


The TOMY Group New Sustainability Framework

We are moving forward with initiatives in accordance with the TOMY Group Sustainability Framework. To fulfill our Sustainability Vision, we are committed to creating environments where our employees can passionately devote themselves to providing high-quality Asobi.

We believe it is the responsibility of the company not only to consider customer confidence and safety, but also give thought to the global environment, respect for human rights and our sound management system. This will enable us to both realize a sustainable society and achieve growth of the Group, and thus deliver value to the world.

Pillars		Materialities	
Our passions	Contributing to the creation of a sound society with dreams through Asobi	1 Contributing to an enriched society through Asobi	
	Providing workplaces facilitating a passion for work that produces Asobi garnering global attention and love	2 Improving employees' well-being 3 Promoting employee growth	
Our responsibilities	Ensuring high quality	4 Asobi that is safe, secure, and of high quality	
		5 Connecting with customers	
	Coexisting with the global environment	6 Responding to climate change	
		7 Promoting eco-conscious package/product designs	
	Sound management	8 Respecting human rights	
9 Sustainable procurement			
10 Governance supporting the creation of Asobi			
11 Risk management supporting the creation of Asobi			

A movie showing the TOMY Group's progress toward its Sustainability Vision is available for viewing.

 Sustainability Video: Improving Well-Being through Asobi
<https://www.youtube.com/watch?v=QjRhwmjpp1Y>



Medium-term Sustainability Targets/KPIs (FY2024–2026)

- Create toys and Asobi that take into account universal design/DEI perspectives
- Continual upswing in the employee work engagement score (positive feelings/voluntary action toward work)
- 30% female manager ratio within the Group through a fair personnel evaluation system
- Expand and disclose progress of education and training* for the purpose of diverse workstyles and self-driven career development
*Training programs on formulating business strategies, finance, marketing, branding, DX marketing, organizational vitality, management, etc. that boost skills for executing management strategies
- Adopt and disclose progress of global training programs with the aim of fostering human resources capable of working in the global market
- Promote product safety/chemical substance management system
- Bolster voice of customer (VOC) activities (Share customer comments with management/relevant divisions and utilize them to improve the quality of products/services)
- Achieve the following reduction rate for Scope 1+2 CO₂ emissions (compared to FY2022) 50% in 2030, net zero in 2050
- Ratio of renewable energy: 40% in 2030
- Reduce waste materials (appropriate inventory control, promotion of the 3Rs, reassessment of containers and packaging)
- Research eco-conscious materials, conduct demonstration verifications, and disclose progress with the aim of reducing and recycling petroleum-derived plastic in products
- Construct and implement a human rights due diligence system
- Collaborate with suppliers to build and implement a system achieving sustainable procurement (conduct SAQs, audits, and briefings)
- Expand and publicize the internal whistleblower system
- 100% participation rate for compliance training/planning

Social Responsibility through Business



Contributing to achieving all SDGs both directly and indirectly

Sustainability Vision 2030



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