

# Fun For the Future !

As a company that provides “Dreams, Fun and Inspiration,” the BANDAI NAMCO Group aspires to contribute to the creation of a fun future by promoting CSR activities that lead to the happiness of society and stakeholders.

## CONTENTS

BANDAI NAMCO Group CSR Statement

Message from the Management

CSR Management / CSR Policy

BANDAI NAMCO Group’s CSR Promotion System

Formulation of Important CSR Themes

Initiatives for Important CSR Themes

- Safety and Cleanliness of Products and Services

- Environmental Consideration

- Policies Regarding Influence on Society of the Group’s Content and Products

- Supply Chain Management

Together with Local Communities

- Initiatives for Local Communities

- Initiatives to Develop People that Undertake Future Generations

- Delivering Culture

Together with Employees

- Policies / Basic Approach

- Employment and Appointment of Diverse Human Resources

- Education and Training

- Creating an Employee-Friendly Workplace Environment



# BANDAI NAMCO Group CSR Statement



楽しみながら、楽しい未来へ。

At BANDAI NAMCO, CSR activities are “Fun For the Future!”. Our work is to provide inspiration to customers by realizing individual ideas of “Dreams, Fun and Inspiration.”

In turn, those “Dreams, Fun and Inspiration” provide healing and encouragement as they spread around the world. We believe that “Dreams, Fun and Inspiration” can change the world, and even change the future.

As a company that provides “Dreams, Fun and Inspiration,” our relationship with the natural environment and society will be guided by the key words “Fun For the Future!” We will implement CSR activities that lead to happiness for stakeholders by featuring fun today while also contributing to the creation of fun tomorrow.



## Message from the Management



In connection with the natural environment and society, the BANDAI NAMCO Group has announced the CSR activity concept of Fun for the Future! Themes that require special initiatives in the promotion of activities have been identified as “BANDAI NAMCO Group’s Important CSR Themes.” On that basis, we are implementing activities to create a fun future through our business operations.

The appropriateness of the Important CSR Themes is evaluated for each Mid-term Plan, and related measures are implemented after we confirm that there are no inconsistencies between the themes and the demands of society. Moreover, with an emphasis on the continuity of activities, we have implemented specific activities that are extensions of our business operations. As a result, looking at the Sustainable Development Goals (SDGs), which are shared by international society, the Group has been recognized for its implementation of measures to address a large number of the SDGs\*.

As a group that provides “Dreams, Fun and Inspiration,” BANDAI NAMCO will continue to implement activities that meet the demands of society, and we will strive to conduct activities that create Fun for the Future!

※ From the results of an analysis conducted by a third party institution in FY2019.3.

Mitsuaki Taguchi  
President and Representative Director  
BANDAI NAMCO Holdings Inc.



# CSR Management / CSR Policy

## BANDAI NAMCO Group's CSR Management

Themes that require special initiatives have been identified as the “BANDAI NAMCO Group's Important CSR Themes.” In addition, each Unit and affiliated business company formulates its own “CSR Major Initiative Themes” and leverages the special characteristics of its operations to implement activities in accordance with those themes.

## BANDAI NAMCO Group CSR Policy



# BANDAI NAMCO Group's CSR Promotion System

The BANDAI NAMCO Group has established the Group CSR Committee, which comprises the directors (excluding outside directors) of BANDAI NAMCO Holdings and others. The committee is chaired by the President and Representative Director of BANDAI NAMCO Holdings. In this way, the Group is advancing CSR activities rapidly and in a manner that is integrated with operations. In addition, in accordance with the idea that the promotion of CSR activities is an important initiative from the perspective of management strategy, the status of activities is periodically reported to the Company's Board of Directors.

Moreover, to advance the Important CSR Themes, we have established the Group CSR Subcommittee, which is a subordinate organization under the Group CSR Committee. The manager of the Group CSR Subcommittee is a director of BANDAI NAMCO Holdings with related responsibilities (Chief ecology Officer), and the participants include the people in charge of CSR at each Unit's core company and at affiliated business companies. The subcommittee's activities include sharing the status of progress with the important initiative themes in each business, exchanging information, and discussing various issues. In FY2021.3, in preparation for the next Mid-term Plan, we are also implementing reviews of the appropriateness of the Important CSR Themes. The specific measures formulated by the Group CSR Subcommittee are implemented after being discussed by the Group CSR Committee.

## CSR Promotion System



# Formulation of Important CSR Themes

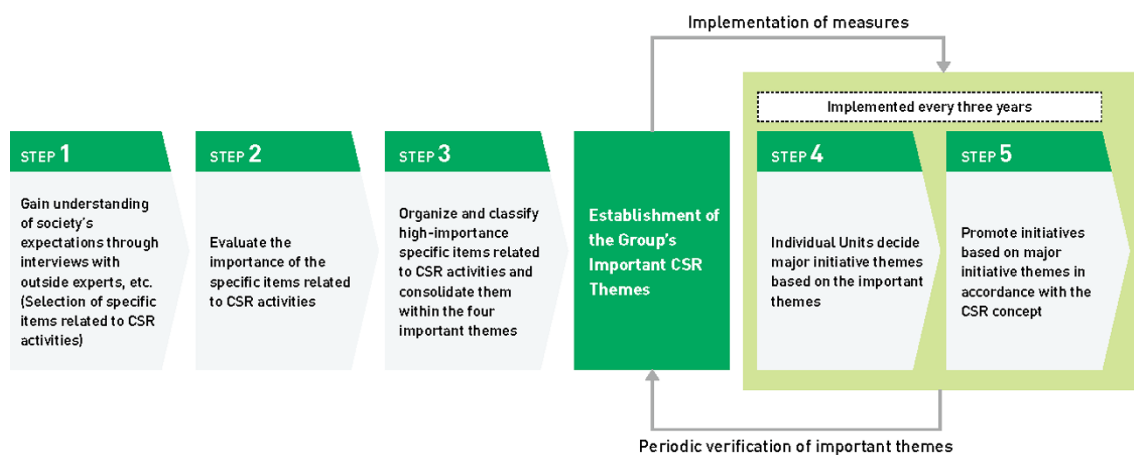
## Formulation of Important CSR Themes

Aiming to further enhance the effectiveness of CSR activities, we formulated the BANDAI NAMCO Group's Important CSR Themes at the meeting of the Group CSR Committee and are promoting them from FY2010.3 as well as reviewing them periodically. With consideration for the influence that companies have on society in addressing the various social issues that surround the Group, we implemented multifaceted initiatives to identify and evaluate themes that require special initiatives. In this way, we formulated the BANDAI NAMCO Group's Important CSR Themes. As a company that provides "Dreams, Fun and Inspiration" to customers around the world, each individual employee will advance initiatives in line with these important themes, hoping this will lead toward the resolution of social issues.

## Important CSR Theme Formulation Process

In formulating the BANDAI NAMCO Group's Important CSR Themes, we advanced through a process of reconfirming which CSR themes are the most important from the perspective of the BANDAI NAMCO Group and its stakeholders. First, we interviewed four outside experts to identify the needs of society surrounding the Group. Next, based on a variety of information, such as reports on investigations conducted by external organizations, we then compiled 68 specific items related to CSR activities. We evaluated these items from the perspectives of the Mid-term Plan, guidelines, and the other sources listed below, and subsequently organized and classified them. Through this process, we established the four Important CSR Themes. The appropriateness of the Important CSR Themes is evaluated for each Mid-term Plan, and related measures are implemented after we confirm that there are no inconsistencies between the Themes and the demands of society.

In the fiscal year ended March 2019, we took steps to verify how the Group's business and activities in line with the "Important CSR Themes" are contributing to the Sustainable Development Goals (SDGs), which are the focus of increasing concern in society. As a result of an analysis by a third party, we were able to confirm that we have already approached many of the 17 SDGs.





