

GRI G4 INDEX 2017

At ASICS, we compile our sustainability reports in accordance with the Global Reporting Initiative (GRI), the international benchmark for sustainability reporting. In the following pages, we will refer to our 2017 performance in line with the GRI G4 Index General Standard Disclosures and the GRI G4 Index Specific Standard Disclosures.

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*	GRI aspect
Guiding principles/our ASICS approach to sustainability	Economic Performance
Corporate governance and disclosure	Market Presence
	Indirect Economic Impacts
	Procurement Practices
	Anti-Corruption
	Public Policy
	Anti-Competitive Behavior
	Compliance
	Marketing Communications
	Customer Privacy

I MOVE ME SMARTER	GRI aspect
Product safety and quality	Customer Health and Safety
	Product and Service Labeling
Innovative and efficient product design	Products and Services
Material and Product Traceability	Materials
Energy efficiency and CO2 emission	Energy
	Emissions
	Transport
Resource scarcity	Effluents and Waste
Water efficiency and water pollution	Water

I MOVE ME STRONGER	GRI aspect
Fair Compensation and Performance	Supplier Assessment for Labor Practices
	Freedom of Association and Collective Bargaining
Workplace Health and Safety	Occupational Health and Safety
	Supplier Assessment for Labor Practices
Ethical Workplace Standards	Non-Discrimination
	Supplier Human Rights Assessment
	Forced or Compulsory Labor
	Assessment
Diversity and Inclusion	Employment
	Diversity and Equal Opportunities
	Equal Remuneration for Women and Men
Physical inactivity	Local Communities

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

GRI G4 INDEX – GENERAL STANDARD DISCLOSURES

The table on the following pages follows the GRI G4 Guidelines, listing the GRI Guideline indicators, along with where to find the associated date either in this document, our 2017 sustainability report, other publicly shared documents or online on our corporate

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

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. 'Message from the top management', 2017 sustainability report, page 4 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
● G4-2	Description of key impacts, risks, and opportunities. our approach to sustainability, 2017 sustainability report, page 6-13 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 57 businesses in 33 countries during our financial year 2017. 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', 2017 annual report, page 45 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf
● G4-8	Markets served. 'ASICS at a glance', 2017 sustainability report, page 5 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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', 2017 annual report, page 45 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_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. They represent 47% of the total number of employees.

●	G4-12	Description of supply chain.	'Value Chain Analysis', 2017 sustainability report, page 9 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-13	Significant changes during the reporting period.	'Management's Discussion and Analysis', 2017 annual report, page 28 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf
●	G4-14	Whether and how the precautionary approach or principle is addressed by the organization.	'Governance', 2017 sustainability report, page 7 'Managing quality and safety', 2017 sustainability report, page 21 'Supply Chain Management', 2017 sustainability report, page 33-38 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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. 2017 sustainability report, page 6, 10, 17, 19-20, 23, 38 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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. 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. 2017 sustainability report, page 10, 38 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 2017 annual report and online company profile. 'Segment Information', 2017 annual report, page 28 'Corporate Information', 2017 annual report, page 45 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_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

<p>● 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.</p>	<p>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 8-9 of 2017 sustainability report https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf and on page 1 of this document.</p>
<p>● G4-19 List of all material Aspects identified in the process for defining report content.</p>	<p>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 8-9 of 2017 sustainability report https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf On page 1 we explain how these relate to GRI G4 Aspects which feeds our reporting content.</p>
<p>● G4-20 Aspect Boundary within the organization for each material Aspect.</p>	<p>Page 8-9 of 2017 sustainability report 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. https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
<p>● G4-21 Aspect Boundary outside the organization for each material Aspect.</p>	<p>Page 8-9 of 2017 sustainability report 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. https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
<p>● G4-22 Effect of any restatements of information provided in previous reports, and the reasons for such restatements.</p>	<p>We updated the Scope 1 and 2 emissions data in 2015 on page 23 in our 2017 sustainability report as we identified a number of retail stores that should be counted within our Scope 1 and 2, based on the financial control approach. We have operated these stores since 2015, so we have added their GHG emissions into our Scope 1 and 2 in the base year as well as following years.</p>
<p>● G4-23 Significant changes from previous reporting periods in the Scope and Aspect Boundaries.</p>	<p>There have been no significant changes from previous sustainability reporting period in the scope and aspect boundaries.</p>
<p>Stakeholder Engagement</p>	
<p>● G4-24 Stakeholder groups engaged by the organization.</p>	<p>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', 2017 sustainability report, page 10 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>

