertainment facilities, we implement periodic checks, including not only checks required by law but also independent checks.

### Inspecting of Hamleys play room installation of three-dimensional playground equipment

Even if playground equipment is extremely safe, it is possible that there will be an unexpected situation, such as an injury or accident, due to usage methods or installation conditions. We are working to facilitate the use of facilities with peace of mind by inspecting not only the safety of the installed playground equipment but also the safety of conditions in the facility where the equipment is actually installed.



Inspections of three-dimensional playground equipment installation



### Inspecting electrical equipment at directly operated amusement facilities

At facilities that operate large numbers of amusement machines, in addition to safety checks of the equipment inside the facilities, specialists are used to conduct periodic inspections focused on electrical equipment, including equipment located outside of customer areas.



### Security Measures at Live Events

In the Visual and Music Production Unit, to help customers to enjoy live events with peace of mind, we are working to prevent accidents and facilitate rapid responses if necessary. To that end, the live event management manual contains detailed countermeasures and response measures. Also, at advance staff meetings we work to ensure that all related parties have a thorough awareness of necessary information.

In addition, we have introduced security measures at certain live events, such as checks of handbags and confirmation of personal identification.



Checks of handbags and other security measures



### Safe Driving Education

At LOGIPAL EXPRESS INC., we are taking a rigorous approach to safe driving education for drivers. This includes a driving suitability evaluation, safe driving training, and ride-along training when employees join the company, as well as group-based education, such as training in the workplace, eco-driving training, driving contests, and training for people who have caused accidents.



Driving contest

### Initiatives for the Provision of Appropriate Products and Services

We are working to facilitate the provision of products and services in accordance with appropriate expression, while at the same time respecting free expression. To that end, we are advancing a variety of training initiatives and the sharing of information among Group companies. In addition, we are implementing educational activities directed outside the Group.

#### Introducing Barrier-Free Voice Guides, etc., in Visual Products Packaging

BANDAI NAMCO Arts Inc. is providing commentary, such as information about the background or about people's movements and expressions, so that the original versions can be enjoyed by people with visual disabilities or hearing disabilities.

Supplementary audio channel for people with visual disabilities	9 titles
Japanese-language voice guides for people with visual disabilities	3 titles
Japanese-language subtitles for people with hearing disabilities	29 titles

(As of March 31, 2019)

#### Implementing Timely Training and Collecting and Sharing Information Regarding Ethical Expression

Each Unit implements a range of training related to ethical expression. In addition, the Units collect a variety of examples and the latest information and take steps to share them within the Group, such as holding study sessions and distributing mail magazines to employees. In these ways, we are working to enable the provision of products and services that utilize appropriate expression.

#### IP protection initiatives

To protect IP\* worldviews and provide safe, secure products and services, the BANDAI NAMCO Group is working in close cooperation with external partners and advancing counterfeit product countermeasures in Japan and overseas. In Japan, we monitor the market, including the online market, and ask customs authorities to prohibit the import and export of counterfeit products. In these ways, we are working to promptly detect counterfeit products, to prevent their appearance on the market, and to secure their prompt removal if found.

Furthermore, BANDAI NAMCO Holdings CHINA CO., LTD., which is based in Shanghai, China, is taking steps to promote education in this area, such as working jointly with game-related media in China to implement online radio broadcasts aiming to increase IP awareness.

\* IP: Characters and other intellectual property



Recording of an online radio program intended to increase IP awareness

## Environmentally Friendly Initiatives

To support “Dreams, Fun and Inspiration,” not only at the present moment but also in the next era, the Group is taking steps to show consideration for the natural environment, such as cutting energy consumption in operating activities and reducing the use of resources in our products and services.

### Environmentally Friendly Labels — Eco Medals

The Toys and Hobby Unit has introduced a product certification system for all of its products. Those products that meet original environmental standards are certified as Eco Medal products.

Eco Medal certification is granted to products that meet standards established in the categories of the product itself, the packaging, and the instruction manual, etc. The labels are displayed on the packaging of each product.



Products show certification on their packages

FY2019.3  
Eco Medal Certified  
Products  
**132 Items**

組み立て後  
すてるランナーを  
約20%削減しました  
(当社従来比)  
www.bandai.co.jp/csrkids

Label showing that the runners, which are discarded after assembly, have been reduced by approximately 20%

### <TOPICS>

#### Creating new value with capsule-less Gashapon® products

In recent years, we have launched capsule-less products, which have gained popularity. For these products, the capsule itself has been eliminated and the product is dispensed without a capsule. These products create new product value by using a portion of the product as the section corresponding to the capsule while also reflecting consideration for the environment, and accordingly they have received Eco Medal certification.

