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To whom it may concern

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### **Notice Concerning Introduction of Incentive Plan for Employee Stock Ownership Plan (Special Incentive Plan)**

TOMY Company, Ltd. (the “Company”) hereby announces that, at its Board of Directors meeting held today, the Company resolved to introduce an incentive plan for the Employee Stock Ownership Plan (the “Special Incentive Plan”) (hereinafter referred to as the “Scheme”) for employees of the Company and of subsidiaries of the Company who qualify as members of the TOMY Company Employee Stock Ownership Plan (the “ESOP”).

#### **1. Purpose of introducing the Scheme**

The Scheme will be introduced with the aim of contributing to asset building and enhancing corporate value and a sense of participation in management by providing employees of the Company and of subsidiaries of the Company with an opportunity to acquire common stock disposed of by the Company (hereinafter referred to as “the Company Shares”).

#### **2. Outline of the Scheme**

The Company will provide a special incentive for the allocation of the Company Shares (hereinafter referred to as the “Special Incentive”) for employees of the Company and of subsidiaries of the Company who are eligible members of the ESOP and who agree to the Scheme (hereinafter referred to as the “Eligible Employees”), and the Eligible Employees will contribute the Special Incentive to the ESOP. When the ESOP pools the Special Incentive contributed by the Eligible Employees and makes payment to the Company, the Eligible Employees will receive an allotment of the Company Shares through the ESOP.

The maximum expected total amount to be paid in for the Company Shares to be disposed of by the Company to the ESOP under the Scheme is ¥255 million. Other specific details of the Scheme and the Company Shares to be disposed of by the Company under the Scheme will be announced as soon as they are determined.