

Sustainability

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Bandai Namco Group Sustainability Policy

Based on the IP axis strategy, the Bandai Namco Group will work together with fans to advance sustainable activities that focus on the social issues that the Group should address.

Bandai Namco Group's Sustainability Management

The Bandai Namco Group has identified its purpose as “Fun for All into the Future,” and we have specified five material issues that will need to be addressed by focused initiatives in order to achieve this purpose. On that basis, we are implementing sustainability activities.

Fun for All into the Future

Major SDGs that the Group will focus on

SUSTAINABLE DEVELOPMENT GOALS



Five material issues

Harmonious coexistence with the natural environment

Provision of appropriate products and services

Appropriate utilization and protection of intellectual property

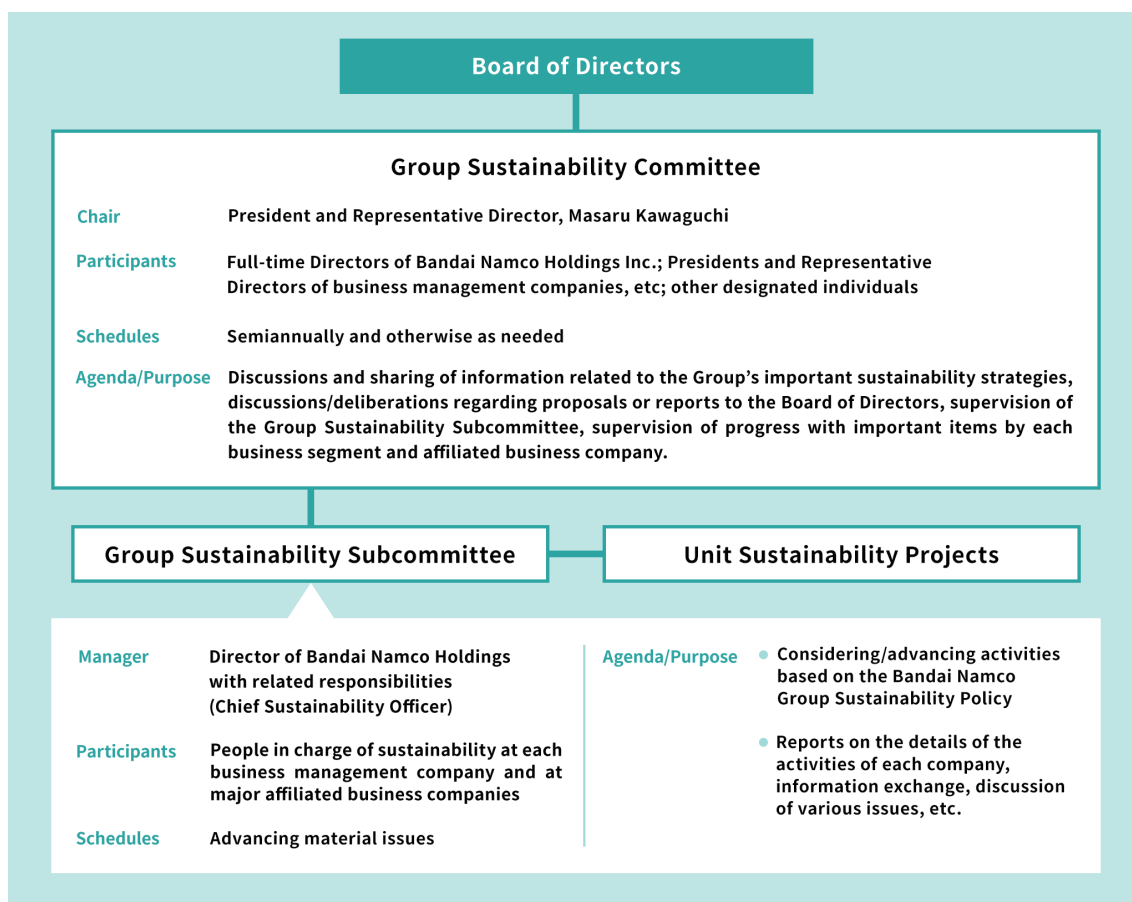
Establishment of work environments that facilitate mutual respect

Harmonious coexistence with communities

Sustainability Promotion System

The Bandai Namco Group has established the Group Sustainability 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 sustainability activities rapidly and in a manner that is integrated with operations. In addition, in accordance with the idea that the promotion of sustainability 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, we have established the Group Sustainability Subcommittee, which is a subordinate organization under the Group Sustainability Committee. The manager of the Group Sustainability Subcommittee is a director of Bandai Namco Holdings with related responsibilities (Chief Sustainability Officer), and the participants include the people in charge of sustainability at each business management company and at major affiliated business companies. The subcommittee's activities include sharing the status of progress with initiatives that address material issues in each business, exchanging information, and discussing various issues. The specific measures formulated by the Group Sustainability Subcommittee are implemented after being discussed by the Group Sustainability Committee.



Message from the Management

The state of connecting and working together to create things is an especially important element of our Purpose, which is the ultimate definition of the Bandai Namco Group. The result of Bandai Namco connecting and working together with its fans is Fun for All into the Future, which signifies providing fun and inspiration to people around the world and striving to create smiles and happiness into the future. What Bandai Namco aims for based on its Purpose is to be connected with IP fans around the world, business partners, Group employees, and society. We will also work together with fans, a wide range of business partners, Group employees, and society to advance sustainability activities for the realization of a sustainable society.



Photo with Jackie from The Bear's School, a character symbolizing the Bandai Namco Group's sustainability activities

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The Bandai Namco Group formulated the Bandai Namco Group Sustainability Policy in April 2021. The Policy provides the basic approach of the Group to promoting sustainability activities for realizing a sustainable society. Specifically, under the IP Axis Strategy, we will work with fans to promote sustainability activities corresponding to social issues that should be addressed by the Group. In addition, we have set a mid-to-long-term target of reducing the amount of energy-related carbon dioxide emissions to net-zero by 2050 to support the realization of a decarbonized society and are advancing energy-saving initiatives, introducing renewable energy and taking other steps.

The Group recognizes the importance of promoting sustainability activities from the perspective of management strategy. Accordingly, under the Mid-term Plan that began in April 2022, the Group set out “Connecting to smiles into the future” as one of its main strategies and identified five material issues of high importance. Going forward, we will carry out specific action plans in line with these material issues.

Furthermore, in our aim to strengthen the system to promote sustainability activities, the existing Group CSR Committee has been reorganized as the Group Sustainability Committee, which will be directly under the Board of Directors, to rapidly pursue various activities for addressing social issues.

Masaru Kawaguchi
Group CEO
President and Representative Director
Bandai Namco Holdings Inc.

Harmonious coexistence with the natural environment

We believe that the promotion of business operations that reflect consideration for the natural environment is essential for the achievement of sustainability for society and for companies. Together with a variety of stakeholders, the Group is aiming for harmonious coexistence with the natural environment.

Initiatives to Reduce CO₂ Emissions

The Bandai Namco Group has set numerical targets and steps for achieving decarbonization by 2050 by reducing energy-derived carbon dioxide emissions in order to respond to the environmental problems facing society.

Mid- to long-term targets for decarbonization	
Target	Up to 2050: Net zero CO ₂ emissions from energy use at our business bases (buildings, factories, and directly operated amusement facilities)
Mid-term target	Up to 2030: Reduce CO ₂ emissions from energy use by 35% from the FY2020.3 level at our business bases. (50% compared with FY2014.3)
Major Initiatives	Further promotion of energy conservation measures, use of renewable energy, etc.

We set annual targets for reducing CO₂ emissions in each business area and are working to reduce them. As a result, Group emissions in FY2022.3 were reduced by approximately 30% from the FY2014.3 level to 52,016 t-CO₂.

Decarbonization Initiatives

As part of our efforts to decarbonize, we have switched all electricity used in some of the buildings that our group companies occupy to electricity derived from renewable energy sources.

Bandai Namco Amusement has switched virtually all of the electricity used at its headquarters building (Sumitomo Fudosan Tamachi Ekimae Building, Minato-ku, Tokyo) to electricity derived from renewable energy sources, effective March 23, 2022. As a result, CO₂ emissions from office operations in the building have been reduced to net zero.



