

[Translation]



February 10, 2023

To whom it may concern:

Company name: Wacoal Holdings Corp.  
Representative name: Hironobu Yasuhara,  
Representative Director, President and  
CEO  
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Announcement Regarding Result of Implementation of the Flexible Retirement Program  
and Revision to the Flexible Retirement Program

We hereby announce the result of the implementation of the Flexible Retirement Program for the employees of Wacoal Corp., our consolidated subsidiary, as we announced in the “Announcement Regarding Implementation of the Flexible Retirement Program at Our Consolidated Subsidiary” on November 11, 2022, and a partial revision to the Flexible Retirement Program.

1. Overview of Flexible Retirement Program Implementation

- (1) Target: The employees of Wacoal Corp. excluding sales representatives, whose year of service is 15 years or more as of March 31, 2023.  
(i) permanent employees below the management level and employees on indefinite-term contracts, who are at least 45 years of age  
(ii) permanent employees at management level who are at least 50 years of age  
(iii) rehired retirees
- (2) Offer Period: January 5, 2023 – January 20, 2023
- (3) Expected Acceptance Number: Approximately 250 employees
- (4) Date of Retirement: March 31, 2023
- (5) Incentives: Special additional payment based on the employee’s age as of the date of retirement is added to the voluntary severance payment.

2. Result of Offer

- (1) Number of Applicants: 155 employees
- (2) Expenses Associated with the Flexible Retirement Program: Approximately 700 million yen

3. Partial Revision to the Flexible Retirement Program

We have made a partial revision to the Flexible Retirement Program, effective in and after April 2023. Following such revision we expect a decrease in cost of sales, and selling, general and administrative expenses of approximately 1,000 million yen during the fiscal year ending March 31, 2023.

#### 4. Outlook

The impact of this matter on our business results will be disclosed in the “Announcement of Revisions to Forecast of Consolidated Business Results and Recognition of Impairment Charges” disclosed separately on February 10, 2023.

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