

It's a beautiful day.
The SAZABY LEAGUE

Revised in August 2022

SAZABY LEAGUE, Ltd.

It's a beautiful day. Staying true to what we believe in

Our business began in our effort as a consumer to deliver what we felt were the needs of and comfortable scenes for fellow consumers. Making *half-a-step-ahead lifestyle suggestions* to transcend creature comfort categories of food, clothing and shelter. Engendering innovative values as a *creative retailer*. And continuing to express daily thrills, true to our *It's a beautiful day* belief of finding treasures in our day-to-day. These are what The SAZABY LEAGUE strives for and our unchanging wish.

We are a LEAGUE, not a GROUP. Our colleagues or teams are companies of various operation styles, each maximizing its efficiency and competing yet sharing common values, to present fantastic creativity and entertainment to our audience. Envisioning such vibrant LEAGUE in our hearts, we continue to work to grow together with the times.

The SAZABY LEAGUE Spirit

It's a beautiful day.

As you go about your day, we would like to be the ones to bestow a little of happiness with a kind smile, knowing that it's a beautiful day.

The SAZABY LEAGUE Mission

As a creative retailer, we inspire a lifestyle that stays just a bit ahead and continues to add new value to everyday life.





Code of Conduct of The SAZABY LEAGUE

FAIR

Exhibit integrity in all that you do.

FOR THE TEAM

Envision a team of all stars rather than individual superstars.

WIN × WIN

Work to build up all of those around you.

The LEAGUE colleagues share the same spirit and solidarity. A philosophy that places “lifestyle” above just creating, selecting and selling products, or offering services.

A creative attitude of each and every colleague, to present “half-a-step-ahead” surprises.

Fairness, team dedication and working to grow together are what we ask of our staff.

A desire to share its fruits and fortunes with all people concerned with the LEAGUE.

The SAZABY LEAGUE believes its growth as a whole can be realized when all of the above are embraced.

Steering the LEAGUE where it should go

The main role of SAZABY LEAGUE, Ltd. as a holding company is to steer the LEAGUE as a whole while furthering the sensibility to exploit opportunities, flexible strategy planning, management efficiency, nurture of next-generation personnel and speedy risk management, among others.

We also take a proactive stance in creating new businesses to breed new values. We aim to apply the benefits of separating planning from operations towards various challenges. And to create a management style prosperous enough to withstand any hardships so that we may continue in our wish to contribute to society as a LEAGUE.

Promoting corporate value advancement and constant development while carrying on the DNA torch from the launch, we wish to turn each and every one of what thrills, what’s new, what dreams are made of and how joys are shared, into tangibles with our colleagues.

The strength of the LEAGUE lies in the people

People are the most important thing for the LEAGUE.

Work for the LEAGUE staff is what grabs their heart, what stirs their mind and what makes them want to grow. The pride with which each LEAGUE staffer works continues to impress our guests.




























There are no superstars in the LEAGUE. We do not do anything out of the ordinary. Each developing his/her individuality, yet totally dedicated to the team, the highly-motivated energy of the staff united in unspoken solidarity moves our guests and provides the LEAGUE with its strength.

The LEAGUE... realizing lifestyle as business































The LEAGUE business is all about lifestyle, encompassing clothing/apparel goods and household goods to food/restaurant services. The majority of them are original brands born of individual creativity. We aim to create brands and businesses by capturing the age and its lifestyle trends and continuing to propose diverse *half-a-step-ahead* lifestyle values and world-views. Furthermore we built alliance brands to introduce globally attractive concepts to the nation. Together with our partners sharing the LEAGUE spirit and values we continue to spread domestic and overseas brands throughout the Japanese market.

SAZABY LEAGUE, Ltd. wishes to maximize brand value and cultivation by carefully grasping each brand’s character and strength, the environment surrounding it and its competitive status, and by understanding consumption behavior according to area and/or generation. True to our *half-a-step-ahead* perspectives and sensibilities SAZABY LEAGUE, Ltd. will continue to create things only we can the way only we can, along with new values and chart our growth as an overall LEAGUE.

Brand List

Apparel and Clothing Sundries	<p>ESTNATION</p> <p>     </p> <p>EQUIPMENT MOTHER UNION LAUNCH ebure</p> <p>      </p> <p>Spinelli Kilcollin </p> <p>ARTIDA OUD</p> <p>    </p> <p>ANAYI allureville HOUSE OF LOTUS</p> <p>CAMPER</p> <p> MAISON SPECIAL</p> <p>CANADA GOOSE</p>
Everyday Sundries	<p>  </p> <p>   </p> <p>  </p>
Food / Beverage and Services	<p>       </p> <p>  </p> <p>    </p> <p>TAACOB A</p>

