

Sustainability Library

ESG Data

- Environment 154
- Social 160
- Governance 165

External Evaluations 167

GRI Content index 169

Reporting Policy 173

Environment

Energy Consumption [*b]

		Unit	FY2018 (Base Year)	FY2023	FY2024	FY2025
Scope1	City Gas	1,000m^3	30.8	8.9	8.1	9.1
	LP Gas	t	78.1	72.9	77.4	87.5
	Heavy oil	kl	92.7	98.6	98.4	99.6
	Kerosene	kl	37.7	38.4	43.0	48.9
	Gasoline	kl	657.6	520.0	501.5	470.4
	Light oil	kl	156.3	135.6	130.1	139.7
Scope2	Electricity	1,000kWh	10,365	9,929	9,671	10,679
	Heat	GJ	10,025	12,142	12,741	12,893

*The figures have been revised to reflect retrospective corrections made due to errors in previously disclosed data.
*The breakdown of energy consumption includes non-renewable sources such as fuel, electricity, heating, cooling, and steam. Currently, no renewable energy sources such as biofuels have been identified.
*The energy consumption figures do not include energy consumption outside the organization.
*For the FY2025 performance figures, some locations have used FY2024 actual results due to the unavailability of FY2025 data.

GHG Emissions [*a]

GHG Emissions by Scope [*a]

($t\text{-}CO_2e$)

Scope		FY2018 (Base Year)	FY2023	FY2024	FY2025
Scope1		4,757	4,044	4,058	4,158
Scope2	Location-based method	11,284	8,518	7,832	8,322
	Market-based method	10,344	7,165	6,852	6,219
Scope3		479,724	411,041	437,448	416,336
Total (Market-based method)		494,795	422,250	448,358	426,713

*For detailed figures, please refer to the table below.

■ Energy-Derived GHG Emissions by Country: Scope1 and Scope2 [*a]

($t\text{-}CO_2e$)

(Unit: $t\text{-}CO_2e$)		FY2018 (Base Year)	FY2023	FY2024	FY2025
Region	Country				
Japan	Japan (Market-based method)	8,845	6,930	7,108	6,570
	Japan (Location-based method)	9,815	8,284	8,088	8,674
Americas	US	2,728	1,667	1,400	1,404
	Canada	228	162	143	200
	Total	2,956	1,829	1,543	1,605
Europe	UK	575	288	245	242
	France	153	112	135	148
	Netherlands	–	225	150	147
	Germany	177	137	119	120
	Italy	95	86	94	144
	Total	1,001	848	743	802
Asia・Oceania	China (factory)	1,489	1,003	971	899
	China	86	37	37	35
	Taiwan	213	183	184	184
	Hong Kong	95	66	50	23
	South Korea	217	209	187	182
	Singapore	19	13	12	12
	Thailand	41	27	25	26
	Australia	111	65	50	38
	Total	2,270	1,602	1,516	1,400
Total (Market-based method)		15,071	11,209	10,910	10,377
Total (Location-based method)		16,041	12,563	11,890	12,481
Comparison to Base Year (Market-based method) (%)			74.4	72.4	68.9
Emission intensity	Market-based method	8.46	4.88	4.54	4.01
	Location-based method	9.01	5.47	4.95	4.82

*Due to rounding of figures by country, the totals may not exactly match.
*Market-based figures are calculated using the market-based method, applying emission factors for electricity suppliers published by the Ministry of the Environment of Japan. For sites where electricity procurement data is unavailable, as well as for overseas sites, location-based emission factors are used.
*For FY2025, some sites have used FY2024 figures due to data availability.
*The FY2025 market-based emissions for Japan reflect the environmental attributes obtained through the purchase of Non-Fossil Certificates
*Some of the actual figures for previous fiscal years have been retrospectively revised due to updates in certain data.
*Emission intensity: Greenhouse gas emissions ($t\text{-}CO_2e$) per 100 million yen of consolidated revenue.

■ Other Indirect Greenhouse Gas (GHG) Emissions (t-CO_2e): Scope 3 [*a]

(t-CO_2e)

Category	FY2018 (Base Year)		FY2023		FY2024		FY2025	
	GHG emissions	Break (%)	GHG emissions	Break (%)	GHG emissions	Break (%)	GHG emissions	Break (%)
Category 1 (Purchased products and services)	391,915	81.7	328,521	79.9	345,128	78.9	322,584☑	77.5
Category 2 (Capital goods)	9,392	2.0	6,451	1.6	13,172	3.0	12,535	3.0
Category 3 (Fuel- and energy-related activities)	3,755	0.8	3,569	0.9	4,066	0.9	6,150	1.5
Category 4 (Upstream transportation and distribution)	10,855	2.3	15,319	3.7	14,526	3.3	15,001	3.6
Category 5 (Waste generated in operations)	317	0.1	583	0.1	729	0.2	514	0.1
Category 6 (Business travel)	4,207	0.9	7,275	1.8	7,269	1.7	7,437	1.8
Category 7 (Employee commuting)	4,438	0.9	4,219	1.0	4,241	1.0	4,216	1.0
Category 8 (Upstream leased assets)	3,686	0.8	4,472	1.1	4,091	0.9	3,143	0.8
Category 9 (Downstream transportation and distribution)	159	0.0	509	0.1	491	0.1	840	0.2
Category 12 (End-of-life treatment of sold products)	51,001	10.6	40,123	9.8	43,375	9.9	43,916☑	10.5
Total	479,724	100.0	411,041	100.0	437,448	100.0	416,336	100.0
Comparison to Base Year (%)			85.7		91.2		86.8	

Notes:

