






***GRI INDEX AND
PERFORMANCE
DATA 2013/14***

GRI GUIDELINE INDEX

We compile our reports in accordance with the Global Reporting Initiative (GRI), the international benchmark for sustainability reporting. We also refer to the Apparel and Footwear Sector Supplement, which is currently in draft status. Table 2 is a list of GRI Guideline indicators and the associated pages in the Sustainability Report or in the Annual Report, Securities Report, or our comments. Our application level is “Self Declared B” (Table 1).

TABLE 1

Report application level		C	C+	B	B+	A	A+
Standard disclosures	Profile disclosures 	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report externally assured	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Report externally assured	Same as requirement for level B	Report externally assured
	Disclosures on management approach 	Not required		Management approach disclosures for each indicator category		Management approach disclosures for each indicator category	
	Performance indicators & sector supplement performance indicators 	Report fully on a minimum of any 10 performance indicators, including at least one from each of social, economic, and environment.		Report fully on a minimum of any 20 performance indicators, at least one from each of: economic, environment, human rights, labor, society, product responsibility.		Respond on each core and sector supplement* indicator with due regard to the materiality principle by either: a) reporting on the indicator or b) explaining the reason for its omission.	

* Sector supplement in final version

GRI GUIDELINE INDEX CONTINUED

TABLE 2

Indicator		Relevant page / Comment
Profile		
1	Strategy and analysis	
1.1	Statement from the most senior decision-maker of the organization.	Page 2 'A message from our CEO'
1.2	Description of key impacts, risks, and opportunities.	Page 2 'A message from our CEO' Page 5 'Priorities and targets'
2	Organizational profile	
2.1	Name of the organization.	Page 3 'ASICS at a glance'
2.2	Primary brands, products, and/or services.	Page 3 'ASICS at a glance'
2.3	Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures.	Page 3 'ASICS at a glance' Page 7 'Governance and ethics'
2.4	Location of organization's headquarters.	Page 1 'About this report'
2.5	Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report.	Page 3 'ASICS at a glance'
2.6	Nature of ownership and legal form.	Page 1 'About this report'
2.7	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries).	Page 3 'ASICS at a glance'
2.8	Scale of the reporting organization.	Page 3 'ASICS at a glance'
2.9	Significant changes during the reporting period regarding size, structure, or ownership.	There was no significant change during the reporting year.
2.10	Awards received in the reporting period.	Page 15 'Optimizing distribution logistics'
3	Report parameters	
3.1	Reporting period (e.g., fiscal/calendar year) for information provided.	Page 1 'About this report' * January 1st to December 31st 2013, for data on subsidiaries outside Japan and environmental impact data on direct trading factories.
3.2	Date of most recent previous report (if any).	June 21st, 2013
3.3	Reporting cycle (annual, biennial, etc.)	Annual
3.4	Contact point for questions regarding the report or its contents.	Page 1 'About this report'
3.5	Process for defining report content.	Page 1 'About this report' Page 5 'Priorities and targets'
3.6	Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI Boundary Protocol for further guidance.	ASICS Group Please also see the notes under each performance report.
3.7	State any specific limitations on the scope or boundary of the report (see completeness principle for explanation of scope).	In this report, HAGLÖFS Holding AB is included within the scope of the financial index and GHG emissions data of ASICS business locations.
3.8	Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations.	There was no significant change during the reporting year.
3.9	Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the Indicators and other information in the report. Explain any decisions not to apply, or to substantially diverge from, the GRI Indicator Protocols.	Page 13 'Reducing carbon emissions' Please also see the notes under each performance report.
3.10	Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods).	Page 13 'Reducing carbon emissions' Please also see the notes under each performance report.

