

March 18, 2025

To all related parties:

Name of the Company:	TOMY Company, Ltd.
Name of the Representative:	Akio Tomiyama Representative Director, President & COO (Code No. 7867; Prime Market of the Tokyo Stock Exchange)
Further Inquiries:	Katsufumi Hirooka Executive Officer, Head of Corporate Administrations (TEL 03-5654-1548)

Notice Regarding Appointment of Officers

TOMY Company, Ltd. (hereinafter “TOMY”) passed a resolution regarding the appointment of officers as described below at the Board of Directors meeting held on March 18, 2025. The election of directors, Audit & Supervisory Board members, and a substitute Audit & Supervisory Board member is subject to the resolution of the 74th Annual Shareholders Meeting on June 26, 2025.

1. Reason for the Appointment of Officers

TOMY is promoting its business based on the business strategy of expanding its regional axis and age groups as set out in the “Medium- to Long-Term Management Strategy 2030” announced in May 2024. We aim to achieve 300 billion yen in net sales and a 10% operating profit margin in the fiscal year ending March 31, 2030, by generating returns that exceed the cost of capital.

Towards this end, we will continue to maintain its current lineup of officers and will appoint candidates for officers who will contribute to the execution of global human capital strategies, strengthening of global governance, and further expansion of the regional axis.

2. Purpose of Nomination of Candidates for Board Directors and Audit & Supervisory Board Members

As part of its efforts to build an effective system of corporate governance, TOMY is continuing to adopt a framework in which the majority of directors are independent outside directors to enhance the independence of the Board of Directors and strengthen its supervisory functions. By continuing to appoint candidates for directors and Audit & Supervisory Board members who boast extensive experience and knowledge of corporate management and specialized fields, we aim to improve sustainable corporate value, enhance management transparency, and maintain objectivity.

3. Candidates for Board Directors

Name	Type of election	Current position (as of March 18, 2025)
Kazuhiro Kojima	Reappointment	Representative Director, Chairman & CEO
Akio Tomiyama	Reappointment	Representative Director, President & COO
Hiroyuki Usami	Reappointment	Board Director, Executive Vice President
Goshiro Ito	Reappointment	Board Director, Managing Executive Officer & CFO
Mariko Mimura	Reappointment	Board Director (outside)
Shinichi Tonomura	Reappointment	Board Director (outside)
Miwako Iyoku	Reappointment	Board Director (outside)
Reiko Yasue	Reappointment	Board Director (outside)
Masato Arisawa	New appointment	(Previous position) Executive Managing Officer and Assistant to President of KAGOME CO.,LTD.

4. Brief Curriculum Vitae of New Candidate for Board Director

Name	Brief curriculum vitae	
Masato Arisawa (Born on July 27, 1960)	April 1984:	Joined The Kyowa Bank, Ltd. (currently Resona Bank, Limited)
	April 2004:	Joined HOYA CORPORATION
	October 2008:	Joined AIU Insurance Company, Ltd. Executive Officer in charge of Human Resources
	January 2012:	Joined KAGOME CO.,LTD.
	September 2012:	Executive Officer, General Manager of Human Resources Department, Corporate Planning Division, KAGOME CO.,LTD.
	October 2018:	Executive Managing Officer and CHO, KAGOME CO.,LTD.
	October 2023:	Executive Managing Officer and CHO, KAGOME CO.,LTD. President. Kagome Axis Co., Ltd. (Resigned in February 2025)
	Number of shares held: 0 shares (as of September 30, 2024)	

5. Reason for Appointment of New Candidate for Board Director

TOMY has decided to appoint a new independent outside director to replace the one mentioned in 6 below in order to continue to maintain a corporate governance system with effective management diversity and transparency that has a majority of independent outside directors.

After starting his career at a bank and obtaining an MBA, Masato Arisawa has gained extensive experience and knowledge in the management of global companies and human capital strategies in multiple industries, including precision machinery, non-life insurance, and food and beverage manufacturing. We have determined that he will be able to sufficiently fulfill his role in the decision-making of important management matters and the supervision of business execution, among other responsibilities, and have therefore appointed him as a candidate for independent outside director.