## Important Viewpoints for the Formulation of the Themes

1. BANDAI NAMCO Group guidelines related to CSR
2. BANDAI NAMCO Group Mid-term Plan
3. Standards such as the GRI Guidelines, ISO 26000(Japanese translation), and the Ministry of the Environment's Environmental Report Guidelines
4. Initiatives of corporations with innovative CSR activities
5. Opinions of outside experts

## Opinions and Approaches that We Referenced for the Formulation of the Themes

### Opinions of Stakeholders

- ▶ Interviews with outside experts
- ▶ Third-party opinions in CSR reports
- ▶ Reports on investigations conducted by external organizations (Sustainable Brand Survey, Global NGO Survey (E-Square Inc.), etc.)

### The BANDAI NAMCO Group's Policies

- ▶ BANDAI NAMCO Group Corporate Philosophy
- ▶ BANDAI NAMCO Group Compliance Charter
- ▶ CSR Initiatives
- ▶ BANDAI NAMCO Group Environmental Policy
- ▶ BANDAI NAMCO Group Environmental Vision
- ▶ BANDAI NAMCO Group Basic Policy on Social Contribution

## Perspectives that are Referenced during Verification

- ▶ Trends in Japan and overseas / demands of society
- ▶ Interviews with outside experts
- ▶ BANDAI NAMCO Group Mid-term Plan



# Initiatives for Important CSR Themes

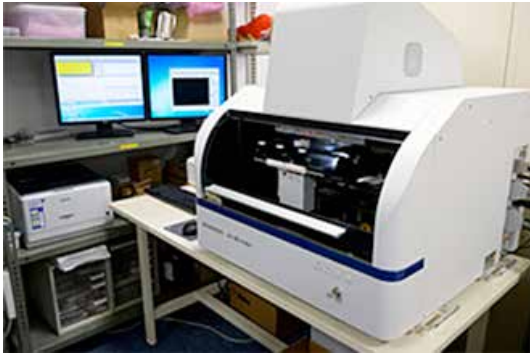
## Safety and Cleanliness of Products and Services

\*Note: Activities are as of the fiscal year ended March 2020.

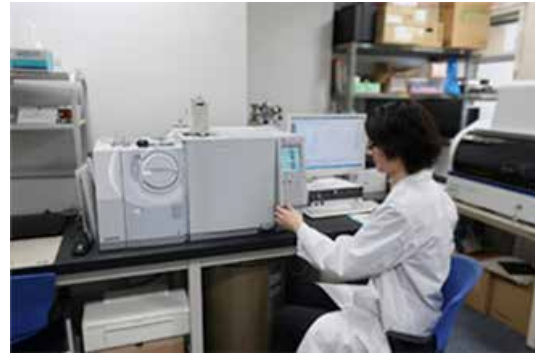
### Performing Strict, Wide-Ranging Inspections to Ensure Safety of Toys

Each year, BANDAI handles as many as 14,500 products of which over 8,000 are new products developed in a wide variety of categories. We have therefore established various quality standards to accommodate product features and the diverse needs of customers, and we design and select materials accordingly. For example, we have adopted structures based on the target age range to ensure that shapes of parts are checked and consideration given to the length of straps, etc. hung around the neck, so that they will automatically loosen when a certain load is attached. BANDAI's quality standards are categorized into three major factors - safety, function, and presentation - and consist of 370 items.

#### <Testing examples>



X-ray fluorescence spectrometer.  
Tests are conducted to detect any toxic heavy metals.



Gas chromatography-mass spectrometry equipment.  
Tests are conducted to detect any regulated chemical substances that might have harmful effects on the human body.



Button durability testing equipment.  
Button durability is confirmed depending on the anticipated number of uses.



Tests are conducted to see if straps that are hung around the neck are released when the load exceeds a certain level, so that the throat is not compressed even if the strap catches on something.



Push-pull gauge. Tests are conducted to see that a product does not come apart when pulled with a child's strength and, in the event that it does come apart, that it does so safely.

©BANDAI,WiZ



In addition, BANDAI SPIRITS, which produces products for the mature fan base (adults), practices quality control using the know-how cultivated from many years of experience at BANDAI and BANPRESTO so that customers can enjoy our products appropriately and with peace of mind. Criteria have been established with regard to structure, including the information required to use the product safely (information on proper assembly and use, precautions, etc.) and a level of strength that ensures no problems will arise in normal everyday use. We deliver our products to customers in accordance with those criteria.



### BANDAI Certified as a Gold Company in the “Best Contributors to Product Safety Awards Program”

The Ministry of Economy, Trade and Industry (METI) sponsors the Best Contributors to Product Safety Awards Program. BANDAI received the highest-level METI Minister’s Award in the Large Manufacturer and Importer Category. Having received the award three times in FY2009.3, FY2013.3 and FY2016.3, BANDAI has been certified as a Product Safety Contributor Gold Company.



### Points of recognition

- Provision of information based on gathering and analyzing information obtained from customers

BANDAI implements safety initiatives by gathering and analyzing information obtained from customers, and provides information to encourage new product feedback and for customers to find their own solutions.

- Initiatives to reproduce high-level safety

BANDAI continues to perform verifications to prevent accidents from reoccurring even if the accident was caused by an unexpected method of use, as well as gathers information through interactions with companies in various industries to share information not only within the company but also among Group companies.

- Initiatives to maintain good quality by establishing an awards system for suppliers

BANDAI stably maintains and enhances the quality of products by establishing an awards system to encourage manufacturing plants and manufacturers to demonstrate autonomy, put in place a pleasant working environment, standardizing manpower skills, and taking other initiatives.

## Initiatives to Ensure Safety & Security during Manufacturing

The manufacturing of BANDAI products is mostly outsourced to affiliated manufacturers overseas. BANDAI (SHENZHEN) CO., LTD. in Shenzhen, China is an important production management base for the Toys and Hobby Unit, and this is where quality control, quality inspections and other safety tests are conducted. We work to gather information and give feedback for enhancing quality assurance activities, reinforce our inspection system and implement a wide range of employee education programs. At the same time, we share product quality issues.



On-site quality control activity



Material inspection at BANDAI (SHENZHEN) CO., LTD.

At ARTPRESTO, we work to thoroughly carry out quality management of products at production sites by creating diagrams of and managing our systems for maintaining the quality of products and preventing occurrences of defective products in our production processes, and by conducting audits of our plant. In addition, we built and manage a database for the materials we use by type of material and by product title. We also perform periodic checks of newly adopted materials according to the property of the material as part of our efforts to ensure safety.

## Activities at Customer Service Center

Our “Customer Service Center” plays an important role as we strive to promote communication with customers. For example, at BANDAI, to respond promptly to the approximately 10 thousand contacts we receive from customers each month, we keep the comments and requests received at the Customer Service Center in a database while taking the utmost caution in handling personal information. By so doing, we are able to more accurately and thoroughly respond to customers. In addition, we reflect the information accumulated in product development, driving improvement in customer satisfaction.



## In-house Enlightenment Activities

To give an example of in-house enlightenment activities to maintain quality, BANDAI NAMCO Entertainment holds briefing sessions for departments whenever necessary to share information on products and promotional goods for general consumers, including information on any defect cases and the latest applicable laws and regulations. In addition, with a view to disseminating basic knowledge on manufacturing to young employees and employees who have been reassigned, we have been distributing a monthly email magazine containing information related to product quality since February 2019.



Information delivery media for employees



Internal briefing session

## Promoting Acquisition of AOU Youth Advisor Certification

BANDAI NAMCO Amusement and PLEASURECAST are promoting the acquisition of AOU Youth Advisor certification, a qualification given to those acquiring special knowledge and experience in youth development activities, in an effort to foster sound amusement spots.

Both companies have acquired the certification for 100% of facility managers in FY2020.3 (as of March 31, 2020).





## Conducting Inspections Related to Facility Safety

BANDAI NAMCO Amusement conducts safety inspections (precautionary inspections, self-inspections) of all amusement facilities, including architecture, electrical equipment, fire-fighting equipment and cabinets. We also perform periodic inspections, including self-inspections in addition to statutory inspections, at kids' spaces and large-scale entertainment areas. Additionally, we conduct voluntary hygiene inspections and hold hygiene seminars at facilities that provide food and drinks.

