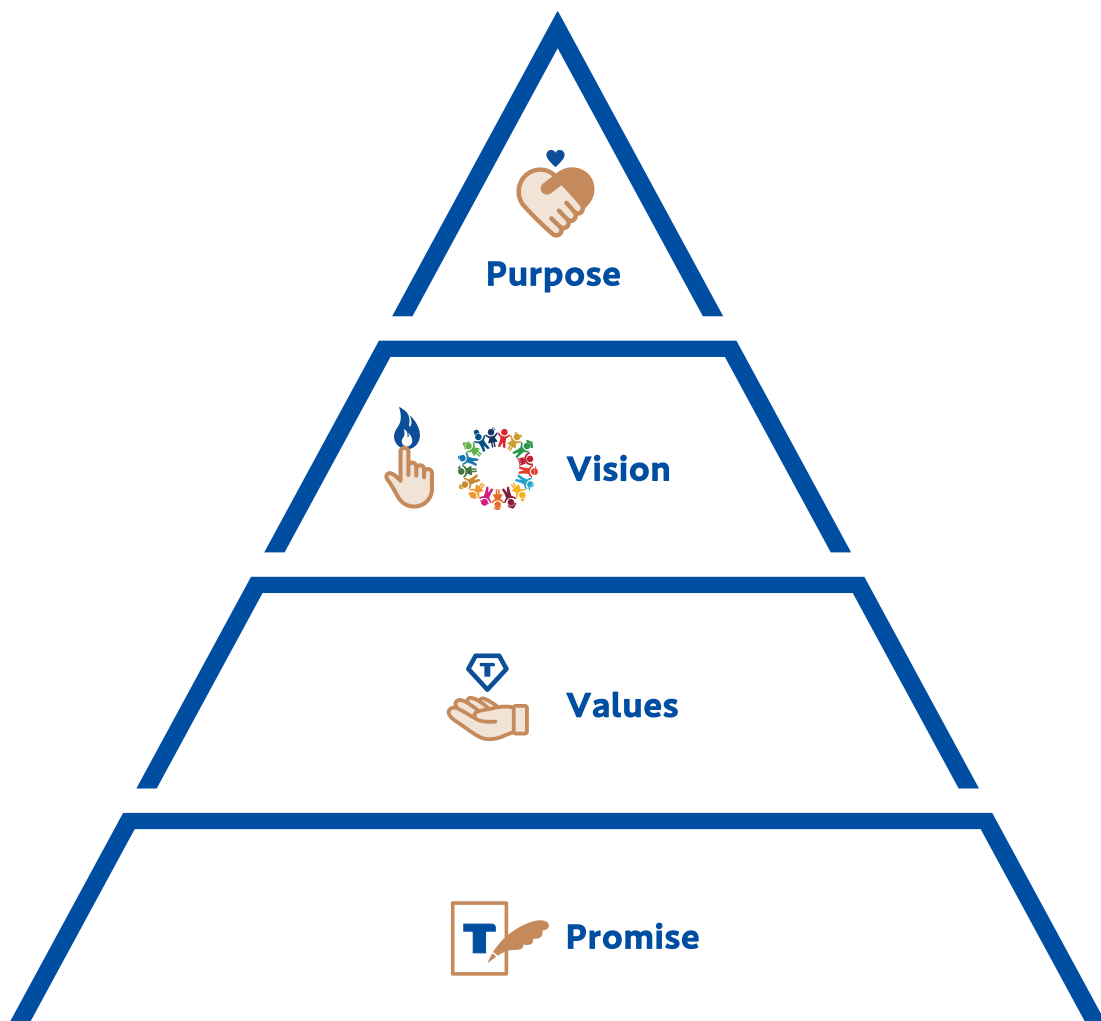


# The TOMY Group Philosophies

## ONE TOMY WAY

ONE TOMY WAY is a roadmap to empower Group employees to take actions as one based on guidelines, and present a clear company vision and purpose.





## Purpose

Quality Asobi can inspire and delight the world.



## Vision 2030

### Business Vision 2030

Becoming a globally adored Asobi powerhouse, known for its top-notch quality and boundless creativity.

### Sustainability Vision 2030

A creator of quality Asobi that promotes the sustainable well-being of society.



## ONE TOMY's Values

Eyes open  
to a wide world

Creativity  
with purpose

Embrace  
the adventure

Relentlessly  
pursue your  
dreams



## ONE TOMY's Promise

Our sincerity and diligence will contribute to society and lead to our own success and happiness.

We will provide quality Asobi experiences.

We will observe our company policy, the rule of law and good common sense.

We will not tolerate anti-social behavior.

We will unleash our creativity by respecting our differences and communicating and collaborating with each other.

We will compete honestly and follow fair trade practices.

We will be a good corporate citizen toward society and the regions where we operate.

We will be considerate of resources and the natural environment.