

Message from the President

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

Sports First: Putting our passion into action

"Sports First" is the embodiment of our passion for making sports a top priority in our lives. It means not only to love sports but to believe in the power of sports, and to put this passion into action.

One of the major events where we realized this principle was the 2nd annual Ultra-Trail Mount Fuji (UTMF). GOLDWIN contributed to this event as a special corporate sponsor while our employees participated as runners, volunteer staff and onlookers cheering for athletes. Participating in such an extraordinary event, not only as athletes but in variety of footing, gives us an opportunity to experience and share the joy of sports such as the spirit of camaraderie, a sense of accomplishment, and a break from the mundane. Such experience goes beyond just good times and fun, but it's something that resonates deep within us.

We will remain dedicated to fulfilling our principle through corporate activities founded on sports. Our support through The North Face brand for Yuichiro Miura to succeed in becoming the oldest person to scale Mount Everest is one of the recent examples of our commitment.

Nurturing the next generation of leaders through sports

GOLDWIN actively and consistently provides opportunities for aspiring children to participate in athletic activities for the benefit of their physical and mental health. Our programs include NASTAR Ski Races that we have been supporting for over 25 years, and MIP Sports Project that aims to foster a well-rounded development of the next generation. We have also sponsored the Premium Day in tennis, the Kataller Toyama Soccer Class, and the Junior Challenge Golf Tournament. It is our honor to serve our community through such programs for young athletes, and believe community's appreciation towards our activities is what enables us to continue. We will be committed to continue our effort in order to further broaden our reach in the future.

Delivering exactly what our customers want

Since our establishment, GOLDWIN has pursued a corporate philosophy of "creating a rewarding lifestyle through sports." We have made it our mission to help build a healthy, productive society through our dedication to sports. Our starting point is monozukuri based on "quality first, customer first." Driven by this core principle, we have strived not only to develop athletic wear and gear but also to offer our customers innovative functionalities—originally developed for athletic wear—for daily use.

But technology, no matter how innovative, serves no purpose without practicality. That is why we strive to take full advantage of our direct stores to pay close attention to the feedback we receive. We ensure a two-way communication with our customers for an effective exchange of our ideas and their opinions.

We believe that continuous commitment to the values presented by our core "Sports First" philosophy from each and one of us is an important essence in delivering products that meet the needs of our customers.

Strengthening our effort to make an efficient use of limited resources

While GOLDWIN has attained ISO 14001 certification, our activities in environmental management are not limited to resource conservation and development of eco-friendly products. We encourage all of our employees to act with greater awareness for the environment. Since the beginning of our "Green Is Good" campaign in 2008, we have made a conscious effort through all stages of production, from manufacturing to sales, to use materials with a low environmental footprint and a longer product life. We have also been promoting Greencycle, a recycling program for petroleum-based synthetic fabrics such as polyester and nylon. In addition, we have begun our Green Down Recycle Project, in which down feathers, a limited resource, are collected from used products and reused as new products. We believe our long-term commitment is the most important element in succeeding such environmental conservation programs.

July 2013
Akio Nishida
President
GOLDWIN Inc.

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CSR Report

GOLDWIN's CSR report is published annually to help readers learn more about the GOLDWIN Group. The report is organized by the five pillars of GOLDWIN's CSR programs established last year: Open, Fair, Clean, Passion, and Social. We will continue to strengthen our long-term, realistic, and collaborative efforts, and 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 the activities between April 2012 and March 2013 and also contains details of some recent activities.

Organizations covered in this report: All 16 companies of the GOLDWIN Group

Publication date: July 2013

Published by: General Affairs Department, Management Headquarters

Primary communication medium

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>

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

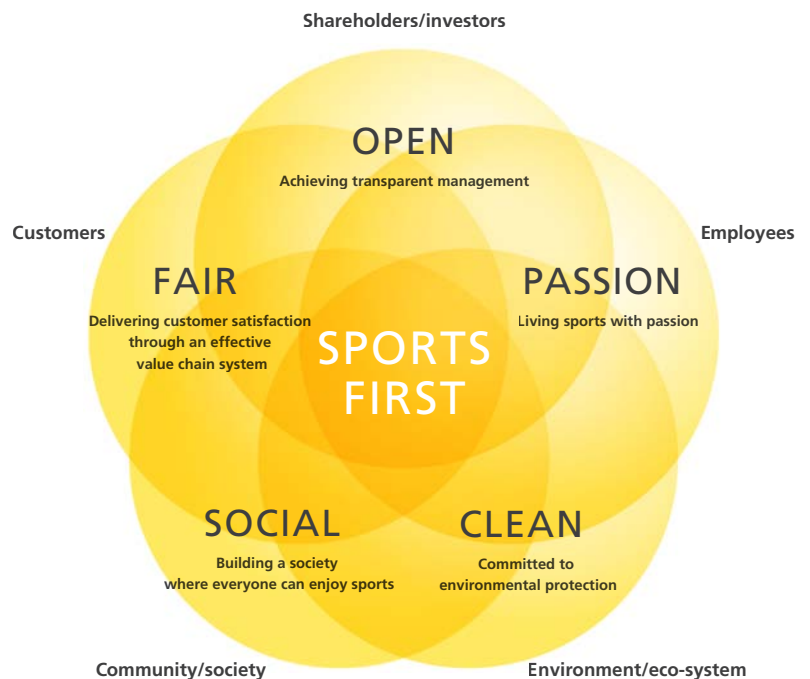
GOLDWIN strives to implement its CSR based on the following core principles put into action with respect and passion for sports.

- 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;

Implement 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.



LIVING SPORTS FIRST

Realizing SPORTS FIRST: Sharing the excitement of Ultra-Trail Mt. Fuji

The Ultra-Trail Mt. Fuji (UTMF), an event sponsored by GOLDWIN, provides runners with the ultimate challenge of racing around the entire perimeter of Mt. Fuji in two days. GOLDWIN's employees participated as not only runners, but also as support staff, assistants, and onlookers who cheered for the runners. Everyone shared an excitement at this extraordinary event, putting GOLDWIN's "Sports First" into action.

GOLDWIN's multiple roles in the ultimate running event

2nd annual UTMF and Shizuoka to Yamanashi (STY) kicked off Friday, April 26, 2013. GOLDWIN returned to the event this year as a special sponsor. Some of our employees and sales staff bravely made their contribution as runners, with eight (seven men and one woman) racing in the UTMF and eleven (ten men and one woman) in the STY.