*Emissions from purchased electricity in Japan are calculated using the market-based method.
*The calculation scope is the domestic Mizuno Group and overseas Mizuno Group.
*Scope 1: Greenhouse gas (GHG) emissions from a company's direct operations, such as the in-house use of fuel.
*Scope 2: A company's indirect GHG emissions from purchased electricity, heat, and steam.
*Scope 3: A company's indirect GHG emissions coming from product manufacturing, transportation, employees' business travel and commuting within the supply chain.
* For Scope 1 and 2, emissions are from energy sources.
For Scope 3, non-energy source greenhouse gases are partly included according to the guidelines from the Ministry of the Environment.
*The data marked with ☑ has been assured by a third party in Japanese version of report.
*Scope 1 and 2:
Direct and indirect GHG emissions from corporate activities as defined by the GHG Protocol.
*Scope 3 / Category 1:
The following three methods are used to calculate emission factors according to the characteristics of product categories.
*LCA of the representative model of the product sold by Mizuno in the relevant fiscal year was carried out and the emission factor of the product was calculated. GHG emissions were calculated by multiplying the sales volume with the emission factor. - ①
*In the manufacturing department, GHG emissions were calculated by multiplying the amount of substances used in manufacturing with the emission factor. - ②
*GHG emissions were calculated by multiplying the cost of products sold by Mizuno in the relevant fiscal year with the emission factor specified by the Ministry of the Environment. - ③
Total GHG emissions = ① + ② + ③
*For LCA calculation, the emission factor of LCI database IDEA version3.4 and Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain.
*Scope3 / Category 12
The following three methods are used for calculation according to the characteristics of product categories.
*LCA of the representative model of the product sold by Mizuno in the relevant fiscal year was carried out and the emission factor of the product for disposal specified by the Ministry of the Environment was calculated. GHG emissions were calculated by multiplying the sales volume with the emission factor. - ①
*In the manufacturing department, GHG emissions were calculated by multiplying the amount of substances used in manufacturing with the emission factor for disposal. - ②
*GHG emissions estimated from sales amount based on the GHG emissions calculated from ①. - ③
Total GHG emissions = ① + ② + ③
*For LCA calculation, the emission factor of LCI database IDEA version 3.4 and Database on Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain.
LCA calculations use emission factors from the LCI database IDEA version 3.4 and the emission intensity database for calculating GHG emissions across the supply chain (ver. 3.4).
*Past GHG emission figures have been retrospectively revised due to updates in calculation methods based on the GHG Protocol.

Water Intake by Water Source [*b]

● Domestic Group

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Water pipe water supply facility	1,000m^3	32.1	32.9	30.3	30.1	36.8
Groundwater	1,000m^3	6.4	9.8	6.6	7.5	7.1
Total water intake	1,000m^3	38.5	42.7	36.8	37.7	43.9

● Overseas Group

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total water intake	1,000m^3	22.5	18.8	18.4	15.5	16.5

Effluent [*b]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Total effluent	1,000m^3	38.5	42.7	36.8	37.7	43.9

Toluene Emissions [*e]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Toluene emissions	kg	1,085	1,293	1,287	1,869	1,798

*[*e] Calculated based on data from manufacturing bases in Japan (with Senoh Group)

Emissions of Substances Subject to the PRTR Law [*e]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Emissions	kg	3,364	3,640	3,647	4,294	5,855

*Substances subject to the PRTR Law are used exclusively within our own factories, and the transfer amount remains 0 kg each year.

Emissions of Main Substances Subject to the PRTR Law

Emissions of main chemical substances	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Ethylbenzene	kg	130	296	296	476	475
Dichloromethane	kg	20	6	6	0	0
Phenol	kg	56	43	43	24	22
Toluene	kg	1,085	1,293	1,287	1,869	1,798
Styrene	kg	39	4	21	27	7
Xylene	kg	203	379	379	770	933
MIBK	kg	0	0	0	157	157
n Hexane	kg	443	98	98	8	113
Trimethylbenzene	kg	62	124	0	83	58
Methyl methacrylate	kg	532	645	645	330	327
2Aminoethanol	kg	8	8	17	1	0
N,N,- Dimethylformamide	kg	40	51	51	52	52
Trichlorethylene	kg	83	66	66	22	25

*Calculations are based on data gathered from domestic manufacturing bases (including the Senoh Group)

Gross Weight of Industrial Waste [*b]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Industrial waste	t	857.1	481.4	453.9	430.3	428.5
Manufacturing Sites	t	130	156.7	133.8	172.1	180.7
Non-Manufacturing Sites	t	727.1	324.7	320.1	258.2	247.8
General waste	t	54.1	42.8	39.2	43.1	48.5
Total	t	911.2	524.2	493	473.4	476.9

*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	FY2021	FY2022	FY2023	FY2024	FY2025
Industrial waste	Incineration and landfill	t	0.21	0.16	0.17	0.67	0.34
	Recycled	t	82.85	104.85	93.25	80.70	61.23
	Total industrial waste	t	83.06	105.01	93.42	81.37	61.57
General waste	Incinerated	t	6.23	7.13	6.94	8.11	6.26
	Landfilled	t	0.00	0.00	0	0	0
	Recycled	t	0.00	0.00	0	0	0
	Total general waste	t	6.23	7.13	6.94	8.11	6.26
Valuables	Reused	t	20.3	3.32	0.35	6.63	6.19
	Recycled	t	111.91	122.45	110.29	104.67	101.02
	Total valuables	t	132.22	125.76	110.64	111.30	107.21
Total Waste Generated		t	221.51	237.90	211.10	200.78	175.04

*Calculations are based on data gathered from domestic manufacturing bases (including the Senoh Group)
*Some historical data has been restated retrospectively due to updates to certain underlying data.

Environmental Accounting

● Environmental Conservation Costs

In fiscal year 2025, environmental conservation costs included an investment of 55.95 million yen, an increase of approximately 25.33 million yen from the previous year, and expenses totaling 195.39 million yen, an increase of approximately 27.40 million yen from the previous year. Major expenses consisted of personnel costs related to research on products and technologies that contribute to environmental conservation, costs associated with resource circulation such as recycling and proper treatment/disposal of waste, and expenses for the operation and management of EMS (Environmental Management System) activities.

