

# BANDAI NAMCO Group Medium-Term Management Plan (FY2007.3 – FY2009.3)

February 23, 2006

**NAMCO BANDAI Holdings Inc.** 

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## BANDAI NAMCO Group Corporate Philosophy



## **Mission Statement**

#### **Dreams, Fun and Inspiration**

BANDAI NAMCO will continue to provide Dreams, Fun and Inspiration to people around the world, through entertainment based on creativity and boundless enthusiasm.

#### Belief

#### Dreams, Fun, and Inspiration are the Key to Happiness

The meaning of Dreams, Fun and Inspiration will essentially change over time, but BANDAI NAMCO holds one unshakable belief: that Dreams, Fun and Inspiration will always hold the key to happiness.

## **Basic Philosophy**

## More Passion, More Innovation, More Perceptive

- ·Unparalleled curiosity and boundless enthusiasm
- · Abundant creativity unrestrained by the status quo
- 'Open to people's needs and satisfaction from giving inspiration

#### **Vision**

#### To Become the World's Most Inspiring Entertainment Group

BANDAI NAMCO Group will constantly strive to be a pioneer, aiming to deepen and widen the appeal of entertainment and winning the hearts of people worldwide who enjoy having fun. Our ultimate goal is to become the world's most inspiration entertainment group.



**Current Fiscal Year Performance** 

#### **Current Fiscal Year Performance** BANDAI BANDAI (Consolidated) BAN Dai (Millions of yen) **FY Projections** (Ref.) Midterm 3Q Performance (Cumulative) Performance Current **Previous** Change **Projections Projections** 290,000 +4,000 134,645 **Net Sales** 294,000 218,974 **Operating** 33,500 31,500 +2,000 33,985 15,332 Income Recurring 34,000 32,000 + 2,000 35,172 15,946 Income

16,000

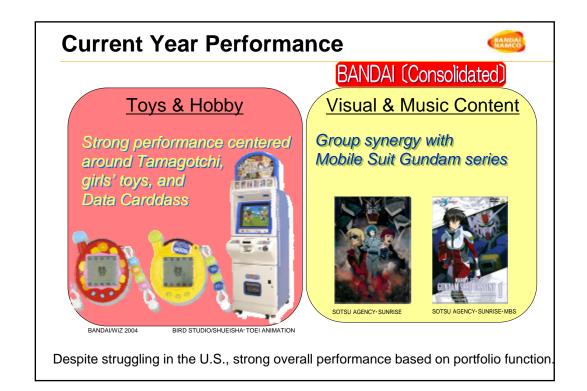
- 1,800

16,115

5,607

**Net Income** 

14,200



# **Current Fiscal Year Performance**



## namco

# NAMCO (Consolidated)

(Millions of yen)

	FY Projections			3Q Performance	'	
	Current Projections	Previous Projections	Change	(Cumulative)	Performance	
Net Sales	158,000	180,000	- 22,000	128,148	85,052	
Operating Income	- 500	12,700	- 13,200	2,769	2,538	
Recurring Income	- 500	12,100	- 12,600	2,875	2,632	
Net Income	- 2,700	8,400	- 11,100	2,512	2,526	

## **Current Fiscal Year Performance**



## NAMCO (Consolidated)

Game Contents

Among arcade machines, large machines such as Mario Kart Arcade Grand Prix performed strongly



· Inability to cope with changes in game console market environment led to poor (C)2005 Nintendo (C)2005 NAMCO LTD., ALL RIGHTS RESERVED. MARIOKART is a registered trademark of Nintendo performance

## Amusement Facility

In a tough market environment, sales through 3Q at existing retail outlets:

In Japan: 96.9% of same period last year

In North America: 97.5% of same period last year

Disappointing performance due to inability to make up for console games slump.

# **Current Fiscal Year Performance**





# BANDAI NAMCO (Consolidated)

(Millions of yen)

	F	FY Projections			(Ref.) Midterm	
	Current Projections	Previous Projections	Change	(Cumulative)	Performance	
Net Sales	450,000	470,000	- 20,000	345,396	218,873	
Operating Income	32,500	44,200	- 11,700	35,600	17,546	
Recurring Income	33,000	44,100	- 11,100	36,801	18,244	
Net Income	11,000	24,400	- 13,400	17,711	7,834	



Medium-Term Management Plan (FY2007.3 – FY2009.3)







## Formulation of Medium-Term Management Plan

BANDAI NAMCO Group Goal

# To become the world's most inspiring entertainment group

BANDAI NAMCO Group's objectives in its upcoming medium-term management plan:

