

Message from the President

GOLDWIN is committed to fulfilling our social mission and responsibility through our corporate operations founded on sports.

Sports First: Putting our passion into action

“Sports First” is the very embodiment of our belief in making sports a priority in our lives. It represents not only our love of sports but also our faith in the power of sports, and means to put our passion for sports into action.

One of the events that realizes this belief is Ultra-Trail Mount Fuji (UTMF), which is to be held for the fourth time on Friday, September 25th this year. GOLDWIN supports the event every year as a special sponsor, and our employees participate in the event as athletes, volunteers and onlookers cheering for their friends. By participating in this extraordinary event not just as athletes but in a variety of capacities, we feel fortunate to have the opportunity to experience and share the joy of sports—the camaraderie, the sense of accomplishment, the exciting break from the mundane, and more. Our experience goes beyond just having fun or a good time, it resonates deep within us. We will remain committed to fulfilling our social mandate and responsibility through our corporate activities founded on sports.

Sharing our passion for sports

To share our core philosophy and passion for Sports First with as many people as possible, we released our Sports First Magazine to the public this Spring. The magazine puts sports above all else and features interviews and talks with athletes, who believe in the power of sports. Sports First Magazine also features GOLDWIN’s stores and events, the stories and passion behind GOLDWIN’s

product development, and the lifestyles of employees who put Sports First into action. Our goal is to promote this positive, high-spirited and energetic approach to life through prioritizing sports in our lives, and ultimately, to achieve a healthier society. We are looking forward to sharing Sports First Magazine with any and all sports enthusiasts.

Making a difference in each and every persons’ lives through sports

Tokyo won the bid to host the 2020 Olympic and Paralympic Games. Along with the rest of Japan, Tokyo is now making great strides toward the event. I believe sports will begin to play an even greater role in our society.

On April 1 of this year, GOLDWIN entered into an official partnership agreement with the Japanese Para-Sports Association (JPSA). Prior to this agreement, we had been supporting sports for disabilities by supplying sportswear for sit-skiing, wheelchair basketball and other adaptive sports. Our very own Takayuki Suzuki (Speedo Division) is a member of Japan’s national team in para-swimming and has achieved outstanding success at world competitions. We will continue to polish and utilize our experiences and achievements to promote a society, where anyone with the love of sports has the opportunity to enjoy sports.

Through this official partnership, GOLDWIN is honored to team with JPSA in realizing our vision of “developing parasports and creating a vibrant, inclusive society in Japan.”

Nurturing the next generation of leaders through sports

GOLDWIN actively and consistently provides opportunities for children—our future generation—to participate in athletic activities for the benefit of their physical and mental health.

Among those efforts, we have been supporting the NASTARRACE Association, an NPO providing guidance and opportunities for aspiring junior skiers. In April 2015, the top finalists of the 26th NASTARRACE competed in the Whistler Cup hosted by the International Ski Federation, winning first place in U14 and third place in U16. We have also sponsored the MIP Sports Games, which aim to foster a well-rounded development of the next generation; the ellese Premium Day; the Kataller Toyama Soccer Class; and the Junior Challenge Golf Tournament. It is our honor to serve our community through our programs for young athletes, and we consider it a testament to society’s appreciation for such activities that these programs have continued for so long. We will remain committed to our effort to further broaden our reach in the future.

Striving for an efficient use of limited resources

Having attained ISO 14001 certification and the commencement of our “Green Is Good” campaign in 2008, GOLDWIN has made a conscious effort at all stages of our business, from manufacturing to sales, to use materials with a low environmental footprint and to achieve longer product life. In 2013, we also launched our Green Down Recycle

Project, in which down feathers, a limited resource, are collected from used products and recycled into new products.

Since May of this year, GOLDWIN has been recycling used clothes of any brand regardless of their quality through our partnership with ICO Japan. We also collaborated with Toray Industries, Inc. and Nippon Telegraph and Telephone Corporation to capitalize on hitoeTM, a high-performance material, for the development of GOLDWIN’s new wearable fitness tracker device, C3fit IN-Pulse. GOLDWIN will continue to pursue state-of-the-art technologies through our joint-development projects with other companies.

July 2015
Akio Nishida
President
Goldwin Inc.

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Table of Contents

In consideration for the environment, GOLDWIN's CSR report will not be printed and will be available only on our website.

Message from the president — 1
Basic approaches to Corporate Social Responsibility — 4

SOCIAL — 5

Through programs and contributions to youth and local communities, GOLDWIN aims to build a society where everyone can share the joy of sports.

The North Face Kids Nature School: Family Trail Running / Cultivating junior skiers in Japan and overseas
GOLDWIN Sponsors NASTARRACE Children/Kids Japan Cup and FIS Whistler Cup / Kattaler Toyama pros give soccer lesson to kids and their parents / GOLDWIN hosts "Discover the Amazing Power of Sportswear" at Hachilabo Science Center for Children in Shibuya / GOLDWIN Sponsors MIP Sports Games / "Let's shoot some hoops!" Students' love of the game was the springboard for the Champion Cup / GOLDWIN supports "14-year-olds' quest to learn from society" / GOLDWIN signs an official partnership agreement with Japanese Para-Sports Association / GOLDWIN supplies uniforms for national wheelchair basketball teams / Cultivating the next generation: GOLDWIN's Junior Challenge Golf Competition / The 16th Prince Tomohito's Hokuriku Charity Golf Tournament / Utilizing golf course winter closures with employee education / A premium tennis lesson for aspiring tennis professionals

FAIR — 13

At GOLDWIN, we value open communication with our customers. With a consistent value-chain system from planning to sales, we strive to fulfill our customers' needs while maximizing the market value of our products and services.

C3fit IN-pulse: A wearable fitness-monitoring device / Unique services by unique stores: showcasing the diversity of The North Face stores / GOLDWIN now offers FUSEONE technology, a unique weaving technology that fuses fiber and threads to create highly breathable, waterproof wear / Improving the time it takes for a product claim responses / GOLDWIN achieves another record of zero product accidents / 95% of suppliers to observe our Code of Conduct / Role playing contest to improve sale and customer experience

CLEAN — 21

The root of GOLDWIN's "Sports First" is its commitment to environmental and ecological conservation. Under the banner "Green Is Good," GOLDWIN is making great strides toward a sustainable society.

GOLDWIN returns to support Earth Day Tokyo / Beach Cleanup Project: Working toward cleaner shorelines in Japan / Collecting and recycling used gym wear / Activities in 2014 / ISO 14001 Certification / Toward a low-carbon society / Toward a sustainable society / Interaction with the natural world / Emergency training programs

PASSION — 27

GOLDWIN creates a work environment that inspires passion for sports, promoting the physical and mental well-being of its employees and respecting their pride as athletes.

Sports First Awards: Recognizing GOLDWIN's employees who practice "Sports First" / A diversity of club activities / Fun Sports Day joined by many families / GOLDWIN Technical Center recognized for its wellness programs by Toyama Prefecture / Achieving a good work-life balance through a systematic reduction of overtime / Keeping the body and mind at their peak performance / GOLDWIN introduces Employee Stock Ownership Plan (J-ESOP)

OPEN — 33

GOLDWIN will strive to achieve open and transparent management by strengthening its frameworks for corporate governance, internal control, and compliance.