● Environmental Protection Costs Incurred in FY 2025 [*b]

Categories of environmental protection costs	Key initiatives	Performance in FY2025	
		Amount invested	Expenses
(1) Business area costs		5,517	7,153
(1)-1 Pollution prevention costs	Inspection, examination, and analysis costs	45	737
(1)-2 Global environmental conservation costs	Costs incurred for installing energy-saving equipment	5,472	1,401
(1)-3 Resource circulation costs	Recycling waste and using recycled material	0	5,015
(2) Upstream and downstream costs	Costs for outsourcing product recycling and green procurement costs	0	1,224
(3) Management activity costs	ISO 14001 management costs, external communication costs, and environmental advertising costs	78	4,007
(4) Research and development costs	Costs for conducting research into the development of environmentally friendly products	0	6,916
(5) Social activity costs	Costs incurred for cleaning up the streets surrounding offices and donating money to the Dongurinokai association	0	239
(6) Environmental remediation costs		0	0
(7) Other environmental protection costs		0	0
Total		5,595	19,539

Effectiveness of Environmental Protection Measures

● Effectiveness of Environmental Protection Measures Taken in FY 2025 [*b]

Reduction (Physical Effect)

Environmental aspects		Unit	Performance in FY2024	Performance in FY2025	Reduction	Compared to the previous year
Energy and resource conservation	Electricity	1,000kWh	9,671	10,679	1,007.6	110.4%
	City Gas	1,000m^3	85.5	96.5	-11	112.9%
	Gasoline and diesel fuel	kl	631.6	610.1	21.5	96.6%
	Kerosene	kl	43.0	48.9	-5.9	113.7%
	Heavy oil	kl	98.4	99.6	-1.2	101.2%
	Water supply	m^3	30.1	36.9	-6.8	122.6%
	Groundwater	1,000m^3	7.5	7.1	-0.4	94.0%
Amount of incinerated general waste		t	43.1	48.5	-5.4	112.5%
Industrial waste emissions		t	430.3	454.8	-24.5	105.7%

*Aggregation period: April 2025 to March 2026
*Some historical data has been restated retrospectively due to updates to certain underlying data.

● Reduction (Monetary Effect)

Unit (ten thousand yen)

Environmental aspects	Performance in FY2024	Performance in FY 2025	Reduction	Compared to the previous
Electricity, gas, gasoline, Diesel fuel, kerosene, heavy oil, and water supply bills	49,729	54,167	-4,438	108.9%

*Aggregation period: April 2025 to March 2026

Environmental Audit Findings [b]

		FY2021	FY2022	FY2023	FY2024	FY2025
Internal audit findings	Nonconformities	0	0	19	11	20
	Minor nonconformities	20	27	2	1	2
	Opportunities for improvement	2	0	3	0	2
External audit findings	Nonconformities	0	0	0	0	0
	Minor nonconformities	0	3	3	2	4
	Opportunities for improvement	5	5	0	0	7

Social

Breakdown of Tier 1 Suppliers

		Number of suppliers	Supplier ratio (%)	Procurement amount ratio (%)
Total Supplier		491	100	100
By Category	Apparel	265	54.0	34.9
	Footwear	25	5.1	47.6
	Equipment	201	40.9	17.5
By country / region	Japan	106	21.6	11.3
	China	253	51.5	31.8
	South Korea	1	0.2	0.1
	Taiwan	18	3.7	2.5
	Indonesia	18	3.7	2.5
	Vietnam	51	10.4	37.1
	Thailand	10	2.0	3.8
	The Philippines	4	0.8	2.2
	Myanmar	7	1.4	0.8
	Cambodia	10	2.0	8.6
	Others	13	2.6	1.0

Status of Important Suppliers (Tier 1 Suppliers)

	FY2025
Number of important suppliers	185
Percentage of important suppliers among all Tier 1 suppliers (%)	37.7
Percentage of the procurement amount from important suppliers in the total procurement amount (%)	96.6
Percentage of important suppliers to which Mizuno is a major customer* (%)	34.8

* 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 by Country

Country	Number of important suppliers	FY2021		FY2022		FY2023		FY2024		FY2025	
		Number of Audits	Average score	Number of Audits	Average score	Number of Audits	Average score	Number of Audits	Average score	Number of Audits	Average score
Japan	35	5	92	9	95	4	93	4	95	6	95
China	81	9	90	20	90	18	90	12	89	19	93
South Korea	1	0	0	0	0	0	0	0	0	0	0
Taiwan	5	0	0	0	0	0	0	0	0	0	0
Vietnam	5	1	98	10	92	9	85	3	98	5	90
Thailand	29	0	0	5	85	0	0	0	0	3	96
The Philippines	3	0	0	3	95	0	0	0	0	3	96
Indonesia	8	0	0	5	92	3	98	1	95	0	0
Cambodia	7	0	0	1	91	1	95	1	85	0	0
Myanmar	6	0	0	3	95	0	0	0	0	0	0
Others	5	2	92	1	92	0	0	2	92	2	98
Total	185	17	91	57	91	35	90	23	92	38	94

Note:
- The number of important suppliers is as of April 2025. The conditions for CSR auditing have been revised since FY2016.
- A CSR audit of main factories is conducted on a three-year cycle. The audit counts and average scores presented in this table are derived from periodic audits conducted directly by Mizuno.

Implementation Status of CSR Audits by Rating Grade

Rating grade	FY 2024		FY 2025	
	Pre-assessment	Periodic Audit	Pre-assessment	Periodic Audit
Rating A	2	16	3	30
Rating B	0	6	1	7
Rating C	0	0	0	1
Rating D	0	1	0	0
Equivalent to Rating B or higher under Mizuno's evaluation criteria based on assessments conducted by third-party audit organizations	18	35	10	41
Total	20	58	14	79

Corrective Action Status for Non-Conformities

	Number of Cases	Percentage (%)
Total	222	100
Corrected	145	65
Non-corrected	77	35

* Status of corrective actions as of March 31, 2026, for non-conformities identified in CSR audits conducted between April and September 2025.

