

Bandai Namco Group Code of Conduct
Bandai Namco Group Guidelines for Business Partners
Ver. 1.0

April 2025
Bandai Namco Holdings Inc.

Introduction

The Bandai Namco Group's aim is to continue creating a future where people and societies are connected by dreams, fun, and inspiration in accordance with Bandai Namco's Purpose, "Fun for All into the Future," while respecting the fundamental human rights of all individuals.

We have established the Bandai Namco Group Code of Conduct (the "Code") to outline the principles of behavior that we, along with our business partners, must adhere to. We have also formulated the Bandai Namco Guidelines for Business Partners (the "Guidelines") to guide our implementation of the Code.

We aim to work with our business partners to address sustainability-related issues and contribute to a sustainable society.

To achieve this, it is important that we, together with our business partners who provide our products and services to consumers, address the challenges of sustainable procurement throughout all supply chains.

We appreciate your understanding and cooperation.

Established on April 1, 2025

Bandai Namco Group Code of Conduct

The Bandai Namco Group's aim is to continue creating a future where people and societies are connected by dreams, fun, and inspiration in accordance with Bandai Namco's Purpose, "Fun for All into the Future," while respecting the fundamental human rights of all individuals. To achieve this, we have established this Code of Conduct as the foundation for our future actions.

1 Compliance with Laws and Social Norms

We adhere to all laws and social norms with a high sense of ethics. Recognizing the unique cultures, customs, and rules of each country and region, we respect differences. As a "good corporate citizen," we contribute to cultural development through our business activities and strive to realize a rich, bright, and healthy life for all.

2 Fostering a Culture of Respect

We uphold human rights and promote mutual respect among all individuals involved with Bandai Namco Group. This means creating an inclusive environment that embraces diversity, respect, and open communication.

3 Harmony with Nature

We recognize that safeguarding the environment is essential for a sustainable future for both society and businesses. We are dedicated to collaborating with our stakeholders to achieve a harmonious balance between our operations and the natural world.

4 Compliance with Fair and Equitable Transactions

We conduct our business on the principles of free competition and fairness. By engaging in transparent and equitable transactions, we build mutual trust and understanding with our business partners.

5 Safe & Responsible Products

Our top priority is the safety and satisfaction of our customers. We partner with ethical suppliers to ensure that our products and services meet the highest standards of quality and responsibility.

6 Intellectual Property for Social Good

Our intellectual property, including beloved characters and franchises, is a valuable asset. We're dedicated to protecting and using it in a way that promotes sustainable growth, social good, and innovation in the entertainment industry and beyond.

7 Proper Disclosure of Information

We communicate with society and ensure management transparency by disclosing appropriate and reliable corporate information to all stakeholders in a timely and fair manner, without concealment.

8 Proper Management and Protection of Information and Assets

When using company assets, we distinguish between public and private use and ensure proper utilization. We fully understand the importance of customer information, personal information, and confidential information obtained through business activities, and we take measures to prevent information leakage and protect privacy. Additionally, we manage and safeguard these assets appropriately to ensure swift business recovery in the event of an emergency.

Bandai Namco Group Guidelines for Business Partners

A Request for Our Business Partners

We ask that our business partners understand the Bandai Namco Group's approach and commitment, and carry out their business activities in line with the purpose of the Guidelines. We also request that the Guidelines be shared with your business partners to help ensure understanding and widespread adoption.

We ask that our business partners comply with the Guidelines, and we may monitor and evaluate compliance periodically. If any issues that require action are identified, we may ask business partners to provide specific improvement plans or report on the status of implementation. In such cases, we ask for your prompt cooperation.

Please note that the Guidelines may be reviewed and revised as necessary in response to changes in the social environment.

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1 Compliance with Laws and Social Norms

Respect internationally recognized standards in addition to complying with the laws and regulations of the country where your company is headquartered as well as the countries and regions where your company does business.

2 Fostering a Culture of Respect

2-1 Human Rights and Labor

Respect the rights of workers in line with international human rights standards including the ILO's core labor standards, in addition to complying with relevant laws and regulations.

2-1-1 No Forced Labor

Never use labor obtained by force, captive labor, exploitative prison labor, slavery, or human trafficking. Do not force people to work and provide workers with the right to terminate their own employment.

2-1-2 Respect for the Rights of Young Workers and No Child Labor

Never allow children who are under the minimum age for employment to work. Never allow workers under the age of 18 to perform hazardous work that is likely to jeopardize their health or safety, including working nights or overtime.