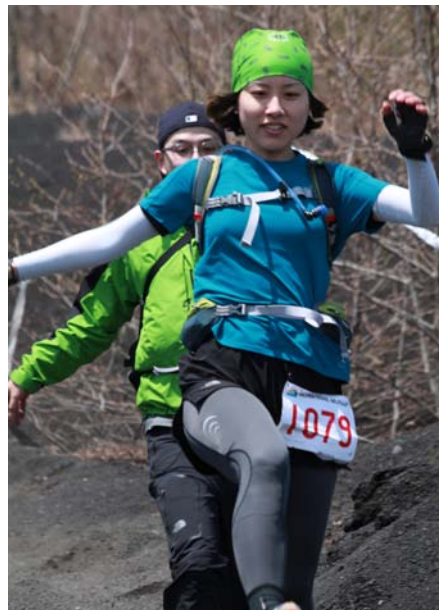
The two races pushed the runners to their ultimate limits: The UTMF is a 161-km race around the perimeter of Mt. Fuji with a time limit of 46 hours while STY is a 24-hour, 84.7-km race covering half of the perimeter. A total of 991 (829 men and 162 women) participated in the UTMF and 937 (835 men and 102 women) in the STY, and over 80 GOLDWIN employees took part in the event as support staff. Yet many others joined in to provide moral support and to cheer. It was clearly a "Sports First" spirit in action.



Athletes, staff and audience are all participants

While the runners, support staff, and onlookers each had a different role, they were all participants and advocates of “Sports First.” There were no bystanders. People who cheered on athletes for a safe and successful race at the start line were also participants and plays an important part, so as the staffs of GOLDWIN carefully checking equipments for the race.

The experience of encouraging and cheering our colleagues seems to create a special bond that goes beyond our professional association. We gave each other firm handshakes, tight hugs, words of encouragement, and wished each other a safe and successful race. Once the race began, all support staff headed to the finish station or roadside to cheer for not only their colleagues but all athletes—an invaluable experience shared by each and every one of us at this event.



Sports can change us

Ayako Murai, who works at GOLDWIN's North Face Division, finished 266th overall, and 27th in the female category in UTMF. "I'm responsible for apparel development in the outdoor operations. One day I started running, gradually became serious, and here I am today," laughs Murai. GOLDWIN staff who ran the race all have different responsibilities such as product development, sales, and finances. But what they have in common is the spirit of "Sports First," which they developed through work. And this shared spirit helped them to reach the finish line of a challenging race. We wish to share this experience with not just our staff at GOLDWIN but everybody who was involved in the event.

Sports can change people. They provide us with a sense of camaraderie and achievement, as well as an extraordinary inspiration. By serving as a special sponsor for this event and many more in the future, GOLDWIN will continue to share the profound and transformative effects of sports.



FOR THE FUTURE

Inspiring the next generation through sports

Our children are our future. We believe sportswear manufacturers have the responsibility to promote a healthy and active lifestyle for our children and to create an environment that cultivates the next generation of athletes.

GOLDWIN collaborates with local communities and corporate partners to offer a full spectrum of programs to support youth participation in sports, including parent-child events, instructions by top athletes, overseas competitions, and many more.

NASTAR ski racing: cultivating the future generation of skiers

Since 1981, GOLDWIN has been a supporter of NASTAR Race Association, a non-profit organization dedicated to the development of the ski industry. NASTAR, National Standard Race, allows racers to record their time as NASTAR Race Points (NST-P), which is based on

the difference between an athlete's race time and that of the national pacesetter.

Using this system, skiers can evaluate their performance levels based on the same standard regardless of where they race. This year, as with previous years, NASTAR events took place all across the country, attracting many young participants.



FIS Whistler Cup: helping young athletes gain access to events

The Whistler Cup, an annual FIS Children's Race, took place on Whistler Mountain in British Columbia, Canada, in April. This year, Team Japan comprised of top two skiers from the GOLDWIN Kids Championships and eight racers from the Japan Cup competed against some of the best young skiers from around the world. Four of the team members competed in the U14 category. The team scored outstanding results, reclaiming the top overall win in the U14 category.

Including the top four winners of the U16 category in Kids' Dream Grand Prix competing for the Ingemar Trophy in Sweden, a total of 14 junior skiers from Japan have now won an opportunity to compete in FIS Children's Races oversea.



The NASTAR Official Junior Championships

The NASTAR Official Junior Championships were held at a total of 51 locations in Japan during this season (59 races). Same as the last year's event, racers competed for overall rankings based on the NASTAR Points in a series of races held in the annual Snow Kids program, part of the "NAGANO, the King of Ski Resort" project funded by the Nagano Prefecture Tourism Association.

The 2013 GOLDWIN NASTAR Children/Kids Championship in Tohoku

(Date: March 2, 2012; Location: Naqua Shirakami Hotel and Resort in Aomori; Entries: 331)

The winners of the preliminaries held in the six Tohoku prefectures are eligible to compete in this championship event. Racers from other prefectures can also compete in some of these preliminaries. Along with the Japan Cup in Naeba, this Tohoku Championship is seen as a stepping stone to the Whistler Cup and is attracting aspiring skiers from outside Tohoku.



The 14th GOLDWIN NASTAR Race Children/Kids Japan Cup

(Date: March 8-10, 2013; Location: Naeba Ski Resort in Niigata; Entries: 351)

Athletes invited from Canada and South Korea, as well as the winners of the Tohoku Championship, regional top ranking skiers, and the winners of the Nagano Junior Cup Series joined to participate in this year's event. Ryunosuke Okoshi, the national pacesetter, opened the Giant Slalom event. Participants had a rare and exciting opportunity of receiving the points based on the actual time of a current member of the national team.



Kiribai Chemical Presents

2013 GOLDWIN NASTAR Children/Kids Dream Grandprix

(Date: March 16-17, 2013; Location: Asarigawa Onsen Winter Resort in Hokkaido; Entries: 103)

This race is for skiers in Hokkaido, who may not have the means to travel all the way to Naeba to participate in the Japan Cup. The event is similar to the Japan Cup in its scale and race categories. It offers the Super Giant Slalom and Giant Slalom events, which are rarely held in Japan. The top male and female winners in the U16 category from each of the two days of the event (total of four) will compete for the Ingemar Trophy in Sweden.

THE NORTH FACE 7 NATURE USAGI KIDS EXPLORING PROGRAM

The North Face has begun The North Face 7 Nature Usagi Kids Exploring Program to nurture a love of nature in today's children who will inherit our planet. The goal of the program is to provide children with an opportunity to retreat from their daily lives and explore the nature, in the hope that they will bring back nature's wisdom to their daily lives and future endeavors.

First session: Sunday, June 24, 2012 Hiking on Mt. Nango in Makuyama, Kanagawa

The participants enjoyed the magnificent view of the ocean and the peninsula stretching before them and studied the plants and trails of animals, while lugging solar panels for their project. The children shared their ideas and worked as a team all the way to the summit—a precious experience rarely encountered in an urban environment.

Second session: Saturday, August 4, 2012 Hiking from Mt. Takanosu to Chisuji Falls, Kanagawa

In this second session, parents joined in to learn about the nature with their children. Because of unstable weather, the participants skipped Mt. Asama, heading straight from Chisuji Falls to Mt. Takanosu, and cooled down by the Hiryu Falls.

Third session: Sunday, October 21, 2012 Hiking on Mt. Obora and Mt. Mikuni, Yamanashi

Children had a hands-on experience of learning about plant growth and the importance of sunlight against the backdrop of autumn's blush from Kagosaka Pass to Azami Hira. After reaching the peaks of Mt. Obora and Mt. Mikuni, kids then headed to Teppo-ki-no-Atama of Mt. Myojin, while taking in the view of Mt. Fuji and Lake Yamanaka under a clear blue sky.