Number of Calls by Content

	FY2021	FY2022	FY2023	FY2024	FY2025
Inquiries about products	14,265	14,339	12,383	12,588	11,979
Other inquiries	7,010	5,987	5,495	4,576*1	4,808
Complaints about products	2,985	2,574	2,325	4,013*2	2,737
Catalogue requests	2,500	1,447	1,291	1,051	517
Inquiries about shops	1,916	2,153	1,646	1,416	1,181
Inquiries about repair	1,733	1,827	1,740	-*2	-
Purchase	797	889	707	1,136	1,511
Complaints about services	384	786	324	-*2	-
Inquiries	296	228	226	-*1	-
Request (included in “Inquiries” until FY 2020)	161	307	186	-*1	-
Total	32,047	30,537	26,323	24,780	22,733

*1 Du eto a system change implemented in August 2024, inquiries categorized as “Other,” “Opinions,” and “Requests” are now aggregated for reporting purposes.
*2 Due to a system change implemented in August 2024, product complaints, service complaints, and repair inquiries are now aggregated for reporting purposes.

Number of Calls by Sport Discipline

	FY2021	FY2022	FY2023	FY2024	FY2025
Outdoor	5,785	3,620	2,940	2,500	2,402
Baseball	4,579	5,268	3,835	4,325	3,182
Track and Field, Running, and Sportswear	3,658	2,967	2,513	2,159	1,156
Golf	3,361	3,097	2,280	1,629	1,697
Walking and fitness	1,626	1,911	1,876	2,071	2,135
Racket Sports	1,145	1,160	1,363	998	840
Swimming	1,127	1,264	1,223	1,019	892
Football	868	1,148	1,095	927	895
Others	9,898	10,102	9,198	9,242	9,534
Total	32,047	30,537	26,323	24,780	22,733

Mizuno's Employment Status [*d]* (Partially Based on [*a] Data)

		FY2021	FY2022	FY2023	FY2024	FY2025
Number of Employees (persons)	Male	1,076	1,025	1,026	1,037	1,000
	Female	454	460	472	496	507
	Total	1,530	1,485	1,498	1,533	1,507
Average Age (years)	Male	44.3	44.4	44.2	43.9	43.56
	Female	41.1	41.3	41.3	41.2	40.66
	Total	43.4	43.4	43.3	43.0	42.58
Average Length of Service (years)	Male	20.3	20.1	18.9	18.6	17.99
	Female	18.1	18.1	17.2	16.7	15.81
	Total	19.6	19.5	18.4	18.0	17.26
Number of Employees Leaving the Company (persons)	Male	21	28	27	31	27
	Female	15	10	9	9	7
	Total	36	38	36	40	34
Number of New Graduate Hires (persons)	Male	11	16	24	26	29
	Female	8	9	21	26	24
	Total	19	25	45	52	53
Number of Mid-career Hires (persons)	Male	28	27	27	27	26
	Female	5	16	12	8	18
	Total	33	43	39	35	44
Number of Foreign Employees (Non-consolidated)(persons)	Total	8	7	6	12	19
Number of Foreign Employees (Consolidated)(persons)	Total	1,405	1,415	1,368	1,405	1,366
Number of Temporary Employees (persons)	Total	473	343	463	452	396
Number of Employees with Disabilities (persons)	Total	30	32	30	31	35

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

Employees' Ages [*d]

	Total		Male		Female	
	(persons)	(%)	(persons)	(%)	(persons)	(%)
Younger than 30	239	15.9	138	9.2	101	6.7
30 to 39	388	25.7	248	16.5	140	9.3
40 to 49	366	24.3	243	16.1	123	8.2
50 to 59	512	34.0	369	24.5	143	9.5
60 or older	2	0.1	2	0.1	0	0

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

Number of Employees by Employment Type [*d]

(persons)

	Employment Type	Female	Male	Total
MIZUNO Corporation	Full-time Employee (Managerial Position)	22	171	193
	Full-time Employee (Non-managerial Position)	485	829	1,314
	Total Full-time Employees	507	1,000	1,507
	Contractual Employees	28	166	194
	Contract Employee	70	56	126
	Part-time Workers	132	62	194
	Total Employees	737	1,284	2,021
	Temporary Employees	75	4	79

Number of Employees by Region [*a]

(persons)

	FY2021	FY2022	FY2023	FY2024	FY2025
Japan	2,347	2,146	2,299	2,239	2,399
Europe	321	287	312	313	315
Americas	317	306	317	357	389
Asia and Oceania	797	682	656	640	585
Total	3,782	3,421	3,584	3,549	3,688

Age Distribution of Career Hires [*d]

(persons)

	Full-time Employee			Contract Employee		
	Male	Female	Total	Male	Female	Total
Younger than 30	8	5	13	1	4	5
30 to 39	12	6	18	1	2	3
40 to 49	4	0	4	0	0	0
50 to 59	0	0	0	0	1	1
Total	24	11	35	2	7	9

Turnover Status [*d]

Mizuno Corporation (FY 2025) Turnover
Turnover Rate: 2.2%

(persons)

	Full-time Employees		
	Male	Female	Total
Younger than 30	2	1	3
30 to 39	15	4	19
40 to 49	2	0	2
50 to 59	8	2	10
60	0	0	0
Total	27	7	34

Work Hours and Overtime Work Hours [*d]*

	Unit
Annual work hours per employee	1,704.45 hours/year
Monthly average overtime work hours per employee	6.7 hours/month
Monthly average overtime work payment per employee	29,101 Yen/month

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

Annual Paid Holiday Usage Status [*d]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of annual paid holidays available	Days	18.9	18.8	18.6	18.4	18.3
Number of annual paid holidays taken	Days	10.2	10.9	11.3	9.7	10.3
Usage rate	%	53.9	58.0	60.9	52.9	56.2

Status of Maternity / Paternity Leave and Return to Work [*d]

		FY2021	FY2022	FY2023	FY2024	FY2025
Number of Employees Taking Childcare Leave (persons)	Male	10	12	18	33	47
	Female	57	59	61	53	50
Childcare Leave Utilization Rate (%)	Male	12	27	35	70.9	100
	Female	100	100	100	100	100
Return-to-Work Rate (%)	Male	100	100	100	100	100
	Female	100	100	100	100	100
Retention Rate (%)	Male	90	94	90	100	87.5
	Female	94	97	95	98.5	93.0

Number of Occupational Accidents [*d] Mizuno Corporation (Non-Consolidated)

