

February 17, 2023

(Translation)

Dear all,

Name of Company: SEGA SAMMY HOLDINGS INC.
Name of Representative: Haruki Satomi,
President and Group CEO,
Representative Director

(Code No. 6460, Tokyo Stock Exchange Prime)

Further Inquiry: Makoto Takahashi,
Executive Vice President,
Executive Officer,
Managing Director of
Corporate Planning Division
(TEL: 03-6864-2400)

Notice of Revisions to Compensation System at a Major Subsidiary of
SEGA SAMMY HOLDINGS INC.

SEGA SAMMY HOLDINGS INC. (the Company) hereby notified that SEGA CORPORATION, a major subsidiary of the Company, has announced that it will initiate revision to its compensation system to invest in human resources in order to further stabilize employee income and create a more comfortable working environment, as well as to further strengthen its global competitiveness.

Specifically, effective on July 1, 2023, SEGA plans to increase the average monthly salary of existing employees by approximately 30% (*) by raising the base salary and increasing the ratio of base salary within annual salary by incorporating part of bonuses. As a result of this revision, the initial salary for university graduates will increase from ¥222,000 to ¥300,000, an increase of approximately 35%.

*On an annual salary basis, the average increase rate is about 15%

*We plan to introduce an advance payment system for retirement allowances (selective system), and the rate of increase will differ depending on this option

For further information, please refer to attached press release from SEGA CORPORATION.

Attached material: Translation of Press Release from SEGA CORPORATION.

“Revisions to Compensation System to Strengthen Global Competitiveness and Growth”



(Translation)

February 17, 2023
SEGA CORPORATION

Revisions to Compensation System
to Strengthen Global Competitiveness and Growth

SEGA CORPORATION will initiate revision to its compensation system to invest in human resources in order to further stabilize employee income and create a more comfortable working environment, as well as to further strengthen its global competitiveness.

Specifically, effective on July 1, 2023, the Company plans to increase the average monthly salary of existing employees by approximately 30% (*) by raising the base salary and increasing the ratio of base salary within annual salary by incorporating part of bonuses. As a result of this revision, the initial salary for university graduates will increase from ¥222,000 to ¥300,000, an increase of approximately 35%.

We are working to reform our various personnel systems so that employees can maximize their respective potential in a comfortable working environment. We will continue to invest in human resource education, including not only the development of a compensation system that treats employees according to their roles and contributions, but also the expansion of measures to support working styles for each and every employee to live their own lives, as well as the implementation of training at the "SEGA SAMMY College", a college within a company and language training throughout the Group.

We will continue our efforts to realize a system that allows our employees to grow while realizing diverse work styles, and to provide further experiences that move the heart globally.

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