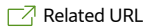


## Medium-Term Sustainability Targets and KPIs (FY2021–FY2023) Progress and Results

In fiscal 2021, the TOMY Group set medium-term sustainability targets and KPIs (FY2021–2023) with the aim of realizing a sustainable society and achieving the growth of the Group.

Having completed fiscal 2023, the final year for achieving the targets and KPIs, we would like to describe the progress and results of our efforts to date.

Our Three pillars of social responsibility	Material issues	Medium-term sustainability targets and KPIs (FY2021–2023)
<p><b>Pillar ①</b>  <b>Commitment to Quality Manufacturing</b>                      Expand play for all to enjoy</p>	<p>① Ensuring confidence, safety, and quality                      ② Creating new products, services, and IP                      ③ Promoting universal design</p>	<ul style="list-style-type: none"> <li>Restructure the framework and methods for managing toxic chemical substances including during manufacturing</li> <li>Internal SDGs training to create ethical products and services: 100% of employees by the end of March 2024</li> </ul>
<p><b>Pillar ②</b>  <b>Sound Management</b>                      Be proud role models</p>	<p>④ Organizational governance and communication with stakeholders                      ⑤ Active participation of diverse personnel                      ⑥ Responsible procurement</p>	<ul style="list-style-type: none"> <li>Establish and operate a committee focusing on sustainability management</li> <li>Internal training on corporate ethics: 100% of employees by the end of March 2024</li> <li>Internal training on diversity: 100% of employees by the end of March 2024</li> <li>20% female manager ratio*  <small>*We have set a deadline of the end of March 2026 to coincide with our action plan based on Japan's Act on Promotion of Women's Participation and Advancement in the Workplace</small></li> <li>Achieve and maintain the mandatory 2.3% employment ratio of persons with disabilities</li> <li>Conduct an employee engagement survey and identify any issues affecting work fulfillment</li> <li>Implement three activities                             <ol style="list-style-type: none"> <li>Build awareness of responsible procurement policies</li> <li>Systematize responsible procurement management</li> <li>Identify issues and sites with high CSR-related risks</li> </ol> </li> </ul>
<p><b>Pillar ③</b>  <b>Coexisting with Society and the Environment</b>                      Protect the environment so children can smile in play 100 years from now</p>	<p>⑦ Environmental management                      ⑧ Encouraging education and culture through our business</p>	<ul style="list-style-type: none"> <li>Aim to reduce and recycle petroleum-derived plastics in packaging and products, begin demonstration verifications and disclose progress</li> <li>Formulate long-term CO2 reduction targets by March 2024</li> <li>Restructure our group waste management framework</li> </ul>



<https://www.takaratomy.co.jp/english/company/csr/story/2022/sustainabilityinitiatives2021.html>



◎ Achievement rate of 100%   ○ Achievement rate of 80% or more   ▲ Achievement rate of 50% or more

	FY2023 achievement rate	Comments on FY2023 achievement rate
	◎	<ul style="list-style-type: none"> <li>List of the TOMY Group priority regulated substances.</li> <li>Developed a flow chart for strengthening chemical substance management in line with the TOMY Group Chemicals Management Policy.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Conducted sustainability training for all Group employees in Japan and overseas, with a 100% participation rate.</li> </ul>
	○	<ul style="list-style-type: none"> <li>Promoted sustainability initiatives through five theme-based task forces.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Conducted ethics training for all Group employees in Japan and overseas, with a 100% participation rate.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Conducted diversity training for Group career-track employees In Japan.</li> <li>Conducted in-house diversity training for Group employees in permanent positions in Japan, with 100% participation rate.</li> </ul>
	○	<ul style="list-style-type: none"> <li>Achieved a 14.3% female manager ratio at TOMY (as of March 2024)</li> <li>Conducted training to develop female leaders and strengthen mental toughness for Group employees in permanent positions in Japan.</li> <li>Achieved 100% male parental leave utilization rate (as of March 2024)</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Improved the employment ratio of persons with disabilities to 2.37% (FY2024)</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Conducted ongoing surveys to identify key issues and address them by promoting diverse workstyles, expanding support measures for balancing childcare and caregiving, and updating our personnel system.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Collected agreement forms for the TOMY Group Responsible Procurement Guidelines from partners in Japan, Hong Kong, and Thailand (94% collection rate)</li> <li>Conducted SAQ trials.</li> </ul>
	○	<ul style="list-style-type: none"> <li>Continued research into environmentally friendly materials.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Established long-term targets for reducing CO<sub>2</sub> emissions and realize a decarbonized society based on CO<sub>2</sub> data calculated for all the TOMY Group's businesses.</li> </ul>
	◎	<ul style="list-style-type: none"> <li>Established and worked to visualize a waste management system (began digitalizing manifests for Group companies in Japan).</li> </ul>