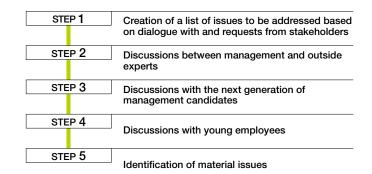
Material Issues to Be Addressed by 2030

We have established 11 material issues with our customers, our employees, the environment, society, and governance as targets. These will serve as our benchmarks until 2030 for our business' growth and our work to achieve a sustainable society.

Identification Process In order to realize VISION 2030—the Group's medium- to long-term management strategy framework - while evolving our long cultivated strengths, such as research, planning, and sales, we conducted an analysis of material issues based on social and environmental issues to be addressed, as well as business growth. As a result, we identified five targets and 11 material issues. We arrived at this decision by gaining insight into the business challenges and social and environmental issues we expect to face by 2030, while taking into account macro trends and the requests of various stakeholders.



Material Issues

		Material Issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
Customers Maximize the value provided to customers 3. COCORAGINI AMPHICIARIDE		Enhancement of customer experience value by pursuing personalization	Increasing of customer connections and learning from them to wow other customers	Increase in the number of customers with connections to the Wacoal Group	
	1			Increase in the number of people experiencing Wacoal's unique services that enhance the customer experience	
			Creation of products that exceed expectations and are loved	Revitalization of the innerwear business by promoting the development of new products and services that utilize customer data	1 1 1
		Endeavoring to expand business areas	Tackling of challenges in new areas to support customers from every angle	Increase in growth and profitability in businesses other than women's innerwear	
				Creation of new business to contribute to well-being	Under consideration*
	2			Expansion of internal resources into new fields	1
			Achievement of global growth to provide inspiration to customers around the world	Overseas business expansion	
		Enhancing product quality and building service excellence	Pursuit of quality control systems and quality levels demanded by the times	Continuous monitoring of product quality and implementation of improvement activities	1 1 1 1 1
	3			Maintenance and improvement of the quality of digital and over-the-counter services	
		Material Issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
Employees Achieve the growth of each of our employees and establish a highly rewarding organization 8 ESCAN PORCE **STREET STREET** **STREET** **	_	Growth into human resources who can expand their potential and have confidence, pride, and success	Growth of human resources that proactively enhance self-proficiency and take on challenges with enthusiasm, regardless of generation or position	Enhancement of initiatives geared toward self-motivated career design and skill improvement	
	4			Nurturing of human resources and creation of an environment in which employees can take on challenges with enthusiasm	
		Building of an organization that can demonstrate great results through co-creation and collaboration	Fostering of an organizational culture in which people from various positions can cooperate and achieve their missions	Development of a work environment in which people from diverse backgrounds can work together	Under consideration*
	ა 			Increase in the number of employees who can act with clarity on what the Company should be and its mission	
	6	Continuous improvement of employees' health and health awareness	Improvement of employees' mental and physical health	Improvement of employees' productivity and mental and physical health	1 1 1
				Improvement of health literacy	1

^{*} Although we had planned to disclose target figures during fiscal 2025, we are currently re-evaluating both material issues and target values in conjunction with the formulation of our next medium-term management plan.

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Environment		Material Issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
Preserve the environment globally for future generations 7 ATTERNATION SOURCE TO SOUR		Promotion of business activities that reduce environmental impact	Fostering of environmental awareness among both employees and consumers	Visualization of ecological activities in business activities	1) Zero in-house emissions (Scope 1 and 2) (domestic businesses) 2) Zero product waste (Wacoal Corp.) 3) Rate of environment-friendly materials used of 50% (Wacoal Corp.) 4) 20% reduction in supply chain emissions (Scope 3) (Wacoal Business (Domestic)) Note: For our overseas business, we plan to start by tracking our own emissions (Scope 1 and 2) and disclosing our targets by fiscal 2025.
	7		Achievement of a decarbonized society	Realization of a decarbonized society and reduction in CO ₂ emissions	
	•		Promotion of waste reduction	Reduction of product disposal rate	
			Achievement of a society of that recycles resources	Increase in rate of environment-friendly materials used	
Society Realize a society in which everyone plays an active role in their own way 10 HONGELLE A SOCIETY OWN WAY		Material Issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
		Promotion of co-creation innovation to solve social issues	Contribution to the improvement of women's QOL	Promotion of breast care activities	Under consideration*
				Fulfillment of needs through products and services and development of ideas that contribute to improving women's quality of life	
				Contribution to women's quality of life through ongoing dialogue with stakeholders	
	8		Promotion of diversity and inclusion	Promotion of in-house enlightenment activities to foster an understanding of diversity-related issues such as gender	
				Promotion of dialogue and co-creation activities with external stakeholders to foster an understanding of diversity-related issues such as gender	
			Promotion of respect for human rights and CSR procurement activities	Establishment and implementation of human rights due diligence and promotion of human rights training	
				Expansion of scope of CSR procurement activities	
		Material Issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
Governance Enhance governance toward realization of sustainable growth 8 ECONTROLL 12 ENGRET IN INCOME. 10 INCOME. I		Implementation of highly transparent management	Maintenance and establishment of an optimal corporate governance system that will improve effectiveness	Implementation of Japan's Corporate Governance Code	Under consideration*
	0			Demonstration of the Board of Directors' functions and promotion of diversity	
	9			Ongoing improvement of the executive remuneration system to increase corporate value	
				Establishment of fair and motivating evaluation and executive remuneration systems	
		Strengthening of the risk management system	Thorough compliance with laws and regulations and development of an organization with high ethical standards	Prevention of inappropriate behavior in corporate activities and enhancement of compliance awareness among all officers and employees	
	10		Strengthening of organizational resilience by steadily responding to business risk	Review of selection methods and response policies for major risks, promotion of information security measures for digital transformation and communication technology operations, and enhancement of the business continuity plan	
		Continuous improvement of profitability and capital efficiency	Execution of the management strategy and clarification of roles and authority	Strengthened management of key performance indicators and verification of cost-effectiveness to improve the effectiveness of medium- to long-term strategies	
	11			Implementation of business portfolio management to realize growth	
				Establishment of an executive structure for timely and appropriate decision-making	

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