

January 22, 2024

RE: Myanmar Garment Workers Allegation

To Whom It May Concern:

Thank you for your e-mail dated January 16, 2024, with regard to the allegation from the factory in Myanmar, Richang Apparel.

Sustainable and responsible business conducts have been our utmost priority especially in our global sourcing practices. Above all, human rights in production is the most critical issue in proceeding our supply chain due diligence, that we are enhancing with the collaboration with Tier 1 partners.

The said allegation had already been reported by one of our Tier 1 supply chain partners, TOYOSHIMA & CO., LTD, and verified by their staff members by visiting the factory in Yangon. Please refer to the attached letter from TOYOSHIMA showing the updated situation at the factory.

Please advise if you have any further questions.

Best Regards,

H. Yamauchi
Sustainability Business Committee
PAL GROUP HOLDINGS