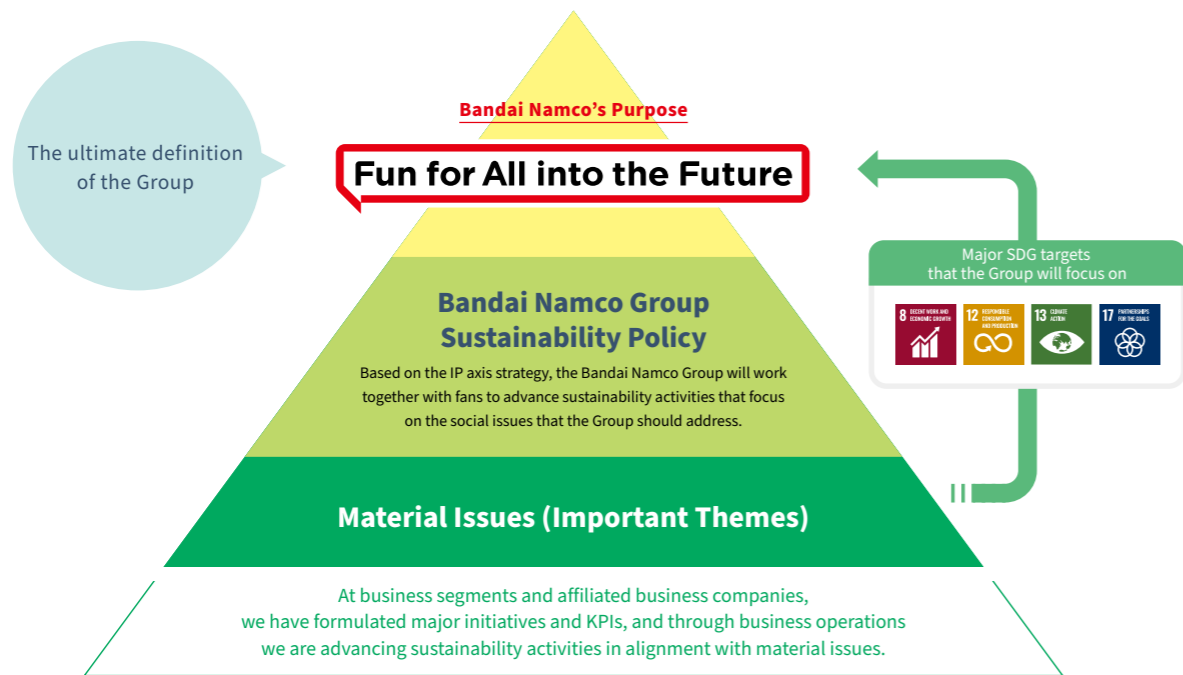


Our Purpose, “Fun for All into the Future,” has been positioned as the ultimate definition of the Group. In accordance with the Purpose, we have formulated the Bandai Namco Group Sustainability Policy for implementing initiatives that use the IP axis strategy and leverage our distinctive strengths. To implement this policy, five themes that will need to be addressed by focused initiatives have been identified as material issues (important themes), and on that basis we are advancing sustainability activities.



For the promotion of sustainability activities, we have established the Group Sustainability Committee. The members of the committee include full-time directors of the Company and presidents and representative directors of the Group's business management companies (Bandai Namco Entertainment Inc., Bandai Co., Ltd., Bandai Namco Filmworks Inc., and Bandai Namco Amusement Inc.). The committee is led by the president and representative director of the Company. In this way, we are implementing activities in cooperation with businesses. We recognize that the promotion of sustainability activities is an important initiative from the

perspective of management strategy. Accordingly, the Group Sustainability Committee, which is directly under the Company's Board of Directors, holds discussions related to sustainability strategies, considers various initiatives, and periodically reports to the Board of Directors, which discusses and supervises those matters. In addition, we have established the Group Sustainability Subcommittee, which is a subordinate organization under the Group Sustainability Committee. The subcommittee works to promote activities aligned with the Bandai Namco Group Sustainability Policy and our material issues.



Identification of material issues

In regard to risks and opportunities related to sustainability, following discussions by the Group Sustainability Committee, we identified the material issues that the Group needs to address, and we are now advancing Groupwide sustainability activities.

businesses. Each fiscal year, the results are analyzed for the Group as a whole and by business segment. This is linked to improvements in initiatives for the next fiscal year and thereafter. The details of this analysis are reported to the Board of Directors following discussions at the Group Sustainability Committee. The Board conducts discussion and supervision.

Also, Group companies are implementing initiatives aligned with the material issues and the characteristics of their

Three Steps for Identification of Material Issues



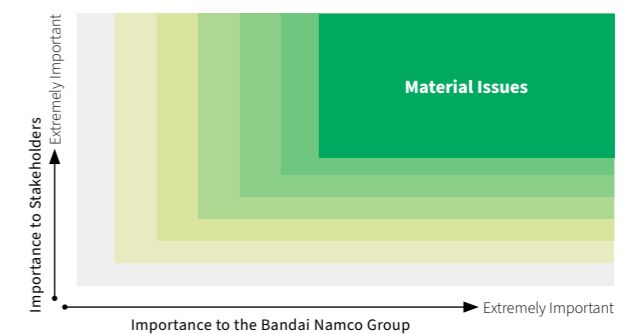
Perspectives that are emphasized during specification/verification

The Bandai Namco Group's Approach and Policies

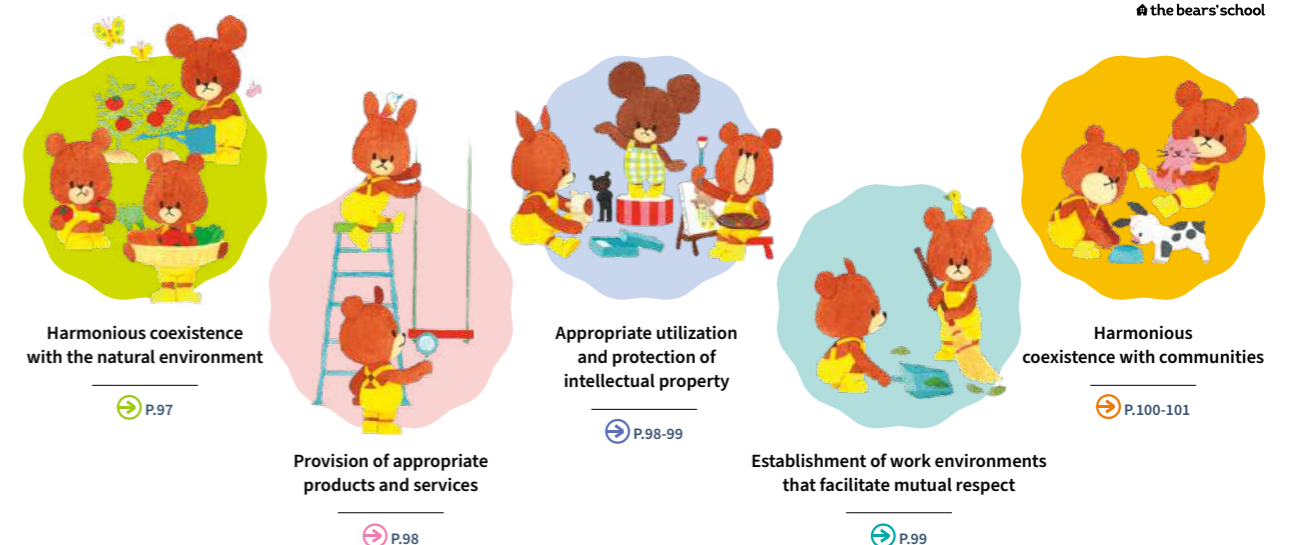
- The Bandai Namco Group's Purpose
- The Bandai Namco Group Sustainability Policy
- The Bandai Namco Group Compliance Charter
- The Bandai Namco Group Mid-term Plan
- Related Group policies/guidelines

Trends and Demands of Society in Japan and around the World

- Various policies and guidelines from international institutions, research institutions, and governments
Example: Sustainable Development Goals (SDGs), Ministry of the Environment's Environmental Reporting Guidelines, GRI Guidelines, TCFD recommendations, SASB Standards, ESG evaluation institution guidelines and reports (CDP, MSCI, Sustainalytics, FTSE), etc.
- Interviews with outside experts
- Consumer surveys (implemented at irregular intervals)
- Initiatives of companies that are advanced in regard to sustainability



Five material issues



ESG SECTION: SUSTAINABILITY

GUNDAM

With the *Gundam series*, we will take action for the future of children, together with fans and external partners.

