



Environment

Energy consumption [*b]

		Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Scope1	City gas	1,000m ³	31	30	26	32	47
	LP gas	t	78	83	85	86	74
	Heavy oil	kl	93	92	93	103	84
	Kerosene	kl	38	34	29	33	32
	Kerosene	kl	658	617	455	527	548
	Light oil	kl	156	151	111	111	125
Scope2	Electricity	1,000kWh	10,361	10,009	9,378	9,348	9,456
	Heat	GJ	10,025	9,998	10,568	10,815	11,989

Energy-derived CO₂ emissions [*a]

Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
t-CO ₂	16,350	15,712	14,262	14,537	14,326
Intensity* ²	9.18	9.26	9.48	8.42	6.76

* Emission Factor: We use the nationwide average factor of electric power companies, 0.000435 (t-CO₂/kWh).

Energy-derived CO₂ emissions by country [*a]

(Unit:t-CO ₂)	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Japan	8,900	8,597	7,787	8,004	8,162
US	4,274	4,269	3,902	3,752	3,494
Canada	205	191	129	139	153
UK	538	505	447	434	403
France	155	101	103	123	82
Netherlands	-	-	126	126	123
Germany	151	130	101	93	115

(Unit:t-CO ₂)	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Italy	80	80	53	79	94
China (factory)	1,337	1,216	1,049	1,232	1,143
China	86	46	39	42	39
Taiwan	187	181	176	173	169
Hong Kong	78	64	54	31	35
South Korea	183	175	158	178	176
Singapore	32	33	26	26	25
Thailand	34	28	24	18	21
Australia	110	98	89	86	92
Total	16,350	15,714	14,262	14,537	14,326

* The total may not add up exactly because the digits after the decimal point for each country have been rounded.

Water intake by water source [*b]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Water pipe and water supply facility	1,000m ³	36.5	35.6	28.5	32.1	32.9
Groundwater	1,000m ³	9.8	8.1	7.5	6.4	9.8
Total water intake	1,000m³	46.3	43.7	36.0	38.5	42.7

Effluent [*b]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Total effluent	1,000m³	46.3	43.7	36.0	38.5	42.7

Toluene emissions [*e]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Toluene emissions	kg	1,114	762	686	1,085	1,293

[*e] Calculated based on data from manufacturing bases in Japan (with Senoh Group bases not included until FY 2020, Senoh Group bases are included after FY 2021.)

Emissions of substances subject to the PRTR law [*e]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Emissions	kg	2,487	2,017	1,706	3,364	3,640

* Since Mizuno limits the use of substances subject to the Act on the Assessment of Releases of Specified Chemical Substances in the Environment and the Promotion of Management Improvement (known as the Pollutant Release and Transfer Register [PRTR] Law) to its own factories, the amount of such substances transported is 0 kg each year.

Emissions of main substances subject to the PRTR law

Emissions of main substances subject to the PRTR law	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Ethylbenzen	kg	69	30	100	130	296
Dichloromethane	kg	11	6	0	20	6
Phenol	kg	34	64	25	56	43
Toluene	kg	1,114	762	686	1,085	1,293
Styrene	kg	5	4	12	39	4
Xylene	kg	112	71	141	203	379
MIBK	kg	31	48	51	0	0
n Hexane	kg	219	199	136	443	98
Trimethylbenzene	kg	25	2	0	62	124
Methyl methacrylat	kg	415	563	374	532	645
2 Aminoethanol	kg	284	70	8	8	17
N, N, -Dimethylformamide	kg	42	49	28	40	51
Trichlorethylene	kg	50	74	39	83	66

* [*e] Calculations are based on data gathered from domestic manufacturing bases (excluding the Senoh Group)

Gross weight of industrial waste [*b]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Industrial waste	t	441.1	507.4	574.4	857.1	481.4
General waste	t	44.3	52.4	37.3	54.1	42.8
Total	t	485.4	559.8	611.7	911.2	524.2

* Waste generated by Mizuno did not contain any substances defined as hazardous in the Basel Convention.

