

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.

Dissemination of the Bandai Namco Group Code of Conduct and Guidelines for Business Partners

The Code of Conduct and the Guidelines for Business Partners are available in eight languages for directors, employees, and business partners of Group companies operating around the world. We are promoting their dissemination not only among our direct business partners but also among suppliers involved in Bandai Namco

Group-related operations, with the aim of building fair and transparent relationships. In recent years, we have also been working to gain a comprehensive understanding of the value chains of our major businesses.



Governance

Recognizing the importance of social sustainability for its business activities, the Bandai Namco 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 measures to address human rights issues 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 Group’s business activities.

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

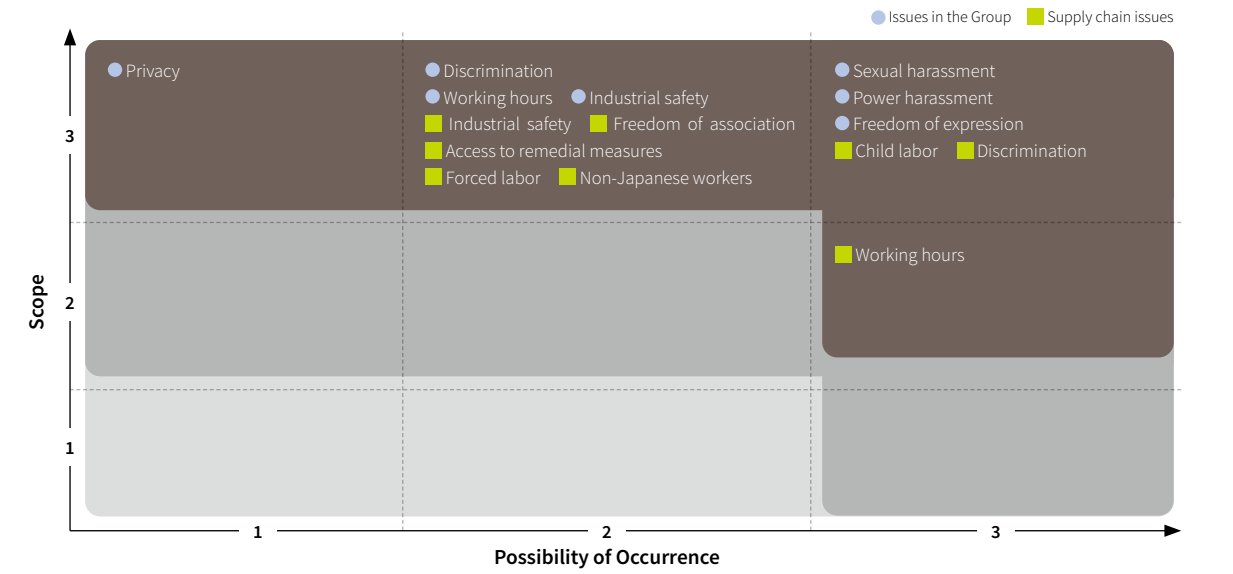
Risks	Opportunities
<ul style="list-style-type: none">Increased business risks due to a delayed response to ever-tightening laws and regulations across the globeDeclining productivity following the occurrence of human rights infringements in the supply chain	<ul style="list-style-type: none">Building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

Risk Management

Mapping of Human Rights Risks

The Bandai Namco 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 based on their severity and likelihood of occurrence. In FY2024.3, we conducted a mapping of human rights issues that may be negatively impacted by our business activities. We believe that the following items are human rights-related risks that require prioritized action by the Group. 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 adverse impacts 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.

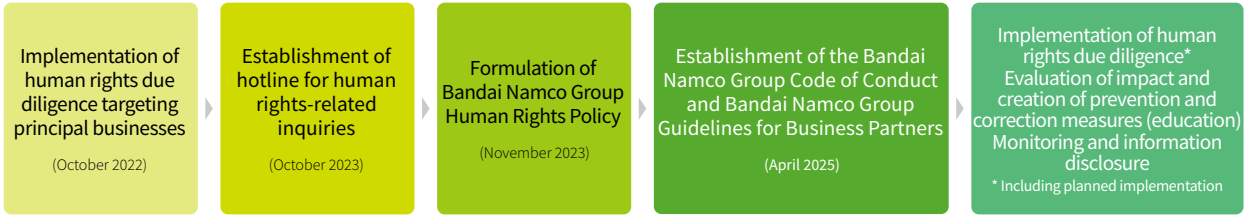


● Implementation of Human Rights Due Diligence

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 raise awareness of human rights throughout the supply chain.