Corporate Governance / Ensuring an appropriate operation GOLDWIN's Internal Control System / Compliance training program

Company profile — 35

Basic approaches to Corporate Social Responsibility

SPORTS FIRST

By practicing the core principle of "Sports First," GOLDWIN is committed to promoting well-being of our society. We strive to put our beliefs into action by carrying out the five pillars of Corporate Social Responsibility: transparent management (Open), customer satisfaction (Fair), employee empowerment (Passion), community outreach (Social), and care for the environment and eco systems (Clean).

GOLDWIN's corporate philosophy

Build a healthier, happier tomorrow through the power of sports.
Since our establishment in 1950, GOLDWIN has carried on its corporate philosophy of "creating a rewarding lifestyle through sports." In 2012, we launched a new tagline that reflects our passion for sports: Sports First. "Sports First" means to make sports a priority, to be deeply committed and engaged in sports, and to believe in the power of sports.
GOLDWIN strives to be a company committed to improving people's quality of life by promoting an athletic lifestyle.

Basic policies on CSR

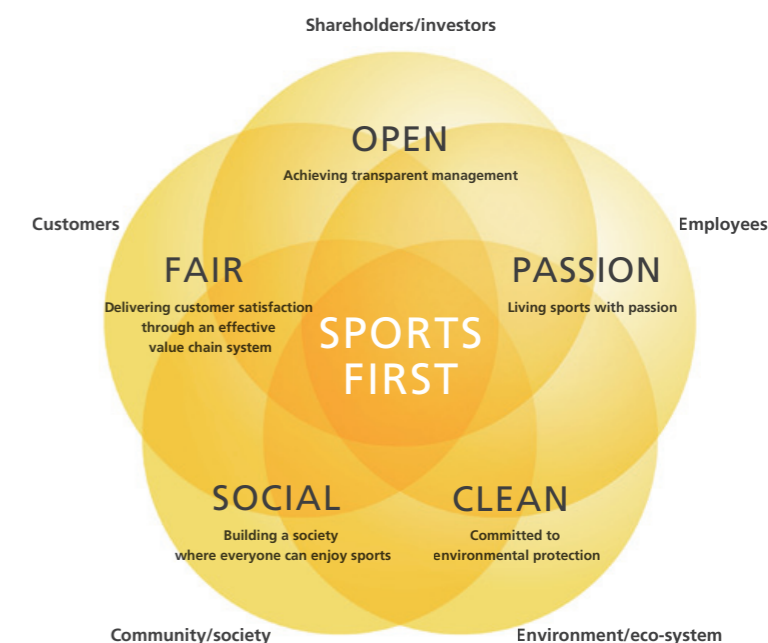
GOLDWIN strives to implement its CSR based on the following core principles put into action with respect and passion for sports.

- Be a highly transparent corporation by implementing an open management style expected of a respectable company;
- Pay meticulous attention to detail at every stage of production, from manufacturing to sales, until the product reaches our customer;
- Create a healthy and comfortable workplace environment that is productive and enjoyable to all employees;
- Make contribution to our community and society through sports;

We implement these measures to protect our environment and ecosystems.

CSR framework

We have established the CSR Committee, where GOLDWIN's senior executives and representatives of our affiliate companies discuss issues relating to CSR. The basic CSR activities and approaches set by the CSR Committee are communicated in depth to all employees of the GOLDWIN Group, and specific programs are implemented at both departmental and individual levels.



CSR Report

GOLDWIN's CSR report is published annually to help readers learn more about GOLDWIN Group. The report is organized under our tagline, "Sports First," with five pillars of our CSR programs: Open, Fair, Clean, Passion, and Social. We will continue to improve our efforts in making our programs more down-to-earth, enduring and collaborative. We look forward to receiving your feedback and comments as well as any requests regarding our CSR programs.

Scope of the Report

Reporting period: This report focuses on the activities between April 2013 and March 2014 and also contains details of some recent activities.
Organizations covered in this report: All 17 companies of the GOLDWIN Group
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Published by: General Affairs Department, Management Headquarters
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In consideration for the environment, GOLDWIN's CSR report will not be printed and will be available only on our website.
GOLDWIN Group Homepage: <http://www.goldwin.co.jp/en/>
CSR Report: <http://www.goldwin.co.jp/en/corporate/info/csr>
Company Information: <http://www.goldwin.co.jp/en/corporate/info/about>

SOCIAL

Through programs and contributions to youth and local communities, GOLDWIN aims to build a society where everyone can share the joy of sports.

Hiromichi Tanaka (The North Face Kids Harajuku)

Hiromichi Tanaka grew up enjoying swimming in rivers and climbing mountains in the beautiful countryside of Fukuoka. After working part time at one of GOLDWIN's stores, Tanaka joined the company. He is now the manager of The North Face Kids Harajuku, which seeks to reconnect children living in cities with nature. With the goal to provide inspiring outdoor experiences for kids, Harajuku store began organizing field trips for elementary school students and their parents in 2012. "Kids have stopped playing outside, and I believe we adults are partially responsible. At our store, we always try to come up with new ideas to encourage children to

step outdoors and experience nature," says Tanaka, a father of two.

Tanaka says that the key to encourage children to love sports is "to let them know that it's not about winning or losing. There is no such thing in the nature." In 2014, Tanaka organized "Shinetsu Long Trail," where 10 parent-child pairs camped out and hiked 20 km over two days. All members of the group successfully completed the trail.

We suspect that supporting our children, who leads our future, might be the most impactful contribution for the community.



The North Face Kids Nature School: Family Trail Running

GOLDWIN is committed to helping future generations lead a happier and healthier life through a deeper connection with nature. As a part of this effort, GOLDWIN has been organizing The North Face Kids Nature School programs, which give kids a chance to explore the outdoors. This year, children and their parents participated in Family Trail Running on July 19 at Iiyama Hakusan Forest Park in Kanagawa. We welcomed Tsuyoshi Kaburaki, a leading trail runner, to share his expertise with live demonstrations.

The participants, most of whom were beginners, had great fun experimenting with Kaburaki's approach to a successful trail run: "Dash on your way up; dance on your way down." They even had the rare opportunity to watch a close-up demonstration of Kaburaki's "dance and descend." After receiving personal feedback from the expert, the children were completely hooked and hungry for more.



Cultivating junior skiers in Japan and overseas GOLDWIN Sponsors NASTARRACE Children/Kids Japan Cup and FIS Whistler Cup

For 35 years since 1981, GOLDWIN has been a proud sponsor of National Standard Races (NASTARs). Since 2000, the company has also been supporting the Japan Cup for young athletes as a special sponsor.

The 16th GOLDWIN NASTARRACE Children/Kids Japan Cup was held on March 7th and 8th, 2015 at the Naeba Ski Resort in Niigata. The top 10 finishers in the race received an opportunity to compete in the Whistler Cup, hosted by the International Ski Federation (FIS) in Whistler, Canada.



The Whistler Cup is one of North America's largest and the world's most prestigious junior ski competitions, where world's top skiers between ages 12 and 15 race against each other. Top finishers in the event are invited to the Topolino Trophy in Europe. GOLDWIN returned as a special sponsor at this year's event, which went on from April 3rd to 5th. Members of Japan's national team won the top prizes in all races, and the team achieved outstanding results in the national team competitions, winning the first place in U14, and the third place in U16.



Kataller Toyama pros give soccer lesson to kids and their parents

On October 25, 2014, GOLDWIN hosted a soccer lesson at Oyabe Athletic Park and invited 10 athletes and trainers from Kataller Toyama, Goldwin's official partner, to give a lesson. 138 members and their parents of a local junior soccer clubs from four elementary schools in Oyabe City attended. The Kataller pros shared useful tips on warm-up drills and techniques to enthusiastic participants. Following the lesson, athletes signed autographs and socialized with kids in friendly atmosphere, making new friends and celebrating their shared passion for soccer.



