

Fun for All into the Future






Sustainability Connecting to smiles into the future

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



the bears'school
©BANDAI

Contents

	Harmonious Coexistence with the Natural Environment	1		Establishment of Work Environments That Facilitate Mutual Respect	45
	Enhanced response to climate change	6		Establishment of an employee-friendly workplace environment	49
	Sustainable use of resources and raw materials	13		Human resources development	56
	Supply chain management (environment)	18		Promotion of diversity and inclusion	59
	Provision of Appropriate Products and Services	20		Supply chain management (labor)	61
	Provision of products and services based on appropriate representation	24		Harmonious Coexistence with Communities	63
	Safety and security of products and services	26		Collaboration with local communities	68
	Enhanced customer satisfaction	33		Educational assistance for the next generation	76
	Supply chain management (quality)	34		Invigoration of fan communities	83
	Appropriate Utilization and Protection of Intellectual Property	38			
	Appropriate use of IP and mutual use of patents	40			
	Protection of IP	42			

Harmonious Coexistence with the Natural Environment



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The Bandai Namco Group believes that the promotion of business operations that reflect consideration for the natural environment is essential for the sustainability of society and for business. Together with a variety of stakeholders, the Group is aiming for harmonious coexistence with the natural environment.



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Relevant SDGs



Key Items

- Enhanced response to climate change
- Sustainable use of resources and raw materials
- Supply chain management (environment)



Enhanced Response to Climate Change

The frequent occurrence of extreme weather and damages and impacts on the natural environment caused by climate change poses a major risk to not only businesses but also the activities of communities around the world. Companies have a responsibility to lower CO2 emissions from their business activities and respond to climate change.

→ Initiatives for Decarbonization

→ Initiatives for Products

→ Initiatives for Content Creation

FOCUS

Reducing 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. We have set annual targets for reducing CO2 emissions in each business area and are now working on specific initiatives.

Note: We are currently working on our response to Scope 3 emissions (managing CO2 emissions in the supply chain).

→ [Click here for our CO2 emissions data \(part of ESG data\).](#)

Steps and medium- to long-term targets for decarbonization

Today	Further advance energy conservation measures and introduce renewable energy, etc. (to be advanced together with response to Scope 3 emissions)
2024	CO2 emissions from energy use at our business bases (Scope 1 and Scope 2 emissions) Reduce by 15% compared to fiscal 2019, ended March 31, 2020
2030	CO2 emissions from energy use at our business bases (Scope 1 and Scope 2 emissions) Reduce by 35% compared to fiscal 2019 (50% compared to fiscal 2013)
2050	CO2 emissions from energy use at our business bases (Scope 1 and Scope 2 emissions) Net-zero



Sustainable Use of Resources and Raw Materials

Companies are responsible for helping to achieve a sustainable, recycling-oriented society. Today, the world is making greater efforts to reduce waste by reviewing raw materials and reining in the use of plastics that could harm marine and other ecosystems. The Bandai Namco Group stands committed to reducing and controlling its waste emissions, in addition to using natural raw materials more efficiently and to a lesser extent.

→ Initiatives for Raw Materials Procurement

→ Initiatives for Recycling



Supply Chain Management (Environment)

Reduction of environmental impacts cannot be fully achieved with the efforts of a single corporation. The Bandai Namco Group is addressing environmental issues across the entire supply chain in an effort to achieve a sustainable value chain with fewer environmental impacts.

→ Initiatives for Logistics

Main Initiatives



Enhanced Response to Climate Change

**Actively introduce
renewable energy at our
business locations**



Enhanced Response to Climate Change

**Installation of solar panels
at Bandai Hobby Center**



Enhanced Response to Climate Change

**Utilize renewable energy for
moving Gundam**



Enhanced Response to Climate Change

Mitigate environmental impacts of amusement facilities



Enhanced Response to Climate Change

Ensure live events are environmentally considerate



Enhanced Response to Climate Change

Evaluate environmental performance using the Eco Medal certification system



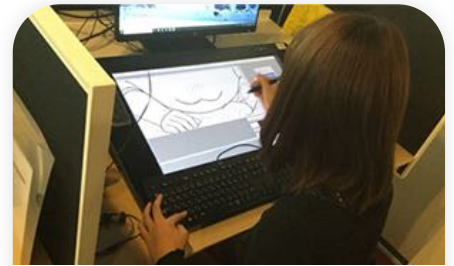
Enhanced Response to Climate Change

Eco-Amusement Product Certification for arcade games



Enhanced Response to Climate Change

Participate with industry in the Playing for the Planet Alliance addressing climate change



Enhanced Response to Climate Change

Mitigate environmental impacts in animation production



Sustainable Use of Resources and Raw Materials

Combine “eco” and “fun” with new alternatives to plastics



Sustainable Use of Resources and Raw Materials

Implement green procurement in manufacturing of arcade games



Sustainable Use of Resources and Raw Materials

Reduce use of plastics by MONO Capsule



Sustainable Use of Resources and Raw Materials

Promote recycling of packaging materials



Sustainable Use of Resources and Raw Materials

Create new value with capsule-less products that are eco-friendly

**GUNPLA
RECYCLING
PROJECT**

Sustainable Use of Resources and Raw Materials

Contribute to a recycling-oriented society through the Gunpla Recycling Project



Sustainable Use of Resources and Raw Materials

Promote recycling of Gashapon capsules



Supply Chain Management (Environment)

Obtain Green Management Certification in logistics operations



Supply Chain Management (Environment)

Promote eco driving



Supply Chain Management (Environment)

Use of low-emission vehicles

Enhanced Response to Climate Change



The frequent occurrence of extreme weather and damages and impacts on the natural environment caused by climate change poses a major risk to not only businesses but also the activities of communities around the world. Companies have a responsibility to lower CO₂ emissions from their business activities and respond to climate change.

Decarbonization

Products

Content creation

Initiatives for Decarbonization

Actively introduce renewable energy at our business locations

We are advancing a switch to electricity derived from renewable energy at the principal business locations of Group companies aimed at decarbonization.

Bandai Namco Miraikenkyusho, Bandai Namco Amusement Headquarters (Sumitomo Fudosan Tamachi Ekimae Building), and Bandai Hobby Center, a production plant for Bandai Spirits plastic models, have effectively switched all of the electricity they use to renewable energy, achieving net-zero emissions of CO₂ from their office operations. Bandai Logipal Inc. and Logipal Express Inc., which handle logistics operations, are working to conserve energy by switching lighting in their warehouses to LED and more energy-efficient cooling facilities for their fixed-temperature warehouses. Through these initiatives, the company has reduced 2,000 t-CO₂ emissions annually.



Bandai Namco Miraikenkyusho

Installation of solar panels at Bandai Hobby Center

Since its completion in 2006, we have installed 324 solar panels on the walls of the main building of the Bandai Hobby Center, a production plant for Bandai Spirits plastic models, 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. Furthermore, Bandai Hobby Center will install rooftop solar panels as an additional measure and use these to generate electricity beginning in April 2023. The annual self-sufficiency of electricity from this rooftop solar power generation system is planned to be approximately 260,000 kWh.



Bandai Hobby Center
(Shizuoka City)

Utilize renewable energy for moving Gundam

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.



GUNDAM FACTORY Yokohama
(Yokohama City)
© SOTSU • SUNRISE



Mitigate environmental impacts of amusement facilities

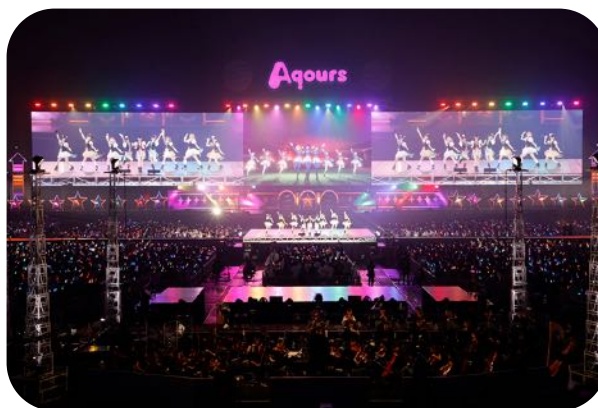
At the amusement facilities we operate, we are switching halogen and fluorescent lightings used onsite and in amusement cabinets to LED. These facilities are also voluntarily implementing a light-down campaign where lights are turned down within a range that does not affect customer safety or security, with only the lights from games used to illuminate operations. With the understanding of the operators of commercial facilities in which our amusement facilities are located, after confirming in advance, 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.



Amusement facility participating in reduced lighting

Ensure live events are environmentally considerate

At Bandai Namco Music Live, LEDs are actively used in many places to illuminate live events to save energy. The stage props are also reused to reduce the use of natural materials such as wood. We make an effort to sell reusable goods at live events. In addition to selling original eco bags at the event site, we have switched to battery-powered pen lights that can be used repeatedly instead of disposable ones, which are used during live events.



Live event where reusable LED pen lights were sold and LEDs were used for event lighting
(LoveLive! Sunshine!! Aqours 6th LoveLive! —KU-RU-KU-RURock 'n' Roll TOUR—(SUNNY STAGE)
© 2017 Project LoveLive! Sunshine!!

Enhanced Response to Climate Change



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Decarbonization

Products

Content creation

Initiatives for Products

Evaluate environmental performance using the Eco Medal certification system

We have introduced an Eco Medal certification system for all products in the Toys and Hobby Business that recognizes products clearing our proprietary environmental standards. Products are certified if they meet the criteria set in each category, which include product body, containers and packaging, and instruction manual. In fiscal 2021, ended March 31, 2022, 490 items received Eco Medal certification. (153% of last year) Eco Medal-certified products can be identified by looking at the package or Bandai's sustainability website.