### Inspecting electrical equipment at directly managed amusement facilities

At BANDAI NAMCO Amusement's games facilities, where a number of amusement machines are in operation, we conduct safety checks of equipment used in the facilities. In addition, periodical inspections specific to electrical equipment, including the backyard, are performed by specialists.



Inspecting electrical equipment at directly managed amusement facilities

### Inspecting Three-Dimensional Play Equipment at Large Play Facilities

Injuries, accidents, or other unforeseeable situations are possible even when equipment is highly safe, depending on the way it is used or installed. BANDAI NAMCO Amusement verifies the safety not only of the equipment itself but also when equipment is installed so that customers can use our facilities with a sense of security.

- 1,2 Inspection of the air run area at "TONDEMI Kuwana"
- 3 Verifying the safety of grass and steps at "TONDEMI Kuwana"
- 4 Inspection at "NAMCO Seawoods Grand Central" in India



## Conducting Safety Reviews of Amusement Machines

BANDAI NAMCO Amusement focuses on the pursuit of fun in games, while at the same time advancing initiatives to enable customers to play with a sense of safety and security. As part of this effort, safety reviews are conducted by a variety of departments, such as development, production, quality assurance, and service. In the fiscal year ended March 2020, we conducted 48 safety reviews primarily for our new products.

In the course of developing new products, we verify the safety of parts that customers come into contact with as well as review the safety of facility staff members when they conduct maintenance work.



Safety reviews in development of arcade games

## Initiatives for Ensuring Safety and Security in Live Events

In holding live events, BANDAI NAMCO Arts and BANDAI NAMCO Live Creative work to implement management with consideration for safety so that customers can enjoy the events with a sense of security.

For example, to prevent accidents and facilitate rapid responses if necessary, the event operation manual contains detailed countermeasures and response methods. We also take such steps as holding staff meetings in advance to ensure that all related parties know what to do in the event of an extraordinary situation. In addition, at certain events that are attended by many customers, we have introduced security measures so that the events can be held safely. For example, we ask for customers' cooperation as we conduct checks of handbags and personal identification.

We are also promoting the transition from paper tickets to electronic tickets to improve usability and security.



Security check being performed



## Promoting Safe Driving Education in Logistics Operation

At LOGIPAL EXPRESS, we make sure to provide a series of education programs to drivers to ensure safe driving, from driving aptitude diagnosis at the time of hiring, safe driving training and education by sitting next to the driver, to various group training programs, including education at workplaces, eco-driving training, driver contest, and training on causes of accidents.



Driver contest

## Obtaining G-Mark Certification for Excellent Standards for Safety

At LOGIPAL EXPRESS, as part of our initiatives to increase the safety of transport operations, we work to obtain the G-Mark certification for the safety evaluation business for motor truck transportation businesses accredited by the Japan Trucking Association to offices with excellent safety standards.

## Initiatives in Traffic Safety Enlightenment Activities

Offices of BANDAI LOGIPAL and LOGIPAL EXPRESS, at which trucks and cars are stationed, provide support for local traffic safety associations and continue to make donations to assist with local traffic safety activities. In addition, during the spring and autumn traffic safety campaigns, we are working to enlighten traffic safety by working together with local police stations and traffic safety associations in the implementation of street-level activities.



# Initiatives for Important CSR Themes

## Environmental Consideration

\*Note: Activities are as of the fiscal year ended March 2020.

### Initiatives to Reduce CO<sub>2</sub> Emissions

The BANDAI NAMCO Group has set annual reduction targets for CO<sub>2</sub> emissions in each business field. We are working to achieve reductions by taking eco-related initiatives. Groupwide emissions in FY2020.3 were 58,169 t-CO<sub>2</sub>, a reduction of approximately 9% from FY2013.3. From FY2019.3, we introduced the basic unit\* as a method of managing emissions for each business segment, in addition to managing them by their amount, in our efforts to reduce CO<sub>2</sub> emissions.

\*CO<sub>2</sub> emissions per number of employees or total floor space.

### Promoting Eco Medal Certification for Environmentally Friendly Products

We have introduced an “Eco Medal” certification system for all products in the Toys and Hobby Unit, which are given to products that clear the environmental standards we have set. Products are certified if they meet the criteria set in each category, which include “product body”, “containers and packaging”, and “instruction manual, etc.” In FY2020.3, 256 items received Eco Medal certification. We will endeavor to promote and spread the knowledge of this Eco Medal mark to consumers through product packaging and our website.



Example of Eco Medal labels



Eco Medal products can be checked by looking at the package or the website (<https://www.bandai.co.jp/csrkids/>)

## Reduction of Material & Recycling of Gashapon® (capsule-toy vending machines) Capsule Containers

BANDAI is introducing “MONO capsules”, which are approximately 60% lighter than Gashapon® capsules due to the use of only one type of PP (polypropylene) as opposed to two types of plastic in Gashapon® capsules. Currently, almost all capsules have been converted to MONO capsules (with the exception of those products in which the capsule itself is part of the product).

We are continually promoting activities to reduce the amount of plastic used, and since FY2009.3 we have also been working on initiatives to collect and recycle empty capsules discharged from stores. In the first year, FY2010.3, we collected approximately 3.7 tons of empty capsules, and in FY2020.3, the collected amount expanded to approximately 7.0 tons. The empty capsules collected are recycled and turned into plastic products such as flowerpots and office stationery trays.

Furthermore, in recent years, we have been launching capsule-less products by eliminating the capsule itself and releasing the toy without the capsule, and these products are becoming popular.

The capsule-less toys are designed so the part that serves as a capsule is instead the head of the toy to which other parts such as the body and arms and legs are attached to come up with a large figure. As a result, these products offer new value and are also certified as environmentally-friendly Eco Medal items. In FY2020.3, 61 capsule-less products were released. Many new products are now being sold, including the popular “Pill Bug”.



MONO capsule



Empty capsule collection box placed at a store



Example capsule-less products



## Environmental Protection Initiatives at BANDAI Hobby Center

At BANDAI Hobby Center, where plastic models are produced, we have installed solar panels on exterior walls and generate 56,000 kWh of solar power a year. In addition, we have



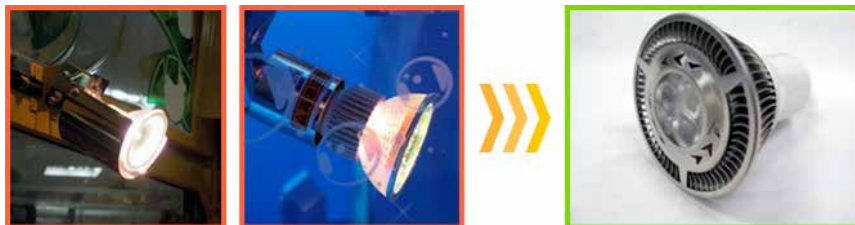
in place a system for reusing rain and underground water and reuse 2,000 tons of water a year.

## Initiatives to Reduce Greenhouse Gas Emissions at Facilities

We are moving forward with energy-saving measures for existing devices and equipment at our amusement facilities. For example, we have replaced halogen lamps and fluorescent lighting with LED lamps for use in some stores, crane game machines, large medal pusher game machines, single medal machines, etc., in an effort to decrease electricity consumption and reduce greenhouse gas emissions.

In FY2020.3, we installed LED lighting for 1,030 units of CLENA 2 crane game machines installed in amusement facilities run by BANDAI NAMCO Amusement. In addition, we have been promoting LEDs for general lighting in stores.

Replaced the lamps on crane game machines with LED lamps



Installed LEDs for store signs and interior lighting





## Initiatives for Environmental Consideration at Live Events

At BANDAI NAMCO Live Creative, we are aggressively utilizing LED lighting at live events and taking other steps to save energy. In addition, by reusing stage scenery, we are working to reduce the use of natural materials such as wood.

