

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.

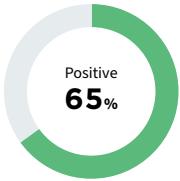
Facilitating Active Careers for Diverse Human Resources

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.

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.”

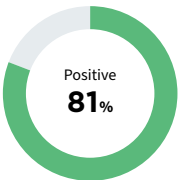


Conducting Engagement Surveys for the Group's Employees

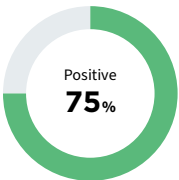
Group companies in Japan and around the world have implemented engagement surveys for the Group's employees once a year since FY2023.3. These surveys cover such topics as "job motivation and desire to contribute to the company," "level of understanding and adoption of the Purpose," and "diversity and 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.

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

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.

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.



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

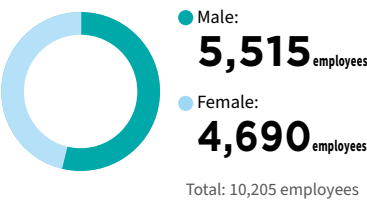
**99.9%**

Stress check utilization rate

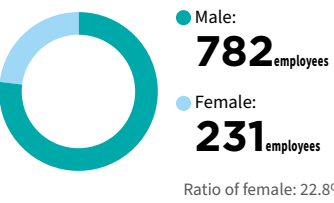
**98.9%**

Facilitating Active Careers for Diverse Human Resources

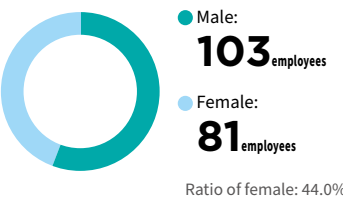
Number of employees



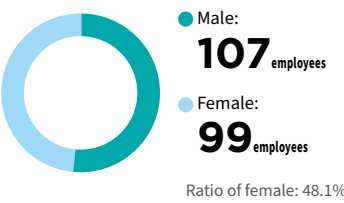
Gender ratio for managers



Gender ratio for new hires\*1



Gender ratio for mid-career hires



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.