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator	Relevant page / Comment
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report.	Page 15 'Optimizing distribution logistics' Please also see the notes under each performance report.
3.12 Table identifying the location of the Standard Disclosures in the report.	This table 'GRI Guideline Index'
3.13 Policy and current practice with regard to seeking external assurance for the report.	The report is not currently subject to external assurance. Page 13 shows that some of our programs undergo external assurance.
4 Governance, commitments and engagement	
4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
4.2 Indicate whether the Chair of the highest governance body is also an executive officer.	Securities Report Section1-4-5 'About board members'
4.3 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members.	Securities Report Section1-4, 6-1-1 (ii) 'Internal control system'
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance Page 7 'Enabling compliance'
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance).	Securities Report Section1-4, 6-1-5 'Board members' compensation'
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation.	Page 4 'Guiding principles'
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance Page 7 'Governance and ethics'
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance.	Corporate Governance http://corp.asics.com/en/investor_relations/management_policy/corporate_governance
4.11 Explanation of whether and how the precautionary approach or principle is addressed by the organization.	Page 7 'Enabling compliance' Page 14 'Managing safety and quality' 'Managing chemicals' Page 19-24 'Partnering with suppliers and workers'
4.12 Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses.	Page 11 'Aligning with industry standards'

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator	Relevant page / Comment
4.13 Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization: * Has positions in governance bodies; * Participates in projects or committees; * Provides substantive funding beyond routine membership dues; or * Views membership as strategic.	<p>Page 11 'Aligning with industry standards'</p> <p>Page 14 'Managing chemicals'</p> <p>Page 24 'Committed to collaboration'</p>
4.14 List of stakeholder groups engaged by the organization.	Page 8 'Stakeholder engagement'
4.15 Basis for identification and selection of stakeholders with whom to engage.	Page 8 'Stakeholder engagement'
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	Page 8 'Stakeholder engagement'
4.17 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting.	Page 8 'Stakeholder engagement'
5 Management approach and Performance indicators	
<p>Economic</p> <p>Management approach.</p>	<p>Investor Relations</p> <p>http://corp.asics.com/en/investor_relations</p>
Economic performance	
EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.	Page 3 'ASICS at a glance'
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change.	Carbon Disclosure Project 2013 Questionnaire Response 5, 6
EC3 Coverage of the organization's defined benefit plan obligations.	<p>Securities Report</p> <p>Section1-5 'About retirements benefits'</p> <p>Annual Report</p> <p>'Retirement benefits'</p>
EC4 Significant financial assistance received from government.	-
Market presence	
EC5 Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation.	-
EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation.	Page 19-24 'Partnering with suppliers and workers'
EC7 Procedures for local hiring and proportion of senior management hired from the local community at significant locations of operation.	Page 29 'Information on diversity ASICS Europe'
Indirect economic impacts	
EC8 Development and impact of infrastructure investments and services provided primarily for public benefit through commercial, in-kind, or pro bono engagement.	Page 30-32 'Community involvement'
EC9 Understanding and describing significant indirect economic impacts, including the extent of impacts.	-
Environmental	
Management approach	Page 10 'Creating products and services'
Materials	
EN1 Materials used by weight or volume.	-
EN2 Percentage of materials used that are recycled input materials.	Page 12 'Working with recycled materials'
Energy	
EN3 Direct energy consumption by primary energy source.	<p>Page 13 'Reducing carbon emissions'</p> <p>Page 16 'Operating stores sustainably'</p>

