

GRI STANDARDS CONTENT INDEX 2019

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 2019 performance in line with the GRI Standards Index General Disclosures and the Topic-Specific Disclosures. Our Sustainability Report 2019 has been prepared in accordance with the GRI Standards: Core option.

ASICS CSR & Sustainability according to GRI

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

ASICS sustainability program*	GRI topic
Corporate governance and disclosure	Economic Performance Environmental Compliance Customer Privacy Socioeconomic Compliance
I MOVE ME SMARTER (Planet)	
Product safety and quality	Customer Health and Safety Marketing and Labeling
Innovative and efficient product design	Materials Energy Water Emissions Effluents and Waste
Energy efficiency and CO2 emission	Energy Emissions
Material and product traceability	Materials Supplier Environmental Assessment
Water efficiency and water pollution	Water
Resource scarcity	Effluents and Waste
I MOVE ME STRONGER (People)	
Ethical Workplace Standards	Employment Labor/Management Relations Training and Education Non-discrimination Child Labor Forced or Compulsory Labor Human Rights Assessment Supplier Social Assessment
Workplace Health and Safety	Occupational Health and Safety Supplier Social Assessment
Fair Compensation and Performance	Freedom of Association and Collective Bargaining Supplier Social Assessment
Diversity and Inclusion	Employment Diversity and Equal Opportunity
Physical Inactivity	Local Communities

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

GRI STANDARDS CONTENT INDEX – GENERAL DISCLOSURES

The table on the following pages follows the GRI Standards, listing the GRI Standards indicators, along with where to find the associated data either in our 2019 sustainability report, other publicly shared documents or online on our corporate website.

GRI Standard		Relevant page/Comment 2019												
Organizational Profile														
102-1	Name of the organization	ASICS Corporation												
102-2	Activities, brands, products, and services	Principal Business: Manufacture and sales of sports goods Core brands: ASICS, Onitsuka Tiger and ASICSTIGER focusing on three primary business domains: Athletic sports business, Sport lifestyle business and Health/Comfort business. "ASICS AT A GLANCE", "OUR STRENGTH", 2019 annual report, pages 5 & 6 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf												
102-3	Location of headquarters	Kobe, Japan												
102-4	Location of operations	The ASICS Group operated 60 businesses in 33 countries during our financial year 2019. Major consolidated subsidiaries are located in Japan, the US, the Netherlands, Australia, China, Singapore, Brazil, Korea and Sweden. 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												
102-5	Ownership and legal form	'Corporate Information', 2019 annual report, page 49 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf												
102-6	Markets served	'Management's discussion and analysis' 'Corporate Information', 2019 annual report, pages 30, 47 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf												
102-7	Scale of the organization	'ASICS at a glance' 'Financial highlights' 'Consolidated balance sheet', 2019 annual report, pages 3, 6, 31 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf												
102-8	Information on employees and other workers	Below table shows the total number of employees by employment contract and by gender in ASICS headquarters in Japan (as of December 31st, 2019). We did not have part-time workers. No significant portion of the organization's activities are performed by workers who are not employees. No significant variations in the numbers reported. <table border="1" data-bbox="523 1541 1129 1664"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>609</td> <td>296</td> </tr> <tr> <td>Temporary</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>609</td> <td>296</td> </tr> </tbody> </table> For further information please see page 9 of the securities report. https://assets.asics.com/page_types/3969/files/第66期(2019年12月期)有価証券報告書_original.pdf		Male	Female	Permanent	609	296	Temporary	0	0	Total	609	296
	Male	Female												
Permanent	609	296												
Temporary	0	0												
Total	609	296												
102-9	Supply chain	'Value chain analysis', 2019 sustainability report, page 9 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf												

GRI Standard	Relevant page/Comment 2019
102-10 Significant changes to the organization and its supply chain	We have formulated Action Plan to achieve the quantitative targets in the ASICS Growth Plan (AGP) 2020, the Group's five-year strategic plan including the change to the business management structure on a category basis. Our own retail stores increased from 899 to 989. Our primary supplier list in 2020: https://assets.asics.com/page_types/3858/files/ASICS_Corporation_Primary_Supplier_List_2020_original.pdf
102-11 Precautionary Principle or approach	'Governance', 2019 sustainability report, page 7 'Our approach to climate change' 'Our approach to creating products and services', 2019 sustainability report, pages 16-20 'Our approach to our supply chain', 2019 sustainability report, pages 33-39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
102-12 External initiatives	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. 2019 sustainability report, pages 6, 10, 11, 17-18, 20-22, 24, 31, 39, 44, 45 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
102-13 Membership of associations	'Stakeholder engagement', 2019 sustainability report, pages 11, 21-22, 39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
Strategy	
102-14 Statement from senior decision-maker	'A message from top management', 2019 sustainability report, page 4 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
Ethics and Integrity	
102-16 Values, principles, standards, and norms of behavior	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
Governance	
102-18 Governance structure	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 Our Board of Directors has overall responsibility for sustainability oversight. Management is responsible for integrating and prioritizing sustainability in our corporate objectives.