Bandai Namco Amusement Headquarters
(Sumitomo Fudosan Tamachi Ekimae Building, Minato-ku, Tokyo)

In addition, Gundam Factory Yokohama (Yokohama City, Kanagawa) is promoting environmental measures in unison with fans through IP, such as converting electricity used, including for the display of “Moving Gundam,” to renewable energy.



Energy Conservation Initiatives

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 CO₂ emissions.



Replaced the lamps on crane game machines with LED lamps



Installed LEDs for store signs and interior lighting

At our amusement facilities, we are voluntarily implementing the Lights Down Campaign by lowering the lighting to the extent possible without adversely affecting customer safety and crime prevention, and operating the facilities with the lighting from the game machines, etc. With the understanding of the operators of commercial facilities in which our amusement facilities are located, this lights down initiative is implemented only in the areas of our facilities that fulfill the requirements for implementation in terms of lighting equipment, and where customer safety can be sufficiently secured. In FY2022.3, in sync with the Tokyo Olympics and Paralympics’ sustainability concept of “Be better, together,” we reduced lighting during the Games at 90 locations, including each of the Amusement Unit’ s headquarters and facilities.

Furthermore, BANDAI LOGIPAL and LOGIPAL EXPRESS have been converting lighting to LEDs and have also been actively shifting to highly energy-efficient air conditioning equipment as part of our efforts to promote energy conservation.

Promoting Eco Medal Certification for Environmentally Friendly Products

We have introduced an “Eco Medal” certification system for all products in the Toys and Hobby Business, 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 FY2022.3, 490 items received Eco Medal certification. (153% of last year)

We are working to promote and spread awareness of this Eco Medal mark among consumers through our product packaging and website.



Example of Eco Medal labels



Eco Medal products can be checked by looking at the package or the website

Reduction and Recycling of Packaging Materials and Containers

The Bandai Namco Group is reducing and recycling packaging materials and containers used in the sale of products and services.

At BANDAI SPIRITS, we have been working to change the packaging materials used for Ichiban KUJI products from PET blisters to cardboard.



In 2013, BANDAI began using MONO capsules, which are approximately 60% lighter than conventional capsules, by using a single material and reducing the amount of plastic used for the capsule toy, Gashapon. 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).

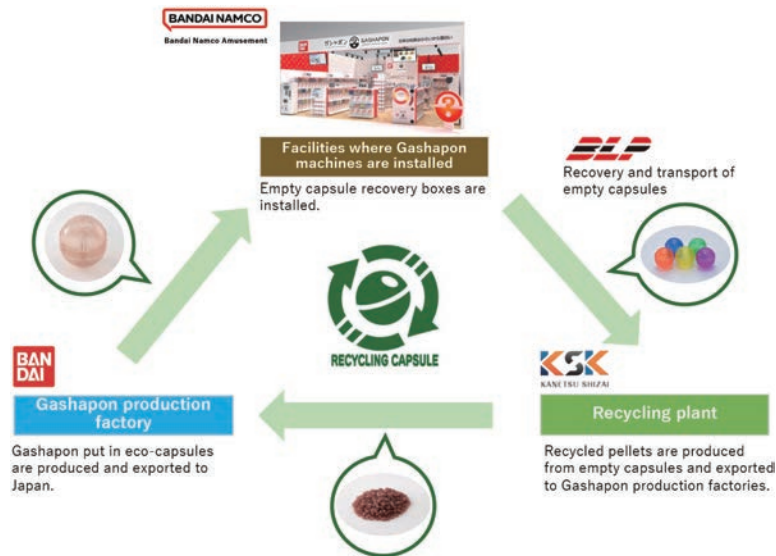


MONO capsule

Gashapon Capsule Recycling

In September 2021, BANDAI, Bandai Namco Amusement, and BANDAI LOGIPAL jointly started Gashapon Capsule Recycling, an initiative to recycle empty Gashapon capsules (vending machine-dispensed capsule toys). As a result, approximately 22 tons of empty capsules were collected between April 2021* and the end of March 2022.

*Collection of empty capsules started in 2006. The collection was expanded in April 2021 for this project.



Recycled Eco-Capsules

Recycled Eco Capsules are made by turning empty capsules collected into pellets (recycled pellets), which are the raw materials for capsules, and mixing them with ordinary pellets (virgin pellets) to form the capsules. Recycled pellets are blended at a ratio of approximately 20%, and we plan to further increase this ratio in the future.



A Fun Way to Collect Empty Capsules by Linking Empty Capsule Collection Boxes with an App

Gasha Point Stations, the empty capsule collection boxes, are placed at Capsule Toy Stores and Gashapon BANDAI Official Shops (see image on the right). This is an idea to make empty capsule collection an enjoyable experience for customers. The Gasha Point Station is linked to the free mobile app, “Namco Point App” provided by Bandai Namco Amusement. Users can earn points by placing empty capsules in the collection box and receive various services.



Capsule-less Product with Capsule as Part of The Toy

Since 2015, we have been selling capsule-less products that do not use capsule containers but are discharged in their original product form.

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 became popular as environmentally-friendly products. From October 2015 to March 2022, a cumulative total of more than 59.38 million products of this series were shipped.



The Cap Chara series using capsules as part of the toys

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Here is the capsule-less product lineup
(<https://www.bandai.co.jp/csrrkids/ecomedal/pkg04.html>)

BANDAI worked to expand capsule-less Gashapon products and promote the use of “MONO capsules,” as well as changed plastic blisters to cardboard and further simplified packaging. In conjunction with these efforts, the amount of plastic used in containers and packaging in FY2022.3 was reduced to 2.01 tons per sales of ¥100 million compared to 2.42 tons per sales of ¥100 million in FY2015.3, reflecting a 17% reduction in plastic.

Environmental Activities Associated with Gunpla

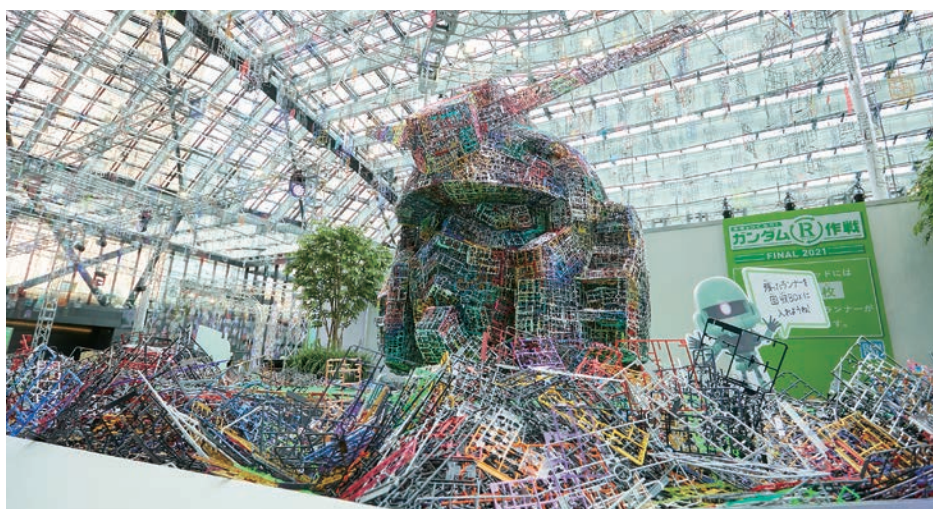
Gunpla Recycling Project

The Gunpla Recycling Project was launched in April 2021 as a joint project of the four Bandai Namco Group companies: Bandai Namco Holdings, BANDAI SPIRITS, Bandai Namco Amusement, and BANDAI LOGIPAL). This project aims to contribute to the formation of a recycling-oriented society together



with Gundam fans by collecting the runners (the frame of plastic models) of Gundam series plastic models called “Gunpla,” and transforming them into new plastic model products through chemical recycling, a cutting-edge technology.

