



DESCENTE Group
CSR Report 2020



Introduction

The DESCENTE Group has prepared this CSR Report and separate CSR website with the goal of giving our stakeholders an understanding of our approach to CSR and related initiatives, which are intended to help us attain sustainable, synergistic growth along with society.

The website provides comprehensive information about our CSR activities in general, and is designed with searchability in mind.

The DESCENTE Group CSR Report references ISO 26000 (the international standard on the social responsibility of organizations, as stipulated by the International Organization for Standardization) to report on matters deemed to be of high importance by the company, while also covering topics we would like a large audience to read on our approach, efforts and trials in relation to the Sustainable Development Goals (SDGs).

We hope this text will help to further the interest and understanding of stakeholders reading this report on the CSR carried out by the DESCENTE Group.

Corporate Philosophy

The corporate philosophy provides the *raison d'être* for DESCENTE and provides a vision for the Group's relationship with society.

To bring the enjoyment of sports to all

Sport is based on the idea of enjoyment through movement of the body and competing; it is through sports that DESCENTE contributes to life being lived—by everyone—to the full.

DESCENTE CSR Policy

1. To contribute to the physical and emotional well-being of people by supporting sports and promoting healthy lifestyles.
2. To engage in activities that benefit the community economically, socially and environmentally.
3. In line with our Code of Ethics, to respect human rights worldwide, comply with all local, national and international laws and regulations, and act ethically and with high integrity.

DESCENTE CSR Activities

Doing business in
good faith

Respect for human
rights

Our relationship with
our employees

One with the
environment

Fair business
practices

Our relationship with
our customers

Our relationship with
the community

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Period Covered by this Report

This report covers the period from April 2019 to March 2020.

Participation in the United Nations Global Compact



DESCENTE supports the philosophy of the United Nations Global Compact (UNGC), with its Ten Principles covering the four areas of human rights, labor, the environment and anti-corruption, and works to exert responsible leadership as participants. At the same time, we regard these principles as basic guidelines for action as the DESCENTE Group moves toward greater globalization. We will continue to be even more proactive in our efforts to contribute to achieving a sustainable global society.



Achieving a Sustainable Society While Continuing to Grow as the DESCENTE Group

In December 2019, our everyday lives were upended by the emergence of the novel coronavirus (COVID-19). Our ordinary lives turned unpredictable as the enjoyment of sports, which we had taken for granted, disappeared and we could no longer go outside or interact with other people.

This has laid an enormous dark cloud over society as not only the Tokyo 2020 Olympics and Paralympics, but all types of sporting events throughout Japan and around the world were postponed or cancelled, leaving people feeling dispirited. We can no longer enjoy the sports we have always taken for granted, we can no longer play, but this situation has made me realize, even more than ever, the significance of the DESCENTE Group and its value in being able to offer, through sports, vitality, courage, hope and excitement to society and people everywhere.

Creating a Response Mechanism as a Company with Integrity

As COVID-19 has continued to spread, the DESCENTE Group has focused on curbing the spread of infection both in and outside the Company and ensuring the safety of its employees. This effort began in February 2020 with the response by the offices of our Group company in China. In Japan, the government's April 7 emergency declaration led us, in principle, to shift our employees to work from home. Thanks to our efforts to put the necessary infrastructure in place ahead of time, and the creation of a business continuity plan (BCP) to address the novel virus, we were able to respond with integrity as a company to national and local government requests. We had about 95% of our employees work from home, and as a result of our efforts to prevent the spread of infection, we are fortunate that currently (as of the end of May, 2020) none of our employees have been affected. In South Korea, meanwhile, those efforts have not stopped at preventing infections among employees; we also supported stores there by providing funds to the member stores nationwide that have supported the growth of our business in South Korea to date.

Working in Harmony with Society and Local Communities

DESCENTE has long contributed to society by providing numerous opportunities to participate in sports. Since its start in 2006, a total of over 38,000 children have participated in our Sports School for Healthy Kids, a program in Japan which offers children—the treasure of our future—opportunities to play sports. Our contributions are not limited to children. We continue to broadly support the vitality of society and our local communities, through our special sponsorship of the Mejiro Road Race, held where our Tokyo office is located; co-sponsorship of the DESCENTE Ladies Tokai Classic, part of the Japan LGPA tour, a popular event both as a sport to watch and to enjoy as a lifelong activity; and our sponsorship of masters swimming championships in Japan and Korea and WGC-HSBC Champions European Tour events in China.

DESCENTE's efforts to promote the well-being of our employees through sports, aimed at using the power of sports to solve the issues society will face going forward, have resulted in our being certified as a Sports Yell Company two years in a row. We are also working to create a vital society and local communities in which sports are a part of life that anyone can enjoy through our participation in the Sport in Life Project, which nurtures a legacy that ensures the value of sports is passed on to future generations.

Taking on the Challenge of Sustainable Manufacturing

Beginning in March 2020, our Mizusawa Factory, one of the DESCENTE Group's domestic plants, switched entirely to renewable energy for its electric power needs. By April 2021, we will expand the number of sites using electricity derived from renewable energy. To be even more proactive in our activities aimed at reducing CO₂, we are expanding the targets of those activities to all of our Group sites throughout Japan, and have begun working with SGS's GHG verification service to provide third-party certification. These initiatives by the DESCENTE Group still represent only small-scale efforts. Still, I believe that these small efforts, accumulated over time and expanded across our entire manufacturing supply chain, will lead to more sustainable manufacturing.

Creating the Enjoyment of Sports

In March 2020, we launched a new project called "TEAM DESCENTE." Working with world-class athletes supported by the DESCENTE Group, the project aims to bring people together to create the enjoyment of sports. As a first step, we are streaming videos featuring "Sports you can Play at Home," devised by top athletes for everyone observing restrictions on going out as part of measures against COVID-19 infections.

The DESCENTE Group Going Forward

In line with D-Summit 2021, the medium-term plan announced in August 2019, we have completed identification of material issues based on an ESG perspective, and are working on drafting the DESCENTE Group's sustainability policy and a concrete action plan for resolving material issues. These go beyond merely solving the primary business issues currently facing the Group. Our *raison d'être* and our value going forward lie in reaffirming our understanding of the common problems facing society and all of our stakeholders and solving those problems through our business. I believe that is how we can best contribute to society and our stakeholders.

July 2020
Shuichi Koseki
President
DESCENTE Ltd.

Proactive Efforts for Environmental Initiatives

As guidelines for environmental management, DESCENTE has established both the DESCENTE Basic Environmental Philosophy and the DESCENTE Environmental Policy. The CSR Office is primarily in charge of implementing environmental preservation activities as we mitigate our environmental impact and environmental risks, while also taking ongoing, proactive actions to prevent their causes.

Basic Environmental Philosophy and Policy

►DESCENTE Basic Environmental Philosophy

Recognizing that preserving the environment is a globally important issue, DESCENTE will engage in proactive, ongoing actions to take environmental preservation into consideration across all of our business activities.

►DESCENTE Environmental Policy

Based on the DESCENTE Basic Environmental Philosophy, we have set forth the following items to promote environmental preservation activities, and to take proactive, ongoing actions to reduce and prevent impact and risk.

