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ABOUT THIS DOCUMENT

This document summarizes the ASICS Group's sustainability performance in 2016, following GRI G4 reporting guidelines.

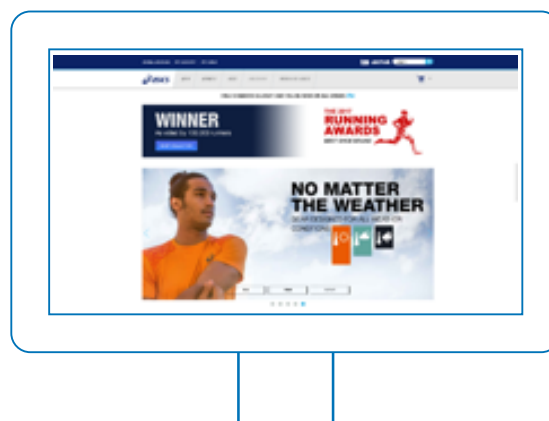
At ASICS, we compile our sustainability reports in accordance with the Global Reporting Initiative (GRI), the international benchmark for sustainability reporting.

The ASICS Group reports performance data based on what is material to us and our stakeholders.

In the following pages, we will refer to our 2016 performance in line with the GRI G4 Index General Standard Disclosures and the GRI G4 Index Specific Standard Disclosures.

The table on pages 7, to 30 lists the GRI guideline indicators, along with where to find the associated data either in this document, our 2016 sustainability report, our 2016 financial report or elsewhere on our corporate website.

FIND OUT MORE



You can find out more about ASICS and our approach to sustainability, as well as reading previous reports and downloading our GRI index, on our corporate website.

[VISIT CORP.ASICS.COM/EN](http://corp.asics.com/en)

We welcome your feedback. Please contact us at:

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MATERIALITY ISSUES AND BOUNDARIES

SUSTAINABILITY ISSUES MAPPED BY IMPORTANCE

In alignment with international goals and standards such as the UN's Sustainability Development Goals and ISO 26000, we run a continuous materiality program in consultation with our stakeholders to identify material sustainability issues. The materiality matrix below is our latest version and shows the 12 sustainability issues identified as most material following recent consultations with internal stakeholders across the entire global ASICS organization, as well as with external stakeholders. This forms the basis of our sustainability strategy, as well as the boundaries for our reporting.

OUR MATERIALITY MATRIX



MATERIALITY ISSUES ACROSS OUR VALUE CHAIN

The second part of our materiality program is a value chain analysis. Material issues may occur in different stages of our product life cycles. Some may be directly influenced by our ASICS' operations while others occur elsewhere in the value chain of our products. The diagram below shows where material issues currently occur in our value chain.

RAW MATERIALS	MATERIAL SUPPLIER	SUB-MANUFACTURING	PRODUCT MANUFACTURING FACTORY	ASICS	RETAILER	CONSUMER	END OF LIFE (DISPOSAL/ REUSE/RECYCLE)
Raw, unprocessed materials or feedstock that as basic materials are used to produce finished products or materials that are processed into products as part of a manufacturing process.	Companies processing (raw) materials and/or supplying materials or trims that form the main components of our products (such as yarn suppliers, fabric mills, trim suppliers).	Companies that carry out part of the larger set of manufacturing processes of our ASICS products, either as a partner specialized in specific technologies or contracted with our permission by one of our product manufacturing partners.	A supplying partner to the ASICS Group involved in the manufacturing of our footwear, accessories or apparel products.	All entities within the ASICS Group; our sales offices, sourcing/ production management offices, distribution centers, Institute of Sport Science and affiliate companies.	Businesses and customers of ASICS that sell our products to consumers, e.g. via sport specialist shops, department stores, online etc.	The people who use our ASICS products and services; our footwear, sports apparel, accessories, our training plans and other services.	The final stage of our products' existence where they no longer meet the quality expectations or other needs of our customers.
	Product safety and quality						
	Innovative and efficient product design						
	Energy efficiency and CO ₂ emissions						
Resource scarcity							
	Water efficiency and water pollution						
Material and product traceability							
	Fair compensation and performance						
	Health and safety						
	Ethical workplace standards						
	Diversity						
	Physical inactivity and inclusion						
	Corporate governance and disclosure						

MATERIALITY ISSUES AND BOUNDARIES

SUPPORTING THE UN's SUSTAINABILITY AGENDA

We're committed to supporting the UN's Sustainable Development Goals for 2030. In September 2015, more than 190 countries signed up to the UN's 17 Sustainable Development Goals (SDGs), which set out a vision for ending poverty, hunger, inequality and protecting the Earth's natural resources by 2030.

Achieving this vision will require concerted effort between the private sector, governments and civil society. We fully support the UN's agenda, and work to make sure our sustainability activities and 2020 strategy are aligned with the SDGs.

Although ASICS' activities are relevant to all 17 of the SDGs to a certain extent, we've identified five goals where we believe we can make the biggest contribution. These are highlighted in the graphic below and can be easily linked to specific topics in our materiality program on page 2 and 3 of this report.



MATERIALITY ISSUES AND BOUNDARIES

ASICS CSR & SUSTAINABILITY ACCORDING TO GRI

The table below links our CSR and Sustainability activities to the GRI G4 aspects. GRI aspects not included in the table are not considered material for this specific sustainability performance period.

ASICS SUSTAINABILITY PROGRAM ¹	GRI ASPECT
Guiding Principles/Our ASICS Approach to Sustainability	Economic Performance Market Presence Indirect Economic Impacts Procurement Practices Anti-Corruption Public Policy Anti-Competitive Behavior Compliance Marketing Communications Customer Privacy
CREATING PRODUCTS AND SERVICES	GRI ASPECT
Product safety and quality	Customer Health and Safety Product and Service Labeling
Innovative and efficient product design	Products and Services
Energy efficiency and CO ₂ emission (scope ASICS operations, products and services)	Energy Emissions Transport
Resource scarcity (scope ASICS operations, products and services)	Effluents and Waste
Water efficiency and water pollution (scope ASICS operations, products and services)	Water
Material and Product Traceability	Materials
PARTNERING WITH SUPPLIERS AND WORKERS	GRI ASPECT
Fair Compensation and Performance	Supplier Assessment for Labor Practices Supplier Environmental Assessment Labor Practices Grievance Mechanisms Freedom of Association and Collective Bargaining
Workplace Health and Safety	Occupational Health and Safety Training and Education Supplier Assessment for Labor Practices
Ethical Workplace Standards	Non-Discrimination Supplier Human Rights Assessment Child Labor Forced or Compulsory Labor Security Practices Assessment
Energy efficiency and CO ₂ Emission (scope ASICS supply chain)	Energy Emissions Transport
Resource Scarcity (scope ASICS supply chain)	Effluents and Waste
Water Efficiency and Water Pollution (scope ASICS supply chain)	Water Effluents and Waste
INVESTING IN PEOPLE AND COMMUNITIES	GRI ASPECT
Diversity	Employment Labor/Management Relations Training and Education Diversity and Equal Opportunities Equal Remuneration for Women and Men
Physical Activity and Inclusion	Local Communities

¹ ASICS sustainability issues as defined in our Materiality Program according to our sustainability report structure

GRI G4 INDEX

How we are doing

- Full disclosure as outlined by the GRI G4
- ◐ Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

The table on the following pages follows the GRI G4 Guidelines, listing the GRI Guideline indicators, along with where to find the associated data either in this document, our 2016 sustainability report, other publicly shared documents or online on our corporate website.