Example of Eco Medal labeling



Eco-Amusement Product Certification for arcade games

Bandai Namco Amusement has established the Eco-Amusement Product Requirements for arcade games used in Japan. These requirements evaluate a product based on seven standards including compliance with green procurement standards, energy efficiency, and resource efficiency, stipulated in the guidelines. Only products that satisfy a certain threshold are granted Eco-Amusement Product Certification. Furthermore, all products designed by Bandai Namco Amusement and released after February 2019 have Eco-Amusement Product Certification.



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

Decarbonization

Products

Content creation

Enhanced Response to Climate Change



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Decarbonization

Products

Content creation

Initiatives for Content Creation

Participate with industry in the Playing for the Planet Alliance addressing climate change

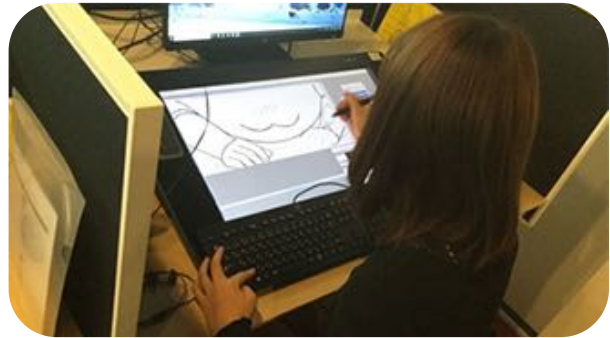
Bandai Namco Entertainment is a member of Playing For The Planet Alliance established at the UN Climate Action Summit 2019. As with fiscal 2021, in fiscal 2022 we participated in Green Game Jam organized by the United Nations Environment Programme (UNEP) through the *PAC-MAN* smartphone game app. We held an in-game event called Play for the Forest to convey the importance of forest restoration, and we encouraged the use of the Ecosia search engine that plants trees with ad revenue from keyword searches.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

Mitigate environmental impacts in animation production

Bandai Namco Pictures is promoting a reduction in the amount of paper used by introducing digital drawing at its Osaka Studio and Fukushima Studio. Digitalization of animation production not only reins in the massive volume of conventional drawing papers but also allows the delivery of drawings via a network, thereby helping to reduce CO₂ emissions in transport.



Decarbonization

Products

Content creation

Sustainable Use of Resources and Raw Materials

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Raw materials procurement

Recycling

Initiatives for Raw Materials Procurement

Combine “eco” and “fun” with new alternatives to plastics

Bandai Spirits is advancing initiatives to use recycled materials or alternatives to plastics for part or all of its plastic model products in order to reduce its use of petroleum-based plastics and lower CO₂ emissions. Bandai Spirits now uses alternatives to plastics such as new materials made primarily from limestone as well as eggshell plastics that partially include eggshells discharged as industrial waste for some of its plastic model products. In this manner, we are developing products in a way that fans can enjoy their favorite pastime while still benefiting the environment.



Plastic model made partially with eggshell plastics
© SOTSU • SUNRISE
© BANDAI SPIRITS



Plastic model made with new materials based on limestone as the main raw materials

Implement green procurement in manufacturing of arcade games

Bandai Namco Amusement Inc. (formerly, Bandai Namco Games Amusement Division) became the first in the amusement industry to launch green procurement initiatives back in 2005. We actively purchase parts, materials, semi-processed goods, products, sales promotion items, and packaging materials that are environmentally friendly and compliant with laws in Japan and other countries from suppliers that carefully manage chemical substances that can adversely affect the human body and natural environment. This also helps us to reduce our environmental impacts.



Arcade game (product name: Mini Crane) made from materials with lesser environmental impacts. The arcade game's parts can be removed without tools for easier recycling and it adopts exclusively LED lighting, resulting in a truly environmentally friendly design.

Reduce use of plastics by MONO capsule

In 2013, Bandai began using MONO capsules as the packaging for capsule toy, Gashapon. These capsules are approximately 60% lighter than the conventional one because they are made from a single material (polypropylene) instead of two. 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).



Promote recycling of packaging materials

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 actively working to change the packaging materials used for Ichiban KUJI products from PET blisters to cardboard.



© Eiichiro Oda, Shueisha, Fuji Television Network, and Toei Animation
© Bandai Namco Entertainment Inc.

Create new value with capsule-less products that are eco-friendly

In 2015, Bandai began selling capsule-less products for some of its Gashapon products, which are distributed from the machine in product form only without a capsule container. These products are designed to form a large figure after the included parts are assembled on the capsule, which forms part of the product body. This product has been well received as an environmentally friendly product that creates new product value. From October 2015 to March 2022, we shipped a cumulative total of more than 59.38 million units in the series.

As other environmentally friendly initiatives, we are promoting the introduction of MONO capsules, which are about 60% lighter because they are made from a single material (polypropylene), changing plastic blisters for toy products to cardboard, and simplifying packaging. In fiscal 2021, the amount of plastic used in containers and packaging totaled 2.01 tons per sales of ¥100 million, a 17% reduction compared to the 2.42 tons per sales of ¥100 million in fiscal 2014.



Capsule Character series where the capsule is part of the toy

Note: This product has been discontinued.

Sustainable Use of Resources and Raw Materials

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Raw materials procurement

Recycling

Initiatives for Recycling

Contribute to a recycling-oriented society through the Gunpla Recycling Project

In April 2021, we launched the Gunpla Recycling Project as a joint initiative involving all four companies of the Bandai Namco Group (Bandai Namco Holdings, Bandai Spirits, Bandai Namco Amusement, and Bandai Logipal). Under this project, we collect runners (plastic surrounds for plastic model parts) from Gunpla, plastic models in the GUNDAM Series, so that they can be recycled into new plastic model products using the cutting-edge technology of chemical recycling. The project aims to contribute to the formation of a recycling-oriented society together with plastic model fans.



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The collected runners are transported to Bandai Hobby Center, the plastic model production plant of Bandai Spirits, where they are combined with plastic emitted from the plant's production process. 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.

Promote recycling of Gashapon capsules

The Bandai Namco Group has collected and recycled Gashapon capsules since 2006. In September 2021, Bandai, Bandai Namco Amusement, and Bandai Logipal jointly started Gashapon Capsule Recycling, an initiative to further expand these recycling efforts. From April 2021 to March 2022, we collected a total of around 22 tons of empty Gashapon capsules.

The collected empty capsules are turned into pellets (recycled pellets), which are the raw materials for capsules, and then they are mixed with ordinary pellets (virgin pellets) to form the capsules. At present, recycled pellets account for about 20% of new capsules.

Gasha Point Stations, empty capsule collection boxes, are placed at Capsule Toy Stores and Gashapon Bandai Official Shops. This makes empty capsule collection an enjoyable experience for customers.



Raw materials procurement

Recycling

Supply Chain Management (Environment)

Reduction of environmental impacts cannot be fully achieved with the efforts of a single corporation. The Bandai Namco Group is addressing environmental issues across the entire supply chain in an effort to achieve a sustainable value chain with fewer environmental impacts.

Initiatives for Logistics

Obtain Green Management Certification in logistics operations

Bandai Logipal and Logipal Express have been promoting safe and environmentally friendly driving (eco-driving) for more than 17 years, while also working to introduce low-emission vehicles and promote eco-driving to help protect the natural environment. Compared to before this initiative, average fuel consumption has improved by 12.5% (as of May 2022). Additionally, the companies have obtained Green Management Certification awarded to transportation companies engaging in business operations with fewer environmental impacts.



Green Management Certification
Eco-Mo Foundation

Promote eco driving

Logipal Express has promoted eco driving for many years, compiling its own environmental manuals, managing fuel consumption using a digital tachograph, providing training, and participating in a driving contest.

As part of this, Logipal Express participates in the Eco-Driving Activity Contest organized by the Foundation for Promoting Personal Mobility and Ecological Transportation (“Eco-Mo Foundation”). In fiscal 2018, Logipal Express received the Minister of Land, Infrastructure, Transport and Tourism’s Award presented to groups engaging in superior initiatives from among 665 entries. Since then, the company has received Excellence Certification multiple times.



Eco-driving training

Use of low-emission vehicles

Bandai Logipal and Logipal Express are actively using vehicles designed to reduce environmental impacts, such as compressed natural gas (CNG) vehicles, hybrid vehicles, and vehicles subject to new long-term emission regulations. Ninety out of 228 company-owned vehicles, excluding container chassis, are certified low-fuel-consumption and low-emission vehicles. In addition, one of the 3-ton trucks that are used for deliveries around the outskirts of the Tokyo metropolitan area is powered by 100% biodiesel fuel made from waste cooking oil.



Provision of Appropriate Products and Services



© BN

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.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

Relevant SDGs



Key Items

- Provision of products and services Based on appropriate representation
- Safety and security of products and services
- Enhanced customer satisfaction
- Supply chain management (quality)

Key Items and Main Measures



Provision of Products and Services Based on Appropriate Representation

In the products and services provided by the Bandai Namco Group, we strive to use accurate and easy-to-understand language that does not pose a risk of misidentification or misrepresentation. We are making efforts to ensure responsible and appropriate representations as a corporate group that handles a wide variety of products and services.

→ Initiatives for Ethical Representation



Safety and Security of Products and Services

We provide high-quality, safe, and secure products and services that can be enjoyed by all, with safety and peace of mind as our top priorities. The Bandai Namco Group constantly reviews and improves upon its products and services, recognizing its responsibility as a company that provides products and services that satisfy people around the world.