GRI Standard		Relevant page/Comment 2019
Stakeholder Engagement		
102-40	List of stakeholder groups	'Stakeholder Engagement', 2019 sustainability report, pages 10-11 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
102-41	Collective bargaining agreements	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. They represent 46% of the total number of employees. In ASICS headquarters and ASICS Japan Corporation, 71.5% of employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	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. 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.
102-43	Approach to stakeholder engagement	The key principles that govern how we engage with different stakeholders are explained under: 'Stakeholder Engagement', 2019 sustainability report, pages 10-11 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf We engage with each stakeholders group at least in quarterly basis. Logged sustainability-related questions from consumers and any concerns or interests received from our stakeholders are used to update our materiality which forms the basis of our sustainability strategy as well as the boundaries for our reporting.
102-44	Key topics and concerns raised	'Stakeholder Engagement', 2019 sustainability report, pages 10-11 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf How we have responded to those key topics and concerns: 2019 sustainability report, pages 8, 16-21, 31, 39
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Description of segments and entities included in the ASICS Groups consolidated financial statements can be found in our 2019 annual report and online company profile. 'Consolidate Financial Statements', 2019 annual report, page 30 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_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 Basically all segments and entities included in the consolidated financial statements are covered by the report. In case not, we indicate about it in the report.
102-46	Defining report content and topic Boundaries	'Material issues', 2019 sustainability report, pages 8-9 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf

GRI Standard	Relevant page/Comment 2019
102-47 List of material topics	'Material issues', 2019 sustainability report, page 8 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf On page 1 of this document we explain how these relate to GRI Standards topics which feeds our reporting content.
102-48 Restatements of information	Scope 1 and 2 emissions data in 2015-2017 on page 25 in our 2019 sustainability report were restated due to updated data and improved estimates.
102-49 Changes in reporting	There have been no significant changes from previous sustainability reporting period in the list of material topics and topic boundaries.
102-50 Reporting period	Our reporting period is the fiscal year from January 1st to December 31st.
102-51 Date of most recent report	Our most recent previous sustainability report covers the fiscal year starting January 1st 2018 to December 31st 2018.
102-52 Reporting cycle	The ASICS Group reports on an annual cycle regarding its CSR & Sustainability performance.
102-53 Contact point for questions regarding the report	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)78-303-2244
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55 GRI content index	This document contains the response to the GRI Standards for the financial book year 2019.
102-56 External assurance	In our Sustainability Report 2019, the 2019 data of CO2 emissions, energy and ratio of females in manager and senior positions have been externally verified. These data are related to our sustainability targets and we seek external assurance for such data. 'Independent Practitioner's Assurance Report', 2019 sustainability report, page 46 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf

GRI STANDARDS CONTENT INDEX – MATERIAL TOPICS

GRI Standard		Relevant page/Comment 2019
Economic		
Economic Performance		
103	Management approach	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 2019. https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf
201-2	Financial implications and other risks and opportunities due to climate change	We disclose the information through CC2 Risks and opportunities of CDP Climate Change questionnaire response. https://www.cdp.net/en
Environmental		
Materials		
103	Management approach	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 and materials can be found on pages 17-23 'Our approach to climate change' 'Our approach to creating products and services' sections in our 2019 sustainability report. https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
301-1	Materials used by weight or volume	Total weight of materials that are used to produce and package our primary products and services in 2019: - non-renewable materials used: 79,477 ton - renewable materials used: 756 ton

GRI Standard		Relevant page/Comment 2019
Energy		
103	Management approach	<p>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:</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 energy efficiency, reducing emissions and our commitment to Science Based Targets initiative can be found in our 2019 sustainability report.</p> <p>'Our approach to climate change' 'Our approach to managing operations', pages 17, 25-28</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
302-1	Energy consumption within the organization	<p>'Energy volume by type', 2019 sustainability report, page 25</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>Fossil fuels are natural gas, gasoline, diesel, LP gas and kerosene. No electricity, heating, cooling and steam were sold in 2019.</p>
Water		
103	Management approach	<p>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.</p> <p>'Reducing our water use' 'Water risk mapping in the supply chain', 2019 sustainability report, pages 30 and 31.</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
303-1	Water withdrawal by source	<p>'Reducing our water use', 2019 sustainability report, page 30</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>The source of all water we used is from municipal water supplies.</p>

