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#### [About This CSR Report]

This report is published yearly to inform you about the GOLDWIN Group's corporate social responsibility initiatives. We look forward to hearing your opinions, ideas, and requests concerning this report and our company's corporate social responsibility promotional activities.



## CSR Top Message

# Prioritizing sports and the environment; we strive to becoming a company that is beneficial to the world.

The world today is filled with uncertainty that is blinding us from foreseeing the future. There are many urgent challenges before us — issues with COVID-19, population, energy, environment, education, and the proliferation of natural disasters. In particular, the environmental crisis is a crucial issue that cannot be overlooked from the perspective of sports and apparel. We are committed in addressing these issues by going beyond conventional thinking with creativity and imagination, which result in evolutionary developments that inspire a change in people's perspectives toward environmental issues.



Takao Watanabe  
President and  
Representative Director  
GOLDWIN Inc.

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## Fundamental CSR Policy

Every aspect of GOLDWIN Group's operations — from manufacturing to sales, delivering products to after- services — is rooted in our corporate mission to “realize a fulfilling and healthy lifestyle through sports.”

We are committed to practicing management transparency, ensuring a healthy workplace environment, caring for the Earth and ecosystems, nurturing the next generation, and contributing to local communities and society through sports, with respect and passion toward sports.

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## GOLDWIN' s Aspirations for Sustainability

With the aim of achieving a cohesive society, GOLDWIN has adopted the Sustainable Development Goals (SDGs) agreed on by the international community as its guiding principle. The SDGs are not meant to be achieved individually; in fact, each is interconnected with and affects the others. The sustainability for which we are striving involves not only environmental conservation, but also our social connections and our operations, including our economic activities.

Moreover, the seventeen goals are divided into the five categories of "People," "Prosperity," "Peace," "Planet" and "Partnership" and our CSR report also introduces our initiatives based on these themes.



The 17 Sustainable Development Goals (SDGs)



### PEACE & PARTNERSHIP

At this point in time, we are focusing our efforts on initiatives for the three Ps (People, Prosperity, and Planet), where we can contribute through our business activities. In the future, we will propose ways our company can contribute to Peace and Partnership as well.

Opening Feature

# Looking to the Future

~Development of the Structural Protein "Brewed Protein\*"~

Not only the use of petroleum-derived materials (e.g. polyester, nylon) in most sports apparel today is concerning, manufacturing processes for such materials consume massive amounts of energy and produce enormous amounts of greenhouse gases. Considering the depletion of petroleum, shifting to sustainable materials when producing products is a major responsibility for all of us living today's society.

To tackle such global environmental problems, GOLDWIN began a joint research with Spiber Inc. for the development of "structural protein" in 2015.

While some proteins fulfill physiological roles like enzymes and antibodies, others fulfill structural roles like the cytoskeleton and spider silk, and Spiber has defined the latter as "structural protein." "Keratin" that forms hair and nails and "collagen" that forms bones and skin can also be thought of as types of structural protein.





During our joint research and development, we have promoted the development of products to make use of structural protein. After formation of the protein through a process of microbial fermentation, repeated tests were conducted comprising the processes of formation of the protein into fiber using Spiber's original processing technology, spinning, weaving, fabric processing and garment production. Through these processes, we were able to establish extensive know-how and processing technologies for application in mass production.

In August 2019, we launched sales of "Planetary Equilibrium Tee," a T-shirt made from "Brewed Protein (\*)," a structural protein developed jointly with Spiber. This was followed by the launch of "MOON PARKA," an outdoor jacket in December. "MOON PARKA" went on sale as the world's first minimally petroleum-dependent outdoor jacket made of structural protein produced by microbial fermentation as the main raw material (Data from the Structural Protein Industry Promotion Association as of August 29, 2019).

Research and development that started with technology to imitate natural spider silk has now entered the phase of production of a wider range of protein materials, and development of protein materials to meet the diverse needs of sports apparel is underway.

We will continue our pursue for evolutionary new material, products and economy that harmonizes advanced functionality and environmental performance, and continue proposing and designing sports apparel which closely matches future lifestyles beautifully harmonizing with nature in belief that we can make major contributions to the growth of sustainable human society.

\* Brewed Protein is a trademark of Spiber Inc.

Watch the video on "MOON PARKA," a jacket that uses the structural protein "Brewed Protein."  
<https://corp.goldwin.co.jp/csr/future>



# PLANET

To improve the global environment through unbound imagination and breakthrough innovations that are beneficial to the world



As a sports product manufacturer, we are rolling out ideas on what we can do for the environment, such as in our development of environment-friendly-conscious products and ideas for how to reduce our impact on the environment while still having fun.



## Report on Environmental Activities

GOLDWIN aims to improve its environmental performance on an ongoing basis by establishing its basic environmental principles and environmental policies and by preparing an action plan for realizing a sustainable society.

### Building a Sustainable Society

#### Basic Principles of Environmental Protection

All of us should embark on the noble mission of living and prospering in harmony with nature. The GOLDWIN Group aims to reduce environmental impacts from its phases of planning, manufacturing, and sale of sportswear and other functional wear. At the same time, GOLDWIN strives to make a positive impact on the environment by offering environment-friendly products as total-health company. Below are the basic environmental policies that GOLDWIN has set forth.

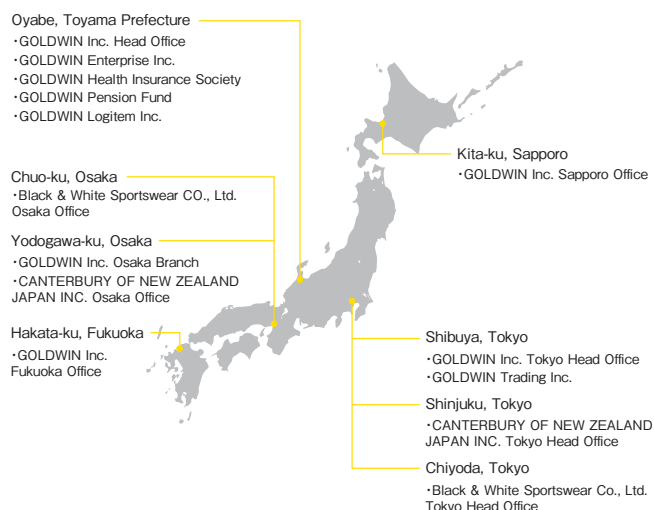
#### GOLDWIN's Environmental Policies

1. Strive to prevent environmental contamination and protect the environment by complying with all laws, regulations, and other requirements applicable to GOLDWIN's corporate activities and facilities, and to establish voluntary standards that are as extensive as possible.
2. Protect our green planet by recognizing the potential harm our corporate activities could do to the environment and minimizing the impact of our activities through the collective effort of all employees.
3. Set and review objectives and targets for reducing our environmental impact and engage in activities to improve the environment on an ongoing basis.
4. Use limited natural resources effectively and reduce industrial waste with a full awareness of the amount of energy and resources used and CO2 emitted.
5. Advance the development of health-conscious and environmentally responsible products by gathering all available corporate resources and developing proprietary technologies.
6. Continue to be a company capable of operating in harmony with nature and coexisting with local communities in order to support the health of the natural environment and of all forms of life.