Visual and Music Production Unit also makes an effort to sell reusable goods at live events. In addition to selling original eco bags at the event site, we sell battery-based penlights that can be used repeatedly instead of disposable penlights, which are used during live events.



"Lantis Matsuri 2019", where reusable LED penlights were sold and LEDs were used for event lighting  
©BANDAI NAMCO Arts Inc.

## Promotion of Digital Drawings in Animation Production

BANDAI NAMCO Pictures is promoting a reduction in the amount of paper used by introducing digital drawing. Designed to specialize in digital work, our Osaka Studio was established in August 2018, and our Iwaki Studio was established in Fukushima Prefecture in October 2019. Digitalization of animation production not only restrains the use of a massive volume of conventional drawing papers but also allows the delivery of drawings via a network, thereby contributing to reducing CO<sub>2</sub> emissions in transport.



Osaka Studio



Digital drawing being made



Iwaki Studio

## Initiatives for Promoting Eco Driving in Logistics Operation

BANDAI LOGIPAL and LOGIPAL EXPRESS have been conducting eco driving activities for more than 15 years, resulting in a company-wide improvement by 24% in average fuel efficiency since starting the activities.

One of the 3-ton trucks that is used for deliveries around the outskirts of the Tokyo metropolitan area uses 100% biodiesel fuel made from waste cooking oil.

Sales offices with refueling stations installed on the premises use diesel fuel mixed with 5% biodiesel.



Eco driving training

## LOGIPAL EXPRESS Wins the MLIT Minister's Award in Eco Driving Activity Contest

In the “Fiscal 2018 Eco Driving Activity Contest” organized by the Foundation for Promoting Personal Mobility and Ecological Transportation, LOGIPAL EXPRESS received the Award of the Minister of Ministry of Land, Infrastructure, Transport and Tourism awarded to the organization that demonstrated the most outstanding initiatives out of the 665 applicants. We received high recognition for the continuous initiatives taken, such as maintaining our proprietary Environment Manual over many years, implementing fuel efficiency management and education using digital tachographs, and holding driver contests. In the “Fiscal 2019 Eco Driving Activity Contest”, LOGIPAL EXPRESS was awarded the “Excellence in Eco Driving Activities” award.



Awards presentation ceremony from the Eco Driving Activity Contest

## Reducing Domestic Transport by Utilizing Two Ports

In our logistics operation, when importing products manufactured overseas, we use two ports - Tokyo and Kobe - depending on the destination, which leads to reducing CO2 emissions during the transport process.



# Initiatives for Important CSR Themes

## Policies Regarding Influence on Society of the Group's Content and Products

\*Note: Activities are as of the fiscal year ended March 2020.

### Implementing Timely Training and Collecting and Sharing Information Related to Ethical Language

Each Unit implemented various training programs related to ethical language. At the same time, we collected various examples and the latest information and promoted information sharing by holding study sessions, distributing mail magazines for employees, etc., so that we can provide products and services that use appropriate language.



Study session held on ethical language

### Introduction of Barrier-Free Voice Guides in Visual Packages

At BANDAI NAMCO Arts, we take initiatives such as by providing voice guides that explain the background to the story and describe the movements and facial expressions of the characters, and displaying subtitles so that people with a visual or hearing impairment can also enjoy visual content.

|   |           |
|---|-----------|
| Supplementary voice for people with visual impairment           | 7 titles  |
| Japanese language voice guide for people with visual impairment | 5 titles  |
| Japanese language subtitles for people with hearing impairment  | 34 titles |

(As of March 31, 2020)



Product with barrier-free voice guide

©白井儀人/双葉社・シンエイ・テレビ朝日・ADK 2019



## Initiatives to Protect Intellectual Property (Measures against Counterfeit Goods)

At the BANDAI NAMCO Group, we closely cooperate with internal and external partners to advance measures against counterfeit goods in order to protect the worldviews that IPs have and deliver safe and secure products and services to customers.

We promote the early detection, prevention and elimination of counterfeit products by monitoring markets and websites (including online sales) both in Japan and overseas and applying for import/export injunctions when necessary. Additionally, as a member of the International Intellectual Property Protection Forum (IIPPF), we are working in cooperation with law enforcement agencies and related organization in various countries to create effective countermeasures against counterfeiting. Furthermore, BANDAI NAMCO Holdings CHINA carried out enlightenment activities, such as online radio broadcasting, aimed at raising intellectual property awareness jointly with a Chinese game medium.



Authentic product  
©創通・サンライズ



Counterfeit



Recording an online radio program aimed at raising intellectual property awareness

# Initiatives for Important CSR Themes

## Supply Chain Management

\*Note: Activities are as of the fiscal year ended March 2020.

### Implementing Various Types of Audits

BANDAI conducts BANDAI Factory Audits (BFA), which combine new plant audits and Code of Conduct (COC) audits, at overseas final packaging plants (168 plants in FY2020.3) that make BANDAI products. BFAs are performed in accordance with the proprietary BFA Manual, and with the fundamental policy based on the “BANDAI COC Declaration” which declares compliance with the eight standards, i.e. forced labor, child labor, working hours, wages and allowances, punitive action, discrimination, environmental protection and origin of products.



BFA conducted at a Chinese manufacturing plant

At BANDAI NAMCO Arts, we implement witnessed inspections of manufacturing processes at plants that assemble DVD and Blu-ray Disc packages, as well as perform interview-based reviews and plant environment inspections using audit checklists that indicate in-house standards for goods sold at live event venues.



Checking video packaging assembly conditions



## Initiatives Taken Together with Suppliers

BANDAI holds supplier conferences every year to share information on safety standards associated with revisions to domestic and international laws related to toys and quality standards set forth individually by BANDAI (held in three locations - Tokyo, Shanghai and Shenzhen - in FY2020.3).

BANDAI has also established the BANDAI Supplier Awards, which recognize suppliers that maintain high levels of performance in regard to evaluation indicators adopted by BANDAI. We are working together with suppliers to improve working environments and quality. Suppliers that receive awards share their know-how by giving lectures to other suppliers about their initiatives on the front lines.



BANDAI Supplier Award



## Acquiring Public Certifications in Logistics Operations

At BANDAI LOGIPAL, we have acquired the AEO customs broker certification\* and conduct prompt customs operations in accordance with laws and regulations. In addition, we acquire various public certifications, such as the international standard ISO9001 for quality management systems and the Privacy Mark for the protection of personal information, in an effort to provide high-quality services within the Group.

\*A customs broker certified by the Minister of Finance as a party which has established a system for cargo security management and a legal compliance structure. BANDAI LOGIPAL became the sixth company in Japan to receive AEO certification.



# Together with Local Communities

## Initiatives for Local Communities

\*Note: Activities are as of the fiscal year ended March 2020.

### Initiatives at the Head Office

The first and second floors of the BANDAI head office are set up as a museum open to the public in the hope that visitors can have fun there. We place statues of various characters by the head office building in an effort to promote interaction with, and contribute to the local community.



©BANDAI,WIZ  
 ©やなせたかし/フレーベル館・TMS・NTV  
 ©BANDAI/TV TOKYO・ここたま製作委員会  
 ©パードスタジオ/集英社・東映アニメーション  
 ©Fujiko-Pro,Shogakukan,TV-Asahi,Shin-ei,and ADK

At MegaHouse, which plans, develops, and sells toys such as Othello, together with the Social Welfare Council in Taito-ku, Tokyo, where our head office is located, we are promoting initiatives designed to create relationships for mutual support throughout the community so that people in the area can live their own life with peace of mind.

### <Example initiatives>

Participating in a community event in Taito-ku (Held on February 16, 2020)

The event was held with the purpose of showcasing and publicizing the efforts of groups active in the area, as well as deepening the interaction between said groups. MegaHouse had a booth set up where “Daikaiten Othello” (in which the Othello stones are integrated with the board surface, making it easier for those with disabilities to play) and “UD Othello” (which allows those with visual disabilities to easily distinguish between pieces) could be played, and multifaceted simultaneous games with an expert were also held.