→ Initiatives for Products and Services

→ Initiatives for Facilities and Live Events

→ Initiatives for Universal Design



Enhanced Customer Satisfaction

The voice of customers plays an important role in our ability to provide even better products and services. The Bandai Namco Group is committed to further enhancing quality through its communication with customers.

→ Initiatives for Enhancing Customer Satisfaction



Supply Chain Management (Quality)

Providing high-quality, safe, and secure products and services requires integrated initiatives with supplier involvement. The Bandai Namco Group is working closely with suppliers to bring customers even better products and services.

→ Initiatives with Suppliers

→ Initiatives for Logistics

Main Initiatives



Provision of Products and Services Based on Appropriate Representation

Collect and share information on ethical representation within the Group



Provision of Products and Services Based on Appropriate Representation

Conduct in-house training on representation



Safety and Security of Products and Services

Implement quality assurance based on our proprietary quality standards



Safety and Security of Products and Services

Verify safety of arcade cabinets



Safety and Security of Products and Services

Promote initiatives to enhance quality and safety awareness



Safety and Security of Products and Services

Conduct regular safety inspections of amusement facilities



Safety and Security of Products and Services

Give consideration to safety during live events



Safety and Security of Products and Services

Use barrier-free voice guides in visual packages



Safety and Security of Products and Services

Address diverse color senses



Enhanced Customer Satisfaction

Consolidate the voice of customers at the Customer Service Center



Supply Chain Management (Quality)

Ensure thorough quality control in suppliers' production processes



Supply Chain Management (Quality)

Establish opportunities to share information with suppliers



Supply Chain Management (Quality)

Provide safe driving training to all drivers



Supply Chain Management (Quality)

Obtain external certification for transport and delivery

Provision of Products and Services Based on Appropriate Representation

In the products and services provided by the Bandai Namco Group, we strive to use accurate and easy-to-understand language that does not pose a risk of misidentification or misrepresentation. We are making efforts to ensure responsible and appropriate representations as a corporate group that handles a wide variety of products and services.

Initiatives for Ethical Representation

Collect and share information on ethical representation within the Group

The Bandai Namco Group established the Group Ethics Subcommittee under the Group Sustainability Subcommittee. This working group, which is comprised of persons in charge of ethics at the Group's business management companies, discusses and gathers information to review our approaches to appropriate and ethical representations. In addition, we host a regular round-table discussion involving persons in charge of domestic Group companies in order to share the latest information on ethical representations. In this manner, the Group is working closely together in this area.



Online meeting of the Group Ethics Subcommittee

Conduct in-house training on representation

The Bandai Namco Group checks to ensure the representations used for all products and services it provides is appropriate prior to their release. We are working to strengthen this in-house check function and raise awareness within the company by hosting various study sessions for employees and sending out an email magazine to employees.



Study session held on ethical representations
(The photo shows the fiscal 2019 event. The fiscal 2020 and fiscal 2021 events were held online.)

Safety and Security of Products and Services

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Products and services

Facilities and live events

Universal design

Initiatives for Products and Services

Implement quality assurance based on our proprietary quality standards

Bandai handles some 14,500 products every year. Of these, new products account for around 8,000, covering a wide variety of types. We have established various quality standards in consideration of product features and the diverse needs of customers, and we design and select materials accordingly.

In addition to the safe toy standards (ST standards) set by the Japan Toy Association, Bandai has established its own quality standards covering approximately 260 items, which are broadly divided into three categories: safety, function, and labeling. From these quality standards, we select the required standards in line with product specifications and perform inspections prior to commercialization.

For example, we have adopted structures based on the target age range to ensure that shapes of products are checked and consideration is given to the length of straps, etc. hung around the neck, and incorporate a



Toy safety verification



Bandai Spirits quality standards sheet

mechanism so that they will automatically loosen when pulled by a certain load.

Similarly, Bandai Spirits, which sells products targeting adults, has established its own quality standards, making full use of the experience gained over many years at Bandai and Banpresto. It works with its overseas Group companies and external organizations to ensure these standards are in compliance with the regulations of each country and region.

FOCUS

Recognized as a Gold Product Safety Company at METI's Best Contributors to Product Safety Awards

Bandai has been awarded the Minister of Economy, Trade and Industry Award, the highest award in the manufacturer and importer division, major companies category, at the 2nd (fiscal 2008), 6th (fiscal 2012), and 9th (fiscal 2015) 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*.

Bandai Namco Entertainment (formerly, Bandai Namco Games) also received an excellence award in the manufacturer and importer division, major companies category, at the 8th awards.

* Product Safety Contributor Gold Company: Granted to companies that have received the Minister of Economy, Trade and Industry Award at least three times. Renewal examination is performed every five years after first certification. Each time certification is renewed, the mark will be given another star. 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.



Verify safety of arcade cabinets

Bandai Namco Amusement, which operates amusement facilities, verifies the safety of arcade cabinets from various angles, including operations, to ensure customers always have a fun and safe experience. In the course of developing new products and improving existing ones, we consider the safety of parts that customers come into contact with as well as the safety of facility staff members when they conduct maintenance work. Safety reviews are conducted by a variety of departments, such as development, production, quality assurance, and service. In fiscal 2021, we conducted 43 safety reviews primarily for our new products.



Safety review

Promote initiatives to enhance quality and safety awareness

To maintain and improve the quality of products and services, it is important to heighten the awareness of individual employees toward quality and safety, as well as establish a workplace with correct manufacturing knowledge and know-how, where employees take voluntary action to enhance quality.

Bandai Namco Entertainment holds briefing sessions whenever necessary to share information on cases of defects of products and promotional goods for general consumers, and the latest applicable laws and regulations. In fiscal 2021, these briefing sessions were held online due to the COVID-19 pandemic. In addition, to disseminate basic knowledge on manufacturing to young employees and employees who have been reassigned, we distribute information related to product quality.

Products and services

Facilities and live events

Universal design

Safety and Security of Products and Services

We provide high-quality, safe, and secure products and services that can be enjoyed by all, with safety and peace of mind as our top priorities. The Bandai Namco Group constantly reviews and improves upon its products and services, recognizing its responsibility as a company that provides products and services that satisfy people around the world.

Products and services

Facilities and live events

Universal design

Initiatives for Facilities and Live Events

Conduct regular safety inspections of amusement facilities

Bandai Namco Amusement regularly conducts safety inspections (precautionary inspections and self-inspections) at all of its amusement facilities, including architecture, electrical equipment, fire-prevention equipment, and cabinets.

Injuries, accidents, or other unforeseeable situations are possible even when equipment is highly safe, depending on the way it is used or installed. We verify the safety not only of the equipment itself but also as the equipment is installed in an effort to ensure that customers can use our facilities with peace of mind. In addition to these safety inspections of indoor facilities, we hire outside professionals to perform safety inspections on electrical facilities including in the backyard.

In fiscal 2021, some safety checks were conducted remotely due to the COVID-19 pandemic.



Safety inspection

Give consideration to safety during live events

At its live events, Bandai Namco Music Live works to implement management with consideration for safety so that customers can enjoy these events with peace of mind.

To prevent accidents and facilitate rapid responses in case of a contingency, such as earthquake, the event operation manual for live events contains detailed countermeasures and response methods. We also hold staff meetings in advance to ensure that all related parties know what to do.

In addition, from the perspective of preventing the spread of COVID-19 infections, we have formulated guidelines and hold certain live events using online streaming.

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



Personal belonging check at the entrance to a live event

Products and services

Facilities and live events

Universal design

Safety and Security of Products and Services

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Products and services

Facilities and live events

Universal design

Initiatives for Universal Design

Use barrier-free voice guides in visual packages

At Bandai Namco Filmworks, we take initiatives such as by providing barrier-free 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.



Product with barrier-free voice guide
Crayon Shin-chan: Shrouded in Mystery! The Flowers of Tenkasu Academy
© Yoshihito Usui / Futabasha / Shin-Ei Animation / TV Asahi / ADK 2021

Address diverse color senses

At Bandai Namco Entertainment, we utilize a color sense simulator to develop games enjoyed by all. These simulations ensure that players with color blindness can still play the game without trouble.

Products and services

Facilities and live events

Universal design

Enhanced Customer Satisfaction

The voice of customers plays an important role in our ability to provide even better products and services. The Bandai Namco Group is committed to further enhancing quality through its communication with customers.

Initiatives for Enhancing Customer Satisfaction

Consolidate the voice of customers at the Customer Service Center

At Bandai, our Customer Service Center plays an important role in communication with customers.

Every month, the center fields roughly 10,000 inquiries from customers. In addition to addressing each inquiry with sincerity, the details of inquiries, with the exception of personal information, are added to a database and shared internally. This information is reflected in product development to further enhance customer satisfaction by improving product quality.



Supply Chain Management (Quality)

Providing high-quality, safe, and secure products and services requires integrated initiatives with supplier involvement. The Bandai Namco Group is working closely with suppliers to bring customers even better products and services.

Working with suppliers

Logistics

Initiatives with Suppliers

Ensure thorough quality control in suppliers' production processes

Bandai (Shenzhen) in Shenzhen, China is an important production management base for the Toys and Hobby business. This is where quality control of local suppliers, quality inspections, and other safety tests are conducted. It gathers and shares information with the frontline to enhance quality assurance activities to facilitate sharing of production quality issues, as well as takes steps to educate employees and strengthen the inspection systems of suppliers.

