



April 7, 2022

To whom it may concern

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Notice regarding the establishment of the Sustainability Committee

The company ("Wacoal Group") announces that, at the Board of Directors meeting on February 24, 2022, it was resolved to establish a "Sustainability Committee".

1. Purpose of the establishment of the committee

Wacoal Group aims to create a sustainable society by contributing to the healthy and rich daily lives of each customer through the products and services it offers. In order to promote sustainability management and achieve a balance between "solving social issues" and "corporate growth" through business, the Sustainability Committee will be established on April 1, 2022.

2. Committee roles

The Committee will formulate a comprehensive plan for the sustainability activities of Wacoal Group, monitor progress, and evaluate achievements. It will also regularly make reports and recommendations to the Board of Directors.

3. Composition of committee members

The Committee is supervised by the Representative Director, President, and Corporate Officer, and chaired by the Representative Director, Vice President, and Corporate Officer. The members are composed of directors and corporate officers of Wacoal Holdings Corp. and Wacoal Corp., and outside directors and outside corporate auditors will participate as observers.

4. Composition of the Committee

As a subordinate organization of the Committee, subcommittees will be established to formulate an operating policy on important themes across the company and to monitor each area of expertise. The subcommittees consist of: "Subcommittee for Carbon Neutral" to promote initiatives towards reducing the environmental load of business activities such as reducing greenhouse gas emissions; "Subcommittee for Resource Circulation" to promote initiatives towards achieving a resource circulation society; "Subcommittee for CSR Procurement" to promote CSR procurement activities; and "Subcommittee for Human Rights, D&I" to promote initiatives towards respecting human rights and diversity. These subcommittees will promote the Group's sustainability measures effectively to achieve a sustainable society.

5. Role of each subcommittee

"Subcommittee for Carbon Neutral"

In order to reduce the environmental impact and environmental risk of Wacoal Group's business activities and to promote voluntary and active environmental preservation activities, it will deliberate on activity policies and initiatives related to environmental issues, such as climate change measures and reducing the environmental load of back offices, and strategic investment projects related to environmental preservation, and monitor progress.

"Subcommittee for Resource Circulation"

In order to promote sustainable use of resources and materials in the supply chain, resource conservation measures, and waste reduction and recycling, and thereby achieve a resource circulation society, it will deliberate on procurement policies and quality standards for environmentally-friendly materials, and monitor the progress of waste reduction in production and procurement activities.

"Subcommittee for CSR Procurement"

Being responsible for formulating and checking the progress of Wacoal Group's CSR procurement plans, it will accurately grasp the status of compliance with the Wacoal Group CSR Procurement Guidelines and lead the initiatives to make corrections and improvements continuously, by operating a cycle from monitoring manufacturing contractors and raw material suppliers through self-evaluation, etc., analysis and evaluation feedback, correction and improvement plans, to follow-ups.

"Subcommittee for Human Rights, D&I"

In order to ensure that the obligations of respecting human rights under the Human Rights Policy is fulfilled and the duties are properly carried out, it will provide educational activities related to the protection of human rights and advice and recommendations on implementing human rights due diligence. In addition, it will implement various measures, including holding internal seminars, in order to create a workplace environment that can accommodate diverse employees and maximize their individual abilities.

(Reference)

Corporate Governance Structure