SUNRISE has installed a monument of Mobile Suit Gundam in front of Kamiigusa Station on the Seibu Shinjuku Line, the nearest station to the company's head office. This monument is used to support the enlightenment of the fire prevention activity and other such efforts in the local community.



©創通・サンライズ

SUNRISE also cooperates in local annual events to contribute to the regional vitalization of Kamiigusa in Suginami-ku, Tokyo and the development of anime culture.



Kamiigusa Shopping Street Summer Festival



Kamiigusa Sports Festival 2019

©BNP/BANDAI, DENTSU, TV TOKYO

## Participation and Support for Omocha Danchi Kyodo Kumiai

BANDAI offers support to Omocha Danchi Kyodo Kumiai, an association related to toys located in Mibu-machi, Shimotsuga-gun in Tochigi Prefecture, Japan, by participating and assisting in the events organized by the association for the purpose of social contribution and local community revitalization. We liven up the events through having a Group company organize toy bazaars, operating restaurants and playground equipment with animation character designs, etc.





## BNJ PROJECT

In BANDAI NAMCO Entertainment's BNJ Project aimed at creating new entertainment with local communities and invigorating the entire country of Japan, we are taking initiatives under the theme of "collaboration with local communities" in cooperation with local governments and companies in various parts of the country.

At the "Yaromai Marche & Summer Festival" held in Kisosaki, Mie Prefecture in August 2019, together with the Kisosaki Town Office and the Ministry of Land, Infrastructure, Transport and Tourism, we carried out an attempt to use public wi-fi originally meant for disaster prevention to provide various indoor and outdoor entertainment.



"Yaromai Marche & Summer Festival

©BANDAI NAMCO Entertainment Inc.

## Participating in the Keinaka Festival

In July 2019, BANDAI NAMCO Entertainment participated in the "Keinaka Festival", a summer festival held at and organized by Keio Nakadori Shoutengai in Minato-ku, Tokyo. BANDAI NAMCO Entertainment exhibited a hands-on booth where children could enjoy creating the city of Mita through original paper craft buildings designed by themselves.



PAC-MAN™&©BANDAI NAMCO Entertainment Inc.



## Donation to the American Cancer Society Through Humble Bundle

BANDAI NAMCO Entertainment America made a donation of US\$693,365 through the sale of the home video game “DARK SOULS III” sold on the Humble Bundle website, where a portion of the purchase price is donated. In recognition of this effort, the American Cancer Society awarded us a commemorative shield.



PAC-MAN™&©BANDAI NAMCO Entertainment Inc.

## Development of AOU Youth Advisors and Activities in Local Communities

BANDAI NAMCO Entertainment and PLEASURECAST promote the acquisition of the “AOU Youth Advisor” qualification to promote deeper ties with the community, smoother interaction and coexistence with related organizations, and wholesome youth development activities in the community. In FY2020.3, we achieved a 100% qualification rate for store managers (as of the end of March 2020). We will continue to carry out wholesome youth development activities in cooperation with the local community.



A store with an AOU Youth Advisor shows a panel indicating so.

## Initiatives Taken through Music

BANDAI NAMCO Arts and Highway Star have planned and produced the anime music live event “Anisong AAA Vol.8”, supporting the music initiative “Act Against AIDS (AAA)” in preventing an AIDS crisis in Japan. Additionally, in order to support reconstruction after the Great East Japan Earthquake, related artists participated in the “Sanriku Connect Festival”, and various other activities are being undertaken through music as well.



「AnisongAAA Vol.8」  
©HIGHWAY STAR Inc.

A portion of the proceeds from charity goods sold at artists' performance venues were donated through the Japanese Red Cross Society to contribute to areas struck by disasters such as earthquakes and heavy rain.

## Initiatives Taken in Regions where Animations are Set - GIRLS und PANZER

BANDAI NAMCO Arts participated in events such as “Oarai Anko Matsuri (angler festival)” at Oarai-machi, Ibaraki Prefecture, Japan, where the anime “GIRLS und PANZER” was set. BANDAI NAMCO Arts added excitement to the events by arranging a talk show by voice actors, etc., as part of the initiatives taken in collaboration with the local community. In FY2020.3, a record number of visitors was set, with over 140,000 people attending.



A talk show by the cast of “GIRLS und PANZER” at the “Oarai Anko Matsuri”

©GIRLS und PANZER Finale Projekt

## Initiatives Taken in Regions where Animations are Set - Love Live! Sunshine!! -

At SUNRISE, we support the local revitalization efforts in Numazu City, Shizuoka Prefecture, Japan, where the anime “Love Live! Sunshine!!” was set.

In 2019, we worked to liven up Numazu City with the locals, participating in various annual events including the “35th Numazu Koinobori Festival”, cooperating in wrapping up local trains and buses, making local stamps such as the “Town Walk Stamps” that are placed around sightseeing spots in the city, and more. Members of the idol group Aqours, who appear in the anime, have also been appointed as PR ambassadors for “Nishiura Mikan”, a type of mandarin orange that is a specialty of Numazu.



©2017 プロジェクトラブライブ！サンシャイン!!

©2019 プロジェクトラブライブ！サンシャイン!!ムービー



## Activities to Support Disaster-Affected Areas by the Great East Japan Earthquake

Since 2011, the BANDAI NAMCO Group has continued to engage in activities for children in the regions of Iwate, Miyagi and Fukushima Prefectures affected by the Great East Japan Earthquake.

We hold craft classes under the theme of the “Bear’s School” children’s picture book series, plastic model classes and other activities that demonstrate the representative features of the BANDAI NAMCO Group. In addition, together with our shareholders, we donate a total of 10 million yen to Save the Children Japan every year. This donation is used to support the activities for children in the areas affected by the Great East Japan Earthquake.



Yamada Town, Shimohei County, Iwate Prefecture



Ishinomaki City, Miyagi Prefecture

©BANDAI  
©Nintendo · Creatures · GAME FREAK · TV Tokyo · ShoPro · JR Kikaku  
©Pokémon



## Together with Local Communities

### Initiatives to Develop People that Undertake Future Generations

\*Note: Activities are as of the fiscal year ended March 2020.

#### “Capsule Craft Stamp Eco Handicraft Workshop” for Children

Since FY2014.3, BANDAI has been holding eco-craft workshops for children, our future generation, under the theme of “transforming items that normally go to waste into something fun to play with”. Our “capsule craft stamp” handicraft program in which children enjoy making original stamps by putting together empty capsules from Gashapon® and items from a small factory in Sumida-ku, Tokyo, Japan, has welcomed approximately 47,000 children up to March 31, 2020.



Exhibitions and workshops at various events



Capsule craft stamp

©BANDAI,WIZ

#### Holding On-Site Lessons on Toys

At BANDAI, we offer on-site lessons for children to learn about the environment, universal design, and safety and security related to toys free of charge in elementary and junior high schools around the Kanto area, Japan.

In FY2020.3, we held lessons at 223 locations (approximately 15,000 participants), including teaching material-based lesson programs that can be conducted at elementary and junior high schools and facilities all throughout Japan.

We also started a new quality control and statistics program designed for upper elementary to junior high school students, based around the government issued curriculum guidelines for learning statistics.



## Caravan Tour for Schools in Shanghai, China

BANDAI SPIRITS, in collaboration with a Shanghai-based foundation, holds plastic model classes at educational institutions such as elementary schools in Shanghai. In FY2020.3, we held these classes at 49 locations, providing approximately 24,500 plastic models.



©創通・サンライズ

## Support Activities for Children in the United States

At BANDAI AMERICA, we have been engaging in social contribution activities in local communities through the BANDAI FOUNDATION since 1995. We organize various events and offer charitable donations in supporting the activities of local charitable organizations as a way of helping primarily children and their families live better lives. We will continue to support charities based on the philosophy of providing a sound future to the children.