About 7 Nature Usagi

7 Nature Usagi is a spinoff project from the Earth Kids Project, established for the purpose of educating children the importance of learning from outdoor activities and the natural environment.

This program introduces children to Reck, one character of the 7 Nature Usagi and a climbing expert, who will guide them through their adventure in nature.



Supporting “Sports Games” to nurture future athletes

Since 2002, GOLDWIN has been a special co-sponsor for Sports Games, an event aimed to promote the wellness of children through athletic programs. The event provides children with an opportunity to receive instructions from top ranking professional athletes, inspiring to develop their potential. Organized by MIP Sports Project, a special non-profit organization, Sports Games are held all across Japan throughout the year. Working with corporations, organizations, and facilities in the sports industry in each community, MIP Sports Project organizes sports clinics and other programs to meet the community’s needs. A total of 190 events have been held as of today, with approximately 98,500 attendees.



In 2012, the Games were held at the following seven locations, and the total of 1,923 young athletes participated.

- Tsu City, Mie Prefecture Sunday, July 1, 2013 Participants: 220
- Gero City, Gifu Prefecture Sunday, September 30, 2012 Participants: 479
- Yamagata City, Yamagata Prefecture Sunday, October 7, 2012 Participants: 278
- Atsugi City, Kanagawa Prefecture Saturday, October 20, 2012 Participants: 157
- Inabe City, Mie Prefecture Sunday, October 28, 2012 Participants: 431
- Ichinoseki City, Iwate Prefecture Saturday, November 17, 2012 Participants: 76
- Tottori City, Tottori Prefecture Saturday, March 9, 2013 Participants: 282

About MIP Sports Project, a designated non-profit organization

MIP Sports Project is a non-profit organization committed to a wide range of goals, including a well-balanced education of the next generation based on the development of the Moral, Intelligence, and Physical; the improvement of Japan’s sporting culture; the development of a second career for professional athletes; and creation of new sports industries. Through MIP, retired professional athletes are able to use their own experiences to communicate the benefits of sports to children, their parents, and educators. Along with Sports Games, its main project, MIP also hosts many other programs including the Junior Soccer School and the Basketball Club.



Raising children’s environmental awareness through recycled T-shirts

For children participating in Sports Games, GOLDWIN provides and exhibits recycled t-shirts (unwanted t-shirts collected at stores and recycled as new fiber). The t-shirts are used as staff uniforms, and also as a tool for communicating with children about the importance of repeated use for the benefit of the environment.



Premium Day: the 2012 Toray Pan Pacific Open Tennis Tournament

Date: Saturday, September 22, 2012; Venue: Ariake Tennis Park

Ellesse has been a co-sponsor and an official partner of the Toray Pan Pacific Open Tennis Tournament held at Ariake Tennis Park in Tokyo for the last 18 years. Ellesse has been the exclusive provider of staff wear and official towels at this biggest international tennis tournament in Japan.

50 adult and 50 aspiring young tennis players were selected by draw to participate in the annual "Premium Day" held prior to the tournament. The program was a success with the participants receiving advice from celebrated members of Team Ellesse, such as Yurika and Erika Sema, and enjoying rallies together. We may even have a future tennis star amongst these participants.



Junior Golf Tournament

Date: Thursday, August 9, 2012; Location: GOLDWIN Golf Club

The GOLDWIN Golf Club is dedicated to the growth and education of the next generation of golf players by hosting its own junior competitions and other junior tournaments and clinics. Marking the third year in 2012, this junior event incorporated special rules that accommodate beginners to encourage inexperienced players to participate. This 18-hole scratch competition was joined by 30 members of Japan Golf Association from Grade 4 to high school. An award ceremony was held in a friendly, relaxed atmosphere, and certificates were awarded to the winners, as well as golf goods for the top three ranks in all categories.



Kataller Toyama Soccer Class

Date: Saturday, October 27, 2012; Location: Oyabe Sports Park

GOLDWIN invited athletes from Kataller Toyama, a professional soccer team for which the company is an official partner, and held a soccer class for 44 members (grades 1 to 3) of the Junior Sports Club in Oyabe (comprising the three teams of Tsuzawa, Otani, and Kanda) and 14 female employees of GOLDWIN, who are members of the GOLDWIN soccer team. The participants practiced passing and shooting balls with professionals, and enjoyed a mini game.



We live in an era where corporations must meet greater expectations for transparency in corporate management. GOLDWIN practices open management by establishing an effective framework for corporate governance, internal control and legal compliance. We fulfill our corporate responsibility as a respectable corporation by ensuring that all of our employees act with a strong sense of compliance.

Corporate governance

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

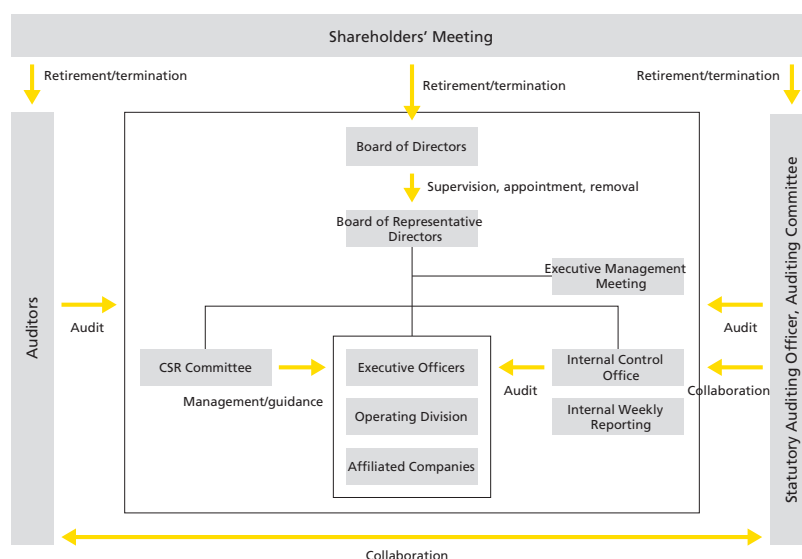
The term of GOLDWIN’s directors is limited to one year in order to ensure that the scope of their responsibilities is clearly defined. The board of directors meets once a month, but can meet at any time if necessary. The board makes decisions on matters prescribed by law and also on those matters that are material to the company operation. It also supervises the performance of company businesses and prepares a progress report. There are eight directors, one of whom is an external director.

The company also follows an executive officer model. Appointed by the board, the executive officers carry out their responsibilities under the authority they have been bestowed upon by the board for their respective departments, 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, to discuss and decide on material matters concerning business operation.

The board of auditors consists of four statutory auditing officers, including three external personnel. They monitor the performance of the directors and discuss 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 to 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.

GOLDWIN has appointed Ernst & Young ShinNihon LLC as its accounting auditor. GOLDWIN provides appropriate management and financial information to its accounting auditor and establishes an environment that is conducive to fair and objective audits.



