

“Mizuno’s response”, 25 April 2024

1. Can you confirm whether the facility linked to the allegation(s) is within your supply chain?

<Mizuno> Yes, we confirm that Pouyuen Vietnam is within our supply chain.

2. We request more information on the allegation(s), including what your company has done to investigate it and ensure remedy for workers

<Mizuno> We have known through dialogue with management that Pouyuen Vietnam would reduce their workforce in 2023. They explained to us that this reduction in staff was due to a deal with another brand orders and was made in consultation with their employees.

Based on our own CSR management system, we regularly conduct CSR procurement audits of Mizuno product production facilities in Pouyuen Vietnam, but we have not identified any particular problems with labor practices at the facilities.

In fact, orders from Mizuno to Pouyuen Vietnam in 2023 increased by 113% compared to 2022.

3. How are you ensuring that your purchasing practices (fair prices; lead times; payment terms; order volumes\*) in relation to this facility meet the standard required to protect workers rights and livelihoods?

<Mizuno> Our Product division has ongoing negotiations with management at Pouyuen Vietnam and makes decisions for terms & conditions such as prices, lead time, payment terms and order volumes.

Our CSR team ensures whether workers right and livelihoods are protected through workers interview which is a part of our regular CSR audit at the facilities.

For the facilities, we conducted CSR audit in 2023 and ensured the result that workers right and livelihoods are protected.