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TABLE 2 continued

Indicator		Relevant page / Comment
EN4	Indirect energy consumption by primary source.	Page 13 'Reducing carbon emissions'
EN5	Energy saved due to conservation and efficiency improvements.	Page 13 'Reducing carbon emissions' Page 16 'Operating stores sustainably'
EN6	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives.	Page 12 'Evolving our products to reduce their impact' Page 16 'Operating stores sustainably'
EN7	Initiatives to reduce indirect energy consumption and reductions achieved.	Page 12 'Evolving our products to reduce their impact' Page 15 'Optimizing distribution logistics'
Water		
EN8	Total water withdrawal by source.	Performance data 'Water'
EN9	Water sources significantly affected by withdrawal of water.	–
EN10	Percentage and total volume of water recycled and reused.	–
Biodiversity		
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	–
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas.	–
EN13	Habitats protected or restored.	–
EN14	Strategies, current actions, and future plans for managing impacts on biodiversity.	–
EN15	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk.	–
Emissions, effluents and waste		
EN16	Total direct and indirect greenhouse gas emissions by weight.	Page 13 'Reducing carbon emissions' Page 16 'Operating stores sustainably'
EN17	Other relevant indirect greenhouse gas emissions by weight.	Page 15 'Optimizing distribution logistics' Performance data 'Scope3 CO ₂ emissions' 'Environmental impacts at direct trading footwear factories'
EN18	Initiatives to reduce greenhouse gas emissions and reductions achieved.	Page 12 'Evolving our products to reduce their impact' Page 13 'Reducing carbon emissions' Page 15 'Optimizing distribution logistics' Page 16 'Operating stores sustainably'
EN19	Emissions of ozone-depleting substances by weight.	–
EN20	NOx, SOx, and other significant air emissions by type and weight.	–
EN21	Total water discharge by quality and destination.	–
EN22	Total weight of waste by type and disposal method.	Performance data 'Waste'
EN23	Total number and volume of significant spills.	–
EN24	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally.	–

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator		Relevant page / Comment
EN25	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff.	–
Products and services		
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation.	Page 10-12,14,16 'Creating products and services'
EN27	Percentage of products sold and their packaging materials that are reclaimed by category.	Page 15 'Reduction of packing impact'
Compliance		
EN28	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.	There was no significant fines and sanctions for non-compliance identified.
Transport		
EN29	Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.	Page 15 'Optimizing distribution logistics' Performance data 'Scope3 CO ₂ emissions'
Overall		
EN30	Total environmental protection expenditures and investments by type.	Performance data 'Environmental accounting'
Social: Labor Practices and Decent Work		
Management approach		Page 27 'Our people'
Employment		
LA1	Total workforce by employment type, employment contract, and region.	Performance data 'Workforce data'
LA2	Total number and rate of employee turnover by age group, gender, and region.	Performance data 'Workforce data'
LA3	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations.	–
Labor/management relations		
LA4	Percentage of employees covered by collective bargaining agreements.	In Japan and Europe (including Germany, France, Austria, Scandinavia, Belgium and Spain), employees are covered by collective bargaining agreements.
LA5	Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements.	–
Occupational health and safety		
LA6	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.	–
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region.	In 2013, we experienced fewer than 20 injuries with absence at locations in Japan, Europe, and North America.
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases.	Page 27 'Work-life balance' 'A sound mind in a sound body'
LA9	Health and safety topics covered in formal agreements with trade unions.	–
Training and education		
LA10	Average hours of training per year per employee by employee category.	–
LA11	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings.	Page 28 'Effective training for all employees'
LA12	Percentage of employees receiving regular performance and career development reviews.	Performance reviews are undertaken in all business locations.

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator		Relevant page / Comment
Diversity and equal opportunity		
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity.	In ASICS Corporation, 32% of the workforce is female. Page 29 'Information on diversity ASICS Europe'
LA14	Ratio of basic salary of men to women by employee category.	–
Social: Human Rights		
	Management approach	Page 19-20 'Partnering with suppliers and workers'
Investment and Procurement Practices		
HR1	Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening.	Page 19-21 'Partnering with suppliers and workers'
HR2	Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.	Page 19 'Progress' Page 21 'Improving supplier standards'
HR3	Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	Page 22 'Business integration' Page 23 'Training suppliers'
Non-discrimination		
HR4	Total number of incidents of discrimination and actions taken.	Page 21 'Improving supplier standards'
Freedom of association and collective bargaining		
HR5	Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights.	Page 21 'Improving supplier standards'
Child labor		
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor.	Page 21 'Improving supplier standards' Page 23 'Training suppliers' Page 24 'Better Factories Cambodia'
Forced and compulsory labor		
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor.	Page 21 'Improving supplier standards'
Security practices		
HR8	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations.	–
Indigenous rights		
HR9	Total number of incidents of violations involving rights of indigenous people and actions taken.	–
Social: Society		
	Management approach	Page 30 'Community involvement'
Community		
SO1	Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting.	–
Corruption		
SO2	Percentage and total number of business units analyzed for risks related to corruption.	Page 7 'Enabling compliance' We apply 'Global Policy on Anti-Bribery and Anti-Corruption' to all ASICS Group companies.
SO3	Percentage of employees trained in organization's anti-corruption policies and procedures.	Page 28 'Effective training for all employees'