In FY2022.3, the first year of this project, we set a goal of collecting 10 tons of runners in a year. As a way to collect Gunpla runners, dedicated boxes were set up at approximately 200 Bandai Namco Amusement stores throughout Japan to collect the runners from fans. In addition, during an event titled “Operation Gundam R (Recycling),” ecoplastics (plastic models made from plastic waste generated from the production process and the runners collected from fans) were distributed to approximately 44,000 people, who experienced the entire process from production to collection. Through these and other activities to raise awareness of recycling through Gundam and Gunpla, we were able to collect more than 11 tons of runners, exceeding our annual collection target.



1/1 Gundam head created using runners collected through “Operation Gundam R”

The collected runners are combined with plastic emitted in the production process from the Gunpla production plant, BANDAI Hobby Center. Some of the materials are used as test materials for verification testing to help realize chemical recycling, and the remainder is reused in material recycling and thermal recycling.



Recovered runners are recycled as materials for new Gunpla models by mixing them with production offcuts or as fuel for power generation.

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Initiatives at the BANDAI HOBBY CENTER

At the BANDAI HOBBY CENTER (Naganuma, Aoi-ku, Shizuoka City, Shizuoka), the plastic model production site of BANDAI SPIRITS, we are working to reduce CO2 emissions from electricity consumption to net zero through carbon offsetting and power purchase agreements (PPAs).

In the first initiative, carbon offsetting, we purchase electricity generated from renewable energy sources for which a non-fossil fuel certificate with tracking (*1) has been granted. Through carbon offsetting, the BANDAI HOBBY CENTER uses electricity with net zero CO2 emissions.

In the second initiative for power self-sufficiency through the solar PPA project, solar panels were installed on approximately 1,202 m² on the rooftop of the BANDAI HOBBY CENTER in December 2022. We will purchase the electricity generated from the solar panels on the BANDAI HOBBY CENTER rooftop and start using it in January 2023. The annual self-sufficiency of electricity is planned to be approximately 260,000 kWh (*2).

Since its completion in 2006, we have installed 324 solar panels on the walls of the main building of the BANDAI HOBBY CENTER and used the electricity generated by the solar panels. We have also installed a rainwater and groundwater reuse system to recycle and reuse water within the facility. We have thus made these efforts to reduce environmental impact. The two new electricity measures to be introduced will be utilized in parallel with the existing solar panel system.

The BANDAI HOBBY CENTER pursues the evolution of plastic model technology and continues its environmental efforts.



BANDAI HOBBY CENTER Main Building (right) and New Building (left)
(The solar panels on the wall of the main building were installed in 2006.)

(*1) Non-fossil fuel certificate with tracking certifies the environmental value associated with electricity such as power generation methods such as solar, wind, biomass, geothermal, and small hydropower, as well as the location of power plants. Environmental value refers to the zero-emission value (the value of emitting zero CO₂), non-fossil value (the value under the Act on Sophisticated Methods of Energy Supply Structures), and environmental labeling value (the value of being able to clearly indicate added value).

(*2) Calculated using the method of calculating the amount of electricity generated by solar cells based on JIS 8907.

Initiatives to Use Alternatives to Plastic

BANDAI SPIRITS uses alternatives to plastic such as new materials made mainly from limestone in some plastic models. We will continue our initiatives to reduce the use of petroleum-based plastics and contribute to reducing CO₂ emissions.

| The Launch of the First Gunpla Made from Eggshell Plastic

Eggshell plastic, the material used to create this product, is a new material made partly from eggshells, which are discharged as industrial waste. By combining polystyrene resin with biologically derived (biomass) materials, the ratio of petroleum-derived plastics is reduced.

Limited to “GUNDAM NEXT FUTURE”
ENTRY GRADE 1/144 RX-78-2 Gundam
[Classic Colors]

*This product is available only at the event.



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| Plastic Model Produced with New Materials Based on Limestone as the Main Raw Material

The ratio of petroleum-derived plastics in the products is kept below 50% by weight by applying new materials with limestone as the main raw material instead of petroleum-derived plastics conventionally used in the past.



Plastic model of dinosaur skeleton - Tyrannosaurus

Support for the Gaming Industry's Efforts to Address Global Environmental Issues

Since 2021, Bandai Namco Entertainment has participated in the Playing for the Planet Alliance, which was launched at the United Nations Climate Action Summit. The Playing for the Planet Alliance is a collaboration between the United Nations Environment Programme (UNEP) and the gaming industry to raise awareness of environmental issues.



Playing for the Planet Alliance logo

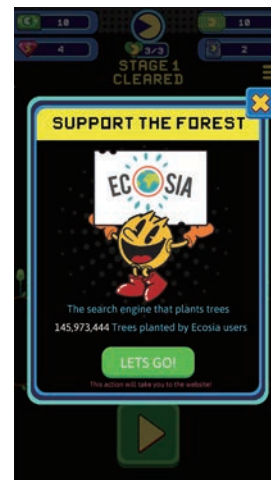
Bandai Namco Entertainment participated in UNEP's Green Game Jam with a smartphone game application PAC-MAN by offering an in-game event called Play for the Forest and communicating the importance of reforestation. Over 100,000 fans have enjoyed Play for the Forest in the first two weeks since its launch. This in-game event also informs players about Ecosia, an online search engine that aims to help the environment by planting trees. This event is available through the end of 2022.

※Learn more about Green Game Jam.

<https://playing4theplanet.org/greengamejam/>

※For more information on Ecosia, please visit this website.

<https://info.ecosia.org/what>



PAC-MAN in-app event PLAY FOR THE FOREST

PAC-MAN™&© Bandai Namco Entertainment Inc.

Initiatives for Environmental Consideration at Live Events

At Bandai Namco Music Live, LEDs are used in many places to illuminate the event to save energy. The stage props are reused to reduce the use of natural materials such as wood.

IP 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.



Live event, where reusable LED penlights were sold and LEDs were used for event lighting

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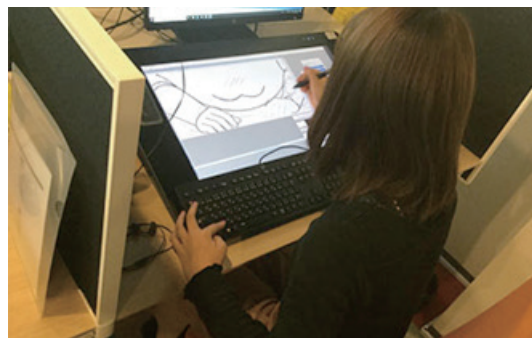
Environmental Activities in Animation Production

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.

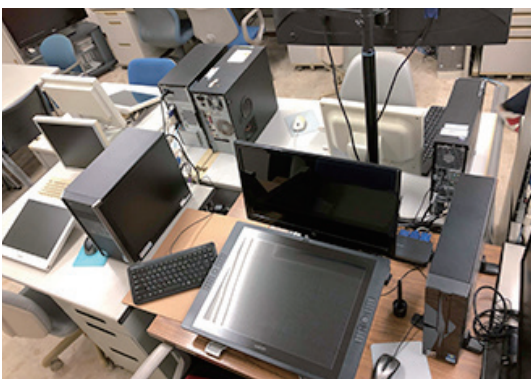
Digitalization of animation production not only restrains the use of a massive volume of conventional drawing papers but also allows the delivery of drawings via a network, thereby contributing to reducing CO₂ emissions in transport.



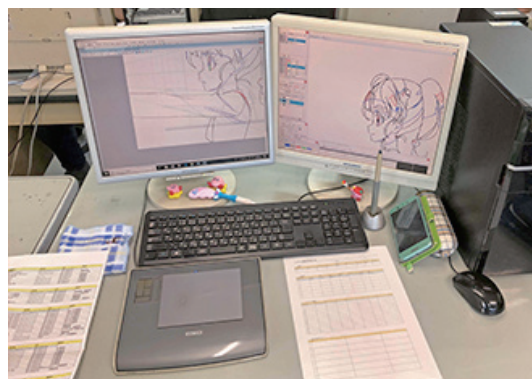
Osaka Studio



Digital drawing being made



Iwaki Studio



Environmentally Friendly Design for Arcade Games

Bandai Namco Amusement has established the Eco-Amusement Product Requirements for arcade games sold in Japan. All products designed by Bandai Namco Amusement that meet certain levels of the seven criteria established in the guideline and released after February 2019 are “eco-friendly amusement products.”

