

Wacoal Holdings Corp.
<Criteria for Election of Officers>

Upon the election of Directors and Audit & Supervisory Board Members of Wacoal Holdings Corp. (the “Company”) (collectively, the “Officers”), the Executive Nomination Advisory Committee submits a list of candidates based on the following criteria to the Board of Directors, and the Board of Directors nominates the candidates based on such list and submit them as an agenda item for the General Meeting of Shareholders:

• Criteria for Election

1. A candidate with superior character and knowledge who is mentally and physically healthy;
2. A candidate who has a law-abiding spirit;
3. A candidate who has comprehensive experience in business operation, company management, the legal community, administration, accounting, education or culture and art and upon re-election, his/her management performance and contribution to the group management during the term of office shall be considered;
4. One third of the number of Directors shall be Outside Directors, and with respect to Outside Directors and Outside Audit & Supervisory Board Member (collectively, the “Outside Officers”), a candidate who is not in violation of the “Criteria for Election of outside Officers (to ensure independence)” separately prescribed by the Company;
5. With respect to Outside Officers, a candidate who is not currently holding a position as an officer of 4 or more listed companies; and
6. A candidate whose election to the Board of Directors or the Audit & Supervisory Board contributes to balanced knowledge, experience and expertise and ensures diversity such as gender and internationalism.

• Criteria for Removal

1. If an officer acts against public policy; or
2. If an officer is neglecting its duties and deemed to be failing to fulfill its duties.

Supplementary Provisions

1. Revision and abolition of Criteria for Election of Officers

The establishment, revision, or abolition of the Criteria for Election of Officers shall be a matter to be resolved by the Board of Directors.

2. History of establishment and revision

April 30, 2015 Established

June 27, 2019 Revised

December 24, 2021 Revised