#### ISO 14001 Certification

In November 1999, GOLDWIN'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 receive this certification. To further develop its conservation programs and environment-friendly products while improving the efficiency of its operations through energy-saving measures, all of GOLDWIN's offices obtained ISO 14001 certification in February 2006. GOLDWIN Logitem followed suite in July 2008 and Canterbury of New Zealand Japan and Black & White Sportswear were next in August 2011 and September 2013 respectively. GOLDWIN will continue to implement one of its corporate guiding principles, "Clean Management," by providing environment-friendly products and services, in addition to implementing responsible employment and economic practices.

#### ISO 14001 Certified Offices



## Effective Utilization of Limited Resources

An effective utilization of limited resources is one of the pillars of our environmental policy, and we strive to reduce our use of such materials. In FY2019, we reduced raw material losses, made design improvements using feedback from complaints and repair work, implemented thorough management of our equipment and manufacturing processes, reduced the amount of distribution and packaging materials, and improved efficiency and management by revising how we conduct our work. In the same year, we were able to collect 3.1 tons of product through our system of reusing old products collected with improved product collection techniques.



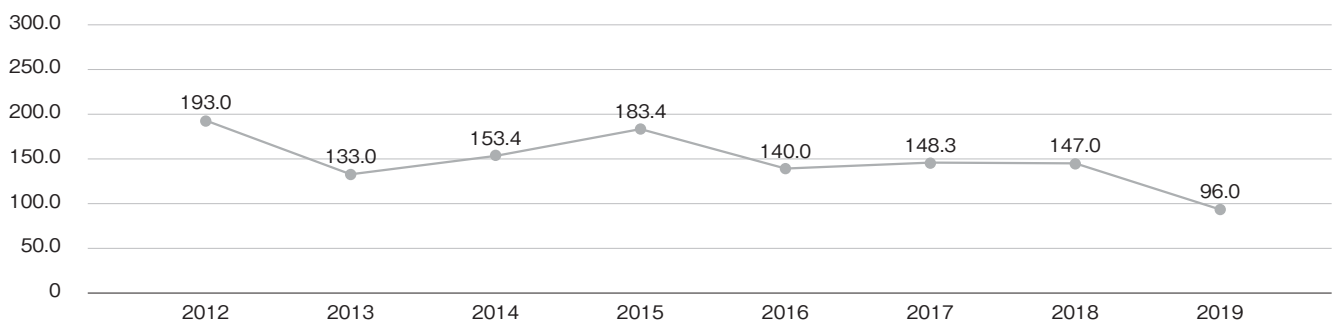
### 1. Reducing Industrial Waste

#### Reducing Industrial Waste

GOLDWIN's environmental policies also include the reduction of waste from products and raw materials. To this end, we strived not only to reduce waste but also to promote product recycling. In 2019 we had 96 tons in waste, achieving our improvement objective relative to the base year.

We will continue our efforts to reduce industrial waste by encouraging programs that; produce less waste, effectively use excess material, reduce defects and recalls, control product-order flow, eliminate processing losses, promote recycling through classification and sub-classification of waste, and with the promotion of 5S activities.

Industrial Waste (Plastic Waste) (Unit: Tons)



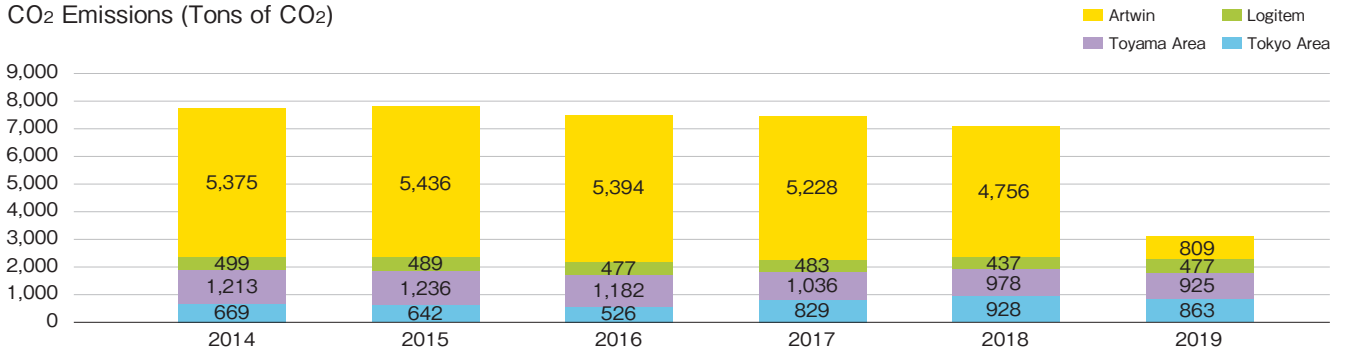
## 2. Toward a Low-Carbon Society

### Pollution Prevention and Environmental Conservation

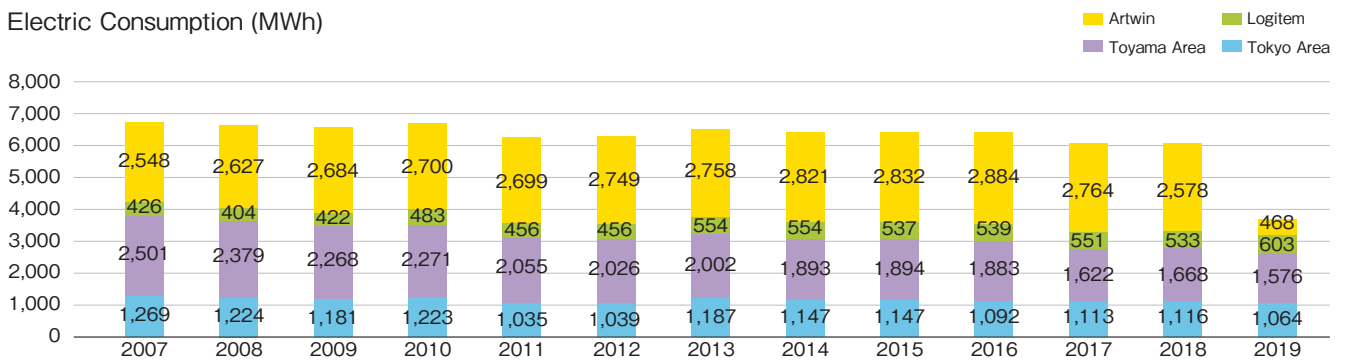
As a part of our environmental policy efforts, GOLDWIN has been making ongoing efforts to reduce CO<sub>2</sub> emissions in order to achieve its goal of preventing pollution and preserving the environment. The company set an emissions target of 3,738 tons for FY2019 and we were able to achieve our objective with our emissions totaling 3,074 tons due to such efforts as replacing conventional lights with LEDs

at our facilities in the Toyama area for the purpose of reducing electricity consumption. Also, by making improvements to our business, we are reducing overtime work by improving work efficiency and promoting power-saving operations such as efficient operation in the production system, revising shipping routes, increasing loading efficiency, and promoting energy-efficient machine operations by turning off idling engines. We will continue working toward a low-carbon society.