GOLDWIN hosts “Discover the Amazing Power of Sportswear” at Hachilabo Science Center for Children in Shibuya

Between October 8 and November 24, 2014, GOLDWIN hosted an exhibition called “Discover the Amazing Power of Sportswear” at Hachilabo Science Center for Children, which is operated by the Shibuya Board of Education in Tokyo. Showcase included Yuichi Miura’s outerwear that supported him in becoming the oldest man in history to conquer Mount Everest in May 2013. Children enjoyed the opportunity to feel and try on the displayed wear and discover the science behind heat retention, light weight, minimized resistance through the air and/or water and more. A workshop that followed was a great learning experience for children and parents alike. The exhibition was a success in inspiring the intellectual curiosity of many science wiz kids.



GOLDWIN Sponsors MIP Sports Games

GOLDWIN is committed to promoting youth’s health and fitness through sports. Since 2002, GOLDWIN has been a special co-sponsor of the MIP Sports Games. MIP Sports Project, a Specified Nonprofit Corporation, organizes the event to provide children with opportunities to receive instruction from top professional athletes and enrich their lives with fun athletic activities. Through many collaboration with businesses, organizations and facilities involved in sports, MIP Sports Games offer programs and events catered to the needs of each community. In FY 2014, MIP Sports Games took place in the four cities of Tottori (Tottori Pref.), Gero (Gifu), Yamagata (Yamagata), and Inabe (Mie), with a total participation of 1,713 children and their parents.



“Let’s shoot some hoops!” Students’ love of the game was the springboard for the Champion Cup

Launched in FY 2010, the Champion Cup is a great opportunity for high school basketball athletes to put their practice to work in a real match. For its 10th event, the Champion Cup extended its reach to five cities in Japan: Tokyo, Nagoya, Osaka, Fukuoka, and Sapporo. Eight men’s teams and 8 women’s teams competed in each city, aiming high to reach to the top. The final match took place in Yoyogi National First Gymnasium, the ultimate destination for all aspiring basketball players in Japan. At first a little overwhelmed by the excitement of the game, the students got in the zone quickly and had a great time bringing their hard work into full play.



Junior high student internships GOLDWIN supports “14-year-olds’ quest to learn from society”

As our society becomes increasingly complex, it is more important for young students to learn firsthand what it means to be a member of society and develop moral standards. GOLDWIN has been supporting an internship program called “14-year-olds’ quest to learn from society,” which is designed for 8th Grade students and is administered by four junior high schools in Oyabe, Toyama. Extending its full support of the idea that “children are shaped by their communities,” GOLDWIN stepped up and welcomed young students to its facilities, where they received instructions then helped sportswear production. Some 11th Grade students from Toyama Takaoka Kogei High School also participated in the internship.



GOLDWIN signs an official partnership agreement with Japanese Para-Sports Association

On April 1, 2015, GOLDWIN officially partnered with the Japanese Para-Sports Association (JPSA). This partnership with JPSA will provide GOLDWIN the opportunity to work toward a society, where every sports-lovers can enjoy athletic activities anywhere, anytime. We are excited to support the association by supplying uniforms for JPSA staff, and by participating in its programs and events as volunteers.

As part of the initiative, GOLDWIN’s rookies who joined the company in April 2015 volunteered in the 2015 Japan Para-wheelchair Rugby Games, and helped prepare the venue by setting up floor panels, drawing lines, wiping wheelchair tires, and more.



GOLDWIN supplies uniforms for national wheelchair basketball teams

Since October 2014, GOLDWIN has been supplying uniforms for the Japanese national wheelchair basketball teams as an official supplier for the Japan Wheelchair Basketball Federation. The federation’s mission is to “advance and promote wheelchair basketball sports, cultivate the physical and mental health and social participation of persons with disabilities, further our society’s understanding of disability, and contribute to a barrier-free society.” GOLDWIN is excited to be part of the federation’s efforts through its support of the Japanese national teams.



Cultivating the next generation: GOLDWIN's Junior Challenge Golf Competition

Every year, GOLDWIN hosts the Junior Challenge Golf Competition for young athletes with the aim of cultivating the next generation of golfers. The event took place for the fifth time on August 7, 2014 at GOLF CLUB GOLDWIN in Oyabe City, Toyama, and was designed for students between 4th grade and senior high school, who are junior members of the Japan Golf Association. A total of 40 aspiring golfers—consisting of 29 elementary school students (18 boys; 11 girls) and 11 junior high school students (8 boys; 3 girls)—put their skills to the test!



The 16th Prince Tomohito's Hokuriku Charity Golf Tournament

The 16th Prince Tomohito's Hokuriku Charity Golf Tournament was held on October 16, 2014 at GOLF CLUB GOLDWIN. Joined by 126 participants this year, the tournament aims to promote a greater understanding of welfare programs for the disabled and supports up-and-coming golfers. All contributions and tournament prizes will be donated to K-net Chirakushi, an NPO dedicated to helping persons with disabilities develop their computer skills. GOLDWIN has been sponsoring the event every year.



Utilizing golf course winter closures with employee education

Fire drills

GOLDWIN staff participated in a fire evacuation drill and went through every step of the procedure from the alarm to evacuation. Fire-prevention and fire-fighting drills were also conducted using fire hydrants and fire extinguishers.

Compliance workshop

Participants examined various issues from the compliance perspective and learned important legal concepts from case studies involving leakage of personal information and trade secrets, system security, insider trading and HR management. The workshop was designed to promote open communications and fair practices at the workplace.

AED/CPR first-aid training

GOLDWIN employees received first-aid training so that they can respond quickly in case of emergency situations such as injuries and illnesses at work.

Taping workshop

Staff mastered effective first-aid techniques using taping for sports injuries, particularly for ankle sprains.

Safety and Health Committee reports on accidents and preventive measures

GOLDWIN's Safety and Health Committee reported on various issues discussed in its monthly meetings. These include golf game incidents such as falls, errant golf balls and cart accidents, as well as workers' compensation claims, and ways to address/prevent such problems.



A premium tennis lesson for aspiring tennis professionals

Ellesse returned as an official sponsor for the Toray Pan Pacific Open Tennis 2014. One of the highlights of the tournament was Ellesse Premium Day, where 50 junior players, the lucky athletes picked out from among many applicants across the country, had the rare opportunity for a coaching session with 20 world-class professional players. It was a valuable experience for the youngsters to learn firsthand about tennis skills, speed, tactics, and above all, to get a real sense of the professional world. But it was the coaches who were bowled over by how talented the young athletes were. No doubt these rising tennis stars have the potential to become Japan's next Nishikori!



Soichi Hirayama

(GOLDWIN Business Department, Business Management Division)

Soichi Hirayama has been involved with C3fit, GOLDWIN's high-performance wear brand, since it was first launched. In college he studied chemistry and also played rugby, a sport he had pursued since his high school days. After a stint in the outdoor sales department in Fukuoka, Hirayama was transferred to Osaka and joined the project team that launched the C3fit brand. The name "C3fit" derives from the "3C's": Compression, body Conditioning, and Comfort.

Hirayama put his heart and soul into every step from development to market launch of "IN-pulse," a new wearable fitness tracker device from C3fit. IN-pulse is a strategically significant product, says Hirayama: "IN-pulse is a highly advanced product unrivaled in the current market. More innovative products like this will continue to define the C3fit brand." The new device may prove to be the life force behind the next revolution in the fitness world.