Mr. Arisawa meets the requirements for independent officers as stipulated by the Tokyo Stock Exchange. If his appointment is approved, we plan to register him as an independent officer with the Tokyo Stock Exchange.

6. Retirement of Board Director (Effective June 26, 2025)

Name	New position	Current position (as of March 18, 2025)
Fumitoshi Sato	Retirement	Board Director (outside)

7. Changes of Board Directors on April 1, 2025 (Change of Positions)

Name	New position	Current position (as of March 18, 2025)
Kazuhiro Kojima	Representative Director, Chairman	Representative Director, Chairman & CEO
Akio Tomiyama	Representative Director, President & CEO	Representative Director, President & COO

8. New Candidate for Audit & Supervisory Board Member

Name	Type of election	Current position (as of March 18, 2025)
Natsuyo Hara	New appointment	Certified Public Accountant Partner, Deloitte Touche Tohmatsu LLC (Deloitte Tohmatsu Group) Audit & Assurance Talent Leader, Deloitte Asia Pacific

9. Brief Curriculum Vitae of New Candidate for Audit & Supervisory Board Member

Name	Brief curriculum vitae	
Natsuyo Hara (Born on July 6, 1966)	April 1989:	Joined Saitama Bank, Ltd. (currently Saitama Resona Bank, Limited)
	October 1995:	Joined Deloitte Touche Tohmatsu (currently Deloitte Touche Tohmatsu LLC)
	April 2000:	Registered as Certified Public Accountant (current position)
	July 2018:	Head of Board of Directors Office, Deloitte Tohmatsu Group and Deloitte Touche Tohmatsu LLC
	June 2019:	D&I Leader, Deloitte Tomatsu Group
	July 2019:	Partner, Deloitte Touche Tohmatsu LLC (Deloitte Tohmatsu Group) (current position)
	April 2020:	Audit & Assurance Talent Leader, Deloitte Asia Pacific (current position)
	Number of shares held: 0 shares (as of September 30, 2024)	

10. Reason for Appointment of New Candidate for Audit & Supervisory Board Member

TOMY has decided to appoint a new outside Audit & Supervisory Board member to fill the vacancy left by Koichiro Watanabe, who resigned as outside Audit & Supervisory Board member at the conclusion of the 73rd Annual Shareholders Meeting.

After starting her career at a major audit firm, Natsuyo Hara engaged in audit and audit-related work before moving on to a wide range of other work, including matters related to regulatory compliance and group governance improvement. As a D&I leader and talent leader, she has gained extensive experience and knowledge in governance and human capital strategy, including promoting D&I measures and strategies for professional human resources from both a Japanese and global perspective. We have determined that she will be able to sufficiently fulfill her role in auditing the execution of our business, and have therefore appointed her as a candidate for outside Audit & Supervisory Board member.

Ms. Hara has been appointed as a substitute for Mr. Watanabe as described above. If her appointment is approved at the 74th Annual Shareholders Meeting, her term of office will be until the expiration of the term of office of Mr. Watanabe, in accordance with the provisions of the Company's Articles of Incorporation.

In addition, Ms. Hara meets the requirements for independent officers as stipulated by the Tokyo Stock Exchange. If her appointment is approved, we plan to register her as an independent officer with the Tokyo Stock Exchange.