●	G4-25 Basis for identification and selection of stakeholders with whom to engage.	<p>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 is 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.</p> <p>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.</p>
①	G4-26 Organization's approach to stakeholder engagement.	<p>The key principles that govern how we engage with different stakeholders are explained under: 'Stakeholder Engagement', 2017 sustainability report, page 10 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
①	G4-27 Key topics and concerns raised through stakeholder engagement, and how the organization has responded.	<p>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 8-9 of 2017 sustainability report.</p> <p>Further information on our approach to delivering CSR & Sustainability performance can be found under: our approach to sustainability, 2017 sustainability report, page 6-13 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
Report Profile		
●	G4-28 Reporting period.	<p>The information in this document relates to the period January 1st 2017 until December 31st 2017.</p>
●	G4-29 Date of most recent previous report (if any).	<p>Our previous sustainability report related to the fiscal year January 1st 2016 until December 31st 2016.</p>
●	G4-30 Reporting cycle (such as annual, biennial).	<p>The ASICS Group reports on an annual cycle regarding its CSR & Sustainability performance.</p>
●	G4-31 Provide the contact point for questions regarding the report or its contents.	<p>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</p>
●	G4-32 GRI Content Index for chosen Report 'in accordance' option.	<p>This document contains the response to the GRI G4 Sustainability Reporting Guidelines for the financial book year 2017. Although we may not be able to report for 2017 in full accordance on some 'CORE' components; on many standard and specific disclosures, we are reporting our progress including disclosures required for 'COMPREHENSIVE' reports.</p>

<p>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.</p>	<p>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 CO2 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.</p>
<p>Governance</p>	
<p>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.</p>	<p>The governance structure of our organization can be found on the Corporate Governance part of our corporate website: https://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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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 CSR Division which reports directly to the highest governance body within our organization.</p>
<p>G4-37 Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics.</p>	<p>Through board meetings which consist of six executive board members and four independent, external stakeholders our highest governance body is updated on economic, environmental and social issues.</p>
<p>G4-38 Composition of the highest governance body and its committees.</p>	<p>'Corporate Governance Structure', 2017 annual report, page 25 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf</p>
<p>G4-39 Whether the Chair of the highest governance body is also an executive officer.</p>	<p>'Corporate Governance Structure', 2017 annual report, page 25 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf</p>
<p>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.</p>	<p>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 4-18 of our Notice on the General Meeting of Shareholders of March 2018 in which selection criteria for Directors are elaborated. https://assets.asics.com/page_types/3639/files/Notice%20of%20the%2064th%20Ordinary%20General%20Meeting%20of%20Shareholders_original.pdf?1519972593&_ga=2.137911348.525815702.1530682320-1590663742.1528266959</p>

<p>G4-41</p> <p>Processes for the highest governance body to ensure conflicts of interest are avoided and managed.</p>	<p>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.</p> <p>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</p>
<p>G4-42</p> <p>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.</p>	<p>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.</p>
<p>G4-43</p> <p>Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.</p>	<p>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.</p>
<p>G4-44</p> <p>Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics.</p>	<p>Performance of our highest governance body, including performance with respect to governance of economic, environmental and social topics is included in periodic performance assessments.</p>
<p>G4-45</p> <p>Highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities.</p>	<p>See information listed under indicator G4-47</p>
<p>G4-46</p> <p>Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental and social topics.</p>	<p>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:</p> <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.
<p>G4-47</p> <p>Frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.</p>	<p>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.</p>

