

HUMAN RIGHTS

● Human Rights Policy Initiatives

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. 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.

● Formulating the Bandai Namco Group Code of Conduct

The Bandai Namco Group has business sites around the world and engages in business while exchanging goods and services with a variety of stakeholders. It is our mission as a company to minimize environmental impacts and adverse effects on society in our value chain and to help create a better world. As a manufacturer and seller of toys, games, and other products, we are focusing on identifying and addressing environmental and social issues that may arise in regard to our suppliers.

As part of our efforts, we established the Bandai Namco Group Code of Conduct in April 2025, outlining the principles of behavior that all executives and employees are expected to follow and which we also ask our business partners to adhere to. Alongside sharing the content of this code with our business partners, we have also formulated the Bandai Namco Group Guidelines for Business Partners to serve as a practical guide for implementing the code and are working to raise awareness of both documents.



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 determine and implement sustainability-related initiatives more quickly.

The committee meets twice a year to discuss human rights violation countermeasures as one of the important agenda items. After considering each measure, each Group company implements measures. In turn, the results are regularly reported to the Board of Directors, which deliberates and supervises them. In addition, the Group Sustainability Subcommittee, which is a subordinate

organization under the Group Sustainability Committee, is working to promote initiatives in line with the Bandai Namco Group Sustainability Policy and the Group's material issues.

Furthermore, the Group has established the Group Compliance Committee, also chaired by the president and representative director, to strengthen the Group's compliance framework and monitor its status. The Group Compliance Subcommittee—composed of compliance officers from the business management companies—meets regularly to share information and conduct oversight. The information discussed is reported monthly to the regular meetings of the Board of Directors of Bandai Namco Holdings.

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

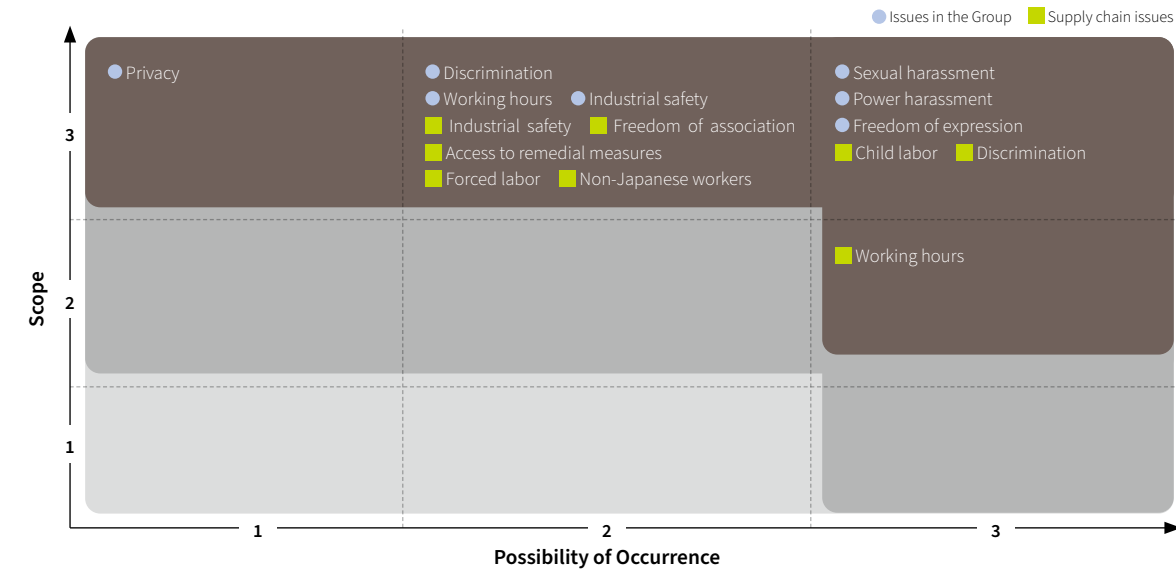
Risks	Opportunities
- Increased business risks due to a delayed response to ever-tightening laws and regulations across the globe - Declining productivity following the occurrence of human rights infringements in the supply chain	- Building of good relationships with business partners and increased productivity - 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.



● Implementation of 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.



● 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.

Believing that promoting understanding within the Group is essential to strengthening our approach to human rights, we hold seminars and e-learning programs on topics such as human rights, sustainability, work-life balance, the LGBTQ+ community, and disabilities.

We also conduct compliance awareness surveys for Group officers and employees. In addition, individual Group companies conduct respect training and ethics-related training sessions.

