

For Immediate Release

June 28, 2024

Revision of Personnel and Other Systems Focusing On Employee Growth and Job Satisfaction

Unique TOMY job-based personnel system and expands work-life support programs
(Including two million yen childbirth and childcare gift money, etc.)

TOMY Company, Ltd.

TOMY Company, Ltd. (Representative Director, President & COO: Akio Tomiyama, headquarters: Katsushika-ku, Tokyo) (hereinafter the “Company”) announced that it will formulate its “Medium- to Long-term Management Strategy 2030” in May 2024. As part of its corporate strategy, which forms the foundation of the management plan, the company has established a human resources strategy vision that aims to build an environment facilitating a passion for work that creates *Asobi* as an organization capable of self-driven and sustainable growth. We have decided to revise our various human resources systems on Monday, July 1, 2024, to create an environment that promotes the growth and job satisfaction of each employee, enabling them to perform to their fullest potential.

For the Company, the human resources involved in the creation of *Asobi* are important human capital. We believe that active investment in human resources is essential to improve the well-being of employees and achieve sustainable corporate growth based on our purpose and vision.

■ Overview of personnel system revisions

I. Revision to unique TOMY job-based personnel system ((i) grading, (ii) evaluation, (iii) compensation)

II. Expansion of the work-life balance support system

- (i) Establishment of “childbirth and childcare gift money” system: Two million yen granted per child
- (ii) Establishment of life support leave system
- (iii) Expansion of shortened working hours system
- (iv) Trial implementation of “leave of absence and shortened working hours support allowance”

I. Revision to unique TOMY job-based personnel system

(i) Grading system

The grading system will be revised to facilitate self-driven career planning with a variety of options.

Change to a multi-path job group system consisting of managerial and specialist positions. Within the core positions, job groups are sub-divided into multiple positions. The number of grades within the core positions will be reduced by one, enabling employees to aim for career advancement to managerial or specialist positions earlier.

(ii) Evaluation system

The employee evaluation system will be revised to one that aims not only to assess results and achievements and reflect them in compensation for personnel appraisal purposes, but also to promote employee growth.

(iii) Compensation system

The compensation system will be revised by eliminating seniority-based wages and allowances that have little to do with work or results, and by making each grade more competitive. The starting salary for new graduates from a four-year university will be revised to 242,000 yen per month, an increase of approximately 10,000 yen (4.3% increase).

II. Overview of the expansion of the work-life balance support system

Until now, we have enhanced our workplace environment through measures such as implementing a super flex-time working system and establishing a work-from-home system, etc. We will now expand our work-life balance support system to enable all employees to balance work with life events.

(i) Establishment of “childbirth and childcare gift money” system: Two million yen granted per child

We are introducing a new “childbirth and childcare gift money” system to subsidize childbirth expenses, childcare expenses for the future, and other expenses, providing two million yen per child.

(ii) Establishment of life support leave system

We are introducing a new leave system that serves as a safety net to support employees facing personal injury or illness, childcare, family nursing care, fertility treatment, and other circumstances, allowing everyone to continue working with peace of mind.

(iii) Expansion of shortened working hours system

We will expand the shortened working hours system by extending the eligible period, broadening the scope of reasons, and shortening the working hours (extending the period until the end of a child’s 6th grade year, adding fertility treatment as an eligible reason, and increasing the maximum daily reduction to 3.5 hours) as we believe it is necessary to create an environment where employees can better balance work and family life.

(iv) Trial implementation of “leave of absence and shortened working hours support allowance”

We will introduce a trial system to provide a “support allowance” to employees who cover the duties of those who are working hard to raise children or provide nursing care for family members, in order to create an environment where employees are comfortable to support those around them. The leave support allowance is made up of approximately 30% of the salary of the employee taking leave for childcare and family nursing care and is distributed to employees covering the employee’s duties.

TOMY Company will continue to work under the vision of a human resources strategy, which aims to build an environment facilitating a passion for work that creates *Asobi* as an organization capable of self-driven and sustainable growth, as outlined in the “Medium- to Long-term Management Strategy 2030.” The company will implement measures that promote the growth and job satisfaction of each employee, ensuring they can perform to their fullest potential.

For more details, please visit our website. www.takaratomy.co.jp/english/company/csr/work_style_reform/



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