## Expand scale by boosting group cooperation

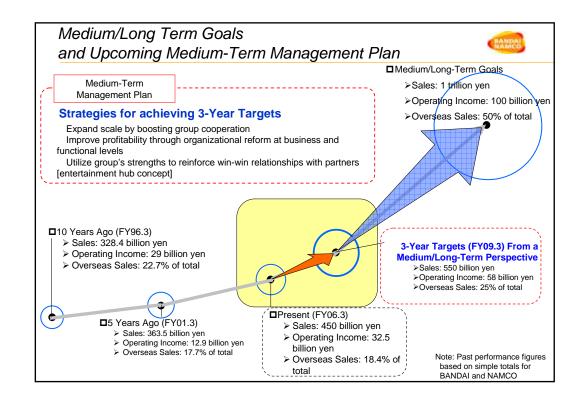
- · Achievement of plan goals by developing high-quality content and improving business model
- · Effective utilization of content across strategic business units
- FY2009.3: Projected sales = 550 billion yen; projected operating income = 58 billion yen

#### Improve profitability through structural reform on business and functional levels

- · Pursue high synergy through competition and cooperation among strategic business units
- · Reduce costs by integrating back offices

# Use group's strengths to reinforce win-win relationships with partners -- Entertainment hub concept --

- · Pursue further growth as content provider by enlarging and expanding Strategic Business Units
- · Develop and strengthen relations with partner companies; expand operations through alliances



## Background of Medium-Term Management Plan



## Strengthening, Enriching, and Expanding Portfolio Management

-- Coping with increasing management risks from structural changes in market and heightening competition --

Managemer Environmen

- Social demands for transparency in management and corporate social responsibility
- Need to secure and utilize human resources as population ages and has fewer children
- Intensification of M&As that strengthen core business
- $\boldsymbol{\cdot}$  Rising costs from increase in consumption tax and appreciating Chinese Yuan

Managemer Strategy Strengthening Corporate Governance Effectively utilizing Human Resources Building Optimal Management System

- · Organizational Restructuring
- · Consolidate Indirect Departments

Business

Environment

• Changes in business model from fusion of broadcasting and communications

- Improving content value from structural changes in media industry (new entrants from outside industry)
  - Shorter character life cycles
- Intensification of industry restructuring in order to survive
- Changes in distribution structure (rise of Internet sales)
- Shrinking Japanese market due to fewer children, aging and shrinking population

Busine

**Entertainment Hub Concept** 

- · Content Strategy
- · Domain Strategy
- · Channel Strategy

Strengthening Overseas Businesses

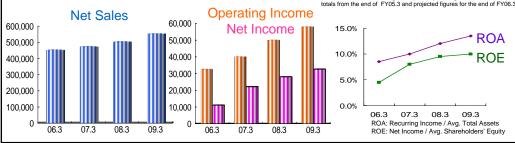
## 3-Year Plan Figures (Consolidated)



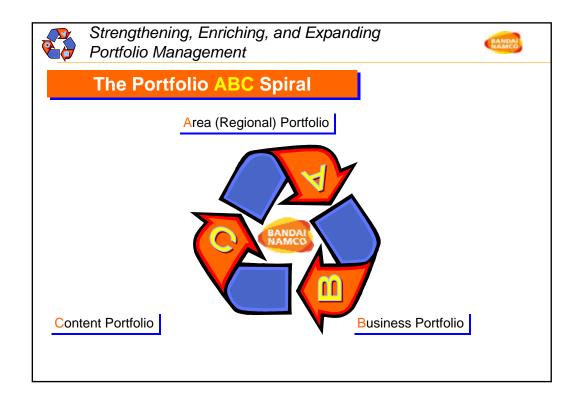
ι	Jnits:	mıl	lions	s of	yen

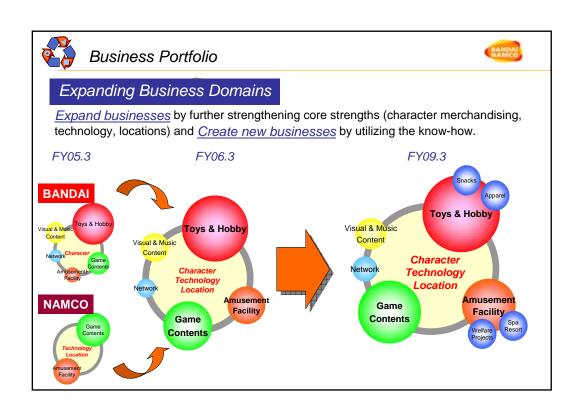
	FY06.3	FY07.3	FY08.3	FY09.3
	(Projected)	(Target)	(Target)	(Target)
Net Sales	450,000	470,000	500,000	550,000
Operating Income	32,500	40,000	50,000	58,000
Net Income	11,000	22,000	28,000	32,500
ROA(*)	8.5%	10.0%	12.0%	13.5%
ROE(*)	4.5%	8.0%	9.5%	10.0%