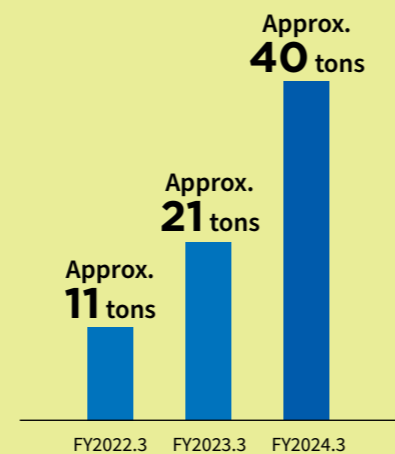
Gunpla Recycling Project

Under the Gunpla Recycling Project, which started in April 2021, we collect runners (part of the model kits framework) from model kits in the *Gundam series* and reuse them in new model kits through the use of a cutting-edge chemical recycling process. By doing so, we aim to create a recycling-oriented society together with *Gundam* fans. The runners collected through the project are transported to the Bandai Hobby Center, a model kits manufacturing plant of Bandai Spirits Co., Ltd.

A portion of these runners is used as a material for verification testing targeting the realization of chemical recycling, and the rest is reused through material recycling or thermal recycling, together with plastics created through the manufacturing process at the Bandai Hobby Center. In FY2024.3, we collected approximately 40 tons of runners.



Collected runners results



Operation Gundam R

In FY2024.3, we held Operation Gundam R (recycle) across all 47 prefectures of Japan. At locations such as shopping centers and music festivals in each prefecture, we distributed Gunpla trial kits using eco-plastics, which were made from recycled runners, as well as special booklets and limited edition stickers. At such locations, visitors could assemble these eco-plastic Gunpla trial kits themselves and thereafter deposit the runners in a collection box, thereby gaining a firsthand experience with recycling plastic.

Gundam Educational Program

From FY2022.3, we started the Gundam Educational Program, which provides opportunities to think about the fun of manufacturing and about environmental issues. For the subject matter, this initiative draws on *Gundam* model kits and the life-sized moving *Gundam* at GUNDAM FACTORY YOKOHAMA.

Educational Support

Since November 2021, we have been holding an educational support program for elementary and junior high school students at the GUNDAM FACTORY YOKOHAMA to learn about and experience the workings of the life-sized moving *Gundam*. This program aims to spur interest in manufacturing. By the end of the life-sized moving *Gundam*'s exhibition on March 31, 2024, a total of 7,554 students from 102 schools had participated in the program.

Gunpla Academia

We have been holding classes on model kits assembly, called Gunpla Academia, at elementary schools across Japan since October 2021. As of July 2024, more than 600,000 elementary school students from over 8,000 elementary schools had participated in these classes. By showing students videos and having them experience model kits assembly, we communicate to students the fun of manufacturing and introduce them to our initiatives to protect the global environment, such as the Gunpla Recycling Project.



Gundam Manhole Project

In August 2021, we launched the Gundam Manhole Project in cooperation with local governments across Japan. In this initiative, we are installing *Gundam* Manholes, which are manhole covers featuring designs of characters and Mobile Suits that appear in *Mobile Suit Gundam*, in various locations nationwide. We aim to make these manholes a testament to the bond between *Gundam* fans and *Gundam* that transcends generations, thereby revitalizing Japan in cooperation with local governments.



THE IDOLM@STER

Connecting with fans, implementing sustainability activities together with them

With *THE IDOLM@STER* series, we are implementing sustainability activities aligned with the concept of “connecting and working together to create things.” Fans can readily participate in these activities, which leverage IPs. They are centered on three material issues of the Bandai Namco Group—harmonious coexistence with the natural environment, appropriate utilization and protection of intellectual property, and harmonious coexistence with communities.

Initiatives to promote recycling

Collection and upcycling of used clothes at live event venues

At the venue for *THE IDOLM@STER SHINY COLORS 5th LIVE If I wings.*, which was held in March 2023, we implemented an initiative to collect used clothing from attendees. We called on fans to deposit used clothes into boxes that were set up at the venue to collect such clothing. Used clothes that were collected at the event were recycled into new reusable materials. We reused these materials in panels at *THE IDOLM@STER SHINY COLORS 5.5th Anniversary LIVE* event.



Panels made from collected and recycled used clothing



Used clothing collection boxes at the live event

Promoting plastic recycling in collaboration with the Ministry of the Environment

From April 2023 for approximately one year, as a collaborative initiative between *THE IDOLM@STER SHINY COLORS* and Japan’s Ministry of the Environment, *Houkago Climax Girls*, which is affiliated with 283 Productions, was the focus of PR initiatives related to plastic recycling. Agenda 283, an in-game event scenario, features regional clean-up activities. Participants implement initiatives to support nature and plastic recycling while studying and discussing the issue of plastic waste in the oceans. There is an educational video that promotes plastic reduction and recycling, with idol Rinze Morino, who was elected from among the *Houkago Climax Girls* members, serving as navigator.

▶ PR for promotion of plastic reduction and recycling



Initiatives for regional co-creation

Invigorating Choshi City through *THE IDOLM@STER SideM*

In October 2021, we commenced a collaboration between Jupiter, an idol unit affiliated with 315 Productions that appears in Bandai Namco Entertainment’s *THE IDOLM@STER SideM*, and Choshi Electric Railway Co., Ltd. In July 2022 we began to collaborate with Choshi City, Chiba Prefecture, to roll out the Choshi PR Campaign. Since then, idols belonging to 315 Productions have engaged in PR activities highlighting popular tourist spots in Choshi City. At these locations, we displayed posters and life-sized panels of these idols and also sold original merchandise, thereby attracting many visitors.



Furthermore, in November 2023, the idols from the idol unit *DRAMATIC STARS* were chosen as the PR mascots for the Chiba Branch of East Japan Railway Company. In December 2023, we commenced the “315 ni ii Choshi” Choshi Tourism Campaign, which commemorated the 100th anniversary of Choshi Electric Railway and the commencement of the EeeE Choshi Service, a service for planning trips to Choshi City and its surrounding areas.

Minato Mirai x *THE IDOLM@STER MILLION LIVE!*—Livening up the City with Idols

We held an exciting collaboration event between Bandai Namco Entertainment’s *THE IDOLM@STER MILLION LIVE!* and the Minato Mirai area of Yokohama. In the Minato Mirai 21 district, we are involved in the Music Port YOKOHAMA initiative, which aims to brand Yokohama as a city of music by invigorating the city and enhancing its attractiveness. As part of this initiative, we held the “Million Walking Tour in Minato Mirai,” a walking event that utilized Sony Corporation’s Sound AR™ service Locatone™ to enable participants to walk around the Minato Mirai area together with idols. This event was held in conjunction with *THE IDOLM@STER MILLION LIVE! 10th LIVE TOUR Act-4 MILLION THE@TER!!!!*, which took place in February 2024 at K-Arena Yokohama. Note: Sound AR and Locatone are registered trademarks of Sony Corporation and its affiliated companies.



Promoting collaborative efforts with local governments using *THE IDOLM@STER MILLION LIVE!* to bolster regional disaster prevention capabilities

We promoted a collaboration between Bandai Namco Entertainment’s *THE IDOLM@STER MILLION LIVE!* and the Toyosu Disaster Prevention Festiv@l 2024, hosted by the Koto Ward Association for Better Regional Disaster Prevention Capabilities.

This collaboration featured many unique IP-based initiatives, including AED training sessions and the sale of original disaster prevention-related merchandise. It also featured a stage set up to allow participants to enjoy *THE IDOLM@STER MILLION LIVE!* universe. These unique initiatives helped attract not only local community members but also many young people who have few opportunities to get involved with disaster prevention, including “producers” (the nickname for fans of *THE IDOLM@STER* series). This made for a total of roughly 33,000 attendees throughout the period that the event was held.



Banners held at the event



Original canned soft bread for emergency use

PAC-MAN

PAC-MAN is one of the world's most well-known computer games and has been loved by fans around the world for the over 40 years since its creation. Drawing on the power of this IP, the Bandai Namco Group has been promoting a wide range of sustainability activities on a global basis.



Participating in the Playing For The Planet Alliance

Bandai Namco Entertainment is a member of the Playing For The Planet Alliance established at the UN Climate Action Summit 2019. The company also participates in Green Game Jam organized by the United Nations Environment Programme (UNEP) through the PAC-MAN smartphone game app. In 2023, Bandai Namco Entertainment held the Play for the Himalayas in-game event, which communicates the importance of protecting endangered species. In addition, Bandai Namco Entertainment America Inc. received the Jam Spirit Award* for fiscal 2023 in recognition of its participation in Green Game Jam for the third consecutive year and its various contributions to the environment.

* This award is presented to companies participating in the Green Game Jam that consistently incorporate reforestation efforts into their games and seek to enhance the level of these efforts.



Concluding sponsorships with pro sports teams in North America

We have concluded sponsorship agreements with pro sports teams in California, where we have our U.S. headquarters, thereby promoting interactions with fans as a company deeply rooted in the local community.

At BMO Stadium, the home of the local Los Angeles FC soccer team, we opened the new amusement arcade Level Up by Bandai Namco. This arcade serves as a place where people of all ages and groups, including families and young people, can enjoy games with food and beverages. Additionally, at Angel Stadium of Anaheim, the home field of the Los Angeles Angels, we are energizing the ballpark by holding PAC-MAN races between innings.



