











Themes of Each Unit's Major Activities:




FY2020.3 Activity Report






The BANDAI NAMCO Group's Units and affiliated business companies have formulated mid-term plans for the Group's Important CSR Themes and are implementing initiatives on that basis. Under these mid-term plans, major initiative themes are established, and measures and roadmaps are determined for each theme. The Group CSR Committee and Group CSR Subcommittee confirm and review progress with activities. In these ways, we are working to achieve the plans. The status of the activities of the Units and affiliated business companies in regard to the three-year Mid-term Plan that was launched in April 2018 is as follows.






BANDAI NAMCO Group's Important CSR Themes: Safety and Cleanliness of Products and Services			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Toys and Hobby	Focusing on safety and peace of mind		<ul style="list-style-type: none"> + Holding the Product Safety Forum, with six Group companies cooperating to implement exhibitions in Japan in order to foster consideration for product safety + Holding four study sessions with cooperating manufacturers, including both lectures and workshops ⇒ Average satisfaction level of participants: 95.4% (Target: 80% or more)
Network Entertainment	Advancing the provision of safe, secure services		<ul style="list-style-type: none"> + Revising regulations and guidelines for game production at BANDAI NAMCO Entertainment Inc. and BANDAI NAMCO Online Inc. + Revising guidelines for the "enza" platform, which is being rolled out by BXD Inc.
Real Entertainment	Creating safe, secure facilities		<ul style="list-style-type: none"> + Promoting acquisition of AOU Youth Advisor certification ⇒ Certification acquisition rate for newly assigned facility managers and facility leaders at amusement facilities operated by BANDAI NAMCO Amusement Inc.: 100% + Promoting acquisition of service skills certification ⇒ Acquisition rate for new employees at BANDAI NAMCO Amusement Inc.: 95.8% (Target: 100%) + Implementing checks related to facility safety ⇒ Implementing BANDAI NAMCO Amusement facility safety checks (250 points), play equipment checks (55 points), and large-scale entertainment facility checks (23 points) + Implementing 32 independent inspections related to food safety (food safety inspections)

BANDAI NAMCO Group's Important CSR Themes: Safety and Cleanliness of Products and Services			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Visual and Music Production	Product safety standard initiatives and live event safety and security		<ul style="list-style-type: none"> + Revising BANDAI NAMCO Arts Inc. quality control standards + Implementing timely observation of manufacturing processes for new packaging + Implementing handbag inspections at point of entry to live events
IP Creation	Zero accidents campaign: Working to increase safety and eliminate accidents in regard to the operation of vehicles used for the delivery and collection of products		<ul style="list-style-type: none"> + Implementing driving skills and traffic safety lecture for 46 new employees (including mid-career hires) + Managing driving operations with the installation of SmartDrive movement monitoring systems on all 21 vehicles used for the delivery and collection of products
Affiliated Business Companies (BANDAI LOGIPAL INC. / LOGIPAL EXPRESS INC.)	Reducing vehicle accidents through safe driving and delivering cargo without delay		<ul style="list-style-type: none"> + Implementing safety training for drivers and dispatchers (5 times) + Implementing safety guidance during roll call + Acquiring/maintaining G-Mark certification for excellent standards for safety at 14 sites
Affiliated Business Companies (ARTPRESTO CO., LTD.)	Providing safe, secure products with initiatives in manufacturing and materials		<ul style="list-style-type: none"> + Implementing ongoing management of production processes with flowcharts + Implementing plant audits (1 time), confirming strict observance of quality control in production processes + Updating information in a database for existing materials used by type of material and by product title + Implementing ongoing periodic checks for newly introduced materials, in accordance with material characteristics

BANDAI NAMCO Group's Important CSR Themes: Environmental Consideration			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Toys and Hobby	"Act Now For Future Smiles"		<ul style="list-style-type: none"> + Within the Unit, we held meetings of the CSR Promotion committee (4 meetings) and the Eco Medals committee (4 meetings) + Enhancing environmental communications and other CSR communications <ul style="list-style-type: none"> ⇒ Exhibiting at events: 8 exhibits ⇒ Implementing on-site lessons: 228 schools + Certifying 256 items in FY2020.3 under the Eco Medal certification system, which certifies products that meet internal standards for environmental friendliness
Network Entertainment	Advancing environmental education activities		<ul style="list-style-type: none"> + Saving electricity through "lights down" initiatives and advancing paperless operations through the use of digital tools
Real Entertainment	Energy-saving initiatives		<ul style="list-style-type: none"> + Aggressively utilizing LEDs in lighting equipment in amusement facilities + With the understanding of the commercial facilities that house our amusement facilities, we turned down the lighting to the extent possible without adversely affecting customer safety and crime prevention, and we operated with the lighting from the game machines, etc.

