

[Translation]



March 3, 2025

To whom it may concern:

Company name: Wacoal Holdings Corp.

Representative name: Masaaki Yajima,  
Representative Director, President and  
CEO  
(Code No. 3591 TSE Prime Market)

Contact: Katsuya Hirooka,  
Corporate Officer,  
Head of Corporate Planning Dept.  
(Tel: +81-75-682-1010)

Announcement of Change of Directors

We hereby announce that the Company has informally decided to make the following personnel changes as of the date of the Ordinary General Meeting of Shareholders (the “Meeting”) to be held in June 2025. Such decision on officers as of the date of the Meeting to be held in June 2025 will become official subject to the resolution of the Meeting and the board of directors meeting to be held thereafter.

Details

1. Audit & Supervisory Board Member

(1) New Election (to be appointed at the Meeting to be held on June 25, 2025)

Name	New Title	Current Title
Harunobu Shiho	Audit & Supervisory Board Member (outside auditor)	Appointment from outside Wacoal (please refer to the Attachment)

\*Mr. Harunobu Shiho is a candidate for Outside Auditor and Independent Officer.

(2) Resignation (to retire at the Meeting to be held on June 25, 2025)

Name	New Title	Current Title
Mitsuhiro Hamamoto	-	Audit & Supervisory Board Member (outside auditor)

【Attachment】

Mr. Harunobu Shiho  
Candidate for New Outside Audit & Supervisory Board Member

1. Reason for Appointment

At our company, our outside auditors maintain a high degree of independence while at the same time conducting rigorous audits of the legality of the directors' decision-making and business execution from a professional perspective. Mr. Harunobu Shiho is a legal expert with ample experience and a proven track record as an attorney. In addition, based on his deep insight into corporate governance, risk management, compliance, etc., and his experience as an outside director at other companies, the Company believes that he will be able to provide useful advice and recommendations to further strengthen the Company's auditing system, and has therefore selected him as a candidate for new outside Audit & Supervisory Board Member.

2. Career Summary

Date of Birth October 17, 1976

October 2003	Registered as an attorney
October 2003	Joined Nagashima Ohno & Tsunematsu
December 2005	Joined Miyake Imai Ikeda Law Office
December 2006	Auditor of Euglena Co., Ltd.
January 2011	Partner at Miyake Imai Ikeda Law Office (Present post)
April 2016	Deputy Secretary-General of the Bankruptcy Law Division of the Tokyo Bar Association
January 2020	Committee member of the "Transaction Law Study Group" of the Japan Institute of Business Law
April 2020	Secretary of the Bankruptcy Law Review Committee of the Japan Federation of Bar Associations
November 2020	Member of the Financial Services Agency's "Study Group on the Ideal State of Loans and Reconstruction Practices to Support Business Viability"
November 2022	Committee member of the Financial Services Agency's Financial System Council "Working Group on the Framework for Supporting Lending Practices Focused on Business Viability"
April 2023	Secretary of the Japanese Association for Business Recovery (Present post)
April 2024	Secretary General of the Bankruptcy Law Division of the Tokyo Bar Association (Present post)

- End -

【Reference1】 Wacoal Holdings Corp.

Status of officers effective as of April 1, 2025 and the date of Meeting to be held in June 2025

(1) Directors

Name	As of April 1,2025	As of the date of Meeting
Masaaki Yajima	Representative Director, President and CEO (Group CEO)	Representative Director, President and CEO (Group CEO)
Akira Miyagi	Representative Director, Vice President and Executive Officer and CFO	Representative Director, Vice President and Executive Officer and CFO
Keisuke Kawanishi	Director, Corporate Officer and Representative Director, President and CEO of Wacoal Corp.	Director, Corporate Officer and Representative Director, President and CEO of Wacoal Corp.
Tsunehiko Iwai	Director *1	Director *1
Chizuru Yamauchi	Director *1	Director *1
Hisae Sato	Director *1	Director *1
Koji Nitto	Director *1	Director *1
Tetsuro Harada	Director *1	Director *1

\*1 Outside Director

(2) Audit & Supervisory Board Member

Name	As of April 1,2025	As of the date of Meeting
Shinichi Kitagawa	Audit & Supervisory Board Member	Audit & Supervisory Board Member
Katsuhiro Okamoto	Audit & Supervisory Board Member	Audit & Supervisory Board Member
Mitsuhiro Hamamoto	Audit & Supervisory Board Member *2	—
Hitoshi Suzuki	Audit & Supervisory Board Member *2	Audit & Supervisory Board Member *2
Motoko Tanaka	Audit & Supervisory Board Member *2	Audit & Supervisory Board Member *2
Harunobu Shiho	—	Audit & Supervisory Board Member *2 (new election)