Level Up by Bandai Namco, bustling with families



Scene from the PAC-MAN race

Supporting the passing on of intangible cultural heritage in China

Since 2018, Bandai Namco Holdings China Co., Ltd., has been conducting activities to protect the restoration of old books, which is part of China's intangible cultural heritage. As part of these efforts, the company has been holding hands-on events involving old book restoration with added elements of environmental protection and designs using our IP (PAC-MAN), aimed at teaching traditional techniques while providing a fun experience for children who will lead the future.

CLENA series

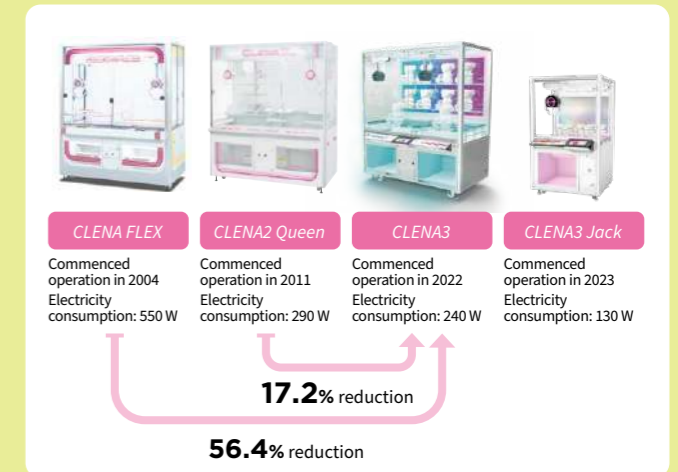
Started in 2004, the CLENA series of crane game machines have led to a total transformation in prize game machine operations. Since its introduction, we have consistently updated the CLENA series in accordance with the era in order to meet the needs of customers. In November 2022, we launched CLENA3, which has since sold a total of 7,000 units. CLENA3 consumes half of the electricity of the initial CLENA FLEX machine, and the latest model, CLENA3 Jack, offers even greater levels of energy efficiency. CLENA3 Jack also makes use of a universal design, making it more accessible for shorter people and children to enjoy.



Realizing brighter lighting using less electricity

Multiple crane game machines are typically installed in amusement facilities, so reducing the energy consumption of these machines means energy savings for the facility as a whole. To that end, we incorporated an eco-mode feature in CLENA3, which reduces energy consumption when the machine is on standby. While curtailing electricity costs and achieving an eco-friendly performance, CLENA3 realizes the level of lighting and brilliance required of a crane game machine. Furthermore, CLENA3 Jack offers three settings for eco-mode, as opposed to just one in the original CLENA3, realizing up to a 61% reduction in electricity consumption compared with when eco-mode is off.

Also, by replacing old machines with CLENA3 models, we have not only cut annual electricity costs at amusement facilities operated by Bandai Namco Amusement Inc. but also realized an annual reduction of nearly 500 tons in CO₂ emissions.



Bandai Namco Awards

Every year, the Bandai Namco Group hosts the Bandai Namco Awards to recognize the best-performing teams from each year. During the judging, the success of the content, creativity, relevance, and consideration for sustainability are deemed important points. Moreover, in recognition of its performance, the CLENA series was nominated for the Bandai Namco Award 2023, taking home the Best Sustainability Grand Prize.



The Bandai Namco Group believes that measures to address climate change are necessary for the realization of a sustainable society and for business continuity. Accordingly, in April 2021 we formulated the Bandai Namco Group Sustainability Policy and established medium- to long-term targets for the transition to a decarbonized society. In addition, we have commenced the disclosure of information in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and announced our endorsement of these recommendations in September 2023. We also participate in the TCFD Consortium as part of our efforts to collect the latest information on climate change.

Moving forward, we will continue to conduct analyses of the impact of climate change on our business operations as well as of relevant risks and opportunities based on various scenarios. We will also advance measures to strengthen our response to such risks and opportunities and achieve decarbonization.

Governance

Recognizing the importance of social sustainability for its business activities, the Group has established the Group Sustainability Committee, chaired by the president and representative director, to more promptly determine and implement sustainability-related activities. The committee meets biannually to discuss measures to respond to climate change as one of the Group's most important agenda items. After considering each measure, the committee helps implement these measures at each Group

company. The results of the committee's activities are regularly reported to the Board of Directors, which deliberates the results and provides supervision accordingly. In addition, the Group Sustainability Subcommittee, which is a subordinate organization under the Group Sustainability Committee, is working to promote activities in line with the Bandai Namco Group Sustainability Policy and the Group's material issues.

Strategy

The Group conducted a scenario analysis to assess the impact of climate change-related risks and opportunities.

Scenario Analysis Method

To clarify the impact of climate change on the Group's business operations, we conducted a scenario analysis for 2030 based on the scenarios on the right:

	1.5°C scenario	4°C scenario
Transition risk	IEA Net Zero Emission by 2050 (NZE), IEA Announced Pledges Scenario (APS), IEA Sustainable Development Scenario (SDS)	IEA Stated Policies Scenario (STEPS)
Physical risk	IPCC RCP 2.6	IPCC RCP 8.5

* In the absence of information on the 1.5°C scenario, a reference scenario classified under the 2°C scenario is used.

Transition Risks and Opportunities

Risks and opportunities	Items		Anticipated scenario	Evaluation of impact
	Category	Subcategory		
Risks	Government/regulations	Introduction of carbon pricing	•Introduction of tax on GHG emissions and obligation to purchase credits due to the introduction of carbon pricing (carbon taxes and emission trading schemes), resulting in higher operational costs	Large
		Regulations on the use of fossil fuels	•Incurrence of costs associated with efforts to reduce the use of fossil fuels for Company-owned vehicles and transportation vehicles of logistics companies due to the tightening of regulations on the use of fossil fuels	Small
		Regulations on plastics and resource recycling	•Necessity to use eco-friendly bioplastics and recycled plastics due to the tightening of regulations on plastics, leading to higher manufacturing costs of toys •Incurrence of costs associated with manufacturing and disposal measures as plastics and metals used in toys and arcade machines become subject to recycling regulations due to the tightening of such regulations	Large
		Renewable energy and energy conservation policies	•Increase in demand for renewable energy and soaring electricity costs due to the expansion of renewable energy policies •Growing necessity for technological investment to adhere to energy conservation regulations	Large
		Obligation of information disclosure	•Incurrence of costs associated with measures to disclose information due to requirements for information disclosure on carbon footprint and other matters	Medium
	Markets	Fluctuations in raw material costs	•Increase in manufacturing costs due to the soaring price of plastics and metals used in toys and arcade machines, etc.	Large

Opportunities	Markets	Changes in customer behavior	•Acquisition of new customers through digital content and toys (environmental education) created based on the theme of the environment, resulting from the growing importance of environmental awareness among customers	Large
	Evaluation	Changes in investor evaluation	•Improvement in the Company's evaluation as a result of being perceived by investors to be sufficiently aware of the environment, leading to increased share prices and new opportunities for fundraising	Large

Physical Risks and Opportunities

Risks and opportunities	Items		Anticipated scenario	Evaluation of impact
	Category	Subcategory		
Risks	Acute	Intensification of abnormal weather (typhoons, heavy rains, landslides, storm surges, etc.)	We anticipate the following issues to occur due to an increase in wind and flood damage resulting from the intensification of abnormal weather: •Increase in disaster prevention/repair costs at Group business sites •Difficulties in procuring raw materials and selling products, resulting in suspended operations •Sales decline in the live events and store operations businesses due to a lower desire to go outside among people •Occurrence of physical injuries to employees •Increase in insurance costs	Large
		Droughts	•Delays in the manufacture of toys and amusement machines stemming from a decline in semiconductor manufacturing volumes •Delays in the delivery of Company vehicles	Medium
	Chronic	Rise in the average temperature	We anticipate the following issues to occur due to summer heatwaves caused by a rise in the average temperature: •Sales decline in the live events and store operations businesses due to a lower desire to go outside among people •Increase in air-conditioning costs and other operational costs •Occurrence of health issues among employees	Medium
		Changes in rainfall and weather patterns	•Decline in sales of outdoor services in the event of an increase in rainy days brought about by changing weather patterns, such as the timing of rainy seasons	Medium
		Impact on raw material cultivation due to a rise in the average temperature	•Higher procurement costs due to an anticipated surge in prices in the event that there are shortages in wheat flour and other raw materials used in candy toys	Medium
		Rising sea levels	•Flooding of business sites, such as amusement facilities and logistics bases, in coastal areas due to the impact of rising sea levels, resulting in the incurrence of repair costs	Small
		Increase in infectious diseases	•Decrease in visitors to live events and amusement facilities due to a decline in opportunities to go outside among people stemming from an increase in infectious diseases	Medium
Opportunities	Chronic	Rise in the average temperature	•Increase in demand for digital content that can be viewed at home due to a decrease in opportunities to go outside among people following a rise in the average temperature	Medium
		Changes in rainfall and weather patterns	•Increase in sales of indoor services in the event of an increase in rainy days brought about by changing weather patterns, such as the timing of rainy seasons	Medium

Risk management

The Group discusses risks and opportunities related to sustainability at meetings of the Group Sustainability Committee. This committee identifies material issues that the Group should strive to address and promotes sustainability activities on a Groupwide basis. In promoting these activities, the Group Sustainability Committee collaborates with the Group Risk Compliance Committee, which oversees the Group's crisis management structure. Each Group company pursues efforts to address the material

issues in accordance with the characteristics of its businesses. The results of these efforts are analyzed on a Groupwide basis and by each business segment every fiscal year, which helps lead to improvements in such efforts for the following fiscal year and beyond. The analysis of these efforts is discussed at meetings of the Group Sustainability Committee and are then reported to the Board of Directors. When necessary, the Board holds discussions on these results and provides supervision accordingly.