At Bandai Namco Filmworks, we conduct onsite inspection of the manufacturing process covering lines that assemble DVD and Blu-ray Disc packages. Bandai Namco Filmworks also conducts interviews and visits to factories that manufacture goods sold at live event venues following a factory audit checklist containing its own standards.

Additionally, at Artpresto, we create quality control system diagrams to maintain the quality of products and to prevent occurrences of defective products in the production processes of outsourcing partners, and also



Production management at local factory



Checking the packaging conditions of goods

conduct regular factory audits. Artpresto is working to thoroughly control and improve product quality at production sites. For example, it conducts one sampling inspection every hour at each section during product production. Furthermore, it carries out collating inspections using the initial lot in an effort to detect and fix deficiencies at an early stage. As a result, we have been able to reduce our environmental impacts from material loss and in other areas. 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 in accordance with quality standards as part of our efforts to ensure safety.

Establish opportunities to share information with suppliers

At Bandai, we communicate with suppliers regularly through meetings. We also share information and have put into place a commendation system to recognize excellent suppliers. For example, we hold quality study sessions for associate manufacturers every year to share information on changes to safety standards in line with revisions to domestic and international laws related to toys and quality standards set forth individually by Bandai.

Working with suppliers

Logistics

Supply Chain Management (Quality)

Providing high-quality, safe, and secure products and services requires integrated initiatives with supplier involvement. The Bandai Namco Group is working closely with suppliers to bring customers even better products and services.

Working with suppliers

Logistics

Initiatives for Logistics

Provide safe driving training to all drivers

At Logipal Express, we conduct various training sessions for drivers including on operations management and safe driving. We also hold a driving contest every year to commend excellent drivers, which increases motivation and helps to increase awareness of safe driving.

We have introduced a driving instructor program in our training for newly hired drivers where an instructor rides along with the driver to closely examine their driving practices. Driving instructors who ride along are trained using an in-house curriculum.



Safe driving training

Obtain external certification for transport and delivery

At Logipal Express, as part of our initiatives to increase the safety of transport operations, we utilize the safety evaluation business system (G-Mark) for motor truck transportation businesses accredited by the Japan Trucking Association. This system evaluates traffic safety initiatives at the business site level for motor truck transportation businesses. Business sites that clear a certain score are certified as offices with excellent safety standards. All of our sales offices (20 locations) satisfying the application requirements have obtained this certification.



In addition, Bandai Logipal has obtained various public certifications, including AEO customs broker certification* for customs clearance operations, ISO 9001 quality management system certification (includes Logipal Express), and Japan's Privacy Mark, a standard for the protection of personal information.

In this way, we are actively using external certification and accreditation systems to facilitate the development of required systems and increase the quality of our operations.

* A customs broker certified by the chief customs inspector as a party that has established a system for cargo security management and a legal compliance structure. Bandai Logipal is the sixth company in Japan to be certified.

Working with suppliers

Logistics

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 resources.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

Relevant SDGs



Key Items

- Appropriate use of IP and mutual use of patents
- Protection of IP

Key Items and Main Measures



Appropriate Use of IP and Mutual Use of Patents

Through the IP owned by the Bandai Namco Group, we are working to use our IP appropriately and promoting the mutual use of patents owned by Bandai Namco to bring greater enjoyment to fans around the world.

→ Social Contributions Using IP



Protection of IP

At the Bandai Namco Group, we are working on measures to protect our IP from infringement by closely cooperating with external partners in order to deliver safe and secure products and services to customers as well as protect their worldviews.

→ Measures against Counterfeit Goods and Pirated Versions

Main Initiatives



GUNDAM
OPEN
INNOVATION

Appropriate Use of IP and Mutual Use of
Patents

Advance open innovation
using IP



Appropriate Use of IP and Mutual Use of
Patents

Research ways to resolve
social issues using games



Protection of IP

Implement thorough
measures against
counterfeit goods



Protection of IP

Cooperate to raise
awareness to eliminate
pirated versions



Protection of IP

Received JPO
Commissioner's Award at
the Fiscal 2021 Intellectual
Property Achievement
Awards

Appropriate Use of IP and Mutual Use of Patents

Through the IP owned by the Bandai Namco Group, we are working to use our IP appropriately and promoting the mutual use of patents owned by Bandai Namco to bring greater enjoyment to fans around the world.

Social Contributions Using IP

Advance open innovation using IP

The Bandai Namco Group has been implementing the Gundam Open Innovation project since fiscal 2021 to solicit new ideas and technologies aimed at addressing population and global environmental issues.



GUNDAM
OPEN
INNOVATION

The Mobile Suit Gundam series, which inspired the project's name, takes place in the Universal Century, a fictional age when humankind has immigrated throughout the universe. In the series, a number of social issues that translate to modern society were identified, including explosive population growth and a deteriorating global environment. The grand worldviews of Gundam contain new undiscovered technologies and possibilities that can help resolve these social issues. As a result, Bandai Namco launched this project which seeks to build and realize a society of the future with human innovations desired by humankind based on the Universal Century.

Under the project, we are broadly recruiting experts, innovators, research institutes, and cutting-edge companies in various fields as partners to help us achieve this exciting future.

To learn more, click here.

→ [Official website of Gundam Open Innovation](#) 

Research ways to resolve social issues using games

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 resolving social issues 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 are discussing how to address these social issues as a contents provider and consider ways to utilize our own IP to resolve social issues.

At a start-up symposium held in June 2021, we presented the joint research, while a lecture on “communication in game live streaming” was given, and a panel discussion was held on the theme of “the new public sphere imagined by games.” Additionally, the research findings were compiled into a book titled *Chiteki zaisan de seikai wo kaeru* (*Change the World with Intellectual Property*) published by Doyukan Inc. on December 27, 2022.



Protection of IP

At the Bandai Namco Group, we are working on measures to protect our IP from infringement by closely cooperating with external partners in order to deliver safe and secure products and services to customers as well as protect their worldviews.

Measures against Counterfeit Goods and Pirated Versions

Implement thorough measures against counterfeit goods

We monitor domestic and international markets, along with e-commerce websites, and file injunctions against import/export with Japan Customs as necessary to quickly detect counterfeit goods, stop their distribution, and eliminate them altogether. Furthermore, as a member of the International Intellectual Property Protection Forum (IPPF), we work with government agencies and related groups in various countries in an effort to create effective countermeasures.



Genuine product (left) versus counterfeit product (right)
© SOTSU • SUNRISE

Cooperate to raise awareness to eliminate pirated versions

The Bandai Namco Group, in cooperation with the Manga-Anime Anti-Piracy Committee whose secretariat is the Content Overseas Distribution Association (CODA), participates in 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.

As part of the awareness-raising activities of this project, we have been producing a collaborative video featuring Bandai Namco Pictures' own animated characters of Sgt. Frog and No More Movie Thief since 2021. The video has been played in movie theaters throughout Japan, and it is also available on YouTube for a limited time only (as of January 2023).

To watch the video, click here.

Part 1: "STOP! Pirated Copy" Sgt. Frog x No More Movie Thief
(in Japanese only)

→ <https://www.youtube.com/watch?v=ka0J9ghxXQo> 

Part 2: "Alien Caught in #7 Seconds"

(in Japanese only)

→ <https://www.youtube.com/watch?v=Jc66nnv1tXI> 



FOCUS

Received JPO Commissioner's Award at the Fiscal 2021 Intellectual Property Achievement Awards

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.

Held annually, the Intellectual Property Achievement Awards present the Minister of Economy, Trade and Industry's Award and the JPO Commissioner's Award to companies that have used the intellectual property system effectively to make contributions to its implementation or development.

Bandai received the JPO Commissioner's Award for fiscal 2021 for its initiatives to balance the protection and promotion of its character merchandising from the perspective of IP, along with its strategic countermeasures against counterfeited goods implemented in cooperation with various stakeholders.



Establishment of Work Environments That Facilitate Mutual Respect



We aim to support the sustainable development of society and business 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.



Tamagotchi © BANDAI

Relevant SDGs



Key Items

- Establishment of an employee-friendly workplace environment
- Human resources development
- Promotion of diversity and inclusion
- Supply chain management (labor)

Key Items and Main Measures



Establishment of an Employee-Friendly Workplace Environment

The Bandai Namco Group is working to create a healthy workplace environment where employees feel a sense of security, aiming to become a company where each and every employee is highly engaged no matter their stage of life.

→ Development of Company Programs and Infrastructure

→ Support for Employees and Their Families



Human Resources Development

Each Bandai Namco Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to the characteristics of their respective businesses.

→ Education and Training



Promotion of Diversity and Inclusion

The Bandai Namco Group is committed to being a group that demonstrates the concept of “same spirit, diverse talents,” where its companies and employees with varied talents, individual characteristics, and values play an active role. We respect the diversity of our people and adopt a common Groupwide policy for recruitment and promotion focused on factors other than when a person was hired (new graduate or mid-career), or their gender, age, nationality, race, religion, or sexual orientation. We are working to establish systems, programs and a work environment that bring out the best in our diverse pool of human resources and that ensure the physical and mental well-being of our employees at work.

→ Initiatives for Diversity and Inclusion



Supply Chain Management (Labor)

Improving labor environments in the supply chain will encourage job retention and result in higher quality products and services, which will bring a smile to the faces of stakeholders, foremost of which are customers. The Bandai Namco Group is working to safeguard human rights and improve the labor environment across the entire supply chain.