\*2 Outside Audit & Supervisory Board Member

(3) Corporate Officer

Name	As of April 1,2025	As of the date of Meeting
Katsuya Hirooka	Corporate Officer Head of Corporate Planning Dept. and in charge of the Group IT Advancement and Director Corporate Officer In charge of Administrative Control and Head of IT Div. of Wacoal Corp.	Corporate Officer Head of Corporate Planning Dept. and in charge of the Group IT Advancement and Director Corporate Officer In charge of Administrative Control and Head of IT Div. of Wacoal Corp.
Atsuko Shinoduka	Corporate Officer In charge of the Group DX Marketing Strategy and Director Corporate Officer Head of Marketing Div. and Head of IW Brand Management Dept. of Wacoal Corp.	Corporate Officer In charge of the Group DX Marketing Strategy and Director Corporate Officer Head of Marketing Div. and Head of IW Brand Management Dept. of Wacoal Corp.
Takuya Yoshidomi	Corporate Officer Head of Global Operations Div.	Corporate Officer Head of Global Operations Div.
Manabu Tochio	Corporate Officer Deputy Head of Global Operations Div. and Director and General Manager of Wacoal China Co., Ltd.	Corporate Officer Deputy Head of Global Operations Div. and Director and General Manager of Wacoal China Co., Ltd.
Hirofumi Inoue	Corporate Officer Head of Store Development Office	Corporate Officer Head of Store Development Office

Shinsuke Fukazawa	Corporate Officer In charge of the Group HR and Corporate Officer Head of HR and General Affairs Div. of Wacoal Corp.	Corporate Officer In charge of the Group HR and Corporate Officer Head of HR and General Affairs Div. of Wacoal Corp.
Yoshitaka Nakada	Corporate Officer In charge of the Group Technology and Manufacturing and Head of Production and Product Development Management Dept., SCM Div. of Wacoal Corp.	Corporate Officer In charge of the Group Technology and Manufacturing and Head of Production and Product Development Management Dept., SCM Div. of Wacoal Corp.

(4) Skills Matrix for Directors and Auditors & Supervisory Board Members  
(After the annual shareholders' meeting to be held in June 2025)

Name	● Male ● Female	Independence (for external officer only)	Knowledge and Experience expected by the Company( * )									
			Company Management (Experience and Insight)	Legal/ Compliance	Investment/ Financial/ Capital Marke	Finance/ Accounting	Sustainability Diversity & Inclusion	Human Resource/ Organizational Development	Global Awareness	Digital Transfor mation	Marketing	Technology/ Production Quality Control
Masaaki Yajima	●		●						●		●	●
Akira Miyagi	●		●	●		●		●	●			
Keisuke Kawanishi	●		●					●	●		●	
Tsunehiko Iwai	●	●	●	●			●				●	●
Chizuru Yamauchi	●	●	●				●					
Hisae Sato	●	●			●	●	●					
Koji Nitto	●	●	●		●	●			●			
Tetsuro Harada	●	●	●		●	●		●				
Shinichi Kitagawa	●		●			●		●		●		
Katsuhiro Okamoto	●		●						●			●
Hitoshi Suzuki	●	●	●		●				●			
Motoko Tanaka	●	●				●	●					
Harunobu Shiho	●	●	●	●			●					

\*The above list does not cover the entire knowledge and experience of the candidates.

【Reference2】 Major Subsidiary Wacoal Corp.  
Status of Officers Effective as of April 1, 2025

(1) Directors

name	Title
Keisuke Kawanishi	Representative Director, President and CEO
Katsuya Hirooka	Director Corporate Officer In charge of Administrative Control and Head of IT Div.
Atsuko Shinoduka	Director Corporate Officer Head of Marketing Div. and Head of IW Brand Management Dept.

(2) Corporate Officer

name	Title
Kouji Fukuda	Corporate Officer Head of Business Administration Div.
Shinsuke Fukazawa	Corporate Officer Head of HR and General Affairs Div.
Tatsushi Katsuzawa	Corporate Officer Head of Sales Div.
Takuro Hori	Corporate Officer Head of Tokyo Metropolitan Area Sales Dept., Sales Div.
Yoko Asano	Corporate Officer Head of Kinki and Chukyo Area Sales Dept., Sales Div.
Tetsuro Ito	Corporate Officer Head of SCM Div.
Yoshitaka Nakada	Corporate Officer Head of Production and Product Development Management Dept., SCM Div.
Tsutomu Fujimura	Corporate Officer Head of D2C Dept., SCM Div.

(3) Audit & Supervisory Board Member

name	Title
Shinichi Kitagawa	Audit & Supervisory Board Member
Katsuhiro Okamoto	Audit & Supervisory Board Member

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