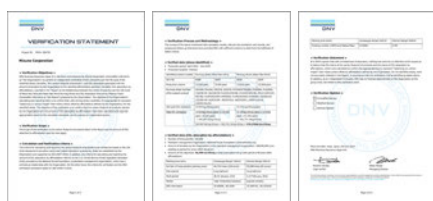


External Recognition

Evaluation of activities relating to ESG / SDGs

Mizuno concluded a loan contract with Sumitomo Mitsui Banking Corporation after being evaluated positively regarding its ESG activity, information disclosure, and business aimed at helping achieve the UN's SDGs based on Sumitomo Mitsui Banking Corporation's Positive Impact Finance-Based, Principle Compliance-type ESG/SDGs Syndicated Loan Program. The Positive Impact Finance-Based, Principle Compliance-type ESG/SDGs Syndicated Loan Program does not only evaluate companies based on Sumitomo Mitsui Banking Corporation's own evaluation standards for evaluating ESG/SDGs but also complies with the principles for positive impact finance of DNV BUSINESS ASSURANCE JAPAN K.K., which is an independent third-party body. The principles for positive impact finance aim to promote the idea of increasing the positive impact that finance can have on the world while decreasing its negative impact, and they were developed by the United Nations Environment Program - Finance Initiative (UNEP FI) in January 2017.



Conformity letter issued by DNV

[To view the conformity letter issued by DNV, please click here.](#) 

Evaluation of Health Promotion Initiatives

Mizuno's efforts to promote health have been recognized through multiple certifications. In 2025, 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 2025."



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.





Reporting Policy

Reporting Policy

Mizuno maintains transparency on information regarding the Mizuno Group’s environmental and social impact and explains the Mizuno Group’s sustainability activities to stakeholders through the Sustainability Report.

Reporting Scope of Organization

In principle, the Mizuno Group (Mizuno Headquarters and domestic/overseas group companies) is our target. But as the target organization differs according to data and descriptions of entry contents, the report target organization is indicated by the letters below in each part of 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”

Link: <https://corp.mizuno.com/en/about/office>

Please refer to the link below for the sites covered by this sustainability report.

Link: https://corp.mizuno.com/system/files/ir/2024-10/111th%20Annual%20Securities%20Report%EF%BC%BF241024_2.pdf 

Report Target Period

Although focusing on activities during FY 2024 (April 1, 2024 to March 31, 2025), some activities from the previous and most recent activity reports are included.

Publication date

July 2025 (Previous: July 2024; Next: Scheduled for July 2026)

Reference Guidelines

- 2021GRI (Global Reporting Initiative) Sustainability Reporting Standard 2021
- Ministry of Environment 「Environmental Reporting Guideline 2018 edition」

List of Policies, Codes, 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
	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

External Assurance

As of June 2025, Mizuno had not obtained external assurance on the contents of the Sustainability Report. However, it will consider it in the future.

In order to ensure a higher level of transparency and reliability while disclosing information on environmental data, Mizuno has obtained third-party assurance for the Japanese version of environmental data for FY2024 with this report from SGS Japan Inc.

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