Lifestyle business Companies

SAZABY LEAGUE, Ltd.	ARTIDA OUD
SAZABY LEAGUE, Ltd. ICL COMPANY	
SAZABY LEAGUE, Ltd. IVY COMPANY	    
A&S COMPANY	  
SAZABY LEAGUE, Ltd. ESTNATION COMPANY	ESTNATION
SAZABY LEAGUE, Ltd. LITTLE LEAGUE COMPANY	    
	<p>MOTHER UNION LAUNCH ebure  Merlette</p> <p>      </p> <p>      </p>
FAR EAST COMPANY INC.	ANAYI allureville HOUSE OF LOTUS
TAACOB A Inc.	TAACOB A
CAMPER JAPAN, Inc.	CAMPER
Zebra Japan K.K.	
GREENWICH CO.,LTD	
MAISON SPECIAL CO.,LTD	
AKOMEYA TOKYO, Inc.	
CANADA GOOSE JAPAN, Inc.	CANADA GOOSE
Sazaby League (Shanghai) Co., Ltd.	agate
SAZABY LEAGUE NORTH AMERICA CORP.	

SAZABY LEAGUE, Ltd. In-house Companies

SAZABY LEAGUE, Ltd.
ICL COMPANY
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Business Content: Planning, import and retailing of household amenities, clothing and other merchandise.

SAZABY LEAGUE, Ltd.
A&S COMPANY
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Business Content: Planning and retailing of original accessories and retailing of imported accessories.

SAZABY LEAGUE, Ltd.
LITTLE LEAGUE COMPANY
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Business Content: Sales and wholesale of clothing/apparel and household goods, etc.
Food/restaurant services, etc.

SAZABY LEAGUE, Ltd.
IVY COMPANY
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Business Content: Operation of restaurants, tea rooms and patisseries. Manufacture and sales of breads, confectionery.

SAZABY LEAGUE, Ltd.
ESTNATION COMPANY
Main Office: 2-22-16 Jingumae, Shibuya-ku, Tokyo, Japan
Business Content: Management of large-scale specialty stores with core businesses in developing original clothing, fashion accessories and other goods and gifts.

Affiliated Companies

FAR EAST COMPANY INC.
Main Office: 1-13-7 Hiroo, Shibuya-ku, Tokyo, Japan
Established: June 1985
Share holding: 100%
Business Content: Manufacture and retailing of women's apparel, fashion accessories and household goods, etc.

CAMPER JAPAN, Inc.
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Established: June 2005
Share holding: 90%
Business Content: Import and retailing of shoes, and manufacture and retailing of bags.

TAACOBBA Inc.
Main Office: 2-3-6 Ginza, Chuo-ku, Tokyo, Japan
Established: May 2002
Share holding: 80%
Business Content: Management of beauty salons, nail salon stores and nail schools.

Zebra Japan K.K.
Main Office: 2-22-16 Jingumae, Shibuya-ku, Tokyo, Japan
Established: July 2011
Share holding: 50%
Business Content: Operation of Scandinavian design variety retail brand

Affiliated Companies

GREENWICH CO.,LTD
Main Office: 5-11-9 Minami-Aoyama, Minato-ku, Tokyo, Japan
Established: July 2009
Share holding: 100%
Business Content: Wholesale and retailing of apparel products; import and export of textile products; and planning and consulting services.

AKOMEYA TOKYO, Inc.
Main Office: 2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
Established: January 2022
Share holding: 49%
Business Content: Sale of food /households goods /clothing apparel, and restaurant business.

Sazaby League (Shanghai) Co., Ltd.
Main Office: Xian Xia Rd., Shanghai 200051, China
Established: May 2013
Share holding: 100%
Business Content: Import and wholesale of accessories, etc.

SAZABY LEAGUE HR Inc.
Main Office: 2-22-16 Jingumae, Shibuya-ku, Tokyo, Japan
Established: April 2009
Share holding: 100%
Business Content: Web system operations, customer data control, various logistics operations and information management services.

MAISON SPECIAL CO.,LTD.
Main Office: 2-22-16 Jingumae, Shibuya-ku, Tokyo, Japan
Established: July 2018
Share holding: 100%
Business Content: Sales of clothing and fashion goods, etc.

CANADA GOOSE JAPAN, Inc.
Main Office: 2-6-3 Sendagaya, Shibuya-ku, Tokyo, Japan
Established: March 2022
Share holding: 50%
Business Content: Sales of "CANADA GOOSE" products, sales, retailing business, etc.

SAZABY LEAGUE NORTH AMERICA CORP.
Main Office: 8100 Melrose Avenue Los Angeles CA 90046
Established: October 2018
Share holding: 100%
Business Content: Retail and wholesale of apparel items.

