

## UK Modern Slavery Act Statement

In accordance with Section 54 of the UK Modern Slavery Act 2015, SEGA SAMMMY HOLDINGS INC. (hereinafter referred to as "SEGA SAMMY") hereby releases this statement on efforts to prevent slavery, human trafficking and other human rights violations in the businesses and supply chains of the SEGA SAMMY Group.

### 1. Organizational Structure of SEGA SAMMY Group

SEGA SAMMY is a holding company for the SEGA SAMMY Group, which is the comprehensive company group of entertainment businesses. SEGA SAMMY Group's mission is "Constantly Creating, Forever Captivating—Making Life More Colorful" across a wide range of genres ranging from Pachislot and Pachinko machines business centered on Sammy Corporation to entertainment contents business centered on SEGA Group's digital game business, which includes amusement machine development and facility operation, development of video contents and toys; and resort business exemplified by hotel development and operation.

Our mission as a comprehensive entertainment company working to provide new means of entertainment is to maximize synergy across the group and offer entertainment products of a quality level only the SEGA SAMMY Group can provide.

In the UK, the SEGA SAMMY Group primarily engages in game software development and sales through SEGA Europe Limited and five other companies. In the period ending March 2023, total turnover at our six UK companies totaled approximately £305 million.

Please refer to the following URL for more information about the SEGA SAMMY Group.

<https://www.segasammy.co.jp/en/>

### 2. Policy on Prevention of Slavery and Human Trafficking

The SEGA SAMMY Group respects human rights and engages in a variety of initiatives to prevent human rights violations including slavery and human trafficking in our businesses and supply chains.

SEGA SAMMY is committed to "Respect human rights", "Protect human rights", and "Prohibit human rights violations" under the "SEGA SAMMY Group Code of Conduct", and to treat all Group employees fairly in compliance with labour-related laws and regulations under "SEGA SAMMY Group Human Resources Policy" within the "Group Management Policy".

Furthermore, the "SEGA SAMMY Group Supply-Chain CSR Deployment Guidebook" establishes clear standards including "Prohibit inhumane treatment and infringements of human rights", "Prohibit forced labour" and "Prohibit child labour" in order to prevent human rights violations in the supply chain such as slavery and human trafficking.

Since 2014, SEGA SAMMY has participated in the United Nations Global Compact ("UNGC") and declared support for its ten principles. Principle 4 of the UNGC states "Businesses should uphold the elimination of all forms of forced and compulsory labour".

Please refer to the following URLs for more information about the SEGA SAMMY Group Code of Conduct,

the Group Management Policy, and the SEGA SAMMY Group Supply-Chain CSR Deployment Guidebook.

SEGA SAMMY Group Code of Conduct

<https://www.segasammy.co.jp/en/corp/conduct/>

Group Management Policy

<https://www.segasammy.co.jp/en/corp/conduct/policy/>

SEGA SAMMY Group Supply-Chain CSR Deployment Guidebook

[https://www.segasammy.co.jp/cms/wp-content/uploads/pdf/en/20141101\\_supplychain\\_csr\\_en.pdf](https://www.segasammy.co.jp/cms/wp-content/uploads/pdf/en/20141101_supplychain_csr_en.pdf)

### 3. Efforts to Prevent Slavery and Human Trafficking

#### Supply Chain Management Initiatives

The SEGA SAMMY Group believes that slavery and human trafficking are more likely to occur in supply chains outside of the SEGA SAMMY Group as opposed to within and is actively engaged in supply chain management to ensure that human rights violations are prevented in external supply chains.

Specifically, the SEGA SAMMY Group conducts slavery and human trafficking risk assessments and implements initiatives to prevent slavery and human trafficking especially regarding procurement of prize products and toy products for the Group's entertainment content business, mainly targeting factories of overseas manufacturing subcontractors that are considered potentially high-risk.

With regards to the procurement of prize and toy products, our group is promoting the renegotiation of basic manufacturing contracts and memorandums to include compliance clauses regarding child labor and forced labour and also verify whether third party manufacturing plants have acquired certifications for complying with labour standards.

(Coverage rate of 100% based on companies contracted for the manufacture of prize products (SEGA CORPORATION) and toy products (SEGA TOYS CO., LTD.) within the Group).

Furthermore, within the SEGA SAMMY Group, SEGA Europe Limited and The Creative Assembly Limited in the UK issue statements (in English only) pursuant to the UK Modern Slavery Act.

(SEGA Europe Limited) <http://www.sega.co.uk/modern-slavery-act-transparency-statement>

(The Creative Assembly Limited) [https://www.sega.co.uk/modern\\_slavery\\_act\\_transparency\\_statement\\_tcal](https://www.sega.co.uk/modern_slavery_act_transparency_statement_tcal)

#### Internal Awareness

Our Group conducts training on CSR and SDGs for all employees, in which they learn about our efforts to prevent child labour and forced labour (Completed by 172 employees in the period ending March 2023).

#### 4. Future Endeavors

SEGA SAMMY will continue to implement the supply chain management initiatives, including training sessions for the purchasing divisions of the SEGA SAMMY Group, within our business operations and supply chains. These efforts are essential in preventing human rights violations, such as slave labor and human trafficking. In this manner, SEGA SAMMY is committed to preventing human rights violations, including slavery and human trafficking.

#### 5. Board approval

This statement has been approved by SEGA SAMMY's Board of Directors.

September 30, 2023



Haruki Satomi  
President and Group CEO  
SEGA SAMMY HOLDINGS INC.