Previously, we implemented risk management for each business Unit. However, in order to identify, prevent, and mitigate negative impacts on human rights related to the Group's business activities, we will establish a human rights due diligence framework 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 significant 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 raise awareness and promote understanding of the Bandai Namco Group's philosophy and approach to human rights among employees, we conduct awareness-raising activities for Group officers and employees as appropriate. In fiscal 2025, we held briefing sessions on the Bandai Namco Group Code of Conduct and Guidelines for

Business Partners for our overseas Group companies. In addition to explaining the Code and Guidelines, we introduced multilingual posters and explanatory materials to further promote understanding and awareness.

● Human Rights Consultation Channels

The Bandai Namco Group accepts whistleblowing and consultations on human rights issues through channels and accepts complaints and reports related to human rights issues from a wide range of stakeholders through external platforms.

Employee Reporting and Consultation Desk

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 while ensuring that those seeking consultation are fully protected from any unfair treatment resulting from their consultation.

External Stakeholder Reporting Desk

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

● Status of Main Initiatives at Group Companies

Bandai Co., Ltd. and Bandai Spirits Co., Ltd. conduct Bandai Factory Audits (BFA), which integrate quality audits and Code of Conduct (CoC) audits, at nearly all overseas final packaging factories that manufacture products for the Japanese market (approximately 300 factories in FY2026.3). Alternatively, they verify compliance with CoC requirements by reviewing reports based on third-party CoC standards, such as the Sedex Members Ethical Trade Audit (SMETA) and the International Council of Toy Industries (ICTI).

BFA are conducted in accordance with the Company's proprietary BFA Manual, based on the Bandai CoC Declaration, which sets out our commitment to compliance with standards relating to forced labor, child labor, working hours, wages and allowances, disciplinary practices, and discrimination.

In addition, supplier conferences are held to share information with business partners, and together we strive to enhance legal

compliance and improve working conditions, including the prevention of forced labor and modern slavery.

At Bandai Spirits, factories that have not undergone a BFA or obtained certification under a recognized third-party standard are audited based on the Company's proprietary Bandai Spirits Partnership System (BSPPS), through which compliance with human rights requirements is confirmed.

In addition, Bandai Co., Ltd. and Bandai Spirits Co., Ltd. and Bandai Logipal Inc., hold briefing sessions on the Bandai Namco Group Code of Conduct and the Guidelines for Business Partners at conferences for suppliers and business partners. At Bandai Namco Entertainment Inc., these materials are distributed directly to selected suppliers in an effort to promote understanding of and adherence to the code and the guidelines.

MESSAGE

Initiatives to Respect Human Rights



Enhancing Respect for Human Rights Throughout the Supply Chain

Bandai (Shenzhen) Co., Ltd. (hereinafter BSZ) is moving forward with initiatives to mitigate human rights risks throughout the supply chain underpinning the production of toys and hobby products. A key feature of these initiatives is that, in addition to maintaining ongoing oversight of direct suppliers, we promote respect for human rights throughout the entire supply chain based on the recognition that human rights risks may also exist among upstream suppliers.

Specifically, we conduct human rights seminars for both direct and upstream suppliers to directly communicate the Bandai Namco Group's principles regarding the prohibition of child labor and forced labor, working conditions, occupational health and safety, non-discrimination, and environmental responsibility, providing an opportunity for suppliers to better understand these principles. In FY2026.3, starting with direct suppliers with whom we have large transaction volumes, we held six human rights seminars for 74 companies, including upstream suppliers. We plan to expand the scope of these

seminars further in FY2027.3. Furthermore, going beyond simply providing explanations, we establish a framework that encourages suppliers to understand and commit to the Group's principles regarding respect for human rights by collecting signed agreements to the Bandai Namco Group Human Rights Policy. In addition, we share best practices through joint factory meetings and other forums, helping suppliers implement concrete improvements within their own operations.

Looking ahead, we are also considering incorporating the management of upstream suppliers into the audit criteria currently applied to direct suppliers. By establishing a human rights management model that extends beyond direct suppliers to encompass upstream tiers of the supply chain, BSZ aims to contribute to building the foundation for sound and sustainable manufacturing across the Bandai Namco Group.