Corporate History

1972 April	Established SAZABY Inc. to import furniture for sale in Japan Began design, manufacture and sales of bags and related merchandise Established original bag brand SAZABY sold mainly wholesale to department stores
1973 July	Head office relocated to Jingumae, Shibuya-ku, Tokyo Began design, manufacture and sales of textiles (print design) and clothing for apparel makers
1977 June	Head office relocated to Motoyoyogi-cho, Shibuya-ku, Tokyo
1981 September	Opened as the first Afternoon Tea store, an original brand of combined tearoom and household goods
1983 December	Established agnès b. SUNRISE, INC. as a joint venture with C.M.C. S.A. of France
1985 April	Opened as the first SAZABY brand bag store for direct sales (mainly wholesale until then)
1985 June	Established FAR EAST COMPANY INC.
1986 June	Established KIHACHI & S. Inc.
1987 May	Head office and Sales HQ relocated to Higashi Shinagawa, Shinagawa-ku, Tokyo
1990 June	Opened as the first agete store, an original accessory brand
1993 February	Head office and Sales HQ relocated to Minami Aoyama, Minato-ku, Tokyo
1995 October	Established Starbucks Coffee Japan, Ltd. as a joint venture with Starbucks Coffee International, Inc. of the United States
1997 August	Head office and Sales HQ relocated to Sendagaya, Shibuya-ku, Tokyo
1997 September	Listed on Japan Securities Dealers Association (current JASDAQ) OTC market
1998 October	Established AMERICAN RAG CIE JAPAN, INC. as a joint venture with Industries Werts, Inc. of the United States
2000 September	Established And A Inc. and ESTNATION INC.
2002 May	Established TAACOBA Inc. as a joint venture with LONGLEAGE inc.
2003 December	Introduced group identity as SAZABY LEAGUE
2005 March	Terminated joint venture agreement and capital ties of agnès b. SUNRISE, INC. with C.M.C. S.A. of France
2005 June	Established PINA Inc. as a joint venture with Coflusa S.A.U. of Spain
2005 December	Changed trade name to SAZABY LEAGUE, Ltd. and group identity to The SAZABY LEAGUE
2007 December	Established Triple I, Ltd.
2008 January	Established 3.1 phillip lim Japan, Ltd. as a joint venture with 3.1 phillip lim LLC of the United States
2008 April	SAZABY LEAGUE, Ltd. became a holding company and established ICL Inc., BLT Inc., Baggage Handlers Inc. and A&S Inc. through incorporation-type company split
2009 August	BLT Inc. merged with KIHACHI & S. Inc. and changed its trade name to IVY, INC.
2010 March	And A Inc. merged with Triple I, Ltd. and changed its trade name to YUGO Inc.
2011 March	Voluntarily delisted from JASDAQ standard market through management buyout
2011 October	SAZABY LEAGUE, Ltd. and AHA, Ltd. merged The merging company AHA, Ltd. changed its trade name to SAZABY LEAGUE, Ltd.
2012 March	SAZABY LEAGUE, Ltd. merged with YUGO Inc. as a merging company
2013 January	Established SAZABY LEAGUE (Shanghai) Co., Ltd. in China
2013 July	Invested in Zebra Japan K.K. and started a joint venture with Zebra A/S
2014 October	Sold all Starbucks Coffee Japan, Ltd. shares to Starbucks Corporation of the United States
2015 March	SAZABY LEAGUE, Ltd. merged with ESTNATION INC., ICL Inc. and IVY, INC.
2015 December	Established HOUSE OF LOTUS Inc.
2016 January	Acquired 100% shares of GREENWICH Co., Ltd. to succeed to its business
2016 April	Ryota Tsunoda appointed President and Representative Director due to changes in management
2018 July	Established MAISON SPECIAL CO.,LTD.
2018 October	Established SAZABY LEAGUE NORTH AMERICA CORP. in the United States
2019 March	SAZABY LEAGUE, Ltd. merged with Baggage Handlers Inc.
2020 March	PINA Inc. changed its trade name to CAMPER JAPAN, Inc.
2021 March	SAZABY LEAGUE, Ltd. merged with A&S Inc. FAR EAST COMPANY INC. merged with HOUSE OF LOTUS Inc.

Company Information

Company Name	SAZABY LEAGUE, Ltd.
Registered Office	49-13 Motoyoyogi-cho, Shibuya-ku, Tokyo, Japan
Main Office	2-11-1 Sendagaya, Shibuya-ku, Tokyo, Japan
URL	http://www.sazaby-league.co.jp
Paid-in Capital	¥90 million
President and Representative Director	Ryota Tsunoda
Foundation	April 1972
Established	August 2010
Business Content	Planning / sales / wholesale, etc. of food / clothing / shelter brands
Consolidated Net Sales	¥91,000 million (As of March 31, 2022)
Number of employees (Consolidated)	3,220 (As of March 31, 2022)
Stores	Japan 534 (As of March 31, 2022) Overseas 41 (As of March 31, 2022)
Bank References	MUFG Bank, Ltd. Mizuho Bank, Ltd. Sumitomo Mitsui Banking Corporation
Board of Directors and Statutory Auditors	
President and Representative Director	Ryota Tsunoda
Chairman	Masatoku Mori
Director	Toshinori Ito
Director	Kiyotaka Katsuura
Director	Motonari Kiyama
Director	Akihito Sawai
Director	Ryuhei Tsukada
Director	Koki Mine
Statutory Auditor	Toshima Araki
Statutory Auditor	Shinji Kaburagi
Founder	Rikuzo Suzuki