



Sustainability

FILA manages our business to realize sustainable values for people, environment, and society throughout the business process.



Actions for the Planet

Minimize our environmental impact
from product manufacturing to disposal

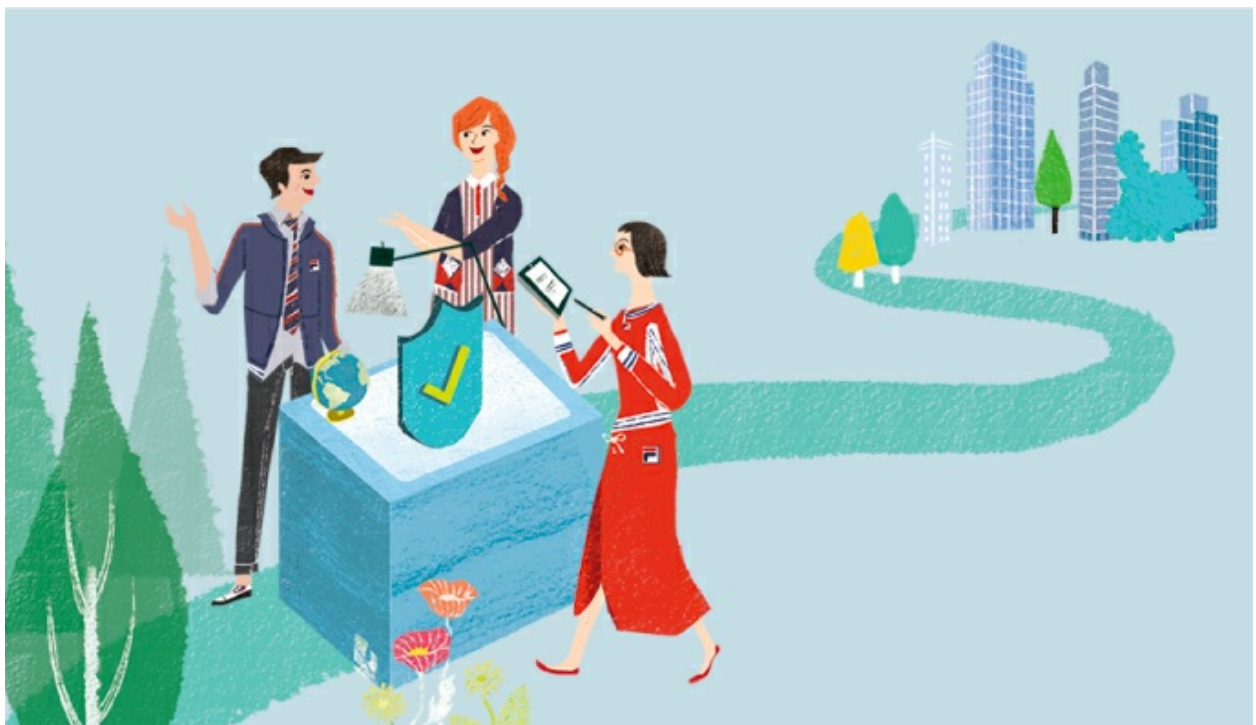
[Learn more →](#)



Creating Social Impact

Improve value for
FILA stakeholders

[Learn more →](#)



Sound Governance

Make decisions responsibly
in consideration of ESG impact

FILA will pursue
win-win partnerships with the stakeholders under its mid/long-term ESG strategy
'YOUR FILA IMPACT 2025'
and improve its sustainability
as a social citizen.

FILA Holdings Corp.
President and CEO
Keun-Chang (Kevin) Yoon

FILA Value & Vision

FILA's four core values drive its efforts in executing its business model and evolving into a sustainable global company.



ESG Highlights

Environment

FILA will contribute to develop environmental initiatives within the fashion industry by pursuing resource circularity and establishing a climate change response system.

Product Circularity

A product circularity system that takes into account FILA's circular value chain (Environmentally conscious materials, hazardous substance management, manufacturing, environmentally conscious packaging, and waste reduction)



Engaged in R&D on environmentally conscious materials and systematized the Sustainable Materials Tracking Board



Certified under the Global Organic Textile Standard (GOTS)



Climate Action

Systemized the climate change management system at FILA group's major subsidiaries



Endorsed the Task Force on Climate-Related Financial Disclosures (TCFD) and the Carbon Disclosure Project (CDP) and made disclosures accordingly



Social

FILA will set more stringent social goals to deliver on its commitments for its employees and customers.

Caring for People

Provided employees with talent development programs on the topics of leadership, job competency, self-development, ESG, and personalized coaching



Created the Diversity, Equity, Inclusion & Community Council and hosted relevant workshops



Achieved ZERO in fatal



occupational injuries



Supply Chain Transparency

Established the FILA Group
Global Code of Conduct and
Human Rights Policy and shared
them with our suppliers



Completed mapping on tier 1 suppliers
for footwear, apparel, and accessories
(FILA Sport (Hong Kong): 22 vendors,
Montebelluna: 22 vendors)



Assessed all candidates for
their compliance with FILA group's
ESG standards in selecting
new suppliers



Governance

FILA will engage in transparent communication with its employees and its business partners;
journeying together towards sustainable ethical management.

Business Commitment

Set and disclosed FILA's five-year
shareholder return policy



Proposed ESG risks and
opportunities for discussion
at regular BoD meetings



100% in responding to global
whistleblowing hotlines



ESG Value Chain

FILA's Circular Value Chain

FILA is committed to promoting circularity and to generating economic, social and environmental value throughout our business operations. From selection of materials, manufacturing, and distribution to sales, marketing, disposal and recycling, we will collaborate with our stakeholders to improve our sustainability.

