



# MEANINGFUL GROWTH

The Question of “Meaningful Growth”

Toward a world that is not just about measurable metrics.

Today, Wacom is in the midst of a phase called Medium Term Business Direction: “Wacom Chapter 3”. Wacom Chapter 3 is marked by its 5 Key Strategic Initiatives\*, the most challenging of which being the novel concept of “Meaningful Growth”. Although financial gain is an expected responsibility as long as we exist as a place of business, I raise a question in the name of pursuing meaningful growth: “Is the fulfillment of financial milestones truly the only future that a business can look forward to?”

Team members, customers, partners...I would like to compile episodes from all of the many people involved in some way in Wacom that share with us ways in which the company has allowed us to create new experiences. If we are able to voice ourselves in this way, then perhaps Wacom will be allowed to go on existing— isn’t that what “Meaningful Growth” is all about? As “Meaningful Growth” is not a clearly quantifiable goal, it is a difficult one to evaluate. Nevertheless, Wacom will continue to ask this question.

It is my wish that the work of each and every team member will lead down the road of “Meaningful Growth”. From the perspective of an individual, the

word “growth” may also be substituted for another, such as “progress,” “improvement,” or “enrichment.” All that we in management positions can do is build an environment that leads to the “Meaningful Growth” of our team members. We can allow for greater discretion when it comes to when and where team members may work, passing the authority down to them as we provide support. That is all.

“Will that growth really be meaningful for them, for others, and for society?” That, I believe, is a question that will grant an essential perspective not just for us at Wacom, but for the future of society at large.

The publication of this story book is a new endeavor that began just this year. As we look to the realization of Life-long Ink, which represents Wacom’s promise to deliver a journey of experiences to its customers, the passion and drive of our team members who hold a “spark in their hearts” push us steadily ahead through the numerous projects. I look forward to regularly sharing with all of you the living proof of “Wacom - living organism” in the form of this story book. Please join as we pursue a future of “Meaningful Growth” at Wacom together.

★ Medium Term Business Direction. “Wacom Chapter 3” [The 5 Key Strategic Initiatives]

1

## Technology Leadership

Offering overwhelming experiences centered on technological development.

2

## Community Engagement

Crafting experiences along with customers, partners, and the community.

3

## New Core Technology, New Value Proposition

Developing and delivering new values.

4

## Technology Innovation for Sustainable Society

Advancing technology to contribute to a sustainable society.

5

## Meaningful Growth

Aiming for the valuable self-enrichment of people and society.

to be continued...





# WORK OF ART

TITLE:

sousaku 2023

ARTIST:

Bunta

COMMENT:

"I expressed my honest feelings that I would have when creating artwork, including the aspect of struggles and conflicts in my mind."

PROFILE:

Bunta creates original illustrations and manga and publish them primarily through social media channels. He is known for his meticulous attention to detail in his artwork. His hobbies include exploring abandoned places and reading books.

Created with Wacom Cintiq Pro 27



NOBU'S LETTER

As acknowledgement of Wacom story book

Thank you so much for taking your precious time to read our story book until this page!!

Since we decided to develop this story book almost one year ago, and as a result of all team members' overwhelming effort and engagement, our story is emerging in a tangible way, as you have read.

I would like to say a big thank you for all team members, partners and you for taking time to share this story book. I strongly believe that you can find a lot of love and pride for Wacom represented everywhere in this story book.

At the same time, I have another feeling that the story described here will be changing, fading out, and transforming with passing time, which would be completely natural and acceptable for us.

What we know is that we will keep living in our daily lives together with indispensable team members and partners, though everything is impermanent.

Thank you!! Nobu 2023 June



THANK YOU FOR EVERYONE

Editorial Team

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Nobutaka Ide (Editor-in-chief)  
Koji Tamiya (Deputy editor-in-chief)  
Emiko Yoshikawa  
Tetsuo Kanno

Chikara Kawakami  
Asuka Nakao (Publicgood)  
Yasumasa Isobe (WRANC)  
Shogo Hagiwara (WRANC)  
Mina Harada (WRANC)  
Kanae Morishita (Publicgood)  
Yuma Yotsuhashi (Publicgood)

Ryo Tomizuka (Art Director / OAK)  
Sho Kato (Photographer / timeties)  
pp. 3, 6-18, 54-59, 78, 86, 89

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Idea Council Members	Supervisors
Miki Amano	Shigeki Higashiyama
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Takahiko Hoen	
Kenichiro Ishizaki	And more.
Takenori Kaneda	*The above list is in
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Naoto Onoda	
Hidemi Tomitsuka	
Shinya Ueda	
Koji Yano	

Contributors

Ryohei Oizumi (Photographer)  
pp. 4, 28, 42, 49-53, 72-73, 82  
Misa Shinshi (Photographer)  
pp. 24-27, 35, 69, 71, 73-75  
Jochen Manz (Photographer) pp. 46-47  
Haggie K (Illustrator) pp. 36-39, 72-75  
Hirotaka Kawai (Illustrator) p. 40  
Mizuho Hayashitani (Hair & Make)  
pp. 6-17, 54-59, 78  
Chiharu Yada (Hair & Make) p. 78  
Naoki Shoji (Illustrator)  
pp. 80-81  
OCTA (CG artist)  
pp. 20, 60  
Keiko Kimura (DTP Operator / tsukuru vision)  
Junko Fukunaga (Printing Director / JBF)  
Haruka Tanagi (Editorial Assistant)

WACOM  
STORY BOOK

May 2023  
ISSUE 1



Our journey has just begun

Production on the first issue of *The Wacom Story Book* began in September 2022. Working with a team of Wacom and external staff, we started by planning the content of this inaugural edition. For the next nine months, we conducted interviews, organized photo shoots, wrote the content, and designed the layout. We initially planned for 70 pages; the finished product is closer to 100.

The journey to get this story book published allowed the team to experience first-hand the things that define Wacom: unbridled passion, an unwavering sense of duty, and values that are unique to the company. One might think that publishing this inaugural issue brings an end to the first leg of this journey. However, the team assembled for this project is firm in its belief that we are still at the starting point—through their work on the project, they have come to understand the immense depth and boundless appeal of this company.

Revision history: pp. 76-77 "TCFD Disclosure" was updated to the final version as of May 31, 2023  
pp. 88-89 "Work of Art: *sousaku 2023* by Bunta" was newly inserted in June, 2023



*The Wacom Story Book* Online Survey  
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□Data period: Fiscal year ended March 31, 2023 (April 1, 2022 - March 31, 2023) Note: Some contents include information other than the above target period □Scope of materials: Wacom Co., Ltd. and its subsidiaries □Referenced guidelines: The GRI standards for sustainability impacts, ISO26000 (Social Responsibility Guidance Standard), the SASB standards, the UN Global Compact and the SDGs, the IIRC, the TCFD recommendations, etc.

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For an inquiry on content included in *the Wacom Story Book*, please visit:  
<https://support.wacom.com/hc/en-us/articles/1500004114281-Contact-Us>

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