Seven Criteria (Requirements)

1. Parts and materials used in these products are selected, and chemical substances in them are controlled in accordance with the Bandai Namco Amusement Green Procurement Standards and the List of Specified Chemical Substances.
2. Parts that are considered energy-efficient based on current knowledge are used in these products.
3. Control for power saving is incorporated in the product specifications.
4. The Company is keeping track of the amount of product packaging materials used, while using the minimum amount of packaging materials.
5. Unique ideas are used to conserve resources.
6. Materials used are clearly indicated on the main molded products.
7. Main parts are designed for easy disassembly or removal.

Examples of Eco-Amusement Products



Kidō Senshi Gundam: Senjō no Kizuna II (Mobile Suit Gundam: Bonds of the Battlefield II)

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Points of the design

- Compliance with internal green procurement standards
- Use of energy conservation parts
- Use of minimum amount of packing materials

LEDs are used for all lighting, and packaging is free of Styrofoam. The products are also designed to be easily recyclable by allowing disassembly into individual materials using only tools.

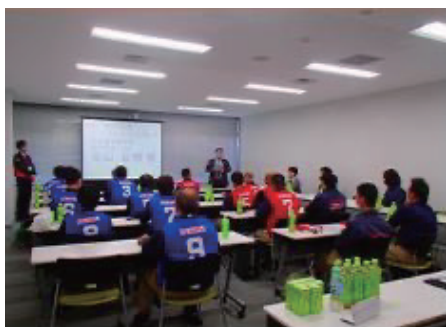
Environmental Initiatives in Logistics Operation

BANDAI LOGIPAL and LOGIPAL EXPRESS are engaged in eco-driving activities and the introduction of low-emission vehicles for the purpose of environmental conservation. They have also acquired the Green Management Certification, which is given to transportation companies that conduct business operations with a low environmental impact.



Implementation of Eco Driving Activities

BANDAI LOGIPAL and LOGIPAL EXPRESS have been promoting safe and environmentally friendly driving (eco-driving) for more than 17 years. Compared with before the beginning of the eco-driving activity, average fuel consumption improved by 12.5%. (As of May 2022)



Eco driving training

Every year, LOGIPAL EXPRESS participates in the Eco-Driving Activity Contest organized by the Foundation for Promoting Personal Mobility and Ecological Transportation. LOGIPAL EXPRESS 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 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.

List of Eco Driving Activity Awards

FY2019.3	The Award of the Minister of Ministry of Land, Infrastructure, Transport and Tourism (Business Division)
FY2020.3	Certificate of Excellent Activities
FY2021.3	Certificate of Excellent Activities
FY2022.3	Award of Excellence

Use of Low-Emission Vehicles

BANDAI LOGIPAL and LOGIPAL EXPRESS are actively using vehicles designed to reduce environmental impact, such as compressed natural gas (CNG) vehicles, hybrid vehicles, and vehicles subject to new long-term emission regulations. Ninety out of 228 vehicles, excluding container chassis, are certified low-fuel-consumption and low-emission vehicles. In addition, 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.



Provision of appropriate products and services

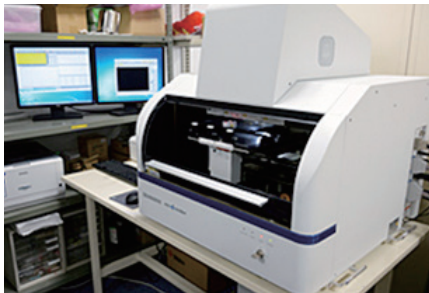
With our priority on the safety and peace of mind of customers, based on appropriate ethical standards, we strive to increase customer satisfaction by working together with partners to provide safe, high-quality products and services.

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

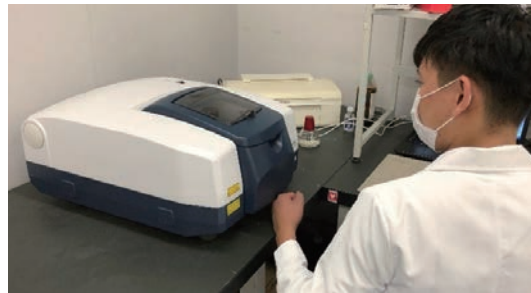
Each year, BANDAI handles as many as 14,500 products of which over 8,000 are new products developed in a wide variety of categories. We have therefore established various quality standards to accommodate product features and the diverse needs of customers, and we design and select materials accordingly. 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.

In addition to the safe toy standards (ST standards) set by the Japan Toy Association, BANDAI has established its own quality standards for approximately 260 items, which are broadly divided into three categories: safety, function, and labeling. All products are inspected based on these quality standards to ensure safety.

Testing examples



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



Fourier transform infrared spectrophotometer
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

BANDAI SPIRITS, which offers products for mature-fan base (adult) consumers, has established a number of quality standards for safety, performance, and labeling, which are strictly enforced in order to deliver safe and reliable products and services to its customers. In addition to making full use of the experience we have gained over the years at BANDAI and BANPRESTO, we are also actively working to meet global standards.



Quality Standards

Certified as a Gold Product Safety Company

BANDAI has received the Minister of Economy, Trade and Industry Award, the highest award in the “Manufacturer and importer division, major companies” category at the 2nd (FY2009.3), 6th (FY2013.3), and 9th (FY2016.3) Best Contributors to Product Safety Awards program sponsored by the Ministry of Economy, Trade and Industry, and was recognized as a Gold Product Safety Company.

The logo for a gold product safety company is granted to companies that have received the Minister of Economy, Trade and Industry Award at least three times. Renewal examination is done every five years after first certification. Each time certification is renewed, the mark will be given another ★. Subsequently, as a result of the renewal assessment performed in 2020, BANDAI became the first company in the “manufacturer and importer division, major companies” category to be given a star on its logo for gold product safety company.



Summary of recognition in the FY2021.3 renewal assessment

We confirmed that BANDAI, after it was certified as a gold product safety company, has been adding new initiatives toward realizing product safety at an even higher level by continuing to renew its own quality and safety standards and taking other steps while maintaining its conventional initiatives. Furthermore, it was confirmed that BANDAI was actively delivering messages and taking initiatives toward nurturing product safety culture through school education programs and the Internet. Going forward, we look forward to seeing BANDAI, as a top runner in product safety, proceed with initiatives that can serve as role models widely for other firms not limited to those in the same industry, while promoting activities to heighten awareness of product safety.

Initiatives Taken Together with Suppliers

BANDAI holds Quality Study Meetings for Cooperating Manufacturers 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.

We also hold a supplier conference every year to share information on human rights and labor standards required around the world, as well as quality standards for production environments. 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 compliance with laws and regulations such as the Code of Conduct (COC) and quality control. Suppliers that receive awards share their know-how by giving lectures to other suppliers about their initiatives on the front lines.

*Classes were conducted online in FY2022.3 in light of the status of the spread of COVID-19.

BANDAI Supplier Award



President of a manufacturer



Plant manager General manager

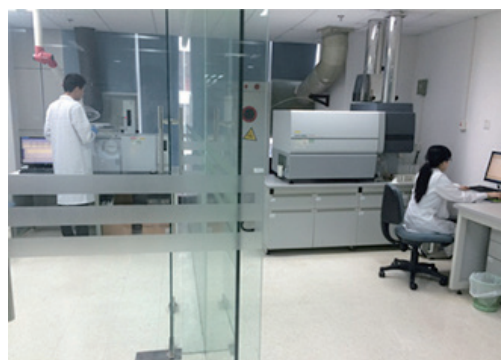


Initiatives to Ensure Safety & Security during Manufacturing

The manufacturing of BANDAI products is mostly outsourced to affiliated manufacturers overseas. BANDAI (SHENZHEN) in Shenzhen, China is an important production management base for the Toys and Hobby business, 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)

At ARTPRESTO, we create diagrams and manage our systems to maintain the quality of products and to prevent occurrences of defective products in our production processes, and also conduct regular factory audits. ARTPRESTO is working to thoroughly control and improve product quality at production sites. One sampling inspection is conducted every hour at each section during product production. We conduct collating inspections on the initial lot to decrease defects at an early stage and lower the loss rate. In addition, we built and manage a database for the materials we use by product title. We also perform external checks of newly adopted materials accordance with quality standards as part of our efforts to ensure safety.