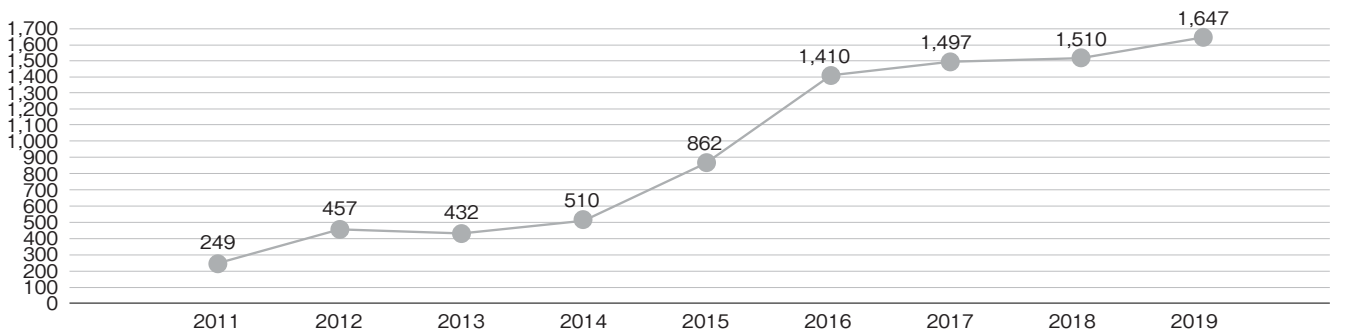
CO<sub>2</sub> Emissions (Tons of CO<sub>2</sub>)



Electric Consumption (MWh)



Number of Operational Efficiency Improvement Projects



## Initiatives to Tackle Environmental Problems

### Initiatives to Address Environmental Problems

From February 1st 2020, GOLDWIN began offering shopping bags and gift wrappings with a fee at its direct-managed stores. As in initiatives of developing environment-conscious products, recycling product packaging, and further reduction of packaging, the company is rolling out ideas on things that can be done for the environment as sports products manufacturer.

### Organization of the "THINK SOUTH FOR THE NEXT" Project

GOLDWIN launched the "THINK SOUTH FOR THE NEXT" project with Japan Gore and DAC Holdings on July 27, 2019.

In 1989, adventurers from six countries including Keizo Funatsu from Japan set out to cross Antarctica on dogsleds to raise awareness of the importance of the environment and peace, a journey of more than about 6,400 kilometers, which all the adventurers completed admirably. The "THINK SOUTH FOR THE NEXT" was a project conceived by the team aimed at succession to the next generation with renewed focus on social problems in the world today.

"As a sponsor of this project, we held a symposium in November 2019.

At the symposium, we announced the "'Tokyo Declaration 2019'" that will communicate the importance of the environment, peace, and a spirit of challenge to the next generation.

Under this project, we will continue to communicate the current status of environmental issues to as many people as possible."



## Signing of a Comprehensive Partnership Agreement Between THE NORTH FACE and Hokuto City in Yamanashi Prefecture

On January 16, 2020, GOLDWIN's "THE NORTH FACE" brand and Hokuto City in Yamanashi Prefecture signed a comprehensive partnership agreement to promote regional revitalization initiatives using the outdoor know-how of THE NORTH FACE and the natural environment of Hokuto City.

Through this comprehensive partnership agreement, both parties plan to implement problem-solving activities such as teaching children about the appeal of Hokuto City, improving mountain climbing paths and other environmental protection measures and improving access to outdoor fields from train stations.



## All Complimentary Products to Be "GREEN IS GOOD" Concept Products

GOLDWIN gives its shareholders complimentary GOLDWIN products. There are four complimentary product courses for fiscal 2020, of which selectable course products (Courses A - C) are "GREEN IS GOOD" concept products.



### Course A

T shirt using recycled polyester from plastic bottles as the raw material



### Course B

Bag made of organic cotton produced using a low environmental-impact method of cultivation



### Course C

Environment-conscious long-use highly-versatile chamois towel

### Course D (Donation)

Donation to the Japanese Para-Sports Association, of which we are an official partner, as a step aimed at realizing a cohesive society

## Rolling Out What We Can Do for the Environment Under the GREEN IS GOOD Concept

GOLDWIN is doing what it can for the environment as a sports product manufacturer under the GREEN IS GOOD concept. A wide range of initiatives are underway to protect the fragile Earth at every phase of production, from product manufacturing to salvage and reuse, under the keywords of "GREEN MATERIAL (selective use)," "GREEN CYCLE (recycling)," and "GREEN MIND (long-term use)."

### GREEN MATERIAL (Selective Use) Initiative

#### Launch of Apparel Using the New Structural Protein "Brewed Protein (\*)"

From 2015, GOLDWIN has been involved in the development of structural protein through joint research with Spiber Inc. Research and development that started with technology to imitate natural spider silk has now entered the phase of producing a wider range of protein materials. And development of protein materials to meet the diverse needs of sports apparel is underway. In 2019, we commercialized T-shirts and outdoor jackets.

##### [Planetary Equilibrium Tee]

Toward the end of August 2019, we launched "Planetary Equilibrium Tee," an item using "Brewed Protein (\*)" produced through collaboration between both parties under our "THE NORTH FACE" brand.

##### [MOON PARKA]

100% "Brewed Protein (\*)" is used on the front of the 3-layer outer material. "MOON PARKA" is the world's first minimally petroleum-dependent outdoor jacket made of structural protein produced by microbial fermentation as the main raw material (Data from the Structural Protein Industry Promotion Association as of August 29, 2019).

##### [Skateboard]

In 2019, Spiber and GOLDWIN began joint research and development together with Loaded Boards, a Californian skateboard manufacturer, of a skateboard using composite material made from bamboo and "Brewed Protein (\*)."

\* Brewed Protein is a trademark of Spiber Inc.



## Manufacture and Sale of New Products Using Collected Unwanted Sailcloth

GOLDWIN's "HELLY HANSEN" brand launched the "VINDKRAFT" project for the manufacture (upcycling) and sale of new products made from unwanted sailcloth collected from sailors.

As the first step in the project, sailcloth was collected between May 31 and July 31 2019 at the "Hayama Marina" (Muir district, Kanagawa Prefecture). We sell 212 products upcycled from nineteen collected sailcoths.



## Continued Collaboration with the Beach Shack "SAIL HUS" in 2019

HELLY HANSEN collaborated on various fronts with the "SAIL HUS," a beach shack opened by FMG Inc. at the Isshiki Beach in Hayama in the Miura district of Kanagawa Prefecture between July 5 and August 31 2019 by providing unwanted yacht sails for use as material for the roof and beach loungers and supplying rental lifejackets.

Starting in 2017, this is the third year of collaboration by "HELLY HANSEN" with the "SAIL HUS." After rolling out "VINDKRAFT," a workshop for use of unwanted yacht sails was set up in 2019.



## Launch of the Environment-friendly Cut and Sewn Series Using Biodegradable Fiber and Fruit Dye

In March 2020, Fruit Dye Cut and Sewn items were launched under "THE NORTH FACE" brand.

This is a series of environment-friendly "THE NORTH FACE" products that use "Tencel™ (\*)," a biodegradable fiber made by Lenzing AG from raw timber from afforestation-managed areas using an environment-conscious manufacturing process, and a dyeing technique using natural dyes extracted from fruit.