●	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 CSR division and ultimately signed off by our Chairman and CEO and President and COO.
●	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.	'Compensation for Officers' https://corp.asics.com/en/investor_relations/management_policy/corporate_governance/compensation-for-officers
●	G4-52	Process for determining remuneration.	'Compensation for Officers' https://corp.asics.com/en/investor_relations/management_policy/corporate_governance/compensation-for-officers
●	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.
①	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 whose Total Amount of Compensation is 100 million yen or more' is disclosed on our corporate website: https://corp.asics.com/en/investor_relations/management_policy/corporate_governance/compensation-for-officers
①	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 whose Total Amount of Compensation is 100 million yen or more' is disclosed on our corporate website: https://corp.asics.com/en/investor_relations/management_policy/corporate_governance/compensation-for-officers
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.	<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. 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).</p> <p>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</p>
● 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

Indicator		Relevant page/Comment
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 2017. https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_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 2017. https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf
●	G4-EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.	'Environmental Accounting', 2017 sustainability report, page 28 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
○	G4-EC3 Coverage of the organization's defined benefit plan obligations.	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. Assets invested for retirement benefits are reported in our Annual Report 2017. 2016 annual report, page 33, 35-36 https://assets.asics.com/page_types/3730/files/ASICS_AR2017-180604_original.pdf 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.
○	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.	Our employees are our most valuable asset. Employing 8,586 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. 'Connecting with our communities', 2017 sustainability report, page 39-41 our approach to sustainability, 2017 sustainability report, page 3-13 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
○	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, US).

Aspect – Indirect Economic Impact

① G4-DMA Indirect Economic Impact.

Embedded within our founding philosophy is the recognition that a corporation is a public entity. 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.

'Connecting with our communities', 2017 sustainability report, page 39-41
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

○ 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.

① G4-EC8 Significant indirect economic impacts, including the extent of impacts.

The indirect economic impact most quantified and monitored at the moment within the ASICS Group are our efforts regarding Community Involvement.

'Connecting with our communities', 2017 sustainability report, page 39-41
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Procurement Practices

● G4-DMA Procurement Practices.

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.

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>

○ G4-EC9 Proportion of spending on local suppliers at significant locations of operation.

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.

Category: Environmental

Aspect – Materials

● G4-DMA Materials.

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.

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.

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.

More information about our approach to product development, materials and packaging can be found on page 15-21 'Our approach to creating products and services' section in our 2017 sustainability report.

https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

○ G4-EN1 Materials used by weight or volume.

The ASICS Group does not report this data in the public domain at the time of publication of this document.

○ 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.

Most of our shoeboxes are made from recycled cardboard.

More information regarding durable and recycled materials can be found on page 15-16, 18 'Our approach to creating products and services' section in our 2017 sustainability report.

https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Energy

● G4-DMA Energy.

ASICS has been measuring and reducing energy use in the light of 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.

We are committed to continuously reducing our overall CO2 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 2017 sustainability report.

'Our approach to managing operations', 2017 sustainability report, page 22-24,

https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

●	G4-EN3	Energy consumption within the organization.	In 2017 ASICS sourced 10% 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 2017 can be found at: 'Our approach to managing operations', 2017 sustainability report, page 23, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN4	Energy consumption outside of the organization.	'Our approach to managing operations', 2017 sustainability report, page 25-26, 29 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN5	Energy intensity.	'Our approach to managing operations', 2017 sustainability report, page 23, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN6	Reduction of energy consumption.	'Our approach to managing operations', 2017 sustainability report, page 23-24, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
○	G4-EN7	Reductions in energy requirements of products and services.	The ASICS Group does not monitor KPI's on this subject since at the time of publication of this document. This indicator is not applicable or not particularly significant for our business.
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 current 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.	'Our approach to managing operations', 2017 sustainability report, page 27 & 29 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 2017 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. 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 2017 sustainability report. 'Our approach to managing operations', 2017 sustainability report, page 22-24, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
●	G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1).	'Our approach to managing operations', 2017 sustainability report, page 23, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2).	'Our approach to managing operations', 2017 sustainability report, page 23, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3).	'Our approach to managing operations', 2017 sustainability report, page 25, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN18 Greenhouse gas (GHG) emissions intensity.	'Our approach to managing operations', 2017 sustainability report, page 23, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
●	G4-EN19 Reduction of greenhouse gas (GHG) emissions.	'Our approach to managing operations', 2017 sustainability report, page 24, 26, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 NO _x , SO _x , 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 2017 sustainability report. 'Our approach to managing operations', 2017 sustainability report, pages 27 & 29 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

○ G4-EN22 Total water discharge by quality and destination.