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator		Relevant page / Comment
SO4	Actions taken in response to incidents of corruption.	–
	Public policy	
SO5	Public policy positions and participation in public policy development and lobbying.	–
SO6	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country.	–
	Anti-competitive behavior	
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes.	–
	Compliance	
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations.	–
	Social: Product Responsibility	
	Management approach	Page 14 'Managing safety and quality'
	Customer health and safety	
PR1	Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures.	Page 14 'Managing safety and quality'
PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes.	In 2013, a total of six products were recalled. (in Japan)
	Product and service labelling	
PR3	Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements.	Page 14 'Managing safety and quality'
PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes.	In 2013, a total of six products were recalled. (in Japan)
PR5	Practices related to customer satisfaction, including results of surveys measuring customer satisfaction.	Since 2003, we have been holding an annual quality information exhibition in order to share feedback from our customers internally. For more about safety and quality, visit http://corp.asics.com/en/csr/products_services
	Marketing communications	
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship.	Page 14 'Managing safety and quality'
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.	In 2013, a total of six products were recalled. (in Japan)
	Customer privacy	
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.	Page 7 'Enabling compliance' We apply 'Global Policy on Privacy Protection' to all ASICS Group companies.
	Compliance	
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services.	–

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator		Relevant page / Comment
Apparel and Footwear Sector Supplement		
Supply Chain Standards and Practices		
Disclosure on management approach		
Code of conduct		
AF1	Code of conduct content and coverage.	Policy of Engagement which is our supplier code of conduct applies to all ASICS suppliers. Policy of Engagement can be downloaded at http://corp.asics.com/en/csr/our_policies
Audit process		
AF2	Parties and personnel engaged in code of conduct compliance function.	Page 20 'Monitoring effectiveness' Page 24 'Committed to collaboration'
AF3	Compliance audit process.	Page 20 'Monitoring effectiveness'
Grievance procedures		
AF4	Policy and procedures for receiving, investigating, and responding to grievances and complaints.	–
Capacity building		
AF5	Strategy and scope of efforts to strengthen capacity of management, workers and other staff to improve in social and environmental performance.	Page 23 'Training suppliers'
Business integration		
AF6	Policies for supplier selection, management, and termination.	Page 20 'Monitoring effectiveness'
Performance indicators		
Code of conduct		
AF7	Number and location of workplaces covered by code of conduct.	Policy of Engagement which is our supplier code of conduct applies to all ASICS suppliers. Policy of Engagement can be downloaded at http://corp.asics.com/en/csr/our_policies
Audit process		
AF8	Number of audits conducted and percentage of workplaces audited.	Page 21 'Improving supplier standards'
Non-compliance findings		
AF9	Incidents of non-compliance with legal requirements or collective bargaining agreements on wages.	Page 21 'Improving supplier standards'
AF10	Incidents of non-compliance with overtime standards.	Page 21 'Improving supplier standards'
AF11	Incidents of non-compliance with standards of pregnancy and maternity rights.	Page 21 'Improving supplier standards'
AF12	Incidents of the use of child labor.	Page 21 'Improving supplier standards'
AF13	Incidents of non-compliance with standards on gender discrimination.	Page 21 'Improving supplier standards'