1. We will work to preserve the environment, complying with all related laws, regulation and treaties.
2. We will work to conserve resources and energy, recycle, and reduce waste across all fields of business.
3. We will work to accurately grasp the impact our business activities have on the environment, and will, to the extent technically and economically possible, establish objectives and goals toward which all of us will strive, regularly reviewing the results and working to continually improve and enhance our efforts.
4. We will develop and manufacture low environmental impact products.
5. We will conduct monitoring and work to maintain and improve our environmental management.
6. We will conduct environmental education, ensuring all employees understand these policies and work to raise awareness.
7. We will disclose our Basic Environmental Philosophy, Environmental Policy and the status of their implementation as required.

A Stronger Organization for Environmental Action

In 2008, our domestic offices, excluding factories, emitted 1,092t of CO₂. Through our efforts to cut CO₂ emissions that began in 2008, we have steadily reduced that amount, to 802t in 2014 and 655t in 2018.

Starting with DESCENTE APPAREL Ltd.'s Mizusawa Factory in March 2020, we began introducing the use of green electric power supplied by NTT FACILITIES Inc. with the goal of further reducing emissions, an effort which will be extended to all domestic offices with 50 or more employees by April 2021.

Change in Method of Listing CO₂ Emissions

Conventionally, to clarify the amount of emissions reductions, we would compile our own statistics and calculate CO₂ emissions using a base year emission factor. To ensure the reliability of our published figures, in FY2019 we shifted to verification by SGS Japan Co., Inc.

In conjunction with that change, figures are now gathered from 12 domestic sites covering their direct SCOPE 1 and SCOPE 2 electricity and gas emissions. Emissions listed in this report thus cover only FY2019 figures.

In FY2020 we will continue the switch to electric power from renewable energy at each site, establishing a medium-term reduction target with FY2021 as a base year and working toward a continuous reduction in CO₂.

Joining AFIRM

In December 2019, DESCENTE joined the Apparel and Footwear International RSL Management Group (AFIRM), a global group which works to maintain a list of restricted substances.

By participating in this international standards management organization, DESCENTE is advancing efforts to share information and collaborate within the industry, manufacturing products that are more mindful of both the environment and safety while also working to manage risk associated with restricted substances in its supply chain and enhance compliance.

FY2019 CO₂ Emissions by Domestic Office

(Unit: t)

Office	CO ₂ Emissions	Electricity	Gas
Tokyo Office	470.8	425.0	45.8
Osaka Office	336.1	197.6	138.6
DISC OSAKA	196.4	168.8	27.6
Sapporo Branch Office	6.0	6.0	—
Sendai Branch Office	6.9	6.9	—
Nagoya Branch Office	13.4	13.4	—
Hiroshima Branch Office	2.4	2.4	—
Fukuoka Branch Office	5.5	5.5	—
Mizusawa Factory	140.2	140.2	—
Yoshino Factory	72.7	72.7	—
Muraoka Factory	105.1	105.1	—
Saito Factory	220.5	220.5	—
Total	1,576.0	1,364.0	212.0

Electric power: SCOPE 2 CO₂ emissions associated with electric power consumption

Gas: SCOPE 1 CO₂ emissions associated with use of city gas

Examples of Environmental Preservation Efforts

►Switching Electricity at the Mizusawa Factory to 100% Renewable Energy

On March 1, 2020, DESCENTE Apparel's Mizusawa Factory, which produces Mizusawa Down for the DESCENTE brand, switched to using electric power derived 100% from renewable energy. This green electricity, purchased from NTT FACILITIES Inc., is generated using photovoltaic and wind power, etc. and emits almost no CO₂ during generation or heat utilization.

We are also strengthening our efforts toward sustainability in accordance with D-Summit 2021, the Company's medium-term plan announced in August 2019. We will achieve further reductions in our environmental impact by successively shifting the electric power used at our other offices to sources derived from renewable energy.



▲DESCENTE Apparel Mizusawa Factory



▲Depiction of renewable energy use (not specific to a particular power plant supplying green electric power)

Product Development Contributing to Creating a More Comfortable Environment for Sports

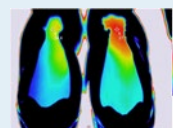
►Developing umbro Brand Soccer Cleats Based on the Concept of Insulation

In May 2019, DESCENTE JAPAN Ltd. developed soccer cleats featuring GAINA, a highly heat-insulating coating. In summer, the temperature of artificial turf surfaces can reach upwards of close to 70°C, and the soles of players' feet can suffer damage from the heat. Cleats using GAINA help reduce the amount of heat that penetrates the shoe, significantly cutting off heat conduction to the sole of the foot. Applied to the sole of the shoe, GAINA delivers outstanding insulation for about the same weight as conventional products.

GAINA was developed by Nissin Sangyo Co., Ltd. by applying heat-shielding paint technology from JAXA used to protect its rockets and equipment from frictional heat generated in the atmosphere during rocket launches.

GAINA

Featured item
ACR CT KTS HG▶



◀Thermography showing difference in heat penetration; Cleats coated with GAINA on left, conventional product on right

►DESCENTE Brand Develops CORE COOLER Glove-shaped Measure against Heat

Working with Sharp Corporation and Wingate, in September 2019 DESCENTE JAPAN Ltd. developed CORE COOLER, a glove-type item designed to address heat. This product cools the palm of the hand, which contains blood vessels that regulate body temperature, to a comfortable 12°C*¹, controlling the rise of core body temperature.

Pre-cooled to the proper temperature, Sharp's proprietary TEKION cold storage material*² is affixed to a glove-type attachment, cooling the palm of the hand while controlling core temperature and mitigating heat. The glove-type design avoids the need to maintain a grip on the cooling material, ensuring it does not get in the way of drinking, grasping or other hand movements and making it useful in a variety of situations.

*¹ 12°C is seen as the proper temperature because if the temperature is too low, the blood vessels contract, preventing an adequate cooling effect (As verified by the National Institute of Occupational Safety and Health, Japan and Sharp).

*² TEKION cold storage material applies technology gained through research into liquid crystal materials.



▲With CORE COOLER attached; cold storage material goes in the palm of the hand

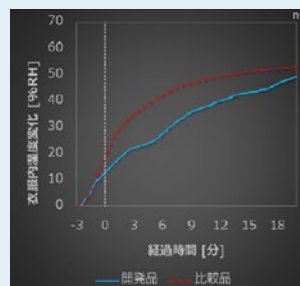


◀The red piece is the AERO STREAM panel

►AERO STREAM Backpack Developed to Reduce Heat Discomfort

Carrying a backpack can become damp and uncomfortable as the backpack sticks to your clothes, but that discomfort can be reduced by creating a space for air to flow between the wearer's back and the backpack itself. The AERO STREAM panel, designed by DESCENTE JAPAN Ltd., creates an uneven surface that ensures space for air to flow, with protrusions arranged to reduce the area that touches the back.

A test comparing the functionality of the AERO STREAM backpack equipped with this panel was conducted by DISC OSAKA, the Company's R&D Center, and was found to control the rise in temperature and humidity along the back. This highly versatile product can be used during training and other informal situations, and even has a laptop sleeve for business use.