Gross weight of waste by treatment method being adopted at Mizuno's domestic manufacturing bases (four factories) and waste sold as valuables [*e]

		Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Industrial waste	Incinerated; landfilled	t	0.46	0.61	2.99	0.21	0.16
	Recycled	t	68.31	86.51	67.75	82.85	104.85
	Total industrial waste	t	68.77	87.12	70.74	83.06	105.01
General waste	Incinerated	t	40.32	8.45	6.17	6.23	7.13
	Landfilled	t	0.00	0.00	0.00	0.00	0.00
	Recycled	t	0.00	0.00	0.00	0.00	0.00
	Total general waste	t	40.32	8.45	6.17	6.23	7.13
Valuables	Reused	t	3.18	2.99	0.25	20.3	3.32
	Recycled	t	137.13	117.80	95.54	111.91	122.45
	Total valuables	t	140.31	120.79	95.79	132.22	125.76
Total amount of emissions		t	249.40	216.36	172.70	221.51	237.90

[*e] Calculations are based on data gathered from domestic manufacturing bases (excluding the Senoh Group)

Environmental accounting

Environmental protection costs

In FY 2022, Mizuno's environmental protection costs have an increase of approximately 80 million yen from the previous year, bringing the total investment to 182.8 million yen. The expenses increased by 20 million yen from the previous year, amounting to 162.21 million yen. Just as in the previous fiscal year, the FY 2022 investments were mainly made in installing LED lights and switching to energy-saving air conditioners. The environmental protection expenses primarily comprised the cost of research and development in materials and processes that would help reduce the environmental impact of manufacturing processes and that of managing EMS activities.

Environmental protection costs incurred in FY 2022 [*b]

Unit (ten thousand yen)

Categories of environmental protection costs	Main efforts	Performance in FY 2022	
		Amount invested	Expenses
(1) Business area costs		10,828	8,179
(1)-1 Pollution prevention costs	Inspection, examination, and analysis costs	58	763
(1)-2 World environment protection costs	Costs incurred for installing energy-saving equipment	10,770	2,854
(1)-3 Resource circulation costs	Recycling waste and using recycled material	0	4,562
(2) Upstream and downstream costs	Costs for outsourcing product recycling and green procurement costs	0	931
(3) Management activity costs	ISO 14001 management costs, external communication costs, and environmental advertising costs	35	2,777
(4) Research and development costs	Costs for conducting research into the development of environmentally friendly products	0	4,169
(5) Social activity costs	Costs incurred for cleaning up the streets surrounding offices and donating money to the Dongurinokai association	0	165
(6) Costs incurred for paying for environmental damage		0	0
(7) Other environmental protection costs		0	0
Total		10,863	16,221

Effectiveness of environmental protection measures

Effectiveness of environmental protection measures taken in FY 2022 [*b]

Reduction (physical effect)

Environmental aspects		Unit	Performance in FY 2021	Performance in FY 2022	Reduction	Compared to the previous year
Energy and resource conservation	Energy and resource conservation	1,000kWh	9,348	9,456	-108	101.2%
	City gas	1,000m ³	32	47	-15	146.9%
	Gasoline; light oil	kl	637	673	-36	105.7%
	Kerosene	kl	33	32	1	97.0%
	Heavy oil	kl	103	84	19	81.6%
	Water supply	m ³	39	84	19	81.6%
Amount of incinerated general waste		t	54	33	6	85.7%
Industrial waste emissions		t	857	43	11	79.6%
				481	376	56.1%

The FY 2022 data were gathered between April 2022 and March 2023.

Reduction (monetary effect)

Unit (ten thousand yen)

Environmental aspects	Performance in FY 2021	Performance in FY 2022	Reduction	Compared to the previous
Electricity, gas, gasoline, light oil, kerosene, heavy oil, and water supply bills	41,137	51,232	-10,095	124.5%

The FY 2022 data were gathered between April 2022 and March 2023.



Social

Breakdown of Tier 1 suppliers

		No. of suppliers		Procurement amount ratio
Procurement amount ratio		509	100%	100%
By category	Apparel	279	55%	35%
	Shoes	27	5%	41%
	Equipment	203	40%	24%
By country / region	Japan	125	25%	12%
	China	227	45%	30%
	South Korea	17	3%	1%
	Taiwan	25	5%	1%
	Indonesia	19	4%	3%
	Vietnam	50	10%	41%
	Thailand	10	2%	5%
	The Philippines	4	1%	1%
	Myanmar	9	2%	1%
	Cambodia	10	2%	4%
Others	13	3%	1%	

Status of important suppliers (Tier 1 suppliers)