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C3fit IN-pulse: A wearable fitness-monitoring device



In collaboration with Toray Industries, Inc. and Nippon Telegraph and Telephone Corporation, GOLDWIN has developed and launched IN-pulse, a wearable fitness tracker device, from its high-performance wear brand, C3fit. Made of hitoe™, a material capable of collecting physical data such as heart rate and ECG patterns, the C3fit IN-pulse allows the user's heart rate to be recorded and displayed on the app screen when a special transmitter is linked to the user's smartphone. On the website dedicated to IN-pulse, President Hayato Ando and Mayuko Ando of Smart Coaching discuss the relationship between heart rate and sports. The website also features a promotional video titled "HEART BEAT MUSIC," which features real-time footage of making music out of the heart beat of a runner wearing the IN-pulse shirt. Another section of the website lets you calculate your fitness level from your heart rate using a simple method called the Karvonen Formula. Promotion of the product focuses on the concept of "Monitor your heart rate," and offers a wide range of suggestions to all sports lovers, from daily health management tips to effective training techniques and race strategies.



Unique services by unique stores: showcasing the diversity of The North Face stores

The North Face stores are enhancing their unique styles to fulfill the increasingly diverse needs of our customers.

The North Face Standard Futako-Tamagawa (since October 2014)

From Futako-Tamagawa, a city known for striking a fine balance between nature and urban, The North Face Standard brings practical yet trendy wear and gear to help urbanites enjoy an active lifestyle. Under the theme of "Standard of Living

Package," store design and merchandises showcase a perfect blend of functionality and style. The store also has a spacious café inside, where the whole family can take a break.



The North Face Kids Harajuku (since December 2014)

The North Face Kids Harajuku, an outdoor apparel shop for children on a busy street in Harajuku, stands like a cottage nestled deep in the mountains against the backdrop of modern civilization. The store offers kids' wear and footwear with the same designs and materials as adult wear, making shopping

experience enjoyable for not only kids but also for their parents. The North Face Kids Harajuku also hosts inspiring outdoor events that aim to reconnect people to nature and instill respect and reverence for the environment.



The North Face Gravity Niseko (since December 2014)

Located inside Muse Niseko, a hotel in Kutchan-cho, Hokkaido, this store features The North Face's high-quality, highly functional outdoor apparel and gear tailored to backcountry

activities as well as products for river sports and trekking in the summer. Clothing in larger sizes is also offered to cater to the increasing number of overseas visitors.



The North Face Akishima Outdoor Village (since March 2015)

Located in MORIPARK Outdoor Village, a new style of shopping center with the theme of outdoor life, this store in the midst of lush, green surroundings features products and space infused

with The North Face's function and design, suggesting the next generation of holistic, outdoor lifestyle.



The North Face Man (since April 2015)

Opened inside Lucua 1100, a shopping complex directly connected to JR Osaka Station, The North Face Man concept was designed around the theme of a northern California man, who

has a passion for an outdoor sports-centered lifestyle. The store features not only apparel but also a wide range of outdoor-related goods such as art, music and books.



GOLDWIN now offers FUSEONE technology, a unique weaving technology that fuses fiber and threads to create highly breathable, waterproof wear

GOLDWIN has developed a product that uses a new and innovative technology more advanced than any other conventional seamless processes such as adhesion and ultrasonic welding. The FUSEONE technology successfully blends fiber and threads, eliminating the need to seal needle holes with conventional seam tape while achieving unparalleled waterproof and breathing performance. The innovative technology produces clothing that is soft to the touch, lightweight and easy to move in, while offering smooth and beautiful silhouette. Breathable and waterproof outerwear made with the FUSEONE technology is featured by The North Face and Helly Hansen.



Improving the time it takes for a product claim responses

Every year, GOLDWIN receives many customer inquiries, which inevitably include some product claims. To achieve a greater customer satisfaction, GOLDWIN has strived to reduce the number of days required for in-house testing and investigation. By providing ongoing training to persons in charge and

compiling a database of past cases, we have succeeded in reducing the turnaround time by approximately 30% this fiscal year from fiscal year 2008. We're on the way to break our own record in the years to come!

GOLDWIN achieves another record of zero product accidents

Every year, GOLDWIN aims to achieve "zero product accidents." One of the most critical goals in quality assurance. In the event of a problem, a rigorous investigation is conducted to identify the cause and to find a solution. The results are then communicated across all of GOLDWIN's brands to prevent a similar problem from occurring in the future. Quality assurance meetings are held to minimize human error and to instruct all staff to approach product manufacturing with care and attention to detail. To prevent unlawful and misleading

advertising and labeling, GOLDWIN has inspected the product functionality and quality labels of more than 200 products this year. Further, the erroneous and inappropriate labels relating to product functionality and quality that were discovered were presented during the quality assurance meetings and were also posted on the company's internal portal with the goal of reducing the number of such findings. As a result, GOLDWIN has been successful in achieving zero product accidents for four years in a row since 2011.

95% of suppliers to observe our Code of Conduct

To ensure that all of our suppliers, including many production contractors overseas, engage in fair business practices, GOLDWIN has developed its "Code of Conduct for Suppliers" and set standards relating to legal compliance, labor and human rights, safety and hygiene, environmental conservation, safe and secure

production processes, information management, fair trade, and ethics. With 95% of our suppliers having signed a Memorandum of Understanding of the Code in 2014, we are fully committed to continue improving working environment for the people manufacturing our products overseas.

Role playing contest to improve sale and customer experience

Each year, GOLDWIN holds a Customer Service Role-playing Contest to improve the sales skills and to reconfirm team goals with our staff. Contestants are sales staff nominated from all around Japan, and shortlisted by each brands under GOLDWIN Inc. Then contestants are evaluated on: likeability, greetings and approach, polite language, product and technical information, conversational skills, grasp of customer needs, making suggestions and sales pitch, closing a sale and customer send-off. This fiscal year, the event was held on November 19th with 12 contestants. One of them won the Most Outstanding Performance Award and another received the Outstanding Performance Award. 10 participants took home the Good Effort Award. A demonstration was conducted in English for the first time this year in order to strengthen GOLDWIN staff's skills to serve increasing foreign visitors. GOLDWIN's staff learned how to communicate with customers from overseas by watching the demonstration based on a hypothetical scenario of a foreign customer looking for a lightweight and travel-friendly down jacket from The North Face.



CLEAN

The root of GOLDWIN's "Sports First" is its commitment to environmental and ecological conservation. Under the banner "Green Is Good," GOLDWIN is making great strides toward a sustainable society.

Kazunari Igarashi always loved baseball growing up in Hokkaido. He joined his high school's baseball team and practiced hard with the hope to play at Koshien — the National High School Baseball Championship. At college, Igarashi tried archery and his team was promoted to the first league at the Kanto college tournament for the first time ever. His career at GOLDWIN started in the Advertisement Department, and he moved up steadily through other departments. Now Igarashi is in charge of Green Down Recycling Project, which recycles used down (feather) materials as part of GOLDWIN's conservation efforts. "We began collecting used clothes at GOLDWIN stores two years ago," he says. "Now we also provide

practical and educational information about recycling at our stores and on our websites. We've also launched "Greencycle," a new recycling program for any clothing of any brand."