▲Comparison of temperature change inside clothing; the AERO STREAM backpack is in blue

5 Supply Chain Management

DESCENTE aims to build mutually beneficial and sustainable equitable partnerships with its suppliers, improving human rights and working conditions and cooperating in environmental preservation. To do this, we ask all of our suppliers to enter into the DESCENTE Supplier Code of Conduct (COC), and also engage in CSR monitoring of their factories.

Results of Third Party CSR Monitoring in FY2019

In FY2019, monitoring planned for two factories in China was not conducted due to the impact of the novel coronavirus, but CSR monitoring was carried out at nine other factories. In each case, we collaborated with both the agent and the factory in addressing the findings, working to prepare a plan of correction and institute improvements.

►Items Monitored

- | | | |
|-----------------------------|-------------------|---------------------------|
| 1. Child and underage labor | 2. Forced labor | 3. Health and safety |
| 4. Freedom of association | 5. Discrimination | 6. Disciplinary practices |
| 7. Hours of work | 8. Wages | 9. The environment |
| 10. Compliance | | |

►Factories monitored by country

Japan 4 / Indonesia 4 / Vietnam 1

►Non-conformance Rates by Item

Production Item	FY2019 No. of factories monitored	No. with fewer than 10% non-conforming items	No. with between 10-19% non-conforming items	No. with 20% or more non-conforming items
Apparel	5	1	1	3
Shoes	1	0	0	1
Accessories	3	2	1	0
Total	9	3	2	4

Cumulative totals for FY2011~FY2019

►Factories monitored by country

China 68 / Vietnam 22 / Myanmar 13 / Indonesia 12 / Thailand 4 / Bangladesh 2 / Cambodia 1 / Japan 8 Total: 130

►Non-conformance Rates by Item

Production Items	No. of Factories by FY										No. with fewer than 10% non-conforming items	No. with between 10-19% non-conforming items	No. with 20% or more non-conforming items
	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019				
Apparel	11	19	11	14	10	11	12	4	5		52	30	17
Shoes	1	2	4	1	1	1	1	0	1		3	3	6
Accessories	0	5	4	1	2	1	1	2	3		12	6	1
Total	12	26	19	16	13	13	14	6	9		67	39	24

Supply Chain Management Policies Going Forward

For manufacturers like ourselves, providing a continuous supply of products is only possible with the cooperation of our suppliers. To continue sharing current issues around and making improvements in manufacturing, we have expanded use of the DESCENTE Supplier Code of Conduct (CoC) and self-auditing sheets to all factories. We have also created a new factory management database, and are working to create a system that enables the timely sharing of information between multiple departments. In response to societal demands, we have strengthened and expanded our third-party monitoring standards to encompass items, including environmental aspects, that are closer to global standards. Based on those results, we will conduct improvement meetings between our suppliers, the factories, and the Company as we take on the challenge of manufacturing more attractive products that offer even higher quality and new added value.

DESCENTE Supplier Code of Conduct

Based on the Code of Conduct of the World Federation of the Sporting Goods Industry (WFSGI), the DESCENTE Supplier Code of Conduct sets forth the following

1. Legal Compliance

2. Working Conditions

- ① Forced Labor
- ② Discrimination
- ③ Freedom of Association and Collective Bargaining
- ④ Wages
- ⑤ Hours of Work
- ⑥ Rights and Breaks
- ⑦ Child Labor
- ⑧ Health and Safety
- ⑨ Harassment or Abuse

3. The Environment

4. Community Involvement

5. Company-specific Standards

6. Verification

7. Compliance

Numerous Equipment to Protect Employee Health and Safety at Factories



▲Dormitories



▲Lockers



▲First aid kits



▲Fire extinguishers



▲Fire alarms



▲Chemical storage units

Corporate Governance and Compliance

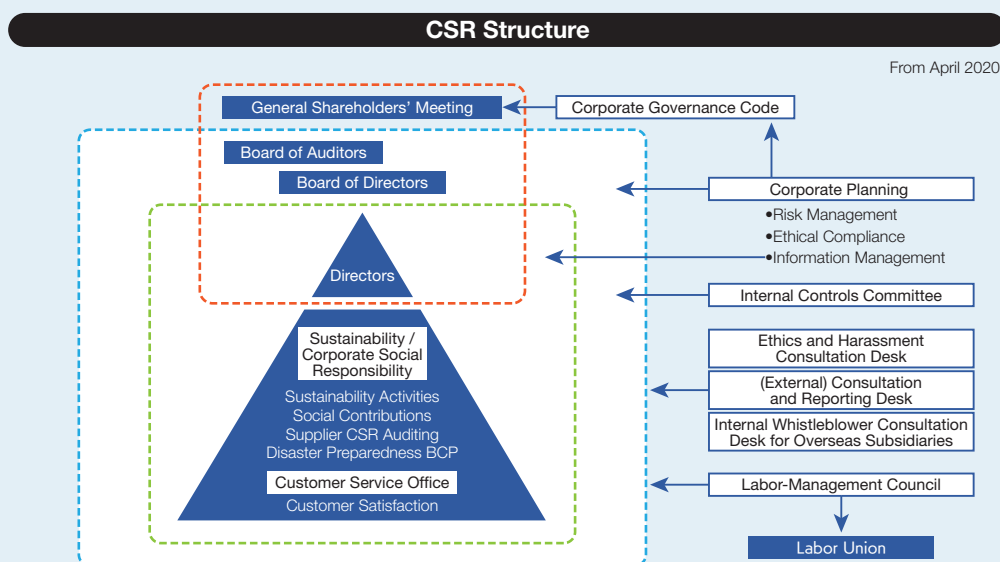
To respond to the trust placed in us by our shareholders, DESCENTE complies with a Corporate Governance Code, works to achieve its Corporate Philosophy through its Founding Spirit, and has established the DESCENTE Group Code of Ethics, while building a structure for internal controls. By linking these various efforts, the Group aims toward the continual improvement of corporate value.

Corporate Governance

"To bring the enjoyment of sports to all." In line with this corporate philosophy, and in accordance with the law and corporate ethics, we recognize that our social responsibility as a corporate citizen is to conduct an honest, fair and transparent business. We believe that evolving our systems and initiatives to be more responsive to changes in external conditions and to ensure the better functioning of our corporate governance is one of the most important management issues as we strive to continually improve corporate value.

The Spirit of DESCENTE, our founding spirit, serves as our code of conduct for achieving this, and is being inculcated throughout our

Group companies as a starting point for everything we do. At the same time, we have established the DESCENTE Group Code of Ethics, and continue to work to build a positive relationship with consumers and shareholders, as well as with suppliers, communities, employees and a variety of other stakeholders. In addition, two of the six members of our Board of Directors are newly appointed Outside Directors. Under a more highly transparent management structure, in addition to the General Meeting of Shareholders, Board of Auditors, accounting auditors and other legal institutions, we will continue working to enhance corporate governance.



Risk Management

The Risk Management Regulations and Risk Management Operating Rules have been written to prevent risk that could have a significant impact upon the company, minimize any damage or impact should such a situation occur, as well as to ensure business continuity and suitability. Accordingly, the Risk Committee identifies general risks and conducts an annual review of preventive measures and responses. Meanwhile, the director responsible monitors the state of implementation for measures

against particularly critical risks deemed to require monitoring, and reports to the Board of Directors.