GRI Standard		Relevant page/Comment 2019
Emissions		
103	Management approach	<p>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:</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 initiative can be found in our 2019 sustainability report. We do not use offsets to meet our targets.</p> <p>'Our approach to climate change' 'Our approach to managing operations', pages 17, 25-28</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
305-1	Direct (Scope 1) GHG emissions	<p>'CO2 emissions from our locations', 2019 sustainability report, page 25</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>HFC, PFC, SF6 and NF3 were excluded as we have very small amount of emissions related to these types of gases and very small impact on our total emission. Base year is 2015 as it is the start year of our mid term strategy. Emissions were calculated based on financial control approach to be aligned with our corporate activities.</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>'CO2 emissions from our locations', 2019 sustainability report, page 25</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>We report market-based emissions in our sustainability report. HFC, PFC, SF6 and NF3 were excluded as we have very small amount of emissions related to these types of gases and very small impact on our total emission. Base year is 2015 as it is the start year of our mid term strategy. Emissions were calculated based on financial control approach to be aligned with our corporate activities.</p>
305-3	Other indirect (Scope 3) GHG emissions	<p>'Scope 3 CO2 Emissions 2019', 2019 sustainability report, page 27</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>HFC, PFC, SF6 and NF3 were excluded as we have very small amount of emissions related to these types of gases and very small impact on our total emission. Base year is 2015 as it is the start year of our mid term strategy.</p>

GRI Standard		Relevant page/Comment 2019
305-4	GHG emissions intensity	'Reducing the carbon footprint of our direct operations' 'Reducing the environmental impact of Tier 1 suppliers', 2019 sustainability report, pages 24, 25 and 31. https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf HFC, PFC, SF6 and NF3 were excluded as we have very small amount of emissions related to these types of gases and very small impact on our total emission.
305-5	Reduction of GHG emissions	'Our approach to managing operations', 2019 sustainability report, pages 24-26 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf HFC, PFC, SF6 and NF3 were excluded as we have very small amount of emissions related to these types of gases and very small impact on our total emission. Base year is 2015 as it is the start year of our mid term strategy.
Effluents and Waste		
103	Management approach	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 2019 sustainability report. 'Our approach to managing operations', page 29 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
306-2	Waste by type and disposal method	'Waste volume', 2019 sustainability report, page 29 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
306-3	Significant spills	There were no significant spills or incidents with effluents/waste at ASICS Group owned facilities reported during the reporting year 2019.
Environmental Compliance		
103	Management approach	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 'Risk management' section of our Annual Report 2019, pages 27-28 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
307-1	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 2019 book year that can be considered material to the ASICS Group financial statements.

GRI Standard		Relevant page/Comment 2019
Supplier Environmental Assessment		
103	Management approach	<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</p> <p>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. For more details, see 'Our approach to managing operations' 'Our approach to our supply chain', 2019 sustainability report, pages 30-31, 34-39</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
308-1	New suppliers that were screened using environmental criteria	In our fiscal reporting year 2019, 100% of newly contracted footwear, apparel or accessories suppliers have been screened using environmental criteria.
Social		
Employment		
103	Management approach	<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. 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. 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> <p>For more details, see 'Our approach to our supply chain' 'Our approach to our people', 2019 sustainability report, pages 34-39, 41-43</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>and Diversity and inclusion section of our corporate site https://corp.asics.com/jp/csr/diversity</p>

GRI Standard	
401-1	New employee hires and employee turnover

Relevant page/Comment 2019				
Below tables are total number and rate of new employee hires and employee turnover by age group and by gender in ASICS headquarters in Japan in 2019.				
New employee:				
	20s	30s	40s	50s
Male	13 (21%)	9 (15%)	5 (8%)	4 (7%)
Female	11 (17%)	12 (18%)	2 (3%)	1 (2%)
Employee turnover:				
	20s	30s	40s	50s
Male	12 (23%)	8 (15%)	7 (13%)	8 (15%)
Female	5 (9%)	8 (15%)	4 (8%)	1 (2%)

Labor/Management Relations	
103	Management approach

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> For more details, see 'Our approach to our supply chain' 'Our approach to our people', 2019 sustainability report, pages 34-39, 41-43 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf

402-1	Minimum notice periods regarding operational changes
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Notice typically provided to employees and their representatives from half a year to one year prior to the implementation of significant operational changes that could substantially affect them, depending on its significance. In ASICS headquarters the notice period and provisions for consultation and negotiation are specified in collective agreements.