In FY2019.3, 55 capsule-less products were launched, including the *Dango Mushi* series and other hit products.



Dango Mushi capsule-less product

## Advancing Digital Drawing

In August 2018, BANDAI NAMCO Pictures INC. established a studio in Osaka that is advancing paperless operations through the introduction of digital drawing.

The digitalization of animation not only limits the use of drawing paper, which had previously been used in large quantities, but also makes it possible to send drawings over the network, thereby reducing CO<sub>2</sub> emissions related to transportation.

Studio in Osaka



### Receipt of the Minister's Award from the Ministry of Land, Infrastructure, Transport and Tourism at the Eco Driving Activity Contest

In the “Fiscal 2018 Eco Driving Activity Contest,” which was sponsored by the Foundation for Promoting Personal Mobility and Ecological Transportation, LOGIPAL EXPRESS INC. won the Minister's Award (Ministry of Land, Infrastructure, Transport and Tourism) in the business category, which was presented to the organization with the best initiatives out of 665 entrants. LOGIPAL EXPRESS INC. was highly evaluated for its preparation of an original environmental manual for many years, its implementation of fuel consumption management and education using digital tachographs, and its ongoing initiatives such as driving contests.



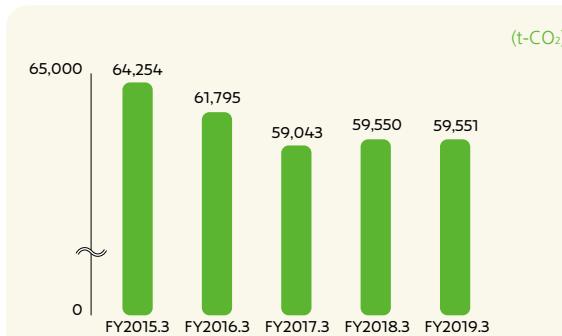
Awards ceremony

### Initiatives to Reduce CO<sub>2</sub> Emissions

The BANDAI NAMCO Group has set annual reduction targets for CO<sub>2</sub> emissions in each business field. We are working to achieve reductions through eco-related initiatives.

Moreover, in addition to total emissions management, we have also introduced management based on emissions intensity\* for each Unit as one indicator for measuring reduction efforts.

#### BANDAI NAMCO Group CO<sub>2</sub> Emissions



\* CO<sub>2</sub> emissions per employee or per unit of total floor space

## Initiatives in Cooperation with Suppliers

To achieve qualitative improvements in the “Dreams, Fun and Inspiration” that we provide, the Group implements independent audits and evaluations in plants and works together with suppliers to maintain and enhance supply chain management, such as sharing information with suppliers.

### Implementing a Variety of Audits

In addition, BANDAI CO., LTD., implements BANDAI Factory Audits (BFAs), which combine new plant audits and Code of Conduct (COC) audits, at overseas final packaging plants that make BANDAI products.

The basic policy for BFAs is the BANDAI COC, which calls for strict observance of eight standards, such as the prohibition of forced labor and child labor. Audits are conducted in accordance with our original BFA manual.



BFA implementation at manufacturing plant in China



BANDAI Supplier Awards

### Supplier Conference / Awards

BANDAI CO., LTD., holds supplier conferences every year. At these conferences, information is shared about such matters as safety standards accompanying revisions of toy-related laws in Japan and overseas, as well as BANDAI's original quality standards. Furthermore, BANDAI has established the BANDAI Supplier Awards, which recognize suppliers that maintain high levels of performance in regard to evaluation indicators. We are working together with suppliers to improve working environments and quality. In addition, suppliers that receive awards share their know-how by giving lectures to other suppliers about their initiatives on the front lines.

## Together with Employees

The BANDAI NAMCO Group is working to establish an environment in which employees can work energetically and with peace of mind while enjoying their work. In addition, we are also focusing on the development of human resources who can address changes in the operating environment. This section introduces examples of those initiatives.



### BANDAI NAMCO Awards

Each year, the BANDAI NAMCO Group holds the BANDAI NAMCO Awards, an awards program for various initiatives that excel from such viewpoints as hit products, creativity, and taking on challenges.