Another project led by Igarashi is Chemical Recycling, which recycles used materials into high-purity ingredients comparable to those manufactured directly from petroleum. Igarashi also introduced an initiative to use more "green materials" — materials that leave minimal ecological footprints — with the aim of fulfilling GOLDWIN's corporate responsibility to achieve a sustainable future.

Kazunari Igarashi

(Product Department, Business Management Division)



GOLDWIN returns to support Earth Day Tokyo

Since 1970, Earth Day (April 22) has been a special day dedicated to taking action for our planet Earth and future generations. Earth Day Tokyo, held on April 18 and 19 this year at Yoyogi Park, was the largest of the Earth Day events in Japan. GOLDWIN sponsored this year's event with a booth, donating part of its sales to Conservation Alliance. The company also demonstrated its commitment to the cause by participating in cleanup activities in their neighborhoods, and by purchasing "green power" generated from alternative energy sources including biomass, wind, solar and geothermal sources, to be used at its retail stores.



Beach Cleanup Project: Working toward cleaner shorelines in Japan

GOLDWIN has been cleaning up beaches across Japan since 2005. This year, the project returned to Matsudae Beach in Himi City, Toyama, on July 12th for the ninth time. The goal of the Beach Cleanup Project is to reaffirm that all outdoor sports derive from Mother Nature; therefore, must raise awareness of the importance of conservation efforts. About 150 volunteers combed the beach to pick up pieces of trash washed ashore and each took home a Helly Hansen foldable cup, a little token of appreciation for a job well done.



Collecting and recycling used gym wear

Since 2011, GOLDWIN has been collecting gym wear that high school graduates no longer need. The gym clothes are recycled into polyester of exactly the same quality as that of new fiber manufactured from petroleum. Participating schools were: Takaoka Kogei High School, Tomari High School, Sakurai High School, Kanazawa Gakuin Higashi High School, Ota Daiichi High School, and Zushi Kaisei Junior and High Schools. As many as 479 items were collected including long-sleeved jersey tops, bottoms and half shorts.

Activities in 2014

Based on its Basic Environmental Philosophy and Policies, the GOLDWIN Group has prepared its action plan for achieving a sustainable society and has consistently made improvements on its conservation efforts.

GOLDWIN's Basic Environmental Philosophy and Policies

<http://www.goldwin.co.jp/en/corporate/info/csr/clean-D>

ISO 14001 Certification

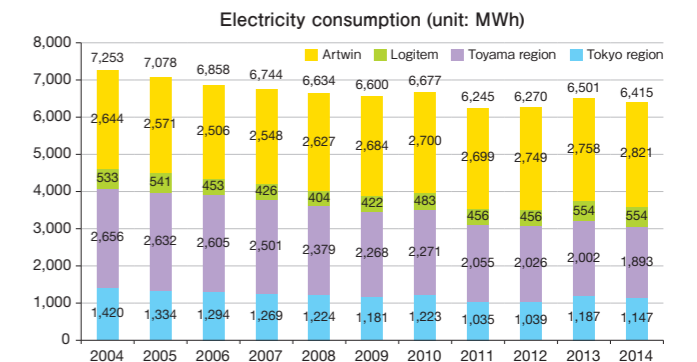
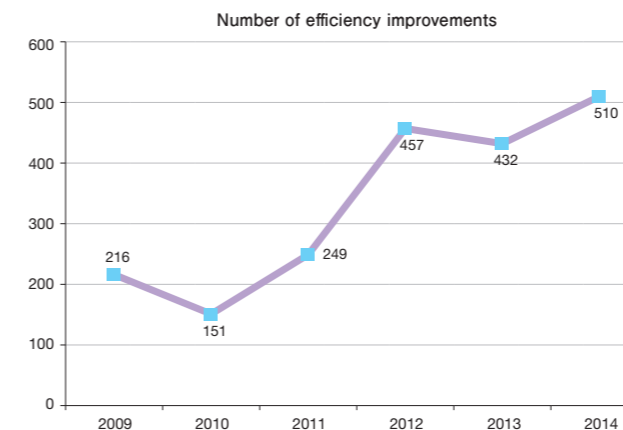
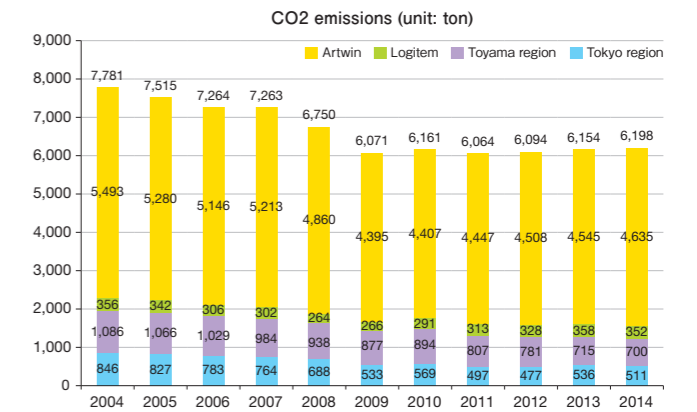
In November 1999, the GOLDWIN Group's Toyama facilities obtained certification under ISO 14001, the international standard for environment management systems, making GOLDWIN the first company in the sportswear industry to achieve the certification. To further develop its conservation programs and eco-friendly products and improve the efficiency of its operations through energy-saving measures, all of GOLDWIN's offices and its Dye Processing Center obtained

the ISO 14001 certification in February 2006. Then GOLDWIN Logitem, Canterbury of New Zealand Japan, and Black & White Sportswear followed suit in July 2008, August 2011, and September 2013, respectively. GOLDWIN will continue to apply its core business principle, "Clean Management," by providing eco-friendly products and services, in addition to implementing responsible employment and economic practices.

Toward a low-carbon society

Reduction of CO2 emissions

As part of its energy conservation efforts, GOLDWIN has strived to reduce its consumption of electricity, gas, petroleum, and gasoline. In order to decrease its electricity consumption, GOLDWIN has cut back on overtime hours and implemented efficiency improvement initiatives. The company's total CO2 emissions in 2014 were 6,198 tons. Although this represented a 1% rise from the previous year due to the production increase at Artwin, the year-over-year ratio of CO2 emissions to total production has decreased.