'Our approach to managing operations', 2017 sustainability report, page 27 & 29 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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.

'Our approach to managing operations', 2017 sustainability report, page 27 & 29 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 2017.

● G4-EN25 Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention² 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 2017 that can be categorized as significantly affecting neighboring water sources and related habitats.

Aspect – Products and Services

● G4-DMA Products and Services.

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.

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.

● G4-EN27 Extent of impact mitigation of environmental impacts of products and services.

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.

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.

For more information on our products and services can be found in our 2017 sustainability report. 'Our approach to creating products and services', 2017 sustainability report, page 15-21, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

● G4-EN28 Percentage of products sold and their packaging materials that are reclaimed by category.

'Our approach to creating products and services', 2017 sustainability report, page 18, 26-27, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

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, 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-EN29 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.

The ASICS Group was not required to pay any fines for non-compliance with environmental laws and regulations in 2017 book year that can be considered material to the ASICS Group financial statements.

Aspect – Transport

<ul style="list-style-type: none"> ● G4-DMA Transport. 	<p>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 & Services includes the impact of transport and more specifically its carbon footprint.</p>
<ul style="list-style-type: none"> ● G4-EN30 Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. 	<p>'Our approach to creating products and services', 2016 sustainability report, page 22, 24-26, https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
<p>Aspect – Overall</p>	
<ul style="list-style-type: none"> ● G4-DMA Overall. 	<p>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</p>
<ul style="list-style-type: none"> ○ G4-EN31 Total environmental protection expenditures and investments by type. 	<p>'Environmental Accounting', 2017 sustainability report, page 28 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
<p>Aspect – Supplier Environmental Assessment</p>	
<ul style="list-style-type: none"> ● G4-DMA Supplier Environmental Assessment. 	<p>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.</p>
<ul style="list-style-type: none"> ● G4-EN32 Percentage of new suppliers that were screened using environmental criteria. 	<p>In our fiscal reporting year 2017, 100% of newly contracted footwear, apparel or accessories suppliers have been screened using environmental criteria.</p>

● G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken.	<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. 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> <p>For more information, see page 29-30 'Our approach to managing operations' section of our sustainability report. https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf</p>
Aspect – Environmental Grievance Mechanisms		
● G4-DMA	Environmental grievance mechanisms.	<p>Environmental grievances within our certified ASICS Group locations are 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.</p>
● G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms.	<p>No grievances or complaints about environmental impacts have been filed, addressed and resolved in our fiscal reporting year 2017.</p>
Category: Social - Labor practices and decent work		
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. 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. 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.	<p>The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.</p>
○ G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation.	<p>The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.</p>
○ G4-LA3	Return to work and retention rates after parental leave, by gender.	<p>The ASICS Group does not report consolidated data on this indicator in the public domain at the time of publication of this document.</p>
Aspect – Labour Relations		

●	G4-DMA Labor Relations.	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. http://corp.asics.com/en/p/asics-global-code-of-conduct
●	G4-LA4 Minimum notice periods regarding operational changes, including whether these are specified in collective agreements.	Notice periods vary in the different countries where the ASICS Group operates and different contractual or legal obligations apply. 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.
Aspect – Occupational Health and Safety		
●	G4-DMA Occupational Health and Safety.	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. We are committed to providing a safe and healthy working 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.
○	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 workforces 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.

Training and education is an important part of our personnel and organizational development strategy. 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. 'Connecting with our communities', 2017 sustainability report, page 40
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

- 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.