Products launched in March use Tencel™, a biodegradable (composting) fiber using only reusable timber procured mainly from sustainable forests in Australia and its neighboring countries as the raw material. The manufacturing process for this raw material uses reusable energy and chemicals used in the manufacturing process are collected to ensure optimum consideration of resource conservation.

\*Tencel™ is a trademark of Lenzing AG.



## Original Upcycle and Reuse Project "EXPLORE SOURCE"

"EXPLORE SOURCE" is an original upcycle and reuse project of "THE NORTH FACE." The concept of this initiative is to regenerate high-purity polyester from apparel products that are no longer needed collected from customers in recycling bins set up in "THE NORTH FACE" directly-managed stores for upcycling to high-spec products that will be used in future adventures.

In July 2020, using recycled fiber developed as a step in the "EXPLORE SOURCE" initiative, the "Instinct Explorer" series of items was launched, representing realization of production minimally dependent on petroleum resources. Environmental consciousness is also part of the manufacturing process, with pre-dyed thread woven directly into molds, eliminating the need for cutting, thus realizing reduced loss due to waste compared to conventional processes.





## "GREEN CYCLE (Recycling)" Initiative

### Expansion of Recycle and Reuse System Bases

GREEN CYCLE is our campaign started in 2009 that recycles materials for new products by collecting used clothing products, regardless of their manufacturer, brand, quality and condition.

In FY2019, we collected used clothes at our 68 direct-managed stores, an additional 10 stores from last year, (as of the end of March 2020) throughout Japan. With the support of many great people, the weight of clothing collected in fiscal 2019 increased to 3,193.3 kg. The weight of 3,193.3 kg is equivalent to the CO<sub>2</sub> emissions of 24,013.6 kg, which is equivalent to the annual amount of CO<sub>2</sub> absorbed by 1,715 cedar trees (\*1). In addition, the cumulative amount of clothing collected to date comes to 11,146.8 kg. Collected polyester and nylon clothing products undergo chemical recycling (\*2) that reconverts them into high-purity raw materials, while collected down wear is recycled into raw materials for new down products.



\*1: Converted using the 3R Visualization Tool (Simplified Edition) released by the Ministry of the Environment

\*2: A recycling process to treat materials chemically and produce high-purity raw materials whose quality is equivalent to those made from oil.

## "GREEN MIND (Long-term Use)" Initiative

### Repair Service to Encourage Long-Term Use

THE NORTH FACE provides repair services with strict policy that provides “free repairs on items with material or manufacturing defects, and repairs on other cases for reasonable prices.” Repairs are offered not only for outdoor items from brands such as THE NORTH FACE, but also for motorcycle, ski, and athletic apparels. In addition, this service offers free repairs on kind’ s items (excluding some items.) Due to an increased awareness towards the environment, we have been receiving more repair requests as an extended use of a single item became more popular. The number of requests increased from 3,500 in 2004 to 14,448 in 2019 (an 8% increase over 2018.)



# PROSPERITY

To be a humane company  
that creates excitement  
and promotes a sustainable  
society



From our pursue of technological innovations, workplace maintenance to promotion of sports locally; we are constantly considering sustainable “wellness” in our initiatives.

## Innovation

### Launch of Customization Services for High-functional Outerwear

We opened the new store "THE NORTH FACE LAB" within Shibuya PARCO on its opening day of November 22, 2019. This store offers "141 CUSTOMS (One for One Customs)," a clothing customization service that uses a 3D scanning system. It is an innovative attempt by an outdoor brand to create unique items that match the customer's individuality such as their color preferences and body shapes based on advice given by specialist staff. Our hope is that customers will use these customized high-functional products for many years, based on our awareness of sustainability and our goal of achieving consumption that views limited resources from a long-term perspective.



### Start of Joint Development of Workwear for Fishery Workers

Our brand HELLY HANSEN and Kindai University signed a contract for product development support in December 2017, and started joint development of workwear for fishery workers in earnest in July 2019. Attracting new workers, especially young recruits, is the most important issue for the aging fisheries industry, but the traditional image of the work as being tough, dirty, and dangerous has been a barrier. We want to change the image of the fishing industry by showing fishery workers being comfortable in both body and mind in their work. We hope to achieve this by developing functional workwear that is based on the strong sense of design that HELLY HANSEN has cultivated through many years of know-how; workwear that is light and easy to move in and that reduces discomfort.



### THE NORTH FACE Products Feature New "AiryString®" Easy-Open/Close Fastener

Autumn/winter season products GTX Nuptse Jacket and GTX Denali Jacket released by THE NORTH FACE in 2019 feature the new AiryString®\* fastener.

AiryString® is a lightweight and easy-to-use fastener jointly developed by YKK Corporation and JUKI Corporation. Based on new technology, AiryString® integrates the "element"—the part where the fastener tape meshes with the opposing fastener—and the fabric (clothing) to create a fastener that anyone can easily open and close.



\* AiryString® is a registered trademark of YKK Corporation.

## Development of "MXP" Wear that Applies Our "Space Underwear" Technology

In 2008, we developed a material that exerts a high deodorant effect called "MAXIFRESH" in collaboration with JAXA and J-Space for use in "space underwear" worn by astronauts. We started developing the brand "MXP" that brings this material to the open market in 2010, and we are still continuing to create new products. Made from eucalyptus wood, "MAXIFRESH" is an environment-friendly product.

### [Message T-Shirts]

We have been running the "MXP MESSAGE T-SHIRTS" initiative, which features one artist each year, since 2018 as a project to make people think about using deodorant as a kind of etiquette.

For the second year, which was released on May 17, 2019, the contemporary artist Ken Kagami took charge of the design.

### [Urban Survival Kit]

We released the concept product "Urban Survival Kit" on June 12, 2020. This kit consists of a special roll-top bag containing a top and underwear that feature MXP's leading deodorant functional material "MXP FINE DRY," socks and a face towel that also have a deodorant function, and an original mobile battery charger.



## Launch of Functional Maternity Wear That Can Be Used Before and After Childbirth

From our brand, THE NORTH FACE, we released functional maternity wear for women that can be comfortably worn during pregnancy, and before and after childbirth. By incorporating functionality such as light weight and heat retention that we have perfected through many years of developing outdoor products, we have been able to create clothing that reduces the physical burden on women during pregnancy and before childbirth, and that is useful in daily life after childbirth such as when playing with children outdoors. THE NORTH FACE is strengthening its product development for women, and the maternity wear is also positioned as part of this strategy.



### [Phase 1]

Six items including a down coat, fleece dress, pants, base layer tops, leggings, and socks went on sale from early October 2019.

### [Phase 2]

Seven items including a raincoat, overalls and a dress went on sale from early April 2020.



Work Environment, Job Satisfaction

Opening Stores in Various Regions to  
 Expand the Field of Activity  
 for our Employees

In 2019, we have continued opening diverse stores throughout Japan and further expanded the field of activity for our employees. By hiring store staff locally, we are also able to contribute in local job creation.