To foster understanding and dissemination of the Bandai Namco Group Code of Conduct, we distribute in-house posters clearly stating the code across the entire Group, including overseas locations. We also work to embed our philosophy through lectures and training programs.



Featured in the Employee Web Newsletter



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 Desk 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 consuler so that they will not be treated unfairly as a result of their consultation.

External Stakeholder Reporting Desk

Inquiries from external stakeholders regarding human rights issues can be made via the Banda Namco Holdings compliance hotline.

● 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 310 companies in FY2025.3). Additionally, we verify CoC items through third-party CoC standards such as the Sedex Members Ethical Trade Audit (SMETA) and the International Council of Toy Industries (ICTI)'s Ethical Toy Program. 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 ensure the protection of human rights.

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 through standards such as SMETA and the ICTI Ethical Toy Program. These certifications include prohibitions on forced labor, human trafficking, and child labor. All temporary factories for European and North American products that Bandai (Shenzhen) transacted with in FY2025.3 were certified.

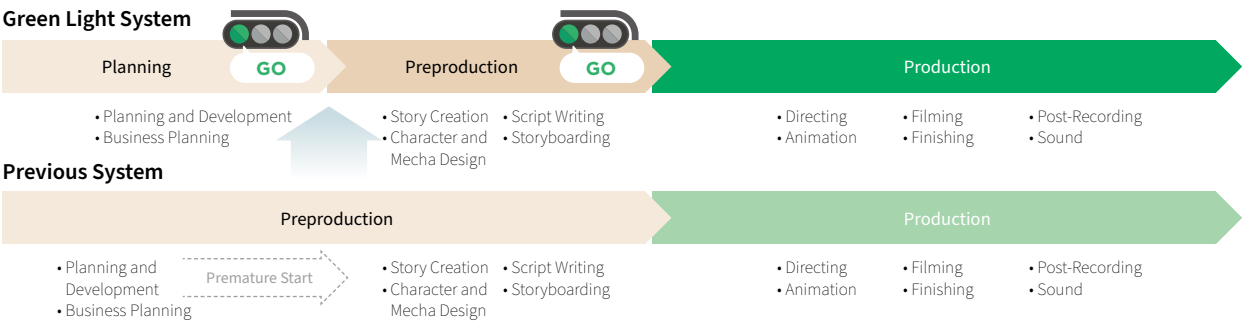
Bandai Namco Experience Inc. carries out transactions only with suppliers for which it has confirmed the absence of illegal acts in the areas of forced labor, child labor, working hours, wages and allowances, punitive action, discrimination, and environmental protection. Also, regarding plants that assemble 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.

In May 2022, Bandai Namco Filmworks Inc. launched the Safety and Security Labor Measures Project, which aims to reduce long working hours and has enhanced the company's time and attendance management. Employees are required to apply in advance to work on their days off, and email notifications are automatically sent to

employees who have not used the resulting compensatory time off. As a result of the project, overtime work has been steadily decreasing on the production floor for visual content production.

Furthermore, we have reorganized and improved process management in visual content production and introduced the Green Light System, which prevents moving onto the next stage during the three stages of planning, preproduction, and production until everything is ready for the next stage. This system is designed to reduce the waiting time caused by production delays and other issues in individual processes, thereby reducing the negative effects on subsequent processes, optimizing working hours, and improving operational efficiency. In addition, we have introduced the Owlview System, which digitally visualizes the progress of each episode of a visual work and the progress of each creator's work. This system allows delays in production processes and other progress-related problems to be shared continuously between and dealt with by teams so that they are not taken on by a single employee.

To promote the respect of the human rights of external creators, Bandai Namco Studios Inc. has been carrying out internal awareness-raising activities regarding the Act to Amend the Subcontract Act and the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises as well as the Act on Ensuring Proper Transactions Involving Specified Entrusted Business Operators. Regarding the Act on Ensuring Proper Transactions Involving Specified Entrusted Business Operators, which went into effect in November 2024, the company conducted an awareness survey to ascertain to what extent employees understood the measures necessary for compliance and to what extent they had taken those measures. The company has also made efforts to foster internal awareness regarding the respect of human rights. Moreover, Bandai Namco Studios is striving to improve the working conditions for external creators by providing more detailed descriptions of the work being requested. When placing a work request, the company sends a purchase order based on an independent contractor agreement and a basic contract and subsequently receives a purchase order acknowledgement from the external creator. The company sets the standard contract period at three months. Furthermore, Bandai Namco Studios has implemented a system under which the work details and contract terms are reevaluated at the conclusion of the contract period.



Conducting of BFA