Indicators and targets

The Group has established indicators for greenhouse gas (GHG) emissions so that it can evaluate and manage the progress of its ESG management and the impact of policy risks and other risks pertaining to climate change. As a medium-term target, the Group has adopted a 35% reduction in energy use-derived CO₂ emissions at Group business sites by 2030 compared with FY2020.3. Furthermore, we have set forth the target of achieving net-zero

emissions at our business sites (offices, own plants, directly operated amusement facilities, etc.) by 2050. Going forward, we will strive to further promote energy conservation initiatives and introduce renewable energy with a view toward achieving these targets. Additionally, starting from FY2022, we began calculating CO₂ emissions from our supply chain (Scope 3) and have initiated efforts towards decarbonizing the entire supply chain.

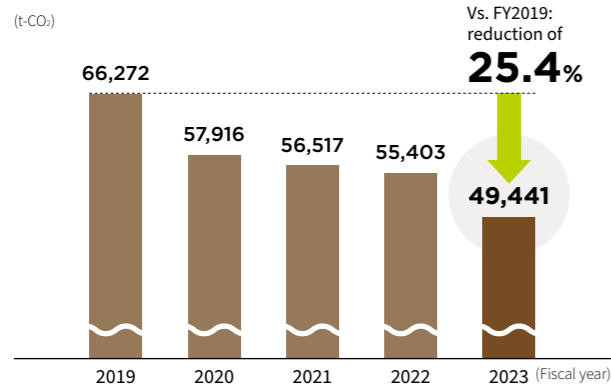
Medium- to Long-Term Targets for Decarbonization

Amount of energy use-derived CO₂ emissions at Group business sites*



* Offices, own plants, directly operated amusement facilities, etc.

Bandai Namco Group CO₂ emissions (Scope1+Scope2)



Notes:
1. The amount of renewable energy used (purchased) for FY2021 is included in the total for non-renewable energy.
2. For figures excluding Scope3 emissions, limited assurance or review by a third party has been conducted.
3. The Scope3 targets include Bandai Namco Entertainment Inc., BANDAI CO., LTD., BANDAI SPIRITS CO., LTD., Bandai Namco Filmworks Inc., and Bandai Namco Amusement Inc.
4. Past figures may be retroactively revised based on a thorough examination of tabulation results.
5. Scope3 emission amounts by category and their calculation methods can be found on our corporate website.

Supply chain emissions (Scope3)

		FY2022	FY2023
Scope3		1,091,255	1,202,209
Category 1	Purchased goods and services	576,512	636,698
Category 2	Capital goods	95,884	110,312
Category 3	Fuel- and energy-related activities not included in Scope1 and 2	5,758	5,490
Category 4	Upstream transportation and distribution	10,399	9,174
Category 5	Waste generated in business operations	2,669	2,931
Category 6	Business travel	5,158	8,817
Category 7	Employee commuting	710	837
Category 8	Upstream leased assets	Not applicable	Not applicable
Category 9	Downstream transportation and distribution	3	2
Category 10	Processing of sold products	Not applicable	Not applicable
Category 11	Use of sold products	21,792	12,284
Category 12	End-of-life treatment of sold products	372,368	415,664
Category 13	Downstream leased assets	Not applicable	Not applicable
Category 14	Franchises	Not applicable	Not applicable
Category 15	Investment	Not applicable	Not applicable

Examples of Initiatives toward Decarbonization

Proactively introducing renewable energy at Group company bases

Targeting decarbonization, we are advancing the conversion to electricity derived from renewable energy sources at major bases of Group companies.

We have converted to electricity derived from renewable energy sources for all of the electricity used at certain major Group company bases, including the Bandai Namco Mirai Kenkyusho, Bandai head office building, Bandai Namco Amusement head office building, Bandai Namco Studio head office building, Bandai Hobby Center—a model kits production facility of Bandai Spirits Co., Ltd.—as well as the nationwide logistics centers of Bandai Logipal Inc. and Logipal Express Inc. As a result, we have achieved net-zero CO₂ emissions from office operations, reducing annual CO₂ emissions by more than 8,000 t-CO₂ in FY2023 at these bases.



Bandai Namco Mirai Kenkyusho

Introducing solar power generation

Bandai Spirits Co., Ltd., has introduced solar power generation facilities with 400 solar panels in an area of approximately 1,202 square meters on the roof of the Bandai Hobby Center, with the aim of having the center become self-sufficient in electricity through solar power generation. In addition, Bandai Namco Craft's Inc., Kanto-Base and Heart Corporation headquarters factory have also introduced solar power generation facilities.

We are working toward achieving electricity self-sufficiency through solar power at these locations as well. The total electricity generated at these three sites is approximately 730,000 kWh,* and the expected annual reduction in CO₂ emissions is around 350 tons-CO₂.

* Calculated by the solar cell power generation quantity calculation method based on JIS 8907



Bandai Hobby Center



Heart's headquarters factory

Joining the Ministry of Economy, Trade and Industry's GX League

In April 2024, Bandai Namco Holdings officially joined the GX League* established by the Ministry of Economy, Trade and Industry. By joining this league, we will accumulate insight and technologies for realizing carbon neutrality on a Groupwide basis. At the same time, we will advance such efforts as the further promotion of energy conservation measures and the introduction of renewable energy.

* The GX League was established by the Ministry of Economy, Trade and Industry as a forum for cooperation between corporations, the national government, and academic institutions that are working to realize a sustainable society now and for the future. To that end, the GX League purses efforts for a green transformation (GX) with a view to achieving carbon neutrality across society by 2050.

Together with all people throughout the world, the Bandai Namco Group aims to create a future where people and other people, people and society, and people and the world are connected through the rich emotions created by entertainment, as represented by Bandai Namco's Purpose of "Fun for All into the Future." To fulfill our responsibility to respect the human rights of all stakeholders involved in the Bandai Namco Group's business activities, we established the Bandai Namco Group Human Rights Policy in November 2023. Recognizing the impact that business activities can have on human rights, we consider it our corporate responsibility to respect the human rights of all stakeholders involved in the Group's business activities. To that end, we are promoting initiatives in accordance with international frameworks such as the UN Guiding Principles on Business and Human Rights.

Bandai Namco Group Human Rights Policy

Together with all people throughout the world, the Bandai Namco Group aims to create a future where people and other people, people and society, and people and the world are connected through the rich emotions created by entertainment, as represented by Bandai Namco's Purpose of "Fun for All into the Future." In order to fulfill our responsibility to respect the human rights of all stakeholders involved in the business activities of the Bandai Namco Group, we hereby establish the Bandai Namco Group Human Rights Policy.

Scope of Applicability

This policy applies to directors, auditors, officers and employees of the Bandai Namco Group (meaning Bandai Namco Holdings Inc. and its subsidiaries; the same shall apply hereinafter). We also ask all of our business partners and suppliers to understand, support, and comply with this policy.

Commitment to Respecting Human Rights

The Bandai Namco Group understands that our business activities may impact human rights, and will fulfill our responsibility to respect the human rights of all stakeholders involved in our business activities.

Compliance with Laws and Regulations Related to Respecting Human Rights

The Bandai Namco Group will promote initiatives to respect human rights based on the United Nations Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles.

Furthermore, in each country and region where we conduct business, the Bandai Namco Group complies with the domestic laws and other regulations of the relevant countries, and respects internationally recognized human rights. When faced with conflicting requests, we will do our utmost to honor the principles of internationally recognized human rights.

Governance

We will place the President and Representative Director in charge of this policy, and the Chief Sustainability Officer (SCO) in charge of promoting this policy, and will promote initiatives to respect human rights in accordance with this policy.

Human Rights Due Diligence

The Bandai Namco Group will construct and continuously operate a human rights due diligence system to identify, prevent, and mitigate adverse human rights impacts related to the Bandai Namco Group's business activities.

Remedy and Correction

If we identify that the Bandai Namco Group has caused or contributed to negative human rights impacts, we will take legitimate processes to remedy the situation and prevent a recurrence.

Education

The Bandai Namco Group will ensure that related policies, guidelines, and other necessary procedures reflect this policy, in order to embed this policy in all business activities. We also will provide appropriate education so that all directors, auditors, officers and employees understand this policy and implement it in their respective corporate activities.

