

GRI STANDARDS CONTENT INDEX 2020

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 2020 performance in line with the GRI Standards Index General Disclosures and the Topic-Specific Disclosures. Our Sustainability Report 2020 has been prepared in accordance with the GRI Standards: Core option.

ASICS Sustainability according to GRI

The table below links our 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 material topic	GRI topic
Corporate governance and disclosure	Environmental Compliance Socioeconomic Compliance Customer Privacy Economic Performance
People	
Mental & physical well-being	Local Communities
Human rights in the supply chain	Child Labor Forced or Compulsory Labor Human Rights Assessment Supplier Social Assessment Freedom of Association and Collective Bargaining
Employee engagement	Employment Diversity and Equal Opportunity Labor/Management Relations Training and Education Non-discrimination
Planet	
Innovation	Materials
Products & services quality	Customer Health and Safety Marketing and Labeling
Climate action	Energy Emissions
Circularity	Materials Effluents and Waste Supplier environmental assessment
Water management	Water and Effluents

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

GRI Standard	Relevant page/Comment 2020												
102-1 Name of the organization	ASICS Corporation												
102-2 Activities, brands, products, and services	Asics sustainability Report 2020, page 4												
102-3 Location of headquarters	Kobe, Japan												
102-4 Location of operations	http://corp.asics.com/en/about_asics/practical_information												
102-5 Ownership and legal form	http://corp.asics.com/en/about_asics/practical_information												
102-6 Markets served	http://corp.asics.com/en/about_asics/practical_information												
102-7 Scale of the organization	ASICS at a glance', Asics sustainability Report 2020, page 4												
102-8 Information on employees and other	<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Permanent</td> <td>651</td> <td>347</td> </tr> <tr> <td>Temporary</td> <td>0</td> <td>0</td> </tr> <tr> <td>Total</td> <td>651</td> <td>347</td> </tr> </tbody> </table> <p>"For further information please see page 10 of the securities report. "</p>		Male	Female	Permanent	651	347	Temporary	0	0	Total	651	347
	Male	Female											
Permanent	651	347											
Temporary	0	0											
Total	651	347											
102-9 Supply chain	'Value chain analysis', Asics sustainability report 2020, page 8												
102-10 Significant changes to the organization and its supply chain	ASICS has launched its new ten-year long-term vision, "VISION2030". Asics sustainability report 2020, page 46-47.												
102-11 Precautionary Principle or approach	Asics sustainability report 2020 'Governance', page 7 'Our approach to climate change', 'Our approach to creating products and services', pages 27-44 'Our approach to our supply chain', pages 15-22												
102-12 External initiatives	Asics sustainability report 2020 , pages 6, 8, 13-22, 28-45, 49-51												
102-13 Membership of associations	Stakeholder engagement', Asics sustainability report 2020 , pages 11, 15-17, 21-22, 35-36, 49-51												
Strategy													
102-14 Statement from senior decision-maker	'A message from top management', Asics sustainability report 2020 , page 3												
Ethics and Integrity													
102-16 Values, principles, standards, and norms of behavior	Our most important codes can be found under 'Governance and Policies' on the 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 Asics sustainability report 2020 , pages 7												
Stakeholder Engagement													
102-40 List of stakeholder groups	'Stakeholder engagement and topics', Asics sustainability report 2020 pages 49-51												
102-41 Collective bargaining agreements	In Japan, Germany, France, Austria, Scandinavia, Belgium and Spain employees are covered by collective bargaining agreements. They represent more than 45% of the total number of employees. In ASICS headquarters and ASICS Japan Corporation, 72% of employees are covered by collective bargaining agreements. For further information please see page 10 of the securities report.												
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	'Stakeholder engagement and topics', Asics sustainability report 2020 pages 49-51 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 and topics', Asics sustainability report 2020 pages 49-51												
Reporting Practice													
102-45 Entities included in the consolidated financial statements	'Consolidate Financial Statements', Integrated Report 2020 , pages 49, 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	'Appendix 2: Materiality', Asics sustainability report 2020 , pages 49-51												
102-47 List of material topics	'Appendix 2: Materiality', Asics sustainability report 2020 pages 49-52 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 & 2 emissions and Energy data of 2019 on page 37-38 in our 2020 sustainability report were restated due												
102-49 Changes in reporting	We updated our materiality matrix. There have been no significant changes from previous sustainability reporting period in the 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 2020 to December 31st												
102-52 Reporting cycle	The ASICS Group reports on an annual cycle regarding its Sustainability performance.												