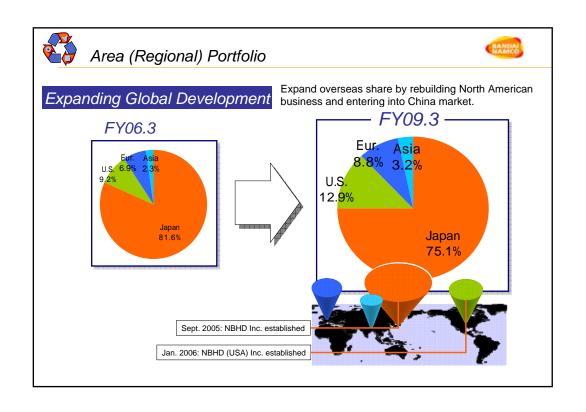
 Figures for gross and net assets used to calculate ROA and ROE for FY06.3 derived from average of capital-adjusted figures based on simple totals from the end of FY05.3 and projected figures for the end of FY06.3

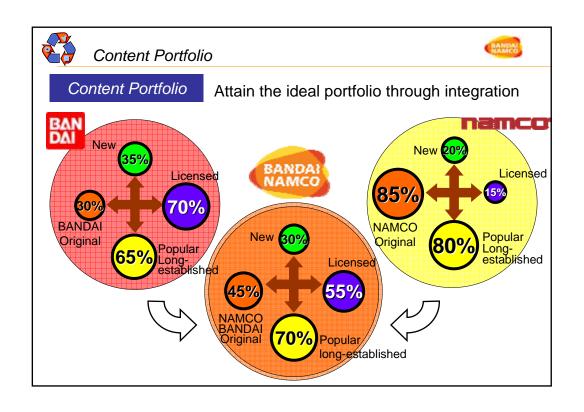


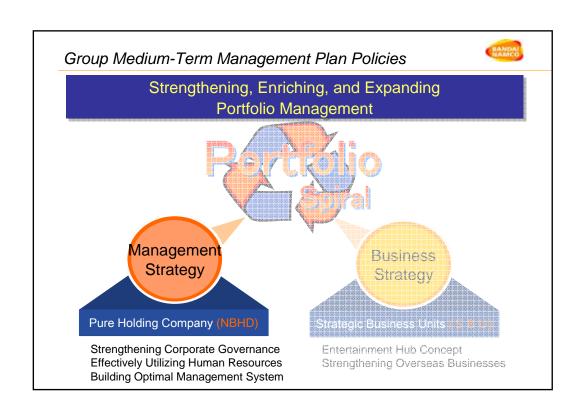












## Strengthening Corporate Governance



## Measures to take

Becoming a company that continually contributes to society and is trusted by society.

Implement brand operation/control standards

→ Improve corporate brand power

Introduce business management tools
(Balanced Score Card)

- Strengthen monitoring of strategy, performance
- Enhance CSR and compliance systems
- Transparent management,
   Timely and fair disclosure

## Roles of NAMCO BANDAI Holdings (NBHD)

#### Role

Formulate overall group strategy

Optimize distribution of group's management resources

Monitor group management

PR/IR for group as a whole

Form strategic partnerships with other companies

#### Value Provided to Group

#### **Brand**

Cultivation of group's core human resources

Coordination of synergy between group companies

Financial support

Partnerships and M&A geared toward restructuring/expanding businesses

## Effectively Utilizing Human Resources



A Workplace That Enhances Abilities

Building win-win relationships between companies and employees.

Personnel Exchange Within Group

- Integrate know-how
- Cross-exchange of top management as well as employees

## **Employee Training Programs**

- Boost development power, cultivate managers
- · Programs to boost development power
- Programs to cultivate management leaders

## Implement New Employment Rules

- Create an environment where employees can realize their potential
- High-grade professional contract employees
- Specialist personnel system
- Employment system that accommodates life stages

## Building the Optimal Management System



Organizational Restructuring Policies

Creating an organizational structure that maximizes group management efficiency.

Integrate organization

#### Cooperation for growth

- Merge overlapping divisions in mature markets where market share can be expanded by merging and restructuring SBUs
- · Expand market share through streamlining and economies of scale

# Competition

for growth

Maintain current organization

- · Competition in growth markets where market share can be expanded by diversifying SBU contacts
- · Expand scale by revitalizing organization

#### Collaboration for efficiency Shared services

- · Consolidate indirect costs by integrating accounting, general affairs, HR, and information systems operations
- · Boost earning potential through greater efficiency by encouraging skill-building (multifunctionalization) and optimizing personnel deployment

## Building the Optimal Management System



## SBU Building Measures

05/09/29 NAMCO BANDAI Holdings Inc. Established BANDAI and NAMCO enact management integration.