→ Initiatives for Labor Environments in the Supply Chain

Main Initiatives



Establishment of an Employee-Friendly Workplace Environment

Expand Company programs and support



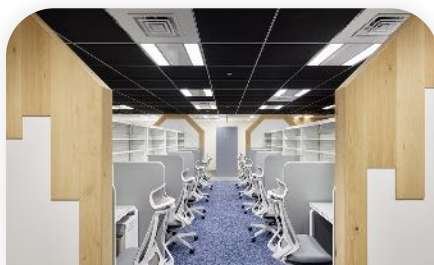
Establishment of an Employee-Friendly Workplace Environment

Utilize Yu-Port satellite offices shared by the Group



Establishment of an Employee-Friendly Workplace Environment

Develop an employee-friendly office environment



Establishment of an Employee-Friendly Workplace Environment

Consolidate production studios to improve the work environment



Establishment of an Employee-Friendly Workplace Environment

Implement the ACTview Project seeking to create better workplaces



Establishment of an Employee-Friendly Workplace Environment

Obtain public certifications evaluating work environments in logistics



Establishment of an Employee-Friendly Workplace Environment

Expand programs that support employees and their families from various angles



Establishment of an Employee-Friendly Workplace Environment

Hold the events for families



Establishment of an Employee-Friendly Workplace Environment

Increase employee motivation with a Company commendation program



Human Resources Development

Conduct joint Groupwide training to foster a spirit of All Bandai Namco



Human Resources Development

Offer training and education based on business characteristics of Group companies



Human Resources Development

Cultivate creators with drawing and art classes



Human Resources Development

Support employees' career planning and development



Human Resources Development

Focus on improving the skills of and promoting part-time workers and contract employees



Promotion of Diversity and Inclusion

Advance activities to raise awareness internally



Promotion of Diversity and Inclusion

Participate in the Abilympics every year



Supply Chain Management (Labor)

Conduct supplier surveys based on the Code of Conduct, etc.



Supply Chain Management (Labor)

Recognize suppliers using the Bandai Supplier Awards



Establishment of an Employee-Friendly Workplace Environment

The Bandai Namco Group is working to create a healthy workplace environment where employees feel a sense of security, aiming to become a company where each and every employee is highly engaged no matter their stage of life.

Company programs and infrastructure

For employees and their families

Development of Company Programs and Infrastructure

Expand Company programs and support

The Bandai Namco Group is putting into place various internal programs and support systems for employees with differing situations at home. These programs and systems help to create a comfortable environment where employees can work with peace of mind, which increases motivation.

Each Group company has established various programs and systems tailored to its business format. This includes lifestyle support rules that allow employees to take unpaid leave or work shorter hours based on their situation, a flex time system enabling greater flexibility in work styles, discretionary labor system, shorter working hours, and staggered shifts.

We also provide periodical physical check-ups, stress checks, and other support for employees to ensure their physical and mental well-being at work. To address prolonged working hours, we have assigned a person in charge within the Group Administrative Headquarters to monitor overtime hours on a monthly and annual basis. We are also advancing such measures as setting intervals between work shifts, banning work after 10 p.m., raising awareness about ways to address prolonged working hours through e-learning, encouraging employees to take paid leave on certain days, and planning the acquisition of paid leave.

Utilize Yu-Port satellite offices shared by the Group

The Bandai Namco Group opens up office space at each of its business locations as satellite offices available to all employees of the Group. Through these satellite offices, we aim to invigorate interactions and strengthen collaboration between Group companies.



Develop an employee-friendly office environment

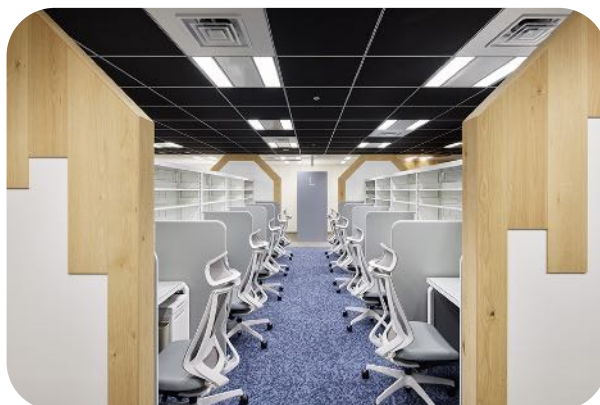
At Bandai Namco Entertainment, we have introduced Activity Based Working in which teams and individuals can independently choose the time and place to work according to the nature of their work.

Additionally, at the Ebisu office of Bandai Namco Filmworks, we employ a free address system that allows employees to work at any desk, rather than at a desk assigned to them. Since this system allows employees of different departments to sit next to each other and carry on conversations, it results in an environment more conducive to creating new ideas and initiatives.



Consolidate production studios to improve the work environment

In March 2022, Bandai Namco Filmworks consolidated its production studios, which were spread out across several offices, into a single location. This allows us to manage building security in a more optimal fashion. At the same time, we have introduced proprietary facilities and management system to build a production environment that offers greater peace of mind and employee comfort. The studio is also switching to LED lighting and taking other measures to mitigate its impact on the environment.



New office called White Base
(Suginami Ward)

Implement the ACTview Project seeking to create better workplaces

Bandai Namco Amusement, aiming to create a new world of play with no boundaries, implements the ACTview Project, which is creating a workplace where each and every person with various attributes and values can play active roles with enthusiasm.

In fiscal 2021, we held a workshop called BNAM meets Diversity to promote diversity and inclusion within the Company. In addition, our online company newsletter published on our intranet introduces various working styles. Through this information dissemination, we are fostering a culture where employees accept each other's values when it comes to work and can choose a working style that suits their needs.



Obtain public certifications evaluating work environments in logistics

Logipal Express strives to ensure that it provides services that prioritize safety and security through a workplace where employees can work with peace of mind. As part of this, we have acquired a one-star rating under the Comfortable Workplace Certification System* administered by the Ministry of Land, Infrastructure, Transport and Tourism.

* A system where a third party designated by the Ministry of Land, Infrastructure, Transport and Tourism evaluates and certifies the working conditions and labor environment of drivers at automobile transport businesses (businesses that operate trucks, buses, and/or taxis). It was created in 2020 as part of the ministry's comprehensive efforts to alleviate driver shortages.



Comfortable Workplace Certification System

Company programs and infrastructure

For employees and their families



Establishment of an Employee-Friendly Workplace Environment

The Bandai Namco Group is working to create a healthy workplace environment where employees feel a sense of security, aiming to become a company where each and every employee is highly engaged no matter their stage of life.

Company programs and infrastructure

For employees and their families

Support for Employees and Their Families

Expand programs that support employees and their families from various angles

The Bandai Namco Group is working to enhance its programs and systems that support its employees and their families from various angles, aimed at creating a more comfortable work environment. The coverage and availability of these programs and systems vary by Group company.

Introduction of Anniversary Celebration System

Group companies have introduced the Anniversary Celebration System that celebrates the birthdays of employees. On their birthday, every employee receives a gift, along with a message from their supervisor or the President. At Bandai, employees with a child or children receive a greeting card from the President as well as a gift certificate in the month of their child's birthday. At Bandai Namco Will, we adopted 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. In fiscal 2021, the acquisition rate of birthday leave was 100%.

School enrollment stipend system

A stipend is paid to employees with a child upon their enrollment in a nursery school, kindergarten, elementary school, junior high school, and high school, to support their child's growth.

Support funds for third-child birth and care

Each Group company provides support funds to employees upon the birth of their first and second child. For the birth of a third child and subsequent children, the employee receives ¥3 million for each child from the Group.

Stork leave and support funds

At Bandai, we have established a system for employees pursuing infertility treatments to take leave throughout the fiscal year. We also help defray the cost of the treatments.

Marriage leave and spouse childbirth leave

Employees are granted special leave when getting married and when having a child (either themselves or a spouse).

Childcare leave

Childcare leave can be taken until the day the child turns two years old. We also encourage male employees to take childcare leave, and the number taking this leave is on the rise.

→ [For data on childcare leave acquisition rates, click here \(ESG Data\)](#).

Shorter working hours system

A flex-time system and shorter working hours system for employees caring for a child or children in sixth grade or younger. This supports various styles of childcare.

Lifestyle-support leave

We have established a system offering up to 30 days of leave annually when transitory leave is required for such reasons as to attend infertility treatments, take care of a family member, receive outpatient care, or care for a truant child.

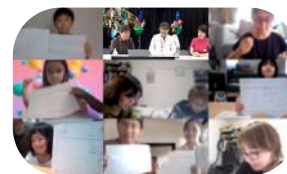
Hold the events for families

Each Bandai Namco Group company holds an event for families, with a view to interacting with the families that are always supportive of our employees, and with employees of Group companies.

At Bandai Namco Filmworks, in recent years, we have been hosting events online to enable participation with greater peace of mind during the COVID-19 pandemic. In fiscal 2020 and 2021, a total of 300 employees and their families took part. 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, which takes place in July.

Bandai Namco Entertainment also held events online in fiscal 2021. 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. The content was also streamed.



Event for families at Bandai Namco Filmworks
© SOTSU • SUNRISE

Increase employee motivation with a Company commendation program

Every year, the Bandai Namco Group hosts the Bandai Namco Awards to recognize the best-performing teams from each year.

The screening includes such perspectives as hits, creativity, and buzz of content, while ushering in innovation and tackling challenges actively are also important points of consideration. Through these commendation programs, we hope to increase the motivation of the Group's employees and encourage them to tackle greater challenges.