Number of important suppliers	148
Percentage of important suppliers among all Tier 1 suppliers	29%
Percentage of the procurement amount from important suppliers in the total procurement amount	76%
Percentage of important suppliers to which Mizuno is a major customer*	53%

* When the value of transactions with Mizuno accounts for at least 30% of the amount of orders received by the relevant supplier

Implementation status of CSR audits in FY 2022

	Country No. of suppliers* ¹	No. of important suppliers	No. of audits conducted in FY 2019 (reference)	No. of audits conducted in FY 2020	No. of audits conducted in FY 2021* ²	No. of audits conducted in FY 2022* ²
Japan	125	49	2	1	5	9
China	227	43	12	13	9	20
South Korea	17	0	0	0	0	0
Taiwan	25	4	0	0	0	0
Indonesia	19	9	3	1	0	5
Vietnam	50	23	8	6	1	10
Thailand	10	5	2	1	0	4
The Philippines	4	3	2	0	0	3
Myanmar	9	5	2	0	0	3
Cambodia	10	4	0	1	0	1
Others	13	3	0	0	2	1
Total	509	148	31	9	17	57

*1: As of April 2022. The conditions for CSR auditing have been changed since FY 2016.

*2: A CSR audit of main factories is conducted on a three-year cycle.

*3: Including a CSR audit of new candidate supplier factories before the commencement of business.

Corrective action status for non-conformities

Total	273	100%
Corrected	84	31%
Non-corrected	189	69%

Status of corrective actions as of March 31, 2023 for non-conformities identified in critical and major audit items in the FY 2022 CSR audits

Number of calls by content

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Inquiries about products	12,885	11,652	13,948	14,265	14,339
Other inquiries	4,715	4,585	14,357	7,327	5,987
Complaints about products	3,394	3,521	2,340	2,668	2,574
Catalogue requests	2,205	2,068	2,303	2,500	2,153
Inquiries about shops	2,353	1,885	1,595	1,916	1,447
Inquiries about repairs	2,570	2,052	1,513	1,733	1,827
Purchase	783	729	1,230	797	889
Complaints about services	251	200	358	384	786
Inquiries	2,718	2,527	337	296	228
Request (included in "Inquiries" until FY 2020)	-	-	175	161	307
Total	31,874	29,219	38,156	32,047	30,537

Number of calls by Sport Discipline

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Outdoor	3,186	2,802	2,757	5,785	3,620
Baseball	5,033	4,897	4,172	4,579	5,268
Track and field and running and sportswear	3,956	3,415	2,924	3,658	2,967
Golf	3,605	3,677	3,268	3,361	3,097
Walking and fitness	1,947	1,654	1,495	1,626	1,911
Racket Sports	1,481	1,376	1,028	1,145	1,160
Swimming	1,952	1,480	964	1,127	1,264
Football	869	1,233	798	868	1,148
Other	9,845	8,685	20,246	9,898	10,102
Total	31,874	29,219	38,156	32,047	30,537

Mizuno's employment status [*d]* (some people [*a])

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Employees (no. of people)	Male	1,138	1,105	1,101	1,076	1,025
	Female	434	450	449	454	460
	Total No.	1,572	1,555	1,550	1,530	1,485
Average age (years old)	Male	45.1	45.1	45.1	44.3	44.4
	Female	39.9	40.6	41.0	41.1	41.3
	Total	43.7	43.8	43.9	43.4	43.4
Average length of service (years)	Male	21.3	21.0	20.8	20.3	20.1
	Female	16.7	17.2	17.6	18.1	18.1
	Total	20.0	19.9	19.9	19.6	19.5
Turnover (no. of people)	Male	24	23	10	21	28
	Female	12	16	11	15	10
	Total No.	36	39	21	36	38
New graduate employees (no. of people)	Male	23	22	11	16	24
	Female	13	12	8	9	21
	Total No.	36	34	19	25	45
Mid-career recruitment (no. of people)	Male	11	19	18	28	39
	Female	9	8	2	5	19
	Total No.	20	27	20	33	58
International employees (parent company; no. of people)	Total No.	5	6	6	8	7
International employees (consolidated; no. of people) [*a]	Total No.	2,091	1,455	1,455	1,405	1,449
Temporary employees (no. of people)	Total No.	374	349	388	473	438
Physically challenged employees (no. of people)	Total No.	34	34	34	30	32

* Calculations are based on data on full-time employees.