Checking the packaging conditions of goods

At Bandai Namco Filmworks, 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.

Activities at Customer Service Center

Our “Customer Service Center” plays an important role as we strive to promote communication with customers. For example, BANDAI has a database of approximately 10,000 comments and requests received monthly from customers at the Center, with personal information removed. Accumulated customer feedback is reflected in product development to further improve product quality and 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 business divisions 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. During the last fiscal year, briefing sessions were mainly held online due to the circumstances under the COVID-19 pandemic. In addition, with a view to disseminating basic knowledge on manufacturing to young employees and employees who have been reassigned, we have been periodically distributing information related to product quality since February 2019.

Initiatives for Ensuring Safety and Security in Live Events

In holding live events, Bandai Namco Music Live works 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, from the perspective of preventing the spread of COVID-19 infections, we have formulated a guideline for online streaming and holding live events.

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



Security check being performed

Introduction of Barrier-Free Voice Guides in Visual Packages

At Bandai Namco Filmworks, 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	8 titles
Japanese language subtitles for people with hearing impairment	35 titles

(As of March 31, 2022)



Product with barrier-free voice guide

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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 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.

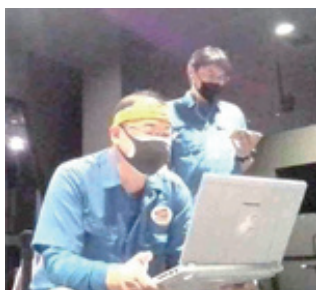


Inspecting electrical equipment at directly managed amusement facilities

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.

Verification using remote functions



Instructing staff



Observer



Observer's perspective

The instructing staff and the observer are remotely connected via the Internet.

In accordance with the instructions from the instructing staff, the observer detects any dangerous parts using a smart glass.

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 2022, we conducted 43 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

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 training programs, including education at workplaces, eco-driving training, and driver contest.



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.

In FY2022.3, three new sites (Tochigi Sales Office, Shizuoka Forming and Delivery Center, and Kitakyushu Sales Office) obtained certifications. All sales offices that meet the eligibility requirements for application (20 sites) have obtained the certification.



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 chief customs inspector 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.

Timely Implementation of Training on Expression and Collection and Sharing of Information

In order to provide products and services with appropriate expressions, each unit conducts various training sessions for employees on ethical expressions. We also distribute e-mail newsletters for employees based on the latest information and past cases, and hold study sessions for all Group companies. We are also strengthening our internal systems to ensure that expressions in our products and services are appropriate.



Study session held on ethical language
(The photo shows the FY2020.3 event. The FY2021.3 and 2022.3 events were held online.)

Appropriate utilization and protection of intellectual property

The Group is working to contribute to the sustainable development of entertainment through the appropriate use and protection of IP (characters and other intellectual property), which are important management assets.

Sustainable Projects Using Gundam

The Bandai Namco Group has been implementing the Gundam Open Innovation project since FY2022.3 to solicit new ideas and technologies to address population and global environmental issues.



**G U N D A M
O P E N
I N N O V A T I O N**

Gundam Open Innovation is a project that aims to turn dreams and hopes into reality by reinterpreting the “Universal Century,” the fictional year in the Mobile Suit Gundam series, and combining Gundam with “future technologies” to address issues facing society in the real world. Starting with the “Universal Century,” we will envision human innovation and the future society that humanity desires, and take on the challenge of solving problems together with experts and innovators in various fields, research institutions, cutting-edge companies, and other partners who can seriously take on the challenge of realizing these ideas.

Grand schedule

FY2022.3	Announcement of selected partners
▼	
FY2023.3	Release of the action plan with selected partners
▼	
FY2024.3	Release of progress with selected partners
▼	
FY2025.3 to FY2026.3	Report on activities with selected partners(Presentation)

Gundam Open Innovation website <https://www.bandainamco.co.jp/guda/goi/en/>

Initiatives to Protect Intellectual Property

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.



Authentic product
© 創通・サンライズ



Counterfeit

Received the Intellectual Property Achievement Awards Japan Patent Office (JPO) Commissioner's Award (Trademark)

BANDAI received the Japan Patent Office (JPO) Commissioner's Award as an excellent company using the intellectual property rights system at the FY2021 Intellectual Property Achievement Awards sponsored by the JPO of the Ministry of Economy, Trade and Industry. BANDAI was recognized for its initiatives to maintain a good balance between protection and promotion of character merchandizing from the perspective of intellectual property.

Reasons for the award (summary)

- In joint projects with outside companies and other business operations, BANDAI has both protected and promoted its own business model by acquiring, managing, and operating trademarks and copyrights based on individual contracts that stipulate the handling of intellectual property in detail.
- The company has also been promptly checking intellectual property rights on a wide variety of products it sells. Furthermore, it has established a system for acquiring and managing intellectual property that meets the needs and speed of the business.
- The company is actively engaged in anti-counterfeiting measures both within Japan and internationally, and cooperates with the police and customs to ensure the smooth elimination of counterfeit goods.



Award ceremony

Bandai Namco Pictures, in cooperation with the Manga-Anime Anti-Piracy Committee whose secretariat is the Content Overseas Distribution Association, has produced a collaborative video created by Bandai Namco Pictures featuring Sgt. Frog and No More Movie Thief as part of awareness-raising activities of the Manga-Anime Guardians Project (MAGP), a project to protect Japan's proud manga and anime throughout the world and to create even more high-quality works. The video has been played in movie theaters around Japan. It is also available on YouTube (for a limited time only).



"STOP! Pirated Copy" Sgt. Frog x No More Movie Thief

<https://www.youtube.com/watch?v=ka0J9qhXQo>

Initiatives for Game Content

Bandai Namco Entertainment, jointly with Aoyama Gakuin University Project Research Institute's Solving Social Problems through Intellectual Properties; hereinafter SSP-IP, launched research on the possibility of solving social problems using games in January 2021. Based on the key themes, such as accessibility and political correctness (pursuit of social objectives toward realizing social inclusion), and diversity and inclusion in game content, we will pursue our research with the aim of continuing over the long term to provide game content that can be enjoyed with a sense of security by more people.

In June 2021, a start-up symposium was held in which joint research was explained, lectures on “Communication in game live streaming” was given, and a panel discussion was held on the theme of “the new public sphere created by game.”



Establishment of work environments that facilitate mutual respect

We aim to support sustained development for society and companies by establishing workplace environments that facilitate mutual respect and enable everyone to work energetically, including not only employees but also everyone else associated with the Bandai Namco Group.

Policies / Basic Approach

The Bandai Namco Group respects the diversity of employees, and each Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to their respective characteristics. On this page, we introduce the policies and basic approach of the business management company of each Unit (business).

Entertainment Unit (Digital Business)

In order to deliver “dreams, fun, and inspiration” more widely and more deeply to the world, Bandai Namco Entertainment hopes to enrich and connect the hearts of its fans by providing “high-quality content that can be played and thoroughly enjoyed for a long time” and “diverse entertainment.” Under this philosophy, Bandai Namco Entertainment is working to put in place an environment suitable for a company that aims to realize “Fun for All into the Future,” the purpose of the Bandai Namco Group 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.

Entertainment Unit (Toys and Hobby Business)

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.

Initiatives in the Supply Chain

BANDAI conducts BANDAI Factory Audits (BFA), which combine quality audits and Code of Conduct (COC) audits, at overseas final packaging plants (180 plants in FY2022.3) 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.

The “BANDAI COC Declaration,” control manuals and other related information are made available in Japanese, English, and Chinese languages, and are posted on the website for manufacturers in an effort to help suppliers understand the latest status whenever necessary.