2-1-3 Decent Working Hours

Never allow workers to work beyond the maximum hours set in local laws and regulations. Properly manage working hours and days off in consideration of internationally recognized standards.

2-1-4 Adequate Wages and Allowances

Comply with all applicable laws and regulations regarding payments for work (including minimum wage, overtime, and allowances and deductions required by law). Pay wages at a level that allows workers to support their basic needs (pay a living wage).

2-1-5 No Inhumane Treatment

Respect the human rights of workers and do not treat them in a manner that is or may be construed to be inhumane, including physical and psychological abuse, coercion, or harassment. When providing workers with individual accommodations, ensure that there is space for storing their personal belongings, including valuables, and a personal space of reasonable size for entering and exiting.

2-1-6 No Discrimination

Never engage in discrimination or harassment. Consider requests from workers regarding religious practices where appropriate.

2-1-7 Freedom of Association and Right to Collective Bargaining

In conformance with local laws and regulations, respect the right of workers to collective bargaining and openly communicate with workers regarding their working environment and wages.

2-2 Health and Safety

In addition to complying with relevant laws and regulations, take into consideration standards, such as the ILO's guidelines on health and safety, to minimize injury and illness in the workplace and maintain safe and healthy working conditions.

2-2-1 Occupational Safety

Identify and assess risks regarding occupational safety and maintain safety through proper design and engineering and administrative controls. Implement reasonable measures to protect pregnant women and nursing mothers.

2-2-2 Emergency Preparedness

Identify the possibility of emergency situations such as natural disasters or accidents that may adversely affect human life or safety, establish procedures in case of emergency to minimize harm to workers and property, install the required equipment, and conduct training and drills so that the required actions can be taken in case of an emergency.

2-2-3 Occupational Accidents and Illness

Identify, assess, record, and report the status of occupational injuries and illnesses, and implement appropriate countermeasures and corrective actions.

2-2-4 Industrial Hygiene

Identify, assess, and appropriately control the risk of workers being exposed to hazardous biological, chemical, or physical agents in the workplace.

2-2-5 Considerations for Physically Demanding Work

Identify and assess worker exposure to the hazards of physically demanding tasks and appropriately control such work so that it does not lead to occupational injury or illness.

2-2-6 Machine Safeguarding

Assess the machinery used by workers for safety hazards and provide appropriate safeguarding.

2-2-7 Health and Safety at Facilities

Properly maintain health and safety at facilities and accommodations provided to workers (such as dormitories, cafeterias, and restrooms). Ensure that dormitories are provided with proper emergency egress.

2-2-8 Health and Safety Communication

Provide training on proper health and safety information regarding various workplace hazards that workers may be exposed to in the workplace in languages and methods that are understandable. Build a system that enables workers to provide feedback on safety.

2-2-9 Health Management of Workers

Conduct proper health management for all employees.

3 Harmony with Nature

3-1 Environmental Permits and Reports

Obtain the permits and approvals required for conducting business, and register and report according to local laws and regulations.

3-2 Reducing Energy Consumption and Greenhouse Gas Emissions

Make efforts to improve energy efficiency and work continuously to reduce greenhouse gas emissions and energy consumption.

3-3 Air Emissions

Comply with relevant laws and regulations and implement appropriate measures to reduce the emission of hazardous substances into the atmosphere.

3-4 Water Management

Comply with laws and regulations, monitor the source, usage, and discharge of water used, and conserve water. Test, monitor, control, and process all wastewater as required prior to discharge or disposal. Identify and properly manage sources of pollution that may cause water pollution.

3-5 Effective Utilization of Resources and Waste Management

Comply with laws and regulations and implement appropriate management to promote the 3Rs (reduce, reuse, and recycle), ensure the effective utilization of resources, and minimize waste.

3-6 Management of Chemicals

Comply with laws and regulations to identify, label, and manage chemicals and other substances posing a hazard to humans or the environment, and conduct management to ensure safe handling, transport, storage, use, recycling, reuse, or disposal of such substances.

3-7 Management of Chemicals Contained in Products

Comply with all laws, regulations, and customer requests applicable to the prohibition and restriction of specific substances contained in products.

4 Compliance with Fair and Equitable Transactions

4-1 Stopping Corruption

Never engage in any form of bribery, corruption, blackmail, or embezzlement.

4-2 No Provision and Acceptance of Inappropriate Benefits

Never provide or accept any promises, propositions, or approvals as a means of obtaining bribes or any other illicit or inappropriate benefit.

