

# Group Sustainability Governance Structure

## Board of Directors meeting of SEGA SAMMY Holdings

Composition of the Board of Directors ..... 5 internal directors, 3 external directors  
 Composition of the Audit & Supervisory Committee ..... 1 internal member, 3 external members  
 Gender breakdown of Board of Directors and Audit & Supervisory Committee members .... 8 males, 4 females

## Group Management Strategies Committee

7 SEGA SAMMY Holdings directors, 4 SEGA SAMMY Holdings Audit & Supervisory Committee members \* Excluding the Chairman of the Board

**Chairman:** President and Group CEO, Representative Director of SEGA SAMMY Holdings ("the Company").

### Group Sustainability Subcommittee (2 meetings per year)

**Chairman:** President and Group CEO, Representative Director of the Company

**Members:** Senior Executive Vice President and Group CFO, directors and Audit and Supervisory Committee members with sustainability-related expertise in their skill matrices, and directors in charge of sustainability at key Group companies

**Secretariat:** Sustainability Promotion Office

- Formulation and revision of the Group sustainability plan
- Formulation of Group targets
- Evaluation of initiatives by Group companies, provision of recommendations and advice

↓ Policy implementation  
Monitoring

↑ Reporting

## Group Sustainability Promotion Committee (2 meetings per year)

**Chairman:** General Manager of the Company's Sustainability Promotion Office  
 Directors and staff with sustainability-related responsibilities in Group companies

- Sharing of group-wide policies
- Monitoring of initiatives by Group companies, cross-organizational roll-out of successful initiatives

Sammy Group

SEGA Group

Other business companies

The Group Sustainability Subcommittee was established as part of the Group Management Strategies Committee. The Subcommittee holds management discussions on various topics, including the formulation of Group policies and goals, the status of initiatives by Group companies, and changes to performance targets. The policies and goals of the Group are determined by the Board of Directors of SEGA SAMMY Holdings.

Policies and goals determined through this process are shared with Group companies via the Group Sustainability Promotion Committee. Committee meetings also provide opportunities for Group companies that interact with the public to share insights gained through their business activities, such as requests and feedback from customers and users. In addition, the Group Sustainability Promotion Committee acts as a channel through which initiatives that need to be incorporated into Group policies and goals can be reported to the Group Sustainability Subcommittee for further discussion.