BFA conducted at a Chinese manufacturing plant

BANDAI COC Declaration

Basic Policy

With the growth of business worldwide and as a business corporation manufacturing and marketing high-quality products in many countries under working conditions founded on equity and respect for human rights, BANDAI hereby undertakes to comply with the following code of conduct, to bring fun and dreams to people around the world.

Forced Labor

BANDAI undertakes not to engage in trade with business enterprises employing forced labor. BANDAI undertakes not to purchase materials manufactured using forced labor.

Any business with manufacturers involved in such labor methods shall be discontinued.

Child Labor

BANDAI's greatest interest is in the lives and living conditions of children, and BANDAI does not approve the use of child labor. BANDAI undertakes not to engage in trade with enterprises using child labor. The laws and regulations of each nation or territory define a "child" as a person who has not reached the age of completing their compulsory education. However, any child aged under 15 shall be included in this category, regardless of conditions. BANDAI undertakes not to exploit young workers and recommend such workers to undergo lawful training and work training programs, so long as they do not hazard the health and safety of young workers.

Working Hours

BANDAI approves flexibility in production schedule. However, BANDAI undertakes to engage in trade only with business enterprises that abide by legal restrictions on working hours in their respective nations or territories, except when appropriate compensation is paid for overtime work in accordance with applicable laws and regulations. Workers shall be allowed at least one day of rest in seven days.

Wages and Allowances

BANDAI undertakes to engage in trade with business enterprises that comply with the wage standards in the industrial sector in the nation or territory in question or abide by all applicable laws and regulations, including the minimum wage law, and that pay wages and allowances that exceed the minimum standard.

Punitive Action

BANDAI undertakes not to continue to engage in trade with business enterprises that use physical punishment or any other mental or corporeal restrictions.

Discrimination

BANDAI recognizes and respects the differences between cultures around the world. Notwithstanding, employment shall be based on the worker's capabilities and skills in executing a designated job and shall not be based on individual characteristics or creed. Therefore, BANDAI undertakes not to continue to engage in trade with business enterprises that discriminate against workers by race, nationality, political affiliation, sexual preference or gender.

Environmental Protection

BANDAI undertakes to engage in trade only with business enterprises that comply with applicable environmental regulations.

Origin of Products

BANDAI undertakes not to intentionally purchase products that have been replaced or shipped with falsified visa. All BANDAI products shall be required to have the country of origin printed and labeled accurately in accordance with applicable laws. Shipment of all BANDAI products shall be substantiated by the appropriate documentation.

BANDAI COC Declaration

IP Production Unit

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.

Amusement Unit

Bandai Namco Amusement has set a mid-term vision, "Responsive to Change: Becoming a unit that can address change as we move into the future." Under this mid-term vision, we aim to become a ductile unit that can flexibly respond to and change with the external environment in order to move toward our long-term vision of where we want to be.

Society has undergone a major change over the past few years, and web-based communication has become one of our routines. Meanwhile, the need for the value of gaining real experiences has kept increasing. We recognize that "real" venues, which offer points of contact with customers, are indispensable as an exit of the IP axis strategy of the Bandai Namco Group.

To realize our medium-term vision of responding to this change, we offer recruitment, training, and systems that enable a diverse workforce to flourish.

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.

— Employment and Appointment of Diverse Human Resources

The Bandai Namco Group respects the diversity of employees, and each of Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to their respective characteristics. The Group's basic policy on employment and appointment is to carry out employment and appointment without being particular about whether the person is a new graduate or mid-career, or their gender, age or nationality. On this page, we introduce the specific approaches taken by the business management company of each Unit (business).

Entertainment Unit (Digital Business)

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 or widely develop new businesses and content. Furthermore, in recent years, we have also been focusing on hiring individuals with global competence who can take on active roles globally 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.

Entertainment Unit (Toys and Hobby Business)

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. BANDAI will continue to actively globalize its workforce to respond to the expanding entertainment market around the world.

IP Production Unit

Bandai Namco Filmworks aims to hire people who will be responsible for the creation of the next generation of intellectual property under the corporate philosophy of “Continuously Creating Great Works.” 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.

Amusement Unit

We have employed a job system and a job-specific system to enable a diverse workforce to play an active role in business operations. Bandai Namco Amusement has diverse workforces who engage in a wide range of business operations. In other words, our employees have various experience and skills, and they are a major strength of the company. In order to make full use of this strength more efficiently and maximize their performance, we have clarified the requirements that we ask our employees to meet.

Career Challenge System / Facility Professional Full-Time Employee

At Bandai Namco Amusement, we recognize the importance of human resources that support the operation of facilities offering real entertainment experiences 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 applies to store managers and other workers who continue to take active roles in jobs specific to the facility operation. We actively hire and appoint workers to this category.

— Education and Training

The Bandai Namco Group respects the diversity of employees, and each Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to their respective characteristics. On this page, we introduce initiatives related to education and training taken by the business management company of each Unit (business).

Entertainment Unit (Digital Business)

Bandai Namco Entertainment offers “training based on position” to help employees acquire skills appropriate for their roles. In addition to this, we offer a wide range of training programs, including “selection training” targeted at those who wish to acquire skills and stances from various perspectives, and “free-selection training” to meet individual needs. 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 FY2022.3
Training by position	103 employees
New employee training	45 employees
Free-selection training	Total of 897 employees (total number)
Selection training	30 employees

Entertainment Unit (Toys and Hobby Business)

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 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 FY2022.3
Adventure Program	62 employees
Third-year employee training	51 employees
Early Morning English Activity (“Eikatsu”)	42 employees

IP Production Unit

At Bandai Namco Filmworks, we implement a variety of training programs such as “harassment prevention training” to prevent various harassment in the workplace for workers, including the corporate officers, “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 “5th year training” and the “new manager training.”



First year training *Photo from FY2022.3.

Bandai Namco Filmworks's major education & training curriculums	Results for FY2022.3
New employee training	20 employees
Training for training personnel (2 sessions)	42 employees
First year training	20 employees
5th year training	2 employees
New manager training	3 employees

Cultivation of Creators in Drawing and Art Classes

Currently, there is a shortage of human resources for creators, who play an important role in animation production. To address this issue, Bandai Namco Filmworks has established the “SUNRISE Drawing Class” and “SUNRISE Art Class” with the aim of developing human resources to support the next generation of animation productions. Participants in these classes can learn from the basics to practical skills under the guidance of excellent instructors who are successfully working in the industry. In addition, an incentive program supports the livelihoods of the students.



SUNRISE Drawing Class



SUNRISE Art Class

Amusement Unit

In order for diverse human resources to maximize their performance, employees themselves need to proactively think about “what their strengths are” and “what they want to do and become.” To this end, we not only provide uniform training in accordance with personnel requirements, but also help them develop skills to improve individual strengths. We work for the success of diverse human resources through both age- and stage-appropriate training, including fostering proactive career goals and assessment of one’s own strengths, and training in line with the human resource requirements of jobs and assignments.



Bandai Namco Amusement's major education & training curriculums	Results for FY2022.3
Training for young employees (training was provided for each year of second- to fifth-year employees)	87 employees
Store manager training	208 employees
Training for managers on the new personnel systems	80 employees

Affiliated Business Companies

*Introduced here are initiatives taken by Bandai Namco Will, Bandai Namco’s special subsidiary.

Bandai Namco Will holds training for deepening the understanding about disabilities within the Bandai Namco group. In addition, Will’s Will Project, in which all employees including those with disabilities discuss what each of them considers important for their work, started in FY2021. We aim to improve the quality of operations of the entire company and enhance employees’ will to work through these regular communications.



— Creating an Employee-Friendly Workplace Environment

The Bandai Namco Group respects the diversity of employees, and each Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to their respective characteristics. On this page, we introduce the initiatives taken for creating an employee-friendly workplace environment by the business management company of each Unit (business).

Entertainment Unit (Digital Business)

Bandai Namco Entertainment has been using “Activity Based Working.” This is an environment in which teams and individuals can independently choose the time and place to work according to the nature of their work.

Additionally, in considering the safety of employees and their surroundings, we call for thorough implementation of mask wearing, disinfection, and temperature measurement to move forward in creating a safe and comfortable workplace environment.