Group companies also implement their own commendation systems. At Bandai Namco Will, we annually commend employees in recognition for excellent performance at work throughout the year and continuous service (3, 5, 10, 15, and 20 years of service), as well as staff commendations recognizing active performance in the fields of sports and culture and support for such activities.



Company programs and infrastructure

For employees and their families



Human Resources Development

Each Bandai Namco Group company carries out personnel management (employment, assignment, development, evaluation, remuneration, employee benefits, etc.) according to the characteristics of their respective businesses.

Education and Training

Conduct joint Groupwide training to foster a spirit of All Bandai Namco

The All Bandai Namco concept is indispensable for the global promotion of the IP axis strategy. Under this concept, we strive to transcend the barriers between units and businesses, and work together as a unified Group. For this reason, we conduct joint Groupwide training.

Our main training programs include annual training for employees hired as new graduates in their first and fifth years, and managerial training for newly appointed directors and managers. Additionally, we also offer the Global Next-Generation Managers Development Program, which aims to provide a venue for thinking about the Group's future as well as opportunities to raise awareness and establish personal networks for human resources in Japan and overseas expected to become leaders of the Group in the future.

Offer training and education based on business characteristics of Group companies

Bandai Namco Group companies provide training and education opportunities according to the characteristics of their respective businesses.

Bandai Namco Entertainment Inc.

Bandai Namco Entertainment offers training based on position to help employees acquire skills appropriate for their roles. In addition to this, it provides selective training for certain employees to acquire specific skills and stances, and elective training to meet individual needs.

BANDAI CO., LTD.

Bandai implements the BANDAI Adventure Program for new university graduate hires to raise awareness about the importance of team building. It also offers early morning English language classes (called Eikatsu) to help employees improve their English proficiency.

Bandai Namco Filmworks Inc.

Bandai Namco Filmworks offers a variety of training programs. These include training for new employee trainers to develop skills and their mindsets, and off-site training to acquire the skills required of middle-ranking employees.

Bandai Namco Amusement Inc.

Bandai Namco Amusement provides programs tailored to the personnel requirements of jobs and ranks, including a program to encourage employees to think about their own career goals, along with programs based on age and life stage, including assessments to know one's strengths. These programs help it to get the most out of its diverse workforce.



Employee training at Bandai
(Adventure Program)

Cultivate creators with drawing and art classes

Japan faces an emerging shortage of creators, who play an important role in animation production. At Bandai Namco Filmworks, in 20XX we opened the Sunrise Drawing Academy and the Sunrise Art Academy, which aim to develop the human resources who will support the next generation of animation works. With talented instructors from the frontline of animation production, the academy offers a full range of courses in animation production from the basics to practical applications. Furthermore, we provide scholarships to provide financial support to students.



The Sunrise Art Academy

Support employees' career planning and development

At the Bandai Namco Group, we established a Group cross-functional career plan reporting system with the aim of supporting the independent career development of employees and encouraging them to plan their future and set goals. We also hold various business contests to solicit ideas for new products, services, and IP. We are committed to creating opportunities for employees to take notice of their aptitude and motivation to support career planning for the future.

Focus on improving the skills of and promoting part-time workers and contract employees

At Bandai Namco Amusement, which runs amusement facilities across Japan and delivers play as real-life experiences, we are working to enhance the skills of the part-time workers and contract employees who support facility operations and actively promote them.

We introduced the Career Challenge System to create an environment where part-time workers and partner employees find their work appealing and can play active roles with enthusiasm. The system sets a grade for each role and aims for part-time workers and partner employees to rise up the ranks through regular evaluations. These employees must pass a companywide standardized exam to move up to the next rank. Bandai Namco Amusement not only encourages these employees to take the exam but also provides assistance to help them pass, which serves as an opportunity to enhance their skills beyond work.

Furthermore, we have introduced an employee category called Facility Professional Full-Time Employee. In principle, these are employees who specialize in facility management work, starting with store manager duties, in a way that is closely tied to the location of their choice, such as the community where they grew up. By actively promoting them to Facility Professional Full-Time Employee, we are providing opportunities for part-time workers and contract employees to advance their careers.

Promotion of Diversity and Inclusion

The Bandai Namco Group is committed to being a group that demonstrates the concept of “same spirit, diverse talents,” where its companies and employees with varied talents, individual characteristics, and values play an active role. We respect the diversity of our people and adopt a common Groupwide policy for recruitment and promotion focused on factors other than when a person was hired (new graduate or mid-career), or their gender, age, nationality, race, religion, or sexual orientation. We are working to establish systems, programs and a work environment that bring out the best in our diverse pool of human resources and that ensure the physical and mental well-being of our employees at work.

Initiatives for Diversity and Inclusion

Advance activities to raise awareness internally

The Bandai Namco Group provides seminars for employees and e-learning as needed to promote understanding of diversity and inclusion.

At Bandai Namco Will, a special subsidiary of the Group, in addition to this, we launched the Will's Will Project in fiscal 2021, in which all employees including those with disabilities discuss what each of them considers important for their work. Through regular dialogue, the project aims to foster a culture conducive to conversations that go beyond an employee's position or attribution, increase the quality of work across the entire company, and improve motivation at work.



Will's Will Project

Participate in the Abilympics every year

At Bandai Namco Will, a special subsidiary of the Group, every year employees with disabilities take part in the Abilympics competition, where they compete on skills related to 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.

These opportunities motivate employees with disabilities to further refine their skills and help to improve the quality of work.



Supply Chain Management (Labor)

Improving labor environments in the supply chain will encourage job retention and result in higher quality products and services, which will bring a smile to the faces of stakeholders, foremost of which are customers. The Bandai Namco Group is working to improve the human rights and labor environments across the entire supply chain.

Initiatives for Labor Environments in the Supply Chain

Conduct supplier surveys based on the Code of Conduct, etc.

Bandai Namco Group companies conduct audits and interviews of contract manufacturers and other suppliers as required to check for deficiencies in labor environment. When necessary, Group companies provide instructions to suppliers for improvement.



BFA conducted at a Chinese manufacturing plant

Bandai conducts Banadi Factory Audits (BFA), which combine quality audits and Code of Conduct (COC) audits, at overseas final packaging plants (180 plants in fiscal 2021) that make Bandai products. Standards have been put into place for BFAs covering eight areas (forced labor, child labor, working hours, wages and allowances, punitive action, discrimination, environmental protection, and origin of products). Audits are conducted in accordance with our original BFA manual based on the Bandai COC Declaration, which calls for strict observance of these standards. In addition to this, the Bandai COC Declaration, various control manuals, and other related information are made available in the Japanese, English, and Chinese languages, and are posted on the website for manufacturers. This enables suppliers to understand the latest status at all times.

At Bandai Namco Amusement, we check suppliers at the time of initiating a business relationship for possible legal violations in seven categories that include forced labor and other human rights infringements. We only do business with suppliers that pass this check. Also, for plants that assemble new arcade game products with which we initiate a new business relationship, we conduct interviews on confirmation items including the working environment and conduct audits as necessary. In fiscal 2021, we did not initiate a business relationship with a new plant.

Recognize suppliers using the Bandai Supplier Awards

Bandai hosts the annual Supplier Conference to share information on a number of topics including the production environment as well as requirements in terms of human rights and labor standards. We use this venue to actively disseminate and share information with suppliers and to host the Bandai Supplier Awards recognizing suppliers who clear the performance indicators set by Bandai at a high level. We ask suppliers that receive an award to lead presentations for other suppliers in an effort to share know-how with frontline operations. Through such opportunities, we are working closely with suppliers to ensure legal compliance and improvements in their labor environments.



→ [To learn more about the Supplier Conference, click here.](#)

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.



Tamagotchi © BANDAI

Relevant SDGs



Key Items

- Collaboration with local communities
- Educational assistance for the next generation
- Invigoration of fan communities

Key Items and Main Measures

→ Collaboration with Local Communities

As a member of the local community, the Bandai Namco Group engages in social activities together with communities and continues working toward the revitalization of local economies using its IP.

→ Initiatives at Our Business Locations

→ Contributions to Local Revitalization

→ Support for Areas Impacted by Disasters



Educational Assistance for the Next Generation

As the leaders of tomorrow, children are an important pillar of our future. The Bandai Namco Group focuses on activities that help foster the next generation through education and sports. We are also working to support children's welfare and health.

→ Hold Outreach Classes

→ Support for Children



Invigoration of Fan Communities

The Bandai Namco Group's IP will be used to bring information to fans around the world in ways not possible before. The Bandai Namco Group stands fully committed to harnessing the power of IP to ensure the sustainability of tomorrow.