Internal control system: Assurance of an appropriate operation

GOLDWIN's vision of "Creating a rewarding lifestyle through sports" is expressed through its corporate philosophy, management policy, and code of conduct. In order to achieve this vision with the united effort of all GOLDWIN's senior executives and staff, we have developed an internal control system capable of establishing an appropriate organizational structure, setting up rules and regulations, communicating information, and monitoring the progress of operation. The internal control system is reviewed periodically for areas of improvements to ensure the compliance and efficiency of the company operations.

In order to respond to the internal governance reporting programs mandated under the Financial Instruments and Exchange Act of April 2008, we have established our basic policies on financial reporting. These basic policies put in place a framework that allowed us to strengthen our internal control over financial reporting.

Basic Policies on Internal Control System

(<http://www.goldwin.co.jp/en/corporate/info/csr/open#section-B>)

Corporate Code of Conduct/Employees' Code of Conduct

(<http://www.goldwin.co.jp/en/corporate/info/csr/open#section-E>)

Compliance training program: Participation has increased to 91%

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. 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.

In FY2012, GOLDWIN conducted 35 training sessions on compliance with an average attendance rate of 91%, up from approximately 80% last year. For the top management in the Tokyo office, a workshop on insider trading regulations was held by a facilitator from the Tokyo Securities Exchange. GOLDWIN strives to ensure that its employees are fully aware of the importance of understanding compliance in order to uphold GOLDWIN's reputation as a publicly traded company.



Record of training programs

	Number of sessions	Target participants	Actual participants	Attendance ratio
Group total	35	1,072	977	91.1%

GOLDWIN's value chain starts with the product development, which is designed to satisfy the increasingly diversifying needs of our customers. The manufacturing process produces high-performance and high-quality products to meet some of the most stringent requirements of our top athletes. Our marketing strategy, which takes full advantage of our retail operations, allows us to effectively incorporate our customers' feedback into products and services. GOLDWIN's aftercare services ensure that our customers will enjoy their favorite wear for a long time. Our mission is to provide our customers with meticulous attention to detail both before and after our products are purchased.

Saturday in the park Enriching our lifestyles with fitness, health, and fun

As its name suggests, "Saturday in the park" provides customers leading a busy city life with a restful escape to nature. Whether it's for an outing with friends or for jogging outdoors, shoppers will find just what they need at Saturday in the park. We offer a great selection of comfortable apparel to enrich their lives with fitness, health, and fun.

To help our customers find fun and unique ways to style themselves, Saturday in the park offers items carefully selected from a wide range of brands. From The North Face Performance Line to Danskin to C3fit, Saturday in the park showcases a spectrum of multifunctional, simple yet trendy apparel. Our goal is to provide any feature, style, or trend fancied by our customers.

As of the end of FY2012, there are five Saturday in the park stores, respectively located in Utsunomiya, Marunouchi and Shibuya in Tokyo, Fukuoka, and Tsuzuki in Yokohama.



Workshops: Fun and educational

Saturday in the park hosts a wide variety of workshops to promote athletic and active lifestyles. A total of eight workshops were held throughout FY2012, starting with "Saturday morning run & yoga" that took place at the Inter Media Station in Fukuoka in June. Exercises and lectures were combined to show how to incorporate running and yoga into our daily lives.

The North Face 3 (march): Introducing outdoor lifestyles for women

The North Face 3 (march), a special collection of The North Face outdoor products for women, offers a full spectrum of designs and styles for beginners and professionals alike. A wide range of workshops is held at the stores, providing the hosts with opportunities to share their outdoor lifestyle experiences with our customers. In FY2012, we brought back "Base Knowledge," our very popular women-only workshop series.



The newly enhanced flagship store offers The North Face and many more

Since its establishment in 1968, The North Face has tirelessly delivered new styles of outdoor gear and equipment. Its flagship store in Japan, The North Face Plus Sapporo Factory, returned on September 14, 2012 with exciting new features and enhancements. As the word "Plus" indicates, the shop offers not only The North Face products but also other major sportswear brands including Helly Hansen and Icebreaker. Representing a completely unprecedented style of outdoor/lifestyle shop, The North Face Plus Sapporo invites shoppers to venture into its seven "zones": Outdoor, Lifestyle, Performance, Helly Hansen, Icebreaker, Kids, and the Pop-up for special campaigns.



The Exclusive Model collection unveiled in Europe and North America Japanese quality and performance made possible by 60 years of experience

The Exclusive Model skiwear collection is a testament to GOLDWIN's technology and passion cultivated through over 60 years of experience in the Japanese sportswear market. Exclusive Model features a painstaking pursuit of kigokochi, or the "feel" of wearing a garment, that is uniquely Japanese. Most of the raw and supplemental materials used are made in Japan, and all sewing and processing works are done in Japan. Combining GOLDWIN's state-of-the-art, proprietary seamless bonding using laser and ultrasonic technologies with ergonomically designed 4-way Lycra, Exclusive Model is an epitome of GOLDWIN's high-performance and high value-added products.

The collection was showcased and well-received at the SIA Snow Show 2013, the largest winter sports show in North America held in Denver, Colorado from January 31 to February 3, 2013, as well as at ISPO Munich 2013, the world's largest winter sports trade show that took place in Munich, Germany, from February 3 to 6, 2013.



"Exclusive Model" for Exclusive Skiers

For long-lasting enjoyment of your product

All of The North Face products marketed by GOLDWIN are repaired free of charge in the event of a defect in material or workmanship. Even when repairs are necessary for other reasons, we provide repair services at a reasonable fee. We take pride in the quality of our products and want our customers to enjoy them as long as possible. That is why our repair policy has remained the same for the last 30 years since we began distributing The North Face products in Japan. This policy applies not only to outdoor wear but also to motorcycle wear and skiwear.

Free repair service for Kids' products

GOLDWIN is committed to cultivating the next generation of outdoor enthusiasts and providing eco-friendly sportswear. Since 2012, we have been providing free repairs of The North Face and Helly Hansen Kids/Baby products, with the exception of shoes. Scratches and bruises—and damage to clothing—are a natural part of childhood. Repaired garments can be enjoyed as hand-me-downs for the benefit of both the younger kids and the environment.



Responding to customer inquiries

In FY2012, as with previous years, we received many inquiries from our customers regarding issues as wide ranging as products, stores, catalogues, repairs, and maintenance. This year, we have launched a new Frequently Asked Questions page on our website to provide answers and suggestions regarding our shops and products. We have also increased the number of toll free customer service lines and began our email support to strengthen customer service. In addition, more detailed assistance is available if requested by customers. We have also prepared an employee's guidebook so that our employees are always prepared to explain how our products work and respond to defect-related inquiries, and we ensure that our sales staff members are ready to answer accurately to customers' questions at our company retail stores.

To continue providing our customers with a comfortable retail environment and quality products, the feedback we receive from our customers is sent to GOLDWIN's quality assurance department, which will work with the company's sales department to hold meetings on claims received at our stores. Aimed at ensuring that feedback received is handled effectively and is used to improve our services, the meetings were held 11 times in FY2012 to share and discuss valuable feedback received from our customers. During the meetings we review how the staff responded to our customers' feedback on our products and identify any areas that need improvement. Standards are set for the handling of those issues that are likely to recur, and are incorporated into employee training.

