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To whom it may concern

Company name: GUNZE LIMITED
Name of representative: President and Representative Director
Toshiyasu Saguchi
(Securities code: 3002; TSE Prime Market)
Head office location: 2-5 25 Umeda, Kita-ku, Osaka-shi
Inquiries: Corporate Officer, General Manager, Corporate
Junko Nakashima
(Telephone: +81-6-6348-1314)

Notice Concerning Formulation of the Medium-Term Management Plan “VISION 2030 Stage2”

GUNZE LIMITED (the “Company”) hereby announces formulation of the medium-term management plan, “VISION 2030 Stage2,” which covers 3 years from FY 2025 to FY 2027.

Under the VISION 2030 Stage2 plan, the Company aims to achieve ROE of 8% or more, ROIC of 6.6% or more, and operating profit of ¥12.5 billion in FY2027 in pursuit of the basic concept of "becoming the company of choice globally by advancing a sustainable business foundation."

1. Name of the plan
VISION 2030 Stage2
2. Period to be covered
FY 2025 (130th term) to FY 2027 (132nd term)
3. Basic concept
"We will continue to be the company of choice globally by advancing a sustainable business foundation."
4. Financial and non-financial targets
 - (1) Financial targets :ROE 8% or more; ROIC 6.6% or more; and operating profit ¥12.5 billion
 - (2) Non-financial targets :Women in managerial positions 14% or more; and CO2 emission reduction rate 31% or more (Scope1+2, compared to FY2013)
5. Segment business strategies
 - (1) Functional solutions :Enhancing the Plastic Films Business and Engineering Plastics Business
 - (2) Medical :Expanding market shares and developing new markets to support global growth
 - (3) Apparel :Transforming into a "strong business" to survive environment changes
 - (4) Lifestyle Creations :Drastic improvement of low-profit businesses
6. Company-wide key measures
 - (1) Financial strategy
Achieving a price book-value ratio (PBR) of 1.0 time or more as soon as possible by enhancing corporate value by implementing, in conjunction with business structural reforms, a capital policy and a price-earnings ratio (PER) improvement policy
 - (2) R&D, M&A, and new business creation
Implementing initiatives that contribute to creation of new value, growth of businesses, and expansion of scopes of businesses
 - (3) Globalization and technological strengthening
Aiming to be a global solutions company pioneering the future with people and technology
 - (4) Sustainability management
(Human capital management) Creating human resources and an organizational culture that can implement management strategies that lead to sustainable corporate value and enhanced competitiveness
(Reducing environmental impact) Developing and strengthening green technologies that reduce the environmental impact of our business activities

For details, see the Japanese version. The English version will be available in the coming weeks.