

ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL	
ESG	Sustainability	The WACOAL Way	Mission Founding Principles	<a href="#">URL</a>	
		A Message from the President		<a href="#">URL</a>	
		Wacoal Group's Basic Sustainability Policy			
		Relations with Stakeholders			
		Participation in external initiatives	Signing the "UN Global Compact"		<a href="#">URL</a>
		System for promoting Sustainability	Governance		<a href="#">URL</a>
			Subcommittee for Carbon Neutra		
			Subcommittee for Resource Circulation		
			Subcommittee for CSR Procurement		
		Material Issues	Material Issues		<a href="#">URL</a>
			The Process of Evaluating and Identifying Material Issues		<a href="#">URL</a>
		Integrated Report		<a href="#">URL</a>	
		Sustainability Policies and Guidelines		<a href="#">URL</a>	
		[PDF]ESG DATA BOOK		<a href="#">pdf</a>	
	ISO 26000 Comparison Table		<a href="#">URL</a>		
	CSR procurement ((Supply Chain))	Basic Policy		<a href="#">URL</a>	
		Guidelines	Wacoal Group CSR Procurement Guidelines [PDF]Wacoal Group CSR Procurement Guidelines	<a href="#">URL</a> <a href="#">pdf</a>	
		System for promoting CSR procurement		<a href="#">URL</a>	
Monitoring System		Monitoring System Monitoring Results and Plans	<a href="#">URL</a> <a href="#">URL</a>		
Disclosure of the basic information on factories entrusted v			[PDF]Wacoal Holdings Corp. Partner Factory List	<a href="#">pdf</a>	
			[PDF]List of Major Raw Material Suppliers and Dyeing Factories for the Wacoal and Wing Brands	<a href="#">pdf</a>	
				<a href="#">URL</a>	
Environmental	Environmental Policy	[PDF]Wacoal Group Environmental Policy	<a href="#">pdf</a>		
	Environmental Management Structure		<a href="#">URL</a>		
	Targets	Environmental goals for 2030	<a href="#">URL</a>		
(E)Environmental	Response to Climate Change	Approach to Reducing Greenhouse Gas (GHG) Emissions	GHG Emissions Reduction Process	<a href="#">URL</a>	
			Energy saving efforts in distribution		
			[PDF]Greenhouse Gas (GHG) Emissions(Scope1)		
			[PDF]Greenhouse Gas (GHG) Emissions(Scope2)		
			[PDF]Greenhouse Gas (GHG) Emissions(Scope3)		
	[PDF]Energy(Total electricity consumption)	<a href="#">pdf</a>			
	[PDF]Energy(Gas used)				
Environmental Management System	Acquisitions of the ISO 14001 Environmental Management System Standard and the Kyoto Environmental Management System Standard (KES) Certifications	<a href="#">URL</a>			
Disclosure of Information Based On TCFD Recommendation	[PDF]Response to the Task Force on Climate-related Financial Disclosures (TCFD)	<a href="#">pdf</a>			
	[PDF]Disclosure of four items based on TCFD recommendations(Governance ,Strategy,Risk management,Indicators and goals)				
Consumer- and Environment-Friendly Business Activities	Reducing waste	Creating Products That Will Be Loved for a Long Time	<a href="#">URL</a>		
		Providing Sustainable Choices Through Services Tailored to Each Individual	<a href="#">URL</a>		
		Developing Systems That Mean No Leftover Inventory	<a href="#">URL</a>		
	Initiatives for Realizing a Resource-Recycling Society	[PDF]Waste(Incinerated)	<a href="#">pdf</a>		
		[PDF]Waste(Recycling)			
		Upcycling Activities	<a href="#">URL</a>		
		Recycled-Hanger Initiative (Reducing Plastic Waste)			
Brassiere Recycling Activities	<a href="#">pdf</a>				
[PDF]Brassiere Recycling Activities					
[PDF]Water used	<a href="#">pdf</a>				
Developing environmentally friendly products	Implementation of sustainable materials	<a href="#">URL</a>			

ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL		
(S)Social	Human Capital	Our Basic Approach				
		System for promoting Human Capital		<a href="#">URL</a>		
		Talent Strategy				
		Acquisition of talents	Acquisition of talents	Retention of the in-house human resources and the acquisition of external human resources		<a href="#">URL</a>
				(PDF)Number of New Graduate Recruits(Female・Male)		<a href="#">pdf</a>
				(PDF)Number of Mid-career Recruits(Female・Male)		
				Short-term internship program "Wacoal Career Journey"		
				Strategies for Recruiting and Retaining Beauty Advisors (Sales Positions)		<a href="#">URL</a>
				Hiring Status of main positions at Wacoal Corp.		
		Promote employees' growth(Talent and career development)	Promote employees' growth(Talent and career development)	Talent Development		<a href="#">URL</a>
				Examples of Our Talent Development Programs		
				Career Development		
				(PDF)Number of Participants in Job Challenge and Internal Posting Programs		<a href="#">pdf</a>
				(PDF)Number of Participants in External Career Challenge Programs		
		(PDF)Number of Side Job Applicants				
		(PDF)Number of Employees Using Long-Term Leave Programs				
		Strengthen management capabilities	Strengthen management capabilities	Program Introduction		<a href="#">URL</a>
				Enhancing Engagement		
		Promotion of DE&I	Promotion of DE&I	(PDF)Number of Employees(Regular Employees・Temporary employees)		<a href="#">pdf</a>
				(PDF)Number of Employees(Female・Male )		
				(PDF)Average Length of Employment		
				(PDF)Average Age of Employees		
				(PDF)Number of Employees turnover		
				Empowerment of Women		<a href="#">URL</a>
				Action Plan Based on the Act on Promotion of women's Participation and Advancement in the Workplace		
				(PDF)Management Position(Female・Male )		<a href="#">pdf</a>
				(PDF)% of Female Managers		
				Work-Life Balance		<a href="#">URL</a>
				(PDF)Monthly Average Number of Hours of Overtime Works		<a href="#">pdf</a>
				(PDF)Total Number of Hours Worked Per Month		
				(PDF)Average Rate of Available Annual Paid Leave Taken		
				(PDF)% of Employees Taking more than 70% of Their Paid Leave		
(PDF)Number of Employees Giving Birth						
(PDF)Number of Employees Taking Child-rearing Leave(Female・Male )						
(PDF)% of Employees Taking Child-rearing Leave						
(PDF)% of Male Employees Taking Child-rearing Leave						
(PDF)% of Employees Return to Work After Taking Child-rearing Leave						
(PDF)Number of Employees Using Systems Reducing Working Hours for Childcare						
(PDF)Number of Employees Using Flextime System for Childcare						
(PDF)Number of Employees Employees Taking Family Care Leave						
(PDF)Number of Employees Using Systems Reducing Working Hours for Family Care						
(PDF)Number of Flextime System Users for Family Care						
(PDF)Number of Employees Taking Volunteer Leave						
Respect for Diversity		<a href="#">URL</a>				
(PDF)Number of rehiring(Female・Male )		<a href="#">pdf</a>				
(PDF)% of Disabled in Workforce						
Policies for serving diverse customers		<a href="#">URL</a>				
External Evaluation						
Achievement of well-being	Achievement of well-being	Promotion of Diverse Working Styles		<a href="#">URL</a>		
		Health Management				
		Management of Employees' Health				
Relationship with Labor Union	Relationship with Labor Union	(PDF)Health Management Data		<a href="#">pdf</a>		
				<a href="#">URL</a>		

## ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL
(S)Social	Human Rights	Human Rights Policy	[PDF]Wacoal Group Human Rights Policy (Japanese)	<a href="#">URL</a>
			[PDF]Wacoal Group Human Rights Policy (English)	<a href="#">pdf</a>
			[PDF]Wacoal Group Human Rights Policy (Traditional Chinese)	<a href="#">pdf</a>
			[PDF]Wacoal Group Human Rights Policy (Simplified Chinese)	<a href="#">pdf</a>
		Human Rights Structure		<a href="#">URL</a>
		Human Rights Due Diligence	Human Rights Due Diligence Process	<a href="#">URL</a>
			Human Rights Risk Assessment	
			Human Rights Impact Assessment	
			Evaluation Results Summary	
		Other Initiatives	Respect for the Individual	<a href="#">URL</a>
	Prohibition of Workplace Discrimination			
	Efforts to Prevent Sexual Harassment and Power Harassment			
	Safe Products (consumer rights)			
	Protect Personal Information			
	Social Contribution	Support for Breast-Care Activities Worldwide	Charity of Pink Ribbon	<a href="#">URL</a>
			The Remamma Project	
			The Breast Cancer Screening Support Project	
			[PDF]The Breast Cancer Screening Support Project(Number of People Screened・Number of Screening Days)	
		Educational Activities	Collaboration with NPOs	<a href="#">URL</a>
			Tsubomi School	<a href="#">URL</a>
		Cultural Activities	"Monozukuri Hall" in the Kyoto Manabi Lifestyle Exploration Center	<a href="#">URL</a>
			The Kyoto Costume Institute (KCI)	
			SPIRAL	
			Breast Research Association	
	Sports Activities			
	Social Citizenship Data	[PDF]Amount Spend on Social Contribution Activities	<a href="#">pdf</a>	
	Customer support	Our Basic Approach	[PDF]Wacoal's Code of Conduct	<a href="#">URL</a>
Initiatives in Response to Customer Feedback		Establishment of the Wacoal Customer Center	<a href="#">pdf</a>	
		Voice of Customer	<a href="#">URL</a>	
		Beauty Advisor		
Safety and Quality				
Initiatives in Creating Accessible Stores and Customer Service		[PDF]Handbook for Creating Accessible Sales Floors and Customer Service for Diverse Customers	-	
Basic Policy for Customer Service	[PDF]Basic Policy for Customer Service	<a href="#">pdf</a>		
	[PDF]Basic Policy for Customer Service	<a href="#">pdf</a>		
Engagement with stakeholders	Main contact opportunities and tools with stakeholders		<a href="#">URL</a>	
	Policy for Dialogue with Shareholders / Investor			
	Investor Relations Activities			

## ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL
(G)Governance	Corporate Governance	Basic Policy	[PDF]Corporate Governance Guidelines	<a href="#">URL</a>
			[PDF]Corporate Governance Report	<a href="#">pdf</a>
		Corporate Governance Structure	Outline of System of Corporate Governance	<a href="#">URL</a>
			Reason for Adoption of such System	
			Corporate Governance Structure	
			Overview and Composition of the Board of Directors, Advisory Committees, and Other Meetings	
			[PDF]The outline of the Board of Directors, the Audit and Supervisory Board and the committees established on a voluntary basis	<a href="#">pdf</a>
			[PDF]Status of Activity of Board of Directors, Nomination of Directors Advisory Committee and Remuneration of Directors Advisory Committee	<a href="#">pdf</a>
			Diversity of the Board of Directors and the Audit & Supervisory Board	<a href="#">URL</a>
			External Directors and External Audit & Supervisory Board Members	<a href="#">pdf</a>
			[PDF]Criteria for independence of outside director	<a href="#">URL</a>
			Reasons for Election of External Directors and External Audit & Supervisory Board Members	<a href="#">pdf</a>
		[PDF]Criteria for Election of Officers	<a href="#">URL</a>	
		Strengthening of the Functions of the Audit & Supervisory Board and Its Members	<a href="#">URL</a>	
		Internal Control	<a href="#">URL</a>	
		Policy on Determining the Details of Remunerations, etc. Payable to Each Director		
		Roles and Activities of Remuneration of Directors Advisory Committee		
		Roles and Agenda at the Board of Directors' Meeting		
		Basic Remuneration		
		Executive Remuneration System	Performance-Based Bonuses (performance-based remuneration)	
			Restricted Stock (non-monetary remuneration)	
			Performance Share Unit (non-monetary remuneration)	
		Policy regarding Cross-shareholdings and Criteria for Exercise of Voting Rights	Policy regarding cross-shareholdings	<a href="#">URL</a>
			Examination regarding cross-shareholdings	
			Criteria for exercising voting rights	
		Measures to Strengthen the Effectiveness of Corporate Governance	Evaluation Process	<a href="#">URL</a>
			Assessments of the Effectiveness of the Board of Directors and Improvement Measures	
		Corporate Governance Data	Revisions in Wacoal's Corporate Governance System	<a href="#">pdf</a>
			[PDF]Number of Internal Directors(Female·Male )	
[PDF]Number of Outside Directors(Female·Male )				
[PDF]Term of office for directors				
[PDF]Number of Internal Audit & Supervisory Board Members(Female·Male )				
[PDF]Number of External Audit & Supervisory Board Members (Female / Male)				
[PDF]Term of Office for Audit & Supervisory Board Members				
[PDF]Number of Independent Officers				
[PDF]Number of Board of Directors Meetings Held				
[PDF]Attendance Rate of Outside Directors and Audit & Supervisory Board Members at Board of Directors Meetings				
[PDF]Number of Audit & Supervisory Board Meetings Held				
[PDF]Attendance Rate of External Audit & Supervisory Board Members at Audit & Supervisory Board Meetings				
[PDF]Number of Nomination Advisory Committee Meetings Held				
[PDF]Number of Remuneration Advisory Committee Meetings Held				
[PDF]Number of Independent Outside Officers Meetings Held				
[PDF]Number of Corporate Ethics and Risk Management Committee Meetings Held				
[PDF]Number of Sustainability Committee Meetings Held				

## ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL
(G)Governance	Risk Management	Our Basic Approach		<a href="#">URL</a>
		System for promoting Risk management	Risk Management Organizational Chart	<a href="#">URL</a>
			Corporate Ethics and Risk Management Committee	
			Subcommittee for Compliance	
			Quality Assurance Council	
			Subcommittee for BCP and Disaster Control Measures	
			Subcommittee for Information Security	
		Fair Trade and Competition	Wacoal Group Information Security Basic Policy	<a href="#">URL</a>
			[PDF]"Corporate Ethics: Wacoal's Code of Conduct"	<a href="#">URL</a>
			Official announcement of "Declaration of Partnership Building"	<a href="#">pdf</a>
		CSR procurement	Regulations for Preventing Insider Trading	<a href="#">URL</a>
			Wacoal Group CSR Procurement Guidelines	<a href="#">URL</a>
			[PDF]Wacoal Group CSR Procurement Guidelines	<a href="#">pdf</a>
			System for promoting CSR procurement	<a href="#">URL</a>
			Monitoring System	<a href="#">URL</a>
			Monitoring Results and Plans	<a href="#">URL</a>
		Intellectual Property	Disclosure of the basic information on factories entrusted with the manufacturing of our products	<a href="#">URL</a>
Intellectual property initiatives	<a href="#">URL</a>			
Promotion system				
Education for employees				
Cybersecurity System		<a href="#">URL</a>		
	Wacoal Group Information Security Basic Policy	<a href="#">URL</a>		
Protect Personal Information		<a href="#">URL</a>		
	Personal Information Protection Policy			
Business Continuity Plan	[PDF]Notice Regarding Matters Subject to Public Disclosure Pursuant to the Act on the Protection of Personal Information	-		
	BCP Basic Plan	<a href="#">URL</a>		

## ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL
(G)Governance	Compliance	Our Basic Approach		<a href="#">URL</a>
		Compliance Policy and Advancement System	Compliance Definition (excerpt from Compliance Regulations)	<a href="#">URL</a>
		System for promoting Compliance	Compliance Advancement System Subcommittee for Compliance System for promoting Compliance and Risk Management	<a href="#">URL</a>
		[PDF]Wacoal Code of Ethics	(1)Honest and ethical business conduct, including in the handling of conflicts of interest; (2)Respect for human rights; (3)Consideration for the environment; (4)Consideration for society, including in public disclosures and communications; and (5)Compliance with legal requirements and respect for the international code of conduct.	<a href="#">pdf</a>
		[PDF]"Corporate Ethics: Wacoal's Code of Conduct"		
		1. Mutual Trust with Customers	1-1 Give top priority to quality 1-2 Plan, research and develop, manufacture and sell safe products 1-3 Fair advertising and publicity 1-4 Provide accurate and easy-to-understand quality labeling and expression 1-5 Strive to earn customer trust	
		2. Respect for Human Rights	2-1 Protect human rights and respect individuals 2-2 Do not engage in forced labor or child labor, and respect International Code of Conduct 2-3 Promote CSR procurement activities together with our business partners	
		3. Reduction of Environmental Impact	3-1 Work to reduce environmental impact	
		4. Compliance	4-1 Comply with the Antimonopoly Act 4-2 Comply with labor-related laws and regulations 4-3 Comply with anti-corruption laws and regulations	
		5. Fair Business Relationships	5-1 Conduct fair trade 5-2 Handle the exchange of gifts, including money with discretion	
		6. Safe, Clean and Comfortable Work Environment	6-1 Maintain a safe, clean and comfortable work environment 6-2 Prevent crises and give top priority to human life	<a href="#">pdf</a>
		7. Appropriate Information Disclosure	7-1 Promptly disclose accurate information to shareholders and investors 7-2 Do not engage in insider trading 7-3 Conduct appropriate accounting procedures	
		8. Appropriate Protection and Management of Information	8-1 Protect personal information 8-2 Ensure information security	
		9. Protect Company Assets	9-1 Protect and handle assets with care 9-2 Value the Wacoal brand 9-3 Protect and respect intellectual property rights 9-4 Handle products with care 9-5 Do not engage in conflict of interest	
		10. Exclusion of Antisocial Forces	10-1 Firmly reject requests from antisocial individuals and groups	
		11. Lastly	11-1 Act with the awareness of a member of society 11-2 Act while maintaining a clear distinction between public and private matters 11-3 Leaders take the initiative and set an example 11-4 Do not overlook the smallest injustice 11-5 Work to resolve social issues	
		[PDF]Wacoal Group Tax Code of Conduct		<a href="#">pdf</a>
		Establishment of Contact for Whistle-blowers (corporate et	Operation process for the hotline [PDF]Number of Reports In-house Whistle-blower System	<a href="#">URL</a> <a href="#">pdf</a>
		In-House Training System	e-Learning Compliance training Specialized training	<a href="#">URL</a>
		Ethics Violations and Penalties		<a href="#">URL</a>

## ESG Comparison Table

2026/3/3

	大分類	中分類	小分類	URL
(G)Governance	Product Quality & Safety	Quality and Safety		<a href="#">URL</a>
		The Quality Assurance Program	[PDF]Wacoal's Basic Quality Assurance Policy	-
			The Basic Policy for Product Quality Improvement	<a href="#">URL</a>
			The Quality Assurance Program	
		Quality Assurance Promotion Structure and the Functions It	Quality Assurance Inquiry Committee	
			Quality Control Committee	<a href="#">URL</a>
			Product Guaranty Division	
		Contents of Quality Assurance Program (Wacoal corp.)	Education on Quality Control	
			Textiles Evaluation Specialist	
			Disclosure of Information on Product Quality	<a href="#">URL</a>
			Quality Month	
		Safety and Quality initiatives in manufacturing	Before commencing full-scale production	
			Manufacturing Process	
			Sewing Specifications and Standards	
The Problem of Needles that Break During the Sewing Process				
Final Inspections	<a href="#">URL</a>			
[PDF]Quality and Safety Data	Quality standards that spread around the world			
	Number of Serious Quality Issues	<a href="#">pdf</a>		