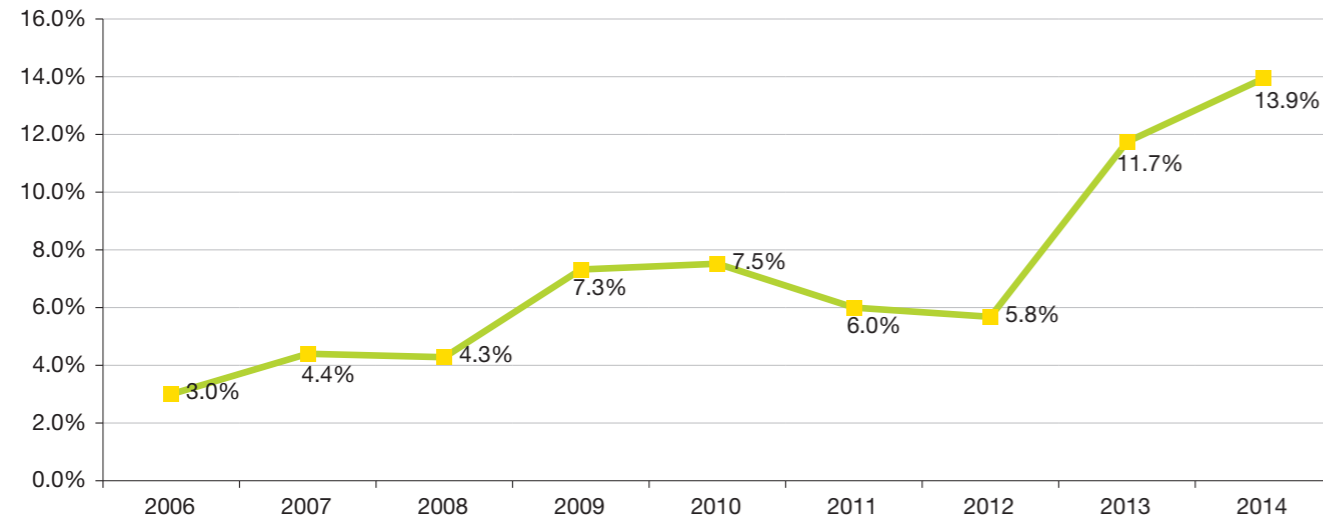
Toward a sustainable society

Environmentally responsible and healthy products

Under the banner of "Green Is Good," GOLDWIN has made aggressive efforts to develop and sell eco-friendly products, and has also been recycling its products since 2009. The company offers comprehensive repair services so that customers can enjoy products as long as possible. In the fall of 2013, GOLDWIN

launched GreenDown Recycle Project, a new initiative for recycling used down (feather) products into ingredients for new products. In fiscal year 2014, the sale of products with the "Green Is Good" label accounted for almost 14% of total sales.

Environmentally responsible and healthy products

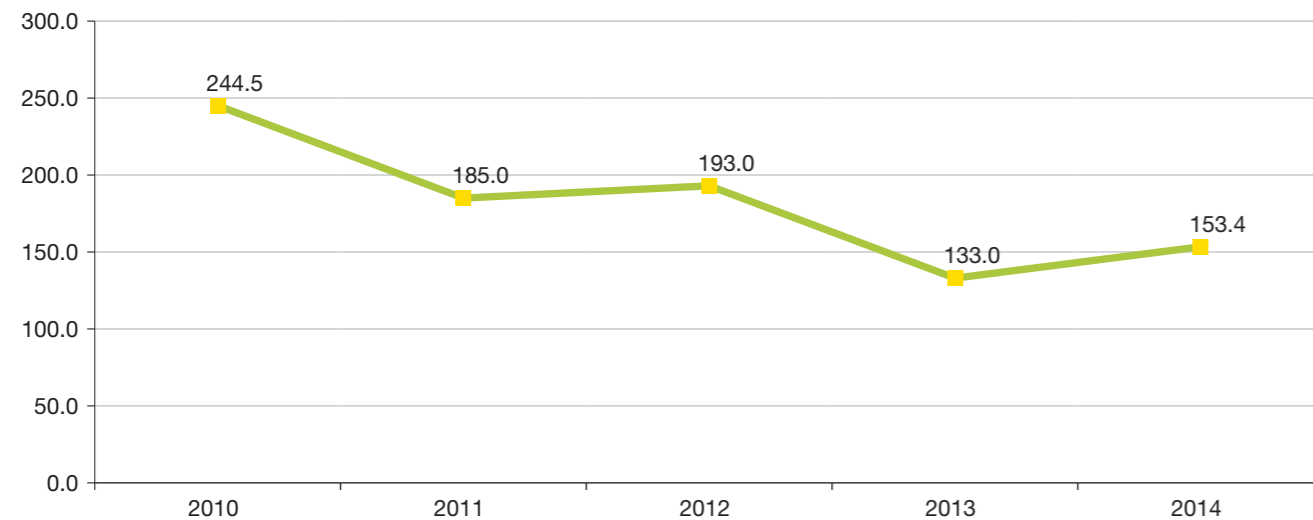


Reduction of industrial waste

GOLDWIN has actively sought to reduce industrial waste through all stages of its activities from manufacturing to marketing. The company's Toyama facilities were successful in reusing and recycling all waste by implementing a rigorous classification system. GOLDWIN also strives to reduce the percentages of dye

reprocessing and the return of unsold goods, as well as to reuse excess materials. In addition, the company is united in its effort to advance the "5S" activities aimed at a safe and comfortable workplace: Sort, Straighten, Shine, Standardize, and Sustain.

Plastic waste generation (unit: ton)



Advancement of resource-saving activities

GOLDWIN promotes conservation efforts to preserve our limited natural resources. In addition to cutting back on packaging materials, the company improved yield of materials used in the design and manufacturing stages, recording 65 improvements in yield in fiscal 2014.

Interaction with the natural world

Community-based company

GOLDWIN provides programs and events to raise public awareness of environmental concerns to encourage conservation efforts in our communities. The company organized 16 events in fiscal 2014, including a workshop at The North Face / Helly Hansen Kamakura shop to create eco bags from used yacht sail fabrics. GOLDWIN also organized as many as 12 community cleaning projects.



Emergency training programs

The GOLDWIN Group organizes training programs to comply with the ISO 14001 requirements for emergency preparedness and response. One item identified as a "potential emergency situation" under ISO 14001 is the underground petroleum tank at the GOLDWIN Logitem premises. Oil spills during refilling pose a risk of contamination of agricultural reservoirs connected to the tank. Training is conducted every year so that employees can respond effectively in the event of emergency.



PASSION

GOLDWIN creates a work environment that inspires passion for sports, promoting the physical and mental well-being of its employees and respecting their pride as athletes.

Mika Nishino

(North Face Business Department, Business Management Division)

Born in Toyama, Nishino was a track and field star from her elementary school to high school years. At GOLDWIN, Nishino was transferred in February 2015 to the Apparel Team of the North Face Division, where she discovered her passion for producing new clothes.

“When I was applying for jobs, fast fashion was at its peak. Store shelves were filled with cheap clothes for quick consumption and disposal, but I have always wanted to make clothes with functionality, details and design that actually mattered,” Says Nishino.

While working in Toyama, Nishino tried all kinds of sports with her colleagues including mountaineering, soccer, camping, backcountry activities and yoga. She even

began trail running in 2014. “There are no better ways to bond with your colleagues than playing sports together and pushing ourselves to our limits,” she says. “You share a common experience with people you otherwise wouldn’t even talk to.”

Staying physically active is essential to maintaining our mental and physical health, which in turn is a requirement for good work performance. “What’s great about this company is that people are so energetic and full of life thanks to their love of sports,” says Nishino. Working with sports-loving colleagues gives Nishino the motivation to keep moving forward.



Sports First Awards: Recognizing GOLDWIN's employees who practice "Sports First"

To recognize their colleagues who put "Sports First" into action, GOLDWIN employees selected the winners of Sports First Awards through an on-line ballot on the company's internal website. All employees had voting rights, and the top three winners received gold, silver, and bronze awards. This fiscal year, Ayako Murai of the Business Management Division won the gold. Murai began to tackle trail running soon after she joined the sportswear project team of the North Face Business Department, where she was transferred in April 2009. Murai earned the respect and votes of her colleagues through her hard work and dedication that enabled her to quickly qualify to compete in 100-mile races in Japan and overseas.

You can access GOLDWIN's Sports First Mag, a web magazine that puts sports above all else, from the link below: <http://sportsfirst.jp>

Message from Ayako Murai (Winner of Gold Award)

"I was totally shocked when I heard the news. I won an award for simply pursuing my hobby? What a great company I work for! (Laughs) Trail running was one of the many sports introduced to me after joining GOLDWIN. I couldn't have won this award if it wasn't for the support of my senpai (senior colleagues/mentors)—my role models who give their best in work and sports and just about everything they do—and my supervisors, who encouraged me to use my paid holidays even during the busy season so that I could keep challenging myself. To me, trail running is not a competition, but a life-long adventure that I will enjoy forever."