102-53	Contact point for questions regarding the report	<p>For feedback, questions and more information regarding Sustainability within the ASICS Group, contact: ASICS Corporation Sustainability Department 7-1-1, Minatojima-Nakamachi, Chuo-ku, Kobe 650-8555 JAPAN Tel: +81 (0)50-1742-8248 Fax: +81 (0)78-303-2244</p>
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 2020.
102-56	External assurance	'Appendix 4: Assurance', Asics sustainability report 2020 , page 54

GRI STANDARDS CONTENT INDEX – MATERIAL TOPICS

GRI Standard		Relevant page/Comment 2020												
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												
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	Asics sustainability report 2020 pages 28-36.												
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 2020: - non-renewable materials used: 69,978 ton - renewable materials used: 158 ton												
Energy														
103	Management approach	Asics sustainability report 2020 . pages 28-33, 36-40, 43-44												
302-1	Energy consumption within the organization	'Energy volume by type', Asics sustainability report , page 38												
Water and Effluents														
103	Management approach	Reducing our water use 'Managing the environmental impacts of manufacturing', Asics sustainability report 2020 ,												
303-1	Interactions with water as a shared resource	'Reducing our water use' 'Water risk mapping in the supply chain', Asics sustainability report 2020 , page 42, 44.												
Emissions														
103	Management approach	Asics sustainability report , pages 28-33, 36-40, 43-44												
305-1	Direct (Scope 1) GHG emissions	'CO2 emissions from our locations', Asics sustainability report 2020 , page 37 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. 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.												
305-2	Energy indirect (Scope 2) GHG emissions	'CO2 emissions from our locations', Asics sustainability report 2020 , page 37 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.												
305-3	Other indirect (Scope 3) GHG emissions	'Scope 3 CO2 Emissions 2020', Asics sustainability report 2020 , page 39 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												
305-4	GHG emissions intensity	Reducing the carbon footprint of our direct operations' 'Reducing the environmental impact of Tier 1 suppliers', Asics sustainability report 2020 , pages 37-38 and 45. 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	Asics sustainability report 2020 , pages 36-45												
Effluents and Waste														
103	Management approach	Asics sustainability report 2020 , pages 31-33, 41, 43-44												
306-2	Waste by type and disposal method	'Waste volume', Asics sustainability report 2020 , page 41												
306-3	Significant spills	There were no significant spills or incidents with effluents/waste at ASICS Group owned facilities reported during the reporting year 2020.												
Environmental Compliance														
103	Management approach	ASICS Global Code of Conduct http://corp.asics.com/en/p/asics-global-code-of-conduct												
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 2020 book year that can be considered material to the ASICS Group financial statements.												
Supplier Environmental Assessment														
103	Management approach	ASICS Global Policy on Environment https://corp.asics.com/en/p/policy-on-environment												
308-1	New suppliers that were screened using environmental criteria	In our fiscal reporting year 2020, 100% of newly contracted footwear, apparel or accessories suppliers have been screened using environmental criteria.												
Social														
Employment														
103	Management approach	ASICS Global Code of Conduct http://corp.asics.com/en/p/asics-global-code-of-conduct												
401-1	New employee hires and employee turnover	Below tables are total number and rate of new employee hires and employee turnover by gender in ASICS <table border="1"> <thead> <tr> <th colspan="2">New employee:</th> <th colspan="2">Employee turnover:</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>54.2%</td> <td>Male</td> <td>69%</td> </tr> <tr> <td>Female</td> <td>45.8%</td> <td>Female</td> <td>31%</td> </tr> </tbody> </table>	New employee:		Employee turnover:		Male	54.2%	Male	69%	Female	45.8%	Female	31%
New employee:		Employee turnover:												
Male	54.2%	Male	69%											
Female	45.8%	Female	31%											
Labor/Management Relations														
103	Management approach	ASICS Global Code of Conduct http://corp.asics.com/en/p/asics-global-code-of-conduct												
402-1	Minimum notice periods regarding operational changes	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												
Training and Education														
103	Management approach	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.												