Occupational Health and Safety	
103	Management approach

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. For more details, see 'Our approach to our supply chain' 'Our approach to our people', 2019 sustainability report, pages 34-39, 41-43 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf

403-1	Workers representation in formal joint management-worker health and safety committees
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Each formal joint management-worker health and safety committee typically operates at the facility level. All workers in ASICS headquarters is represented by formal joint management-worker health and safety committees.

GRI Standard		Relevant page/Comment 2019																																
Training and Education																																		
103	Management approach	<p>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.</p> <p>For more details, see 'Our approach to our people', 2019 sustainability report, pages 41-43 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>																																
404-2	Programs for upgrading employee skills and transition assistance programs	New employees training program, training program for each employee grade, business skills and knowledge training program, ASICS Academy leadership training program, career design program, e-learning courses, seminar explaining about continued employability for retiring employees																																
404-3	Percentage of employees receiving regular performance and career development reviews	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 (100% of ASICS headquarters' 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 through consistent communication between supervisor and employee.																																
Diversity and Equal Opportunity																																		
103	Management approach	<p>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. For further information: https://corp.asics.com/jp/csr/diversity</p>																																
405-1	Diversity of governance bodies and employees	<p>Governance Body (Board of Directors and Executive Officers)</p> <table border="1"> <tr> <td>Male</td> <td>88.9%</td> <td>under 30 years old</td> <td>0.0%</td> </tr> <tr> <td>Female</td> <td>11.1%</td> <td>30-50 years old</td> <td>11.1%</td> </tr> <tr> <td>Japanese</td> <td>92.6%</td> <td>over 50 years old</td> <td>89.9%</td> </tr> <tr> <td>Non-Japanese</td> <td>7.4%</td> <td></td> <td></td> </tr> </table> <p>Employees</p> <table border="1"> <tr> <td>Male</td> <td>69.4%</td> <td>under 30 years old</td> <td>19.3%</td> </tr> <tr> <td>Female</td> <td>30.6%</td> <td>30-50 years old</td> <td>57.0%</td> </tr> <tr> <td>Japanese</td> <td>94.7%</td> <td>over 50 years old</td> <td>23.7%</td> </tr> <tr> <td>Non-Japanese</td> <td>5.3%</td> <td></td> <td></td> </tr> </table>	Male	88.9%	under 30 years old	0.0%	Female	11.1%	30-50 years old	11.1%	Japanese	92.6%	over 50 years old	89.9%	Non-Japanese	7.4%			Male	69.4%	under 30 years old	19.3%	Female	30.6%	30-50 years old	57.0%	Japanese	94.7%	over 50 years old	23.7%	Non-Japanese	5.3%		
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GRI Standard		Relevant page/Comment 2019
Non-Discrimination		
103	Management approach	<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. In our ASICS Global Code of Conduct we further specify our principles on the topic of discrimination. 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> <p>For more details, see 'Our approach to our supply chain' 'Our approach to communities (our people)', 2019 sustainability report, pages 34-39, 41-43 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf and Diversity and inclusion section of our corporate site https://corp.asics.com/jp/csr/diversity</p>
406-1	Incidents of discrimination and corrective actions taken	The ASICS Group has not identified any substantiated incidents of discrimination in 2019 book year that can be considered material to the ASICS Group financial statements.
Freedom of Association and Collective Bargaining		
103	Management approach	<p>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</p> <p>ASICS has signed the Freedom of Association Protocol in Indonesia. Also through training by our own staff and through our partnership with Better Work, we aim to stimulate open and constructive dialogue between workers, labor unions and supplier factory management.</p> <p>For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-49 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p>The ASICS Group has not identified any significant risk for incidents of freedom of association and collective bargaining in 2019 book year.</p> <p>For more details about the measures taken, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>

GRI Standard		Relevant page/Comment 2019
Child Labor		
103	Management approach	<p>Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of child labor.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p> <p>For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39.</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>The ASICS Group has not identified any significant risk for incidents of child labor in 2019 book year.</p> <p>For more details about the measures taken, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
Forced or Compulsory Labor		
103	Management approach	<p>The ASICS Group takes its obligations under legislation and its own guidelines regarding forced labor very seriously. The ASICS Group does not, and will not, work with any party that we suspect is connected in any way with forced labor. Our ASICS Policy of Engagements sets out the minimum requirements regarding human rights, labor standards, occupational health and safety and environmental practices for any ASICS business partner. These standards include the prohibition of forced labor.</p> <p>This policy be found on the 'Governance and Policies' section of our corporate site: http://corp.asics.com/en/csr/our-approach/governance-and-policies</p> <p>For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>'Responsible recruitment', page 39</p> <p>https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>In 2019, we introduced grievance mechanisms in cooperation with an NGO, ASSC to the factories in countries of Thailand, Vietnam and Japan where there are potential risks of migrant worker issues.</p>