June 7, 2019  
 THE NORTH FACE kids Sapporo  
 STELLAR PLACE opened  
 The North Face's first outdoor shop  
 for kids in Hokkaido

June 27, 2019  
 THE NORTH FACE +  
 Okinawa/Urasoe PARCO CITY store  
 opened  
 SAN-A URASOE WEST COAST  
 PARCO CITY store opened

October 5, 2019  
 THE NORTH FACE/HELLY  
 HANSEN Shizuoka store opened  
 Proposing a space where everyone  
 from hardcore outdoor enthusiasts to  
 families can enjoy clothing, food, and  
 homeware

November 22, 2019  
 THE NORTH FACE LAB opened  
 Opened a new store in Shibuya  
 PARCO on November 22



November 22, 2019  
 Goldwin San Francisco opened  
 Opened our first overseas retail store  
 in San Francisco, California, USA

February 29, 2020  
 Goldwin Harajuku opened  
 Opened our third brand directly  
 managed store in Harajuku, Tokyo,  
 following the Marunouchi and San  
 Francisco stores.

March 20, 2020  
 THE NORTH FACE/HELLY  
 HANSEN kids LaLaport TOKYO-BAY  
 store opened  
 Opened an outdoor store for kids in  
 LaLaport TOKYO-BAY in Funabashi  
 City, Chiba Prefecture.



May 17, 2020  
 THE NORTH FACE/HELLY  
 HANSEN Shiretoko store opened  
 Opened a store in Shiretoko National  
 Park, Hokkaido, a World Natural  
 Heritage Site

June 24, 2020  
 THE NORTH FACE 3 (march)  
 NEWoMan Yokohama opened  
 New store THE NORTH FACE 3  
 (march) for women

## Certified by the Health & Productivity Outstanding Organizations Recognition Program 2020 (Large Enterprise Category)

GOLDWIN was certified by the Health & Productivity Outstanding Organizations Recognition Program 2020 (large enterprise category) by METI. This program recognizes both large enterprises and SMEs that practice particularly good health management based on efforts in line with local issues and health promoting efforts backed by the Japan Health Council.



We recognize ensuring mental and physical health as well as safety of our employees as important topics for our company, and management is proactive in implementing various initiatives that promotes health. We are committed in creating work environment where our employees feel safe and secure, both physically and mentally, through measures such as routine health exams for all employees, non-smoking on promises and stress management practices, promoting work-life balance, health promotion and mental health trainings.

## Employing People with Disabilities

We strive to encourage fulfilling life that is side by side with sports and to contribute in betterment of the society, as well as proactively employing people with disabilities and settling in the company.

As a part of these efforts, we entered into an agreement with Startline CO., LTD for “Indoor farm type employment support services for people with disabilities IBUKI,” and opened GOLDWIN KAWAGOE FARM on October 1st, 2019, in Kawagoe City, Saitama Prefecture.

Herbal tea made from herbs produced at the farm is sold in employee cafeteria of Tokyo headquarter, also used as a novelty item for NEUTRAL WORKS.



## Contributing to Local Communities

### Concluded Shibuya Social Action Partner Agreement with Shibuya Ward

We signed the Shibuya Social Action Partner Agreement (hereinafter referred to as S-SAP Agreement) with Shibuya Ward on April 11, 2019. This agreement is a public-private partnership framework agreed between Shibuya Ward and companies and universities based in Shibuya Ward to work together to solve local social issues.

Since GOLDWIN and Shibuya Ward are both engaged in sports activities to achieve the same goal of "realizing a cohesive society," we decided to conclude this agreement in the hope that collaboration will lead to further promotion of these efforts.

#### Details of the agreement

GOLDWIN and Shibuya Ward will collaborate on the following items:

- (1) Support for the realization of a cohesive society through sports
- (2) Support for developing the next generation
- (3) Support for environmental conservation
- (4) Support for disaster countermeasures
- (5) Other support for which mutual agreement is deemed necessary



#### [Secrets of Rugby Uniforms Themed Exhibition]

From September 4th to November 10th, 2019, our group company, Canterbury of New Zealand Japan Co., Ltd., hosted an exhibition "Secrets hidden in the Japan National Team Uniform that Helped to Beat the World" at the Children's Science Center Hachilab operated by Shibuya Ward of Education in Tokyo.

The exhibition showcased uniform provided to 15 players of Japan National Rugby Team and Japan National Wheelchair Rugby Team, offered a wheelchair riding to experience wheelchair rugby, and set up a fun photo area that familiarize rugby in the hope to demonstrate the appeal of rugby to children.



[Climbing class given by Yuji Hirayama]

On October 14th, 2019, THE NORTH FACE athlete Yuji Hirayama held a climbing class for children in Shibuya Ward. The event was held as part of the S-SAP Agreement, and GOLDWIN took out insurance for participating children and provided T-shirts as prizes for participation.

A total of about 80 children participated in two rope climbing classes and two bouldering classes. At the opening ceremony, Mr. Ken Hasebe, Mayor of Shibuya, also tried rope climbing for the first time with great enthusiasm.



[Provided 4,500 towel scarves]

World Wheelchair Rugby Challenge 2019, the international wheelchair rugby championships which GOLDWIN is an official supplier, was held at the Tokyo Metropolitan Gymnasium (Sendagaya, Shibuya Ward) from October 16th to 20th. Since it was held in Shibuya Ward, we provided 4,500 towel scarves to be distributed to elementary school students from Shibuya Ward as part of the S-SAP Agreement..

In addition, we have been providing uniforms to the Japan National Wheelchair Rugby Team and clothing from our Canterbury brand for management staffs including tournament officials and volunteers since 2016.



## Special Sponsor of Toyama Marathon 2019

GOLDWIN was a special gold partner sponsor for the Toyama Marathon 2019 held on October 27th, 2019 in Toyama Prefecture, where GOLDWIN was originally founded.

Approximately 14,000 people from Toyama and beyond participated in this event, for which 2019 marked the fifth year. A full marathon, wheelchair race, and jogging race were held. GOLDWIN has been a gold partner since the first competition (held in 2015).



[GOLDWIN's main efforts at Toyama Marathon 2019]

- Sales of marathon commemorative goods
- Providing recovery services to runners after completing the race
- Collecting and recycling the Participation T-shirts and Event Memorial T-Shirts from past competitions
- Providing Participation Memorial T-shirts and marathon staff uniforms
- Approximately 30 GOLDWIN employees volunteered to supply water at the first water supply station
- Volunteer employees set up food and drink stations
- Set up a special website for Toyama Marathon 2019



## Prince Tomohito Memorial Cup 21st Hokuriku Welfare Golf Tournament

The Prince Tomohito Memorial Cup 21st Hokuriku Welfare Golf Tournament was held on October 17th, 2019, at GOLDWIN Golf Club in Oyabe City, Toyama. The goal for the event is to increase awareness and understanding of disabilities and to support disability welfare, which our company supports event organization every year.

123 players participated in this year's tournament. Four of the short holes on the course were designated as "welfare holes" and the players made donations according to their score.



### [Net profit presentation ceremony]

The net profit presentation ceremony for the tournament was held on November 20. Tournament Chairman Akio Nishida presented Chiaki Sakakibara, Director of Community Space Yaya-No-le (Komatsu City, Ishikawa Prefecture) with 1 million yen, which was raised through the donations received from the welfare holes, the net profit of the tournament, and GOLDWIN's donation.