Dialogue and Consultation with Stakeholders

For initiatives taken under this policy, the Bandai Namco Group will consult with independent external experts on human rights and engage in dialogue and consultation with relevant stakeholders.

Verification of Progress and Information Disclosure

The Bandai Namco Group will monitor and improve the status of compliance with this human rights policy continuously. We will disclose the progress of human rights initiatives based on this policy through media such as the official website and integrated reports of Bandai Namco Holdings Inc.

Date of Establishment: November 1, 2023

Masaru Kawaguchi

Group CEO

President and Representative Director

Bandai Namco Holdings Inc.

Governance

Recognizing the importance of social sustainability for its business activities, the Group has established the Group Sustainability Committee, chaired by the president and representative director, to more promptly formulate and implement sustainability-related activities.

The committee meets semiannually to discuss measures to respond to human rights countermeasures, which represent one of the Group's important agenda items. After considering each

measure, the results are regularly reported to the Board of Directors, which deliberates the results and provides supervision accordingly. In addition, the Group Sustainability Subcommittee, which is a subordinate organization under the Group Sustainability Committee, is working to promote activities in line with the Bandai Namco Group Sustainability Policy and the Group's material issues.

Strategy

To further clarify the Bandai Namco Group's stance and initiatives regarding human rights, we formulated the Bandai Namco Group Human Rights Policy in November 2023. We understand that corporate business activities have an impact on human rights,

and thus we consider it our responsibility as a company to respect the human rights of all stakeholders involved in the Bandai Namco Group's business activities.

Risks and Opportunities in the Group's Response to Human Rights-Related Issues

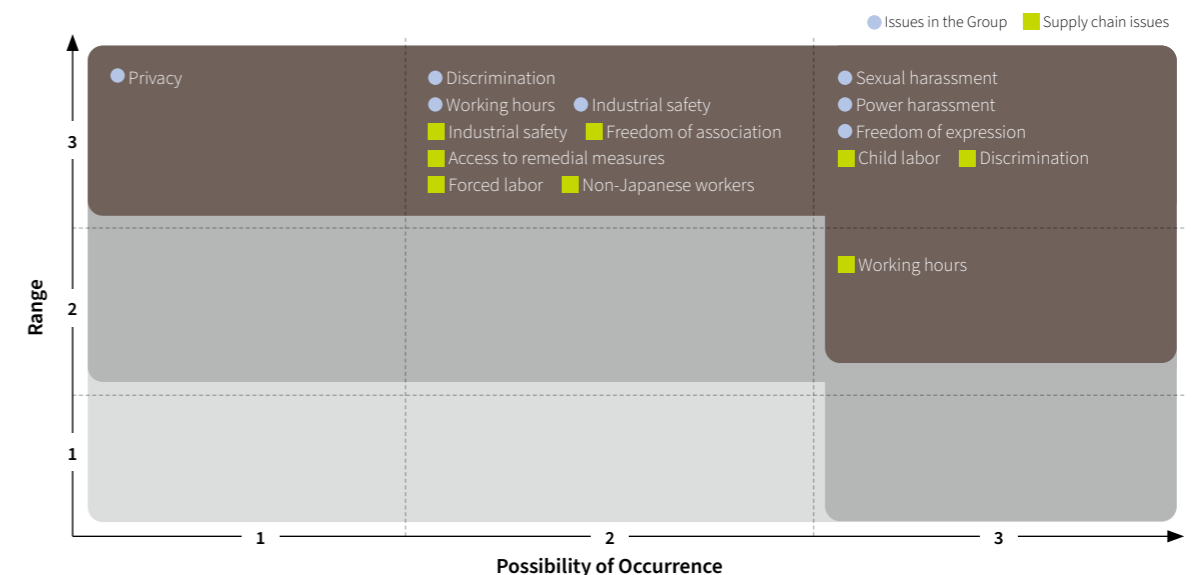
Risks	Opportunities
<ul style="list-style-type: none"> Increased business risks due to a delayed response to ever-tightening laws and regulations across the globe Declining productivity following the occurrence of human rights infringements in the supply chain 	<ul style="list-style-type: none"> Building of good relationships with business partners and increased productivity Enhanced engagement among Group employees

Risk Management

Mapping of Human Rights Risks

The Group analyzes the negative impact that its business activities have on human rights. With regard to anticipated human rights-related risks, the Group identifies risks that are particularly important from the perspectives of level of severity and likelihood of occurrence. In FY2024.3, we mapped out human rights issues that present risks in terms of the negative impacts of our business activities. We believe that the following items are human rights-related risks toward which we must prioritize our response.

We have therefore identified and evaluated these risks in terms of both actual and potential impacts on human rights, in accordance with our human rights due diligence process. We will carry out appropriate measures to reduce potential risks, and for actual impacts that we are having on human rights, we will strive to resolve issues so that we can eliminate these impacts. At the same time, we will implement appropriate remedial measures for all parties impacted, as necessary. Moving forward, we intend to revise this map on a continuous basis.



● Implement Human Rights Due Diligence

The Bandai Namco Group recognizes that its business activities could potentially affect human rights. We recognize our responsibility to respect the human rights of all our stakeholders, including employees, their families, and business partners. Toward this end, we promote an understanding of human rights across the entire supply chain.

Previously, we implemented risk management for each business segment. However, in order to identify, prevent, and mitigate negative impacts on human rights related to the Group's business activities, we will build a human rights due diligence mechanism

and continuously manage risks using a risk-based approach. In October 2022, we engaged a third party to conduct human rights due diligence covering our main businesses. This third party identified high-potential human rights risks in the manufacturing sector in East Asia and Southeast Asia among the Group's businesses. In FY2024.3, we implemented a risk analysis of all our businesses both in Japan and overseas. Moving forward, we will strive to prevent the occurrence of potential human rights issues and address any issues we have already identified.



● Status of Main Initiatives at Group Companies

Bandai Co., Ltd. and Bandai Spirits Co., Ltd. conduct Bandai Factory Audits (BFAs), which integrate quality audits and Code of Conduct (CoC) audits, at nearly all overseas final packaging plants that manufacture products for the Japanese market (approximately 300 companies in fiscal 2023). Additionally, we verify CoC items through reports from third-party CoC standards such as the Sedex Members Ethical Trade Audit (SMETA) and the International Council of Toy Industries (ICTI). The basic policy for BFAs is the Bandai CoC Declaration, which calls for strict observance of standards concerning forced labor, child labor, working hours, wages and allowances, punitive action, and discrimination. Audits are conducted in accordance with our original BFA manual. Additionally, we hold supplier conferences to share information with our business partners, working together to improve legal compliance and working conditions, including the prevention of forced labor and modern slavery. Bandai Spirits conducts audits of factories that have not been certified based on BFAs or third-party standards in accordance with its own Bandai Spirits Minimum Requirements Audit Report to confirm human rights requirements.

Additionally, Bandai Shenzhen Co., Ltd., which provides production and quality management for major products destined for Europe and North America, conducts transactions with factories certified by third-party organizations such as the ICTI Ethical Toy Program and SMETA. These certifications include prohibitions on forced labor, human trafficking, and child labor. All primary factories for products for Europe and North America that Bandai Shenzhen transacted with in fiscal 2023 were certified.

Bandai Namco Amusement Inc. carries out transactions only with suppliers for which it has confirmed the absence of illegal acts in the areas of forced labor, child labor, working hours, wages and allowances, punitive action, discrimination, and environmental protection. Also, regarding plants that assemble arcade game products with which we initiate a new business relationship, we conduct interviews on confirmation items including the working environment. We also conduct audits of new and existing factories that we do business with, as necessary.



Bandai Factory Audits

● Activities to Raise Awareness of Human Rights

To inform and disseminate the Group's philosophy and approach to human rights among employees, including Group officers, we conduct awareness-raising activities as appropriate.

To ensure compliance with laws, ethical behavior, and internal regulations, the Bandai Namco Group has established the Bandai Namco Group Compliance Charter, which serves as a code of conduct for directors and employees of the Company and its subsidiaries. We have distributed in-house posters across the entire Group, including overseas locations, clearly stating the Compliance Charter. At the same time, we distribute the Bandai Namco Group Compliance Book, a practical guide, to all directors and employees.



Executive workshop

Additionally, the Group conducts compliance awareness surveys for directors and employees and works to disseminate the philosophy outlined in the charter through various in-house training programs, including e-learning and new employee training.

Furthermore, believing that promoting executive management's understanding is vital to strengthening human rights measures in the Group, we hold study sessions on human rights for directors of Bandai Namco Holdings. We also hold seminars and e-learning for employees on topics such as sustainability, work-life balance, the LGBTQ community, and disabilities to raise awareness of human rights and foster a culture of sustainability within the Group.



e-learning for employees (available in multiple languages)

● Consultation Hotline for Human Rights Issues

The Bandai Namco Group accepts whistleblowing and consultations on human rights issues through various hotlines and

accepts complaints and reports related to human rights issues from a wide range of stakeholders through external platforms.

