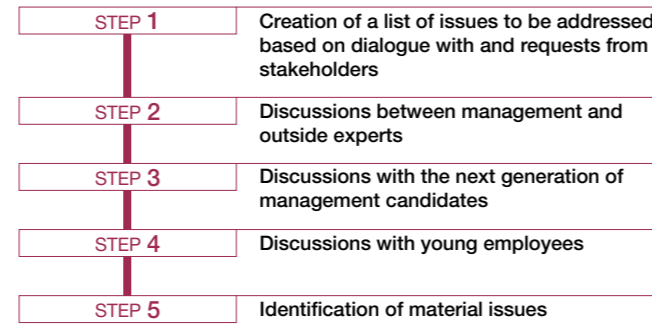


## Material Issues to be Addressed by 2030

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

#### Customers

#### Maximize the value provided to customers



	Material issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
1	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 Increase in the number of people experiencing Wacoal's unique services that enhance the customer experience	To be considered in November 2023 in response to the revised medium-term management plan and announced during fiscal 2025
		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	
2	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	
		Achievement of global growth to provide inspiration to customers around the world	Expansion of internal resources into new fields Overseas business expansion	
3	Deepening of product quality and building of service quality	Pursuit of quality control systems and quality levels demanded by the times	Continuous monitoring of product quality and implementation of improvement activities Maintenance and improvement of the quality of digital and over-the-counter services	

#### Employees

#### Achieve the growth of each of our employees and establish a highly rewarding organization



	Material issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
4	Growth into human resources who can expand their potential and have confidence, pride, and success	Growth into 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 Nurturing of human resources and creation of an environment in which employees can take on challenges with enthusiasm	To be considered in November 2023 in response to the revised medium-term management plan and announced during fiscal 2025
5	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 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 Improvement of health literacy	

#### Environment

#### Preserve the environment globally for future generations



	Material issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
7	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 disclose our targets by the fiscal year ending March 31, 2025.
		Achievement of a decarbonized society	Realization of a decarbonized society and reduction in CO <sub>2</sub> 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



	Material issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
8	Promotion of co-creation innovation to solve social issues	Contribution to the improvement of women's QOL	Promotion of breast care activities	To be considered in November 2023 in response to the revised medium-term management plan and announced during fiscal 2025
			Fulfillment of needs through products and services and development of ideas that contribute to improving women's quality of life	
		Promotion of diversity and inclusion	Contribution to women's quality of life through ongoing dialogue with stakeholders	
			Promotion of in-house enlightenment activities to foster an understanding of diversity-related issues such as gender	
Promotion of respect for human rights and CSR procurement activities	Promotion of dialogue and co-creation activities with external stakeholders to foster an understanding of diversity-related issues such as gender			
	Establishment and implementation of human rights due diligence and promotion of human rights training			
Expansion of scope of CSR procurement activities				

#### Governance

#### Enhance governance toward realization of sustainable growth



	Material issues	Concrete efforts toward the resolution of material issues	KPIs (by 2030)	Targets
9	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	To be considered in November 2023 in response to the revised medium-term management plan and announced during fiscal 2025
			Demonstration of the Board of Directors' functions and promotion of diversity	
			Ongoing improvement of the system for the compensation of officers to increase corporate value	
10	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	
			Strengthening of organizational resilience by steadily responding to business risk	
11	Continuous improvement of profitability and capital efficiency	Execution of the management strategy and clarification of roles and authority	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	
			Strengthened management of key performance indicators and verification of cost-effectiveness to improve the effectiveness of medium- to long-term strategies	
			Implementation of business portfolio management to realize growth	
			Establishment of an executive structure for timely and appropriate decision-making	