	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Occupational Accidents (cases)	9	10	11	8	13
Number of Fatalities Due to Occupational Accidents (persons)	0	0	0	0	0
Frequency Rate	2.14	2.03	0.00	0.27	0.30
Severity Rate	0.002	0.094	0.00	0.005	0.01

Percentage of Female Employee and Female Manager [*c]

(%)

	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of Female Employees (%)	28.9	29.7	30.5	29.6	31.9
Percentage of Female Managers (%)	5.4	5.2	6.5	8.4	9.8

(Reference) Mizuno Corporation (Non-Consolidated) [*d]

(%)

	FY2021	FY2022	FY2023	FY2024	FY2025
Percentage of Female Employees (%)	29.7	30.9	31.7	32.4	33.6
Percentage of Female Managers (%)	5.7	5.9	7.6	10.7	11.3

Gender Pay Gap

(%)

Category	Gender Pay Gap (%)
All Employees	74.8
Full-time Employees	77.0
Contractual / Contract Employees & Part-time Workers	74.7

Percentage of Employees Receiving Performance Evaluations (FY2025) [*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

Number and Breakdown of Board Members [*d]

			Unit	As of the end of June 2022	As of the end of June 2023	As of the end of June 2024	As of the end of June 2025	As of the end of June 2026
Directors	Inside	Male	(persons)	5	5	5	5	5
		Female		0	0	0	0	0
		Total		5	5	5	5	5
	Outside	Male		2	2	1	1	0
		Female		1	1	2	2	3
		Total		3	3	3	3	3
	Total			8	8	8	8	8
Directors who are Audit and Supervisory Committee Members				3	3	3	3	3
Directors with Concurrent Executive Roles				4	4	4	4	4
Ratio of Directors with Executive Roles			(%)	50.0	50.0	50.0	50.0	50.0
Ratio of Outside Directors				37.5	37.5	37.5	37.5	37.5
Ratio of Female Directors				12.5	12.5	25.0	25.0	37.5
Average Tenure			(years)	9	10	10	8	7
Average Age of Directors			(years)	65	66	65	65	61

Frequency of Board of Directors Meetings (Including Extraordinary Meetings) [*d]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Board of Directors meetings held	(times)	25	25	25	23	24
Average attendance rate of all directors	(%)	100	100	100	100	99.5
Average attendance rate of outside directors	(%)	100	100	100	100	100
Average attendance rate of Audit and Supervisory Committee members	(%)	100	100	100	100	100
Average attendance rate of outside Audit and Supervisory Committee members	(%)	100	100	100	100	100

Frequency of Audit & Supervisory Board / Audit and Supervisory Committee Meetings [*d]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of Audit and Supervisory Committee meetings held	(times)	14	14	14	15	14
Attendance rate of Audit and Supervisory Committee members	(%)	100	100	100	100	100
Attendance rate of outside Audit and Supervisory Committee members	(%)	100	100	100	100	100

Composition and Frequency of Nomination and Remuneration Advisory Committees [*d]

		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Nomination Advisory Committee	Inside Directors	(persons)	1	1	1	1	1
	Outside Directors		3	3	3	3	3
	Total		4	4	4	4	4
	Number of meetings held	(times)	1	1	1	1	1

		Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Remuneration Advisory Committee	Inside Directors	(persons)	1	1	1	1	1
	Outside Directors		3	3	3	3	3
	Total		4	4	4	4	4
	Number of meetings held	(times)	1	1	1	1	1

Executive Compensation

Unit (million yen)

	Total amount of compensation, etc.	Total amount of compensation, etc. by type			Number of target persons (persons)
		Basic compensation	Performance-linked compensatio	Transfer restricted stock-based compensation	
Directors (excluding Audit and Supervisory Committee members) (of which, Outside Directors)	334 (10)	156 (10)	143 (-)	34 (-)	6 (1)
Directors (Audit and Supervisory Committee members) (of which, Outside Directors)	40 (21)	40 (21)	- (-)	- (-)	3 (2)
Total (of which, Outside Directors)	374 (31)	196 (31)	143 (-)	34 (-)	9 (3)

Number of Compliances and Bribery Violations [*a]

	Unit	FY2021	FY2022	FY2023	FY2024	FY2025
Number of serious compliance violations per year	cases	0	0	0	0	0
Number of bribery-related violations		0	0	0	0	0

Provision of Compliance Education

Name of training program	Details	Target person	Number of participants (persons)
New employee training	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]	70
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]

(cases)

		Breakdown of contents		
FY	Total	Environment	Human Rights	Governance / Compliance
FY2019	17	0	8	9
FY2020	11	0	5	6
FY2021	8	0	5	3
FY2022	8	0	3	5
FY2023	17	0	17	0
FY2024	17	0	11	6
FY2025	5	0	2	3

External Evaluations

Evaluation of Health Promotion Initiatives

Mizuno's efforts to promote health have been recognized through multiple certifications. In 2026, the company was certified as a “Health & Productivity Management Outstanding Organization (Large Enterprise Category)”—commonly known as the White 500—and also received the “Silver” designation as a consecutive awardee of the “Sports Yell Company 2026.”





Evaluation of Diversity Initiatives

Mizuno has received several certifications in recognition of its efforts to promote diversity:

- On May 13, 2024, Mizuno was awarded the “Eruboshi Certification”, which is granted to companies that demonstrate excellence in promoting women's participation and advancement in the workplace under the Act on Promotion of Women's Participation and Advancement in the Workplace. Mizuno received the highest level—three stars—out of the three certification levels.
- On May 16, 2024, Mizuno obtained the “Kurumin Certification”, which is awarded to companies that meet certain standards for supporting employees in balancing work and child-rearing, based on the Act on Advancement of Measures to Support Raising Next-Generation Children.
- In July 2025, Mizuno received the “Tomonin” mark, a symbol designated by the Ministry of Health, Labour and Welfare to recognize companies that are actively working to create a workplace environment where employees can balance work and caregiving responsibilities.