'Connecting with our communities', 2017 sustainability report, page 39-41
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

- G4-LA11 Percentage of employees receiving regular performance and career development reviews, by gender and by employee category

To ensure our employee's 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. 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 though consistent communication between supervisor and employee. 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.

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.

'Connecting with our communities', 2017 sustainability report, page 41
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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 labour 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: 'Our approach to our supply chain', 2017 sustainability report, page 33-38
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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.

- 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.

Category: Social - Human rights

Aspect – Investment

- G4-DMA Investment.

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. 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. 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>

<ul style="list-style-type: none"> ● 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. 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>
<ul style="list-style-type: none"> ○ 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. 	<p>Online training of ASICS Global Code of Conduct was conducted globally in 2017. With our human resources systems not being 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.</p>
<p>Aspect – Non-Discrimination</p>	
<ul style="list-style-type: none"> ● 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. 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>
<ul style="list-style-type: none"> ○ G4-HR3 Total number of incidents of discrimination and corrective actions taken. 	<p>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.</p>

Aspect – Freedom of Association and Collective Bargaining

- G4-DMA Freedom of Association and Collective Bargaining.

In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain ASICS employees are covered by collective bargaining agreements. 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. 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> 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.

- 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.

'Our approach to our supply chain', 2017 sustainability report, page 33-38
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Child Labor

- G4-DMA Child 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 child labor. 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-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.

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. For more information regarding supplier assessments: 'Our approach to our supply chain', 2017 sustainability report, page 33-38
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Forced or Compulsory Labor

- G4-DMA Forced or Compulsory Labor.

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. 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-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.	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 forced labor requirements. For more information regarding supplier assessments: 'Our approach to our supply chain', 2017 sustainability report, page 33-38 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
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.	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. 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. 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. 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
● G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments.	'Our approach to our supply chain', 2017 sustainability report, page 34 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Supplier Human Rights Assessment

- G4-DMA Supplier Human Rights Assessment.

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.

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.

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.

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-HR10 Percentage of new suppliers that were screened using human rights criteria.

100% 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.

For more information about impacts within our supply chain regarding human rights:

'Our approach to our supply chain', 2017 sustainability report, page 33-38

https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

Aspect – Human Rights Grievance Mechanism

- G4-DMA Human Rights Grievance Mechanism.

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 human rights grievances.

- 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.

Category: Social - Society

Aspect – Local Communities

- G4-DMA Local Communities.

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.

ASICS operates in many different communities around the world with different needs. Our support activities reflect these differences. 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.

- G4-SO1 Percentage of operations with implemented local community engagement, impact assessments, and development programs.

More information regarding this subject can be found under:

'Connecting with our communities', 2017 sustainability report, page 41-43

https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf

●	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 2017 that can be considered as significant.
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.	Online training of anti-corruption was conducted globally in 2017.
○	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 2017.
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 2017 book year that can be considered material to the ASICS Group financial statements.
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% 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: 'Our approach to our supply chain', 2017 sustainability report, page 33-38</p> <p>https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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. 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 2017, 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.

Category: Social - Product responsibility

Aspect – Customer Health and Safety

- G4-DMA Customer Health and Safety.

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 supplier's facilities.

ASICS employs various PL (product liability) 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.

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 part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses.

- G4-PR1 Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.

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 part of our manufacturing process. These include everything from durability tests, to tests of colorfastness and advanced chemical analyses.

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.

- 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', 2017 sustainability report, page 21
https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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’, 2017 sustainability report, page 21 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_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.	Our aim is to provide products and services that create value for our customers. As a product driven company, the responsibly design, develop, produce, market and sell our products is of paramount importance to us. 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.
○	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’, 2017 sustainability report, page 21 https://assets.asics.com/page_types/3734/files/asics_sustainability_report_2017_online_original.pdf
Aspect – Customer Privacy			
●	G4-DMA	Customer Privacy.	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. 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.
○	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.	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. 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. 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

● 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 2017 book year that can be considered material to the ASICS Group financial statements.