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## Notice of Establishment of a Sustainability Committee

At the meeting of the Board of Directors held on December 14, 2020, the Company passed a resolution to establish a Sustainability Committee, to pursue, from a mid-to-long term perspective, further advancement of environmental, social and governance (ESG) management in the Pigeon Group.

Today's international community is changing in many ways to achieve a sustainable society, as demonstrated by the adoption of the Social Development Goals (SDGs) by the General Assembly of the United Nations and the effectuation of the Paris Agreement. Amid these developments, enterprises are being strongly urged to grapple with ESG issues. At Pigeon, we have established the Basic Policy on the Pigeon ESG/SDGs and identified "materialities" (important issues) that Pigeon must address. Pigeon's goal is to build an organization based on the Pigeon Sustainable Vision, "Celebrate Babies with All," aiming to "make the world a more baby-friendly place."

### Pigeon Sustainable Vision "Celebrate Babies with All"

We want to make the world more baby-friendly by furthering our commitment to understanding and addressing babies' unique needs. In all of the countries and regions in which we operate, we aim for sustainable growth as a Company by seeking to reduce environmental impacts and solve social issues surrounding babies and mothers. We also want to work with stakeholders to build a future filled with freedom and joy, with multiple values resonating with each other, respecting each baby's curiosity and ability to grow.

#### ■ Purpose of Establishment of the Committee

The Sustainability Committee was established to pursue, from a mid-to-long term perspective, further advancement of ESG management in the Pigeon Group as a function of business execution . It is tasked with promotion of ESG throughout the Pigeon Group.

#### ■ Composition of the Committee

The Committee is chaired by the General Manager of Global Head Office and includes the Division Managers of each Business Division as well as the Business Strategy Division Manager.

#### ■ Future Directions

The Sustainability Committee meets twice or more per year to set medium- and long-term targets, identify materialities, conduct regular reviews and review progress on measures to resolve materialities. Each time it meets, the Sustainability Committee reports the results of its deliberations to the Board of Directors.

Pigeon will launch the Corporate Sustainability Department . This Department will serve as the secretariat of the Sustainability Committee, enhancing ESG activities by performing regular confirmation of ESG issues confronted by each division and Group company and the status of measures and progress.

■ Position of the Sustainability Committee in the Pigeon Organizational Chart