BANDAI NAMCO Group's Important CSR Themes: Environmental Consideration			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Visual and Music Production	Implementing environmental consideration		<ul style="list-style-type: none"> + Recycling excess work-in-progress and product inventories + Aggressively using LEDs for lighting at live events + Taking steps to reduce the use of wood and other natural materials, such as reusing stage props + Advancing the transition from paper tickets to electronic tickets
IP Creation	Promoting environmental consideration and the environmental understanding of employees		<ul style="list-style-type: none"> + Reducing the use of paper resources through the digitalization of animation production processes <ul style="list-style-type: none"> ⇒ Establishing studio in Iwaki specializing in digitalization at BANDAI NAMCO Pictures INC. + Continuing educational activities for employees through internal notices, mail magazines, etc.
Affiliated Business Companies (BANDAI LOGIPAL INC. / LOGIPAL EXPRESS INC.)	Reducing CO ₂ emissions through control of CO ₂ from vehicle exhaust and reduced electricity consumption at work sites		<ul style="list-style-type: none"> + For newly purchased vehicles, introducing types of vehicles compliant with 2010 (post new long term) emission regulations + Average fuel consumption achieved through continued eco-driving activities ⇒ 5.29 km/L + Continuing to save power by turning off unnecessary lighting at offices and warehouses

BANDAI NAMCO Group's Important CSR Themes: Policies Regarding Influence on Society of the Group's Content and Products			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Toys and Hobby	Control of ethical expression in content and products		<ul style="list-style-type: none"> + Implementing training related to ethics ⇒ Implementing training for new employees (1 time) and training for companies in the Toys and Hobby Unit (1 time) + In regard to ethical expression in products, accumulating examples from other companies and from inside the Company, revising ethical assessment standards in line with target customer groups
Network Entertainment	Initiatives related to appropriate expression		<ul style="list-style-type: none"> + Announcing that “appropriately controlling ethical expression in content” is an important initiative theme shared by all companies in the Network Entertainment Unit, and implementing initiatives + Holding briefings related to ethical expression for suppliers for BANDAI NAMCO Entertainment Inc.
Real Entertainment	Showing consideration for ethics in content and products		<ul style="list-style-type: none"> + Establishing secretariat in charge of ethics for ethical expression in products and services and continuing to advance checking system
Visual and Music Production	Initiatives in the areas of ethical expression and IP protection		<ul style="list-style-type: none"> + Continuing to implement multiple checks of ethical expression by two departments + Implementing internal lectures related to copyrights
IP Creation	Implementing initiatives for appropriate ethical expression		<ul style="list-style-type: none"> + Advancing internal checks of ethical expression

BANDAI NAMCO Group's Important CSR Themes: Supply Chain Management			
Units	Major Initiative Themes	Status of Progress	FY2020.3 Activity Report
Toys and Hobby	BANDAI Factory Audits (BFAs)		<ul style="list-style-type: none"> + Implementing audits of all overseas final packaging plants that make BANDAI products for the Japanese market (168 companies) + Implementing Unit-wide integrated management at manufacturing plants that make copyrighted products that have character information regulations + Implementing supplier conferences at three locations—Tokyo, Shanghai, and Shenzhen—to share information with suppliers
Real Entertainment	Appropriate supply chain management in Japan and overseas		<ul style="list-style-type: none"> + When starting business relationships with suppliers, implementing CSR Procurement Questionnaire, which covers seven major items, including prohibition of human rights violations, such as forced labor + Implementing audits of confirmation items, including the working environment, for amusement machine assembly plants (1 company) with which we are starting a new business relationship
Visual and Music Production	Implementing supply chain management		<ul style="list-style-type: none"> + Implementing audits at customer centers that handle personal information + Continuing to implement interview research based on plant audit checklists for major production plants in Japan and overseas
Affiliated Business Companies (BANDAI LOGIPAL INC. / LOGIPAL EXPRESS INC.)	Rolling out integrated distribution services		<ul style="list-style-type: none"> + Maintaining AEO (Authorized Economic Operator) customs broker certification + Maintaining PrivacyMark
Affiliated Business Companies (ARTPRESTO CO., LTD.)	Safety and security in production plants		<ul style="list-style-type: none"> + Continuing to implement supplier plant audits (9 companies out of a total of 18 in Japan and overseas)