Improving sales skills with role-playing contest

On November 16, 2012, the 2012 Customer Service Role-playing Contest was held with contestants shortlisted from GOLDWIN sales staff all around Japan. The goal of the event was to improve sales skills and provide sales staff with a common goal. The contestants were assessed on the basis of nine factors: 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. Eleven contestants who had survived the preliminaries out of all of GOLDWIN's retail stores across the country competed against one another on their customer service skills from customer arrival to sale. Based on the evaluation by 180 judges, including the president, vice president, and store managers, one person was awarded with the Most Outstanding Performance Award, and three with the Outstanding Performance Award, and all participants with the Good Effort Award.



GOLDWIN's Code of Conduct for Suppliers signed by 93% of suppliers

The basic objective of our Employees' Code of Conduct is to guide our employees to act in accordance with fair and equitable rules. Similarly, GOLDWIN sets out the Code of Conduct for Suppliers to ensure that our suppliers, including those overseas, operate in compliance with the standards prescribed by the Code relating to legal compliance, labor and human rights, environmental safety and hygiene, environmental conservation, safe and secure production process, information management, fair trade, and ethics.

GOLDWIN has advanced the globalization of our supply chain in order to meet our customers' diverse needs and lifestyles. GOLDWIN asks its overseas partners to sign a memorandum to ensure that the basic principles of GOLDWIN's Code of Conduct for Supplies are observed. In FY2012, this memorandum was signed by 93% of GOLDWIN's suppliers and partners, an increase from 80% in FY2011. With respect to auditing, GOLDWIN requests its suppliers to sign a Letter of Confirmation every three years to ensure compliance.

At GOLDWIN, we have established a set of principles and policies that guide our efforts to protect the environment. Our goals include protecting our ecosystems, reducing our dependence on fossil fuels, and building a sustainable society. GOLDWIN's approach to product development is based on the concept of "Green Is Good," which involves our recycling programs as well as a broad spectrum of other long-term initiatives in environmental conservation.

"Green Is Good": GOLDWIN's product development concept for the environment

GOLDWIN is in the business of providing products and services relating to sports, many of which use nature as the playing field. That is why we are committed to doing everything we can for the environment. "Green Is Good" campaign is the embodiment of our core principle, we are passionate about reducing environmental footprint in our business operation. Through actions such as choosing eco-friendly materials, maximizing product life through repairs, and recycling used products into new ones, we hope to incorporate our environmental conservation efforts into our corporate operations and to impact consumers' choices.

GREENCYCLE (Repeated use)

"Greencycle" is GOLDWIN's sustainable recycling program in which used products are recycled into new ones. By recycling petroleum-based synthetic fabrics such as polyester and nylon, we seek to reduce our use of petroleum, which is a limited resource.

GREEN MATERIAL (Selective use)

When selecting materials, GOLDWIN's first priority is to minimize environmental footprint. We assess whether or not a material is recyclable, sourced from fast-growing plants using a minimum amount of resources, or produced pesticide-free.

(Material examples: Recycled polyester, organic cotton, chemically recycled polyester, MAXIFRESH, TENCEL, bamboo, hemp, modal)

GREEN MIND (Use with care)

At GOLDWIN, we put quality as the priority in all aspects of our product development, including functionality, durability, and design, so that our customers can enjoy our products as long as possible. We provide warranty for our outdoor brands, and offer repairs when requested by customers.

GOLDWIN's Philosophy on Environment

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

GREEN IS GOOD



GREENCYCLE



GREEN MATERIAL



GREEN MIND



Recycling used gym wear collected from high schools in Toyama and Ishikawa

GOLDWIN products with a “Greencycle” label and hang tag are part of GOLDWIN’s sustainable recycle program, in which used products are collected and recycled into new products. We have installed collection boxes at high schools in Toyama and Ishikawa prefectures so that graduating students can drop off Greencycle school gym wear they no longer need. The number of schools participating in the program has increased from three to five since last year, resulting in the recycling of 331 items, including sweatshirts, pants, and half pants. In other words, 11.8 % of the graduates placed their school gym clothes in the boxes. GOLDWIN aims to further increase the number of participating schools next year.

The Greencycle gym clothes are recycled into polyester of exactly the same quality as that of new fiber manufactured from petroleum, and will be reborn as new products.



Green Down Recycle Project: Collect and renew down feathers for reuse

If proper care was given, down feathers can outlast human life expectancy. Capitalizing on this remarkable characteristic, GOLDWIN will be launching its Down Feathers Green Recycling Project in September 2013. Down feathers will be collected from used clothes, cleaned, and reused in new products.

Today the worldwide consumption of fowl meat is on a decline, reducing the supply of down at the same time. The demand for down, on the other hand, continues to rise due to the popularity of down coats and jackets. The project seeks to balance out the supply and demand and to reduce the CO2 emissions from the incineration of disposed down. To recycle down feathers without compromising quality, GOLDWIN will be collaborating with Kawada Feathers, a leading supplier of down feathers in Japan.



Beach Clean-Up Project: Working toward cleaner shorelines in Japan

Helly Hansen started its business as a waterproof clothing manufacturer for Norwegian fishermen back in 1877. For more than 130 years since then, the company has been relating its products with water and oceans.

GOLDWIN has been cleaning up beaches across Japan since 2005 as part of the Helly Hansen Ocean (H2O) Project, which includes both environmental preservation and eco-friendly product development activities related to water. The beach clean-up program recruits volunteers from GOLDWIN staff, their families, and the general public as the program is designed to be recreational while conservation activities are practiced.

Walking along a beach with garbage bags in hand, we encounter many empty cans, plastic bags, and foam polystyrene containers washed up on the beach, reminding us of the importance of paying closer attention to the welfare of the environment. In FY2012, the project cleaned up Zaimokuza Beach in Kamakura on July 7 and Matsueda Beach in Himi City on July 14.



GOLDWIN returns to support Earth Day Tokyo 2013 with Green Power

Since 1970, Earth Day (April 22) has been a special day dedicated to taking actions for the benefit of the planet earth and future generations. On this day festivals featuring the environment are celebrated at approximately 5,000 locations in 184 nations and regions. Earth Day Tokyo, held on Saturday, April 20 and Sunday, April 21 this year, is the largest of Earth Day events taken place in Japan. GOLDWIN was a special sponsor of Earth Day Tokyo again this year, and also showed its commitment by purchasing a total of 11,000 kwh of "green power" at 41 company retail stores. This marks the tenth year of GOLDWIN's involvement in this program.

Details

- The North Face: a total of 9,000 kwh in biomass power by 33 company stores
 - Helly Hansen: a total of 1,000 kwh in wind power by 2 company stores
 - Saturday in the park: a total of 1,000 kwh of solar power by 6 company stores
- Gross total: 11,000 kwh

Activities in 2012

Toward a low-carbon society

In order to reduce its total energy consumption (e.g., electricity, gasoline, heavy oil, gas), GOLDWIN improved operational efficiency, streamlined workflows, and reduced overtime work. It also implemented energy saving measures by reviewing its lighting, air conditioning, and production facilities.