Participation in Outside Initiatives

Membership Status in External Sustainability Organizations

Organization Name	Details	Membership status
United Nations Global Compact	Mizuno signed the United Nations Global Compact in July 2021. Mizuno supports the Ten principles in the four areas of human rights, labour, the environment, and anti-corruption, advocated by the United Nations Global Compact, and will put them into practice in light of its existing regulations.	Signatory
Apparel and Footwear International RSL Management Group (AFIRM)	In January 2019, we joined the Apparel and Footwear International RSL Management Group (AFIRM) , an international organization that manages the Restricted Substances List(RSL), to simplify the operation of restricted chemical substances and strengthen the management of them.	Member

Participation in External Organizations Related to Sustainability

Organization Name	Details
Public-Private Partnership Platform for Local Development SDGs	The Cabinet Office has established a platform with the aim of promoting the domestic implementation of the SDGs and further fostering regional revitalization. Seeing this platform as an opportunity for public-private collaboration, we think we could deepen partnerships with a wide range of stakeholders and are actively participating.
Kansai SDGs Platform	A platform where various actors from the Kansai region participate, including private enterprises, civil society, NPOs, NGOs, universities and research institutions, as well as local and government agencies. As a company in the Kansai region, we are participating to seek collaboration.
Support for UNICEF's Children's Rights in Sport Principles	We resonate with the principles of ' Children's Rights in Sport Principles,' which were announced in 2018 by UNICEF (United Nations Children's Fund) and the Japan Committee for UNICEF, a public interest incorporated foundation. We are participating as a supporting company.
Sport for Tomorrow Consortium	While considering international trends that utilize the power of sports to progress towards a sustainable and harmonious society, they are promoting initiatives in various areas, such as the popularization and promotion of sports and addressing social issues through sports. We resonate with this purpose and are actively participating.
Japan Platform for Migrant Workers towards Responsible and Inclusive Society (JP-MIRAI)	A platform that undertakes initiatives for the protection of rights of foreign workers and improvement of their living and working conditions. Through subcommittee activities, it facilitates discussions and research, and promotes awareness through seminars and forums. We are participating with the aim of deepening collaboration with member organizations.

Organizations and Domestic and Overseas Advisory Institutions within which Mizuno holds positions

1. Governance organizations within which Mizuno holds positions

Organization Name	Post
Association of Japan Sporting Goods Industries (JASPO)	Vice Chairman
Kansai Sporting Goods Industrial Association	Vice Chairman
Mizuno Sports Promotion Foundation	President

2. Organizations operating projects or committees in which Mizuno participates

Name	
World Federation of the Sporting Goods Industry (WFSGI)	Board Member

3. Organizations to which Mizuno has made more monetary contributions than expected by ordinary membership status

None

4. Organizations whose membership is regarded as strategic

Organization Name
Osaka Sporting Goods Wholesalers Association
Study Group for Information Systems on Sporting Goods
Japan Golf Goods Association

GRI Content Index

GRI 2: General Disclosures 2021

GRI Standard	Disclosure		Place of publication
1. The Organization and its reporting practices	2-1	Organization details	Corporate Information > Company Profile Sustainability Library > Reporting Policy Corporate Information > Global Office Locator
	2-2	Entities included in the organization's sustainability report	Corporate Information > Global Office Locator Sustainability Library > Reporting Policy
	2-3	Reporting period, frequency and contact point	Sustainability Library > Reporting Policy
	2-4	Restatements of information	
	2-5	External assurance	Sustainability Library > Reporting Policy
2. Activities and workers	2-6	Activities, value chains and other business relationships	People > Policies and Governance Structure (Respect for Human Rights) People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance ESG Data > Social Securities Report (Fiscal Year Ending March 2026)-Part 1-2-2 [Business Risks], Part 1-2-4 [Important Management Contracts]
	2-7	Employee	People > Labor Practices ESG Data > Social Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 1 [Status of Employees]
	2-8	Workers who are not employees	People > Labor Practices ESG Data > Social Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 1 [Status of Employees]
3. Governance	2-9	Governance structure and composition	Trust & Responsibility>Corporate Governance Sustainability Management > Sustainability Governance Structure Corporate Information > Board of Directors Notice of Convocation of the 113th Ordinary General Meeting of Shareholders Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 4-4 [Status of Corporate Governance, etc.]
	2-10	Nomination and election at the highest governance body	Trust & Responsibility>Corporate Governance
	2-11	Chair of the highest governance body	Trust & Responsibility>Corporate Governance
	2-12	Role of highest governance body in overseeing the management of impacts	Corporate Philosophy Trust & Responsibility>Corporate Governance Sustainability Management > Sustainability Governance Structure Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 4-4 [Status of Corporate Governance, etc.]
	2-13	Delegation of responsibility for management impacts	Sustainability Management > Sustainability Governance Structure
	2-14	Role of highest governance body in sustainability reporting	Sustainability Management > Sustainability Governance Structure
	2-15	Conflicts of interest	Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 4-4 [Status of Corporate Governance, etc.]
	2-16	Communication of critical concerns	Sustainability Management > Sustainability Governance Structure
	2-17	Collective knowledge of the highest governance body	Trust & Responsibility>Corporate Governance
	2-18	Evaluation of the performance of the highest governance body	Trust & Responsibility>Corporate Governance
	2-19	Remuneration policies	Trust & Responsibility>Corporate Governance
	2-20	Process to determine remuneration	Trust & Responsibility>Corporate Governance Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 4-4 [Status of Corporate Governance, etc.]
	2-21	Annual total compensation ratio	
4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	Top Message
	2-23	Policy commitments	People > Policies and Governance Structure (Respect for Human Rights) People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
	2-24	Embedding policy commitments	People > Policies and Governance Structure (Respect for Human Rights) People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
	2-25	Processes to remediate negative impacts	People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
	2-26	Mechanisms for seeking advice and raising concerns	Trust & Responsibility > Responsible Business Practices Trust & Responsibility > Compliance/Anti-Corruption
	2-27	Compliance with laws and regulations	Environment>Environmental Management System Trust & Responsibility > Compliance/Anti-Corruption Trust & Responsibility > Protection of Personal Information
	2-28	Membership associations	Sustainability Management > Stakeholder Engagement
5. Stakeholder engagement	2-29	Approach to stakeholder engagement	Sustainability Management > Stakeholder Engagement
	2-30	Collective bargaining agreements	People > Labor Practices