Whistleblowing Hotline for Employees

We have established a whistleblowing system at Group companies in Japan and overseas that allows employees to consult at any time about human rights issues that arise within the Group by e-mail, telephone, in person, or via other means.

Consultations are also accepted anonymously, and we respond promptly after thoroughly protecting the consulter so that they will not be treated unfairly as a result of their consultation.

Whistleblowing Hotline for External Stakeholders

Inquiries from stakeholders regarding human rights issues can be made via the Bandai Namco Holdings corporate website.

INITIATIVES FOR PLASTIC ENVIRONMENTAL CONSIDERATION

Although plastic is an extremely useful material in modern-day society, its overuse and improper disposal can lead to increases in CO₂ emissions throughout its lifecycle. Furthermore, it can have other adverse impacts on ecosystems and the environment, including the issues caused by microplastics. While being aware of the usefulness of plastics, we recognize plastic waste as an important social issue due to its tremendous impact on ecosystems and the environment. To that end, we strive to engage in responsible behavior as a corporation, including making efforts to reduce the use of petroleum-based plastics and help establish a recycling-oriented society.

Advancing Initiatives to Reduce Petroleum-Based Plastics

Utilizing Alternative Materials

To reduce the use of petroleum-based plastics and lower CO₂ emissions, we are advancing initiatives to use recycled materials or alternatives to plastics for part or all of certain products. For example, we have commercialized *Gundam* craft puzzles that are created from bamboo materials harvested from ethically managed forests. In addition, for *Gundam* model kits, we are using various alternatives to petroleum-based plastics, including eggshells discharged as industrial waste and used tea leaves created through the process of brewing green tea.



A *Gundam* made out of green tea, wood fragments, eggshells, and bamboo

Promoting the Active Use of Recycled Materials

MegaHouse Corporation is selling Rubik's Cube Eco, a Rubik's Cube made from recycled materials. Materials used to make the main unit and the paper used for the packaging are recycled materials as well. Sun-Star Stationery Co., Ltd., is working to develop stationery made from recycled plastic. The company has eliminated the problem of surface blemishes in the form of black spots caused by the mixing of recycled plastics by making adjustments in the printing technology.



Rubik's Cube Eco made from recycled materials



Clear document folder made from recycled plastic

Reducing the Usage of Prize Bags

Bandai Namco Amusement Inc. has installed roughly 300 "Fukulocker" (prize bag vending machine) units, provided by Group company Bandai Namco Technica Inc., at amusement facilities Namco locations nationwide to standardize customer service and reduce the usage of prize bags.

By charging money for these prize bags, we have been successfully curtailing their provision beyond necessity, reducing the volume of prize bags used in FY2024.3 by nearly 67 tons (about 4.64 million bags) compared with FY2020.3.



Promoting Measures to Establish a Recycling-Oriented Society

Participating in Partnerships for Further Advancing Initiatives for a Circular Economy

The Bandai Namco Group participates in the Japan Partnership for Circular Economy (J4CE), a public-private framework that promotes initiatives for a circular economy. This partnership was launched to strengthen public-private partnerships with the objective of fostering greater understanding of the circular economy and promoting initiatives among a wider range of stakeholders in Japan, including companies, as the global trend toward a circular economy accelerates. Through its activities as a J4CE

member, the Bandai Namco Group aims to form an information-sharing network for the circular economy and speed up its efforts to realize a recycling-oriented society.



Promoting the Recycling of GASHAPON Capsules

The Bandai Namco Group has collected and recycled GASHAPON capsules since 2006. In 2021, Bandai Co., Ltd., Bandai Namco Amusement Inc., and Bandai Logipal Inc. jointly started Gashapon Capsule Recycling, an initiative to further expand these recycling efforts. (Amount collected in FY2024.3: approx. 42 tons) The collected empty capsules are turned into pellets (recycled pellets), which are the raw materials for capsules, and then they are mixed with ordinary pellets (virgin pellets) to form the capsules. At present, recycled pellets account for about 20% of new capsules.

In addition, we have set up Gasha Point Stations, empty capsule collection boxes, at GASHAPON Department Stores and GASHAPON Bandai Official Shops. This makes empty capsule collection an enjoyable experience for customers.

Moreover, we have made improvements such as changing the constituent material of the capsules, which previously had two types, to one type of polypropylene in order to make it easier to recycle.



In accordance with Bandai Namco’s Purpose, “Fun for All into the Future,” we seek to be a group in which employees can act with motivation and energy to leverage their varied talents, individual characteristics, and values. The personnel strategy is a main strategy in the Mid-term Plan, and we are working to develop diverse human resources in a variety of fields. We will secure and promote human resources irrespective of whether they are new graduates or mid-career hires, and regardless of gender, age, nationality, race, religion, and sexual orientation, etc. In addition, we will further focus resources on the establishment of varied systems and environments that enable diverse human resources to actively participate and to work in a manner that is healthy in body and mind. Specifically, we will advance a variety of initiatives, such as supporting employees as they take on challenges and developing human resources to advance the IP axis strategy on a global basis. In addition, we will strive to realize workplace environments that are easy to work in and enable diverse human resources to demonstrate their true strengths.

Realizing Employee-Friendly Workplace Environments

The Bandai Namco Group is working to establish environments so that diverse human resources can work while remaining healthy in body and mind. To create a supportive work environment for all employees, Group companies have established various systems aligned with their business formats. These include regulations for ensuring a work-friendly environment for every employee, as well as flexible working arrangements such as flextime systems, discretionary work systems, shorter working hours, and staggered shifts. In addition to regular physical check-ups and stress checks, within the Group Administrative Headquarters of Bandai Namco Holdings we have assigned a person in charge of measures to address long working hours. By establishing environments in which employees can work with peace of mind, we are striving to enhance employee satisfaction.

In accordance with the Act on Advancement of Measures to Support Raising Next-Generation Children, Bandai Namco Entertainment Inc., Bandai Co., Ltd., Bandai Namco Amusement Inc., and MegaHouse Corporation have received certification from the Minister of Health, Labour and Welfare (Kurumin certification) in recognition of their support of childrearing. In addition, in accordance with the Act on Promotion of Women’s Participation and Advancement in the Workplace, Bandai Namco Entertainment Inc.,

Bandai, and Bandai Namco Business Arc Inc. received the Eruboshi certification a company with excellent initiatives in promoting the participation and advancement of female employees in the workplace. Furthermore, in the “2024 KENKO Investment for Health (Large Enterprise Category),” Bandai Namco Entertainment Inc. and Bandai Namco Studios Inc. have been certified. Moving forward, we will continue to work in unity with the management and human resources departments of our Group companies to enhance workplace environments that are easy for employees to work in and to strengthen initiatives aimed at promoting employee health.



KENKO Investment for Health	Bandai Namco Entertainment Inc. Bandai Namco Studios Inc.
Kurumin certification	Bandai Namco Entertainment Inc. (certified in 2021) Bandai Co., Ltd. (certified in 2020) Bandai Namco Amusement Inc. (certified in 2021) MegaHouse Corporation (certified in 2023)
Eruboshi certification	Bandai Namco Entertainment Inc. (Certification Level 2) Bandai Co., Ltd. (Certification Level 3) Bandai Namco Business Arc Inc. (Certification Level 2)

Examples of Systems to Promote Achievement of Work-Life Balance (Programs That Surpass Legal Requirements)

System	Overview
Childcare leave	Can be taken until the day the child turns two years old.
Childcare support	Available until March 31 of the year in which the child completes sixth grade. In addition to shorter working hours, includes exemption from overtime and late-night work.
Childbirth leave for spouses	Employees can take up to five days of paid leave when their spouse gives birth.
Child-rearing flextime system	Available until March 31 of the year in which the child completes sixth grade core time can be adjusted in line with childrearing circumstances.
Provision of support funds for childbirth and childcare	Provision of ¥200,000 at the birth of each of the first and second children. Provision of ¥3,000,000 at the birth of each of the third and subsequent children.* * Acquisition of childcare leave for one continuous week or more and submission of a childrearing report are requirements for the receipt of this support.
Lifestyle-support system	Introduction of a lifestyle-support system with the objective of establishing supportive environments for employees in a variety of household circumstances; offering 30 days of leave as well as shorter working hours/flextime, in accordance with the reason. Examples of reasons: (1) truant children, (2) infertility treatment, (3) family nursing or caregiving for spouses and first- and second-degree relatives of employees, and (4) receiving of outpatient care at medical facilities due to disease.
Partnership system	In regard to partnerships, leave time determined by company rules and matters recognized by employee benefits, etc., are handled in the same manner as for couples who are married under the legal system.

Note: Some Group companies use different systems.