There were 41 risks identified in FY2019, of which five were monitored. None led to serious incidents. In addition, risks at subsidiaries are identified in a similar manner on an annual basis, in an effort to strengthen risk management throughout the Group.

Information Management

In addition to formulating its Confidential Business Information Management Regulations and Confidential Business Information Management Standards, DESCENTE offers orientation to all management staff through a concise "Confidential Business Information Guidebook," intended to ensure the proper management of information. In addition, to ensure the protection of personal information and specific personal information we hold, DESCENTE has set forth those policies in its Personal Information Protection Regulations and Personal Information Protection Rules. Each year, we perform a company-wide inventory of personal information, which provides us with an understanding of the

number and attributes of personal information files, who manages them and how they are stored.

While there were no reports of the misuse of information in FY2019, there were two incidents in which customer information was lost; no confidential information was leaked. To prevent a recurrence, information management e-learning sessions were held for management staff, and we worked to strengthen information management by ensuring the content of that training was shared by management within their respective departments.

Compliance

While the DESCENTE Group Code of Ethics sets forth our fundamental approach to our business activities, the DESCENTE Standards of Ethical Behavior has been established to provide a guideline for each of our employees in their work. Going through our Ethics Promotion Committee to promote compliance with the Code and Standards, we worked to nurture a sound corporate culture. In addition, to respond to problems that may be difficult to resolve within the organization and to handle employee requests for advice regarding unethical behavior by other employees, we have established the Ethics and Harassment Consultation Desk available to employees in Japan whose personnel include public



▲CSR training held in October 2019

health nurses for easier consultation, while outside the company we have set up a legal office offering consultations. Furthermore, we have also established outside, multilingual consultation desks for employees of overseas subsidiaries. In addition to these initiatives, newly hired employees undergo CSR training with a compliance focus. These training sessions are held once every three months at DESCENTE and DESCENTE JAPAN and once a month at DESCENTE KOREA.

In FY2019 we conducted an organizational survey. The results will be shared with all employees, including company officers, and utilized in next fiscal year's training.



▲Compliance training held in December 2019

● FY2019 Ethics Promotion Committee Activities

Sessions:	May, August, October
Main Activities:	Preparation of rules for handling ethical problems in each department, and drafting of proposals for company-wide training.
Current FY Theme:	Work Hours Management and Power Harassment
Subcommittee:	Divided into two groups, each of which considered one of the themes. Meetings held as needed.
November 2019 to January 2020:	Compliance training held for employees
February:	e-Learning held for Sales Coordinators

Confirming Employee Safety

The DESCENTE Group uses the Secom Safety Confirmation System in Japan. The system automatically sends a safety confirmation email in the event of an earthquake with a seismic intensity of 5-upper or more, and sends the email as needed in the event of an earthquake with a seismic intensity of 5-lower or less, a typhoon, localized torrential rain or other natural disaster. Regular safety confirmation drills are also held, and the system makes early confirmation of safety, assists with necessary initial support, and sends an emergency email to all designated recipients. We have adopted this system because even when employees are

not at work, their safety and security is our number-one concern. In consideration of recent developments in countries outside Japan, in 2019 this system was expanded to cover employees on assignment in other countries or traveling overseas on business.

This system is also usable as an emergency contact tool which we can use to send an emergency email to all designated recipients or get in touch with managers or other specific groups within the company hierarchy.

Response to the Novel Coronavirus

In response to requests from national and municipal governments, and to ensure the safety and security of our employees, we put in place infrastructure aimed at quickly enabling a switch to working from home. As a corporate citizen, we worked to prevent the spread of infection, and with teleworking in principle, those coming into the office were

kept to the minimum necessary through a system requiring employees to apply in advance, effectively holding office attendance to about 5%. Sales Coordinators were treated as being on special disaster leave, with 100% of their wages guaranteed.

Our Relationship with our Employees

DESCENTE is working on new measures centered on addressing human resource development and diversity, focusing on developing personnel compatible with increased globalization, promoting a more active role for women through our *Saishoku Kenbi* Promotion Committee and other measures.

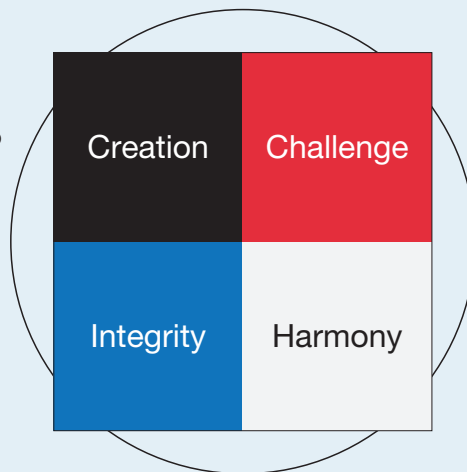
Code of Conduct Based on the Founding SPIRIT OF DESCENTE

Creation

A rich imagination is the driving force of creativity in any age - honing the senses helps to develop the power to make the right everyday business decisions.

Integrity

Give responsibility to those who can be trusted with it and reward sincerity with sincerity.



Challenge

In times of change there are always opportunities, which must be taken. There are no failures - simply missteps on the road to success.

Harmony

In business, understanding the human psyche is fundamental. Harnessing their joint strength is paramount to success.

FY2019 Training

In FY2019, we held training primarily aimed at ushering in a new generation of managers, providing a boost to overseas businesses, and increasing expertise and cognitive ability. In addition, we conducted training designed to build an understanding of and disseminate information about our new human resources system begun in FY2019. We also provide proactive support for employees who are working to

improve themselves and form their own careers.

Key objectives of our training offerings include (1) disseminating the new human resources system and boosting education and development; (2) development of executive personnel (selective outside postings); (3) building business capabilities (professional abilities); (4) development of global personnel; and (5) support for self-development.

● Start of New Human Resources System

In FY2019, we launched a new human resources system aimed at developing personnel who more strongly embody and act on the SPIRIT OF DESCENTE, our founding spirit, and its principles of Creation, Challenge, Integrity and Harmony.

Through classroom and discussion-based group training, we worked to share information about and deepen understanding of the new system among employees. For management, this included understanding the objectives of the new system, improving the ability to set targets, and matching the level of ability assessments to expectations; for other employees, training covered understanding the objectives of the new system, how targets are set and the level of conduct expected of each class of employee.



▲Management training

Certified a Sports Yell Company for Second Consecutive Year

DESCENTE Japan

In December 2019, DESCENTE JAPAN Ltd. was certified by the Japan Sports Agency as a Sports Yell Company for the second consecutive year. This program is intended to certify and widely publicize companies that support and encourage employee sports activities, to increase participation in sports by businesspeople, and to raise public approval of companies endeavoring to manage employee health.

DESCENTE JAPAN was commended for its proactive efforts initiated with improving employee health in mind, including encouraging the use of stairs rather than escalators or elevators and the "extra station walk," part of its "Health UP Challenge" (employees are encouraged to embark and disembark at train stations one stop away from their actual destinations to increase daily walking); sponsoring athletic meets; and offering support for in-house club and sports activities.



▲Certification logo mark

Certified a Tokyo Sports Promotion Company for Fifth Consecutive Year

DESCENTE Japan

In November 2019, DESCENTE JAPAN Ltd. was certified as a Tokyo Sports Promotion Company for the fifth consecutive year. The Tokyo Sports Promotion Company certification system was begun by the Tokyo Metropolitan Government in FY2015 to certify companies which promote employee sports activities and provide support to the sports industry, part of efforts to make Tokyo a "sports city."