GRI G4 INDEX

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GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Strategy and Analysis		
G4-1 ●	Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	'A message from our CEO', 2016 sustainability report, page 2 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-2 ●	Description of key impacts, risks, and opportunities.	'Our Approach', 2016 sustainability report, page 4-12 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Organizational Profile		
G4-3 ●	Name of the organization.	ASICS Corporation
G4-4 ●	Primary brands, products and services.	Core brands: ASICS, Onitsuka Tiger, ASICS Tiger and HAGLÖFS focusing on three primary business domains: – Athletic sports business – Sport lifestyle business – Health/Comfort business
G4-5 ●	Location of the organization's headquarters.	Kobe, Japan
G4-6 ●	Number of countries where the organization operates, and names of countries where either the organization has significant operations, or that are specifically relevant to the sustainability topics covered in the report.	The ASICS Group operated 54 businesses in 33 countries during our financial year 2016. A full overview and geographical mapping of our ASICS Group entities can be found on our corporate website under the 'Company Profile' section under the information section 'About ASICS' http://corp.asics.com/en/about_asics/practical_information
G4-7 ●	Nature of ownership and legal form.	'Corporate Information', 2016 annual report, page 60 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-8 ●	Markets served.	'ASICS at a glance', 2016 sustainability report, page 3 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-9 ●	Scale of the organization.	
G4-10 ◐	Total number of employees by employment contract and gender. By employment type and gender. By employees and supervised workers and by gender. Whether a substantial portion of the organizations work is performed by workers who are legally recognized as self-employed, or by individuals other than employees or supervised workers, including employees and supervised employees of contractors. Significant variation in employment numbers.	'Corporate Information', 2016 annual report, page 60 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-11 ○	Percentage of total employees covered by collective bargaining agreements.	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. A percentage of these employees compared to total employees is not available at time of publication of this document
G4-12 ◐	Description of supply chain.	'Materiality Issues Across our Value Chain, page 3 of this document
G4-13 ◐	Significant changes during the reporting period.	'Management's Discussion and Analysis', 2016 annual report, page 27-28 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf

GRI G4 INDEX

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

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INDICATOR		RELEVANT PAGE/COMMENT
G4-14 ●	Whether and how the precautionary approach or principle is addressed by the organization.	'Governance', 2016 sustainability report, page 5 'Managing quality and safety', 2016 sustainability report, page 20 'Partnering with our Supply Chain', 2016 sustainability report, page 30-32 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-15 ◐	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	ASICS wants to be a responsible partner in society, acting with integrity towards its shareholders, customers, employees, business partners, competitors, governments of the countries in which it operates and their agencies and others who can be affected by ASICS' activities. With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights. ASICS has adopted internal procedures and guidelines with respect to topics covered by the Fundamental Conventions of the ILO. For more than 10 years, the ASICS Group has been implementing environmental management systems. Key ASICS Group members are ISO 14001 certified and/or working towards certification in the near future. 2016 sustainability report, page 8, 17, 20, 23, 37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-16 ●	Memberships of associations (such as industry associations) and national or international advocacy organizations.	ASICS is an active member of the World Federation of the Sporting Goods Industry (WFSGI) and participating in its CSR Committee, ASICS is one of the founding members of the Sustainable Apparel Coalition (SAC) – and has been actively involved in the development of its sustainability index ('Higg Index'). Furthermore ASICS is a partner of the ILO Better Work Programme and member of FESI (Federation of the European Sporting Goods Industry) Environmental Committee. Also by engaging with (local) other stakeholders, such as NGO's and trade unions ASICS creates an open debate and work towards better working conditions and sustainability standards in our Industry. 2016 sustainability report, page 8, 37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Identified Material Aspects and Boundaries		
G4-17 ●	All entities included in the organization's consolidated financial statements or equivalent documents, and whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	Description of segments and entities included in the ASICS Groups consolidated financial statements can be found in our 2016 annual report and online company profile. 'Segment Information', 2016 annual report, page 27-28 'Corporate Information', 2016 annual report, page 60 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf A full overview and geographical mapping of our ASICS Group entities can be found on our corporate website under the 'Company Profile' section under the information section 'About ASICS' http://corp.asics.com/en/about_asics/practical_information
G4-18 ●	Process for defining the report content and the Aspect Boundaries. Explanation how the organization has implemented the Reporting Principles for Defining Report Content.	Our materiality assessment program forms the basis of our current approach to sustainability reporting for the ASICS Group. We did this through thorough examination of our internal and external stakeholders' expectations and requirements regarding sustainability issues that could represent opportunities or risks for our operations and products now and in the future. This has resulted in an overview of sustainability issues prioritized according to their identified Materiality. This overview and more information on our application of the GRI4 reporting principles can be found on page 2-4 of this document.

GRI G4 INDEX

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

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INDICATOR		RELEVANT PAGE/COMMENT
G4-19 ●	List of all material Aspects identified in the process for defining report content.	The results of our materiality assessment program have identified the aspects material to the ASICS Group. Our most recently updated overview can be found on page 2-4 of this document. On the pages 6-7 we explain how these relate to GRI G4 Aspects which feeds our reporting content.
G4-20 ●	Aspect Boundary within the organization for each material Aspect.	Page 3 of this document elaborates on the Aspects material to the ASICS Group and how we see their relevance regarding our organization and/or stages of our product supply chain.
G4-21 ●	Aspect Boundary outside the organization for each material Aspect.	Page 3 of this document elaborates on the Aspects material to the ASICS Group and how we see their relevance regarding our organization and/or stages of our product supply chain.
G4-22 ●	Effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No relevant restatements of information published in reports prior to 2016 annual report and sustainability report which are applicable at the time of publication of this document.
G4-23 ●	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There have been no significant changes from previous sustainability reporting period in the scope and aspect boundaries.
Stakeholder Engagement		
G4-24 ●	Stakeholder groups engaged by the organization.	Our business operations depend on, and are supported by, a variety of interconnected stakeholders. A list of stakeholder groups engaged by the ASICS Group can be found under: 'Stakeholder Engagement', 2016 sustainability report, page 8 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-25 ●	Basis for identification and selection of stakeholders with whom to engage.	We define stakeholders as those who affect, or are affected by the ASICS Groups business operations. In our industry, sustainability depends on the connections between the wide range of stakeholders who each have a vested interest in our business, from NGOs and other brands to research partners, suppliers and trade unions. Led by our corporate philosophy, it's our aim to engage with all of these stakeholders in open, ongoing dialogue, in order to create mutually beneficial partnerships and build a better, more sustainable industry for everyone concerned. While all of our stakeholders have an important role to play in the sustainability of our business, we give specific priority to our customers and supply chain partners; factories and their workers producing footwear, apparel and accessories for the ASICS Group.
G4-26 ⓘ	Organization's approach to stakeholder engagement.	The key principles that govern how we engage with different stakeholders are explained under: 'Stakeholder Engagement', 2016 sustainability report, page 8 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-27 ⓘ	Key topics and concerns raised through stakeholder engagement, and how the organization has responded.	Through thorough examination of our internal and external stakeholders' expectations and requirements regarding sustainability issues that could represent opportunities or risks for our operations and products now and in the future, we have identified and prioritized sustainability issues material to the ASICS Group. These can be found on page 2-4 of this document. Further information on our approach to delivering CSR & Sustainability performance can be found under: 'Our Approach to Sustainability', 2016 sustainability report, page 5-8 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf

GRI G4 INDEX

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

How we are doing

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INDICATOR		RELEVANT PAGE/COMMENT
Report Profile		
G4-28 ●	Reporting period.	The information in this document relates to the period January 1st 2016 till December 31st 2016.
G4-29 ●	Date of most recent previous report (if any).	Our previous sustainability report related to the fiscal year January 1st 2015 till December 31st 2015.
G4-30 ●	Reporting cycle (such as annual, biennial).	The ASICS Group reports on an annual cycle regarding its CSR & Sustainability performance.
G4-31 ●	Provide the contact point for questions regarding the report or its contents.	For feedback, questions and more information regarding CSR & Sustainability within the ASICS Group contact: ASICS Corporation CSR & Sustainability Department 7-1-1, Minatojima-Nakamachi, Chuo-ku, Kobe 650-8555 Japan Tel: +81 (0)78-303-1244 Fax: +81 (0)78-303-2211 asics.com
G4-32 ●	GRI Content Index for chosen Report 'in accordance' option.	This document contains response to the GRI G4 Sustainability Reporting Guidelines for the financial book year 2016. Although we may not be able to report for 2016 in full accordance on some 'CORE' components; on many standard and specific disclosures, we are reporting our progress including disclosures required for 'COMPREHENSIVE' reports.
G4-33 ●	Organization's policy and current practice with regard to seeking external assurance for the report, the relationship between the organization and the assurance providers (if any) and whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	The content of this document has not been externally verified. Our annual sustainability reports provide open, transparent information about our sustainability performance of which our information regarding CO ₂ has been externally verified. When composing our sustainability reports, we align with what we consider the leading standards for non-financial reporting. We aim to continuously improve the quality of our non-financial disclosures.
Governance		
G4-34 ●	Governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	The governance structure of our organization can be found on the Corporate Governance part of our corporate website: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance To drive sustainability initiatives, ASICS Group has operated a CSR & Sustainability department since 2004, currently comprising a global team and designated staff at regional level. This department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal and external stakeholders.
G4-35 ●	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	Our Board of Directors has the final responsibility regarding CSR & Sustainability at ASICS and it is integrated and supported by management as a priority in our corporate objectives. Each core department integrates sustainability into its business strategy and processes.
G4-36 ●	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	The ASICS Group has operated a CSR & Sustainability department since 2004, currently comprising a global team and designated staff at regional/ local country level. This department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal and external stakeholders. The CSR & Sustainability department forms part of the ASICS Group Global Legal and Compliance Division which reports directly to the highest governance body within our organization.
G4-37 ⦿	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.	Through board meetings which consist of five executive board members and four independent, external stakeholders our highest governance body is updated on economic, environmental and social issues.
G4-38 ●	Composition of the highest governance body and its committees.	'Corporate Governance Structure', 2016 annual report, page 24 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf

GRI G4 INDEX

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

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INDICATOR		RELEVANT PAGE/COMMENT
G4-39 ●	Whether the Chair of the highest governance body is also an executive officer.	'Corporate Governance Structure', 2016 annual report, page 24 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-40 ⓘ	Nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members.	Elaborate selection procedures and criteria exist for the nomination of members of our board and executive committees. To ensure fair and transparent selection processes, we incorporate opinion from the Nomination and Compensation Committee established in 2016 which largely consist of independent outside directors. An illustration can be found for example on page 3-14 of our Notice on the General Meeting of Shareholders of March 2017 in which selection criteria for Independent Outside directors are http://assets.asics.com/page_types/2961/files/Notice%20of%20the%2063rd%20Ordinary%20General%20Meeting%20of%20Shareholders_original.pdf?1488327760&_ga=2.220961823.683775206.1496798046-539405041.1462926677
G4-41 ⓘ	Processes for the highest governance body to ensure conflicts of interest are avoided and managed.	Founded on our ASICS founding philosophy and corporate values, our Code of Conduct sets out the standards we expect everyone within the ASICS Group to comply with, including directors, officers and employees. This policy, also the starting point for our approach and guideline regarding avoidance of conflicts of interest, can be found on our corporate website: http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-42 ●	Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental and social impacts.	Our Board of Directors has the final responsibility regarding CSR & Sustainability at ASICS. This includes the final approval of mission statements, strategy, objectives and formal CSR & Sustainability related policies.
G4-43 ⓘ	Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	The Board is updated on the ASICS Group CSR & Sustainability performance on a periodic basis. Additional information, materials, reports and presentations can be organized on a subject-specific basis. The CSR & Sustainability department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal stakeholders, including executive level on a frequent basis.
G4-44 ⓘ	Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.	Performance of our highest governance body, including performance with respect to governance of economic, environmental and social topics is included in periodic performance assessments.
G4-45 ⓘ	Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.	See information listed under indicator G4-47.

GRI G4 INDEX

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

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INDICATOR	RELEVANT PAGE/COMMENT
G4-46 ● Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.	The ASICS Group operates risk and crisis management policies that define the basic response to issues or crisis. Through the implementation of the following processes, this policy is intended to minimize risk to our organization: <ul style="list-style-type: none"> – Our crisis management system follows a predefined communication flow and methodology for notifying the chairman (the president) and Board of Directors should any executive or employee of the Group recognize the sign of an impending crisis. – At the time of a crisis or issue, the chairman of the Risk Management Committee establishes an emergency response team and appoints the chief of the team according to the risk level as defined in the crisis management policy. The chief shall be responsible for determining response measures and for external negotiations (when needed) in order to implement the necessary measures. – The Risk Management Committee shall undertake regular reviews to expose potential risks; plan and execute the necessary detection, prevention, and training measures; and evaluate the risk management and response measures. The office of the Risk Management Committee shall manage risk for the entire group collectively and comprehensively, while the Auditing Department shall perform periodic audits of the risk management system.
G4-47 ● Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.	Our Board is updated on the ASICS Group CSR & Sustainability performance on a periodic basis. The CSR & Sustainability department works on implementing CSR & Sustainability, managing progress against targets and engaging with internal stakeholders, including executive level on a frequent basis.
G4-48 ● Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material Aspects are covered.	The content of our sustainability report is approved by the head of our Legal and Compliance division and ultimately signed off by our President and CEO
G4-49 ● Process for communicating critical concerns to the highest governance body.	See information listed under indicator G4-46.
G4-50 ○ Nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	The ASICS Group does not report this data in the public domain at the time of publication of this document.
G4-51 ● Remuneration policies for the highest governance body and senior executives including performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	'Director Compensation', 2016 annual report, page 25 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-52 ● Process for determining remuneration.	'Director Compensation', 2016 annual report, page 25 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-53 ● How stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	To ensure fair and transparent selection processes, we incorporate opinion from the Nomination and Compensation Committee established in 2016 which largely consist of independent outside directors.
G4-54 ⓘ Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.	'Director with total compensation of 100 million yen or more' is disclosed in our annual report, page 25 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-55 ⓘ Ratio of percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	'Director with total compensation of 100 million yen or more' is disclosed in our annual report, page 25 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf

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GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

INDICATOR	RELEVANT PAGE/COMMENT
Ethics and integrity	
G4-56 ● Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Inspired by the values of our founder Kihachiro Onitsuka, clear policies and guidelines help us structure our sustainability efforts and ethical business conduct within the ASICS Group, and guide our relationships with business partners. We conduct our corporate activities on the basis of clear codes of conduct that are based on internationally recognized standards and conventions. Our most important codes can be found under 'Governance and Policies' on the CSR & Sustainability section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies
G4-57 ⓘ Internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. Subsequent internal policies are an integral part of our Code of Conduct and elaborate on but are not limited to anti-bribery and anti-corruption, competition, environment, privacy protection and protected disclosure (whistleblowing). The full content of our Global Code of Conduct can be found under 'Governance and Policies' on the CSR & Sustainability section of our corporate site: http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-58 ⓘ Internal and external mechanisms for reporting concerns about unethical or unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	See information listed under indicator G4-57.

GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

CATEGORY: ECONOMIC

Aspect – Economic Performance	
G4-DMA ● Economic Performance.	Embedded within our founding philosophy is the recognition that a corporation is a public entity. Our business operations depend on, and are supported by, a variety of interconnected stakeholders, all of whom have important roles to play in helping us meet our corporate goals. Sharing profits and economic value with our shareholders, the communities in which we operate communities and employees is one of our core corporate values. More information can be found in our Annual Report 2016. http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-EC1 ⓘ Direct economic value generated and distributed.	More information on direct economic value generated and distributed by the ASICS Group can be found in our Annual Report 2016. http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf
G4-EC2 ● Financial implications and other risks and opportunities for the organization's activities due to climate change.	'Environmental Accounting', 2016 sustainability report, page 28 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf

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How we are doing

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INDICATOR		RELEVANT PAGE/COMMENT
G4-EC3 ●	Coverage of the organization's defined benefit plan obligations.	<p>In accordance with local conditions and practices, ASICS Corporation and certain domestic consolidated subsidiaries have lump-sum payment plans, defined benefit pension plans, defined contribution pension plans or a smaller enterprise retirement allowance mutual aid plan.</p> <p>Assets invested for retirement benefits are reported in our Annual Report 2016. 2016 annual report, page 36, 41-43 http://assets.asics.com/page_types/3055/files/asicsAR2016_170529_viewing_with_link_original.pdf</p> <p>The ASICS Group does not disclose at this point the number of employees included in our organizations defined benefit plans, nor the percentage of salary contributed by employer and employee.</p>
G4-EC4 ●	Financial assistance received from government.	The ASICS Group is a publicly traded company and is not part-owned by any government
Aspect – Market Presence		
G4-DMA ●	Market Presence.	<p>Our employees are our most valuable asset. Employing 7,864 people in over 33 countries, we believe we can inspire them through our corporate culture so that personal development and corporate growth go hand in hand.</p> <p>'Investing in our People', 2016 sustainability report, page 40-42 'Our Approach to Sustainability', 2016 sustainability report, page 8-12 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
G4-EC5 ○	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation.	The ASICS Group does not report this data in the public domain at the time of publication of this document.
G4-EC6 ●	Proportion of senior management hired from the local community at significant locations of operation.	Our local sales subsidiary organizations are almost 100% local nationals (e.g. Japan, India, Brazil, South Korea, Germany, Spain, South Africa).
Aspect – Indirect Economic Impact		
G4-DMA ●	Indirect Economic Impact.	<p>Embedded within our founding philosophy is the recognition that a corporation is a public entity.</p> <p>Sharing profits and economic value with our shareholders, the communities in which we operate communities and employee is one of our core corporate values (see also G4-EC1 till G4-EC4). Also indirectly we have an impact on the communities in which we operate. The indirect economic impact most quantified and monitored at the moment within the ASICS Group are our efforts regarding Community Involvement.</p> <p>'Community Involvement', 2016 sustainability report, page 43-46 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
G4-EC7 ○	Development and impact of infrastructure investments and services supported.	The ASICS Group does not report this data in the public domain at the time of publication of this document.
G4-EC8 ●	Significant indirect economic impacts, including the extent of impacts.	<p>The indirect economic impact most quantified and monitored at the moment within the ASICS Group are our efforts regarding Community Involvement.</p> <p>'Community Involvement', 2016 sustainability report, page 43-46 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Procurement Practices		
G4-DMA ●	Procurement Practices.	<p>At ASICS we aim to include sustainability considerations in every aspect of our business. This encompasses also our procurement practices. When we select any new footwear, apparel or accessories supplier, we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship. Once a formal business relationship is established with a supplier, we continuously monitor sustainability performance and periodically assess supplier facilities. Ethical business and sustainability criteria are also considered in the selection process of potential other business partners to the Group, sustainability criteria, e.g. in the form of procurement criteria as part of our ISO 14001 Environmental Management Systems procedures at key locations.</p> <p>Our ASICS Policy of Engagement and Environmental Policy form the basis of these assessments. They can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-EC9 ○	Proportion of spending on local suppliers at significant locations of operation.	<p>As specified in our purchasing and sourcing guidelines, we evaluate whether suppliers offer environmentally preferable products, who work to exceed their sustainability performance expectations, and who can show documentation of their supply chain impacts. This also considers working with local suppliers. Especially our local sales offices all work predominantly with local companies and suppliers when it comes to canteen/food supplies, office equipment, printing services etc. At the moment of publication of this document, it is not possible for the ASICS Group to report a proportion of global spending in value and/or percentage.</p>
Aspect – Materials		
G4-DMA ●	Materials.	<p>Life-cycle assessment (LCA) is a valuable tool for the ASICS Group for building knowledge about the environmental and social impacts of specific products. LCA gives us quantified results that help us better understand the various impacts across the value chain of our products. It also means we can incorporate that knowledge into our priority materials and product development processes.</p> <p>Being a product driven organization, we believe that it is in the very design (including material selection) and development of products and processes that the biggest sustainability improvements can be made.</p> <p>Using LCA thinking in our approach to product development means that we give equal attention to materials with lower environmental impact (such as recycled fabrics) as we do to more durable materials to extend product life.</p> <p>More information about our approach to product development, materials and packaging can be found in the 'Products and Services' section of our sustainability report.</p> <p>'Creating Products and Services', 2016 sustainability report, page 16, 17, 18, 19, 22 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
G4-EN1 ○	Materials used by weight or volume.	<p>The ASICS Group does not report this data in the public domain at the time of publication of this document.</p>

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INDICATOR		RELEVANT PAGE/COMMENT
G4-EN2 ●	Percentage of materials used that are recycled input materials.	Two areas of intense R&D interest for the ASICS Institute of Sport Science are environmentally sustainable materials and manufacturing technologies. At ASICS, we actively search for sustainable materials that meet our strict performance and quality requirements for use in our products. Our shoeboxes are made from recycled cardboard and have water based inks. More information regarding durable and recycled materials can be found in the 'Products and Services' section of our sustainability report. 'Creating Products and Services', 2016 sustainability report, page 16, 17, 18 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Energy		
G4-DMA ●	Energy.	ASICS has been measuring and reducing energy use in the light of our CO ₂ emissions from our business locations in Japan since 2007, and from all global operations since 2011. This includes not only our offices and distribution centers but also our retail stores, the way we transport products and materials, and business travel. We are committed to continuously reducing our overall CO ₂ emissions. We do this in several ways, including: – increasing the use of renewable energy – increasing energy efficiency in high-emitting locations – introducing more energy-efficient equipment and vehicles – adopting energy-efficient design to new buildings, distribution centers and retail stores or refurbishment of existing locations More information about our approach to reducing emissions and our commitment to Science Based Targets can be found in our 2016 sustainability report. 'Creating Products and Services', 2016 sustainability report, page 24, 25, 26 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN3 ●	Energy consumption within the organization.	In 2016 ASICS sourced 7% of its direct energy needs from renewable sources, mostly comprised of procured renewable electricity, and supplemented with district heating and on-site solar power. More information regarding energy consumption within our organization in 2016 can be found at: 'Creating Products and Services', 2016 sustainability report, page 24 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN4 ●	Energy consumption outside of the organization.	'Creating Products and Services', 2016 sustainability report, page 25, 26 'Partnering with our Supply Chain', 2016 sustainability report, page 35 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN5 ●	Energy intensity.	'Creating Products and Services', 2016 sustainability report, page 24 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN6 ●	Reduction of energy consumption.	'Creating Products and Services', 2016 sustainability report, page 24, 25 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN7 ○	Reductions in energy requirements of products and services.	The ASICS Group does not monitor KPIs on this subject since at the time of publication of this document. This indicator is not applicable or not particularly significant for our business.