## Participation in “Children’s Day for Visiting Kasumigaseki”

Since FY2017.3, BANDAI NAMCO Entertainment has been participating in the Children’s Day for Visiting Kasumigaseki, an event organized by the government offices of Japan in the Kasumigaseki area, with the aim of having children gain a broad understanding of society and the policies of government agencies. In FY2020.3, BANDAI NAMCO Entertainment put up a booth exhibiting “The AI Gamer Q56” (developed by BANDAI NAMCO Research Institute) and the AI card game “Iro To Katachi” (developed by BANDAI NAMCO Research Institute and BANDAI NAMCO Studio), which were enjoyed by many.



©BANDAI NAMCO Entertainment Inc.  
©BANDAI NAMCO Research Inc.



## Sponsorship in “Oshigoto Nenkan (Job Yearbook) 2019”, Career Education Material for Elementary and Junior High School Students

BANDAI NAMCO Entertainment sponsored “Oshigoto Nenkan (Job Yearbook) 2019” (issued by Asahi Shimbun Company) which is distributed as a donation to all elementary and junior high schools, the Board of Education, etc., with a view to contributing to career education for children to take interest in jobs.



▲ Company introduction page based on the theme of “How to deliver ‘fun’ to the world”

## Guest Lecture on Games Held in the UK

With the aim of fostering creativity in children, members of BANDAI NAMCO Entertainment UK visit multiple educational facilities (primarily elementary schools) and give lectures on the history of Pac-Man and the entertainment industry. After the lecture, students and participants get to create their own characters, and teams share ideas in creating games.



## Members of Shimane Susano Magic Visit Elementary Classes

The professional basketball team Shimane Susano Magic, which BANDAI NAMCO Entertainment participates in the management of, conducts “Dream Classes” in which they visit elementary schools in Shimane Prefecture and discuss the dreams and experiences of athletes with students. They visited 22 schools during the 2019-2020 season.





## Accepting Visits from Students

At the sports amusement facility VS PARK, operated by BANDAI NAMCO Amusement, we accept requests from local educational institutions for junior high and high school students to come and receive integrated studies classes. In FY2020.3, we provided learning opportunities to students from three junior high schools and one high school who chose to learn about VS PARK in their social studies program by offering lectures and on-site work experience.



Junior high school social studies programs

The Asakusa Hanayashiki amusement park accepted junior and high school students from 6 schools in FY2020.3 as part of the work experience program. The work experience program aims at having students understand the importance of working in society and developing social values and work values so that they can become independent adults in society in the future by participating in the following activities:

- ▶ Learning various details about the amusement facility (history of Hanayashiki, safety operation of the amusement facility, maintenance activities implemented to have visitors use the facility with a sense of security, etc.)
- ▶ Experienced-based learning (being assigned to assist with various operations of the facility, e.g., attractions and special events corners, and taking rides at the amusement facility based on a given theme)



At SUNRISE and BANDAI NAMCO Pictures, we receive visits from elementary and junior high school students, offering them opportunities to learn about anime creation and IP production and sharing the voices of workers in the animation industry. In 2019, we received visits from 11 groups (76 students).





## Supporting the Space Development Forum

At SUNRISE, which deals with a number of sci-fi animations set in space, we support the Space Development Forum, sponsored by student organizations, and their idea of “Discussing issues that transcend the boundaries of the humanities and sciences by looking at the current state of space development from the perspective of students.” We provided images to be used at a workshop held in September 2019, which had a total of 180 participants, and cooperated with the participants in brainstorming, etc.



## Implementing and Supporting Children’s Environmental Activities

As a partner of Junior Eco-Clubs that lets children voluntarily take initiatives on environmental issues and learn about the environment, the BANDAI NAMCO Group sponsors various activities. In addition, Group employees and their families participate in the activities to learn about the environment.

### What are Junior Eco-Clubs?

Backed by the Ministry of the Environment and the Ministry of Education, Culture, Sports, Science and Technology, the Japan Environment Association supports the environmental initiatives of children while promoting collaboration with local governments, companies and organizations. There are approximately 1,800 Junior Eco-Clubs across the country with members totaling about 100,000 as of March 2020.



Environmental study meeting (Sponsor: “Sakasagawa Junior Eco-Club”, an officially registered Junior Eco-Club)

# Together with Local Communities

## Delivering Culture

\*Note: Activities are as of the fiscal year ended March 2020.

### Operation of “Omochanomachi BANDAI Museum”

In April 2007, BANDAI opened the “Omochanomachi BANDAI Museum” in Shimotsuga-gun, Tochigi Prefecture, Japan. We operate the museum to display the toy collection and the Edison collection owned by BANDAI to the public and to provide opportunities for children to study, specialists to conduct research, and visitors to enjoy the museum for recreational purposes.

The museum is composed of sections based on four themes: Japanese Toys, Antique Toys from Around the World, Edison’s Inventions, and Hobby (Gunpla), and regularly displays a collection of 9,000 pieces (of which 7,000 pieces are BANDAI products) out of the approximately 35,000 pieces owned.



Omochanomachi BANDAI Museum

### BANDAI Children’s Questionnaire

Since 1995, BANDAI has been conducting a series of surveys called the “BANDAI Children’s Questionnaire” as BANDAI’s unique way of understanding children of today.

Every time we set a new theme, we ask parents of children primarily between the ages of 0 to 12 years old to participate in the survey. The results of the survey are made public through mass media and our website.

### Initiatives to Hand Down Intangible Cultural Heritage in China

BANDAI NAMCO Holdings CHINA provides children with hands-on classes on traditional arts and crafts such as paper cutting, moon cake making, roping, lantern making and folding fan crafting, which are intangible cultural heritage of China, at several schools including schools for children with special needs. In FY2020.3, we implemented our program at five schools in Shanghai. In recognition of this initiative, we received the Public Project Award at the 9th China Charity Festival 2019.





# Together with Employees

## Policies / Basic Approach

### Toys and Hobby

\*Introduced here are initiatives taken by BANDAI, which is the core company of the Toys and Hobby Unit.

At BANDAI, our personnel policy is based on the concept of “diverse talents sharing the same spirit” where each of us demonstrates his or her own skills and personalities while sharing the strong motivation to create “happy moments.”

We consider BANDAI to be a collective entity of “diverse talents” that share the “same spirit” of “delivering dreams and inspiration to people.” There are abundant opportunities for employees who proactively create work, and equal opportunities are out there for all employees, from those in managerial positions to those who newly joined the company. We expect our employees to make the most of whichever stage they are on at BANDAI.

### Network Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Entertainment, which is the core company of the Network Entertainment Unit.

At BANDAI NAMCO Entertainment, we aim to become a company that delivers “more fun for everyone” to our customers through not only our game business but also a wide range of business activities associated with entertainment. We hope that all people in this world, who want “to have fun, be satisfied and smile every day,” will continue living each day filled with joy. A casual everyday situation turns into something more enjoyable and everyone is having fun before one realizes it. To increase such moments, we have fun while taking initiatives seriously at all times, and get excited ourselves in the hope of stirring new forms of “fun” around the world. Under this philosophy, BANDAI NAMCO Entertainment is working to put in place an environment suitable for a company that delivers “more fun for everyone” and enhancing systems to support its employees. For example, we implement educational and training programs by which employees can learn while having fun, and adopt a welfare system in which employees can make use of the benefits in accordance with their lifestyles.

### Real Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Amusement, which is the core company of the Real Entertainment Unit.

At BANDAI NAMCO Amusement, we consider it our mission to provide customers with experiences beyond their imagination without being confined to conventional business schemes and create a “new world of fun” where there are no boundaries between “online and

real” or “virtual and real”.

As a content provider in the Real Entertainment Unit, we are aiming to generate unique entertainment experiences for the entire world. Guided by the key phrase “Let’s create surprises!”, we intend on implementing hiring, systems, and education to support employees with diverse personalities take on active roles with enthusiasm.

