



April 1, 2025

Bandai Namco Holdings Inc.

## **Formulation of the “Bandai Namco Group Code of Conduct” and “Bandai Namco Group Guidelines for Business Partners”**

Working Together with Business Partners to Solve Issues Related to Sustainable Procurement

Bandai Namco Holdings Inc. (the “Company”) (Headquarters: Minato-ku, Tokyo; President and Representative Director Yuji Asako) hereby announces that it has formulated the Bandai Namco Group Code of Conduct and the Bandai Namco Group Guidelines for Business Partners.

The Bandai Namco Group aims to continue creating a future full of smiles where people and societies are connected by dreams, fun, and inspiration in accordance with Bandai Namco’s Purpose, “Fun for All into the Future,” while respecting the fundamental human rights of all individuals.

The Bandai Namco Group is working on a variety of sustainability activities under the slogan “bringing smiles into the future” with regard to sustainability, one of its important management issues. The world is facing many problems, including climate change, the trend away from the use of plastics, biodiversity, water issues, food issues, diversity, and human rights issues. These problems are not easy to solve, and solving them requires not only internal efforts, but also collaboration with business partners.

The Bandai Namco Group has formulated the Bandai Namco Group Code of Conduct, which sets out the principles of conduct to be followed in the value chain of the products and services created by the Group, and the Bandai Namco Group Guidelines for Business Partners, which provide guidelines for putting the Code of Conduct into practice.

The Bandai Namco Group is committed to working together with its business partners to address issues related to sustainability and contribute to the realization of a sustainable society.



### **■ Overview of the Bandai Namco Group Code of Conduct**

- Compliance with Laws and Social Norms
- Fostering a Culture of Respect
- Harmony with Nature
- Compliance with Fair and Equitable Transactions
- Safe & Responsible Products
- Intellectual Property for Social Good
- Proper Disclosure of Information
- Proper Management and Protection of Information and Assets

■ **Overview of the Bandai Namco Group Guidelines for Business Partners**

- 1 Compliance with Laws and Social Norms
- 2 Fostering a Culture of Respect
  - 2-1 Human Rights and Labor  
No Forced Labor / Respect for the Rights of Young Workers and No Child Labor / Decent Working Hours / Adequate Wages and Allowances / No Inhumane Treatment / No Discrimination / Freedom of Association and Right to Collective Bargaining
  - 2-2 Health and Safety  
Occupational Safety / Emergency Preparedness / Occupational Accidents and Illness / Industrial Hygiene / Considerations for Physically Demanding Work / Machine Safeguarding / Health and Safety at Facilities / Health and Safety Communication / Health Management of Workers
- 3 Harmony with Nature  
Environmental Permits and Reports / Reducing Energy Consumption and Greenhouse Gas Emissions / Air Emissions / Water Management / Effective Utilization of Resources and Waste Management / Management of Chemicals / Management of Chemicals Contained in Products
- 4 Compliance with Fair and Equitable Transactions  
Stopping Corruption / No Provision and Acceptance of Inappropriate Benefits / Fair Business Conduct / Protection of Whistleblowers / Responsible Minerals Procurement
- 5 Safe & Responsible Products  
Ensuring Product Safety / Quality Management / Provision of Accurate Information on Products and Services
- 6 Intellectual Property for Social Good  
Respect for Intellectual Properties
- 7 Proper Disclosure of Information  
Proper Information Disclosure
- 8 Proper Management and Protection of Information and Assets  
Defense against Cyberattacks / Protection of Personal Information / Prevention of the Leak of Confidential Information

**“Bandai Namco Group Code of Conduct”**

**“Bandai Namco Group Guidelines for Business Partners”**

[https://www.bandainamco.co.jp/sustainability/assets/pdf/data/policy/BandaiNamcoGroupPartnerguideline\\_EN.pdf](https://www.bandainamco.co.jp/sustainability/assets/pdf/data/policy/BandaiNamcoGroupPartnerguideline_EN.pdf)

● Reference

Bandai Namco Holdings’ official website, Sustainability Website

Initiatives for Human Rights: <https://www.bandainamco.co.jp/en/sustainability/human-rights/index.html>

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