DESCENTE JAPAN is a special supporter of the Mejiro Road Race, a citizen marathon, and hosts the Sports School for Healthy Kids, aimed at children nationwide. These activities share the goals of the basic plan of the Japan Sports Agency to ensure children make a habit of exercise and improve physical strength through enhanced opportunities

to participate in sports. Our efforts have been recognized for offering the enjoyment of sports.



▲Certification logo mark

Diversity

The participation of women in the workplace is positioned as a litmus test for diversity; if female employees currently in the organization are unable to fully participate, there is little hope for an active role for a more diverse workforce. We are thus focusing first on promoting the participation of women, drafting the following targets and action plan and working to develop the appropriate human resources.

Targets

- At least 15 women in management positions (15%) and at least 30 women in core management positions by 2020.
- Note: Revised upward from the numerical target of 20 women in core management positions set in July 2018.
- At least 30 new hires in career-track "L" grade (leader staff) positions in specific regions.

Action Plan

- (1) Continue to convey that diversity, including promoting the participation of women, is management policy;
- (2) Develop female candidates for management and core management positions;
- (3) Form a population of female candidates for management and core management positions

Examples of Efforts to Achieve Targets

- (1) Continue to convey that diversity, including promoting the participation of women, is management policy
- Established a dedicated manager (the Diversity Promotion manager) in the General Affairs department in April 2016
 - Set up a committee to promote the participation of women in the workplace (the *Saishoku Kenbi* Promotion Committee) as an in-house project (progressively dissolved in October 2019)
 - Launched *Diversity News*, an in-house newsletter
 - Held a seminar for managers addressing how to manage female subordinates (all 126 management employees)



▲Seminar for managers on managing female subordinates

- (2) Develop female candidates for management and core management positions
 - L1 Grade: Sent 10 employees to publicly available training for development of female management candidates
 - L2 Grade: Held L-Grade Training aimed at career plan development (all 25 promoted male and female employees)
- (3) Form a population of female candidates for management and core management positions

(For region-specific career-track female employees)

 - M1 Grade: Held leadership development training (14 people) for those aiming for leader class positions
 - M2 Grade: Held 1UP training (25 people) aimed at acquiring business skills

(Executives) Department managers or higher	MG	Management training
(Managers) Section managers, SPs		
(Newly appointed section managers, other candidates)		Mentor/Mentee system
▲		
(Leader tier)	L1	Female manager candidate development training
	L2	L-Grade training
▲		
(Mid-level tier)	M1	Leadership development training
	M2	1UP training
▲		
(New employees)	E	New employee training (understanding diversity; career plans)



▲Development training for female management candidates

11th Annual Nationwide SC Role-Playing Tournament

DESCENTE Japan

At DESCENTE JAPAN Ltd., retail sales coordinators (SCs) interact with customers in stores nationwide. This year, the role-playing tournament, which has been held continuously since 2009, addressed the theme of "Customer Service that Connects: Conversational Ability beyond Product Descriptions." The preliminary round featured 40 SCs selected from stores nationwide, of whom 14 went on to the championship round held in Tokyo in November, 2019. In the end, there was one champion, one runner-up, one special award winner and one newcomer award winner.



▲Fourteen championship round participants received commendations

Disaster Preparedness Drills

DESCENTE Japan

In FY2019, disaster preparedness drills were held at the Tokyo office in August and at the Osaka office in November, with the goal of verifying and understanding evacuation sites and evacuation routes. The drills featured the following:

- (1) Evacuation drill: Understanding evacuation sites and routes in the event of an earthquake
- (2) Drill to address those stranded away from home: Through group discussion, deepen understanding of problems that may arise in the company when employees are stranded away from home



▲Drills conducted in Osaka Office▲

Initiatives at Shanghai DESCENTE

Shanghai DESCENTE

Shanghai DESCENTE is engaged in a variety of efforts that offer an opportunity to experience the enjoyment of sports. In FY2019, they participated in the Shanghai Marathon with its theme of "The Best for the Best."

Practicing to Take on a Full Marathon

The Shanghai Marathon, held in November 2019 and marking its 20th year, is a major event that attracts about 38,000 participants from around the world. In addition to the full marathon, participants can choose to enter the "healthy" marathon course of about 5 km in length. This event, fun for both young and old alike, starts at the Bund, a well-known sightseeing spot, before taking runners on a circuit around other famous places in Shanghai, including Jing'an Temple and the Xintiandi district.

Three employees from Shanghai DESCENTE entered, practicing by running between 7 – 20 km in the mornings on weekdays and their days off. Temperatures were high on the day of the marathon, and weather conditions were somewhat challenging, but thanks to their extensive training and with the support of volunteers and the many citizens who turned out to cheer them on along the route, all three completed the race.

Changes Brought by Participating in the Marathon

For the employees who participated in the marathon, their efforts led to a sustained habit of exercise, as well as to improvements in lifestyle, including paying greater attention to managing their health.

As a result, they have begun thinking more deeply about how their customers feel about sports, and how efficient and motivated they are in their own work.

Shanghai DESCENTE will continue to proactively participate in and contribute to a variety of sporting events and initiatives.



▲Every employee who participated completed the race

Tackling Sustainability: Manufacturing Creativity and the Ability to Create Retail Environments

The source of DESCENTE's competitiveness lies in our sportswear development capabilities. We listen to our customers, responding to their requests using technology and inventiveness to constantly develop new products. The retail environments that deliver our products are more than just sales floors. They are an important point of contact with the customer, and our base for disseminating information from DESCENTE. We focus on creating fresh and surprising retail environments that make the buying experience fun. By enhancing our manufacturing creativity and our ability to offer these retail environments, we seek to enrich customers' lifestyles.

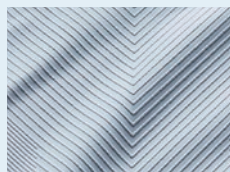
Manufacturing Creativity

ISPO Award Gold Winner for Fourth Year Running

DESCENTE

In January 2020, at ISPO Munich 2020 held in Germany, two DESCENTE brand products were rewarded, one being an ISPO Award Gold Winner and the other an ISPO Award Winner. This is the fourth consecutive year, beginning in 2017, the brand has had a Gold Winner, with a total of nine awards.

The ISPO Award Gold Winner was the "3D Foam Lamination Active Shell Jacket," a thin rain jacket printed with a special foam that reduces discomfort caused by the inner surface sticking to the skin and offering dry-touch performance. The ISPO Award Winner was the "Solar Thermo Insulated Jacket," which features a "mobile thermo" electrothermal sheet in the back that allows for three-step temperature control.



▲Specialty foam printing on the inner surface

●About the ISPO Awards

Marking its 50th year in 2020, the ISPO is the world's largest international sporting goods trade fair, attracting about 2,800 exhibitors and over 80,000 visitors. The ISPO Awards are conferred during this event on outstanding products selected after strict judging based on criteria such as concept, design, technology and environmental friendliness.