Ayako Murai
North Face Business Department, Business Management Division



A diversity of club activities

Sports not only improve our physical and mental health, but also build relationships through shared experiences. In its steadfast commitment to "Sports First," GOLDWIN actively encourages its employees in all regions—Tokyo, Osaka, and Toyama—to join club activities. With a newly formed yoga club in Tokyo, GOLDWIN's club activities continue to help staff forge friendships across departments and positions.

GOLDWIN's currently active teams and clubs

Tokyo Region

Outdoor Activities Club / Golf Team / Soccer & Futsal Team / Tennis Team / Fishing Team / Mountain Club / Motorcycle Team / Running Club / Walk-for-Health Club / Automobile Team / Baseball Team / Tennis Club / Yoga Club

Osaka Region

Soccer Team / Mountain Club / Baseball Team

Toyama Region

Field Athletics Club / Kendo Club / Golf Club / Tennis Team / Surf & Snow Club / Softball Team / 100 Famous Japanese Mountains Club / Futsal Club / Motor Sports Club / Baseball Team / Yoga Club



Yoga (Tokyo)



Field Athletics Club (Toyama)



100 Famous Japanese Mountains Club (Toyama)



Outdoor Activities Club (Tokyo)

Fun Sports Day joined by many families

GOLDWIN's annual Sports Day took place this fiscal year on October 18, 2014 at the home ground of Tokyo Verdy. 339 GOLDWIN employees and 73 family members challenged against one another in colorful teams identified by blue, red, yellow, green, purple, and white. Awards such as MVP and Heart and Hustle Awards were given to well-deserving participants.



GOLDWIN Technical Center recognized for its wellness programs by Toyama Prefecture

In year 2014, Toyama Prefecture established the Toyama Healthy Workplace Award, which supports and recognizes corporations' efforts to improve the long-term health of workers. GOLDWIN Technical Center, which is responsible for GOLDWIN's product development and procurement, became one of the first corporations to win this award. Factors that appealed for the award were the high percentages of employees receiving health checkups and consultation, nonsmoking policy in the premises, healthy cafeteria menu, as well as its top performance in the prefecture's relay race event and a corporate culture that promotes physical exercise as a part of the daily routine through its Sports Day and yoga classes.



Achieving a good work-life balance through a systematic reduction of overtime

A well-balanced, healthy lifestyle allows us to sustain our energy and passion for work. We have stepped up our attendance management system, implemented a once-a-week "No Overtime Day," and introduced other programs as part of our efforts to improve efficiency and reduce overtime work. Counseling was offered to overworked employees and their supervisors by an

occupational health physician. As a result, GOLDWIN was successful in reducing the number of overworked employees by 30% this fiscal year. The company also further promoted its "My Holiday Program," which was introduced in 2013 to encourage employees to use their paid vacation time by combining it with weekends. As a result, the program began to take deeper root in fiscal year 2014.

Keeping the body and mind at their peak performance

GOLDWIN believes that employees are able to perform their best when they stay healthy. We have a comprehensive health management program that focuses on prevention and early diagnosis. Overworked employees can email our Physical and Mental Health Counseling Office about their concerns at any time and from anywhere in the country, and can consult an

occupational health physician or public health nurse. For three years in a row GOLDWIN employees achieved a 100% health checkup rate. Through such effort, GOLDWIN has been able to keep the percentage of employees affected by mental health issues to less than 1% despite the research data showing 4% of the Japanese population suffers from such issues.

GOLDWIN introduces Employee Stock Ownership Plan (J-ESOP)

This fiscal year GOLDWIN introduced a Japanese version of an Employee Stock Ownership Plan (J-ESOP), offering its shares to employees who fulfill certain requirements. Introduction of this system had the effect of raising employees' interest in the value of company shares and performance improvements, providing an incentive to be even more committed to their work

while allowing them to benefit from the company's economic achievements as shareholders. GOLDWIN also implements a host of other programs and benefits, such as a shareholders association consisting of sales staff and long-term service awards, in order to reward and further encourage employees.

GOLDWIN will strive to achieve open and transparent management by strengthening its frameworks for corporate governance, internal control, and compliance.

Corporate Governance

The GOLDWIN Group places top priority on the establishment of sound corporate governance in order to achieve fair and efficient corporate management and keep pace with a rapidly changing management environment.

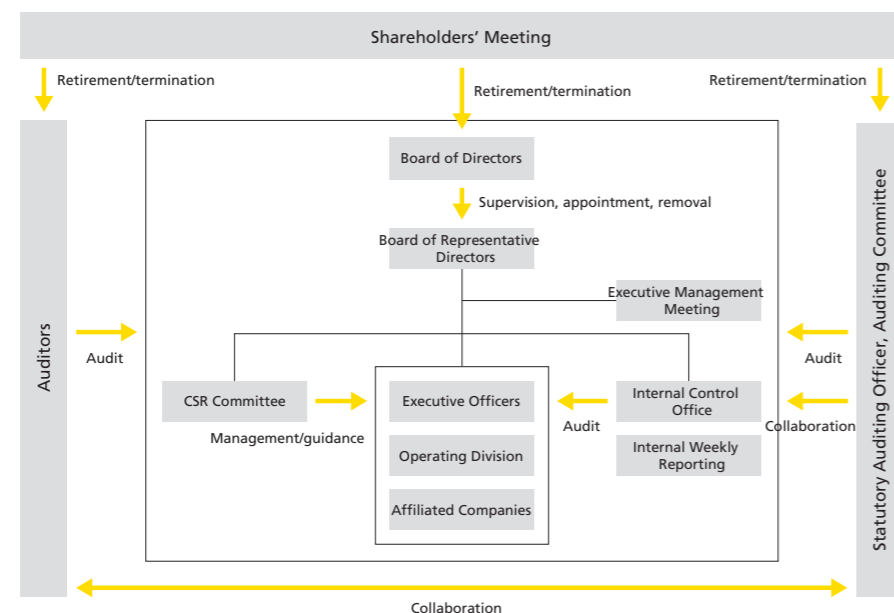
The term of GOLDWIN's directors is limited to one year and the scope of their responsibilities is clearly defined. The Board of Directors meets once a month, but can meet at any time if necessary. The Board makes decisions on matters prescribed by law and also on those matters that are material to the company's operations. It also supervises the performance of company businesses and prepares a progress report. In fiscal year 2014 there were eight directors, one of whom is an external director. (For fiscal year 2015, ten directors including two external ones were elected at the annual general meeting held on June 25.)

Following an executive officer model, the Board appoints the executive officers for each department, who carry out their responsibilities under the Board's authority in accordance with the management strategies set out by the Board. The executive meeting, attended by the directors, full-time statutory auditing officers, and executive officers, is held once a month, in principle, to discuss and decide on material matters concerning business operations.

The Board of Auditors consists of four statutory auditing officers, three of whom are external. They monitor the performance of the directors and express their views at board meetings, thereby contributing to sound management and improved public confidence.

The Office of Internal Audit, the department responsible for internal monitoring, is not affiliated with any other operating units or offices. Thus it is able to make an independent and impartial assessment of such criteria as: compliance with all applicable laws, regulations, and internal bylaws; the improvement in business performance and operating efficiency; and the performance of the internal control system. The Office reports its findings to the representative directors, executive directors, and full-time auditing officers.