→ Initiatives for Disseminating Culture and Information

→ Countermeasures against COVID-19

Main Initiatives



Collaboration with Local Communities

Create spaces around the Bandai headquarters that provide enjoyment to local residents



Collaboration with Local Communities

Co-sponsor events for regional promotion led by industry groups



Collaboration with Local Communities

Contribute to local revitalization and the development of anime culture



Collaboration with Local Communities

Cooperate for the sound development of local youth



Collaboration with Local Communities

Contribute to traffic safety



Collaboration with Local Communities

Focus on job creation and value provision through agriculture-welfare collaboration



Collaboration with Local Communities

Support the revitalization of communities serving as the setting for anime



Collaboration with Local Communities

Concluded a sponsorship agreement with a baseball team in North America



Collaboration with Local Communities

Support children's mental well-being through toys



Collaboration with Local Communities

Cooperate with support for disaster-affected areas through music



Collaboration with Local Communities

Work on activities with external children's support groups



Educational Assistance for the Next Generation

Provide outreach classes using toys as curriculum



Educational Assistance for the Next Generation

Foster interest in *monozukuri* through the Gunpla Academia, a plastic model lesson package



Educational Assistance for the Next Generation

Support children's dreams through outreach classes led by professional athletes



Educational Assistance for the Next Generation

Hold plastic model classes at schools in Shanghai



Educational Assistance for the Next Generation

Sponsor the Jobs Almanac used as learning curriculum for elementary and junior high school students



Educational Assistance for the Next Generation

Cooperate with company visit-based learning



Educational Assistance for the Next Generation

Support the space development forum



Educational Assistance for the Next Generation

Participate in the Sport in Life Project



Educational Assistance for the Next Generation

Support the health and welfare of American children



Educational Assistance for the Next Generation

Support charity events using IP



Educational Assistance for the Next Generation

Support environmental learning through collaboration with Junior Eco-Club



Invigoration of Fan Communities

Disseminate culture and history at Omochanomachi Bandai Museum



Invigoration of Fan Communities

Investigate the current situation of children using the Bandai Children's Survey



Invigoration of Fan Communities

Support efforts to pass down intangible cultural heritage in China



Invigoration of Fan Communities

Provide videos for children staying at home



Invigoration of Fan Communities

Provide free posters that promote hand washing to stop the spread of infectious diseases



Invigoration of Fan Communities

Support frontline healthcare workers using our die-production technologies for toys



Invigoration of Fan Communities

Support the live entertainment industry

Collaboration with Local Communities

As a member of the local community, the Bandai Namco Group engages in social activities together with communities and continues working toward the revitalization of local economies using its IP.

Our business locations

Local revitalization

Support for areas impacted by disasters

Initiatives at Our Business Locations

Create spaces around the Bandai headquarters that provide enjoyment to local residents

The first and second floors of the Bandai headquarters building are dedicated museum spaces that can be enjoyed by the general public. In addition, statues of various characters have been installed next to the headquarters building in an effort to promote interactions with local residents and benefit the community.

Note: Currently, the museum space is closed to the general public due to the COVID-19 pandemic. We have yet to determine when the museum space will reopen.



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Co-sponsor events for regional promotion led by industry groups

One of Bandai's production bases is located inside Omochanomachi, an industrial park located in Mibu Town, Tochigi Prefecture, comprising toy manufacturers and related companies. As a member of the local community, we actively participate in social contribution and local revitalization events held by the Omochanomachi Cooperative, while Group companies host booths at toy bazaars that bring excitement to these events.

Note: These events were canceled in fiscal 2020 and fiscal 2021 due to the COVID-19 pandemic. The photograph is from an event held in fiscal 2019.



Our business locations

Local revitalization

**Support for areas impacted by
disasters**

Collaboration with Local Communities

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Our business locations

Local revitalization

Support for areas impacted by disasters

Contributions to Local Revitalization

Contribute to local revitalization and the development of anime culture

At Bandai Namco Filmworks, we are working with Tokyo's Suginami Ward, where we have an office, to help vitalize the community and foster anime culture under the slogan "Suginami-City of Anime."

We provided images of characters from our animation for flags made by Suginami Ward that are displayed near Ogikubo Station on the JR Chuo Main Line and Tokyo Metro Marunouchi Line. We also installed a Mobile Suit Gundam statue in front of Kami-Igusa Station on the Seibu Shinjuku Line. This statue is also used to raise awareness about a fire prevention campaign in the community.

We are also actively sponsoring events held in Suginami Ward. In fiscal 2021, at Kami-Igusa Sports Festival 2021, an annual community event, we sponsored a stamp rally (where people visit different places to collect stamps) together with the consortium of TAC, F.C. Tokyo, and MELTEC that manages the public gymnasium in Suginami Ward.



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Cooperate for the sound development of local youth

Many youth use our amusement facilities. At Bandai Namco Amusement, we work closely with related institutions to encourage employees to obtain the AOU Youth Advisor* qualification to help foster the sound development of youth in the community. At stores with employees holding this qualification, we display signage noting their presence.

* A qualification awarded to persons completing the AOU Youth Instructor Development Program training held by the Japan Amusement Industry Association (JAIA), an industry group for the arcade game and amusement facility industries. These individuals have specialized knowledge and experience in activities for fostering youth.



Contribute to traffic safety

At business sites with trucks or passenger vehicles of Bandai Logipal and Logipal Express, we provide ongoing donations to traffic safety associations in the local area to help support traffic safety activities. During traffic safety week in spring and autumn, we work together with local police departments and traffic safety associations to raise awareness along the streets.



Receiving a letter of appreciation for a donation

Focus on job creation and value provision through agriculture-welfare collaboration

At Bandai Namco Will, a special subsidiary of the Group, we operate a business that grows agricultural produce in Kanuma City, Tochigi Prefecture, to support agriculture-welfare collaboration. At this business, we grow Asian pear and other fruits, potatoes, tomatoes, and peanuts, among other produce, through a partnership with a local public-service corporation. This creates stable job opportunities for people with disabilities and generates new value for the community and the Group.



Support the revitalization of communities serving as the setting for anime

At Bandai Namco Filmworks, we are supporting regional revitalization in Numazu City, Shizuoka Prefecture, which is the setting of the Love Live! Sunshine!! animation.

The Numazu Tourism Portal features a map of accessible locations where Love Live! Sunshine!! takes place in the city. Additionally, we are helping to invigorate the city's tourism resources together with local residents. This includes wrapping public railcars and buses in vinyl film featuring scenes from the animation for promotional purposes and assisting with Machiaruki Stamp, an event where people visit tourist spots around the city to collect stamps.



© 2017 PROJECT Lovelive! Sunshine!!
© 2019 PROJECT Lovelive! Sunshine!! Movie

Concluded a sponsorship agreement with a baseball team in North America

In North America, we concluded a sponsorship agreement with the Los Angeles Angels, a professional baseball team in California, where we have our U.S. headquarters. In the stadium, there is signage with the Bandai Namco logo and a PAC-MAN design. In addition, information about Bandai Namco is provided on the Angels radio station and social media. In these ways, together with fans, we are working to connect Bandai Namco fans with the Angels to create a buzz at the baseball field through a variety of means.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

Our business locations

Local revitalization

Support for areas impacted by
disasters

Collaboration with Local Communities

As a member of the local community, the Bandai Namco Group engages in social activities together with communities and continues working toward the revitalization of local economies using its IP.

Our business locations

Local revitalization

Support for areas impacted by disasters

Support for Areas Impacted by Disasters

Support children's mental well-being through toys

Bandai worked with Save the Children Japan (SCJ), a public interest incorporated association, to plan and make an original toy that supports children's mental well-being by easing stress and worry in those impacted by a disaster.

This toy was designed so that it provides children with someone to talk to or a friend that gives them comfort during their time in temporary housing. In the future, these toys will be provided to areas impacted by a disaster together with the Emergency Children's Kit distributed as part of disaster relief supplies by SCJ. We will also actively provide this toy to other groups supporting disaster-affected areas and local governments for people and places in need.

In addition, we will consider dispatching the Gashapon Truck to these areas when possible after confirming the situation and needs.



Children's Emergency Kit

Cooperate with support for disaster-affected areas through music

At Bandai Namco Music Live, we donate part of the proceeds from the sale of charity merchandise at live and from streamed performances of artists, to areas impacted by earthquakes or torrential rainfall through the Japanese Red Cross Society.



Charity wristband sold at SUMMER CHAMPION 2020, a live-streamed performance by Minori Chihara
© Bandai Namco Music Live Inc.

Work on activities with external children's support groups

Bandai Namco Holdings has worked with SCJ, an expert in children's support, since 2011 to provide workshops for children from disaster-affected areas in Japan. With the cooperation of SCJ, we also hold seminars for employees introducing the latest trends in sustainability to further deepen our sustainability activities, including support for disaster-affected areas.

In addition, each year Bandai Namco and shareholders give a total of ¥10 million to SCJ through the use of complimentary shareholder gifts. These donations are used to fund activities implemented by SCJ that support children in Japan, and they are also used to support areas impacted by a disaster. Furthermore, we made a separate ¥100 million donation for humanitarian assistance to people living in Ukraine and refugees forced to flee to surrounding countries.



© Nashua Nanah / Save the Children

Our business locations

Local revitalization

Support for areas impacted by disasters

Educational Assistance for the Next Generation

As the leaders of tomorrow, children are invaluable treasures. The Bandai Namco Group focuses on activities that help foster the next generation through education and sports. We are also working to support children's welfare and health.

Outreach classes

Support for children

Hold Outreach Classes

Provide outreach classes using toys as curriculum

At Bandai, we offer free outreach classes for elementary and junior high schools mainly around the Kanto region. These classes are given in four programs of ecology in toys, universal design in toys, safety in toys, and statistics and quality management. Toys are used as learning material to teach about such themes as the environment and quality control in an approachable manner.

In fiscal 2021, we held these classes, including programs that provide learning material, at 146 schools, reaching a total of around 9,500 students.



Foster interest in *monozukuri* through the Gunpla Academia, a plastic model lesson package

Since October 2021, Bandai Spirits has implemented Gunpla Academia, a free lesson package featuring Gunpla model products that is offered to elementary schools across Japan.



This lesson package involves assembling a Gunpla model product and a video about the facilities, production processes, and jobs at Bandai Hobby Center, which produces plastic models for Bandai Spirits. Through this curriculum, students learn about the joy of *monozukuri* (making things) and initiatives to address social and environmental issues. The curriculum is also intended to spark their interest in cutting-edge technologies and sustainable manufacturing.

