



20 January, 2012

Dr. Jeroen Merk and
Messrs. and Mses.
Alexia Huxley
Klaus Priegnitz
Sharan Burrow

Re: Public reporting on the Indonesian Freedom of Association Protocol

Please find information from ASICS regarding the subject letter dd. 20 December 2011 from Play Fair.

1. Sign the Protocol

Please find the attached signed Protocol.

2. Provide a copy of the signed Protocol to the Indonesian trade unions and the Play Fair Alliance

You are free to share the attached signed Protocol with the unions and members.

3. Provide a copy of Protocol as signed by suppliers to the Indonesian trade unions, the Play Fair Alliance and the National Protocol Committee (It is expected that all supplier factories in Indonesia will sign the Protocol.)

We are in the process of contacting our suppliers, explaining to them how the Protocol complements our existing ASICS standards on Labor Conditions and encourage suppliers signing the Protocol.

Regarding the disclosure of the supplier factories, we would like to request for a written confirmation that supplier information will not be publicly disclosed (for example through Play Fair website) without our prior approval.

We would like to ask for your understanding that supplier information is considered confidential by some of our business partners and we are not able to publish company details publicly without their consent.

4. Include the implementation of the Protocol into contracts with suppliers.

Our ASICS Corporate Policy of Engagement includes Freedom of Association and Collective Bargaining.

Our ASICS Corporate Policy of Engagement is a part of our supplier agreements, together with our Code of Conduct and other sustainability standards. Supplier performance and compliance to our standards is assessed during internal or third party audits on a regular basis.

ASICS Corporation

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The importance of FOA and CBA is underlined during these assessments and followed up when necessary. FOA and CBA will in the areas relevant for the Protocol be given a more prominent place in supplier trainings provided by ASICS.

In addition to steps taken within the ASICS organization to ensure suppliers meet our labor standards (and thus warrant the right of FoA and CA, we are also discussing within the WFSGI an industry-wide approach on implementation of the Protocol.

5. Report on number of suppliers who have a Collective Bargaining Agreement on the basis of, or stronger than, the provisions of the Protocol

As we mentioned above, our ASICS Corporate Policy of Engagement includes FoA and CBA.

The planned assessments of our suppliers in Indonesia will place an emphasis on FoA and CBA status for each of our business partners.

6. Report on engagement in the National Protocol Committee and support for FOA Protocol committees at the factory level.

If any engagement in the National Protocol Committee and support for FOA Protocol committees at the factory level is reported by the factory, we will report.

Sincerely,

A handwritten signature in black ink, appearing to read 'Minako Yoshikawa'.

Minako Yoshikawa
General Manager
CSR Department
ASICS Corporation