Community Space Yaya-No-le plans to operate a new office with a living (accommodation) function, and it is hoped that this donation will contribute to the costs.

## Support for Victims of the July 2020 Heavy Rainfall Disaster in Kyushu

The GOLDWIN brand THE NORTH FACE is supporting aid provided by the Kyushu Trail Running Association (TRAQ) for victims of the July 2020 heavy rainfall disaster in Kyushu. It donated unused T-shirts with excellent sweat absorption and quick-drying properties that were made as a prize for participation in the ULTRA-TRAIL Mt. FUJI event, which THE NORTH FACE also sponsored.

The following is an outline of the support provided.

### [Details of support]

- Support items: Approximately 700 T-shirts
- Support method: Support through Kyushu Trail Running Association (TRAQ)

# PEOPLE

To offer inspiration and opportunities for children to unleash their potential that enable them to shape a beautiful future



We strive to help in realization of a cohesive society where everyone, with or without disability, can live a healthy life enjoying sports, and to assist in development of the next generation.

## Supporting Sports

### Sponsored the International Trail Running Association ULTRA-TRAIL Mt. FUJI 2019

We sponsored the ULTRA-TRAIL Mt. FUJI (UTMF) 2019 held from April 26th to 29th, 2019.

UTMF is an international trail running race that began in 2012 and is celebrating its 9th anniversary this year. The total distance of the race is about 167 km, covering the base, trail path, walking path and woodland path of Mt. Fuji. We have been sponsoring the event since its first year.

#### [Employees participated as management staff]

Approximately 100 employees, including new recruits, worked as operational staff, taking charge of operations such as support for GOLDWIN-sponsored athletes, confirming equipment, operating the Awakura water station, and supporting athletes.

#### [UTMF 2019 participation T-shirt recycling project]

Through a partnership between GOLDWIN, JEPLAN, INC., and the UTMF Executive Committee, we carried out efforts to collect participation T-shirts from past events and other events. The materials from the collected T-shirts will be re-used for the next UTMF participation prize T-shirts.



## Developing the Next Generation

### Special Sponsorship of GOLDWIN FIS YOUTH JAPAN CUP 2020

We were special sponsors of the FIS (International Ski Federation) official GOLDWIN FIS YOUTH JAPAN CUP 2020 tournament, which was held at Naeba Ski Resort in Niigata Prefecture from February 27th to March 1st, 2020. It was the first time the event has been held in Japan.

A total of 153 participants took part, including 20 from Austria, the United Kingdom, Belgium, and Canada. Hearing impaired athletes also took part for the fourth time this year, and all tournament officials carried "Deaf Notes" made by GOLDWIN so that they could communicate with hearing impaired athletes by pointing at the note if the athlete fell.



### Experiencing Nature and Learning as a Family [THE NORTH FACE KIDS NATURE SCHOOL]

In the hopes of familiarizing children with the knowledge to live in harmony with nature for the future, we have been hosting THE NORTH FACE KIDS NATURE SCHOOL since 2014. The school offers opportunities for children and their parents to exercise their survival instincts in the great outdoors. In 2019, we hosted a total of ten events.



### Donated Skis Used by Athletes to the Wassamu Ski Boy Scouts

On June 12th, 2019, we donated six pairs of ski jump skis and ten pairs of cross-country skis to elementary and junior high school students of the Wassamu Ski Boy Scouts at the town hall in Wassamu, Hokkaido. Those skis were FISCHER brand models used by top skiers in Japan and then returned. Going forward, we will continue to contribute to local communities and recycling. And assist in further development of skiing.



## Hosted 10th GOLDWIN Junior Challenge Golf Tournament

GOLDWIN Junior Challenge Golf Tournament was held at GOLF CLUB GOLDWIN (Oyabe, Toyama Prefecture) on August 27th, 2019, marking this its 10th anniversary. The event came into being with the goal of offering opportunity to junior golfers from elementary to high school not only enhance their competitiveness, but also learn about the rules and manners.



## Sponsored Rugby Event for Elementary School Students

Our group company, Canterbury of New Zealand Japan, co-sponsored a rugby event for elementary school students (hosted by the Tokyo Sport Benefits Corporation) held as part of the National Sports Day Memorial Event at the Komazawa Olympic Park General Sports Ground on October 14th, 2019.

About 700 children participated on the day and enjoyed a rugby clinic given by a former Japanese national team athlete and a unique "rugby experience."



## Began Supporting Competitive Skier Development Programs

Company's original brand, GOLDWIN, began sponsoring skier development programs in 2020 in the hope of supporting aspiring skiers develop their competitive skills that will take them to the world's stage.

As the first step, we have sponsored Goldwin Jr. DEMO SKI CAMP in Kamui Ski Links, a training camp for junior skiers, held on February 8th and 9th. We supported the camp operation by inviting guest instructors and supplying the original bib pants that were worn by the athletes during the course.



## Realization of a Cohesive Society (Supporting Para-Sports)

We are proactively engaged in activities that support sports for people with disabilities by utilizing the technology and experience we have gained as a sporting goods manufacturer. Our goal is to support the realization of a cohesive society, where everyone lives a fulfilling life, by fostering an equal opportunity for people who play, watch and support to enjoy sport, ensuring a shared opportunities are given to people with or without disability.

Support groups: | Japanese Para-Sports Association, Japan Wheelchair Rugby Federation, Japanese Para-Swimming Federation,  
| Japan Para-Ski Federation, Japan Boccia Association, NPO Monkey Magic

### Our Employee Takayuki Suzuki Won Five Medals at the 2019 Para Swimming World Championships

GOLDWIN employee Takayuki Suzuki (CSR Promotion Office) represented Japan in the 2019 Para Swimming World Championships held in London, England from September 9th, 2019, and won four silver medals and one bronze medal.



### Signed an Athlete Support Contract with Wheelchair Tennis Player Momoko Ohtani

We signed an athlete support contract with JWTA wheelchair tennis player Momoko Ohtani (employee of Japan Post Insurance Co., Ltd.). Ohtani started playing tennis in the third grade of elementary school and participated in an Inter-high school athletic meet in the third grade of high school. After graduating from high school, she developed an illness and started to compete in wheelchair tennis from 2016. She represented Japan in the 2018 Asian Para Games in wheelchair tennis and won a bronze medal in the singles event. Based on this contract, we will provide clothing to be worn during matches and training under our ellese brand. Based on the technology and experience we have built up so far as a tennis wear brand, We will support Ohtani with the technology and experience we have gained as a tennis wear brand by providing her high-functional clothing that are sure to help her improve performance.



## Sale of T-shirts to Support Visually-impaired Climbers

THE NORTH FACE has been creating a Support T-shirts to assist in the activities of Monkey Magic, an NPO that supports climbing for the visually impaired, every year since 2006. We have also been selling these “Monkey Magic Tees” in our stores and partner stores since 2009 to this day. In April 2020, THE NORTH FACE donated 4,756,765 yen from the portion of its sales of those T-shirts to NPO Monkey Magic for their activities in promoting climbing for visually impaired. The total amount raised in this initiative has reached 32,257,152 yen so far.