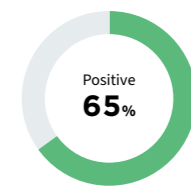
Supporting Employees Who Take on Challenges

Principal companies in the Bandai Namco Group have introduced performance-linked remuneration frameworks that correlate a company’s operating profit with employee profit sharing. In this way, we are encouraging employees to take on challenges. In addition, we have established systems for the proposal of ideas regarding IP, products and services for Units and companies, and other systems. In these ways, we have established frameworks that transcend boundaries between companies and departments and enable employees to make their own proposals.

Furthermore, by introducing systems that give recognition to teams and employees for taking on challenges, we are working to establish foundations and a corporate culture that make it easier to address challenges with a positive attitude.

Reference: Results for the FY2024.3 engagement survey

Percentage of positive responses to the question “My company allows me to take on new challenges without the fear of failure.”



Facilitating Active Careers for Diverse Human Resources

The Bandai Namco Group emphasizes the individual talents and characteristics of each employee, and is working to foster diversity in line with business characteristics. In promoting active careers for women, we are implementing fair evaluations based on true capabilities and experience, and the number of female managers continues to increase in line with growth in the number of female employees. Also, accompanying business globalization, the number of locally hired employees is increasing each year.

Moreover, we are implementing a variety of initiatives to promote the employment of people with disabilities.

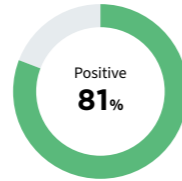
Bandai Namco Will Co., Ltd., a special subsidiary, supports the Group’s businesses in a variety of ways, such as office cleaning and assistance and toy and game development support. In addition, we are aiming to increase understanding of disabilities. For Group companies in Japan, we operate Yuni-nabi, a site that draws on our insight in hiring people with disabilities to provide support for the retention of employees with disabilities working directly for Group companies and to foster a correct understanding about disabilities. Other initiatives include internships for employees with disabilities at Group companies.

Conducting Engagement Surveys for the Group's Employees

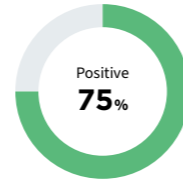
Group companies in Japan and around the world have implemented engagement surveys for the Group's employees once a year since FY2023.3. These surveys cover such topics as "job motivation and desire to contribute to the company," "level of understanding and adoption of the Purpose," and "diversity and inclusion." Based on observations made each year, we implement initiatives to increase the engagement of employees on a Groupwide basis, and advance the establishment of environments that enable diverse, highly individual human resources to work energetically and have active careers.

Reference: Results for the FY2024.3 conducting engagement surveys for the Group's employees.

My current company provides employees with opportunities to play an active role regardless of gender.



Different values are respected among Bandai Namco Group.



Developing Human Resources

In accordance with the Purpose 'Fun for All into the Future', we are working under the ALL BANDAI NAMCO concept to transcend the barriers between regions and Units and work together as a unified group. In this way, we place importance on cultivating a sense of unity and developing human resources who will be active in global settings.

business characteristics, where efforts are made to develop human resources at the level of Units and individual companies. In addition, we are actively implementing personnel transfers among Units, businesses, and regions. We are working to develop human resources, who are the core of the Group, including taking steps to foster understanding of the Group's businesses. In these ways, we aim to support sustained development for society and companies by establishing workplace environments that facilitate mutual respect and enable everyone to work energetically, including not only employees but also everyone else associated with the Bandai Namco Group.

At junctures depending on position and number of years with the Company, we implement Groupwide training that transcends Units and regions. We are providing opportunities to forge connections within the Group and to become aware of new things. This is in parallel with initiatives in specialized fields aligned with

Groupwide Training Results

Group combined training	Training overview
First-year training	Through involvement with others with the same number of years at the Group, teams demonstrate their results and participants think about the significance of the Group.
Fifth-year training	In accordance with the Purpose, participants think about the significance of their own work and about their careers.
Training for newly appointed managers	Skills for leading the organization as managers are strengthened and visions are established for participants' teams.
Global next-generation managers training	Participants, who are expected to lead the Group in the future, enhance their awareness and build personal connections.
Officer training	Participants acquire management knowledge necessary for managing the Group.

Note: In addition to those above, human resource development programs are implemented at individual companies.

COLUMN

Data about the Bandai Namco Group's Workplace Environment (FY2024.3)

Scope FY2023: Bandai Namco Holdings Inc., Bandai Namco Entertainment Inc., BANDAI CO., LTD., BANDAI SPIRITS CO., LTD., Bandai Namco Filmworks Inc., Bandai Namco Music Live Inc., Bandai Namco Amusement Inc., and Bandai Namco Business Arc Inc.

Realizing Employee-Friendly Workplace Environments

Childcare leave utilization rate for male and female employees*

Male: **78.5%**
Female: **100.0%**

* There were cases in which childcare leave was utilized in FY2024.3.

Rate of returning to work after childcare leave

96.7%

Paid leave utilization rate

74.1%

Medical checkup utilization rate

99.9%

Stress check utilization rate

98.9%

Facilitating Active Careers for Diverse Human Resources

Number of employees

Male: **5,515** employees
Female: **4,690** employees

Total: 10,205 employees

Gender ratio for managers

Male: **782** employees
Female: **231** employees

Ratio of female: 22.8%

Gender ratio for new hires*1

Male: **103** employees
Female: **81** employees

Ratio of female: 44.0%

Gender ratio for mid-career hires

Male: **107** employees
Female: **99** employees

Ratio of female: 48.1%

Employment rate for people with disabilities*2

2.21%

Number of hires in FY2023.3: 189 people
Number of hires in FY2024.3: 193 people

*1 Entered the Company in April 2023
*2 For consolidated subsidiaries that entrust work to special subsidiary Bandai Namco Will Inc.

TARGETS FOR EACH MATERIAL ISSUES AND FY2024.3 RESULTS

Indicators and Targets for the Five Material Issues of the Bandai Namco Group

Material Issues	Important themes	Objective
 <p>Harmonious Coexistence with the Natural Environment</p>	<ul style="list-style-type: none"> Enhanced response to climate change Supply chain management (environment) 	<ul style="list-style-type: none"> Initiatives for decarbonization <ul style="list-style-type: none"> Reduction of CO₂ emissions in Scope 1 and Scope 2 <ul style="list-style-type: none"> By 2030: 35% reduction compared with FY2020.3 By 2050: Net zero Promotion of response in Scope 3
	<ul style="list-style-type: none"> Sustainable use of resources and raw materials 	<ul style="list-style-type: none"> Promotion of the circular economy <ul style="list-style-type: none"> Establishment of plastic recycling systems Promotion of product recycling Promotion of environmentally friendly products <ul style="list-style-type: none"> Reduction in petroleum-based plastic use Creation of eco-friendly products Waste reduction <ul style="list-style-type: none"> Recycling of waste at each business site
 <p>Provision of Appropriate Products and Services</p>	<ul style="list-style-type: none"> Provision of products and services based on appropriate ethical representation 	<ul style="list-style-type: none"> Establishment and operation of system for Group-wide sharing of information Implementation of employee training
	<ul style="list-style-type: none"> Safety and security of products and services 	<ul style="list-style-type: none"> Initiatives toward safe and secure manufacturing <ul style="list-style-type: none"> Improvement in product quality in Japan and overseas Implementation of employee training
	<ul style="list-style-type: none"> Enhanced customer satisfaction 	<ul style="list-style-type: none"> Initiatives toward preventing defects Promotion of swift and detailed customer support
 <p>Appropriate Utilization and Protection of Intellectual Property</p>	<ul style="list-style-type: none"> Appropriate use of IP and mutual use of patents 	<ul style="list-style-type: none"> Promotion of efforts to resolve social issues through the utilization of IPs and technologies
	<ul style="list-style-type: none"> Protection of IP 	<ul style="list-style-type: none"> Enhanced intellectual property protection
 <p>Establishment of Work Environments That Facilitate Mutual Respect</p>	<ul style="list-style-type: none"> Realizing employee-friendly workplace environments Promotion of work-life 	<ul style="list-style-type: none"> Promotion of childcare leave acquisition Review of paid leave structure
	<ul style="list-style-type: none"> Human resources development 	<ul style="list-style-type: none"> Cultivation of diverse human resources who can promote the IP axis strategy Cultivation of diverse human resources who can realize our Purpose
	<ul style="list-style-type: none"> Promotion of diversity and inclusion 	<ul style="list-style-type: none"> Promotion of employment for people with disabilities Fostering of a corporate culture where employees with diverse backgrounds play an active role
	<ul style="list-style-type: none"> Supply chain management (labor) 	<ul style="list-style-type: none"> Initiatives toward building an optimized supply chain <ul style="list-style-type: none"> Establishment of a supply chain that respects human rights Implementation of Employee Training
 <p>Harmonious Coexistence with Communities</p>	<ul style="list-style-type: none"> Collaboration with local communities Invigoration of fan communities 	<ul style="list-style-type: none"> Implementation of social contribution activities deeply rooted in local communities
	<ul style="list-style-type: none"> Educational assistance for the next generation 	<ul style="list-style-type: none"> Educational support for children

Examples of Sustainability Activities Linked to Our Material Issues

Initiatives to Manage Chemical Substances

In 2005, Bandai Namco Amusement Inc. became the first company in the amusement industry to commence green procurement initiatives. Since then, Bandai Namco Amusement has been pursuing procurement from suppliers who make rigorous efforts to appropriately manage chemical substances that could be harmful to people and the environment. As part of these initiatives, the company proactively utilizes eco-friendly components, materials, semiconductors, products, promotional items, and packaging that meets regulations both in Japan and overseas, thereby working to reduce its environmental burden.



