

# ASICS 2022 sustainability report GRI Content Index

GRI indicator	Description	Location in the report
<b>GENERAL DISCLOSURES</b>		
<b>Organizational profile and reporting practices</b>		
GRI 2-1 Organizational details	Legal name, ownership, location of the head office, countries of operation.	The ASICS Corporation is listed on the Prime Market of the Tokyo Stock Exchange. (optionally include: We were also selected as a ""Health & Productivity Stock Selection"" company by METI and the Tokyo Stock Exchange (TSE) in 2015, 2019 and 2020.) Our head office is located in Kobe, Japan. Information about our subsidiaries and countries of operations can be found at <a href="#">our website</a> .
GRI 2-2 Entities included in the organization's sustainability reporting	List of entities included.	See the list of entities mentioned on <a href="#">our website</a>
GRI 2-3 Information about the report and contact details	Reporting period, frequency of reporting and contact point for questions about the report and reported information.	54 56
GRI 2-4 Restatements of information	Any corrections with their reason (e.g., error or different method of calculation)	Based on the gap analysis conducted in 2022, a correction has been made to the CO <sub>2</sub> emission figures of footwear Tier 1 suppliers. It was discovered that the data for one of our factories in 2021 was incorrect, and we have now updated it accordingly.
GRI 2-5 External assurance		55

GRI indicator	Description	Location in the report																						
<b>Activities and workers</b>																								
GRI 2-6 Activities, value chain and other business relationships"	Overview of the value chain, products and services and other business relationships	Our principal business is the manufacturing and selling of sports goods. An overview of our value chain is presented in the section Sustainability throughout the value chain (page 7).																						
GRI 2-7 Employees	Number of employees, with breakdown by gender Number of permanent and temporal, fulltime and parttime employees Used methodology (FTE or headcount) and most significant fluctuations	28 In 2022, only data from the headquarter is available; other regions lack useful data. However, we are currently in the process of developing a system to collect the necessary data.																						
		<table border="1"> <thead> <tr> <th colspan="2">Number of permanent (and temporary) employees, broken down by region *</th> </tr> <tr> <th>Division</th> <th>Number of employees</th> </tr> </thead> <tbody> <tr> <td>Japan</td> <td>1530 (386)</td> </tr> <tr> <td>North America region</td> <td>1230 (225)</td> </tr> <tr> <td>European region</td> <td>1542 (156)</td> </tr> <tr> <td>Greater China region</td> <td>1046 (57)</td> </tr> <tr> <td>Oceania region</td> <td>240 (209)</td> </tr> <tr> <td>Southeast and South Asia region</td> <td>373 (41)</td> </tr> <tr> <td>Other areas</td> <td>795 (18)</td> </tr> <tr> <td>Company-wide (shared), etc.</td> <td>2130 (422)</td> </tr> <tr> <td><b>Total</b></td> <td><b>8886 (1514)</b></td> </tr> </tbody> </table> <p><i>Please note: The number of employees is the number of working employees, and the number of temporary employees is the annual average number of employees in (.).</i></p>	Number of permanent (and temporary) employees, broken down by region *		Division	Number of employees	Japan	1530 (386)	North America region	1230 (225)	European region	1542 (156)	Greater China region	1046 (57)	Oceania region	240 (209)	Southeast and South Asia region	373 (41)	Other areas	795 (18)	Company-wide (shared), etc.	2130 (422)	<b>Total</b>	<b>8886 (1514)</b>
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GRI 2-8 Workers who are not employed		Not applicable																						
<b>Governance</b>																								
GRI 2-9 Governance structure and composition	Governance structure, including committees, composition and length of terms	9, 23 More information <a href="#">here</a> .																						
GRI 2-10 Nomination and selection of the highest governance body	Nomination process and selection criteria	More information <a href="#">here</a> .																						
GRI 2-11 Chair of the highest governance body		More information <a href="#">here</a> .																						
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Role in formulating and overseeing the organisation's goals and strategy related to sustainable development	9																						
GRI 2-13 Delegation of responsibility for managing impacts	Appointed senior executives and process and frequency of their reporting	9																						