## Production and Donation of ALS (Amyotrophic Lateral Sclerosis) Support Charity T-shirt

Our group company, Canterbury of New Zealand Japan, created a charity T-shirts to support ALS (Amyotrophic Lateral Sclerosis) and donated 1.28 million yen to multiple ALS support groups through the NPO ALS/MND Support Center Sakura-Kai from a part of the sales.



## Donated to the victims of Typhoon Hagibis in 2019

In March 2020, Canterbury of New Zealand Japan donated 6 million yen to the Japanese Red Cross Society to support areas affected by Typhoon Hagibis. This money was raised from a portion of the sales of memorial T-shirts sold to commemorate the success of the Japanese national team at the Rugby World Cup 2019™ in Japan.

## Donated to the Japanese Para-Sports Association Through the shareholder benefits program

We prepared a “Donation to the Japanese Para-Sports Association” package from FY2019 as a shareholder benefit package. This package is intended to help our shareholders deepen their understandings about our activities in supporting para-sports. As of November 2019, we donated a total of 2 million yen, including donations from many of our shareholders and GOLDWIN Inc. On February 4th, 2020, a presentation ceremony was held at the Japanese Para-Sports Association, and Akio Nishida, the Chairman of GOLDWIN, presented a donation certificate to Mitsunori Torihara, Chairman of the Japanese Para-Sports Association.



## Report on Other Activities

### Our Measures in Respond to the Coronavirus Outbreak

#### Our efforts ———

We are taking immediate measures in response to the coronavirus outbreak to ensure the safety of our customers, employees, their families, and all related parties.

[Enforce through prevention of infection and health management]

- Implementation of teleworking (working from home) when appropriate.
- In principle, we have stopped receiving visitors and canceled or postponed unnecessary and non-urgent business trips in Japan and overseas.
- In principle, we have canceled or postponed internal and external events, workshops, and social gatherings.
- Thorough health management and infection prevention actions such as hand washing, gargling, and disinfection.

Going forward, we will continue to comply with the policies of the national government and local governments, protect the safety of our customers and employees, and give top priority to preventing the spread of coronavirus.

#### Support ———

##### Donated original cloth masks, goggles, and face shields

We have developed an original cloth mask that can be washed and reused using material from our Speedo swimsuit brand. We donated 6,000 masks to Oyabe City, Toyama Prefecture. We also donated 3,000 original cloth masks, 800 goggles for medical professionals, and 100 face shields to Shibuya Ward, Tokyo, with whom we have signed a comprehensive cooperation agreement, S-SAP Agreement. We donated 1,000 masks to athletes with severe disabilities (Japan Boccia Association, Japan Wheelchair Rugby Federation, Japanese Para-Swimming Association, Japan Para-Ski Federation, wheelchair tennis, etc.).

##### Support activities for medical professionals

We donated our product Goldwin/C3fit general medical device compression stockings and MXP's high-performance T-shirt that applies the technology of space innerwear to medical professionals who are working day and night to save precious lives while risking becoming infected themselves.

##### Developing protective clothing (medical gowns)

We are developing protective clothing (medical gowns) for medical professionals who are at the forefront of treating infectious diseases.





## Goldwin Nishida Education Foundation and Goldwin Tosaku Nishida Sports Promotion Memorial Foundation

### Goldwin Nishida Education Foundation

GOLDWIN decided to establish this foundation in August 2020 to provide scholarship assistance to students taking sports-related or fashion-related courses that support athletes, as well as students from Toyama, the company's home city. Through the activities of this foundation, we seek to further develop the sports apparel industry and local communities. We believe that these activities will contribute to the realization of our corporate philosophy and lead to the betterment of our industry, which in long haul, help enhance our corporate value in med- to long-term.

### Goldwin Tosaku Nishida Sports Promotion Memorial Foundation

This foundation was established in May 2017 to advance projects that promote sports with the aim of contributing to the realization of a cohesive society in which all people can enjoy sports equally.

We are implementing the following projects to achieve this goal:

- (1) Subsidies for projects related to the promotion of sports for people with disabilities
- (2) Subsidies for projects related to the promotion of youth sports
- (3) Subsidies for sports promotion projects in Toyama Prefecture
- (4) Other projects necessary to achieve the goals of the company

We will continue to provide assistance centered on supporting sports for people with disabilities, developing human resources for next-generation athletes, and promoting sports in Toyama Prefecture. In fiscal 2020, we subsidized 67 projects for athletes and organizations.

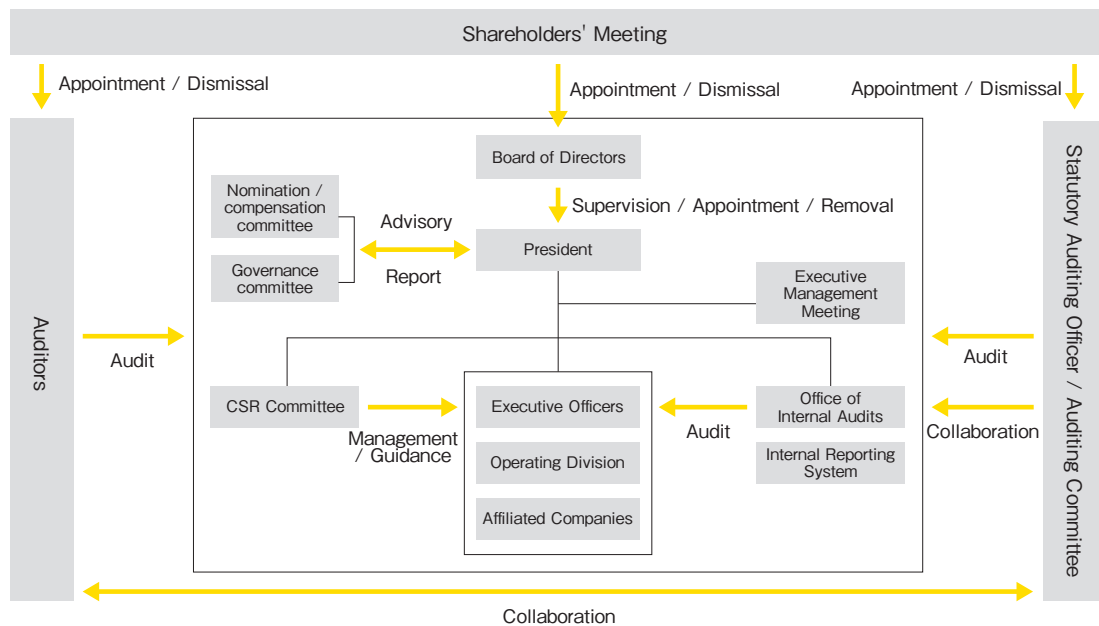


## Corporate Governance System

Under the tag line "SPORTS FIRST," GOLDWIN's mission is to realize prosperous and healthy lives through sport. We recognize that it is essential for our business activities to fulfill our social responsibilities as a company, which include, compliance with laws and regulations, establishment of internal control, improvement of customer service, emphasis on the environment, thorough management of occupational safety and health, protection of human rights, and contribution to society. It is also essential that we are trusted by all stakeholders, that we seek to expand our profitability and strengthen/improve our management structure, and that we maintain long-term and stable return of profits to our shareholders. With this basic idea as our foundation, we strive to improve our management fairness and transparency, make accurate and prompt decisions, and execute our businesses efficiently in order to strengthen and enhance our

corporate governance. We thoroughly instill these ideas in all of our officers and employees through our principle "Strong, Fast, Clean Management."