▲ISPO Award Gold Winner award ceremony

◀DESCENTE
"3D Foam Lamination Active Shell Jacket"
(Outdoor segment Rain Jackets category)
Scheduled to go on sale September 2020



◀DESCENTE
"Solar Thermo Insulated Jacket"
(Snowsports segment Jackets category)
Scheduled to on sale September 2020

Named German Design Award 2020 Winner

DESCENTE

In December 2019, the DESCENTE brand "Swiss Ski Replica Lightweight Jacket" was named a Winner at the German Design Award 2020. The product was recognized for "... utilizing the latest in materials to create an innovative and highly functional jacket that is extremely lightweight and loses none of its warming capabilities."

Note that in 2019, this item was also named a Winner at the ISPO Awards mentioned previously.



◀DESCENTE
"Swiss Ski Replica Lightweight Jacket"
(Sports, Outdoor Activities and Leisure category)

●About the German Design Award

This is an international design award sponsored by the German Design Council, established in 1953. The products have already won other design awards at events held around the world, and among those designs only those recommended by the Council are nominated for this globally authoritative award. About 5,000 designs are nominated annually.

Third Quality Incident Information Exhibit Held

What Incidents Have to Teach Us



DESCENTE Ltd. and DESCENTE JAPAN Ltd. held the third Quality Incident Information Exhibit on October 10-11, 2019 at the Tokyo Office and on October 24-25 at the Osaka Office.

The exhibit is held annually, and the third annual event in 2019 was held for those involved with DESCENTE's manufacturing creativity, including individuals from partners such as trading companies and materials manufacturers, as well as our own in-house merchandisers (MDs), designers and buyers.

Kozo Oishi

Manager, Functional R&D Department, Functional and Quality Development Section, R&D Center, DESCENTE Ltd.

Q: What was the purpose of holding the exhibit?

This information exhibit looked back on the background, causes and responses to recent incidents involving the company's products, with the actual products displayed alongside explanatory panels. These were designed to offer lessons, with the goal of encouraging everyone to work together to prevent similar occurrences and further improve product quality.

We group the causes of quality incidents into four categories: planning and design defects; production defects; technological limits; and misunderstandings between customer and producer. At DESCENTE, which handles many brands, brand managers only share information about their brands' incidents with their own teams to make improvements, but we're trying to share information about incidents between brands to help raise quality across the Group.

We also solicit involvement by individuals at trading companies and materials manufacturers because we want to work together to improve quality through a shared understanding of quality control's importance.



▲Representatives from trading companies and material manufacturers listening carefully to the descriptions

Q: What new information (displays) was presented this time?

We added an exhibit about sustainable development goals (SDGs), where certain efforts will become increasingly important. In product development, material and product procurement, these efforts include adopting environmentally friendly materials that don't require huge amounts of water in the dyeing process; the elimination of processing chemicals that have a harmful impact on the human body and the environment; and efforts aimed at the 3Rs (Reduce, Reuse, Recycle).

In terms of their materials, many sportswear items are categorized as plastics, and the problem of microplastics is attracting increased attention. Japan has just begun considering ways to measure the volume of chemical fibers discharged through washing, and as rules are put in place going forward, we will need to develop more eco-friendly products.



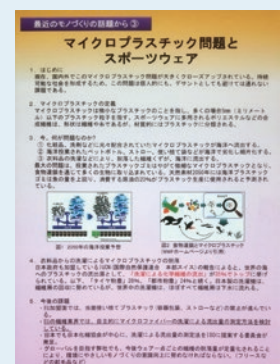
Q: Toward zero quality incidents

To eliminate quality incidents arising from production defects, we conduct in-house audits of quality and product safety targeting the marketing team, which includes our MDs and designers. The audits focus particularly on whether our check function is working properly. For our suppliers, we establish check points for each production process, and conduct regular quality control audits.

Q: What was the feedback from the attendees?

Since many of the examples from other companies are occurrences that could also happen at the attendees' own companies, many of them said that they could help them prevent making these same mistakes. Many also expressed great interest in our new exhibit on sustainability and SDGs, and we learned that many of the companies in attendance are also focusing on these issues.

This was the third year we held this exhibit, and because many attendees have been urging us to continue holding it, we plan to do so. We hope to make it even more meaningful for those in manufacturing by including more relevant information, as well as content that reflects areas of interest and issues for society as a whole.



▲New information exhibit: SDGs (top) and the microplastics problem (bottom)

DISC OSAKA Named Winner of the 32nd Nikkei New Office Promotion Prize

DESCENTE



▲An open workspace with fewer pillars and walls

In August 2019, DISC (DESCENTE INNOVATION STUDIO COMPLEX) OSAKA, our R&D center, was named a winner of the 32nd Nikkei New Office Promotion Prize. Opened in July 2018 in Ibaraki, Osaka Prefecture, DISC OSAKA is based on the concept of “Creating the Fastest Apparel in the World,” and is designed to encourage creative thinking and rapid manufacturing through an atrium working space with fewer pillars and walls, as well as a glass-enclosed laboratory that offers excellent visibility. A non-territorial office system also encourages employees to interact across departments. We were recognized for

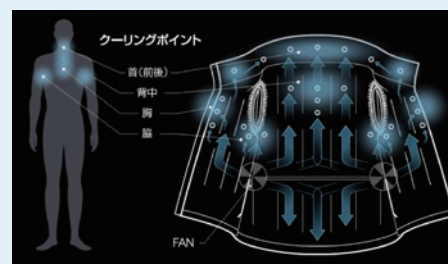
these and other tangible and intangible factors in the creation of things and ideas, leading to this award.

One unique product created at this facility is the Cooling Fan Jacket, a vest designed to deal with extreme heat and equipped with a blower fan. Using a fan unit and battery from Makita Corporation and a high-density fabric from Teijin Frontier Co., Ltd., it features a design that offers efficient airflow while reducing puffiness when the fan is in use. The facility will continue working to develop functional, unique products, including through these kinds of outside partnerships.

空流くうる JAC



▲“DESCENTE Cooling Fan Jacket” (unisex)



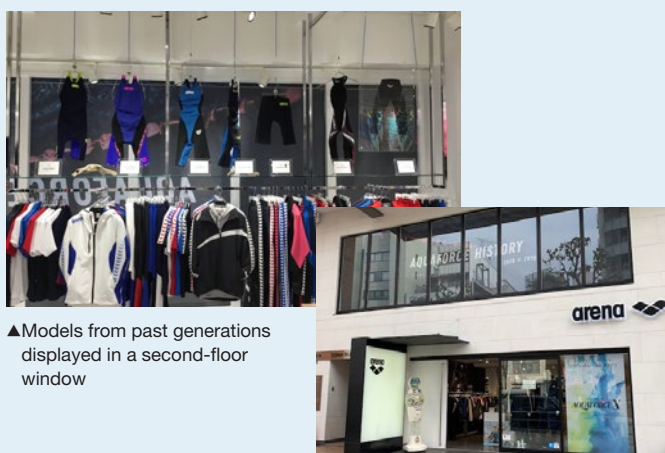
▲Vents effectively configured for optimum cooling points based on human physiology

Ability to Create Retail Environments

Swimwear Archive Exhibit

DESCENTE Japan

Between December 2019 and January 2020, arena shop Tokyo held a visual history exhibit of the arena brand. The goal of the exhibit was to display and look back at the changing development technology of the brand's representative swimsuits over time and develop new interest in the brand among customers. This was aimed at increasing awareness of and expanding reservations for the Ultimate Aquaforce X competitive top swimsuit model that went on sale in January 2020. Feedback from customers included, “I didn't know they had this kind of swimsuit,” “This takes me back,” and “It was nice to learn about arena's history.” Highlighting the products' history and background increased customer interest in the brand and its latest models, and proved an effective in-store PR effort.