Employees' ages [***d**]*

	Total	Male	Female
Younger than 30 (no. of people)	180	110	70
30 to 39 (no. of people)	388	249	139
40 to 49 (no. of people)	339	229	110
50 to 59 (no. of people)	577	436	141
60 or older (no. of people)	1	1	0

* Calculations are based on data on full-time employees.

Work hours; overtime work hours [***d**]*

	Unit
Annual work hours per employee	1,840 hours / year
Monthly average overtime work hours per employee	6.6 hours / month
Monthly average overtime work payment per employee	23,764 yen / month

* Calculations are based on data on full-time employees.

Annual paid holiday usage status [***d**]

	Unit	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of annual paid holidays available	Days	18.9	18.9	19.0	18.9	18.8
Number of annual paid holidays taken	Days	9.9	10.8	8.2	10.2	10.9
Usage rate	%	52.4	56.6	43.6	53.9	58.0

Number of employees who took childbirth / childcare leave and number of people who returned to Mizuno after once leaving [*d]

		FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of employees who took childcare leave (no. of people)	Male	4	1	11	10	12
	Female	27	37	53	57	59
Percentage of employees who took childcare leave (percentage)	Male	10	10	12	12	27
	Female	100	100	100	100	100
Percentage of people who returned to Mizuno after once leaving (percentage)	Male	100	100	100	100	100
	Female	94	100	100	100	100
Retention rate (percentage)	Male	100	100	100	90	94
	Female	100	100	100	94	97

Number of industrial accidents [*d] Mizuno Corporation (parent company)

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Number of industrial accidents (no. of accidents)	11	11	8	9	10
Deaths due to industrial accidents (no. of deaths)	0	0	0	0	0
Frequency rate* ¹	1.75	1.92	1.58	2.14	2.03
Severity rate* ²	0.006	0.005	0.002	0.002	0.094

Female employee rates and female manager rates [*c]

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Female employee rates (percentage)	27.4	28.0	27.6	28.9	29.7
Female manager rates (percentage)	8.1	8.3	6.3	5.4	5.2

(Reference) Mizuno Corporation (parent company) [*d]

	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022
Female employee rates (percentage)	27.5	28.9	29.0	29.7	30.9
Female manager rates (percentage)	5.5	5.5	5.2	5.7	5.9

FY 2022—percentage of employees who have received human resources evaluation [*c]

	Target person	Percentage
Male	Full-time, contract, part-time, and temporary employees	100%
Female	Full-time, contract, part-time, and temporary employees	100%



Governance

Executive compensation

Unit (million yen)

	Total amount of compensation, etc.	Total amount of compensation, etc. by type			No. of target persons(person[s])
		Basic compensation	Performance-linked compensation	Transfer-restricted stock-based compensation	
Directors (excluding Audit and Supervisory Committee members) (Figure especially for outside directors)	319 (8)	155 (8)	141 (-)	21 (-)	7 (1)
Directors (Audit and Supervisory Committee members) (Figure especially for outside directors)	35 (16)	35 (16)	- (-)	- (-)	4 (2)
Total (Figure especially for outside directors)	354 (24)	190 (24)	141 (-)	21 (-)	11 (3)

Provision of compliance education

Name of training program	Details	Target person	No. of participants
New employee training	社Basic legal knowledge to be recognized by employees as members of society and the staff of Mizuno	New employees (full-time employees of the Group) [*b]	40
Compliance education	Report on our activities for fair business practices and anti-corruption and reconfirmation of the Mizuno Corporation Ethical Standards	All employees [*b]	Approx. 3,000
Whistle-blowing education	Provision of information on the whistle-blowing system (publicity activity) or report on their implementation status (feedback activity)	All employees [*b]	Approx. 3,000
Harassment prevention education	Correct knowledge about preventing harassment and dissemination of information on the Harassment Hotline	All employees [*b]	Approx. 3,000
Personal information protection education	Dissemination of personal information protection rules to individual employees and taking inventory of personal information managed by them	All employees [*b]	Approx. 3,000

Usage status of the whistle-blowing system[*b]

(FY)	Total No.	Breakdown of contents		
		Environment	Human Rights	Governance / Compliance
2018	6	0	2	4
2019	17	0	8	9
2020	11	0	5	6
2021	8	0	5	3
2022	8	0	3	5