GOLDWIN has a Board of Corporate Auditors composed of four corporate auditors, of which three are outside corporate auditors in order to fully exercise the auditing function of management. Our Board of Directors consists of nine directors, of which three are independent outside directors. We hold regular meetings once a month, and extraordinary board meetings as needed. At these board meetings, we make decisions on important matters related to our business strategy and monitor the status of our business execution. Directors have a term of office of one year, and we have established a flexible management system that can respond to changes in the business environment.



Basic concept of internal control system and implementation status

Compliance System

Corporate Code of Conduct

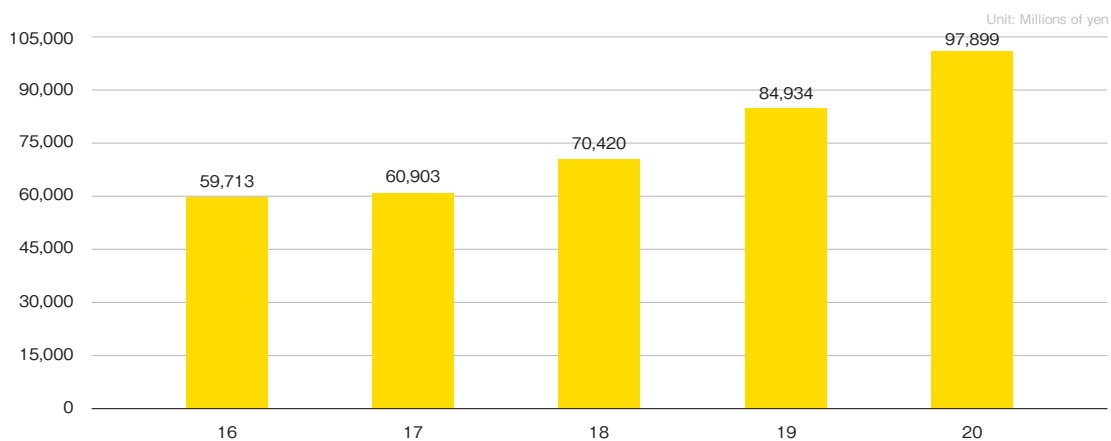
Employee Code of Conduct

<https://corp.goldwin.co.jp/csr/governance>

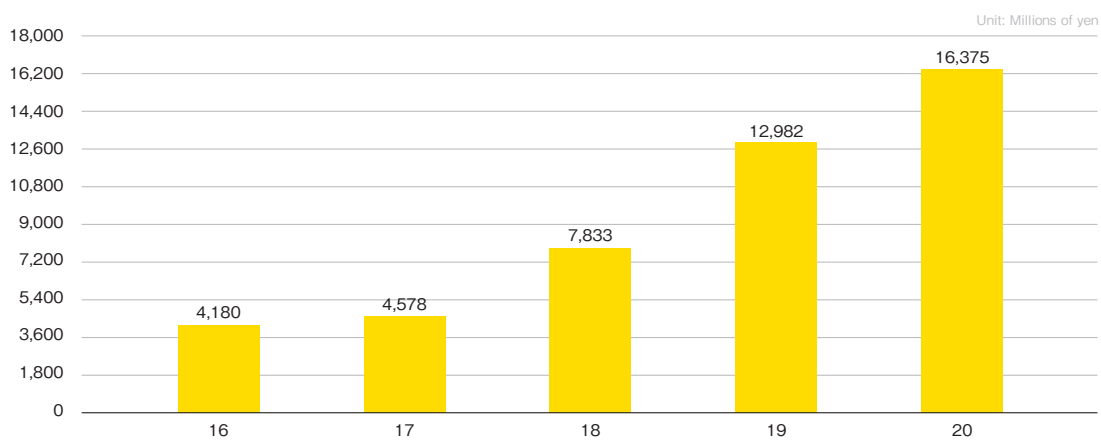
## Financial Information

Consolidated

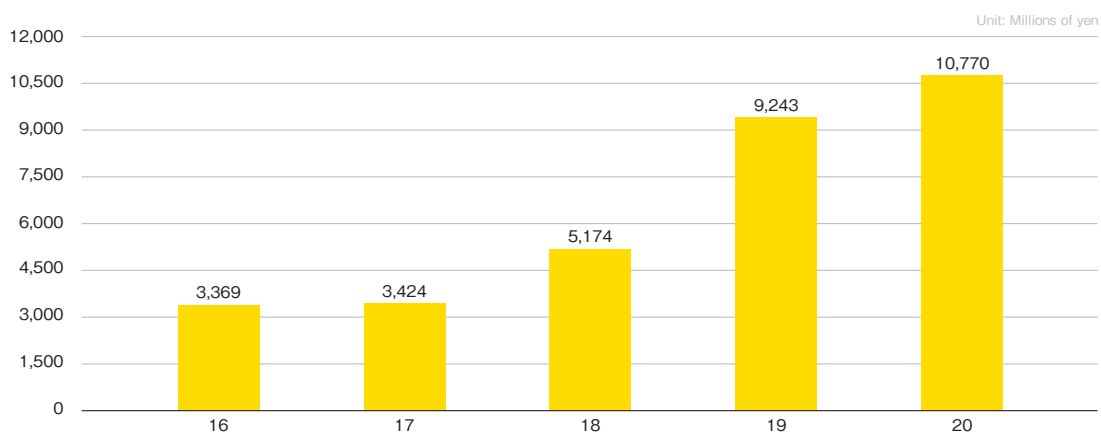
Sales



Ordinary Income



Current Net Income



## Company Information

GOLDWIN INC.

Tokyo Head Office  
2-20-6 Shoto, Shibuya-ku, Tokyo  
150-8517, Japan  
Phone: 03-3481-7201  
Head Office  
210 Kiyosawa, Oyabe, Toyama  
932-0112, Japan  
Phone: 0766-61-4800

Establishment

December 22, 1951

Capital

7,079 million yen (As of March 31, 2020)

Annual Turnover (Consolidated)

97,899 million yen (As of March 31, 2020)

Employees

1,878 (2,679 for the Group)

Offices

Head Office, Tokyo Head Office, Osaka Branch, Sapporo Sales Office,  
Fukuoka Sales Office (as of March 31, 2020)

Detailed Company Information

<https://corp.goldwin.co.jp/>

Website

<https://www.goldwin.co.jp/>

Financial Summary / Quarterly Results

<https://corp.goldwin.co.jp/ir>

## Management Policy

### 1. Robust

We will strengthen our financial position by bolstering our selection and focus while proactively investing for the mid to long-term to increase our corporate value.

### 2. Fast

We will be agile in responding to changes in customer needs by optimizing product development, procurement, and marketing to promote a real demand-based business.

### 3. Transparent

We will focus our attention on the balance between work and home life while operating our company in an environment-friendly way and remaining steadfast in offering transparent information.