05/12/01

A Corporate Separation

The supervision and management of certain BANDAI and NAMCO subsidiaries and affiliates transferred to the parent company

06/01/02

NAMCO BANDAI Holdings (USA) Inc. established



06/01/31

Bandai Logipal Inc. made into full subsidiary Through stock exchange

06/03/31

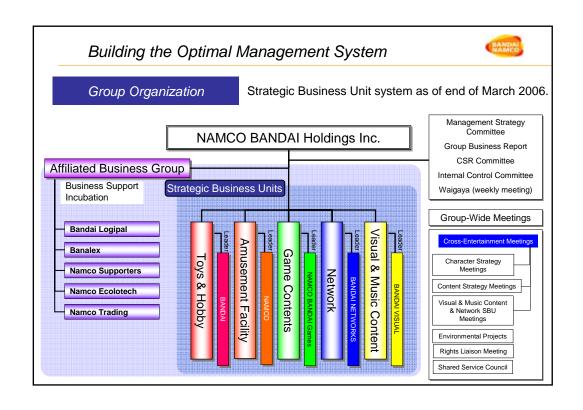
NAMCO BANDAI Games Inc. will be established Facility operation business spun off from Namco,

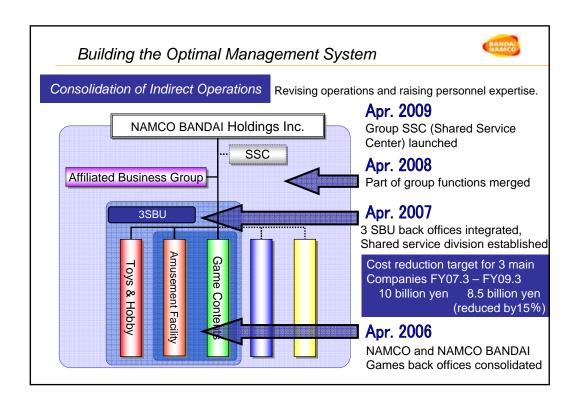
Bandai's video game business absorbed into Namco.

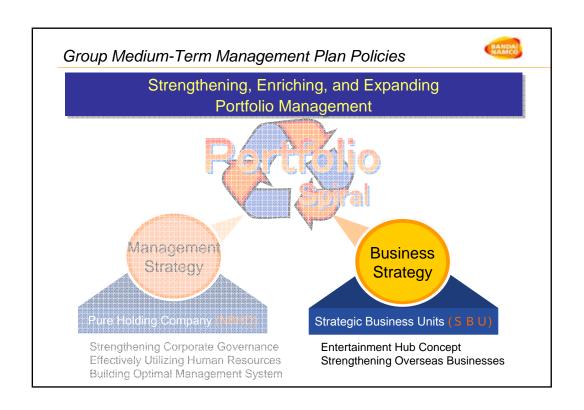
06/06/01

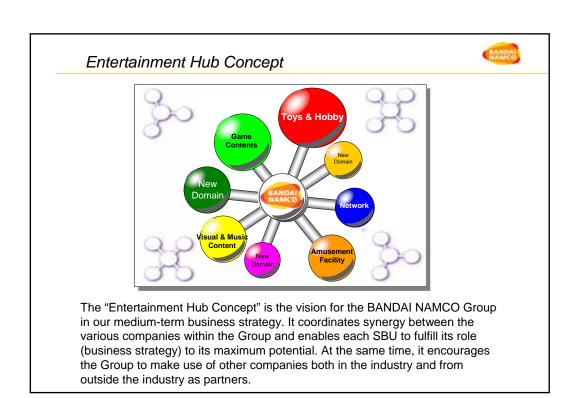
BANPRESTO CO., LTD. will be made into full subsidiary (planned)

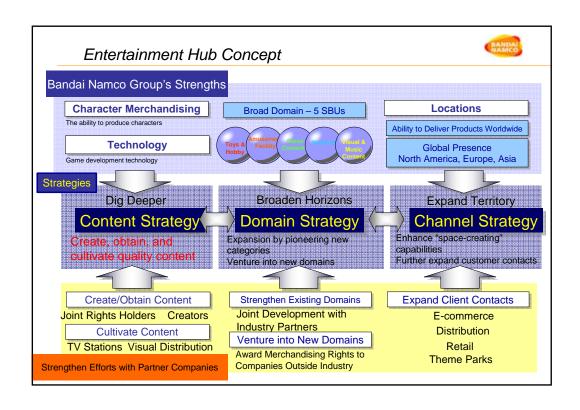
Through stock exchange (monetary issue)