In FY2019.3, for the Grand Prix, entrants were evaluated in the areas of strengthening global roll-outs, new challenges, and Groupwide initiatives, and the *DRAGON BALL* Global Expansion Challenge was selected.



Awards ceremony at the FY2019.3 BANDAI NAMCO Awards

## Implementing Family Events

BANDAI NAMCO Entertainment Inc. holds family events at the Head Office. The objective of these events is to foster exchange between families, who support employees each day, and Group employees. In FY2019.3, with the cooperation of Group companies, event participants included 15 Group companies and more than 1,000 employees and family members. Participants enjoyed such activities as experiencing the latest games, athletic equipment, and a hero show.



Project members

The site at the Company was decorated as a fairy tale world on the day of the event



## Initiatives in Asia

In November 2018, a joint employee trip was held by three companies—BANDAI NAMCO Holdings ASIA CO., LTD., BANDAI NAMCO ASIA CO., LTD., and BANDAI NAMCO SINGAPORE PTE. LTD. A total of 120 people participated. A Christmas party was also held on the day of the trip, and employees deepened friendships that extend across companies and divisions.

In addition, from April 2019 Group companies with head offices in Hong Kong are holding monthly birthday parties for employees with birthdays during that month.



Employee trip



Birthday party

## BANDAI NAMCO Will Inc.'s Initiatives

BANDAI NAMCO Will Inc. has been recognized as a special subsidiary in accordance with the Act on Employment Promotion etc. of Persons with Disabilities. BANDAI NAMCO Will Inc. works to facilitate employment opportunities and advance stable employment of people with disabilities at the BANDAI NAMCO Group and provides operational support for Group companies. The company aims to create environments that foster respect for the varying individual characteristics of each employee, enable employees to pursue their own individual potential, and allow employees to grow by leveraging their own capabilities. The company also aims to enable employees to directly experience making a contribution to society through their work.



Employee trip

### Education and training

We have established a Human Resources Project team, and hold study sessions to deepen understanding of disabilities among instructors who directly guide employees with disabilities. In these ways, we are taking steps to establish an environment that enables people to work with peace of mind.

In addition, we are increasing the number of people who are certified as job coaches, and are providing highly specialized support for issue resolution (support for finding stable employment).



Study session

### Staff recognition systems

Annual recognition for achievement at work throughout the year, continuous service for many years (3 years, 5 years, and 10 years), activities in the field of sports culture, and support for those activities, etc.



Award ceremony



### Birthday leave system

We are working to promote the utilization of annual paid leave as one facet of work-life balance. In addition, in accordance with the idea that we would like employees to spend their birthdays with their families and friends, we have established a birthday leave system to provide a special type of leave.

Birthday leave utilization rate in FY2019.3

100%



## Initiatives to Support the Development of the People Who Will Support the Next Generation

### Initiatives to Support the Passing Down of Intangible Cultural Assets

At special schools for children with disabilities, BANDAI NAMCO Holdings CHINA CO., LTD., is implementing initiatives to pass down to the children activities that are Chinese intangible cultural assets, such as kite painting, gourd pyrography, and rice grain doll making. In FY2019.3, this initiative was implemented at three special schools for children with disabilities. It was highly evaluated, and received an award for public interest innovation at the 8th China Charity Festival.

Hands-on workshop



### Support for Children's Environmental Learning and Activities

The BANDAI NAMCO Group has become a partner of "Children's Eco Club," through which children engage in independent environmental activities and environmental learning. In addition, Group employees and their families participate in activities as a part of environmental learning initiatives.



**Forest woodcutting experience**  
(Hosted by Hotoku Gakko, a club registered with the Children's Eco Club)

#### \* Children's Eco Club is ...

The Japan Environment Association, with the support of the Ministry of the Environment and the Ministry of Education, Culture, Sports, Science and Technology, is cooperating with local governments, companies, and groups to support children's environmental activities. The association has about 1,800 clubs nationwide with about 100,000 members (as of March 2019).

### Holding On-Site Lessons Using Toys as Themes

BANDAI CO., LTD., is offering free on-site lessons to provide the opportunity to learn about toys and the environment, Universal Design (UD) for toys, and safety and security with toys. These lessons are principally provided at elementary schools in suburban districts in the Kanto region of Japan. In addition, we are also providing educational programs based on the provision of teaching materials. These programs are conducted at elementary schools and facilities throughout the country.

In FY2019.3, these lessons were provided to approximately 7,500 children in 115 locations around Japan.



