

Mizuno Group Human Rights Policy

Mizuno Group, driven by our corporate philosophy of "Contributing to society through the advancement of sporting goods and the promotion of sports", operates its businesses globally. With respect to our workplaces, we are committed to respecting human rights, valuing the three Fs - Fair Play, Friendship, and Fighting Spirit. We support fair employment practices in our relations with employees and pursue workplace safety. We embrace and support all labor-related international declarations, including the Universal Declaration of Human Rights, in compliance with all applicable labor laws in the countries in which we do business, including local laws addressing working hours, compensation, freedom of association and collective bargaining, working conditions and other workplace practices. We are committed to creating a working environment where every individual is treated with dignity, fairness, and respect. We also recognize, value, and respect the cultural differences and diversity of background and thought of our employees.

Under the above policy, we recognize the potential for both direct and indirect impacts on human rights through our business activities and value chains. Consequently, we have established the "Mizuno Group Human Rights Policy" (hereinafter referred to as "this policy"). We are committed to promoting respect for human rights, advancing continuous improvements, and thereby contributing to the realization of a sustainable society.

1. **Compliance with International Labor and Human Rights Standards**

Mizuno Group respects international labor codes of conduct, including the Universal Declaration of Human Rights and the core labor standards set forth by the International Labour Organization (ILO). We are also committed to recognizing, supporting, and implementing the core values of the United Nations Global Compact's ten principles in the areas of human rights, labor, environment, and anti-corruption.

2. **Scope of this Policy**

This policy applies to all directors and employees of the Mizuno Group. We also expect all our business partners related to our products and services to support this policy, and specifically require our suppliers to understand and comply with it.

3. **Relationship with Internal Rules**

We believe that it is essential for each employee to thoroughly observe compliance and business ethics in every business activity for a company to fulfill its social

responsibility. As a guideline for being a trusted and indispensable company to all stakeholders, we have established the "Mizuno Corporation Ethical Standards". Moreover, under our "Sustainability Basic Philosophy", we endeavor to provide better sporting equipment, places, and opportunities for sports to all people across countries and ethnicities through sincere business activities.

4. Human Rights Responsibilities in Supply Chains

Mizuno Group believes that "good manufacturing" involves not only ensuring the safety, reliability, and high quality of products but also ensuring that the production process meets international standards in terms of human rights, labor, and the environment. Therefore, we have established the "Mizuno Code of Conduct for Suppliers", incorporating perspectives from the ISO26000, the international guidance on social responsibility. We share our group's perspective with our suppliers and request them to comply with the said code. We also request factories to display this code, translated into local languages, in a visible location. Furthermore, we continuously engage in CSR procurement audits, identifying and rectifying issues in human rights, labor safety and health, and the environment.

5. Dialogue and Consultation with Stakeholders

We engage in dialogue and consultation with stakeholders who are directly or potentially affected by our impact on human rights.

6. Remediation Process in Cases of Human Rights Violations

Should Mizuno Group directly cause or contribute to adverse impacts on human rights, or should such impacts be directly linked to our business or products, we will take appropriate measures based on international standards to prevent or mitigate such impacts.

7. Information Disclosure

We disclose the progress and results of our human rights initiatives based on this policy on platforms such as our website.

8. Education and Training

To ensure thorough implementation of this policy in all our business activities, we provide necessary education and skill development to our directors and employees.

9. Human Rights Issues in Business Activities

Mizuno Group recognizes that addressing the following human rights issues is an essential element of responsible business practices:

(1) Elimination of Discrimination and Harassment: We do not engage in any discriminatory practices, harassment, or any other related behaviors.

(2) Prohibition of Child Labor and Forced Labor: We do not condone child labor,

forced labor, slavery, or labor resulting from human trafficking.

(3) Respect for Fundamental Labor Rights: We guarantee the freedom of association and the rights of workers to collective bargaining and other basic labor rights.

(4) Consideration for Working Conditions and Work Environment: We comply with labor-related laws and strive to maintain and improve a safe and hygienic work environment. We also request our suppliers to observe labor laws and ensure a proper working environment.

(5) Establishment of a Safe, Secure, and Healthy Work Environment: We strive to provide a work environment where our employees can work safely and healthily and support their physical and mental well-being.

This policy has been approved by the board of directors of Mizuno Corporation and is signed by the President.

Established: April 25, 2023

A handwritten signature in blue ink, appearing to read 'Akito Mizuno', with a stylized flourish at the end.

Akito Mizuno

President

Mizuno Corporation