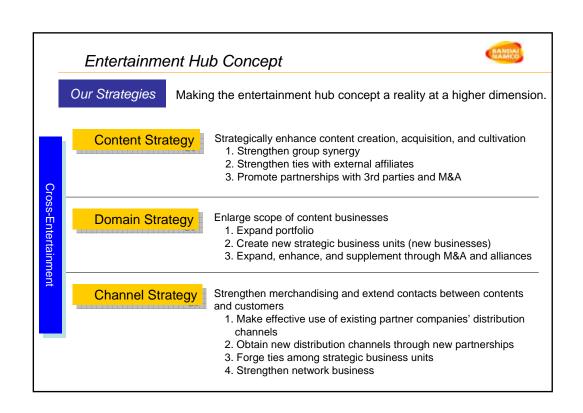


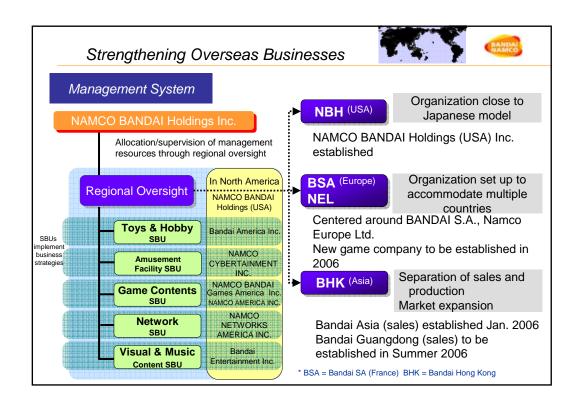




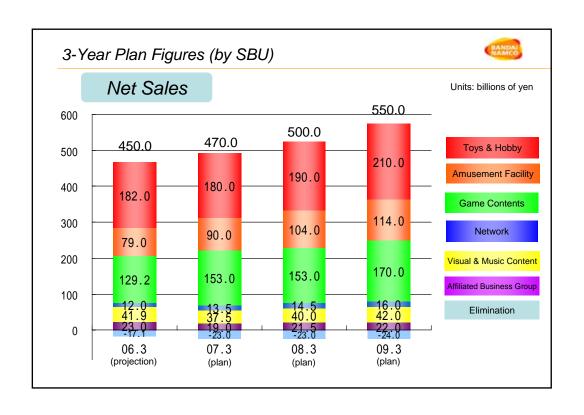


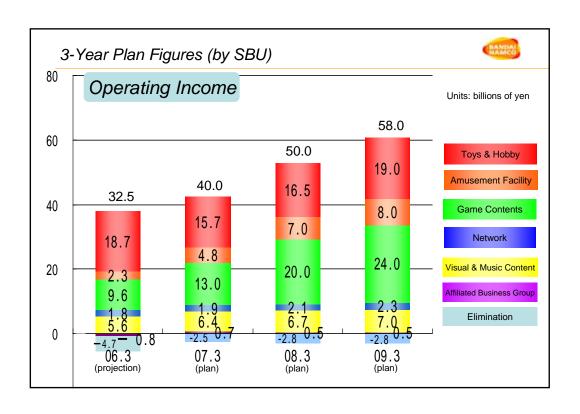












## 3-Year Plan Figures (by SBU)



SBU Medium-Term Plans

Transfer authority to SBUs and give them the responsibility of achieving 3-year plan figures.

op row: Net Sales Bottom row: Operating Income Units: billions of				
	FY 06.3(projection)	FY 07.3(plan)	FY 08.3(plan)	FY 09.3(plan)
Toys & Hobby	182.0	180.0	190.0	210.0
Toys & Hobby	18.7	15.7	16.5	19.0
Amusement Facility	79.0	90.0	104.0	114.0
Amusement Facility	2.3	4.8	7.0	8.0
Game Contents	129.2	1,53.0	153.0	170.0
Game Contents	9.6	13.0	20.0	24.0
Naturalis	12.0	13.5	14.5	16.0
Network	1.8	1.9	2.1	2.3
Visual & Music Content	41.9	37.5	40.0	42.0
	5.6	6.4	6.7	7.0
Affiliated Dusinesses	23.0	19.0	21.5	22.0
Affiliated Businesses	- 0.8	0.7	0.5	0.5
Cornerate Elimination	- 17.1	- 23.0	- 23.0	- 24.0
Corporate Elimination	- 4.7	- 2.5	- 2.8	- 2.8
	450.0	470.0	500.0	550.0
Totals	32.5	40.0	50.0	58.0
	7.2%	8.5%	10.0%	10.5%



Medium-Term Management Plan (FY2007.3 - FY2009.3)



#### Toys & Hobby SBU Medium-Term Vision Environmental Analysis Constantly strive to create unique value 1. Shrinking market due to lower birth rate 2. Move towards oligopoly of large firms due for customers with advancements in to industry restructuring character merchandising 3. Diversification of customer needs 4. Changes in structural industry Domestic Overseas 3-Year Plan Figures Net Sales Medium-Term Strategy 190.0 182.0 180.0 1. Strengthen overseas businesses (especially US, China) 100.0 50.0 2. Strengthen domestic businesses through content strategy and media policy FY2009.3 20% FY2007.3 25.0 Entertainment hub concept Operating Income 19.0 20.0 15% 3. Create unique value (new businesses) 15.0 10% 10.0 4. Improve cost structure 5.0 0.0 FY2006.3 FY2007.3 FY2008.3 FY2009.3

## **Toys & Hobby SBU**



## Medium-Term Strategy

## - Strengthening Overseas Businesses-

(US) Reconstruct businesses through swift management reform

(Europe) Strengthen regional, business portfolios (Asia) Establish foundation for character merchandising in China market