GRI Standard		Relevant page/Comment 2019
Human Rights Assessment		
103	Management approach	<p>With due regard to the Universal Declaration of Human Rights, ASICS supports and respects human rights and strives to ensure that its activities do not make it an accessory to infringements on human rights. 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</p> <p>For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
412-1	Operations that have been subject to human rights reviews or impact assessments	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.
Local Communities		
103	Management approach	<p>Living up to our founding philosophy, we aim to make a positive contribution to society through engaging in community activities and contributions, both in financial donations, donations in kind and by volunteering. 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.</p> <p>For more details, see 'Our approach to communities (community involvement)', 2019 sustainability report, pages 44-45 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
413-1	Operations with local community engagement, impact assessments, and development programs	71% of operations (FTE basis) in the ASICS Group implemented local community engagement in 2019.
Supplier Social Assessment		
103	Management approach	<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. 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>https://corp.asics.com/en/p/asics-policy-of-engagement</p> <p>For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>

GRI Standard		Relevant page/Comment 2019
414-1	New suppliers that were screened using social 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.
414-2	Negative social impacts in the supply chain and actions taken	For more details, see 'Our approach to our supply chain', 2019 sustainability report, pages 34-39 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf Improvements were agreed with all of our suppliers identified as having significant actual and potential negative social impacts. Relationships were not terminated as a result of assessment with any of our suppliers having significant actual and potential negative social impacts in 2019.
Customer Health and Safety		
103	Management approach	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. 'Our approach to creating products and services', 2019 sustainability report, pages 18-23 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf
416-1	Assessment of the health and safety impacts of product and service categories	At ASICS, we are committed to ensuring the quality and safety of our products. Throughout our operations, we use a quality assurance and management system to ensure our products comply with all applicable global standards. All our significant product and service categories are assessed for health and safety impacts improvement.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	'Managing quality & safety', 2019 sustainability report, pages 22-23 For more details, https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2019 book year that can be considered material to the ASICS Group financial statements.

GRI Standard		Relevant page/Comment 2019
Marketing and Labeling		
103	Management approach	<p>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. 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.</p> <p>'Our approach to creating products and services', 2019 sustainability report, page 23 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p>
417-2	Incidents of non-compliance concerning product and service information and labeling	<p>'Managing quality & safety', 2019 sustainability report, page 23 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2019 book year that can be considered material to the ASICS Group financial statements.</p>
417-3	Incidents of non-compliance concerning marketing communications	<p>'Managing quality & safety', 2019 sustainability report, page 23 https://assets.asics.com/page_types/4377/files/ASICS%20Sustainability%20Report%202019%20online%20Original_original.pdf</p> <p>The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2019 book year that can be considered material to the ASICS Group financial statements.</p>
Customer Privacy		
103	Management approach	<p>The ASICS Group understands the need and importance of protecting customer information and a range of other personal information. We have implemented a privacy policy to ensure safe and appropriate control.</p> <p>ASICS Privacy policy: https://corp.asics.com/en/p/privacy-policy</p> <p>'Risk management', 2019 annual report, pages 27-28 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>Complaints or breaches of customer privacy are taken very seriously and handled by our designated team. The ASICS Group has not identified any substantiated complaints in 2019 book year that can be considered material to the ASICS Group financial statements.</p>

GRI Standard		Relevant page/Comment 2019
Socioeconomic Compliance		
103	Management approach	<p>Our ASICS Global Code of Conduct presents a clear guideline as to our business conduct and applies to all entities within the ASICS Corporation, its subsidiaries and affiliates. A key principle in our code is that ASICS observes the applicable rules of the laws and regulations of the countries in which it operates and regularly reviews its interests and those of affected persons or entities. 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 'Risk management', 2019 annual report, pages 27-28 https://assets.asics.com/page_types/4381/files/ASICS%20Annual%20Report%202019_original_original.pdf</p>
419-1	Non-compliance with laws and regulations in the social and economic area	<p>The ASICS Group was not required to pay any fines in 2019 book year that can be considered material to the ASICS Group financial statements.</p>