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Water		
G4-DMA ●	Water.	Growing pressure on water resources – from population and economic growth, pollution, and other challenges – has major impact on our social, economic, and environmental well-being. As part of our global efforts on environmental management, we have identified water to be a material subject especially in our supply chain for our next five year (2016-2020) strategic plan. As part of our ASICS Group environmental management systems, we continuously aim to improve tracking and reducing water usage within the ASICS Group.
G4-EN8 ●	Total water withdrawal by source.	'Creating Products and Services', 2016 sustainability report, page 27 'Partnering with our Supply Chain', 2016 sustainability report, page 35 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN9 ●	Water sources significantly affected by withdrawal of water.	There were no withdrawals of water by ASICS Group owned companies reported during the reporting year 2016 that can be categorized as significantly affecting water sources.
G4-EN10 ○	Percentage and total volume of water recycled and reused.	With our systems tracking this indicator not being set up to provide this data, we are not able to report on this indicator at the time of publication of this document.
Aspect – Biodiversity		
G4-DMA ○	Biodiversity.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-EN11 ○	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-EN12 ○	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-EN13 ○	Habitats protected or restored.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-EN14 ○	Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
Aspect – Emissions		
G4-DMA ●	Emissions.	<p>ASICS has been measuring and aiming to reduce our (CO₂) emissions from our business locations in Japan since 2007, and from all global operations since 2011. This includes not only our offices and distribution centers but also our retail stores, the way we transport products and materials, and business travel.</p> <p>We are committed to continuously reducing our overall CO₂ emissions. We do this in several ways, including:</p> <ul style="list-style-type: none"> – increasing the use of renewable energy – increasing energy efficiency in high-emitting locations – introducing more energy-efficient equipment and vehicles – adopting energy-efficient design to new buildings, distribution centers and retail stores or refurbishment of existing locations <p>More information about our approach to reducing emissions and our commitment to Science Based Targets can be found in our 2016 sustainability report.</p> <p>'Creating Products and Services', 2016 sustainability report, page 24, 25, 26 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>

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INDICATOR		RELEVANT PAGE/COMMENT
G4-EN15 ●	Direct greenhouse gas (GHG) emissions (Scope 1).	'Creating Products and Services', 2016 sustainability report, page 24 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN16 ●	Energy indirect greenhouse gas (GHG) emissions (Scope 2).	'Creating Products and Services', 2016 sustainability report, page 24 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN17 ●	Other indirect greenhouse gas (GHG) emissions (Scope 3).	'Creating Products and Services', 2016 sustainability report, page 25 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN18 ●	Greenhouse gas (GHG) emissions intensity.	'Creating Products and Services', 2016 sustainability report, page 24 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN19 ●	Reduction of greenhouse gas (GHG) emissions.	'Creating Products and Services', 2016 sustainability report, page 24, 25 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN20 ○	Emissions of ozone-depleting substances (ODS).	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-EN21 ○	NOx, SOx, and other significant air emissions.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
Aspect – Effluents and Waste		
G4-DMA ●	Effluents and Waste.	As well as actively applying design improvements to reduce environmental impacts of our products and in manufacturing processes we also address the impacts of our own operations. Tracking effluents and waste of environmentally relevant operations are being monitored as part of our environmental management systems of which key locations are ISO 14001 certified. We outsource much of our production and the environmental impacts from our direct trading factories are our key indicators. More information about our approach to reducing effluents and waste can be found in our 2016 sustainability report. 'Creating Products and Services', 2016 sustainability report, page 21, 22, 27 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN22 ○	Total water discharge by quality and destination.	'Creating Products and Services', 2016 sustainability report, page 27 'Partnering with our Supply Chain', 2016 sustainability report, page 35 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf With our systems tracking this indicator not being set up to provide this data, we are not able to report on discharge by quality and destination at the time of publication of this document.
G4-EN23 ●	Total weight of waste by type and disposal method.	'Creating Products and Services', 2016 sustainability report, page 27 'Partnering with our Supply Chain', 2016 sustainability report, page 35 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-EN24 ●	Total number and volume of significant spills.	There were no significant spills or incidents with effluents/waste at ASICS Group owned facilities reported during the reporting year 2016.
G4-EN25 ●	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention ² Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	Waste deemed hazardous under the terms of the Basel Convention is not being produced nor transported by ASICS Group companies during this reporting year.
G4-EN26 ●	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff.	There were no discharges of water and runoff by ASICS Group owned companies reported during the reporting year 2016 that can be categorized as significantly affecting neighboring water sources and related habitats.

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Products and Services		
G4-DMA ●	Products and Services.	<p>Through constant research and innovation, we create products and services that help people enjoy the physical and mental benefits of sport. At our Institute of Sport Science, researchers and scientists combine new discoveries about the human body with the latest technological advances to continuously refine our products. We seek to integrate sustainability as a basic consideration in the design of our processes and products. We believe that this is the most effective and direct way of improving the sustainability of our products.</p> <p>As well as integrating sustainability considerations in the design of our products, we are also committed to reducing environmental impacts throughout the other stages of their life cycle. These include operations at our own business locations and operations, our supplier operations, manufacturing processes, the distribution and packaging of our products, and our retail stores. By doing so, we aim to improve sustainability throughout the entire value chain.</p>
G4-EN27 ●	Extent of impact mitigation of environmental impacts of products and services.	<p>Life-Cycle Assessment (LCA) is our tool for identifying the environmental impacts of our products at every stage of their lives, from their design and construction all the way to eventual end-of-life disposal.</p> <p>Year on year we continue to apply the knowledge we've gained from LCA to our products, making them better for both our customers and the environment.</p> <p>More information on our products and services can be found in our 2016 sustainability report.</p> <p>'Creating Products and Services', 2016 sustainability report, page 15-22 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
G4-EN28 ◐	Percentage of products sold and their packaging materials that are reclaimed by category.	<p>'Creating Products and Services', 2016 sustainability report, page 21, 22, 27 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
Aspect – Compliance		
G4-DMA ●	Compliance.	<p>Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is our policy and conviction to ensure that we do business according to the highest standards and that our practices comply with all applicable laws in any country we operate in through directly related companies or third parties.</p> <p>We train employees about compliance with all standards and policies as in addition to our ASICS Global Code of Conduct, and we operate subject-specific policies and procedure to ensure compliance in all our markets.</p> <p>For more details, see the Corporate Governance section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance</p>
G4-EN29 ●	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	<p>The ASICS Group was not required to pay any fines for non-compliance with environmental laws and regulations in 2016 book year that can be considered material to the ASICS Group financial statements.</p>

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Transport		
G4-DMA ●	Transport.	Our approach to environmental management of our Group Operations (in general and/or within the framework of ISO 14001) and managing the impact of our Products and Services includes the impact of transport and more specifically its carbon footprint.
G4-EN30 ●	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce.	'Creating Products and Services', 2016 sustainability report, page 23, 25, 26 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Overall		
G4-DMA ●	Overall.	At ASICS, we recognize our responsibility to look after the natural environment both today and for future generations. Our Global Policy on Environment sets out our approach to managing environmental impacts in our own operations as well as in our value chain. Our Environmental Policy can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies
G4-EN31 ◐	Total environmental protection expenditures and investments by type.	'Environmental Accounting', 2016 sustainability report, page 28 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Supplier Environmental Assessment		
G4-DMA ●	Supplier Environmental Assessment.	At ASICS we aim to include sustainability considerations in every aspect of our business. We seek to work with business partners that share our commitment to sustainability. When we select any new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Environmental Policy forms the basis of such an evaluation of environmental sustainability performance. As such environmental sustainability criteria are important considerations for our organization in selecting new and collaborating with existing business partners. Our Environmental Policy can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies We remain committed to support our suppliers to measure their key environmental indicators and to further reduce their impacts, thereby also reducing the environmental footprint of ASICS products.
G4-EN32 ●	Percentage of new suppliers that were screened using environmental criteria.	In our fiscal reporting year 2016, 100% of newly contracted footwear, apparel or accessories suppliers have been screened using environmental criteria.
G4-EN33 ◐	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	Life-Cycle Assessment (LCA) is our tool for identifying the environmental impacts of our products at every stage of their lives, from their design and construction all the way to eventual end-of-life disposal. As well as integrating sustainability considerations in the design of our products, we are also committed to reducing environmental impacts throughout the other stages of their life cycle. These include operations at our own business locations and operations, our supplier operations, manufacturing processes, the distribution and packaging of our products, and our retail stores. By doing so, we aim to improve sustainability throughout the entire value chain. For more information, see our Partnering with our Supply Chain section of our sustainability report. 'Managing Manufacturing Environmental Impacts', 2016 sustainability report, page 35 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Environmental Grievance Mechanisms		
G4-DMA ●	Environmental grievance mechanisms.	Environmental grievances are within our certified ASICS Group locations logged and managed within the framework of ISO 14001. At other group locations these are dealt with on a case by case basis and escalated as appropriate.
G4-EN34 ●	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	No grievances or complaints about environmental impacts have been filed, addressed and resolved in our fiscal reporting year 2016
Aspect – Employment		
G4-DMA ●	Employment.	<p>Our employees are our most valuable asset. We believe we can inspire them through our corporate culture so that personal development and corporate growth go hand in hand.</p> <p>The ASICS Group abides by local labor laws and regulations relevant, and in our ASICS Global Code of Conduct we further set out our values regarding employment conditions.</p> <p>Regarding suppliers, we require the management of all factories producing for the ASICS Group to uphold the same sustainability standards we demand of our own operations, as well as complying with all relevant international and local laws and regulations related to workers' rights, safety and welfare.</p> <p>Our ASICS Policy of Engagement sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner.</p> <p>Our ASICS Code of Conduct and Policy of Engagement can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-LA1 ○	Total number and rates of new employee hires and employee turnover by age group, gender and region.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-LA2 ○	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
G4-LA3 ○	Return to work and retention rates after parental leave, by gender.	The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.
Aspect – Labour Relations		
G4-DMA ●	Labor Relations.	<p>The ASICS Group abides by local labor laws and regulations relevant, and in our ASICS Global Code of Conduct we further set out our values regarding employment conditions including our intentions to be transparent, stimulate diversity and offer sound working conditions.</p> <p>http://corp.asics.com/en/p/asics-global-code-of-conduct</p>
G4-LA4 ◐	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	<p>Notice periods vary in the different countries where the ASICS Group operates and different contractual or legal obligations apply.</p> <p>In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. They may specify specific conditions regarding notice periods as well, but at the moment of publication of this report consolidated data is not available for reporting.</p>