404-2	Programs for upgrading employee skills and transition assistance programs
404-3	Percentage of employees receiving regular performance and career development reviews
Diversity and Equal Opportunity	
103	Management approach
405-1	Diversity of governance bodies and employees
Non-Discrimination	
103	Management approach
406-1	Incidents of discrimination and corrective actions taken
Freedom of Association and Collective Bargaining	
103	Management approach
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
Child Labor	
103	Management approach
408-1	Operations and suppliers at significant risk for incidents of child labor
Forced or Compulsory Labor	
103	Management approach
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
Human Rights Assessment	
103	Management approach
412-1	Operations that have been subject to human rights reviews or impact assessments
Local Communities	
103	Management approach
413-1	Operations with local community engagement, impact assessments, and development programs
Supplier Social Assessment	
103	Management approach
414-1	New suppliers that were screened using social criteria
414-2	Negative social impacts in the supply chain and actions taken
Customer Health and Safety	
103	Management approach
416-1	Assessment of the health and safety impacts of product and service categories
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
Marketing and Labeling	
103	Management approach
417-2	Incidents of non-compliance concerning product and service information and labeling
417-3	Incidents of non-compliance concerning marketing communications
Customer Privacy	

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, 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 though consistent communication between supervisor and employee.

Diversity and Inclusion <https://corp.asics.com/jp/csr/diversity>

Governance Body (Board of Directors and Executive Officers)

Male	89.1%	under 30 years old	0.0%
Female	10.9%	30-50 years old	11.1%
Japanese	92.6%	over 50 years old	89.9%
Non-Japanese	4.0%		

Employees

Male	65.2%	under 30 years old	16.0%
Female	34.8%	30-50 years old	57.6%
Japanese	95.7%	over 50 years old	26.4%
Non-Japanese	4.3%		

ASICS Global Code of Conduct <http://corp.asics.com/en/p/asics-global-code-of-conduct>

The ASICS Group has not identified any substantiated incidents of discrimination in 2020 book year that can be considered material to the ASICS Group financial statements.

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

ASICS Policy of Engagement <https://corp.asics.com/en/p/asics-policy-of-engagement>

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.

For more details, see 'ASICS sustainability report2020, pages 21

The ASICS Group has not identified any significant risk for incidents of freedom of association and collective bargaining in 2020 book year.

For more details about the measures taken, For more details, see ". ASICS sustainability report, pages -15-22

ASICS Policy of Engagement <https://corp.asics.com/en/p/asics-policy-of-engagement>

The ASICS Group has not identified any significant risk for incidents of child labor in 2020 book year.

For more details about the measures taken, see 'ASICS sustainability report 2020, page 21.

ASICS Policy of Engagement <https://corp.asics.com/en/p/asics-policy-of-engagement>

'Responsible recruitment', ASICS sustainability report 2020, pages 20.

ASICS Policy of Engagement <https://corp.asics.com/en/p/asics-policy-of-engagement>

All new suppliers to the ASICS Group have been screened against our standards regarding human rights, labor standards, occupational health and safety and environmental practices.

Consumers and Communities', ASICS sustainability report 2020, pages 12-14

More than 70% of operations (FTE basis) in the ASICS Group implemented local community engagement in 2020

Our ASICS Policy of Engagement forms the basis of such an evaluation of labor practices performance.

All new suppliers to the ASICS Group have been screened against our standards regarding human rights, labor standards, occupational health and safety and environmental practices.

Supply Chain', ASICS sustainability report, pages 15-21

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 2020.

Products', ASICS sustainability report 2020, pages 29-36

Managing quality and safety', ASICS sustainability report 2020, pages 35-36

Managing quality and safety', ASICS sustainability report 2020, pages 35-36

The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2020 book year that can be considered material to the ASICS Group financial statements.

Managing quality and safety', ASICS sustainability report 2020, pages 35-36

Managing quality and safety', ASICS sustainability report 2020, pages 35-36

The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2020 book

Managing quality and safety', ASICS sustainability report 2020, pages 35-36

The ASICS Group has not identified any non-compliance with regulations and/or voluntary codes in 2020 book

103	Management approach	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. ASICS Privacy policy: https://corp.asics.com/en/p/privacy-policy For more details, see 'Risk management', Integrated Report 2020 , page 42-43
418-1	Substantiated complaints concerning 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 has not identified any substantiated complaints in 2020 book year that can be considered material to the ASICS Group financial statements.
Socioeconomic Compliance		
103	Management approach	ASICS Global Code of Conduct http://corp.asics.com/en/b/asics-global-code-of-conduct For more details, see 'Risk management', Integrated Report 2020 , page 42-43
419-1	Non-compliance with laws and regulations in the social and economic area	The ASICS Group was not required to pay any fines in 2020 book year that can be considered material to the ASICS Group financial statements.