

Bandai Namco Group Human Rights Policy

Together with all people throughout the world, the Bandai Namco Group aims to create a future where people and other people, people and society, and people and the world are connected through the rich emotions created by entertainment, as represented by Bandai Namco's Purpose of Fun for All into the Future. In order to fulfill our responsibility to respect the human rights of all stakeholders involved in the business activities of the Bandai Namco Group, we hereby establish the Bandai Namco Group Human Rights Policy.

Scope of Applicability

This policy applies to directors, auditors, officers, and employees of the Bandai Namco Group (meaning Bandai Namco Holdings Inc. and its subsidiaries; the same shall apply hereinafter). We also ask all of our business partners and suppliers to understand, support, and comply with this policy.

Commitment to Respecting Human Rights

The Bandai Namco Group understands that our business activities may impact human rights, and will fulfill our responsibility to respect the human rights of all stakeholders involved in our business activities.

Compliance With Laws and Regulations Related to Respecting Human Rights

The Bandai Namco Group will promote initiatives to respect human rights based on the United Nations Guiding Principles on Business and Human Rights and the Children's Rights and Business Principles.

Furthermore, in each country and region where we conduct business, the Bandai Namco Group complies with the domestic laws and other regulations of the relevant countries, and respects internationally-recognized human rights. When faced with conflicting requests, we will do our utmost to honour the principles of internationally recognized human rights.

Governance

We will place the President and Representative Director in charge of this policy, and the Chief Sustainability Officer (CSO) in charge of promoting this policy, and will promote initiatives to respect human rights in accordance with this policy.

Human Rights Due Diligence

The Bandai Namco Group will construct and continuously operate a human rights due diligence system to identify, prevent, and mitigate adverse human rights impacts related to the Bandai Namco Group's business activities.

Remedy and Correction

If we identify that the Bandai Namco Group has caused or contributed to negative human rights impacts, we will take legitimate processes to remedy the situation and prevent recurrence.

Education

The Bandai Namco Group will ensure that related policies, guidelines, and other necessary procedures reflect this policy, in order to embed this policy in all business activities. We also will provide appropriate education so that all directors, auditors, officers, and employees understand this policy and implement it in their respective corporate activities.

Dialogue and Consultation With Stakeholders

For initiatives taken under this policy, the Bandai Namco Group will consult with independent external experts on human rights and engage in dialogue and consultation with relevant stakeholders.

Verification of Progress and Information Disclosure

The Bandai Namco Group will monitor and improve the status of compliance with this human rights policy continuously. We will disclose the progress of human rights initiatives based on this policy through media such as the official website and integrated reports of Bandai Namco Holdings Inc.

Date of Establishment: November 1, 2023

Masaru Kawaguchi

Group CEO

President and Representative Director

Bandai Namco Holdings Inc.