11. Candidate for Substitute Audit & Supervisory Board Member

Name: Takeru Nishino

Current position: Nishino Tax Accounting

12. Brief Curriculum Vitae of Candidate for Substitute Audit & Supervisory Board Member

Name	Brief curriculum vitae	
Takeru Nishino (Born on December 30, 1963)	April 1987:	Joined the Tokyo Regional Taxation Bureau
	June 2002:	Long-term assignment to New York, International Operations Division, National Tax Agency
	June 2011:	First dispatched representative to Washington, D.C. Joint International Tax Shelter Information Centre (JITSIC), International Operations Division, National Tax Agency
	July 2013:	Professor (International Cooperation), Research Department, National Tax College
	July 2014:	Senior Advisor (Mutual Agreement Procedures), National Tax Agency
	July 2022:	Deputy Assistant Regional Commissioner (Third Large Enterprise Examination Department), Tokyo Regional Taxation Bureau
	July 2023:	District Director, Shinagawa Tax Office (retired in July 2024)
	August 2024:	Registered as Certified Public Tax Accountant with Tokyo Certified Public Tax Accountants' Association Established Nishino Tax Accounting
Number of shares held: 0 shares (as of September 30, 2024)		

13. Reason for Appointment of Candidate for Substitute Audit & Supervisory Board Member

TOMY has decided to appoint a substitute Audit & Supervisory Board member as a precautionary measure in the event that the number of Audit & Supervisory Board members falls below the number stipulated by law, in accordance with Article 329, Paragraph 3 of the Companies Act.

Takeru Nishino has gained extensive experience and knowledge in the field of international taxation through his work in mutual agreement procedures at the National Tax Agency, on international taxation at the Tokyo Regional Taxation Bureau, and two overseas postings. We have determined that he will be able to sufficiently fulfill his role in auditing the execution of our business, and have therefore appointed him as a candidate for substitute Audit & Supervisory Board member.

As stated above, Mr. Nishino has been appointed as a substitute Audit & Supervisory Board member as a precautionary measure in the event that the number of Audit & Supervisory Board members falls

below the number stipulated by law. Therefore, the condition for his assumption of office is that the number of Audit & Supervisory Board members falls below the number stipulated by law, and if he is appointed, his term of office will be until the time when the term of office of his predecessor expires.

In addition, the effect of the appointment of the substitute Audit & Supervisory Board member will be until the time of the commencement of the next (75th) Annual Shareholders Meeting.

14. Appointment of New Executive Officer (Effective April 1, 2025)

Name: Kasumi Onozawa

Position: Senior Executive Officer

Previous position: Representative Director, Group CEO, Enito Group, Inc.

15. Brief Curriculum Vitae of New Executive Officer

Name	Brief curriculum vitae	
Kasumi Onozawa (Born on October 3, 1980)	April 2004:	Joined Recruit Co., Ltd.
	January 2012:	Joined GREE, Inc.
	June 2013:	Joined The Pokémon Company International
	August 2019:	Joined MG Japan Services GK as SVP
	August 2022:	Representative Director and CEO, with, Inc.
	March 2023:	Representative Director, Group CEO, Enito Group, Inc. (resigned in December 2024)

16. Reason for Appointment of New Executive Officer

Kasumi Onozawa has demonstrated her ability as a corporate manager to drive business strategies on a global scale, including the launch of multiple new businesses in Japan, the launch of an e-commerce business in the United States, and the expansion of a matching app business to a corporate scale. We have determined that she will sufficiently fulfill her role in strengthening our business strategy of expanding its regional axis, and have therefore appointed her as an executive officer of the Company.

17. Appointment of Executive Officers (Effective April 1, 2025)

	Appointment
Goshiro Ito	Board Director Managing Executive Officer & CFO
Yoshikazu Abe	Managing Executive Officer Chief Head of Business Headquarters
Kasumi Onozawa	Managing Executive Officer Chief Head of Europe, U.S. and Australia Business Integration Headquarters
Shunsuke Takeuchi	Senior Executive Officer Head of Brand Business
Kazuyuki Hori	Senior Executive Officer Head of Production Strategy
Fumihiko Takahara	Senior Executive Officer Head of Character Business
Kenichi Kuroki	Executive Officer Head of Digital Business
Takahiro Ishidate	Executive Officer Posted at TOMY International, Inc.
Taichi Iimura	Executive Officer Head of Hits Business
Katsufumi Hirooka	Executive Officer Head of Corporate Administrations & Senior General Manager, Accounting and Finance Division