◆Goal: Increase overseas sales to 30% or more of total net sales

#### Strengthening Domestic Businesses Through Content Strategy and Media Policy

- Implement content strategy and media policy in response to changes in industry structure entertainment hub concept
- ◆ Aim to be #1 in all categories
- Goal: Increase market share (weighted average) to 35%

#### Creating Unique Value (New Businesses)

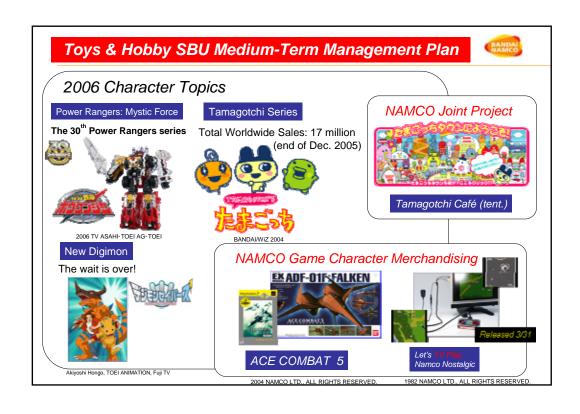
 Reform business creation process and pioneer new domains along customer and value axes expand the entertainment hub

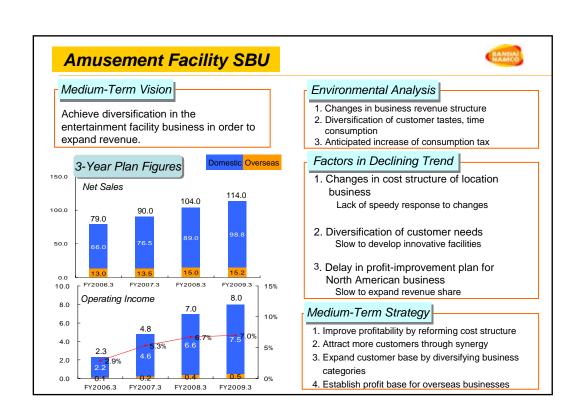
(Customer Axis) Females, age 13 and up, and seniors (Value Axis) Fusion of products and services, etc.

 Goal: Generate 5 billion yen in sales with new businesses

#### Improving Cost Structure-

- Revise operational processes for project development/production
- Improve cost structure through distribution reform, etc.
- Goal: Raise operating margin to 9% by improving profitability





## Amusement Facility SBU



## Medium-Term Strategy

# Improve Profitability by Reforming Cost Structure

- Increase revenue by scrapping smaller stores and opening large ones
- Increase efficiency through sensible deployment of personnel to existing stores and shift revision
- Mobilize personnel from existing stores to new business opportunities
- Implement new payment systems, such as electronic money

## Expand Customer Base by Diversifying Business Categories

◆Strengthen store development for each target customer group:

Age 20-40: Internet Space *Chi-Kou-Raku* Families and Seniors: Spa Business Preschoolers: *Shima-Shima Town* Seniors: *Gensou Koubou* (tent.)

◆Goal: 30 billion yen in sales from new businesses in FY2009.3

## -Attract More Customers Through Synergy-

- Use customer contacts and cooperation between group companies to operate and design machines for customer-suggestion facilities
- Attract more family-type customers by developing new facilities that make use of characters
- Enhance channel strategy and expand businesses by utilizing group's content to fullest extent not only at own stores, but also in conjunction with other companies

#### Establish Revenue Base for Overseas Businesses

(US) Expand profit base while keeping risk low by eliminating non-performing stores and expanding revenue share; develop and testmarket facilities in new business categories

(Europe) Stabilize revenue by adding more stores (Asia) Port Japanese business model to Asia with eye toward expanding in Asian markets

## Amusement Facility SBU



## New Store Space in FY2007.3

- Miyagi
- 1,700m<sup>2</sup>
- Gunma
- 2,000m<sup>2</sup>
- ◆ Tokyo
- 1,700m<sup>2</sup>
- ♦ Kanagawa
- 3,300m<sup>2</sup>
- Osaka
- 1,300m<sup>2</sup>
- Hyogo
- 1,700m<sup>2</sup>
- Ishikawa
- 1,700m<sup>2</sup>
- Approx. 10 new stores planned