▲Models from past generations displayed in a second-floor window

▲The display was labeled AQUAFORCE HISTORY to make the exhibit easily visible from outside

32nd Annual Nationwide Outstanding Store Awards Ceremony

DESCENTE Japan

The ceremony for the 32nd Outstanding Store Awards, held in 2019, featured 19 awards for outstanding retail environments and one newcomer award. This awards ceremony is held to improve the skills and increase the motivation of the approximately 1,000 sales coordinators (SCs) at DESCENTE JAPAN Ltd., with the goal of further improving customer satisfaction. The winners were selected from among about 350 stores nationwide, based on quantitative criteria such as each store's net sales and net sales per person, as well as qualitative factors such as customer approach, each store's own planning, execution and validation, and teamwork. The number of stores using consecutive awards to build and maintain a high level of motivation is increasing, with one having been awarded five years in a row for its retail environment.



▲Awards ceremony held in May, 2019

Our Relationship with Local Communities

By holding events and providing career education through sports, we provide physical and mental enrichment to the children and students of today who will lead us tomorrow, as well as for local community members, as we meanwhile contribute to building healthy lifestyles.

Experiential Sports Programs

Sports School for Healthy Kids FY2019 Activities

DESCENTE Japan



To Bring the Enjoyment of Sports to All

This project was held in an effort to help children learn the fun of exercise by interacting with top athletes through sports. The Sports School for Healthy Kids Executive Committee was launched in 2007, and with ongoing support from the Japan Sports Agency of the Ministry of Education, Culture, Sports, Science and Technology, we have brought the fun of sports to about 40,000 children nationwide. Having completed our 10th year in 2017, we took that opportunity to aim toward continued development of the program starting in 2018.

Teaching

We taught many children about fun and showed them the appeal of exercise.

Short-term instruction

School Visits

Overnight Camp

Classroom

From Teaching to Nurturing

We continue to encourage all sports lovers.

Nurturing

We valued and supported the process of children's growth through various exercise.

Medium-term instruction

Classroom-style: "SKIP" Toshima City's after-school children's class "Running Classroom"



▲Yasunari Kusu



▲Keitaro Sato

Overview

Sponsored by:

Toshima City Secretariat to Board of Education
After-school Activities Section Childhood Support Group
Toshima City Culture, Commerce and Industry
Division Learning and Sports Section

Instructors:

Yasunari Kusu (Ami Athlete Club), Japan record-holder in the 2000m Steeplechase
Keitaro Sato (Ami Athlete Club)

When & Where

February 5, 12, 19, 2020:

Grounds of Toshima City Mejiro Elementary School

A session initially scheduled for March 4 was cancelled due to school being cancelled because of the novel coronavirus

Participants: 68 (total of 125)

►General Comments

Toshima City's "After School Children's Class" seeks to encourage interaction with community residents through learning and sports, a project designed to nurture a well-rounded character in the children. Because the school had the necessary exercise equipment available, the program was able to introduce a range of variations in the practice methods at the sports club to which the two instructors belong. While the final day was cancelled in response to the coronavirus, the children seemed to enjoy the activities, which included practicing with mini hurdles, short-distance races, steeplechase relays, as well as motor skill training designed to enhance the brain's ability to communicate commands to the body. The head of the after-school kids' class commented that, "The children gained an interest in running by experiencing a variety of movement. Those who acquired the key points to running fast were full of confidence." Mejiro Elementary School is just across the street from the DESCENTE Tokyo office, but since we normally have few opportunities to meet the kids in the community, this was also a unique opportunity for them to learn about DESCENTE.



▲Everyone started with warm-up exercises



▲Waiting to start the group race



▲Sato instructed the children in the steeplechase relay using hurdles

Overnight Camp: 2020 Winter Camp Minakami (Ski Camp)



▲Masaki Miyashita

Overview

Sponsored by: The Sports School for Healthy Kids Executive Committee

Supported by: Japan Sports Agency, Toshima City (Tokyo), Minakami (Gunma Prefecture)

Supported by: DESCENTE JAPAN Ltd.

Principal: Masaki Miyashita
(Member, DESCENTE Brand Management Global Branding Winter Sports; Winner, 38th and 39th All Japan Ski Technique Championships)

When & Where

February 22 to 24, 2020:
Fujiwara Snow Park, Minakami-machi,
Gunma Prefecture

Participants: 23

►General Comments

This was the first winter event for the Sports School for Healthy Kids. The program, aimed at elementary school students who were mostly beginning skiers, offered instruction incorporating the essence of the sport using poles. With the cooperation of a local ski school, we were able to offer a ski class based on that, one which would help the children improve their skills more quickly. On the first day, the children learned about the equipment and apparel, before actually trying them on. The second day, they learned basic moves and used the lifts to practice, while at night they watched videos of ski competitions and tournaments and saw how every member skied that day. On the third day, we held a time race we called the “Challenge Record Contest” using poles utilized in actual competition.

The children all seemed to have a great time. Their eyes lit up in anticipation on hearing the descriptions of the apparel worn by professional skiers, with some saying, “I want to wear that!” They paid close attention to the skiing videos and cheered whenever a Japanese skier appeared, and commented on each other’s ski technique. The slopes were blessed with natural snow, and the program gave the children a chance to experience exercising as a group while having a chance to get to know a variety of apparel from DESCENTE.



▲Practicing with short poles



▲Commemorative group photo

School Visits: Three elementary schools in the Mabi District, Kurashiki, Okayama Prefecture (Rhythmic gymnastics, mat exercises)



▲Hikaru Tanaka

Overview

Sponsored by: The Sports School for Healthy Kids Executive Committee

Supported by: Japan Sports Agency, Kurashiki Board of Education

Sponsor: DESCENTE JAPAN Ltd., Akashi S.U.C.

Principal: Hikaru Tanaka
(Japan gymnast at the Athens Olympics)

When & Where

December 11, 2019: Kurashiki Municipal Okada Elementary School

Kurashiki Municipal Kawabe Elementary School

December 12, 2019: Kurashiki Municipal Yata Elementary School

Participating children: 300

►General Comments

The Mabi District is one of the regions affected by the heavy rains of July 2018 in western Japan. With the cooperation of the Kurashiki Board of Education and Akashi School Uniform Company, Ltd. (Akashi S.U.C.), which has its head office in Kurashiki, we were offered the opportunity to conduct these classes. The situation was still difficult when we visited. The school was located in a prefabricated building set up on the grounds of another school, so the class had to be held there and in a shared gymnasium, requiring school buses to go back and forth. Still, the children from each school greeted us cheerfully, and actively participated in the rhythmic gymnastics and mat exercises. They had a chance to experience how the fun of exercise lies in the importance of learning with friends.