On-site lessons

### BANDAI FOUNDATION

Since 1995, BANDAI AMERICA INC. has continued regional social contribution activities through the BANDAI FOUNDATION. To help children and their families in the U.S. enjoy better lifestyles, these activities mainly involve implementing a variety of events and contribution activities and supporting the activities of local charities.



## Children's Tour Day in Kasumigaseki

Since FY2017.3, BANDAI NAMCO Entertainment Inc. has participated in Children's Tour Day in Kasumigaseki. Government ministries and agencies in Kasumigaseki work together to offer children an opportunity to learn about society and deepen their understanding of the policies of the ministries and agencies. In FY2019.3, we had a booth at the National Strategy Office of Information and Communication Technology, and children could participate in a "Ghost Maker" activity where they could enjoy making the ghost that appears in *PAC-MAN*.



Children's Tour Day in Kasumigaseki



## Cooperating with Make-A-Wish Foundation

Based on the ideal of delivering fun to children with serious diseases, BANDAI NAMCO Entertainment America Inc. cooperates with the Make-A-Wish Foundation, a non-profit organization, and with suppliers. These activities include visiting children and providing them with game software and other products, as well as inviting children to eSports tournaments. We conduct these activities for the smiles of the children.

## Welcoming Visitors for Study Opportunities at Companies

At *VS PARK* (Osaka Prefecture, Japan), a variety sports facility operated by BANDAI NAMCO Amusement Inc., in response to requests from local educational institutions we welcome college students for workplace research and junior high school students for general studies. In FY2019.3, we provided research opportunities to students at Momoyama Gakuin University. In addition, for social studies at Takatsuki Junior High School, we provided a place for research through lectures and workplace experience initiatives for students who expressed an interest in *VS PARK*.

Moreover, the BANDAI NAMCO Group also accepts company visits\*. For example, SUNRISE INC. and BANDAI NAMCO Pictures INC. accept company visits from elementary and junior high school students. To provide opportunities to learn about animation production, IP production, and other matters, they accept company visits and provide information from people working on the front lines of the animation industry.

\* The number of visits differs by company

Company visit



Social studies class at Takatsuki Junior High School



## Together with Local Communities

### BNJ PROJECT

As part of the BNJ Project, which aims to invigorate all of Japan by creating new entertainment in cooperation with local communities, BANDAI NAMCO Entertainment Inc. is working to implement the theme of “regional collaboration” together with local governments and companies throughout Japan.



Shunan City, Yamaguchi Prefecture, Japan “Start of Fun in the New Year 2019 in BOAT RACE TOKUYAMA” (January 2019)

ACT SAIKYO, a women’s corporate badminton team that is active in the local area, appeared at the event, and there were smiles on the faces of the athletes, who compete in a top league, and the local residents.

## Initiatives in Regions That Are the Settings for Animations

### GIRLS und PANZER

In Oarai Town, Ibaraki Prefecture, Japan, which is the setting for the *GIRLS und PANZER* animation, BANDAI NAMCO Arts Inc. participates in the Oarai Anko Matsuri and other events, including appearances on a lively talk show by the voice actors and other initiatives in collaboration with the local community.



Talk show with the cast of *GIRLS und PANZER* at the Oarai Anko Matsuri (November 2018)

### Love Live! Sunshine!!

SUNRISE INC. is supporting community activation measures in Numazu City, Shizuoka Prefecture, Japan, which is the setting of the *Love Live! Sunshine!!* animation. In 2018, we participated in a variety of events throughout the year and cooperated with a bus wrapping initiative by a public transportation institution. In these ways, we worked together with people in the local community to help activate Numazu City. In addition, the idol group *Aqours*, which appears in the visual product, was selected as the Sansan Numazu Ambassador, which is the PR ambassador for Numazu City.



Bus wrapping

## BANDAI NAMCO Group Support Activities for Disaster-Stricken Areas

### Groupwide Initiatives

#### Support for areas affected by the Great East Japan Earthquake

Since 2011, in Iwate Prefecture, Miyagi Prefecture, and Fukushima Prefecture, the BANDAI NAMCO Group has continued to implement activities for children in areas affected by the Great East Japan Earthquake.

We are implementing activities that draw on the distinctive characteristics of the BANDAI NAMCO Group, such as sponsoring handcraft classes with a theme based on *The Bears’ School* picture book series and plastic model classes. In addition, together with shareholders, each year we donate a total of ¥10 million to Save the Children Japan (SCJ). These donations are used as funds for support activities for children in regions affected by the Great East Japan Earthquake.