## Visual and Music Production

\*Introduced here are initiatives taken by BANDAI NAMCO Arts, which is the core company of the Visual and Music Production Unit.

BANDAI NAMCO Arts operates on the basic policy of enhancing various systems of the company and promoting the growth of its employees to create an environment in which all employees share the mission of “enriching the hearts of people around the world through IP production focused on visuals and music” and each employee can demonstrate his or her skills to the fullest.

## IP Creation

\*Introduced here are initiatives taken by SUNRISE, which is the core company for the IP Creation Unit.

Corporate philosophy: “Building frontiers out of thin air” Various things are required when making a completely original creation, including flexible ideas that challenge preconceived notions, the ability to think several steps ahead of the current times, and a strong conviction to fearlessly trying new things. Our employees are encouraged to build frontiers from thin air with a sense of responsibility and pride, which means to promote our original creation, and challenge ourselves to expand the values of our products abundantly as they provide people around the world with hope, excitement, inspiration, happiness, and courage.

## Affiliated Business Companies

\*Introduced here are initiatives taken by BANDAI NAMCO Will, BANDAI NAMCO’s special subsidiary.

BANDAI NAMCO Will is a special subsidiary certified under the Act on Promotion, etc., of Employment of Persons with Disabilities. The company promotes hiring and retaining employment of persons with disabilities by the BANDAI NAMCO Group and supports the businesses of Group companies. BANDAI NAMCO Will aims at creating an environment in which the varying personalities of employees are respected with each individual pursuing their potential and growing by utilizing their skills and having each employee realize that they are contributing to society by engaging in business operations.



# Together with Employees

## Employment and Appointment of Diverse Human Resources

### Toys and Hobby

\*Introduced here are initiatives taken by BANDAI, which is the core company of the Toys and Hobby Unit.

The work performed at BANDAI is based on the spirit of “autonomy and independence.” Our corporate climate is such that any employee, who proactively takes action, gets others involved enthusiastically and presents a specific plan, is actively encouraged to proceed with the work. Additionally, since the characteristics and BANDAI brand positioning are different for each department’s market, job rotations allow for the acquisition of a wide variety of experience. Going forward, BANDAI will actively globalize its workforce to respond to the expanding entertainment market around the world.

### Network Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Entertainment, which is the core company of the Network Entertainment Unit.

BANDAI NAMCO Entertainment aims to maximize its content value and therefore strives to secure new employees hired after graduation and mid-career hires who: “demonstrate strong motivation to grow”, “are interested in a broad range of entertainment”, “are willing to create and promote new businesses” and “are capable of working on a global basis.” Additionally, recently, we have also been focusing on hiring individuals with global competence in line with the expansion of content overseas. We will continue to hire and appoint human resources who can respond to the increasing diversification and borderless trends in the network entertainment market.

### Real Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Amusement, which is the core company of the Real Entertainment Unit.

At BANDAI NAMCO Amusement, employees take active roles in a broad range of jobs in the Real Entertainment Unit, from product development, i.e. generating fun content, to location operation, i.e. operating the facilities, where we provide customers with real entertainment experiences. We also encourage active job rotation to promote accumulation of a wide range of experiences and anticipate employees will grow by taking on challenges without being confined to boundaries. Therefore, we actively hire and appoint individuals who can generate innovation for themselves, for the team, and for the job by demonstrating potential for passion, creation, reliability, and responsibility.

## Career Challenge System / Facility Professional Full-Time Employee

At BANDAI NAMCO Amusement, we recognize the importance of people who support the operation of real entertainment facilities all over Japan and deliver fun to customers. To that end, we adopt the Career Challenge System to put in place an environment in which part-time workers and contract employees (partner employees) can find their jobs attractive and take on active roles with enthusiasm. It is a system where job grades are set according to each role and workers can aim to upgrade their rank to a higher grade based on periodic appraisals. We have a company-wide test for high-level job grades and offer workers opportunities to enhance skills outside their current workplaces by supporting them to take and pass the exam.

While our basic principle is set on having employees work closely in a region of their preference, such as where one was born and raised, in order to expand opportunities for workers to demonstrate competence, we adopt an employee category called “facility professional full-time employee.” This is applied to workers who continue to take on active roles in jobs specific to facility management, such as a store manager and entertainer or customer service specialist who makes customers smile. We actively hire and appoint workers to this category.

## Visual and Music Production

\*Introduced here are initiatives taken by BANDAI NAMCO Arts, which is the core company of the Visual and Music Production Unit.

At BANDAI NAMCO Arts, we are looking for human resources with the will to “do jobs that only we can do”. In order to deliver excellent entertainment that will remain in the hearts of as many people as possible, our aim is to become the No. 1 group in visual, musical, and live performances, leveraging the strengths of each employee, taking advantage of a diverse range of personalities and continuing to realize the potential that only BANDAI NAMCO Arts can achieve.

## IP Creation

\*Introduced here are initiatives taken by SUNRISE, which is the core company for the IP Creation Unit.

Based on the corporate philosophy of “Building frontiers out of thin air”, SUNRISE works to secure human resources that undertake the creation of next-generation IPs. Creating original IPs is no easy task. Having strong determination to take on challenges without being afraid of failing is important in creating something and producing it. We hire talent who harbor a passion for the creative arts, along with a sense of responsibility and resolve as creators to bring excitement to people around the world.



# Together with Employees

## Education and Training

### Toys and Hobby

\*Introduced here are initiatives taken by BANDAI, which is the core company of the Toys and Hobby Unit.



At BANDAI, the theme for human resources development is “autonomy and independence”. For new employees, we implement programs designed to develop new employees become individuals who can think, learn and take action on their own. Meanwhile, for mid-career employees, we implement programs that encourage them to look back on themselves and create awareness, and help guide employees to solving issues they face. We implement a broad range of education and training programs to accommodate diverse needs. For example, we provide the “BANDAI NAMCO Adventure Program” for employees hired after graduation to recognize the importance of team-building. We also implement a variety of education and training programs, such as holding the Early Morning English Activity (“Eikatsu”) to support employees enhancing their language skills.

| BANDAI’s major education & training curriculums | Results for FY2020.3 |
|---|----------------------|
| Adventure Program                               | 56 employees         |
| Third-year employee training                    | 44 employees         |
| Early Morning English Activity (“Eikatsu”)      | 40 employees         |

### Network Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Entertainment, which is the core company of the Network Entertainment Unit.

At BANDAI NAMCO Entertainment, in addition to training based on position, which allows employees to acquire skills in accordance with their roles, we also have “selection training”, which aims to develop human resources that can create business, “free-selection training” (16 programs per year), which is designed to meet the needs of individual employees, and more. In each of our training sessions, we actively incorporate hands-on activities, such as business etiquette training using game methods, so that employees can gain an awareness on their own. Our training is carried out so that it is easy to learn, allows for a broad perspective, and can be used for work.



| BANDAI NAMCO Entertainment's major education & training curriculums | Results for FY2020.3   |
|---|------------------------|
| Training by position  | 108 employees          |
| New employee training   | 52 employees           |
| Free-selection training   | Total of 477 employees |
| Business creation human resources development training              | 1515 employees名        |

## Real Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Amusement, which is the core company of the Real Entertainment Unit.

At BANDAI NAMCO Amusement, our goal is to develop human resources so that they can empower themselves and become "REAL INNOVATORS".

For new employees, we offer a program throughout the year to learn about thinking on their own and taking action while getting others around you involved and we continue thereafter to support the employees in developing into human resources that generate innovation by providing regular annual training.

In addition, we hold a camp for young employees, which is an outdoor interaction program for nurturing a corporate culture representative of BANDAI NAMCO Amusement, and provide other training programs whenever necessary to support the growth of employees through business activities, such as stratified training, skills training, and trainings by business departments.





| BANDAI NAMCO Amusement's major education & training curriculums                          | Results for FY2020.3 |
|--|----------------------|
| Camp for young employees   | 52 employees         |
| Training for internally promoted employees (Full-time employees and store professionals) | 22 employees         |
| New evaluator training   | 21 employees         |

## Visual and Music Production

\*Introduced here are initiatives taken by BANDAI NAMCO Arts, which is the core company of the Visual and Music Production Unit.