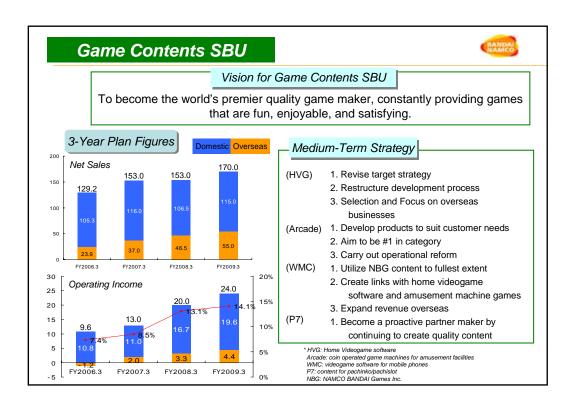
incl. large-scale compound facilities







New store planned: "Gashapon Factory" (tent.) Joint project with Bandai Group



#### Game Contents SBU (Home Videogame Software) Factors in Performance Revision Environmental Analysis 1. Uncertain market environment due to 1. Major underperformance among big titles NAMCO Titles diversifying and changing customer PS2 "SoulCalibur 3" (Nov. 05, 270K units short of initial plan) · PS2 "Tales of Legendia" (Aug. 05. 310K units short of initial plan) 2. Changes in sales share by platform PS2 "Critical Velocity" (Oct. 05. 320K units short of initial plan) · PS2 "Urban Reign" (Sep. 05, 180K units short of initial plan) Xbox360 "Ridge Racer 6" (Dec. 05, 110K units short of initial plan) **BANDAI Titles** PS2/GC "One Piece Pirate Carnival" 2004 (Nov. 05, 270k units short of initial plan) • PS2 "Fighting for One Piece" (Sep. 05, 190K units short of initial plan) · PS2 "Eureka Seven TR.1" (Oct. 05, 160K units short of initial plan) 2005 2. Financial strategy tailored to uncertain market NAMCO environment BANDAI Stricter re-evaluation of inventory assets 20% 40% 60% 80% 100% (works in progress) toward a more muscular financial standing Source: NBHD Research

## Game Contents SBU (Home Videogame Software)



## Background of Poor Performance

- 1. Lack of response to changes in environment (market, customers, etc.)
  - ◆Loss of revenue opportunities due to lack of titles for casual users
  - ◆Lack of ability to cultivate new markets
- 2. Issues in development process
  - Mismatch between market and sales projections
  - ◆Drop in profit due to cost-effect unbalance
- Poor performance among overseas businesses
  - ◆Failure of major titles to achieve targets due to changes in US market

## Priority Measures

- 1. Revise target strategies
  - ◆ Respond to customer needs with title lineup balanced between existing and next-generation platforms
  - Increase customer appeal of quality group franchises, merchandising, and technology through integration
- 2. Restructure development process
  - Stricter unit sales estimates, appropriate cost progress management
  - Build shared development environment; balance between efficient development and strong high-end technology
  - Optimal deployment of creators
- 3. Selection and Focus on overseas businesses
  - ◆Pursue cost synergy through integration
  - ◆ Select strong titles that meet customers' needs
- 4. Work toward a new business model
  - Actively accommodate billing methods for new content and networking on next-generation platforms

## Game Contents SBU (Home Videogame Software)



## Major Titles in FY2007.3

## namco NAMCO Label: Approx. 40 Titles Planned

NDS	Tales of the Tempest	04/2006
XB360	Love FOOTBALL	Spring 2006
PS2	Xenosaga Episode III: "Also Sprach Zarathustra"	Spring 2006
PSP	TEKKEN DARK RESSURECTION	Spring 2006
PSP	Portable Resort	2006
NDS	Phantom Thief Russo	2006
PS2	Kvokara Maoh! Haiimari no Tabi	2006

## BANDAI Label: Approx 50 Titles Planned

PSP	Dragon Ball Z: Shin Budokai	04/2006
PSP	Neon Genesis Evangelion 2 Artificial World -Another Case-	04/2006
PS2	.hack//GU Vol. 1	05/2006
PS2	.hack//GU Vol. 2	09/2006
PS2	.hack//GU Vol. 3	12/2006
NDS	Tamagotchi 2	2006
PS2	Super Dragon Ball Z	2006
PSP	Every Extend Extra	2006

## BANPRESTO: Approx 20 Titles Planned

PS2 Super Robot Wars Series, etc.

## Game Contents SBU (Arcade, Mobile, Pachinko, Pachislot)



#### Environmental Analysis

(Arcade) Concentration toward larger stores, diversifying customer tastes (WMC) Expansion of needs to rich content, borderless content needs (P7) Concentration of needs toward popular machine types

## Medium-Term Strategy

#### - (Arcade) Aim to be #1 in Category -

- Seek out consumers' needs and develop products for them
- ◆ Aim to be #1 in all categories

## (Pachinko/Pachislot) Transform \_ from OEM to Partner

 Attain the position of "partner" by creating quality content and high quality hardware, and offering original machines

#### (Mobile) Expand Content -

- Continually release NAMCO BANDAI Games' quality content assets for mobile platforms
- Continually launch content links with home video and amusement machine games

#### Expand Overseas Revenue

 Create content that can be utilized all over the world to expand overseas revenue