GRI 3: Material Topics 2021

GRI Standard	Disclosure		Place of publication
Disclosures on material topics	3-1	Process to determine material topics	Sustainability Management > Materiality Identification Process
	3-2	List of material topics	Sustainability Management > Materiality Identification Process
	3-3	Management of material topics	Sustainability Management > Identified materiality Sports & Society > Contributing to the multi-dimensional values of sports Sports & Society > Contributing to the resolution of social issues People > Responsible Procurement with Due Respect for Human Rights People > Human Capital Management Environment > Responsibility for Global Environmental Issues Throughout the Product Lifecycle Trust & Responsibility > Responsible Business Practices Trust & Responsibility > Responsibility for Safe and High-Quality Products

Topic Standard: Biodiversity

GRI Standard	Disclosure		Place of publication
GRI 101: Biodiversity 2024	101-1	Policy commitments to halt and reverse biodiversity loss	
	101-2	Management of biodiversity impacts	
	101-3	Access and benefit-sharing	
	101-4	Identification of biodiversity impacts	
	101-5	Locations of biodiversity impacts	
	101-6	Direct drivers of biodiversity loss	
	101-7	Changes in the state of biodiversity	
	101-8	Ecosystem services	

Itemized Standard Economy

Identified material items are shaded in light blue.

GRI Standard	Disclosure		Place of publication
201: Economic Performance 2016	201-1	Direct economic value created and distributed	
	201-2	Financial implications and other risks and opportunities of climate change	Environment > Disclosure Based on the TCFD Recommendations
	201-3	Defined benefit plan obligations and other retirement plans	People > Labor Practices Annual Securities Report (Fiscal Year Ending March 2026) - Part 1 - Part 5 [Accounting Status]
	201-4	Financial assistance received from government	
202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	
	202-2	Proportion of senior management hired from the local community	
203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	Sports & Society > Embodying Mizuno's Unique Identity and Integrated Strength Sports & Society > Physical and mental health through sports Sports & Society > Promotion of Sports and Education
	203-2	Significant indirect economic impact	Sports & Society > Promotion of Sports and Education
204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	People > Responsible procurement that respects human rights
205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Trust & Responsibility > Compliance/Anti-Corruption
	205-2	Communication and training about anti-corruption policies and procedures	Trust & Responsibility > Compliance/Anti-Corruption
	205-3	Confirmed incidents of corruption and actions taken	Trust & Responsibility > Compliance/Anti-Corruption
206: Anti-Competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, or monopoly practices	Trust & Responsibility > Compliance/Anti-Corruption
207: Tax 2019	207-1	Approach to tax	Trust & Responsibility > Compliance/Anti-Corruption Annual Securities Report (Fiscal Year Ending March 2026) Part 1-2-2 [Business Risks]
	207-2	Tax governance, control and risk management	Trust & Responsibility > Compliance/Anti-Corruption
	207-3	Stakeholder engagement and management of concerns related to tax	Trust & Responsibility > Compliance/Anti-Corruption
	207-4	Country-by-country reporting	

Itemized Standard Environment

Identified material items are shaded in light blue.

GRI Standard	Disclosure		Place of publication
301: Materials 2016	301-1	Materials used by weight or volume	Environment > Reduction of Waste and Recycling
	301-2	Recycled input materials used	Environment > Reduction of Waste and Recycling Environment > Circular Economy
	301-3	Reclaimed products and their packaging materials	Environment > Reduction of Waste and Recycling Environment > Circular Economy
302: Energy 2016	302-1	Energy consumption within the organization	Environment > Climate Change ESG Data > Environment
	302-2	Energy consumption outside the organization	
	302-3	Energy intensity	Environment > Climate Change
	302-4	Reduced energy consumption	Environment > Climate Change ESG Data > Environment
	302-5	Reductions in energy requirements of products and services	
303: Water and Effluents 2018	303-1	Interaction with water as a shared resource	Environment > Water use and management
	303-2	Management of water discharge-related impacts	Environment > Water use and management
	303-3	Water withdrawal	Environment > Water use and management ESG Data > Environment
	303-4	Water drainage	Environment > Water use and management ESG Data > Environment
	303-5	Water consumption	Environment > Water use and management
305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Environment > Climate Change ESG Data > Environment
	305-2	Energy indirect (Scope 2) GHG emissions	Environment > Climate Change ESG Data > Environment
	305-3	Other indirect (Scope 3) GHG emissions	Environment > Climate Change
	305-4	GHG emissions intensity	Environment > Climate Change ESG Data > Environment
	305-5	Reduction of GHG emissions	Environment > Climate Change
	305-6	Emissions of ozone-depleting substances (ODS)	Report not applicable (Environment > Climate Change)
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Report not applicable (Environment > Climate Change)
306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Environment > Reduction of Waste and Recycling Environment > Business Activities and Environmental Burden
	306-2	Managing significant waste-related impacts	Environment > Reduction of Waste and Recycling
	306-3	Waste generated	Environment > Reduction of Waste and Recycling Environment > Business Activities and Environmental Burden Environment > Reduction of Hazardous Chemical Substances ESG Data > Environment
	306-4	Waste diverted from disposal	Environment > Reduction of Waste and Recycling ESG Data > Environment
	306-5	Waste directed to disposal	Environment > Reduction of Waste and Recycling ESG Data > Environment
306: Effluents and Waste 2016 (* Valid only for the items on the right)	306-3	critical leak	Environment > Reduction of Hazardous Chemical Substances
308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
	308-2	Negative environmental impacts in the supply chain and actions taken	People > Responsible procurement with due respects human rights People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance

Itemized Standards Society

Identified material items are shaded in light blue.
New items added in fiscal year 2023 are highlighted in light green.