Results

The consumption level for FY2012 stayed approximately the same level as that of FY 2011, a year marked by a significant reduction in power consumption.

Toward a sustainable society

Efficient use of limited natural resources

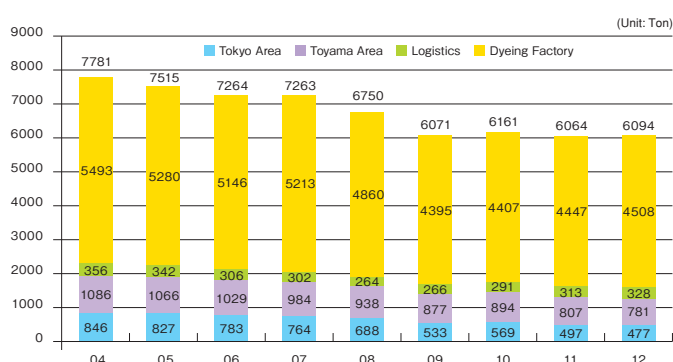
Advancement of resource-saving activities (parameter: the number of reductions in material use):

GOLDWIN strived to improve yield in the design and manufacturing stages. At the same time, we sought to reduce packaging materials.

Results

GOLDWIN recorded 69 improvements in yield. We are aiming to achieve even greater number of improvements in both quantity and quality.

Actual CO₂ emissions



Reduction of industrial waste (parameters: gross waste quantity and quantity of disposed plastic)

GOLDWIN actively sought to reduce industrial waste (including the disposal of products and raw materials) through all stages of manufacturing to marketing by implementing a variety of waste prevention programs, such as reduction of customer returns, defect prevention, and reuse of fabric waste from the manufacturing process.

Results

GOLDWIN's Toyama Plant led the efforts in the reduction of waste and reuse of resources, maintaining its zero emission status.

The total volume of industrial waste was up by 10% from the previous year.

The product return rates increased since last year. Reuse of excess materials reached 37,000,000 yen in value.

GOLDWIN will strive even harder to reduce waste and customer return rates.

Development of health- and environment-conscious products

We stepped up our marketing efforts for products that are friendly to our health and environment through our eco shops—GOLDWIN’s wholly owned stores that use LED lighting and other environmental conservation measures.

Results

Unfortunately the sales ratio of environmental products came down from last year to 5.8 %. GOLDWIN now has 13 new and renovated eco shops that actively incorporate eco-friendly measures such as LED lighting, and intends to continue to convert existing stores to eco shops and develop eco-friendly merchandize.



The North Face store with LED lighting in Rinku Premium Outlet Mall

Interaction with the natural world

Community-based company: GOLDWIN provided more opportunities for our community to reconnect with the natural world, including workshops providing environmental education offered at our company stores. Community cleanup programs were also organized.

Results

The Kamakura store of The North Face/Helly Hansen organized a workshop to create dog leashes from used sailing ropes.

The headquarters held neighborhood cleaning three times with four other companies in the community.

GOLDWIN intends to seek more opportunities to interact with local communities through workshops and cleaning activities that can make best use of individual features of our retail operations.



A community workshop for hand-made dog leashes



Cleaning around the headquarters in Tokyo

ISO 14001 Certification

The companies of the GOLDWIN Group are also taking actions to reduce their environmental footprint. Black & White Sportswear Co., Ltd., which joined the GOLDWIN Group in November 2011, has begun its preparation to obtain certification under ISO 14001, the international standard for environment management systems.

PASSION | Living sports with passion

GOLDWIN's mission is to build a productive and rewarding society through our dedication to sports. Achieving this goal would not be possible unless our employees stay healthy both physically and mentally. GOLDWIN implements a full range of programs to promote a healthy work environment where all our employees can maintain their well-being as well as their passion for sports.



Supporting our employees in their professional and athletic pursuits

Many of GOLDWIN's employees are current or former athletes, including those with experience in international competitions. Following is a brief profile of one of them.

Takayuki Suzuki
Marketing Team, Operations Group
Speedo Business Division
Operations Management Headquarters

Suzuki began swimming at the age of six and competed in the 2004 Athens Paralympics when he was 17. Today he remains active in competitive swimming while working for GOLDWIN. Suzuki was the captain of Japan Swim Team in the 2012 London Paralympics, where

he competed in the 150 m Individual Medley, 50 m Breaststroke, 50 m Butterfly, 50 m Freestyle, and 100 m Freestyle, and won two bronze medals in the 50 m Breaststroke and 150 m Individual Medley.

Suzuki contributed to Tokyo's bid for the 2020 Olympics and Paralympics, and in January 2013 accompanied the Tokyo 2020 Olympic and Paralympic Bid Committee to submit its candidature file to the International Olympics Committee and the International Paralympics Committee.

"On average I put in about 60 hours of practice per month, not counting the training camps before the two competitions held each year. I do my best to complete all my work before the end of work hours so as not to inconvenience the customers or my colleagues. In Japan I'm registered as a member of Team GOLDWIN. Wearing a jersey with the team name printed on it, I feel proud to be a representative of my company." (As commented by Suzuki)

Sharing the joy of sports through team and club activities

GOLDWIN actively encourages its employees to join sports teams and clubs. We believe that sports not only help our employees maintain their physical and mental health, but also give them an opportunity to share the joy of sports across organizational boundaries and widen their circles of communication. The camaraderie built upon sports activities help improve professional relationships and boost motivation, injecting energy and passion into workplace. And trying on GOLDWIN's and other manufacturer's products during athletic activities may spark new ideas for future product development.

GOLDWIN's currently active teams and clubs

(Tokyo Region) Baseball Team / Golf Team / Tennis Team / Fishing Team / Running Club / Motorcycle Team / Soccer & Futsal Team / Outdoor Activities Club / Bicycle Team / Walk-for-Health Club / Mountain Club / Tennis Club

(Toyama Region) Baseball Club / Tennis Club / Kendo Club / Softball Club / Futsal Club / 100 Famous Japanese Mountains Club / Field Athletics Club / Motor Club / Golf Club / Surf & Snow Club / Yoga Club



Soccer & Futsal Team



Mountain Club



Baseball Team

Sports Day: Communication through sports

GOLDWIN hosts a sports day each fall to facilitate communication and socializing among employees and their families. This year the Sports Day was held on October 13, 2012 at Toshimaen, with 327 participants consisting of employees of GOLDWIN's Tokyo offices and their children. The participants competed as department teams in a variety of fun events such as foot races and relays, tug of war, and tamaire (ball toss). The exciting and friendly atmosphere of the event was interspersed with some serious competition among the teams. All GOLDWIN employees, including the president and senior executives, had a great time, enjoying each other's company across beyond professional and organizational boundaries.



Promoting bike to work program

GOLDWIN is Japan's first sportswear manufacturer to implement the bike to work program. The program is based on three objectives: to give employees a chance to experience the perspective of a cycling customer; to encourage employees to lead a healthy and active lifestyle; and to raise environmental awareness through an eco-friendly commute on bike. Employees with a commuting distance of between 2 and 20 km are eligible to receive a commuter's allowance based on the distance traveled.

