

July 25, 2025

Name of listed company:
Bandai Namco Holdings Inc.
Name of representative:
Yuji Asako,
President and Representative Director
(Code Number: 7832 TSE Prime Market)
Contact: Takashi Tsuji, Director, CFO

Misconducts by the former employee of our oversea subsidiary

Upon our discovery of the misconducts (the “Misconducts”) committed by the former employee (the “Employee”) of BANDAI LOGIPAL (H.K.) LTD. (the “Subsidiary”), we have been pursuing both civil and criminal legal proceedings against the Employee in the local court and with the law enforcement authorities to hold them accountable for their actions. As we are now able to disclose the relevant information about the Misconducts, we hereby inform you of the details of the Misconducts as follows:

Our Group takes the occurrence of this incident very seriously and we sincerely and deeply apologize to all our stakeholders for their concerns and the inconvenience caused by such incident. We will continue our full cooperation with the local law enforcement authorities for the investigation, and we as a group shall work together to prevent the recurrence of such incidents.

1. The details of the Misconducts

As a result of the internal investigation conducted by the Subsidiary upon discovering the issues identified through the internal audit, it was found that the Employee conspired with the business partners and misappropriated approximately JPY 500 million from 2021 to 2023. Following this discovery of the Misconducts, the Subsidiary filed a report with the local law enforcement authorities and the Employee was arrested on January 16, 2024 and the investigation is still continuing. Further, on March 18, 2024, the Subsidiary commenced the civil proceedings to file a claim against the Employee.

2. Disciplinary Actions

The Subsidiary dismissed the Employee on disciplinary grounds effective immediately from January 16, 2024. Further, to clarify the responsibility for the management and supervision regarding the Misconducts, the Subsidiary took the following disciplinary actions:-

The Subsidiary

The Subsidiary has taken the disciplinary actions against 3 directors as per the internal rules.

The Parent Company (BANDAI LOGIPAL INC.)

The deductions of the remunerations for 4 officers including the President and 3 other full-time directors (30 % deduction for 3 months from April 2024)

The deductions of the remunerations for 2 additional full-time directors (15 % deduction for 3 months from April 2024)

3. Recurrence Prevention Measures

Our Group has established the Bandai Namco Group Code of Conducts and enforces the full awareness of the compliance through e-learning and other opportunities. However, we take the occurrence of the Misconducts very seriously and will further enhance awareness of the compliance. We will carry out the change to the business operation flow and enhancement of the checking system at the Subsidiary and establish a new department to supervise the management of the overseas subsidiaries at the Parent Company.

4. The Impact on business performance

We expect that the impact of this incident on the Group's financial result for the Fiscal Year ending 31 March 2026 is minimum.

※Reference The Subsidiary and the Parent Company

BANDAI LOGIPAL (H.K.) LTD. (100% subsidiary of BANDAI LOGIPAL INC.)

Managing Director	Hiroaki Abe
Capital	HKD15,000,000
Location	Hong Kong Special Administrative Region
Business Nature	Forwarding and Logistic Management for toys products

BANDAI LOGIPAL INC (100% subsidiary of Bandai Namco Holdings Inc.)

President & CEO	Yasuharu Yamamoto
Capital	JPY 100 Million
Location	Katsushika, Tokyo
Business Nature	Logistic, Custom, Amusement related business, Products inspection business, Products manufacturing support business., etc.

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