4-3 Fair Business Conduct

Engage in fair business practices, competition, and advertising.

4-4 Protection of Whistleblowers

Protect the confidentiality of information regarding whistleblowing and the anonymity of whistleblowers, and ensure that there is no retaliation against them.

4-5 Responsible Minerals Procurement

Exercise due diligence to ensure that the minerals, such as tantalum, tin, tungsten, and gold, contained in the products your company manufactures do not cause or contribute to serious human rights violations, environmental destruction, corruption, or disputes in conflict-affected and high-risk areas.

5 Safe & Responsible Products

5-1 Ensuring Product Safety

Fulfill your company's responsibilities as a supplier by ensuring that products meet safety standards stipulated by national laws and conduct design, manufacturing, and sales to ensure adequate product safety.

5-2 Quality Management

Comply with your company's own quality standards and customer requirements in addition to all laws and regulations applicable to the quality of products and services.

5-3 Provision of Accurate Information on Products and Services

Provide correct and accurate information on products and services that does not result in misunderstandings.

6 Intellectual Property for Social Good

6-1 Respect for Intellectual Properties

Respect intellectual property rights and transfer technology and expertise in a manner in which intellectual property is protected. Protect the intellectual property of third parties, such as customers and suppliers.

7 Proper Disclosure of Information

7-1 Proper Information Disclosure

Disclose information regarding labor, health and safety, environmental activities, business activities, organizational structure, financial situation, and performance, as necessary, according to applicable laws and regulations and industry practices. Never falsify records or disclose false information.

8 Proper Management and Protection of Information and Assets

8-1 Defense against Cyberattacks

Implement protective measures against threats such as cyberattacks, and conduct management to prevent damage to your own company and other parties.

8-2 Protection of Personal Information

Comply with relevant laws and regulations and appropriately manage and protect all personal information of suppliers, customers, consumers, employees, and other stakeholders.

8-3 Prevention of the Leak of Confidential Information

Appropriately manage and protect not only your company's own confidential information but also such information that has been received, including from customers and third parties.

Conclusion

We ask our business partners to make preparations so that in the event of a major natural disaster or similar event affecting your company or your business partners, you can quickly resume production activities to fulfill your supply responsibilities.

To ensure compliance with the actions requested in the Guidelines, we ask that you implement the following:

- (1) Establish a management system within your company;
- (2) Develop a process to communicate the requirements of the Guidelines to your suppliers and to monitor your suppliers' compliance;
- (3) Establish a clear management system and implement appropriate export/import procedures concerning the export/import of technologies or goods regulated by laws and regulations;
- (4) Develop a complaint processing mechanism available to stakeholders, including workers and suppliers, to prevent misconduct within your company and throughout your supply chains (If it is difficult to establish this internally, inform stakeholders about the Bandai Namco Group's reporting desk mentioned below); and
- (5) Disclose information regarding your efforts related to the Guidelines and based on relevant laws and regulations.

External Stakeholder Reporting Desk

The Bandai Namco Group accepts human rights-related complaints, reports, and consultations from the employees of its business partners. If there are any actions or incidents during your business dealings with Bandai Namco Group companies that deviate from the Code or the Guidelines, please contact the External Stakeholder Reporting Desk using the official Bandai Namco Holdings website below.

Bandai Namco Holdings Official Website Reporting Desk

<https://www.bandainamco.co.jp/cgi-bin/sustainability/index.cgi/en/complianceHotline/index>

About the Guidelines

The Guidelines have been created with reference to the Responsible Business Conduct Guidelines (Ver. 1.1) of the Japan Electronics and Information Technology Industries Association (JEITA). We will review and revise the Guidelines as necessary.

| Issued on | Ver. | Details |
|----------------|------|---|
| March 31, 2025 | 1.0 | Bandai Namco Group Guidelines for Business Partners Initial Version |

For explanatory materials related to the Guidelines, please refer to the appendices in JEITA's Responsible Business Conduct Guidelines.

Please note that JEITA's Responsible Business Conduct Guidelines may be revised without notice. For the latest version, please visit the JEITA website below.

[\[Download Version\] Responsible Business Conduct Guidelines \(available in Japanese only\)](https://www.jeita.or.jp/cgi-bin/public/detail.cgi?id=788&cateid=1)
[--Promoting Responsible Business Conduct in Supply Chains--](https://www.jeita.or.jp/cgi-bin/public/detail.cgi?id=788&cateid=1)
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