

UK Modern Slavery Act Statement

In accordance with Section 54 of the UK Modern Slavery Act that came into force in the UK in 2015, SEGA SAMMY HOLDINGS INC. (the “Company”) hereby releases this statement on efforts to prevent forced labor, human trafficking and other human rights violations in the business operations and supply chains of the SEGA SAMMY Group (the “Group”).

1. Organizational Structure of the Group

The Company is a holding company for the SEGA SAMMY Group, which is a comprehensive company group involved in the entertainment businesses. With “Constantly Creating, Forever Captivating - Making Life More Colorful” as our mission, for the fiscal year ending March 2024, the Group operated businesses across a wide range of genres. These ranged from amusement machine development centering on the digital game business with SEGA CORPORATION. as the main player, the Entertainment Contents Business for video content and toys, the Pachislot and Pachinko Machines Business with Sammy Corporation. as the main player, and the Resort Business for development and operation of hotels.

As a comprehensive entertainment company aiming to provide new *fun*, the Group creates group synergies to provide entertainment that has a premium quality unique to the Group.

For more information on the Group, please refer to the following URL:

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

2. Policy on Prevention of Forced Labor and Human Trafficking

The Group respects human rights and engages in a variety of initiatives to prevent human rights violations including forced labor and human trafficking in our business operations and supply chains.

The Group expresses its commitment to “Respect human rights,” “Protect human rights,” and “Prohibit human right violations” under the SEGA SAMMY Group Code of Conduct.

The Group also expresses its commitment to comply with labor-related laws for all Group employees and ensure their fair treatment under the SEGA SAMMY Group Human Resources Policy in the Group Management Policy.

The Group has in place the SEGA SAMMY Group Supply-Chain CSR Deployment Guidebook, which clearly stipulates our compliance with “prohibition of inhumane treatment and infringements of human rights,” “prohibition of forced labor,” and “prohibition of child labor” in order to prevent human rights violations in the supply chain such as forced labor and human trafficking.

Since 2014, the Company has participated in the United Nations Global Compact (UNGC) and declared support for the ten principles established by the UNGC.

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

3. Efforts to Prevent Forced Labor and Human Trafficking

Supply Chain Management Initiatives

The Group believes that forced labor and human trafficking are more likely to occur in supply chains. Therefore, we are actively engaged in supply chain management to ensure that human rights violations are prevented in supply chains.

Specifically, the Group conducts forced labor and human trafficking risk assessments to implement initiatives to prevent forced labor and human trafficking mainly in factories of overseas manufacturing subcontractors with respect to procurement of prize products and toy products for the Group's entertainment content business, where the risk of forced labor and human trafficking is considered potentially high.

The Group also concludes basic manufacturing contracts that include compliance clauses regarding forced labor and child labor with relevant subcontractors and other business partners with respect to procurement of prize and toy products. Compliance with the relevant laws and regulations is ensured by a third-party organization arranging joint confirmation of the contents of the SEGA SAMMY Group Supply-Chain CSR Deployment Guidebook at manufacturing factories, thereby promoting confirmation of the status of compliance with relevant items including forced labor and child labor. (All companies with manufacturing contracts for prize toys (SEGA CORPORATION.) and toy products (SEGA TOYS CO., LTD.) have signed basic manufacturing contracts including legal compliance clauses on forced labor and child labor.)

* Effective April 1, 2024, the amusement machine business of SEGA CORPORATION. was transferred to SEGA TOYS CO., LTD. through an absorption-type company split, and SEGA TOYS CO., LTD. changed its corporate name to SEGA FAVE CORPORATION.

Our Group companies in the UK, namely SEGA Europe Limited, The Creative Assembly Ltd., and Sports Interactive Ltd. has issued statements pursuant to the UK Modern Slavery Act.

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

(The Creative Assembly Ltd.) https://www.sega.co.uk/modern_slavery_act_transparency_statement_tcal

(Sports Interactive Ltd.) https://www.sega.co.uk/modern_slavery_act_transparency_statement_si

Internal Awareness

The Group provides video training by an external lecturer to the Group employees once a year, at which time the Group explains its efforts to prevent forced labor, child labor, and human trafficking.

4. Future Endeavors

The Company will continue to implement the supply chain management initiatives, including training sessions for the Group employees as part of our efforts to prevent human rights violations including forced labor and human trafficking in our business operations and supply chains.

In this manner, the Group is committed to preventing human rights violations including forced labor and human trafficking in our business operations and supply chains.

This statement has been approved by the Board of Directors of the Company.

September 30, 2024

A handwritten signature in blue ink, appearing to read "Haruki Satomi".

Haruki Satomi
President and Group CEO

SEGA SAMMY HOLDINGS INC.