Implementation of “Family Event”

We host “Family Event” for Bandai Namco Entertainment employees, their families, and employees of the Group companies. In FY2022.3, the event was live streamed so that the participants could join the event while ensuring safety to protect them from the spread of COVID-19. Many employees and their families participated in activities during the event. Activities included hands-on plastic model building, an illustration contest, and a quiz competition, all of which were extremely enjoyable and exciting for children and adults alike.



© SOTSU・SUNRISE

Entertainment Unit (Toys and Hobby Business)

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. In addition, we formulated the Family Friendly Plan in recognition that being considerate to the various stages of life of employees leads to having employees achieve self-realization in their jobs. Under this plan, employees can take leaves not only for marriage, childbirth, childcare, infertility treatment, child nursing care and care for children refusing to go to school but also for reasons that may occur going forward in an aging society, such as nursing and elderly care, and receive support funds.

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.

IP Production Unit

At Bandai Namco Filmworks, 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.

Consolidation of Production Studios

Bandai Namco Filmworks has consolidated its production studios, which used to be distributed in different locations, into one location. Through this consolidation, in addition to safety management of the building itself, we have established unique facilities and operational systems to provide a safer and more comfortable working environment, with the aim of improving the production environment. In addition, we will further promote energy conservation through efficient office operations such as the use of LED lighting.



New office “White Base”

Introduction of Free Addresses in Offices

At the Ebisu office of Bandai Namco Filmworks, we have employed a free address system that allows employees to work at any desks, rather than at desks assigned to them. Since this system allows employees of different departments to sit next to each other and carry on conversations, it has created an environment in which new ideas and initiatives are more likely to be generated.



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 Filmworks holds the “Family Event” . In FY2022.3, we held the event online as in FY2021.3 so that everyone could feel safe and secure in participating in the event, and about 300 employees and their family members participated. On the day of the event, we held classes for Gunpla a drawing class directly taught by an animator, and a live cheering experience of “Love Live! Sunshine!!,” and other events related to the Tanabata Festival.



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Amusement 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.

Work-life Balance Initiatives

ACTview Project

This is a project to create a workplace in which each and every person with various attributes and values can take active roles with enthusiasm to create “a new world of play with no boundaries”, which is our mission.

Activities in FY2022.3:

We held a workshop “BNAM meets Diversity” to promote diversity and inclusion in the company.



By introducing various working styles of employees at Bandai Namco Amusement in our web-based internal newsletters, we respect each other's values and make it possible to work in a variety of ways.



Affiliated Business Companies

LOGIPAL EXPRESS

*Introduced here are initiatives taken by LOGIPAL EXPRESS, one of our affiliates.

Acquiring Public Certifications in Logistics Operations

LOGIPAL EXPRESS strives to create a workplace where employees can work with peace of mind, and has acquired a one-star rating under the Comfortable Workplace Certification System* to ensure that it provides services that prioritize safety and security.

*The system was established in August 2020 by the Ministry of Land, Infrastructure, Transport and Tourism as part of a comprehensive initiative to address the shortage of drivers in the vehicle transportation business (truck, bus, and cab businesses).



Bandai Namco Will

*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, 10, 15, and 20 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 Abilympics competition are recognized for skills cultivated while carrying out their daily work duties.

Six of our employees participated in the 41st Japan Abilympics held in December 2021 and performed well. They won silver and bronze awards in the product packing category, bronze in the word processor category, and bronze in the office assistant category. In addition, one of our employees was selected to represent Tokyo at the Abilympics Tokyo in January 2022. We are also aiming to win a prize at this year's National Abilympics. *Photo from FY2022.3.



National Ability Sports Competition



Word Processor Category



Product Packing Category



Office Assistant Category

Birthday Leave System

andai 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 FY2022.3 was 100%.

Harmonious coexistence with communities

The Bandai Namco Group aims to live and grow together with local communities in order to continue to be a Group that is appreciated by communities and fans and is necessary for society.

Initiatives for Local Communities

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.



*At present, the head office building is closed to the public as a measure against COVID-19 infections. The timing of reopening is yet to be determined.

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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.

*In FY2021.3 and FY2022.3, events were not held in light of the status of the spread of COVID-19. (Photo is from activities in FY2020.3.)



BANDAI's Support for Children in Times of Disaster

BANDAI has started sustainability activities for the purpose of supporting children in times of disaster, providing mental care through toys, and raising awareness of mental preparedness for disasters. In order to provide the appropriate support required at the site of a disaster and to raise awareness about disaster prevention, we receive information on the needs of the affected areas and advice and support on details of support activities and preparing for such times, with the cooperation of Save the Children Japan, an organization that specializes in support activities for children.

For a starter, we plan and manufacture original "toys that children can play with even in evacuation shelters" for children who are anxious and stressed in the unfamiliar environment of the disaster area, and provide them in "emergency children's kits" that Save the Children will deliver to affected areas as relief supplies when a disaster occurs.

We are now planning two toys with original characters to provide comfort to children as "talkers" and "friends" who can be there for them during their evacuation.



Conceptual Image of Emergency Children's Kit



Original character, Otodoke! Korokoro Powers!

We are creating original characters to be capsule toys. This is because we are planning to dispatch Gashapon Trucks loaded with Gashapon capsule toy machines to disaster-hit areas along with the support activities of Save the Children. Dispatch will happen after we confirm that the affected areas are ready to accept such toy machines after checking their situations and needs.



Initiatives to Revitalize Local Communities and Foster Anime Culture

Bandai Namco Filmworks is working with Suginami Ward, where it is based, to contribute to the revitalization of the local communities and the fostering of anime culture as a member of the Suginami Ward in Tokyo, community by producing anime character flags and cooperating in their display.



Character flag

In addition, for the Kamiigusa Sports Festival 2021, we jointly hosted a stamp rally as part of an annual community event with the TAC-FC Tokyo-MELTEC joint venture, which is the designated manager of public sports facilities in Suginami Ward. We cooperated in making the mount for the stamp rally and provided goods.



上井草スポーツフェスティバル2021

In addition, we set up the monument of Mobile Suit Gundam in front of Kamiigusa Station on the Seibu Shinjuku Line in Tokyo. This monument is used to support the enlightenment of the fire prevention activity and other such efforts in the local community.



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

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

In addition to posting a model course to enjoy visiting the filming locations of “Love Live! Sunshine!!” on the Numazu Official Visitor’s Guide (Visit Numazu) site, we are 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.



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Initiatives Taken through Music

At Bandai Namco Music Live, we are implementing a variety of music-based initiatives, such as contributing a portion of sales of charity goods sold at the venues of public performances and online live events by artists through the Japanese Red Cross Society to areas affected by earthquakes, heavy rain, and other disasters.



Minori Chihara “SUMMER CHAMPION 2020,”
a live broadcast of concert with no audience (Charity wrist band)

© Bandai Namco Music Live Inc.

Participation in the Sport in Life Project

BANDAI and Bandai Namco Amusement participate in the Sport in Life Project proposed by the Japan Sports Agency in which the local governments, sports organizations, economic organizations and others take part as All-Japan in promoting sports and working toward achieving the target of raising the national sports participation rate to around 70%.



[BANDAI' s initiative:
Sports shoes UNLIMITIV for elementary school children]



[Bandai Namco Amusement' s initiative:
Space Athletic TONDEMI, indoor athletic facility]

Development of AOU Youth Advisors and Activities in Local Communities

Bandai Namco Amusement promotes the acquisition of the “AOU Youth Advisor” qualification to promote deeper ties with the community, smoother interaction and coexistence with related organizations, and sound youth development activities in the community. We will continue to carry out sound youth development activities in cooperation with the local community.



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

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.



Receiving letters of appreciation for donations

Initiatives for the Coordination between Agriculture and Welfare

Bandai Namco Will operates a business office in Kanuma city, Tochigi, with a view to ensuring stable local employment for people with disabilities and providing new value to the Bandai Namco group from the viewpoint of coordination between agriculture and welfare.