A green-compliant amusement machine cabinet

Harmonious Coexistence with the Natural Environment



Initiatives to Reduce Food Waste

All Bandai Namco Group companies are making efforts to address the social issues of leftover food and food loss. As part of these efforts, Bandai Co., Ltd., has conducted repeated verification testing on its mainstay confectionery products—*Tsuri Gummies* series, *Charapaki* series, ramune, and deserts. Five years of this research has helped extend the best-before dates of these products. In addition, we are working in such areas as reducing product and raw material loss in the production process and extending sales periods. As a result, we reduced food loss by 10.5 tons. Moreover, Heart Corporation, which handles confectionery products, and Artpresto Co., Ltd., have commenced efforts to utilize discarded products as feed. In these ways, we are working on a Groupwide basis to reduce waste.



Tsuri Gummies series



Charapaki series

Harmonious Coexistence with the Natural Environment

Implementing Quality Assurance Based on Original

As a company that handles toys, we design and select materials for Bandai products according to various quality standards in consideration of a product's features and a broad range of customer needs. These quality standards comprise around 260 proprietary standards categorized as "safety," "performance," and "labeling," in addition to the toy safety standards established by the Japan Toy Association (ST Standards).* Products are commercialized only after the items corresponding to these standards are identified according to product specifications and after they pass an inspection.

Similarly, Bandai Spirits Co., Ltd., which sells products targeting the mature fan base, has established its own quality standards and complies with the regulations of each relevant country and

Provision of Appropriate Products and Services

region when shipping overseas, in cooperation with overseas Group companies and external organizations.

Note: In the toy industry, the ST mark is displayed on toys that have passed the ST standard compliance test conducted by third-party inspection agencies. This standard includes mechanical safety, flammability safety, and chemical safety.



Drop testing a toy

Test using small parts cylinder to prevent accidental ingestion

Offering Products and Services That Anyone Can Enjoy

The Bandai Namco Group is actively working to offer products and services that anyone can enjoy. For example, MegaHouse Corporation's Ittai Othello, an all-in-one product, features black pieces with a raised surface and white pieces with a concaved surface, so players can distinguish them by touch. Furthermore, the pieces are built into the game board, meaning they will never get lost. MegaHouse's Rubik's Cube Universal Design features a different uneven shape for each color of the six sides, so it can be aligned by touch.

In the visual works field, Bandai Namco Filmworks Inc. takes initiatives such as providing barrier-free voice guides that explain the background to the story and describe the movements and facial expressions of the characters and displaying subtitles so that people with visual or hearing impairments can also enjoy visual content. In these ways, we are working to offer products that can be enjoyed by an even greater number of people.

Provision of Appropriate Products and Services



Ittai Othello

Rubik's Cube Universal Design

New Dimension! Crayon Shinchan the Movie: Battle of Supernatural Powers ~Flying Sushi~ with barrier-free voice guides

Promoting Intellectual Property Rights Infringement Countermeasures and Educational Activities

The Bandai Namco Group is working with rights holder organizations and authorities in various countries to further promote the protection of IPs, including taking action against counterfeit products, thereby strengthening infringement countermeasures and raising awareness of IPs. In this way, the Group is striving to protect the world view of its IPs and ensure the safety and security of its products and services delivered to customers.

As one facet of measures to address counterfeit products, Bandai Spirits Co., Ltd., uses stickers* with special specifications featuring forgery prevention processing. These stickers, which are in principle applied to all TAMASHII NATIONS brand products for mature fan collectors, are used to verify that a product is genuine.

Appropriate Utilization and Protection of Intellectual Property



Special specification sticker applied to TAMASHII NATIONS products

Moreover, Bandai Namco Filmworks Inc., in cooperation with the Manga-Anime Anti-Piracy Committee whose secretariat is the Content Overseas Distribution Association (CODA), participates in the Manga-Anime Guardians Project (MAGP), a project to protect Japan's highly regarded manga and anime throughout the world and to create even more high-quality works. In these ways, we are working across the industry to eradicate piracy.

In June 2023, the International Intellectual Property Protection Forum (IIPPF) hosted an event for Generation Z to raise awareness of IPs. The event was co-sponsored by the World Customs Organization (WCO). The theme of the event, which aimed to educate participants about the reality of counterfeit goods, was "Forefront of the World's Battle against Counterfeits—A Better Society Made Possible with Intellectual Property." At the event, presentations and panel discussions were held to introduce the current situation regarding the growing number of counterfeit goods in online transactions across the globe, efforts by companies combating counterfeit goods, and the dangers of counterfeit goods. IP representatives of Bandai, an IIPPF member, also took to the stage to make a presentation.



Event to raise awareness of IPs among Generation Z

Advancing Initiatives to Cultivate Creators

In the gaming industry, as development projects grow larger in scale and longer in duration, there are fewer opportunities for creators to realize professional growth through game development. To address this issue, Bandai Namco Studios Inc. launched the GYAAR Studio Indie Game Contest, leveraging the internal training systems for young employees that had been previously implemented. This contest offers winners support, such as the

Establishment of Work Environments That Facilitate Mutual Respect

opportunity to borrow development tools and communicate with other professional creators.

In the second round of the contest, there was an increase in the number of titles submitted from not only Japan but also overseas, primarily South Korea and Taiwan. Moving forward, we will continue our efforts to cultivate creators for the next generation with the aim of further revitalizing the future gaming industry.



2nd Contest Grand Prize Winner: BANDIT KNIGHT

Promoting Measures for Disseminating Culture and Information

Harmonious Coexistence with Communities

By utilizing its IPs, the Bandai Namco Group delivers a vast array of information to fans around the world. To continue to be a corporate group that is appreciated by communities and fans as well as essential to society, the Bandai Namco Group will continue to draw on its IPs to promote various activities moving forward.

Since 2007, Bandai Co., Ltd., has been operating the Omocha no Machi Bandai Museum in Mibu Town, Tochigi Prefecture. The museum, which can be enjoyed by children and adults, features four wings covering the unique themes of Japan, the world, Thomas Edison, and hobbies (*Gundam*). In addition, as part of the effort to provide educational and experiential-based value to children who will lead the future, the Thomas Edison Special Exhibition was opened at the Bandai headquarters in March 2023. Phonographs, incandescent light bulbs, toasters, and other inventions that still work today from the collection of the Edison Museum, which is operated by the Bandai Collection Foundation in Mibu Town, are being exhibited in a booth inspired by a part of Edison's birthplace in the state of Ohio, in the United States, along with information about Edison's life and his quotes.

Choiel, an anime song choir project carried out by Bandai Namco Music Live Inc., was launched in June 2022, with the aim of bringing together the beloved tradition of choir and the world of anime songs, a proud IP of Japanese culture. The project seeks to deliver to the world the experience of beautifully produced anime songs, together with fans of all ages, from children to adults. Taking place in two parts, a total of 65 choir groups comprising nearly 380 people participated in the contest. Among the participants were many fans from elementary school choirs and adult choirs, among other groups.



Official website of Choiel:
<https://project-choiel.jp/>



Omocha no Machi Bandai Museum



Thomas Edison Special Exhibition



Chorus recording session

Supporting Areas Affected by Disaster

Harmonious Coexistence with Communities

Bandai Namco Holdings has worked with Save the Children Japan (SCJ), an expert organization in children's support, since 2011 to provide workshops for children from disaster-affected areas in Japan. With the cooperation of SCJ, we also hold seminars for employees to introduce efforts aimed at providing humanitarian assistance, such as food, medical supplies, and shelter, to people affected by the crisis in Ukraine and those who have fled to surrounding countries, as well as to share the latest trends in sustainability. In addition, each year Bandai Namco and shareholders give a total of ¥10 million to SCJ through the use of complimentary shareholder benefits. The donated funds are used for activities implemented by SCJ that support children in Japan as well as for aid to areas affected by disaster.

Furthermore, Bandai Co., Ltd., worked with SCJ to plan and manufacture a Bandai support toy for use in times of disaster. The toy supports children's mental well-being by easing stress and worry during a disaster. This toy was designed so that it provides children with someone to talk to or a friend that gives them comfort during their time in temporary housing. Accordingly, the toy is provided to areas impacted by a disaster together with the Emergency Children's Kit that is distributed as part of disaster relief supplies by SCJ. In FY2024.3, in addition to areas impacted by the Noto Peninsula Earthquake, which occurred in January 2024, donations were made to five other locations, such as Taito Ward, Tokyo, where the Bandai Headquarters is located.



Aid provided in Ukraine



Bandai disaster support toy