Each year, BANDAI NAMCO Arts implements training on legal matters and intellectual property to the employees of companies belonging to the Unit to have employees deepen their understanding of copyright, which is a basic element in the Visual and Music Production Unit. In addition, we implement training to enhance the knowledge and skills of individual employees, as well as provide stratified training programs and support for self-enlightenment of employees, by adopting an incentive system that helps employees obtain qualifications.



Product quality display seminar

In addition, we adopt a system to provide partial subsidies for language school course fees to help employees broaden their opportunities to take on active roles. We are also actively supporting employees to participate in external seminars.

| BANDAI NAMCO Art's major education & training curriculums   | Results for FY2020.3   |
|---|------------------------|
| Training on copyright - total of five sessions  | Total of 175 employees |
| Training for enhancement of knowledge and skills (contracts, trademarks and others) - total of 9 sessions | Total of 391 employees |

## IP Creation

\*Introduced here are initiatives taken by SUNRISE, which is the core company for the IP Creation Unit.

At SUNRISE, we implement a variety of training programs, including “harassment prevention training” to prevent various harassment in the workplace, “training for employees in charge of staff development” that provides guidance on the skills and the mindset in developing new staff, and external training for mid-level employees to attain necessary skills, on top of the joint training programs held for the entire BANDAI NAMCO Group, such as the “Adventure Program”, “new manager training” and “female empowerment training”.



| SUNRISE’s major education & training curriculums | Results for FY2020.3 |
|--|----------------------|
| New manager training                             | 3 employees          |
| Harassment prevention training                   | 39 employees         |
| 5th year training                                | 6 employees          |

## Affiliated Business Companies

\*Introduced here are initiatives taken by BANDAI NAMCO Will, BANDAI NAMCO’s special subsidiary.

At BANDAI NAMCO Will, we work to establish an environment in which employees can work with a sense of security by, for example, holding study sessions to deepen understanding of disabilities for instructors who directly supervise employees with disabilities.

In addition, employees with the qualification of vocational life consultants for persons with disabilities (job coaching qualification) are providing highly specialized support for resolving issues (support for job retention).





# Together with Employees

## Creating an Employee-Friendly Workplace Environment

### Toys and Hobby

\*Introduced here are initiatives taken by BANDAI, which is the core company of the Toys and Hobby Unit.

At BANDAI, we have established life support regulations with the objective of establishing supportive workplace environments for employees in a variety of household circumstances and increasing their motivation to work with peace of mind. Under this system, employees can take additional leave not only when they are ill but also for reasons such as when a child refuses to go to school or situations requiring care for a family member that can be expected in an aging society.

### Anniversary Celebration System

BANDAI adopts a system to celebrate anniversaries of its employees and their children. On an employee's birthday, their boss writes a handwritten message on a card with a message from the president printed on it and presents it to the employee along with a bookstore gift card. Children also receive a card with a message from the president printed on it, as well as a kid's gift card, on their birth month.

### Network Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Entertainment, which is the core company of the Network Entertainment Unit.

BANDAI NAMCO Entertainment values the importance of employees to work with sound physical and mental health. We provide employees with detailed health checkups according to age as well as support the sound mental health of employees via phone consultations by specialists, consultations on health by a full-time industrial physician or public health nurse, counseling by phone, e-mail or face-to-face interviews by an in-house or outside counselor, etc. Additionally, in July 2019 we opened "LIVE-RALLY" on the 12th floor of



the Miraikenkyusho building, which is a co-creation space created with the goal of bringing people together to create lively connections and various new ideas. By providing a space with an atmosphere that differs from that of the traditional office and holding a variety of events, we are facilitating communication not only within the Group, but with Group companies and business partners as well.

#### “BANDAI NAMCO Entertainment Birthday Party”

At BANDAI NAMCO Entertainment, we hold a “BANDAI NAMCO Entertainment Birthday Party” once a month to celebrate the birthdays of employees born in that month. Employees of diverse backgrounds and individual personalities that share the same birthday month come together and the president and directors directly express their good wishes to each employee. We also incorporate a plan with elements of entertainment, which contributes to invigorating communication beyond departments and positions. The BANDAI NAMCO Entertainment Birthday Party is a regular internal event held throughout the year.



#### Implementation of “Family Event”

With a view to interacting with the families that are always supportive of our employees, and with employees of Group companies, BANDAI NAMCO Entertainment holds the “Family Event” by opening part of its head office to participants. In FY2020.3, the event was held jointly with other Group companies, and a total of around 1,000 employees and family members from 14 companies attended. On the day of the event, we held a class for making sweets, a hero show, a treasure hunt, and had demos of the latest games available.





©BANDAI NAMCO Entertainment Inc.

## Real Entertainment

\*Introduced here are initiatives taken by BANDAI NAMCO Amusement, which is the core company of the Real Entertainment Unit.

At BANDAI NAMCO Amusement, we believe that “healthy mind and body”, “sense of security for the future” and “satisfying use of free time” are essential for employees to be able to fully demonstrate their strengths. To have employees work with a healthy mind and body, we provide support by offering a menu of items including health check-ups, consultation on healthcare, and mental health care. In addition, we have in place various other systems and measures, including the “refresh leave”, which allows employees to take a planned extended vacation, the flex-time system that allows employees to flexibly choose their working styles, and the life support system.

Furthermore, since we operate amusement facilities across Japan, when employees are given an assignment that requires moving, the company provides adequate support, including arranging for residence at the assigned location and subsidizing housing expenses, to reduce the burden on employees.

## Visual and Music Production

\*Introduced here are initiatives taken by BANDAI NAMCO Arts, which is the core company of the Visual and Music Production Unit.

With the aim of creating an environment in which employees can work with a greater sense of security and ease, BANDAI NAMCO Arts encourages employees to maintain good health. For example, we subsidize fees for health checkups, allowing even employees in their 20s to take a thorough medical checkup without having to pay for it personally. In an effort to establish an increasingly worker-friendly environment, we have also put in place various systems, such as the life support system, flex time system (no core time set), system to recognize continuous service, work-from-home system, reinstatement support, childbirth and childcare support system, and child-rearing flex time system (may be used up until the child finishes the 6th grade of elementary school).

## IP Creation

\*Introduced here are initiatives taken by SUNRISE, which is the core company for the IP Creation Unit

At SUNRISE, we provide periodical physical check-ups, stress checks and other support for employees to work with a healthy mind and body. In addition, we have in place systems to support a variety of work styles, such as the flex-time system that allows flexible work styles, the discretionary labor system, reduced working hours, and staggered working hours. We also organize in-house events aimed at increasing communication among employees and maintain an environment in which employees can work comfortably in many ways.

## Affiliated Business Companies

\*Introduced here are initiatives taken by BANDAI NAMCO Will, BANDAI NAMCO's special subsidiary.

## Staff Commendation System

At BANDAI NAMCO Will, we annually commend employees in recognition for excellent performance at work throughout the year, continuous service (3, 5, and 10 years of service), and active performance in the fields of sports and culture and support for such activities.





Also, disabled employees who take part in the Ability Olympics competition are recognized for skills cultivated while carrying out their daily work duties.

For the 2019 Ability Olympics, five employees won at the Tokyo competition, five employees won at the Kanagawa competition, and one employee participated in the national competition as a representative of Tokyo.



National Ability Olympics



Tokyo Ability Olympics



Kanagawa Ability Olympics event

### Birthday Leave System

BANDAI NAMCO Will promotes employees to take annual paid leaves as part of its approach to promoting favorable work-life balance, and adopts the birthday leave system in the hope of employees taking this special leave on their birthdays to spend valuable time with their families and others. The acquisition rate of birthday leaves in FY2020.3 was 100%.