The Office grows fruit, mainly pears, and produces agricultural products including potatoes, tomatoes, and peanuts through cooperation with local public corporations.



Support Activities in Collaboration with Save the Children Japan

Since 2011, the Bandai Namco Holdings, in collaboration with Save the Children Japan, has continued to implement activities for children and provide employee seminars. In addition, together with shareholders, each year we donate a total of ¥10 million to Save the Children Japan using the shareholder incentives. These donations are used as funds for support activities for children in the country conducted by Save the Children Japan.

Support Activities Utilizing Intellectual Property

Bandai Namco Entertainment Germany participated in Friendly Fire, Germany’s largest game charity event, as a sponsor in December 2021.

We hosted a pottery contest in which contestants created characters of Elden Ring and offered a life-size figure of the character Malenia from Elden Ring for live auction during the event. We donated the winning bid to a charitable organization.

Support Activities for Children in the United States

At Bandai Namco Toys & Collectibles America, we have been involved in social contribution activities in local communities through the BANDAI FOUNDATION since 1995. We are hosting a variety of events and making charitable donations to community-based projects and programs focused on children’s health and well-being throughout the United States. In FY2021, we partnered with Bandai Namco Entertainment America to launch the “Pac-Man Takes a Bite out of Hunger” campaign to raise money for local food banks and provide initial funding to start sustainable food gardens to help end food insecurity in the Irvine, California area. We will continue to support charitable activities to help children and their families lead better lives.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

Sponsorship Agreement with a Baseball Team in North America

In North America, we have concluded a sponsorship agreement with the Los Angeles Angels, a baseball team based in California, where one of our bases is also located. Angel Stadium is decorated with signs featuring the Bandai Namco logo and Pac-Man. The Angels’ radio program and social networking services also distribute information about Bandai Namco. Through a variety of strategies such as these, we are trying to enliven the fans and the ballpark.



Initiatives to Develop People that Undertake Future Generations

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

Bandai Namco Entertainment sponsored game “Oshigoto Nenkan (Job Yearbook)” (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.



▲ An article introducing the company under a theme, “How are games made?” is published.

Members of Shimane Susanoo Magic Visit Kindergarten, Nursery School and Elementary Classes

The professional basketball team Shimane Susanoo Magic, which Bandai Namco Entertainment participates in the management of, conducts “Dream Classes” in which they visit kindergartens, nursery schools and elementary schools in Shimane Prefecture and discuss the dreams and experiences of athletes with students. They visited 14 sites in FY2022.3.



*Photo from FY2022.3.

Holding On-Site Lessons on Toys

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

In FY2022.3, we held lessons at 146 locations (approximately 9,500 participants), including teaching material-based lesson programs that can be conducted at elementary and junior high schools and facilities all throughout Japan.



Plastic Model Class “Gunpla Academia”

BANDAI SPIRITS has developed “Gunpla Academia,” educational material based on Gunpla, and offers free class packages to elementary schools throughout Japan. The class package includes a Gunpla assembly experience and a video showing the facilities, production process, and work done by the people involved in production at the BANDAI HOBBY CENTER, the factory where BANDAI SPIRITS plastic models are produced. Through these educational materials, students will learn about the fun of manufacturing and our initiatives to address global environmental issues such as the recycling of plastics. The purpose is to increase interest in advanced technology and sustainable manufacturing. We started this program in October 2021. Approximately 90,000 children from about 1,400 elementary schools nationwide participated in the program over a six-month period through March 2022.



Introductory video



Assembly experience kit

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Accepting Visits from Students

At Bandai Namco Filmworks and Bandai Namco Pictures, we receive visits from elementary, junior high school students, and high school students, offering them opportunities to learn about anime creation and IP production and sharing the voices of workers in the animation industry. The use of online communication allows for participation from all parts of Japan, and in FY2021, ten schools (approximately 200 students) participated in the company tour.



Supporting the Space Development Forum

At Bandai Namco Filmworks, 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 forum held in 2021, which had a total of 190 participants, and cooperated with the participants in brainstorming, etc.



Scenes from the forum held in 2021

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 1,700 Junior Eco-Clubs across the country with members totaling about 90,000 as of March 2022.



Environmental study meeting (Sponsor: "Sakasagawa Junior Eco-Club", an officially registered Junior Eco-Club)
(Photos from activities in FY2020.3)

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.

*Classes were cancelled in FY2021.3 and FY2022.3 in light of the status of the spread of COVID-19. (Photo is from activities in FY2020.3.)



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— Delivering Culture

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. In June 2020, the museum reopened after remodeling, which included the addition of a new exhibit section.



Omochanomachi BANDAI Museum

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.

BANDAI Children's Questionnaire

Since 1995, BANDAI has been conducting a series of surveys called the “BANDAI Children’s Questionnaire” for parents and guardians of children aged from infants to twelve years old, as BANDAI’s unique way of understanding children of today. 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 has been implementing initiatives to protect Chinese intangible cultural assets since 2018. In FY2022.3, in collaboration with the Shanghai and Suzhou Libraries, we held hands-on events for “ancient book restoration” and “rubbing techniques,” both of which are classified as an intangible cultural heritage, with the hope that the general public would recognize the importance of Chinese traditions and techniques. We designed the event to provide participants with an opportunity to enjoy traditional culture in a new way by offering them the chance to try rubbing the Mobile Suit Gundam Monument. As a result, 180 people participated in the event. Bandai Namco Holdings China won the 2022 Gold Stevie Award* of the Award for Innovation in Public Enterprise Events, the 2022 Silver Stevie Award of the International Business Awards, and the 2022 Golden World Awards* Gold Award.

*Stevie Award.....The Stevie Awards are business awards established in 2002 to recognize and raise awareness of the achievements of businesses and organizations and working professionals around the world who are actively contributing to society.

* Golden World Awards: Established by the International Public Relations Association, the Golden World Awards is an international award that recognizes excellent public relations activities that satisfy the international criteria.



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— Support Activities to Counter the Spread of COVID-19 Infections

Publication of Video Introducing Exercises to Try Indoors

BANDAI offers free online streaming of exercise videos using IP to support children enjoying exercising even when they are indoors. The videos help children eliminate the lack of exercise together with the IP characters. The exercise details have been proposed under the supervision of Senshi Fukashiro, Health and Sport Sciences and Professor at Japan Women's College of Physical Education.



© BANDAI

Support for the Healthcare Environment with Mold Production Technology Applied in Production of Toys

In response to a request from Kikuna Memorial Hospital (located in Yokohama, Kanagawa Prefecture), SEEDS (currently Bandai Namco Craft) produced anti-droplet masks (face shields) and donated them to hospitals in April 2020. Since then, donations have been made to municipalities, the police, and government agencies. We formally began production of face shields in May 2020 and have been selling them to medical institutions in a sequential manner.



Face shield



Injection molding machine

Support for the Live Entertainment Industry

Bandai Namco Music Live provided support by donating to a fund established by an industrial organization to business operators and staff members in Japan's live entertainment industry, which is facing considerable difficulties in continuing to implement activities.

Free Online Enlightenment Poster to Promote Hand Washing for Preventing Infection

Bandai Namco Filmworks, in collaboration with the Ministry of Health, Labour and Welfare, created a poster featuring Aqours, a school idol group that appears in Love Live! Sunshine!!, that promotes hand washing to prevent the COVID-19 infections, and has been distributing the poster free of charge since May 12, 2020. The poster is available on the Ministry of Health, Labour and Welfare's site, the official site of Love Live! Sunshine!! and on SNS. It can be printed out by anyone and used at facilities, environments, etc. to promote the awareness of knowledge on hand washing.



Poster distribution on the official site of Love Live! Sunshine!!
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Free Distribution of The Bear's School Video for Children

Bandai Namco Holdings and Charaken created "Video-Version Jackie Caravan," a video using The Bear's School children's picture book series to support children spending enjoyable times even under the COVID-19 pandemic. We offer limited distribution and lend the DVD version through the "Bear's School Faculty Room" on the free information membership site for teachers in kindergartens and nursery schools. In FY2022.3, the second year of this donation program, the third donations were made from July to September and the fourth donations from December to March.



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