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

Indicator		Relevant page / Comment
AF14	Incidents of non-compliance with code of conduct.	Page 21 'Improving supplier standards' Page 24 'Learning from challenges'
AF15	Analysis of data from code compliance audits.	Page 21 'Improving supplier standards'
	Remediation	
AF16	Remediation practices to address non-compliance findings.	Page 20-22, 24 'Partnering with suppliers and workers'
	Business integration	
AF17	Actions to identify and mitigate business practices that affect code compliance.	Page 20-22 'Partnering with suppliers and workers'
	Environmental Disclosure on management approach	
	Materials	
AF18	Programs to replace organic-based adhesives and primers with water-based adhesives and primers.	Page 14 'Water-based adhesives'
AF19	Practices to source safer alternative substances to those on the restricted substances list, including description of associated management systems.	Page 14 'Managing chemicals'
	Performance indicators	
	Materials	
AF20	List of environmentally preferable materials used in apparel and footwear products.	Page 12 'Working with recycled materials'
	Energy	
AF21	Amount of energy consumed and percentage of the energy that is from renewable sources.	Page 13 'Reducing carbon emissions'
	Labour Practices and Decent Work Disclosure on management approach	
	Employment	
AF22	Policy and practices regarding the use of employees with non-permanent and non-fulltime status.	–
AF23	Policy regarding the use of home working.	Page 27 'Work-life balance'
AF24	Policy on the use and selection of labor brokers, including adherence to relevant ILO Conventions.	–
	Wages and hours	
AF25	Policy and practices on wage deductions that are not mandated by law.	–
AF26	Policy on working hours, including definition of overtime, and actions to prevent excessive and forced overtime.	Page 27 'Work-life balance'
	Diversity and equal opportunity	
AF27	Policy and actions to protect the pregnancy and maternity rights of women workers.	Page 27 'Work-life balance'
	Performance indicators	
	Employment	
AF28	Percentage of foreign migrant workers as a portion of total workforce, broken down by region.	–
	Labor/management relations	

GRI GUIDELINE INDEX CONTINUED

TABLE 2 continued

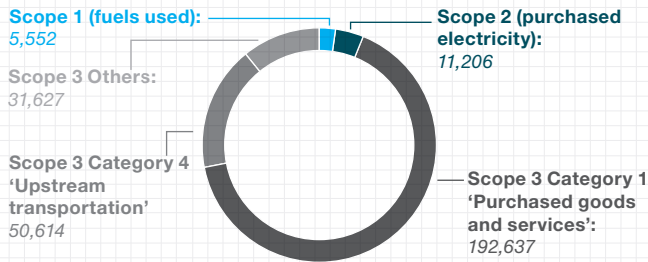
Indicator		Relevant page / Comment
AF29	Percentage of workplaces where there is one or more independent trade union(s).	In Japan and Europe (including Germany, France, Austria, Scandinavia, Belgium and Spain), employees are covered by collective bargaining agreements.
AF30	Percentage of workplaces where, in the absence of a trade union, there are worker-management committees, broken down by country.	In Japan and Europe (including Germany, France, Austria, Scandinavia, Belgium and Spain), employees are covered by collective bargaining agreements.
Occupational health and safety		
AF31	Initiatives and programs to respond to, reduce, and prevent the occurrence of musculoskeletal disorders.	–
Diversity and equal opportunity		
AF32	Actions to address gender discrimination and to provide opportunities for the advancement of women workers.	Page 29 'ASICS diversity project'
Society		
Performance indicators		
Community		
AF33	Priorities in community investment strategy.	Page 30 'Community involvement'
AF34	Amount of investment in worker communities broken down by location.	–

PERFORMANCE DATA

SCOPE 3 CO₂ EMISSIONS FROM ASICS BUSINESS

In addition to our direct environmental impacts, we are committed to measure and reduce our indirect impacts which have broader and larger impact. In 2013, we expanded the measurement scope of “Scope 3” CO₂ emission, which is from our value chain, by joining the support program of Japan Ministry of the Environment. Though most of the measurement scope was limited to Japan group, it was clear from the result that our focus areas for reduction are “Purchased goods and services”, and “Upstream transportation and distribution” and we confirmed that the current sustainability target toward 2015 is aligned with the result. We will continue to expand the measurement scope to ASICS Group globally.

