WFSGI COMMUNICATION ON ACTION

Reporting Template

<table>
<thead>
<tr>
<th>Company Name:</th>
<th>Mizuno Corporation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Type of Company:</td>
<td>Brand</td>
</tr>
<tr>
<td>Number of Employees</td>
<td>5,124 (as of Mar 2018)</td>
</tr>
<tr>
<td>Country:</td>
<td>Japan</td>
</tr>
</tbody>
</table>

Filled in by:

<table>
<thead>
<tr>
<th>Name:</th>
<th>Hidenori Yamahira</th>
</tr>
</thead>
<tbody>
<tr>
<td>Position:</td>
<td>Planner, Corporate Planning Office</td>
</tr>
<tr>
<td>Email:</td>
<td><a href="mailto:hyamahir@mizuno.co.jp">hyamahir@mizuno.co.jp</a></td>
</tr>
<tr>
<td>Phone number:</td>
<td>+81 6 6614 8301</td>
</tr>
<tr>
<td>Date:</td>
<td>2018/9/30</td>
</tr>
<tr>
<td>Reporting period:</td>
<td>Fiscal year 2016,2017</td>
</tr>
</tbody>
</table>

After you complete this document, please send a copy to WFSGI (preferably by email) to:

Karolina Brazyte
Email: kbrazyte@wfsgi.org

or

Marc-Ivar Magnus
Email: mmagnus@wfsgi.org

WFSGI – World Federation of Sporting Goods Industry
Obere Zollgasse 75,
P.O. Box 1664,
3072 Ostermundigen/Bern
Switzerland

Fax: +41 31 939 60 69
Part A

Commitment to the WFSGI Code of Conduct: Statement by Senior Decision-Maker

Provide a statement from a senior decision-maker of the organization (e.g. CEO, Chair, Senior Corporate Responsibility Manager, etc.) that expresses continued support for the WFSGI Code of Conduct and ongoing commitment to its provisions. Please include the individual’s name and job title at the bottom of the statement. The statement could include:

- The importance of commitment to the principles of the WFSGI Code of Conduct
- Key corporate responsibility issues for the company
- An outlook on the organization’s main challenges
- An overview of CR governance at the company
- Broader trends (i.e. political or economic) that affect the company and its corporate responsibility performance, etc.

The statement can include links to the relevant section of the member’s corporate website where more detailed information is available.

Today’s world is faced with many different problems. They include global issues to be addressed by humanity such as the climate change, energy issues, exhaustion of water and natural resources, poverty and disparity, and health and hygiene problems.

In this world with obscurity and uncertainty, I feel that it is more necessary than ever before to give consideration to social aspects such as the environment and human rights in the whole business process and to integrate CSR action into management with a view to ensuring corporate sustainability and handing down a sustainable world to future generations.

I feel that Mizuno’s CSR as a company manufacturing and selling sporting goods may be perceived as addressing and operating our manufacturing business on the basis of three F’s, which are to Fair Play, Friendship and Fighting Spirit.
We will keep questioning ourselves whether not only Mizuno employees but also suppliers and future generations will feel happy.

Mizuno has established a CSR Committee.
It determines and puts into action policies and plans regarding the social responsibility of the Mizuno Group. What is decided on by the CSR Committee is disseminated to all divisions and offices in the Group after specific targets are set.

I hereby declare that I will continue to support The WFSGI Code of Conduct and commit to its provisions.

Akito Mizuno
President
Mizuno Corporation
Part B

Description of Actions Taken during the Reporting Year to Implement the WFSGI Code of Conduct

B.1 Programs and Actions

Provide a description of practical actions that the company has taken (or plans to undertake) to implement the WFSGI Code of Conduct. This includes programs or activities that address specific areas such as human rights, decent working conditions, community involvement, the environment, etc. For example:

- Operating programs to implement own or other Codes of Conduct
- Operating environmental programs (including waste reduction, responsible usage of water and energy resources, recycling practices, hazardous waste management policies, fuel reduction, etc.)
- Employee education and training programs
- Supplier capacity building and training programs (including human resources management, health, safety & environment)
- Community Affairs programs (including charities, sponsorships, corporate volunteering, corporate giving, etc.)

The statement can include links to the relevant section of the member’s corporate website where more detailed information is available.

Mizuno is basing on CSR Basic Philosophy, CSR vision, and ISO26000, guidance on social responsibility to proceed CSR activities. With those guidelines, Mizuno pay much attention to human rights, environmental conservation and safety and health.

Mizuno will strive to achieve our CSR vision and key targets which was set as CSR materiality, including following 6 key categories.
1) Promotion of Sports
2) Cooperation with partners
3) The environment
4) Fairness in business practices
5) Product liabilities
6) Employees

Please refer to following link for more detail in terms of CSR materiality.


Especially for cooperation with partners, Mizuno has organized CSR audit regularly for suppliers to make sure that the condition at our supply chain meets the standard Mizuno required.

Please refer to following link for more detail in terms of cooperation with partners.


B.2 Policies

Briefly describe any company policies that are relevant to the WFSGI Code of Conduct. For example:

- Non-discrimination policy
Environmental policy
- Child labor policy, etc.