During the six months ended March 2022, this lesson package was provided to around 1,400 schools nationwide and around 90,000 students.

Support children's dreams through outreach classes led by professional athletes

Shimane Susanoo Magic, a professional basketball team partly managed by Bandai Namco Entertainment, hosts the Dream Class, where its basketball players visit kindergartens, nursery schools, and elementary schools in Shimane Prefecture to talk with the children about their dreams for the future. In fiscal 2021, these outreach classes were held at 14 schools.



Hold plastic model classes at schools in Shanghai

Bandai Spirits hosts plastic model classes at elementary schools and other educational facilities in Shanghai jointly with Shanghai Education Development Foundation.

Note: These classes were canceled in fiscal 2020 and fiscal 2021 due to the COVID-19 pandemic. The photograph is from a class held in fiscal 2019.



© SOTSU • SUNRISE

Outreach classes

Support for children

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Outreach classes

Support for children

Support for Children

Sponsor the Jobs Almanac used as learning curriculum for elementary and junior high school students

The Jobs Almanac published by The Asahi Shimbun is donated to elementary and junior high schools as well as boards of education throughout Japan to promote interest in jobs among children and help them think about their careers in the future.

Bandai Namco Entertainment has sponsored the Jobs Almanac since 2019. We provide information on the type of jobs available in the gaming industry.



One of the pages in the almanac discusses how games are made.

Cooperate with company visit-based learning

At Bandai Namco Filmworks and Bandai Namco Pictures, we organize company visits for elementary, junior high, and high school students. During these visits, students learn about animation and IP production, while hearing firsthand about the animation industry from our employees.

In recent years, we have been able to host these visits online for participants from every corner of Japan. In fiscal 2021, we hosted around 200 students from 10 schools.



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Support the space development forum

At Bandai Namco Filmworks, which has produced a number of science fiction animation set in space, we serve as a sponsor of the Space Development Forum, an event organized by student groups. This is because we support the concept behind this forum of looking at space development today from the perspective of students and discussing it beyond the context of the arts and sciences.

In fiscal 2021, we provided pictorial images used by the forum and assisted with participant brainstorming sessions. A total of 190 students took part in the event.



Participate in the Sport in Life Project

At Bandai and Bandai Namco Amusement, we participate in the Sport in Life Project advocated by Japan Sports Agency.

This project works on sports promotion involving such stakeholders in Japan as local governments, sports groups, and business organizations, aimed at increasing the sports participation rate in Japan to around 70%, a target set by Japan Sports Agency.

In support of these efforts, both companies are helping to foster an interest in sports among children and people of all ages. This includes development of smart shoes that link with a dedicated app to promote exercise and the operation of interactive sports facilities.



UNLIMITIV, a BANDAI brand of sports shoes for elementary school students



Space Athletic Tondemi (children's play place) operated by Bandai Namco Amusement

Support the health and welfare of American children

At Bandai Namco Toys & Collectibles America, in 1995, we established the Bandai Foundation, a non-profit organization that implements philanthropy programs in the United States. Since then, through the foundation, we have provided assistance in various forms, including charity donations focused on children's health and welfare.



PAC-MAN™ & © Bandai Namco Entertainment Inc.

In fiscal 2021, the foundation partnered with Bandai Namco Entertainment America to establish the Pac-Man Takes a Bite out of Hunger campaign. Following the establishment of a new Bandai Namco Group office in Irvine, California, the foundation provided a donation to the local food bank and provided funding to set up a sustainable farm to ease food shortages in southern California.

Going forward, we will continue providing assistance so that children and their families can live better lives.

Support charity events using IP

In December 2021, Bandai Namco Entertainment Germany served as a sponsor of Friendly Fire, Germany's largest charity gaming event. On the day of the event, we held a pottery contest to create characters from the game Elden Ring. We also provided a life-sized figure of Malenia, a character from Elden Ring, to a live auction held during the event, with the proceeds benefiting a philanthropy group. In this way, we created a buzz at the event by taking full advantage of our IP.

Support environmental learning through collaboration with Junior Eco-Club

The Bandai Namco Group serves as a partner sponsoring Junior Eco-Club*, which promotes voluntary environmental actions and environmental learning among children. We utilize the environmental learning classes organized by Junior Eco-Club for the environmental learning of Group employees and their families.



Environmental learning class
(photograph from fiscal 2019)



* A support program for children's environmental activities run by Japan Environment Association. With the sponsorship of the Ministry of the Environment and support of the Ministry of Education, Culture, Sports, Science and Technology, Junior Eco-Club is held with the collaboration of local governments, companies, and organizations. As of March 2022, there were around 1,700 clubs and about 90,000 members nationwide.

Outreach classes

Support for children

Invigoration of Fan Communities

The Bandai Namco Group's IP will be used to bring information to fans around the world in ways not possible before. The Bandai Namco Group stands fully committed to harnessing the power of IP to ensure the sustainability of tomorrow.

Dissemination of culture and information

Countermeasures against infectious diseases

Initiatives for Disseminating Culture and Information

Disseminate culture and history at Omochanomachi Bandai Museum

In April 2007, Bandai opened the Omochanomachi Bandai Museum in Mibu Town, Shimotsuga District, Tochigi Prefecture, a town developed around the toy industry. Open to the general public, the museum showcases a collection of Bandai's toys and inventions of Thomas Edison. Its mission is to provide children's learning, expert research, recreation, and other opportunities. In June 2020, the museum was remodeled and added a new exhibition space, among other facilities.



As of March 2022, the museum features four wings covering Japanese toys, toys from around the world, Gunpla and plastic models, and the inventions of Thomas Edison. At any given time, around 9,000 of the museum's 35,000-piece collection is on display. Of the collection, Bandai products account for around 7,000 pieces.

Investigate the current situation of children using the Bandai Children's Survey

At Bandai, we have conducted the Bandai Children's Survey targeting mainly parents and guardians of children from ages 0 to 12 since 1995. The survey is intended to shed light on the current state of children today in a way unique to Bandai. The survey results are published through media outlets and on Bandai's official website.

To learn more, visit our official website.

→ <https://www.bandai.co.jp/kodomo/> 
(in Japanese only)



Support efforts to pass down intangible cultural heritage in China

Bandai Namco Holdings China Co., Ltd., has been working to protect China's intangible cultural heritage since 2018.

In fiscal 2021, through a partnership with the Shanghai Library and Suzhou Library, we held a hands-on event on the restoration of old books and techniques for making folios of rubbings, both of which are part of China's intangible cultural heritage. On the day of the event, participants created stone rubbings of a Mobile Suit Gundam statue with the hope of teaching them about the importance of China's traditions and craftsmanship. More than 180 people took part in this event as it offered a new and exciting take on traditional culture. For this activity, Bandai Namco Holdings China Co., Ltd. took home the Gold Stevie® Award in the category of Innovation in Public Enterprise Events at the 2022 Asia-Pacific Stevie® Awards^{*1}, the Silver Stevie® Award at the 2022 International Business Awards®, and the Gold Award at the 2022 Golden World Awards^{*2}.



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^{*1} Business awards established in 2002 to honor and increase recognition of the achievements of companies, organizations, and working professionals around the world that are actively contributing to society.

^{*2} International awards organized by the International Public Relations Association that recognize excellent PR activities that satisfy international standards.

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Dissemination of culture and information

Countermeasures against infectious diseases

Countermeasures against COVID-19

Provide videos for children staying at home

Bandai Namco Holdings and Charaken Co., Ltd. produced a video called Jackie Caravan using the characters from the picture book series The Bears' School to bring excitement to children during the COVID-19 pandemic. DVD versions of the video are lent out and the video itself is also being streamed for a limited time on The Bears' School's Staff Room, a free members-only website for kindergarten and nursery school teachers. In fiscal 2021, the second year, we streamed the video for the third time from July to September 2021, and the fourth time from December 2021 to March 2022.

In addition, we are streaming a free exercise video made using our IP to encourage children to have fun exercising while at home. The video uses animated characters to address the lack of exercise among children when at home. The exercise routine was developed and supervised by Senshi Fukashiro, a professor at Japan Women's College of Physical Education.



© BANDAI



© BANDAI

Provide free posters that promote hand washing to stop the spread of infectious diseases

At Bandai Namco Filmworks, we created a poster to encourage hand washing featuring Aqours, a young entertainer appearing in LoveLive! Sunshine!! with the assistance of the Ministry of Health, Labour and Welfare to help stop the spread of COVID-19. This poster has been available online free of charge since May 12, 2020.

The poster can be downloaded from the Ministry of Health, Labour and Welfare's website, the LoveLive! Sunshine!! official website, and social media. The poster is available to anyone as long as it is used at facilities to raise awareness about hand washing.



Poster available on the LoveLive! Sunshine!! official website
© 2017 PROJECT Lovelive! Sunshine!!

Support frontline healthcare workers using our die-production technologies for toys

At Seeds (currently, Bandai Namco Craft Inc.), in April 2020, we produced a face shield at the request of Kikuna Memorial Hospital in Yokohama City Kanagawa Prefecture and donated it to medical institutions. Since then, we have also donated the face shield to municipalities, police departments, and administrative institutions, among others.

We began manufacturing the face shield officially and selling it to medical institutions in May 2020. Going forward, we will continue to support frontline healthcare workers treating infectious disease patients using our proprietary technologies.



Face shield

Support the live entertainment industry

Through donations to a fund established by an industry group, Bandai Namco Music Live is supporting businesses and their staff in Japan's live entertainment industry, which has faced business continuity issues during the pandemic.