

Wacoal Group Environmental Policy

The Wacoal Group Environmental Policy (hereinafter, the "Policy") set forth the responsibilities of the Wacoal Group to promote global environmental conservation initiatives across the Group and to continue passing on a prosperous and sustainable global environment to future generations.

[Basic Principle]

The Wacoal Group (hereinafter, "Wacoal") has positioned its mission in modern society based on its "founding spirit," aiming to achieve both "solving social issues" and "sustainable growth." Wacoal recognizes global environmental conservation as one of its most important management issues and is committed to monitoring, evaluating, and continuously improving the environmental impact of its business activities.

[Positioning of the Policy]

Environmental issues include air and water pollution, waste management, biodiversity conservation, and natural resource protection. The Policies have been established with reference to international laws and regulations, as well as voluntary management standards.

[Scope of Application]

The Policies apply to all officers and employees of Wacoal. In addition, we expect all business partners of our company to understand and support the Policies.

[The Policies]

1. Promoting environment-friendly business activities

Wacoal promotes energy and resource conservation, waste reduction, and green purchasing throughout all processes of its business activities. The company is committed to protecting the environment across the entire supply chain and promoting initiatives to realize a decarbonized society.

2. Consideration for the environment in the development of products and services

In product development, Wacoal will give full consideration to the global environment in all processes, from procurement of raw materials to disposal, promote the development of products and technologies with less environmental burden, and promote initiatives to achieve a resource-recycling society.

3. Operation of an environmental management system

Wacoal aims to improve its environmental performance by establishing an environmental management system to identify, evaluate, and improve environmental factors. These systems are supervised and operated by the Sustainability Committee, which reports directly to the President and CEO, in order to strengthen our response to critical environmental issues.

4. Compliance with laws and regulations

Wacoal complies with environmental laws, international norms, and voluntary management standards in all countries and regions.

5. Environmental education

Wacoal strives to promote environmental conservation activities as a member of the local community by raising the awareness of its officers and employees through environmental education so that the Policies are incorporated into all of its business activities and effectively implemented.

6. Promotion of communication

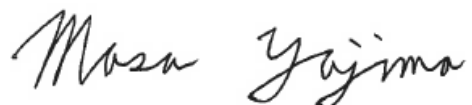
Wacoal will disclose the Policies to all stakeholders, promote effective communication, and ensure transparency through information disclosure.

The Policy has been approved by the Wacoal Board of Directors.

Revised: April 1, 2025

Representative Director, President and CEO (Group CEO)
Wacoal Holdings Corp.

Masaaki Yajima

A handwritten signature in black ink, reading "Masa Yajima". The signature is written in a cursive, flowing style.