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Occupational Health and Safety		
G4-DMA ●	Occupational Health and Safety.	<p>The ASICS Group maintains comprehensive standards for occupational health and safety which apply to all our operations. These include risk assessments, compliance audits, training, and emergency evacuation drills, fire safety and first aid training.</p> <p>We are committed to providing a safe and healthy environment. Since safety and security are team efforts, we require every director and employee to comply with applicable laws, regulations and ASICS' policies as they relate to ensuring the health, safety and security of our workforce.</p>
G4-LA5 ○	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.	The operation of health and safety committees is an important part of our daily management of health and safety at ASICS', operation sites worldwide. The total amount of colleagues represented in such committees as a percentage of total workforce is not being centrally tracked for this reporting period.
G4-LA6 ○	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender.	Data on occupational injuries, sickness leave, lost days and absenteeism is being monitored by our Human Resources systems but the ASICS Group is not reporting consolidated data on these indicators in the public domain at time of publication of this document.
G4-LA7 ○	Workers with high incidence or high risk of diseases related to their occupation.	Risk assessments and incidences of work-related injuries or diseases are being monitored by our Human Resources systems but the ASICS Group is not reporting consolidated data on these indicators in the public domain at time of publication of this document.
G4-LA8 ○	Health and safety topics covered in formal agreements with trade unions.	Responsibilities regarding health and safety and compliance, being a fundamental topic in our ASICS Global Code of Conduct, are part of various internal policies, guidelines and agreements. Specific health and safety topics may not be separately covered in formal agreements with trade unions.
Aspect – Training and Education		
G4-DMA ●	Training and Education.	<p>Training and education is an important part of our personnel and organizational development strategy.</p> <p>Each regional ASICS office implements training programs aiming to ensure global consistency within our organization while incorporating local needs and differences. Training programs cover a range of subjects including anti-harassment and diversity, new employee induction, management capacity building, specific skills training and education, professional development, and health and safety.</p>
G4-LA9 ○	Average hours of training per year per employee by gender, and by employee category.	Although training and education is relevant to all ASICS employees' development and monitored within our Human Resources systems, the ASICS Group does not report consolidated figures in the public domain regarding hours of training at time of publication of this document.
G4-LA10 ⦿	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	'Investing in our People', 2016 sustainability report, page 41, 42 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-LA11 ○	Percentage of employees receiving regular performance and career development reviews, by gender and by employee category.	<p>To ensure our employees' development and support of company goals, periodic evaluation, mutual feedback and performance reviews are one of our standards building blocks in our Human Resources systems and procedures. This appraisal is based on our HR Competency Framework and covers the majority of ASICS' employees.</p> <p>We have launched our Human Resources Information System as a common platform for appraisal, including templates and competency framework. In addition, we also conduct individual career development through consistent communication between supervisor and employee.</p> <p>At the time of publication of this document the ASICS Group does not report consolidated data by gender and employee category in the public domain.</p>

GRI G4 INDEX

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Diversity and Equal Opportunity		
G4-DMA ●	Diversity and Equal Opportunity.	Diversity is essential for business growth and to generate new ideas and innovations. ASICS has employees from various backgrounds whose diversity encompasses gender, ethnicity, culture, age and career choice. In promoting diversity, it is important to ensure that all employees share a strong connection to our core 'ASICS Spirit' and use common tools.
G4-LA12 ○	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity.	'Investing in our People', 2016 sustainability report, page 42 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf The ASICS Group does not report consolidated figures on this indicator in the public domain at the time of publication of this document.
Aspect – Equal Remuneration for Women and Men		
G4-DMA ●	Equal Remuneration for Women and Men.	In our ASICS Global Code of Conduct, the ASICS Group specifies its principles on the topic of equal opportunities. http://corp.asics.com/en/p/asics-global-code-of-conduct
G4-LA13 ○	Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.	The ASICS Group does not publicly disclose data regarding this indicator in the public domain.
Aspect – Supplier Assessment for Labor Practices		
G4-DMA ●	Supplier Assessment for Labor Practices.	We continuously monitor that our products are manufactured under safe and ethical working conditions. We seek to work with business partners that share our commitment to sustainability. When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Policy of Engagement forms the basis of such an evaluation of labor practices performance. This policy can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies
G4-LA14 ●	Percentage of new suppliers that were screened using labor practices criteria.	100% of new suppliers to the ASICS Group have been screened against our standards regarding human rights, labor standards, occupational health and safety and environmental practices.
G4-LA15 ●	Significant actual and potential negative impacts for labor practices in the supply chain and actions taken.	For more information regarding labor practices in our supply chain: 'Partnering with our Supply Chain', 2016 sustainability report, page 30-37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Labor Practices Grievance Mechanisms		
G4-DMA ●	Labour practices grievance mechanisms.	Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms. We stimulate our suppliers on how to implement and operate grievance channels and ensure that either through these channels, via unions or our local partners (such as Better Work) workers can ventilate labor practice grievances. ASICS operates a whistleblowing policy and confidential formal grievance channels are part of our Human Resources and Compliance Management Systems.

