

Under KOEI TECMO's Ethos of Creativity & Contribution and its Corporate Slogan of "Level Up Your Happiness," we aim to contribute to people's spiritual richness and happiness. To achieve our Vision of becoming The World's No. 1 Digital Entertainment Company, we believe it is crucial for our human resources to grow sustainably and create exciting games. By promoting sustainability centered on people, KOEI TECMO aims to improve its corporate value and create a sustainable society.

Sustainability Promotion System

To strengthen our sustainability initiatives, in October 2023 we established the Sustainability Committee under the President & CEO and set up the Sustainability Promotion Office within the Corporate Planning Department to promote sustainability activities.

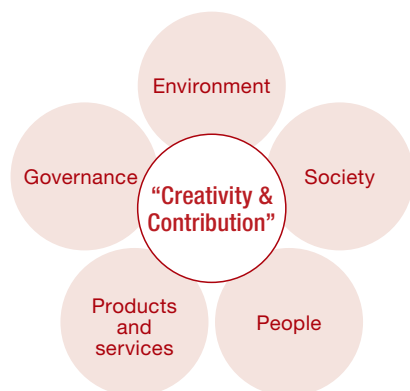


Sustainability Committee

Launched in October 2023, the Sustainability Committee convened three times during FY2023.

Chairperson	Yoichi Erikawa President & CEO
Committee Members	CSuO, General Manager, Deputy General Manager, Executive Officer, General Manager of Human Resources KOEI TECMO GAMES CO., LTD.: Executive Vice President, General Manager of Marketing, General Manager of IP Business, General Manager of Entertainment Production / KOEI TECMO WAVE CO., LTD.: President / KOEI TECMO NET CO., LTD.: Managing Director / KOEI TECMO QUALITY ASSURANCE CO., LTD.: President
Secretariat	Sustainability Promotion Office, Corporate Planning Department

Meetings held	Main Discussions at Sustainability Committee Meetings
1st meeting (November 27, 2023)	<ul style="list-style-type: none"> • Purpose and role of the Sustainability Committee • Report on materiality
2nd meeting (January 22, 2024)	<ul style="list-style-type: none"> • Discuss and exchange opinions on human capital-related indicators and targets • Exchange opinions on the compilation of Scope 3 greenhouse gas emissions
3rd meeting (March 18, 2024)	<ul style="list-style-type: none"> • Discuss and exchange opinions on the medium- to long-term roadmap • Exchange opinions on human capital-related policies, governance, etc. • Discuss and exchange opinions on materiality • Report on TCFD disclosure • Report on the compilation of Scope 3 greenhouse gas emissions



Setting Materiality (Key Issues)

We have established five key issues that we will promote to contribute to the realization of a sustainable society and enhance our corporate values.

Review of materiality (FY2024)

Amid the increasing importance of materiality, KOEI TECMO is currently reviewing materiality, taking into consideration the dual perspectives of its stakeholders and impacts on the Company.

For a detailed explanation of our current materiality, please visit the following. → <https://www.koeitecmo.co.jp/e/sustainability/materiality/>

People as the Core of Sustainability: Striving to Establish an Organized Promotion System and Sustainably Raise KT's Corporate Value

MEI ERIKAWA

Director, Managing Executive Officer, & CSuO

FY2023 was the “first year of sustainability”

In FY2023, KOEI TECMO established the Sustainability Committee and Sustainability Promotion Office, and I was appointed CSuO (Chief Sustainability Officer). Chaired by President Yoichi Erikawa, the Sustainability Committee consists of the heads of the Group's business and management divisions. The committee discusses and decides on KOEI TECMO's direction and strategies. Additionally, the Sustainability Promotion Office collaborates with business divisions as an execution team for the horizontal promotion of sustainability across the entire company and implements measures based on the policies formulated by the committee.

I have always felt the need to promote sustainability but it was unclear who would actually lead these efforts and how this would be done. The start of a full-scale sustainability promotion system has enabled us to take a big step forward by clarifying responsibilities and roles. I believe that by working together to promote initiatives, members of business divisions are beginning to undertake sustainability as their own personal goal.

Maximizing the abilities of employees drives sustainable growth

As highlighted by the saying, “A company is nothing more than its people,” KOEI TECMO Group's most important asset is its human resources. People play a crucial role at every stage of our business, from game planning to development and sales. Further strengthening our human capital is essential for achieving our vision of becoming “The World's No. 1 Digital Entertainment Company.” To

this end, we will continue to focus on improving the quality and quantity of our human resources as we aim for sustainable growth.

Improving human resource development and engagement

Our human resource development focuses not just on improving the skills required to “create exciting games.” We also work to ensure that human resources can acquire business skills that help realize the growth potential and profitability of the company, or in other words “the ways we can generate profits.” By doing so, we aim to enable each and every employee to achieve personal growth and contribute to the further advancement of our company.

On a different front, from FY2023 we began implementing engagement surveys and initiatives to improve engagement with the aim of shaping our company into an even better organization. To make KOEI TECMO a satisfying place to work, we are improving our facilities through methods like enhancing office environments. At the same time, we must also create environments that will spur internal changes within employees themselves to allow them to better understand the significance of their work and feel their own personal growth. This is precisely why we strive to create ways of working that enable employees to truly enjoy their work instead of performing their daily jobs without any feeling. Rather than approaching their jobs every day with a feeling of “I don't want to go to work,” I believe that having people perform their jobs with a positive attitude of “I'll do my very best today” will



increase engagement and enable the creation of even more exciting games.

Reviewing materiality identification and promoting diversity

In FY2024, we will begin reviewing materiality identification to increase our corporate value. We will align the KOEI TECMO Group's business strategies with issues and risk management and decide on initiatives to increase corporate value in the medium to long term. Additionally, we will formulate and promote a medium- to long-term roadmap to create an environment in which employees can work with peace of mind. This includes initiatives for diversity such as promoting the active roles of women.

Looking ahead, the KOEI TECMO Group will continue to work on sustainability activities and stride forward alongside society and people with the aim of realizing sustainable growth.