▲Class at Kawabe Elementary School

Remote Classes (ICT + Career Education Project)

DESCENTE

In December 2019 as part of remote career education, we held a class for ten sophomores and juniors at Toyo Eiwa University in Yokohama. The mission they were given was to think of apparel and other items that would make running marathons or jogging more enjoyable.

In a survey taken after the class, their teacher commented that, "In their lives at school, college students may gain some degree of experience with the importance and practice of generating ideas, but in some areas I think they lack an understanding of what is being emphasized and what to focus on with each idea within the context of a particular occupation." He went on to note that, "I think being able to get advice from real working adults was a very valuable experience, and for students heading into internships, it was a good learning opportunity."

We also received responses from the students, including: "I felt that working on an assignment in the limited class time is going to be an important skill when I go out in the world;" "It was a fresh experience to actually present a plan to a company. When you have to think about feasibility, planning is a very difficult job;" "This was a good opportunity to think about the people who make things, and sharing ideas with my friends allowed me to imagine what the product would look like." The students experienced for themselves the fun of creating something and the process of bringing a plan to reality.

ミッション
マラソンやジョギングをより楽しむための
「スポーツウェア」や「グッズ」を考えてみよう！



どんなことに困っている？



何ができるとより楽しいかな？



▲Creating and presenting a plan to solve the mission



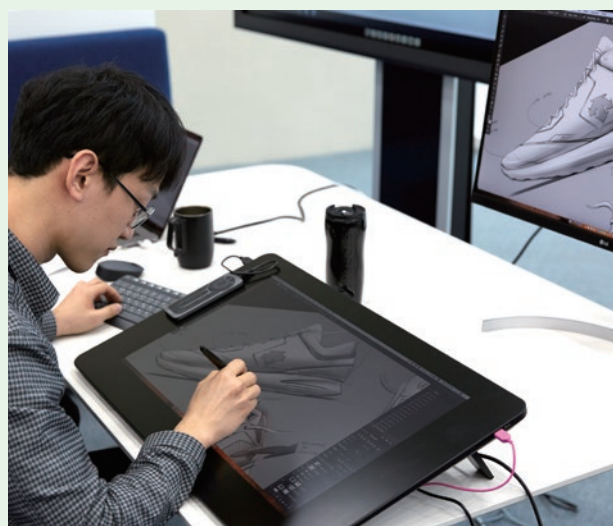
▲Offering students a serious response to their ideas

Development of Globally Competitive Shoes at DISC Busan

DESCENTE KOREA



▲Outside of DISC Busan



▲Design lab where shoes are designed

Opened in October 2018 in Busan, South Korea, DISC Busan brings together talented personnel from around the world to work in R&D to come up with sports shoes that will appeal to users.

Key facilities include, among others, a 400m track equipped with four surfaces—concrete, urethane, asphalt and gravel—as well as a consumer lab for delving into emerging user needs, a human physiology lab for examining the impact of shoes on the human body, a material

testing lab where materials are developed, and a product development lab where lasts (wooden forms for shoes) are created.

DISC Busan is working to create unique products that redefine the concept of the sports shoe, incorporating user needs, required functions and design preferences, all from a comprehensive perspective.

DESCENTE Joins the Sport in Life Project, Embodying our Corporate Philosophy and Working to Encourage Mental and Physical Well-being Through Sports

DESCENTE Japan

At DESCENTE, we promote sports as a way of managing employee health and encouraging improved health. In January 2020, we joined the Sport in Life Project promoted by the Japan Sports Agency with the aim of making sports a part of everyday life. We also participated in the Sport in Life Consortium*, comprised of Project member organizations, and we have announced our Sports Promotion

Declaration as part of our efforts to increase the rate at which sports are conducted.

*Comprised of member organizations in support of the objectives of the Sport in Life Project, with the goal of generating significant promotional power and synergies aimed at citizen participation in sports, leading to an increase in participation by encouraging coordinated efforts to create a legacy from the 2020 Tokyo Olympics.



Sports Promotion Declaration

- We hereby declare that through our Sports School for Healthy Kids, we will offer opportunities for children to experience the enjoyment of sports, even as they have fewer chances to play sports and their physical strength has declined compared to their parents' generation.
- We hereby declare that more of our employees will embody our corporate philosophy, "To bring the enjoyment of sports to all," and that we will work to encourage them to improve the physical and mental health by participating in sports themselves.

Japan Blind Marathon: DESCENTE Supports the OSAKA EKIDEN in Nagai 2019, the 22nd National Ekiden Marathon for the Visually Impaired

DESCENTE Japan



▲Start of the Ekiden

DESCENTE JAPAN Ltd. continues to support the Japan Blind Marathon Association (JBMA), an organization working to improve the physical strength of the visually impaired, encourage their participation in society and achieve normalization. The association sponsors the OSAKA EKIDEN in Nagai, which was held on November 4, 2019 (a holiday) under clear skies, with all 55 teams successfully completing the four-leg 20km run. Former Olympians and Paralympians also participated in the race as guest runners. After the race, they happily complied with requests for commemorative photos and smiled throughout their interactions with the participants. The event allowed everyone to experience the enjoyment of sports. We will continue cooperating and working with the Association to create opportunities for a wide variety of people to familiarize themselves with sports.

Initiatives in South Korea: DESCENTE Korea Sports Foundation

DESCENTE KOREA

The DESCENTE Korea Sports Foundation, which was established in 2013, is the first nonprofit organization in South Korea to specialize in sports. The foundation's mission is to create a setting where everyone can enjoy sports, so as to offer citizens sustainable and genuine sports services. Following this mission, the foundation is engaged in diverse projects benefiting the community by utilizing sports content, such as support for aspiring athletes, construction of sports facilities and support for sports activities.

In FY2019, in addition to the existing MOVE SPORT PARK (new sports facilities), MOVE SPORT (support for sports activities in school life), MOVE KIDS (support for sound growth for children through sports) and MOVE SHARE (support for social welfare and other facilities), DESCENTE also worked on two other projects, YOUNG MOVERS and MOVE SUPPORT.



Utilizing our network in South Korea, we donate sports equipment to sports-related associations and support organizations, including the Korea Cycling Federation. In FY2019, we donated sports equipment worth the equivalent of 280 million won.▶

◀Working with universities in South Korea, we offer support for a sound education through sports. In FY2019, we held 352 sports education programs at 10 universities throughout South Korea. These programs gained more than 8,000 participants.



Supporting the Sino-French Life Festival

le coq sportif (Ningbo)

le coq sportif (Ningbo) supported the Sino-French Life Festival held locally each year. The goal of this event, a music festival held to not only celebrate French culture but to spread the enjoyment of music,

is to contribute to promoting culture and international exchange. Our support this year included providing 5,000 order-made t-shirts as well as merchandise for the participants.



Origin of the Corporate Symbol Mark

DESCENTE is the French term for downhill skiing.
The logo represents the three basic skiing techniques of
schussing, traversing and sliding.
It embodies our quest to be the best in all we do
and our focus on the future.



COMMUNICATION ON
PROGRESS

This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact and
supporting broader UN goals.

We welcome feedback on its contents.

For inquiries regarding this report:
Corporate Planning
Sustainability / Corporate Social Responsibility
TEL: 81-6-6774-0327 / FAX: 81-6-6774-2605

DESCENTE CSR website:
<http://www.descente.co.jp/en/csr/>