# Make the leap forward to becoming an all-round network company. 3-Year Plan Figures Net Sales Operating Income 15 Operating Income 15 Operating Income 15 Ty2006.3 Fy2007.3 Fy2008.3 Fy2009.3 Fy2009.3 Fy2009.3 Fy2009.3 Fy2009.3 Fy2009.3 Fy2009.3

**Network SBU** 

#### RANDAI NAMCO

## Environmental Analysis

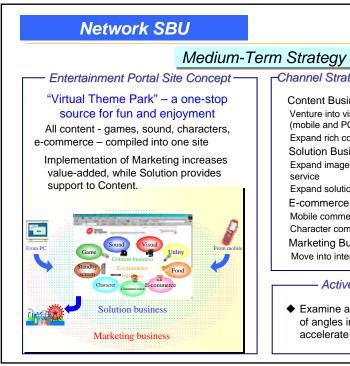
- 1. Enriched network infrastructure (broadband environment, etc.)
- 2. Mobile phones with greater capacity and more advanced functions
- Start of One Seg Broadcasting for mobile phones

#### Medium-Term Strategy

# Boost development toward becoming an all-round network company

- Expand general networking power by content business, solution business, e-commerce business, and marketing business
- 2. Entertainment portal site concept
- 3. Make effective use of BANDAI NAMCO

<sup>\*</sup> Overseas figures included in Game Contents SBU (WMC)





## -Channel Strategy Based on 4 Businesses-

#### Content Business

Venture into visual content distribution business (mobile and PC)

Expand rich content

Solution Business

Expand image recognition engine and offer as

Expand solution business for corporations

E-commerce Business

Mobile commerce – expand partner companies Character commerce - develop as service

Marketing Business

Move into internet advertising business

## - Active Promotion of M&A

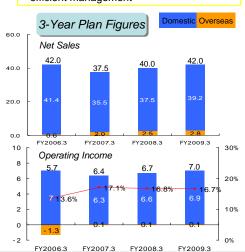
 Examine and promote M&A from a variety of angles in order to expand and accelerate businesses

## Visual and Music content SBU



## Medium-Term Vision

A content production business group that can create quality content and achieve efficient management



## Environmental Analysis

- 1. Arrival of next-generation hardware platforms
- 2. Expansion of non-package market
- 3. Increase in content value due to structural changes in media industry (entry of companies from other industries)

## Medium-Term Strategy

- 1. Create and obtain high-quality original content
- 2. Make effective use of content with multi-platform strategy
- 3. Diversify from visual business into music and publishing businesses
- 4. Secure position as content supplier in visual/music distribution business
- 5. Rebuild business foundation overseas (especially in US)

## Visual and Music content SBU



## Medium-Term Strategy

## Create and Obtain Original Content

- Create high-quality content centered around SUNRISE Inc.
- Actively invest in visual content by boosting functions across the board
- Create visual content from other SBUs' content and products

## Multi-Platform Strategy

- Maximize revenue by efficiently making content compatible with multiple platforms
- ◆ Maximize profits by re-using past content

## Enter Music and Publishing Businesses

- ◆ Release sound and print content (opening/ending themes, TV soundtrack CDs) related to visual content
- In addition to existing package distribution, sell Web content and other digital data over the Internet
- Make a serious venture into music business through alliances with other companies

#### Strengthen Content Distribution

- ◆ Boost functionality as content transmission media
- Expand number of contents distributions by strengthening ties with rights holders
- Differentiate through advance broadband distribution, etc.
- Build animation portal sites

## **Build Business** Foundation Overseas

- Narrow release titles down to high-quality and group titles
- Make effective use of past products through multi-platform expansion
- Launch visual content distribution business
- Develop high-quality, high-value added products

## Visual and Music content SBU



(Opens in theaters

Gundam 2: "Lovers"
• DVD released

· Limited broadband distribution in February on BANDAI CHANNEL

February 24 by BANDAI VISUAL

March 4)

"Mobile Suit Z

"The Wings of Rean" – Original work and general supervision by Yoshiyuki Tomino



SUNRISE, BANDAI VISUAL, BANDAI CHANNEL ".hack//Roots" - premiering in April

Produced by SUNRISE Advance broadband distribution on BANDAI CHANNEL starting in December

· DVD release in April by BANDAI VISUAL

"Mobile Suit Z Gundam 3: Love is the Pulse of







.hack//GU" - release in May, September, and December by NAMCO BANDAI Games



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BANDAI VISUAL USA 1st release in the U.S.

"PATI ABOR: THE MOVIE LIMITED COLLECTOR'S **FDITION"** 

Release date: April 25, 2006



# www.bandainamco.co.jp

## Note on Projections

This document contains forward-looking statements and information related to BANDAI NAMCO Group that are based on our beliefs as well as various assumptions made on the basis of information currently available to us.

The words "plan," "target," "estimation," "projection," "intend," "will" and similar expressions, as they relate to us, are intended to identify forward-looking statements and information.

Actual results could differ materially from those projected in such forward-looking statements.