The Corporate Governance Code has been established at the Tokyo Stock Exchange and has been applied as a security listing regulation since June 1, 2015. GOLDWIN will enforce the Code in an appropriate manner, respecting each of its principles. The company's compliance with the Code will be disclosed through a corporate governance report as soon as it becomes ready.



Ensuring an appropriate operation GOLDWIN's Internal Control System

GOLDWIN's vision of "Sports First" is expressed through its corporate philosophy, management policy, and code of conduct. In order to achieve this vision through the united effort of all GOLDWIN's management and staff, we have developed and maintained an internal control system as a framework for establishing an appropriate organizational structure, setting up rules and regulations, communicating information, and monitoring operational progress. The internal control system is reviewed periodically and improvements are made to ensure that the company's operations remain compliant and efficient.

Basic Policies on Internal Control System
<http://www.goldwin.co.jp/en/corporate/info/csr/clean-C>
 Corporate Code of Conduct/Employees' Code of Conduct
<http://www.goldwin.co.jp/en/corporate/info/csr/clean-E>

Compliance training program

GOLDWIN revised its Corporate Code of Conduct and Employees' Code of Conduct in 2008 and has been providing training programs for employees to help them gain a deeper understanding of compliance. This fiscal year, GOLDWIN issued the second edition of its Guidebook on Corporate Code of Conduct and Employees' Code of Conduct. All of GOLDWIN's directors/officers and employees were required to sign an oath pledging that they will comply with the codes and act in an ethical manner. In fiscal year 2014, GOLDWIN conducted 39 workshops to promote understanding and application of the Guidebook, with an overall attendance rate of 87.5%.

Since last fiscal year, GOLDWIN has been issuing SNS Mail Magazine to provide information about the risks of using social media. In fiscal year 2014, the company broadened the scope of its activity in this area, issuing three volumes of Compliance Magazine to help raise the awareness of compliance issues among its employees.

GOLDWIN also distributes to all employees a "compliance card," a handbook on compliance, and encourages them to carry it with them at all times so that they can refer to it as a guide for ethical conduct.



Company Information

- GOLDWIN INC.
- Tokyo Head Office
2-20-6 Shoto, Shibuya-ku, Tokyo
150-8517, Japan
TEL: 03-3481-7201
- Head Office
210, Kiyosawa, Oyabe-city, Toyama
932-0112, Japan
TEL: 0766-61-4800
- Establishment
December 22, 1951
- Capital
7,079 million Yen (March 31, 2015)
- Annual turnover (consolidated)
57,417 million yen
- Annual turnover (Non-consolidated)
48,680 million yen
- Employees
1,471 (2,181 for the Group)
- Offices
Head Office, Tokyo Head Office,
Osaka Branch, Sapporo Sales Office,
Nagoya Sales Office, Fukuoka Sales
Office (as of April 1, 2015)
- Details of company information
<http://www.goldwin.co.jp/en/corporate/info/about>
- Website
<http://www.goldwin.co.jp/en/>
- Financial Summary/Quarterly Results
<http://www.goldwin.co.jp/en/corporate/info/ir>

Management Policy

1. Robust

We will strengthen our management to increase corporate value through optimal cash-flow management with enhanced selectivity and focused allocation of management resources.

2. Fast

We will be agile in responding to changes in customer needs by implementing an optimum process of product development, procurement, and marketing, thereby shortening turnaround time.

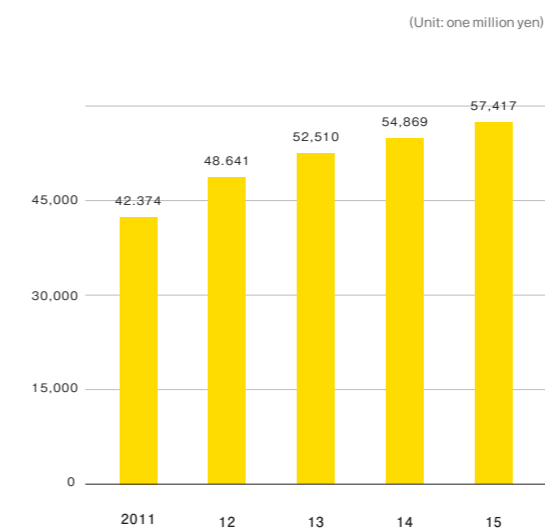
3. Transparent

We will strive to become an integral member of the community by ensuring the transparency of our corporate activities and meeting our environmental responsibilities.

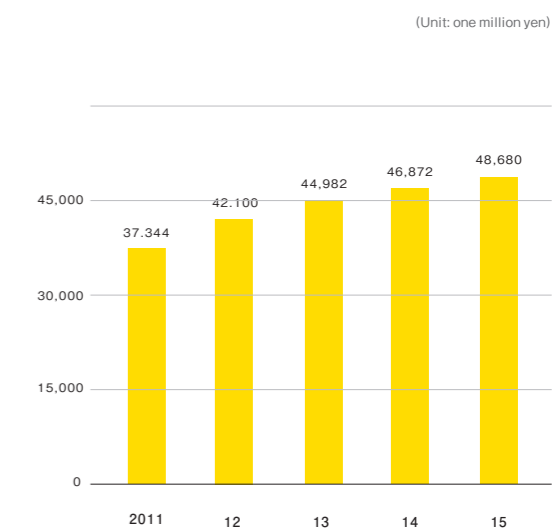
Financial Information

Net sales

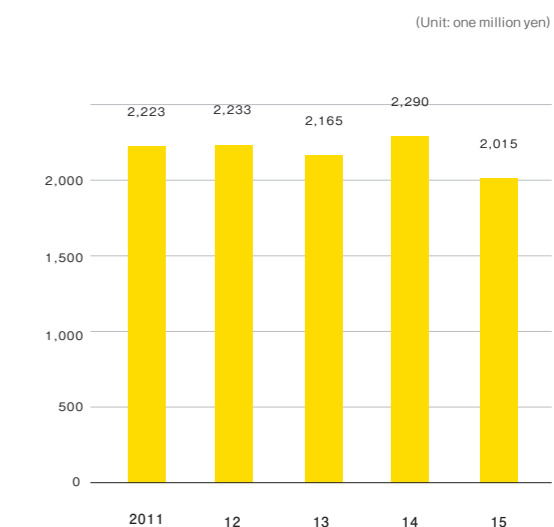
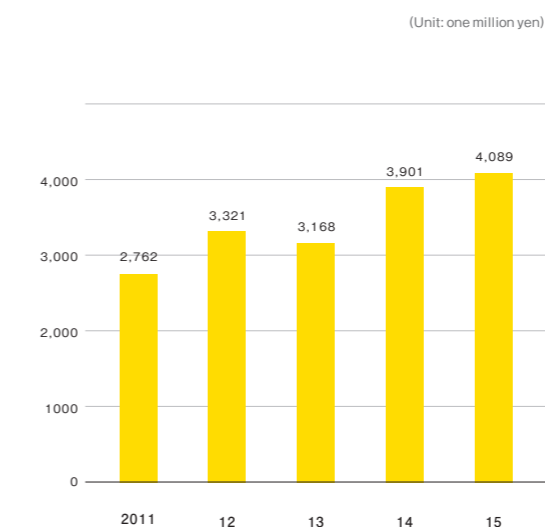
Consolidated



Non-consolidated



Ordinary income



Current net income