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
G4-LA16 ○	Number of grievances about labor practices filed, addressed, and resolved through formal grievance mechanisms.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or labor practices with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Investment		
G4-DMA ●	Investment.	<p>We aim to collaborate with business partners who share our commitment to an ethical and sustainable sporting goods industry. When we select any new footwear, apparel or accessories suppliers we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship. Once a formal business relationship is established with a supplier, we continuously monitor sustainability performance and periodically assess supplier facilities.</p> <p>Ethical business and sustainability criteria are also considered in the selection process of potential other business partners to the Group, sustainability criteria, e.g. in the form of procurement criteria as part of our ISO 14001 Environmental Management Systems procedures at key locations.</p> <p>Our ASICS Policy of Engagement and Environmental Policy form the basis of these assessments. They can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-HR1 ⦿	Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.	<p>When we select any new footwear, apparel or accessories suppliers we assess their social and environmental sustainability performance against our ASICS standards before engaging in a business relationship.</p> <p>Compliance to our social and environmental sustainability standards regarding workplace and products are included in all, 100%, of contract agreements with footwear, accessories and apparel suppliers who manufacture products on behalf of the ASICS Group.</p> <p>The ASICS Group does not report consolidated figures on all investments agreements in the public domain at the time of publication of this document.</p>
G4-HR2 ○	Total hours of employee training on human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	With our human resources systems not being globally connected and set up to provide this data, the ASICS Group is not able to report on this indicator yet at the time of publication of this document.
Aspect – Non-Discrimination		
G4-DMA ●	Non-Discrimination.	<p>Diversity is valued in ASICS. We expect every director and employee to respect the people and the cultures with which we operate, to act responsible and to treat co-workers with dignity. ASICS has employees from various backgrounds whose diversity encompasses gender, ethnicity, culture, age and career choice.</p> <p>In our ASICS Global Code of Conduct we further specify our principles on the topic of discrimination.</p> <p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include non-discrimination.</p> <p>These policies be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
G4-HR3 ○	Total number of incidents of discrimination and corrective actions taken.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or labor practices, including our standards on non-discrimination, with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Freedom of Association and Collective Bargaining		
G4-DMA ●	Freedom of Association and Collective Bargaining.	<p>In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain, ASICS employees are covered by collective bargaining agreements.</p> <p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the employees' right to organize and join associations by their own choice, and to bargain collectively.</p> <p>Our Policy of Engagement can be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p> <p>ASICS has signed the Freedom of Association Protocol in Indonesia. Also through training by our own staff and through our partnership with Better Work, we aim to stimulate open and constructive dialogue between workers, labor unions and supplier factory management.</p>
G4-HR4 ●	Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights.	'Partnering with our Supply Chain', 2016 sustainability report, page 30-37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Child Labor		
G4-DMA ●	Child Labor.	<p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of child labor.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-HR5 ●	Operations and suppliers identified as having significant risk for incidents of child labor, and measures taken to contribute to the effective abolition of child labor.	<p>When we select new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments which include compliance to our prohibition of child labor requirements.</p> <p>For more information regarding supplier assessments: 'Partnering with our Supply Chain', 2016 sustainability report, page 30-37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Forced or Compulsory Labor		
G4-DMA ●	Forced or Compulsory Labor.	<p>The ASICS Group takes its obligations under legislation and its own guidelines regarding forced labor very seriously. The ASICS Group does not, and will not, work with any party that we suspect is connected in any way with forced labor. Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of forced labor.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-HR6 ⦿	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor.	<p>When we select new footwear, apparel or accessories suppliers, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments which include compliance to our prohibition of forced labor requirements.</p> <p>For more information regarding supplier assessments: 'Partnering with our Supply Chain', 2016 sustainability report, page 30-37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
Aspect – Security Practices		
G4-DMA ○	Security Practices.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
G4-HR7 ○	Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
Aspect – Indigenous Rights		
G4-DMA ○	Indigenous Rights.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
G4-HR8 ○	Total number of incidents of violations involving rights of indigenous peoples and actions taken.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
Aspect – Assessment		
G4-DMA ●	Assessment.	<p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights.</p> <p>When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards.</p> <p>Once a formal business relationship is established suppliers are regularly exposed to compliance assessments.</p> <p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-HR9 ●	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	<p>'Partnering with our Supply Chain', 2016 sustainability report, page 32 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>

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INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Supplier Human Rights Assessment		
G4-DMA ●	Supplier Human Rights Assessment.	<p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights.</p> <p>When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards. Once a formal business relationship is established suppliers are regularly exposed to compliance assessments.</p> <p>Our ASICS Policy of Engagement sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p>
G4-HR10 ●	Percentage of new suppliers that were screened using human rights criteria.	100% of new suppliers to the ASICS Group have been screened against our standards regarding human rights, labor standards, occupational health and safety and environmental practices.
G4-HR11 ◐	Significant actual and potential negative human rights impacts in the supply chain and actions taken.	<p>For more information about impacts within our supply chain regarding human rights:</p> <p>'Partnering with our Supply Chain', 2016 sustainability report, page 30-37 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
Aspect – Human Rights Grievance Mechanism		
G4-DMA ●	Human Rights Grievance Mechanism.	<p>Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms.</p> <p>We stimulate our suppliers on how to implement and operate grievance channels and ensure that either through these channels, via unions or our local partners (such as Better Work) workers can ventilate human rights grievances.</p>
G4-HR12 ○	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms.	Where appropriate, we share information regarding breaches of our ASICS Global Code of Conduct internally with employees or human rights violations with relevant internal and external stakeholders. To protect supplier factory worker and ASICS employee confidentiality we however do not share specifics and numbers internally or externally in the public domain.
Aspect – Local Communities		
G4-DMA ●	Local Communities.	<p>Living up to our founding philosophy, we aim to make a positive contribution to society through engaging in community activities and contributions, both in financial donations, donations in kind and by volunteering.</p> <p>ASICS operates in many different communities around the world with different needs. Our support activities reflect these differences.</p> <p>By making room for volunteer work, offering disaster relief and donations we aim to contribute to society and give back to communities affected by disasters, enable sports or supporting research and education for healthier, more sustainable lifestyles.</p>
G4-SO1 ○	Percentage of operations with implemented local community engagement, impact assessments, and development programs.	<p>More information regarding this subject can be found under: 'Community Involvement', 2016 sustainability report, page 43-46 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
G4-SO2 ●	Operations with significant actual and potential negative impacts on local communities.	No ASICS operational sites have been identified to have actual or potential negative impact on local communities in 2016 that can be considered as significant.

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Anti-Corruption		
G4-DMA ●	Anti-Corruption.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO3 ○	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
G4-SO4 ○	Communication and training on anti-corruption policies and procedures.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
G4-SO5 ○	Confirmed incidents of corruption and actions taken.	The ASICS Group does not report information on this indicator in the public domain at the time of publication of this document.
Aspect – Public Policy		
G4-DMA ●	Public Policy.	The ASICS Group engages with governments, public interest groups, industry associations and a broad range of other similar bodies around the world. In doing so, our aim is always to comply with all laws governing political activity. Led by our corporate philosophy, it's our aim to engage with all of these stakeholders in open, ongoing dialogue, in order to create mutually beneficial partnerships and build a better, more sustainable industry for everyone concerned.
G4-SO6 ●	Total value of political contributions by country and recipient/beneficiary.	To our best knowledge, the ASICS Group did not make any contributions of financial value or in-kind contributions to political parties, politicians, and related institutions in our fiscal year 2016.
Aspect – Anti-competitive Behavior		
G4-DMA ●	Anti-competitive Behavior	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO7 ○	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	Omitted: this information is considered commercially sensitive to the ASICS Group.
Aspect – Compliance		
G4-DMA ●	Compliance.	Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is our policy and conviction to ensure that we do business according to the highest standards and that our practices comply with all applicable laws in any country we operate in through directly related companies or third parties. We train employees about compliance with all standards and policies as in addition to our ASICS Global Code of Conduct, and we operate subject-specific policies and procedure to ensure compliance in all our markets. For more details, see the 'Corporate Governance' section of our corporate site: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
G4-SO8 ●	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	The ASICS Group was not required to pay any fines in 2016 book year that can be considered material to the ASICS Group financial statements.

