

# ASICS 2023 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. Our head office is located in Kobe, Japan. Information about our subsidiaries and countries of operations can be found on <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.	45 47
GRI 2-4 Restatements of information	Any corrections with their reason (e.g., error or different method of calculation)	No restatements of information in 2023.
GRI 2-5 External assurance		46
<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 indicator	Description	Location in the report										
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	44 In 2023 for employees per gender, 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>Employment by gender*</th> <th>Men</th> <th>Women</th> <th>Total</th> <th>Female ratio</th> </tr> </thead> <tbody> <tr> <td>Employees</td> <td>606</td> <td>357</td> <td>963</td> <td>37.1%</td> </tr> </tbody> </table> * Data covers headquarters only.	Employment by gender*	Men	Women	Total	Female ratio	Employees	606	357	963	37.1%
Employment by gender*	Men	Women	Total	Female ratio								
Employees	606	357	963	37.1%								
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 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										
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 For most recent numbers, please refer to page 58 of the 2023 <a href="#">Integrated Report</a> <table border="1"> <thead> <tr> <th>Number of concerns raised</th> <th>Cases</th> </tr> </thead> <tbody> <tr> <td>2022</td> <td>49</td> </tr> <tr> <td>2021</td> <td>35</td> </tr> <tr> <td>2020</td> <td>45</td> </tr> <tr> <td>2019</td> <td>61</td> </tr> </tbody> </table>	Number of concerns raised	Cases	2022	49	2021	35	2020	45	2019	61
Number of concerns raised	Cases											
2022	49											
2021	35											
2020	45											
2019	61											
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> .										

<b>GRI indicator</b>	<b>Description</b>	<b>Location in the report</b>
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, 20
GRI 2-25 Processes to remediate negative impacts	Approach to identify and address grievances	21, 22
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, 21
GRI 2-27 Compliance with laws and regulations	Number of significant instances of non-compliance	22, 40
GRI 2-28 Membership of associations	Industry associations and other memberships	24
GRI 2-29 Approach to stakeholder engagement		10, 11
GRI 2-30 Collective bargaining agreements	Percentage of employees covered by these agreements	At ASICS headquarters and ASICS Japan Corporation, 72.7% of employees are covered by collective bargaining agreements.
<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, 12
GRI 3-3 Management of material topics	Actual and potential impacts, through own operations or business relationships, actions taken to manage these impacts	12 Information on the management of material topics is provided throughout the report.
<b>MATERIAL TOPICS</b>		
<b>Social topics</b>		
<b>→ Mental and physical well-being</b>		
GRI 413 Local communities	Operations with local community engagement, impact assessments and development programs	15, 17-19, 34

GRI indicator	Description	Location in the report																												
<b>→ Quality of products and services</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	16, 40																												
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.	40 To our knowledge, there was one product information error in Japan in 2023. Other instances of non-compliance identified in Marketing and labelling are not known.																												
<b>→ Diversity, equity and inclusion</b>																														
GRI 401 Employment	New employee hires and employee turnover Benefits provided, such as parental leave and retirement provisions	25, 26, 44 <table border="1"> <thead> <tr> <th>Number of new hires*</th> <th>Men</th> <th>Women</th> <th>Total</th> <th>Female ratio</th> </tr> </thead> <tbody> <tr> <td>New graduate recruitment</td> <td>15</td> <td>14</td> <td>29</td> <td>48.3%</td> </tr> <tr> <td>Career recruitment</td> <td>17</td> <td>12</td> <td>29</td> <td>41.4%</td> </tr> <tr> <td>Total</td> <td>32</td> <td>26</td> <td>58</td> <td>44.9%</td> </tr> </tbody> </table> <p><i>* Data for ASICSs headquarters (AHQ) and ASICS Japan (AJP) only.</i></p> <table border="1"> <thead> <tr> <th>Number of people per gender*</th> <th>Men</th> <th>Women</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Number of people</td> <td>31</td> <td>24</td> <td>55</td> </tr> </tbody> </table> <p><i>* Data covers headquarters only.</i></p>	Number of new hires*	Men	Women	Total	Female ratio	New graduate recruitment	15	14	29	48.3%	Career recruitment	17	12	29	41.4%	Total	32	26	58	44.9%	Number of people per gender*	Men	Women	Total	Number of people	31	24	55
Number of new hires*	Men	Women	Total	Female ratio																										
New graduate recruitment	15	14	29	48.3%																										
Career recruitment	17	12	29	41.4%																										
Total	32	26	58	44.9%																										
Number of people per gender*	Men	Women	Total																											
Number of people	31	24	55																											
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	26 More information in the 'ASICS Well-being Report 2023' <a href="#">here</a> .																												
GRI 404 Training and education	Programs for upgrading employee skills and transition assistance programs Percentage of employees receiving regular performance and career development reviews	26 More information in the 'ASICS Well-being Report 2023' <a href="#">here</a> .																												
GRI 405 Diversity and equal opportunity	Diversity of governance bodies and employees Remuneration of women compared to men	44																												
GRI 406 Non-discrimination	Incidents of discrimination and corrective actions taken	26 More information <a href="#">here</a> .																												
<b>→ Human rights and transparency 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	20, 21 More information <a href="#">here</a> .																												
GRI 414 Supplier social assessment	Negative social impacts in the supply chain and actions taken	20-22 More information <a href="#">here</a> .																												

GRI indicator	Description	Location in the report
<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	30, 31 For the 2024 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	30-32, 44
<b>→ Circularity</b>		
GRI 301 Materials	Materials used by weight or volume Recycled input materials used Reclaimed products and their packaging materials	35, 37
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	37
GRI 308 Supplier environmental assessment	Negative environmental impacts in the supply chain and actions taken	22-24, 32, 33, 39
<b>→ Biodiversity and water management</b>		
GRI 303 Water and effluents	Water withdrawal, consumption and water discharge	38, 39
GRI 304 Biodiversity	Location of operation in protected and non-protected areas of high biodiversity value. Impacts on biodiversity. Restored and protected habitats, incl. species	38, 39 We are currently in the process of better understanding ASICS' impacts on biodiversity. We use the AR <sup>3</sup> T framework to determine plans and actions to address ASICS' impacts on biodiversity. For the upcoming reporting periods, we strive to disclose more detailed information.
<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	35-38