Yamada Town, Shimohei District, Iwate Prefecture



Ishinomaki City, Miyagi Prefecture



Soma City, Fukushima Prefecture

### Music-Based Initiatives

BANDAI NAMCO Arts Inc., BANDAI NAMCO Live Creative Inc., and Highway Star Inc. are implementing a variety of music-based initiatives. These include the planning and production of the Michinoku Animation Song Festival 2018 ~ Eastern Gale and the participation of Lantis label artists in the Sanriku Connect Festival 2019.

In addition, a portion of the sales of charity goods sold at the venues of public performances by artists is contributed through the Japanese Red Cross Society to areas affected by disasters, such as earthquakes or heavy rains.



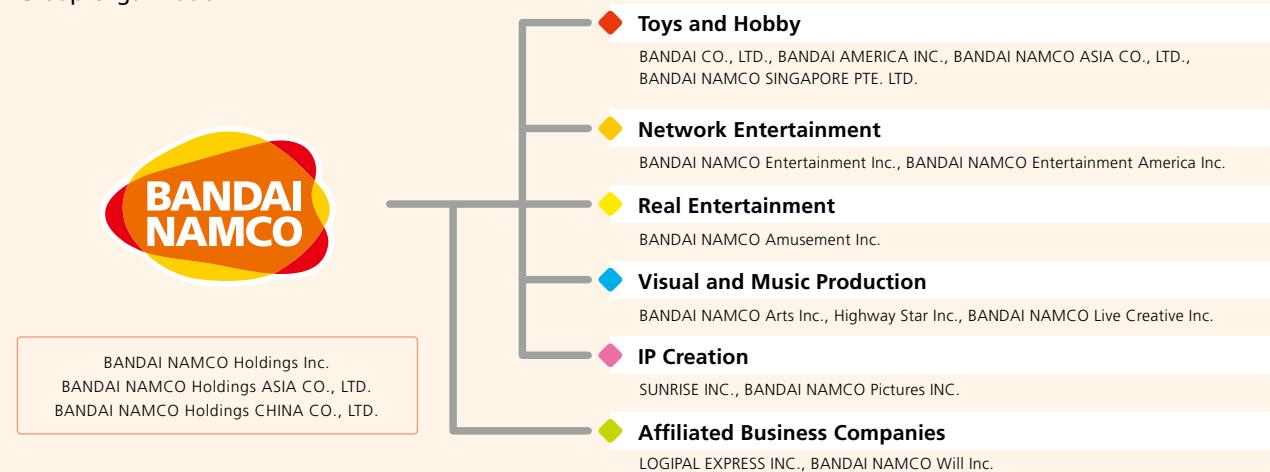
Sanriku Connect Festival 2019

## Corporate and Other Information

### Corporate Data

- ✦ **Corporate Name** BANDAI NAMCO Holdings Inc.
- ✦ **Head Office** BANDAI NAMCO Mirai Kenkyusho, 5-37-8, Shiba, Minato-ku, Tokyo 108-0014, Japan
- ✦ **Capital** ¥10 billion
- ✦ **Main Business**
  - Planning and execution of medium- and long-term management strategies for the BANDAI NAMCO Group
  - Provision of support for business strategy implementation by Group companies and management of business activities

### Group Organization



Note: Lists only companies that appear in this report. For an overview of major Group companies, please visit the website of BANDAI NAMCO Holdings.

### Editing Policy

Fun For the Future! BANDAI NAMCO Group CSR Activities (this publication) has been published with the aim of reporting to stakeholders in an easy-to-understand manner examples of specific initiatives related to CSR on a Groupwide basis.

The Company's website describes the initiatives that each Unit has formulated in accordance with the BANDAI NAMCO Group's Important CSR Themes, activity reports for those initiatives, and more detailed information.

### The Bears' School

The popular *The Bears' School* series of picture books from the Character Research Institute tells the story of the daily lives of Jackie, a young girl bear cub, and her 11 brothers. The idea of "valuing a casual day of fun" is in accord with our CSR activities, and with Jackie as the central character, we are broadly leveraging our CSR concept of "Fun For the Future!"



## BANDAI NAMCO Group CSR Activities: Guide to the Online Version

In addition to the information in this publication, the BANDAI NAMCO Group provides information on its website regarding specific CSR initiatives.



### Online Version

<https://www.bandainamco.co.jp/en/social/index.html>