2013 CO₂ emissions from ASICS business (tonnes)



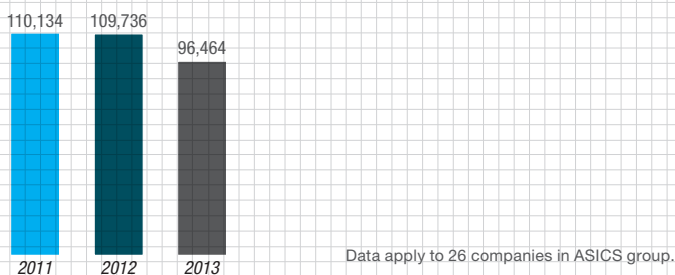
Scope 1 and 2 cover ASICS group globally.
 Scope 3 Category 8 is included in the Scope 1, 2.
 Category 9, 10, 11 were not calculated this time.
 Category 13 and 15 were not relevant for 2013.
 Scope of Category 3 is whole ASICS group.
 Category 4 includes air and sea freight of footwear business, rail and road freight of 'port to DC' in Europe, US and Japan, and road freight of 'DC to customers' in Japan.
 Category 6 includes data of ASICS Headquarters and head offices in Europe and America, and ASICS Brazil.
 Scope of other categories than 3, 4 and 6 is ASICS Corporation and group companies in Japan.

Scope 3 Category	2013 CO ₂ emissions (tonnes)
1. Purchased goods and services	192,637
2. Capital goods	16,915
3. Fuel-and-energy-related activities	1,997
4. Upstream transportation and distribution	50,614
5. Waste generated in operations	310
6. Business travel	3,598
7. Employee commuting	925
8. Upstream leased assets	-
9. Downstream transportation and distribution	-
10. Processing of sold products	-
11. Use of sold products	-
12. End of life treatment of sold products	7,834
13. Downstream leased assets	-
14. Franchises	49
15. Investments	-

WATER

In 2013, we continued to replace water-using equipment with more efficient or waterless types where applicable and reduced water consumption at ASICS Group locations by 12.1% year-over-year.

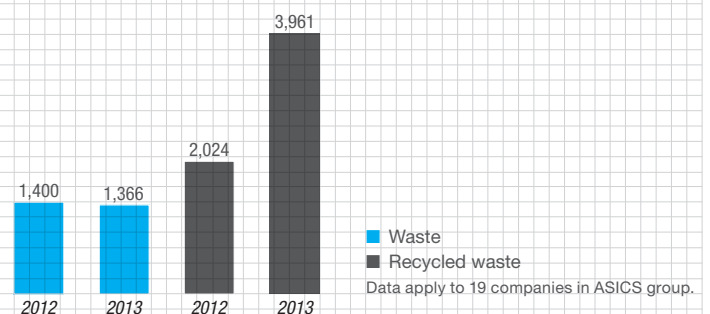
Water (m³)



WASTE

At many of our locations, plastic bottle, can, paper and cardboard are sorted for recycling to reduce waste. The total waste emission in 2013 decreased by 2.4% year-over-year.