The statement can include links to the relevant section of the member's corporate website where more detailed information is available.

<table>
<thead>
<tr>
<th>CSR Basic Policy</th>
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</thead>
<tbody>
<tr>
<td>Mizuno is basing on CSR Basic Philosophy, CSR vision, and ISO26000, guidance on social responsibility to proceed CSR activities.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>- CSR Basic philosophy</th>
</tr>
</thead>
<tbody>
<tr>
<td>To help people lead a more affluent and comfortable life, we at the Mizuno Group will promote our business activities in good faith, by:</td>
</tr>
<tr>
<td>1. Providing better sporting equipment, places and opportunities for playing sports to all, regardless of nation or race;</td>
</tr>
<tr>
<td>2. Conducting business activities in a transparent and fair way, adhering to laws and regulations and respecting social norms in all countries and regions; and</td>
</tr>
<tr>
<td>3. Proactively addressing labor and human-rights issues and global environmental problems towards the realization of a sustainable society.</td>
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<table>
<thead>
<tr>
<th>- CSR Vision</th>
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<tbody>
<tr>
<td>Mizuno corporation ethical standard</td>
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Please refer to following link for more detail.

## B.3 Collaborations & Memberships

List any relevant collaborations and memberships of corporate responsibility initiatives and programs. For example:
- Business Social Compliance Initiative (BSCI)
- Ethical Trading Initiative (ETI)
- Fair Labor Association (FLA)
- Fair Wear Foundation (FWF)
- Social Accountability International (SAI), etc.

The statement can include links to the relevant section of the member's corporate website where more detailed information is available.

Mizuno has signed on a Global Framework Agreement with IndustriALL.
Please refer to following link for more detail.

## B.4 Certifications & Awards

List any relevant corporate responsibility certifications or awards that your company has received. For example:
- OHSAS 18000 certification
- ISO 26000 certification
- SA 8000 certification
- ISO 14000 certification, etc.
The statement can include links to the relevant section of the member’s corporate website where more detailed information is available.

- ISO 14001 certification.
  For more detail, please refer to following link.

Part C

Progress against Previously Set Targets

Provide information about the company’s progress against relevant targets or performance, or other qualitative and/or quantitative measurements of results. For example:

- Reduction in the number of accidents at the workplace
- Progress against energy saving targets, water saving targets, emission reduction targets
- Use of more environmentally-sound materials
- Phase-out of critical chemicals, etc.

The statement can include links to the relevant section of the member’s corporate website where more detailed information is available.

As mentioned above, Mizuno will strive to achieve our CSR vision and key targets which was set as CSR materiality.
Some key progresses by fiscal year 2017 can be seen below.

- Started studying Tier2&3 suppliers which have the potential of high-risk for sustainability.

- Increased sales of Mizuno Green Grade-certified products
  Percentage of sold products: 91.9% (2016), 91.7% (2017)
  Percentage of new products: 98.3% (2016), 99.0% (2017)
  We will work to make all of our products eco-friendly and Mizuno Green Grade-certified by 2020.

- The result of activities for environment conservation.

  Reduced energy consumption and GHG emissions (2017)
  Efficient use of water (2017)
  Reduction of hazardous chemical substances (2017)
  Reduction of waste (2017)
Part D

Goals & Targets

List your long-term goals and priority targets for the next reporting period, and highlight priority areas the company intends to focus on in the next planning cycle. This section should illustrate the continuous improvement that the company is striving to achieve.

The statement can include links to the relevant section of the member’s corporate website where more detailed information is available.

Mizuno will strive to achieve our CSR vision and key targets which was set as CSR materiality, including following 6 key categories. These will be reviewed time to time and Mizuno will make sure to keep supporting The WFSGI Code of Conduct and its provisions.

<Mizuno’s CSR materiality>.

1) Promotion of Sports
2) Cooperation with partners
3) The environment
4) Fairness in business practices
5) Product liabilities
6) Employees

Please refer to following link for more detail.
Submission Deadlines for the Communication on Action (COA)

All member organizations are asked to submit their first COA to the WFSGI by December 31, 2016. This establishes a ‘line in the sand’ for the SGI. This first submission should cover one year’s actions and progress and should align with your standard reporting year. In future, any company wishing to become a member will have to submit a COA along with their membership application.

Thereafter, member companies will be asked to report at least every two years. Companies can choose to report annually – this may be easier for those with annual reporting cycles. Each COA will have to cover actions and progress over the previous one or two years and the submission deadline is six months after the end of the company’s reporting period. For example, if you are reporting for the period from April 1, 2016 to March 31, 2018, the COA is due on or before September 30, 2018.

In the event of an anticipated delay in submitting the COA, the organization may request an extension of the deadline by three months, providing a reasonable explanation for the delay and stating the date when the COA will be available. In the event that the member organization is not able to provide the COA, it should explain the reason to the WFSGI (the so-called “Comply or Explain” principle).

For further information on the COA, please contact Mr. Marc Magnus at mmagnus@wfsgi.org or Ms. Karolina Brazyte at kbrazyte@wfsgi.org.