<b>GRI indicator</b>	<b>Description</b>	<b>Location in the report</b>
GRI 2-14 Role of the highest governance body in sustainability reporting	Whether the highest governance body is responsible for reviewing and approving the reported information	9
GRI 2-15 Conflicts of interest	How these are prevented or mitigated	More information <a href="#">here</a> .
GRI 2-16 Communication of critical concerns	Number and nature of concerns, and how these concerns are communicated to the highest governance body	9 We have not yet reported the number of concerns raised through this mechanism, but we are discussing ways to making this information available in future reports.
GRI 2-17 Collective knowledge of the highest governance body	Measures taken to advance collective knowledge on sustainable development	More information <a href="#">here</a> .
GRI 2-18 Evaluation of the performance of the highest governance body	Describing the process and actions taken in response	More information <a href="#">here</a> .
GRI 2-19 Remuneration policies		More information <a href="#">here</a> .
GRI 2-20 Process to determine remuneration		More information <a href="#">here</a> .
GRI 2-21 Annual total compensation ratio	Highest paid individual compared to the median annual compensation, percentage of increase, if any	Details of compensation are available on the <a href="#">ASICS website</a> .
<b>Strategy, policies and practices</b>		
GRI 2-22 Statement on sustainable development strategy	Statement from the highest governance body or senior executive on the relevance of such a strategy	3
GRI 2-23 Policy Commitments	Commitments to sustainability policies and how these commitments are communicated to employees, clients, suppliers and others	6,8
GRI 2-24 Embedding policy commitments	How commitments are integrated into organizational strategies and procedures, allocation of responsibilities	6,8,9,23
GRI 2-25 Processes to remediate negative impacts	Approach to identify and address grievances	24,26
GRI 2-26 Mechanisms for seeking advice and raising concerns	How to seek advice and raise concerns about wrongdoing and breaches in the law in the organization's operations or business relationships	9
GRI 2-27 Compliance with laws and regulations	Number of significant instances of non-compliance	26,43
GRI 2-28 Membership of associations	Industry associations and other memberships	25,42
GRI 2-29 Approach to stakeholder engagement		10-12
GRI 2-30 Collective bargaining agreements	Percentage of employees covered by these agreements	70.2%

GRI indicator	Description	Information
<b>MATERIALITY</b>		
GRI 3-1 Process to determine material topics	Process to identify and prioritize material topics, experts and stakeholders that were consulted	10
GRI 3-2 List of material topics	Presenting the list, including changes compared to the previous reporting period	10, 11, 12
GRI 3-3 Management of material topics	"Actual and potential impacts, through own operations or business relationships, actions taken to manage these impacts "	Information on the management of material topics is provided throughout the report.
<b>MATERIAL TOPICS</b>		
<b>Social topics</b>		
<b>→ Mental and physical wellbeing</b>		
GRI 413 Local communities	Operations with local community engagement, impact assessments and development programs	18-22,30
<b>→ Products and services quality</b>		
GRI 416 Customer health and safety	Assessment of the health and safety impacts of products and services Incidents of non-compliance concerning the health and safety impacts of products and services	18,43
GRI 417 Marketing and labelling	Requirements for product and service information and labeling Incidents of non-compliance concerning marketing communications, product and service information and labeling"	43 To our knowledge, there was one case of non-compliance due to a product information error in Japan in 2022. Other instances of non-compliance identified in Marketing and labelling are not known.
<b>→ Employee engagement</b>		
GRI 401 Employment	New employee hires and employee turnover Benefits provided, such as parental leave and retirement provisions	28
GRI 403 Occupational health and safety	Occupation health and safety management system, incl. prevention, mitigation and worker training Work-related injuries and ill health rates	18,29,43
GRI 404 Training and education	Programs for upgrading employee skills and transition assistance programs Percentage of employees receiving regular performance and career development reviews	30
GRI 405 Diversity and equal opportunity	Diversity of governance bodies and employees Remuneration of women compared to men	28 Only employee information from the headquarter can be disclosed at this time. We are actively making preparations to collect and disclose additional data. Furthermore, no data is currently available for remuneration, and adjustments are being made for future disclosure, which will require several years to collect all the necessary information.
GRI 406 Non-discrimination	Incidents of discrimination and corrective actions taken	29 More information <a href="#">here</a> .

<b>GRI indicator</b>	<b>Description</b>	<b>Information</b>
<b>→ Human rights in the supply chain</b>		
GRI 407 Freedom of association and collective bargaining	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	More information <a href="#">here</a> .
GRI 408 Child labour	Operations and suppliers at significant risk for incidents of child labor	More information <a href="#">here</a> .
GRI 409 Forced or compulsory labor	Operations and suppliers at significant risk for incidents of forced or compulsory labor	24 More information <a href="#">here</a> .
GRI 414 Supplier social assessment	Negative social impacts in the supply chain and actions taken	24, 25 More information <a href="#">here</a> .
<b>Environmental topics</b>		
<b>→ Climate action</b>		
GRI 302 Energy	Energy consumption within and outside the organization, energy intensity and reduction of energy consumption	34, 36, 45 For the 2023 report, we are considering the disclosure of energy consumption data for our partner factories (Footwear Tier 1).
GRI 305 Emissions	Scope 1-2-3 GHG emissions, GHG emission intensity ratio and reduction of GHG emissions	34, 36, 44,48
<b>→ Circularity</b>		
GRI 301 Materials	Materials used by weight or volume Recycled input materials used Reclaimed products and their packaging materials	33,36-41
GRI 306 Waste	Quantity and type of waste generated (own activities and up- and downstream), actions to prevent waste, and waste diverted from and directed to disposal	36-41,46,50
GRI 308 Supplier environmental assessment	Negative environmental impacts in the supply chain and actions taken	25,26,47,50
<b>→ Water management</b>		
GRI 303 Water and effluents	Water withdrawal, consumption and water discharge	46,50
<b>Economic topics</b>		
<b>→ Innovation</b>		
GRI 301 Materials	Materials used by weight or volume Recycled input materials used Reclaimed products and their packaging materials	36-42