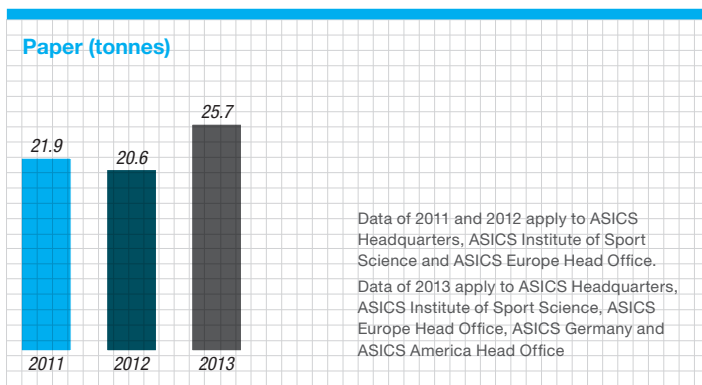
Waste and Recycled waste (tonnes)



PERFORMANCE DATA CONTINUED

PAPER

In 2013, we strived to reduce paper consumption at our company locations by actively promoting the use of digital files instead of paper copies. We also expanded our measurements to cover major locations.



ENVIRONMENTAL IMPACTS AT DIRECT TRADING FOOTWEAR FACTORIES

We outsource much of our production and the environmental impacts from our direct trading factories are our key indicators. Below data include 34 factories in China, Vietnam, Indonesia, Cambodia and Thailand, which produce over 90% of all footwear.

	Unit	2009	2012	2013
CO ₂ emission	kg/pair	4.49	3.61	3.98
Water	m ³ /pair	0.10	0.11	0.06
Waste	kg/pair	0.23	0.16	0.16
Recycled waste	tonnes	1,263	1,425	1,734

ENVIRONMENTAL ACCOUNTING

Since 2010, ASICS Corporation has been calculating the costs and amounts invested for environmental preservation. We have introduced Environmental Accounting in order to reflect the amounts invested and the cost-effectiveness of these investments

in management decision-making. We intend to improve the accounting system in the future in order to use this tool as an indicator for environmental management.

Environmental Conservation Cost (thousands of yen)

Cost Category	Key Activity and Outcome	Investment	Cost
Business area		0	39,663
1	Pollution prevention	0	13,752
	Global environmental conservation	0	8,439
	Resource circulation	0	17,472
2	Upstream/downstream	0	24,148
3	Administration	10,280	15,326
4	R&D	810	110,345
5	Social activity	0	235
6	Environmental remediation	0	0
7	Other	0	0
Total		11,090	189,717

Environmental Conservation Benefit (volume)

	Unit	2012	2013	Difference
Electricity	kWh	2,974,696	3,075,910	101,214
Fuel gases	m ³	145,818	163,989	18,171
Gasoline	liters	41,545	42,761	1,216
Water	m ³	23,635	19,895	-3,740
Industrial waste incineration	tonnes	40.8	37.1	-4
General waste emissions	tonnes	38.8	44.0	5

Environmental Conservation Benefit (monetary value: thousands of yen)

	2012	2013	Difference
Amount paid for electricity, gas, gasoline and water	87,746	99,638	11,892

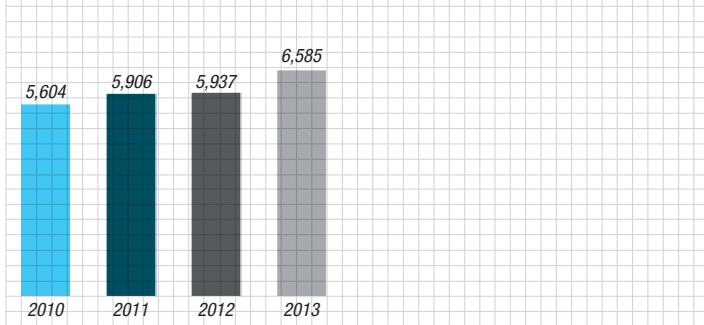
Data apply to ASICS Headquarters and ASICS Institute of Sport Science. The amount of recycled materials present in our products is not included.

PERFORMANCE DATA CONTINUED

WORKFORCE DATA

The number of employees continued to increase due to business growth, particularly in the retail business in America and Europe regions.

Number of employees



Employees by segment

