

ASICS 2021 Sustainability Report GRI Content Index

GENERAL DISCLOSURES

GRI Standard	Information	Description												
GRI 102: General Disclosures 2016	<i>Organizational profile</i>													
	102-1	Name of the organization 3												
	102-2	Activities, brands, products, and services 4												
	102-3	Location of headquarters Kobe, Japan												
	102-4	Location of operations Corporate website												
	102-5	Ownership and legal form 4												
	102-6	Markets served Corporate website												
	102-7	Scale of the organizations 4, 21 Corporate website												
	102-8	Information on employees and other workers												
		<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>586</td> <td>330</td> </tr> <tr> <td>Temporary</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>586</td> <td>330</td> </tr> </tbody> </table>		Male	Female	Permanent	586	330	Temporary	0	0	Total	586	330
	Male	Female												
Permanent	586	330												
Temporary	0	0												
Total	586	330												
		<p>a. Total number of employees by employment contract (permanent and temporary), by gender.</p> <p>b. Total number of employees by employment contract (permanent and temporary), by region.</p> <p>c. Total number of employees by employment type (full-time and part-time), by gender.</p>												
		<p>This employee data is not available.</p> <p>This employee data is not available.</p>												

GRI Standard	Information	Description	
		d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees.	The portion of the activities performed by workers who are not employees is not significant.
		e. Any significant variations in these numbers reported (such as seasonal variations).	There are no significant variations.
		f. An explanation of how the data have been compiled, including any assumptions made.	The data was compiled as of December 31, 2021 for ASICS Corporation.
	102-9	Supply chain	7
	102-10	Significant changes to the organization and its supply chain	There were no major changes to the organization or the supply chain in 2021.
	102-11	Precautionary Principle of approach	24
	102-12	External initiatives	6, 17, 26, 27, 36, 37
	102-13	Membership of associations	27
	<i>Strategy</i>		
	102-14	Statement from senior decision maker	3
	<i>Ethics and integrity</i>		
	102-16	Values, principles, standards, and norms of behavior	6, 8
	<i>Governance</i>		
	102-18	Governance structure	8
	<i>Stakeholder engagement</i>		
	102-40	List of stakeholder groups	2020 Sustainability Report, page 49
	102-41	Collective bargaining agreements	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. They represent more than 45% of the total number of employees. In ASICS headquarters and ASICS Japan Corporation, 77% of employees are covered by collective bargaining agreements. For further information please see page 10 of the securities report (in Japanese) .
	102-42	Identifying and selecting stakeholders	2020 Sustainability Report, page 49
	102-43	Approach to stakeholder engagement	4, 43

GRI Standard	Information	Description	
	102-44	Key topics and concerns raised	2020 Sustainability Report, page 49
	<i>Reporting practice</i>		
	102-45	Entities included in the consolidated financial statements	Corporate website
	102-46	Defining report content and topic Boundaries	45
	102-47	List of materials topics	6, 44
	102-48	Restatement of information	37
	102-49	Changes in reporting	By making more sustainability information available on our website, this sustainability report is shorter and more progress focused than last year. We have also focused the KPIs more on our material topics.
	102-50	Reporting period	42
	102-51	Date of most recent report	42
	102-52	Reporting cycle	42
	102-53	Contact point for questions regarding the report	42
	102-54	Claims of reporting in accordance with the GRI Standards	42
	102-55	GRI content index	Available on our website
	102-56	External assurance	An independent assurance provider is undertaking limited assurance on a selection of the sustainability information in our 2021 report.

MATERIAL TOPICS

GRI Standard	Information	Description	
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SOCIAL TOPICS

Mental & physical well being

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	11, 22
	103-3	Evaluation of the management approach	22
GRI 413: Local communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	12 - 16

GRI Standard	Information	Description	
Products & service quality			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	28 - 31
	103-3	Evaluation of the management approach	29, 31
GRI416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	31
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	31
GRI417: Marketing and labelling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	31
	417-3	Incidents of non-compliance concerning marketing communications	31
Employee engagement			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	21 - 23
	103-3	Evaluation of the management approach	21, 22
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	New employees and employee turnover at the ASICS headquarters in Japan
			New employee: 23
			Male 61.0%
			Female 39.0%
			Employee turnover: 46
			Male 59.0%
			Female 41.0%
GRI 405: Diversity & Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	21
	Governance Body (Board of Directors & Executive Officers)	Employees at ASICS headquarters in Japan	
	Male 86.2%	67.4%	
	Female 13.8%	32.6%	
	Japanese 93.1%	95.9%	
	Non-Japanese 6.9%	4.1%	
	under 30 years old 0.0%	20.2%	
	30-50 years old 21.0%	54.4%	
	over 50 years old 79.0%	25.4%	

GRI Standard	Information	Description	
Human rights and social responsibility in the supply chain			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	17 - 19
	103-3	Evaluation of the management approach	18
GRI412 Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	17, 19
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	19
	414-2	Negative social impacts in the supply chain and actions taken	19
GRI 407: Freedom of association and collective bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	18, 20
GRI 408: Child labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	17
GRI 409: Forced or compulsory labor 216	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	17

ENVIRONMENTAL TOPICS

Climate action

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	32, 35, 44, 45
	103-2	The management approach and its components	26
	103-3	Evaluation of the management approach	28, 29, 31, 32, 33
GRI 302: Energy 2016	302-1	Energy consumption within the organization	33
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	32
	305-2	Energy indirect (Scope 2) GHG emissions	32
	305-3	Other indirect (Scope 3) GHG emissions	35
	305-4	GHG emissions intensity	32
	305-5	Reduction of GHG emissions	32

Circularity

GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	28 - 31
	103-3	Evaluation of the management approach	29, 31
GRI 301: Materials 2016	301-2	Recycled input materials used	28

GRI Standard	Information	Description	
Water management			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	34, 44, 45
	103-2	The management approach and its components	34
	103-3	Evaluation of the management approach	34
GRI 302: Water and effluents 2018	303-1	Interactions with water as a shared resource	34
	303-2	Management of water discharge-related impacts	34
	303-5	Water consumption	34
Waste			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	34, 44, 45
	103-2	The management approach and its components	34
	103-3	Evaluation of the management approach	34
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	34
	306-2	Management of significant waste-related impacts	34
	306-3	Waste generated	34
	306-4	Waste diverted from disposal	30, 34
	306-5	Waste directed to disposal	34
Supplier Environmental Assessment			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	44, 45
	103-2	The management approach and its components	20, 31, 37
	103-3	Evaluation of the management approach	20, 37
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	37

GRI Standard	Information	Description	
ECONOMIC TOPICS			
Innovation			
GRI 103: Management Approach 2016	103-1	Explanation of material topics and its Boundary	The ASICS Institute of Sport Science ledas innovation within ASICS.
	103-2	The management approach and its components	The institute conducts research on sustainability, globalization & innovation and services. More information on the institute is available on our website.
	103-3	Evaluation of the management approach	We have pursued and applied innovation to our products and services aligned with our VISION2030 domains and core themes. We will continue and accelerate on these same domains and themes.