Bike racks are available on the lower ground floor of GOLDWIN's head office and employees cycling to work can use the shower rooms on the same floor between 7:30 to 8:40 am. Bike commuters are subject to seven prohibitions (e.g., prohibition of cycling while intoxicated or overworked) and mandatory use of helmets and gloves and enrollment in an accidental insurance policy.

The number of registered members of the program jumped from the initial 9 to 17 this fiscal year. One of the members was appointed as a member of the Steering Committee for the Comprehensive Cycling Strategy under the auspices of the Metropolitan Police Department. As the only member from the private sector, the GOLDWIN employee made suggestions for the cycling safety and educational programs targeting workers in the private sector.



Walking Campaign: Walk for a better health

GOLDWIN implements physical examinations and screening tests to promote prevention and early diagnosis through its Health Insurance Society and other insurance programs. At the same time, we promote a healthy and disease-free lifestyle by encouraging our employees to quit smoking and exercise more. As part of its effort, GOLDWIN organizes the Walking Campaign every year. In 2012, it was held for a total of 61 days from October 1 to November 30 for the entire GOLDWIN's senior executives and staff. Participants wore a pedometer to record the number of steps each day. A Finisher's Award was presented to those who completed an average of at least 10,000 steps per day, while those making between 7,000 and 9,999 steps won a Fighting Spirit Award. Those achieving between 5,000 and 6,999 steps took home a Good Effort Award. Group awards were also given, and three teams with the highest average number of steps won special prizes.

Keeping the body and mind at their best

GOLDWIN believes that employees are able to perform their best when they stay healthy, just like athletes do. We have a comprehensive health management program that focuses on prevention and early diagnosis. This year, we have once again achieved an almost 100% physical checkup rate among our office employees. To address mental health issues, we have implemented an interview program for employees who feel overworked as well as a counseling program through collaboration with an occupational health physician. We also hold safety and hygiene committee meetings once a month in Tokyo, Osaka, and Toyama and strive to protect workplace safety and hygiene by working closely with our employees.

Sustaining our passion for tomorrow with a good work-life balance

A well-balanced, healthy lifestyle allows us to direct our energy and passion for work. We have stepped up our attendance management system using a recorder as part of our effort to reduce overtime. Overworked employees, instead of being left to their own devices, were sent to an occupational health physician for an examination and counseling for health management and lifestyle improvement. As a result, GOLDWIN was successful in reducing the number of overworked employees by 15% since last fiscal year.

Details of work/life balance programs

- Implementation of a once-a-week No Overtime Day
- Counseling of overworked employees by an occupational health physician
- Individual updates for senior managers on overtime situations and implementation of improvements; individual instructions to supervisors
- Review of staffing number and distribution

Comprehensive disaster measures for peace of mind

As a lesson learned from the devastating earthquake that struck eastern Japan in 2011, and in response to the Tokyo Metropolitan Bylaw on Disaster Refugee Measures enacted on April 1, 2013, GOLDWIN has stepped up its disaster prevention measures this fiscal year.

GOLDWIN conducted a building structural survey on our head office in Tokyo and confirmed that the building is able to withstand a magnitude 7 earthquake. Retrofits were made to secure fixtures and furnishings, such as shelves, racks, bookcases, and copy machines. In addition, we now have a stock of emergency supplies, including helmets and maps for all employees, a three-day supply of food and water, portable toilet, medical and hygiene supplies (e.g., masks, medicine), blankets, sleeping bags, and various equipment for the emergency headquarters (e.g., portable TVs and radios, batteries).

GOLDWIN will continue to implement these measures to its affiliate companies in Tokyo, as well as branches and sales offices.



GOLDWIN is committed to building a society where every person, regardless of gender, age, or disability, can appreciate the joy of athletic activities. Our initiatives include serving as a co-sponsor of a wide variety of sports events, providing financial contribution to local communities, supporting a nature conservation fund, participating in a research and development project for barrier-free access, and many more.

The Champion Cup 2012: An opportunity for aspiring high school basketball players

The Champion Cup was established in FY2010 to provide opportunities for aspiring high school basketball players to test their skills in team-play, and to simply enjoy friendly competitions. The Champion Cup collaborates with Rokyū.Net to foster an environment to help them aim high and “shoot for their goals.”

On December 23, 2012, the Champion Cup 2012 took place in Tokyo, where 16 men’s and 16 women’s teams staged exciting games for two days. The Champion Cup returned again in Osaka on March 18, 2013, and 16 men’s and 11 women’s teams battled one another. The winning team members received Champion sublimation printed uniforms.



The 11th Kofu International Open 2013: A meeting place for professional tennis players and fans

Established to provide up-and-coming professional players a stepping stone to the international stage, the Kofu International Open is a community-based open tennis tournament funded in part by individual local supporters. Since 2010, the tournament has also focused on raising awareness of environmental issues through a full range of activities and programs. The tournament presents a unique opportunity for all participants of the event—including the organizer, support staff, corporate sponsors, local tennis fans, and professional athletes—to share the importance of eco awareness.

Ellesse has been the tournament’s sponsor since 2009 and returned again in March 2013 to provide eco-friendly staff wear that can be recycled repeatedly. Ellesse also hosted Ellesse Charity Tennis Clinic, an event where fans had a rare opportunity to mingle and play with top professional players.



The 2012 Sponichi Sado Long Ride 210: A tour around the beautiful Sado Island

The 2012 Sponichi Sado Long Ride 210 is an inclusive race that features courses for all ages and abilities: a 210-km course around the entire Sado Island; a 130-km race that combines a challenging race and a magnificent view of Osado in the north; a fun 100-km course completely manageable for beginners; and a leisurely 40-km race for families and couples.

GOLDWIN has been a co-sponsor for the event since 2006, including this year's event held on May 20. At the venue, GOLDWIN set up display and sales booths to communicate with more than 3,000 riders.



The 32nd Sponichi Yamanaka-ko Road Race: An early summer race around Lake Yamanaka

The Sports Nippon Yamanaka-ko Road Race is a very popular race that takes place at Lake Yamanaka, where participants can enjoy the young green foliage of early summer. GOLDWIN has been co-sponsoring this event for over 30 years, and will return again this year to contribute staff's jackets and its original Champion t-shirts, which will be awarded as participation prizes.

At the event venue, all 12,000 participants will have a chance to take a memento photo at GOLDWIN's Champion photo booth and try on GOLDWIN's other Champion products on display and for sale.

In addition, The Yoshida Yumiko Award will be awarded to the woman who has shown the most outstanding accomplishment among the runners and volunteers at the event. This award was established to honor the achievement of the late Yumiko Yoshida, an employee of GOLDWIN who made an extraordinary contribution to the operation of this event during her lifetime.



The Shibuya Omotesando Women's Run: A scenic gem in an urban setting

One of the biggest women's races in Japan, the Shibuya Omotesando Women's Run starts at Yoyogi Park in Shibuya and continues Omotesando Avenue all the way back to the park. GOLDWIN provided The North Face brand to sponsor this year's race on March 3, 2013, in which 4,000 runners participated.