GRI Standard	Disclosure		Place of publication
401: Employment 2016	401-1	New employee hires and employee turnover	People > Labor Practices ESG Data > Social
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	People > Promoting and respecting diversity
	401-3	Parental leave	People > Promoting and respecting diversity ESG Data > Social
402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	People > Labor Practices ESG Data > Social
403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	People > Occupational Safety and Health
	403-2	Hazard identification, risk assessment, accident investigation	People > Occupational Safety and Health
	403-3	Occupational health services	People > Occupational Safety and Health
	403-4	Worker participation, consultation, and communication on occupational health and safety	People > Occupational Safety and Health
	403-5	Worker training on occupational health and safety	People > Occupational Safety and Health
	403-6	Promotion of worker health	People > Health Promotion Initiatives
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8	Workers covered by the occupational health and safety management system	People > Occupational Safety and Health
	403-9	work-related injuries	People > Occupational Safety and Health ESG Data > Social
	403-10	Work-related illness	
404: Training and Education 2016	404-1	Average hours of training per year per employee	People > Talent Development and Capability Building
	404-2	Programs for upgrading employee skills and transition assistance programs	People > Talent Development and Capability Building
	404-3	Percentage of employees receiving regular performance and career development reviews	People > Talent Development and Capability Building
405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Trust & Responsibility > Corporate Governance Annual Securities Report (Fiscal Year Ending March 2026 - Part 1 - Part 4-4 [Status of Corporate Governance, etc.] People > Human Capital Management People > Promoting and respecting diversity ESG Data > Social
	405-2	Ratio of basic salary and remuneration of women to men	People > Promoting and respecting diversity
406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	People > Policies and Governance Structure (Respect for Human Rights)
407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	
408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
410: Security Practices 2016	410-1	Security personnel trained in human rights policies and procedures	People > Policies and Governance Structure (Respect for Human Rights)
411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	
413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Management > Stakeholder Engagement Sports & Society > Mizuno's Unique Identity and Integrated Strength Sports & Society > Physical and mental health through sports Sports & Society > Promotion of Sports and Education
	413-2	Operations with significant actual and potential negative impacts on local communities	
414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
	414-2	Negative social impacts in the supply chain and actions taken	People > Responsible procurement with due respects human rights People > Supply Chain Management Policy and Governance Structure People > Supply Chain Management Implementation Status and Performance
415: Public Policy 2016	415-1	Political contributions	
416: Customer Health and Safety 2016	416-1	Assessing health and safety impacts for product and service categories	Trust & Responsibility > Product Safety and Quality (Policies and Governance Structure)
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Trust & Responsibility > Product Safety and Quality (Policies and Governance Structure) Trust & Responsibility > Ensuring of the safety and quality of products
417: Marketing and Labeling 2016	417-1	Product and service information and labeling requirements	Trust & Responsibility > Communication related to products
	417-2	Requirements for product and service information and labeling	Trust & Responsibility > Communication related to products
	417-3	Incidents of non-compliance concerning marketing communications	Trust & Responsibility > Protection of Intellectual Property
418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Trust & Responsibility > Protection of Personal Information

Reporting Policy

Reporting Policy

Mizuno maintains transparency regarding information on the Mizuno Group's environmental and social impacts and publishes the Sustainability Report to explain the Group's sustainability activities to its stakeholders.

Reporting Scope of Organization

This report covers the Mizuno Group, including Mizuno Corporation and its consolidated domestic and overseas group companies. As the reporting scope varies depending on the data and content disclosed, the applicable reporting scope is indicated by the symbols below throughout the report.

Symbol	Scope of Coverage
[*a]	Mizuno Group (Domestic / Overseas)
[*b]	Mizuno Group (Domestic)
[*c]	Mizuno Group, Domestic (Excluding the Senoh Group and Sharp Sangyo Co., Ltd.)
[*d]	Mizuno Corporation (Non-consolidated)
[*e]	Others: Described individually

For the countries in which we operate, please visit at “Global Office Locator"

Please refer to the link below for the sites covered by this sustainability report.
Link: https://corp.mizuno.com/system/files/ir/2026-06/FY25-4Q_final.pdf

Reporting Period

This report primarily covers activities conducted during fiscal year 2025 (April 1, 2025 to March 31, 2026), while also including some initiatives that began prior to this period and selected recent developments.

Publication date

July 2026 （Previous: July 2025; Next: Scheduled for July 2027）

Guidelines Referenced

- GRI Sustainability Reporting Standards 2021
- Environmental Reporting Guidelines 2018, Ministry of the Environment, Japan

List of Policies, Standards, and Declarations

Category		Policy / Code / Declaration
Corporate Conduct		Mizuno Corporation Ethical Standards
Sustainability		Sustainability Basic Policy
		Sustainability Basic Philosophy
		Action Principles for SDGs
Environment	Environment	Mizuno Environmental Policy
Social	Stakeholders	Multi-Stakeholder Policy
	Occupational Health and Safety	Occupational Safety and Health Basic Policy
		Health Management Declaration (Link available in Japanese only)
	Business and Human Rights	Mizuno Group Human Rights Policy
		Mizuno CSR Procurement Code of Conduct
	Product Responsibility & Safety	Mizuno Quality Policy
		Sustainable Materials Procurement Policy
		Quality Assurance Regulations
		Design Development Regulations
		Manufacture Control Regulations
		Customer Service Regulations
Governance	Compliance	The development of the internal control system
		Whistleblower System
		Security management policy (security policy)
		Personal Information Protection System
	Risk Management	Risk management system
		Security management policy (security policy)
		Personal Information Protection System
		Mizuno Design Order Guidelines (Link available in Japanese only)

External Assurance

As of June 2026, Mizuno has not obtained external assurance for the contents of its Sustainability Report. The Company plans to continue considering the implementation of external assurance in the future.

To enhance transparency and ensure the reliability of disclosed information, environmental data for Scope 3 Categories 1 and 12 for fiscal year 2025 included in this report has been subject to third-party assurance by SGS Japan Inc.

Contact

Sustainability Initiatives Section,
Legal Affairs Office
Mizuno Corporation
1-12-35, Nanko-Kita
Suminoe-ku OSAKA 559-8510, JAPAN
TEL: 06-6614-8455
FAX: 06-6614-8499