Customers

Employees

Supply Chains

Shareholders & Investors

Local Communities

Resources and Materials



We aim to utilize environmentally conscious materials that are recyclable, biodegradable and organic, while stringently managing hazardous chemicals, so as to become a responsible manufacturer.

Product Circularity

Manufacturing and Production



We reflect ESG standards in selecting suppliers and regularly assess their performance to pursue win-win partnerships, while assisting them in the production of high-quality products fabricated within a safe work environment.

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Our distribution centers are expanding the use of environmentally conscious energy and are environmentally conscious for products and even packaging. We are committed to disclose our sustainability stakeholders, including customers and local communities.



FILA IMPACT 2025



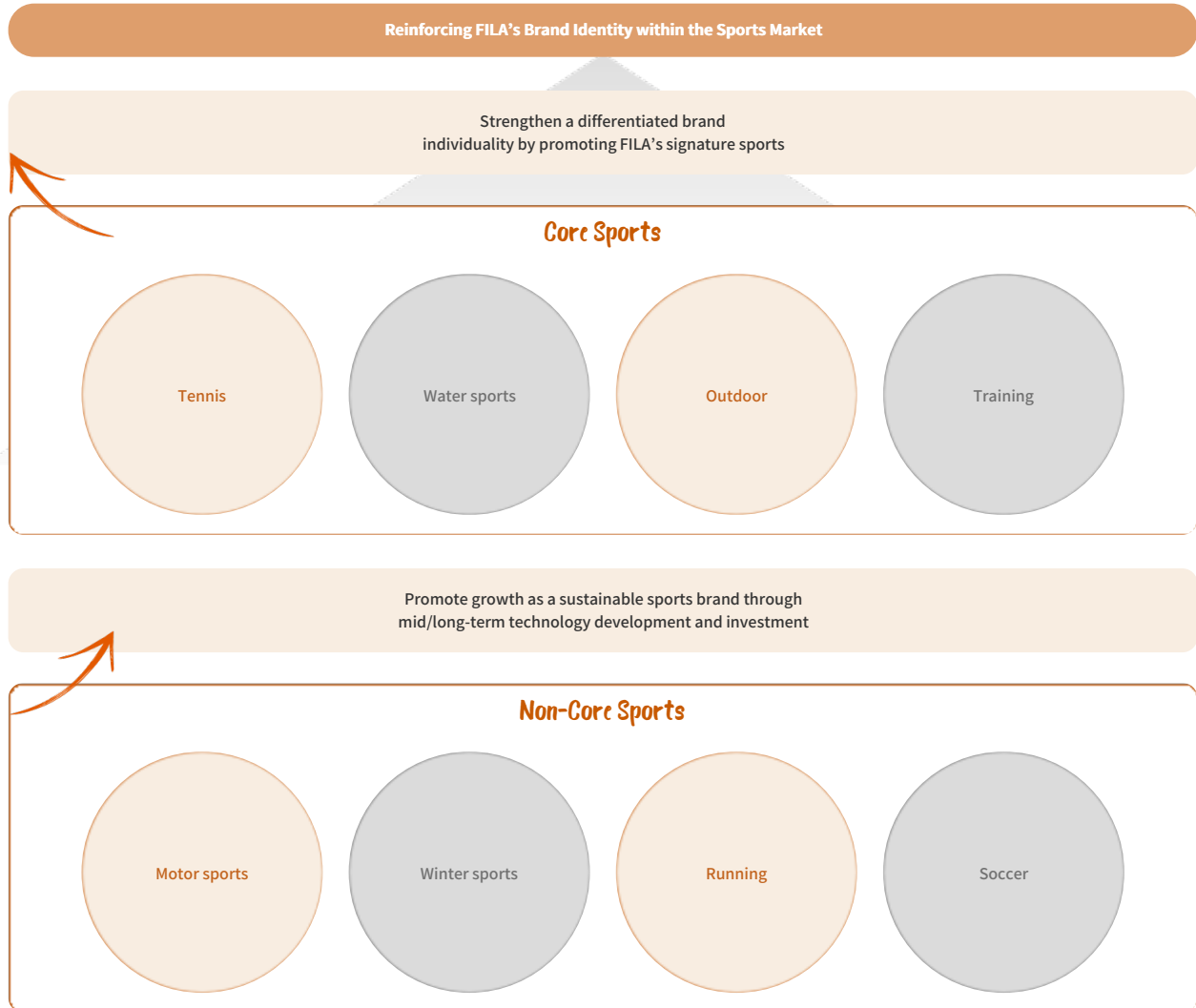
Our mid/long-term sustainability management goal “YOUR FILA IMPACT 2025”, serves to transparently disclose our ESG management strategy and extend its potential in the future. As a holding company, FILA Holdings will also assist all FILA subsidiaries in any way possible to attain their set sustainability goals under the united vision of “WINNING TOGETHER.”

1. Product Circularity

FILA is committed to integrating resource circulation into its production process



Sports Sponsorship



Sustainability Report

FILA publishes FILA REPORT annually going forward to share the performance and sustainability management activities transparently with various stakeholders.

YOUR FILA IMPACT

FILA INTEGRATED REPORT 2021



[FILA Report 2021](#)

[FILA Report 2020](#)

[FILA Report 2019](#)

[Corporate Statement on Forced Labor](#)

[FILA Global Code of Conduct for FILA Group Members](#)

[FILA Global Code of Conduct for FILA Business Partners](#)

[FILA Group Global Human Rights Policy](#)

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