First opened on Meiji Dori in 1994 as GOLDWIN's wholly owned store, The North Face Japan has expanded to other areas of Tokyo, including Harajuku, Omotesando, Meiji Jingu, and Yoyogi Park—the very areas where the race took place. GOLDWIN believes that this event epitomizes the true spirit of "Green Running," which aims to bring the joy and beauty of running in a natural and scenic environment.



The 14th Prince Tomohito's Commemorative Hokuriku Welfare Golf Tournament: An initiative to support disability assistance programs

The 14th Prince Tomohito's Commemorative Hokuriku Welfare Golf Tournament was held on October 16, 2012 at GOLDWIN Golf Club. GOLDWIN was one of the supporters for the event.

This tournament aims to promote greater understanding of disability assistance programs. At the same time, the event is designed to educate recreational players that principals of golfing is to enjoy, to become well-aware of fair play sportsmanship, and to familiarize rules, manners, and etiquette of the play. The event was joined by professionals including Toyama-based, GOLDWIN-sponsored Yuko Moriguchi.

Held annually since 1999, the tournament welcomed Prince Tomohito as the tournament advisor and sought his advice for the operation of the event during his lifetime.

This year the event was attended by Princess Yoko. She spoke at the awards ceremony, expressing her hope for the "successful continuation of welfare programs," and awarded a trophy to the winner. 1,000,000 yen of the proceeds from the tournament was donated to Peer Farm, a non-profit organization in Awara City, Fukui, which promotes the employment of individual with disability.



The North Face in Kyoto receives the Kyoto Landscape Award

On March 20, 2013, The North Face in Kyoto received the Kyoto Landscape Award for an Outdoor Advertisement with an Outstanding Design. The award is presented to an outdoor advertisement or structure with an outstanding or historical design that serves as a model and contributes to the preservation and improvement of the landscape of Kyoto City.

In April 2009, The North Face in Kyoto showcases an exterior of a traditional machiya that blends seamlessly into the historical townscape of the ancient city. Behind this façade is a modern interior featuring pillars made of natural stones, carefully laid out greenery, and images of magnificent mountains covering the walls.



Student internships: Supporting the young generation

In recent years, an increasing number of junior and high schools are offering internship programs that provide students with opportunities to develop desirable work ethics and acquire practical knowledge and skills. Since FY1999, GOLDWIN has provided work experience opportunities for young students. This year, Grade 9 students from Oyabe Municipal Tsuzawa Junior High School in Toyama and Grade 11 students from Toyama Prefectural Takaoka Kogei Senior High School took part in the program.

Participating in Conservation Alliance Japan, a nature conservation fund

Conservation Alliance Japan assists environmental organizations with its nature conservation fund collected from the profits of its corporate members specializing in the outdoor fields. To support of the fund’s philosophy, “corporations in the business of selling outdoor wear and equipment has a responsibility to contribute to nature conservation efforts,” GOLDWIN returned again this year in aid of nine groups. As of April 2013, a total of 14 companies and 20 brands have joined the fund and provided support for 106 environmental groups since its establishment. GOLDWIN has been part of the fund since its very first year and played a leadership role as its permanent member.



GOLDWIN introduces a swimwear for children with special needs

Speedo, the world’s leading swimwear brand, makes it its mission to deliver an enjoyable underwater experience to all swimmers. As part of its efforts, Speedo provided technical support in a government-industry-academia project for the development of swimwear for children with physical disability. Changing into and out of a swimwear is a major challenge for children with mobility issues. With this swimwear, a teacher can help a child change quickly while the child is lying down.

Organizations receiving assistance through Conservation Alliance Japan in FY2012:

Mengame Club
Katabira River Watching Group
NPO : Network for Coexistence with Nature
The Japanese Murrelet Population Research Team
The Nature Conservation Society of Japan
NPO : The Society for Study of Archipelago Birds
NPO : The Oceanic Wildlife Society
Sanreino Moriwomamoru Minnanokai
NPO : Ayanokai
Sapporo Woodies



Company Information

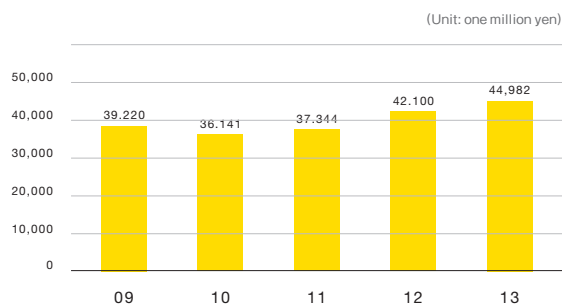
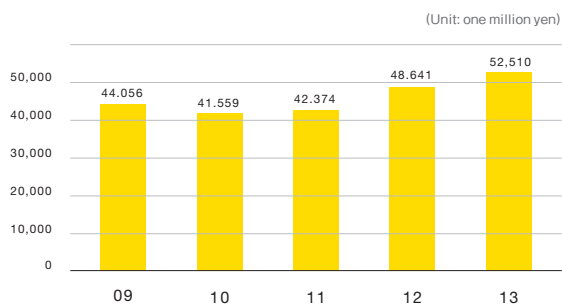
- GOLDWIN INC.
- Tokyo Head Office
2-20-6 Shoto, Shibuya-ku, Tokyo 150-8517, Japan
TEL : 03-3481-7201
- Head Office
210, Kiyosawa, Oyabe-city, Toyama 932-0112, Japan
TEL : 0766-61-4800
- Establishment
December 22, 1951
- Capital
7,041 million Yen (March 31, 2012)
- Annual turnover (consolidated)
52,510 million yen
- Annual turnover (Non-consolidated)
44,982 million yen
- Employees
1,304 (1,994 for the Group)
- Offices
Head Office, Tokyo Head Office, Osaka Branch, Sapporo Sales Office, Nagoya Sales Office, Hokuriku Sales Office, Fukuoka Sales Office (as of March 31, 2013)
- 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>

Financial Information

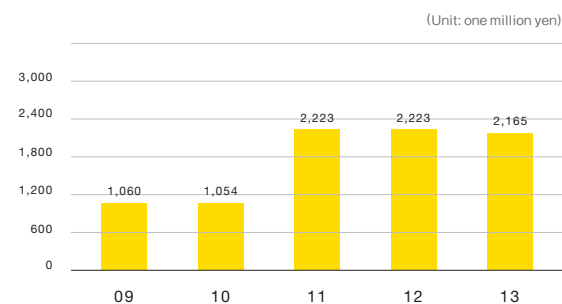
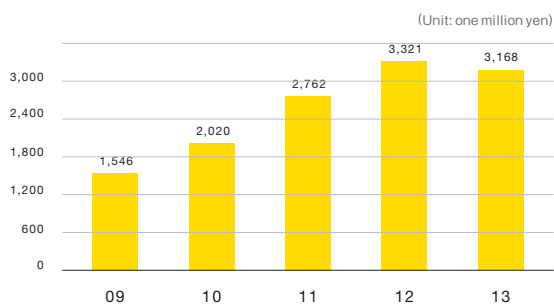
Consolidated

Non-consolidated

Net sales



Ordinary income



Current net income