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Supplier Assessment for Impacts on Society		
G4-DMA ●	Supplier Assessment for Impacts on Society.	<p>We continuously monitor that our products are manufactured under safe and ethical working conditions. We seek to work with business partners that share our commitment to sustainability and ethical business conduct.</p> <p>When we select a new footwear, apparel or accessories supplier, we assess their performance against our ASICS sustainability standards before engaging in a business relationship. Our ASICS Policy of Engagement forms the basis of such an evaluation of labor practices performance.</p> <p>http://asics-corporate-production-draft.s3.amazonaws.com/page_types/2235/files/policy_of_engagement_original.pdf</p>
G4-SO9 ●	Percentage of new suppliers that were screened using criteria for impacts on society.	100% of new suppliers to the ASICS Group have been screened against our standards regarding human rights, labor standards, occupational health and safety and environmental practices.
G4-SO10 ○	Significant actual and potential negative impacts on society in the supply chain and actions taken.	<p>For more information about impacts on society within our supply chain: 'Partnering with our Supply Chain', 2016 sustainability report, page 30-37</p> <p>http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf</p>
Aspect – Grievance Mechanisms for Impacts on Society		
G4-DMA ●	Grievance Mechanisms for Impacts on Society.	<p>Both ASICS Group Employees as well as workers in at our Tier 1 suppliers have access to confidential grievance mechanisms.</p> <p>We stimulate our suppliers on how to implement and operate grievance channels and ensure that either through these channels, via unions or our local partners (such as Better Work) workers or other relevant stakeholders can ventilate grievances regarding societal impacts.</p> <p>ASICS operates a whistleblowing policy and confidential formal grievance channels are part of our Human Resources and Compliance Management Systems.</p>
G4-SO11 ○	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms.	In 2016, grievances or suspected breaches of our codes at local supplier level were reported to our grievance channels. All reported grievances are taken very seriously and investigated. At the moment the ASICS Group does not publicly disclose this information.
Aspect – Customer Health and Safety		
G4-DMA ●	Customer Health and Safety.	<p>ASICS is dedicated to its quality assurance and management system that will ensure that its products and services continuously meet the requirements of its customers. Our quality principles and objectives are communicated and available to staff at all times. Training is an integral part of our quality assurance and management system. This means training for our own employees but also training and certifying staff within our suppliers' facilities.</p> <p>ASICS employs various product liability (PL) inspections that include product safety, application of quality improvement measures, and descriptions on product label and promotional materials. This is done at different points in the processes of product planning, development, design, manufacturing, QA, and shipment.</p> <p>We carry out preventative inspections at our suppliers to avoid the use of inappropriate materials. Random inspections at suppliers and a variety of tests on our products before our products reach their delivery address are a part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses.</p>

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GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
G4-PR1 ○	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	<p>We carry out preventative inspections at our suppliers to avoid the use of inappropriate materials. Random inspections at suppliers and a variety of tests on our products before our products reach their delivery address are a part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses.</p> <p>At the time of publication of this document the ASICS Group does not publish consolidated data in the form of a percentage of all such product quality and safety related testing.</p>
G4-PR2 ●	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes.	'Managing Quality & Safety', 2016 sustainability report, page 20 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
Aspect – Product and Service Labeling		
G4-DMA ●	Product and Service Labeling.	As a product driven organization and dedicated to providing transparent information towards our customers, ASICS observes the applicable laws and regulations of the countries in which it operates related to product labeling and customer information. These include, but are not limited to material composition labeling of our apparel, composition labeling conform legal requirements for footwear products, care instructions, instructions for usage where relevant or any other specific labeling requirement for our products and services.
G4-PR3 ●	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements.	As a product driven organization and dedicated to providing transparent information towards our customers, ASICS observes the applicable laws and regulations of the countries in which it operates related to product labeling and customer information. These include, but are not limited to material composition labeling of our apparel, composition labeling conform legal requirements for footwear products, care instructions, instructions for usage where relevant or any other specific labeling requirement for our products and services.
G4-PR4 ●	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	'Managing Quality & Safety', 2016 sustainability report, page 20 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf
G4-PR5 ○	Results of surveys measuring customer satisfaction.	The ASICS Group conducts regular surveys regarding brand awareness and perception and customer satisfaction regarding our products and services. We do not publish consolidated data on this indicator as part of our sustainability report at the time of its publication.
Aspect – Marketing Communications		
G4-DMA ●	Marketing Communications.	<p>Our aim is to provide products and services that create value for our customers. As a product driven company, the way we responsibly design, develop, produce, market and sell our products is of paramount importance to us.</p> <p>This includes due consideration that marketing communications are compliant with regulations, voluntary codes and company standards. In this context marketing communications include but are not limited to advertising, promotion, sponsorship etc.</p>
G4-PR6 ○	Sale of banned or disputed products.	The ASICS Group does not report this data in the public domain at the time of publication of this document.
G4-PR7 ○	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes.	'Managing Quality & Safety', 2016 sustainability report, page 20 http://assets.asics.com/page_types/3030/files/asics_sustainability_report_2016_online_original.pdf

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How we are doing

- Full disclosure as outlined by the GRI G4
- Partially disclosed conform GRI G4 but one or more required indicator missing at this time
- Not disclosed at the time of publication of this document and/or not considered material to the ASICS Group for now

GRI G4 INDEX – SPECIFIC STANDARD DISCLOSURES

INDICATOR		RELEVANT PAGE/COMMENT
Aspect – Customer Privacy		
G4-DMA ●	Customer Privacy.	<p>The ASICS Group understands the need and importance of protecting customer information and a range of other personal information. We have implemented a privacy policy to ensure safe and appropriate control.</p> <p>The Japan Information Processing Development Corporation (JIPDEC) grants permission for use of the Privacy Mark, a registered trademark, to business enterprises that meet their specific requirements regarding the protection of personal information. ASICS Japan Corporation is certified to use this trademark.</p>
G4-PR8 ○	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Complaints or breaches of customer privacy are taken very seriously and handled by our designated team. The ASICS Group does not report consolidated numbers of complaints publicly at the moment.
Aspect – Compliance		
G4-DMA ●	Compliance.	<p>Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is that ASICS observes the applicable rules of the laws and regulations of the countries in which it operates and regularly reviews its interests and those of affected persons or entities.</p> <p>We train employees about compliance with our company standards and policies as in addition to our ASICS Global Code of Conduct, we operate subject-specific policies, procedures and guidelines to ensure compliance in all our markets.</p> <p>Visit for our ASICS Corporate Code of Conduct: http://corp.asics.com/en/p/asics-global-code-of-conduct For more details regarding corporate governance: http://corp.asics.com/en/investor_relations/management_policy/corporate_governance</p>
G4-PR9 ●	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	The ASICS Group was not required to pay any fines in 2016 book year that can be considered material to the ASICS Group financial statements.



Independent Practitioner's Assurance Report

To Mr. Motoi Oyama, President and CEO of ASICS Corporation

We have undertaken a limited assurance engagement of the CO₂ emissions information for the year ended December 31, 2016, stated in "CO₂ emissions from our locations/direct operations" (Scope 1 and 2) and the CO₂ emissions information under Category 1 "Purchased goods and services" (Scope 3, Category 1) stated in "Scope 3 CO₂ Emissions 2016" as presented in the *Sustainability Report 2016* (the "Report") prepared and posted by ASICS Corporation (the "Company") on its website (collectively referred to as "CO₂ Emissions Information").

The Company's Responsibility

The Company is responsible for the preparation of the CO₂ Emissions Information in accordance with the calculation and reporting standard adopted by the Company (indicated with the CO₂ Emissions Information included on page 24 and 25 in the Report). The CO₂ Emissions Information quantification is subject to inherent uncertainty for reasons such as incomplete scientific knowledge used to determine emission factors and numerical data.

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

We apply International Standard on Quality Control 1, *Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements*, and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the CO₂ Emissions Information based on the procedures we have performed and the evidence we have obtained. We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements ("ISAE") 3000, *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*, issued by the International Auditing and Assurance Standards Board ("IAASB"), and ISAE 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the IAASB.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records. These procedures also included the following:

- Evaluating whether the Company's methods for estimates are appropriate and had been consistently applied. However, our procedures did not include testing the data on which the estimates are based or reperforming the estimates.
- Undertaking site visits to assess the completeness of the data, data collection methods, source data and relevant assumptions applicable to the sites.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Company's CO₂ Emissions Information 2016 is not prepared, in all material respects, in accordance with the calculation and reporting standard adopted by the Company.

Deloitte Tohmatsu Sustainability Co., Ltd.

Deloitte Tohmatsu Sustainability Co., Ltd.
3-3-1, Marunouchi, Chiyoda-ku, Tokyo, Japan
May 19, 2017