

Fundamentals

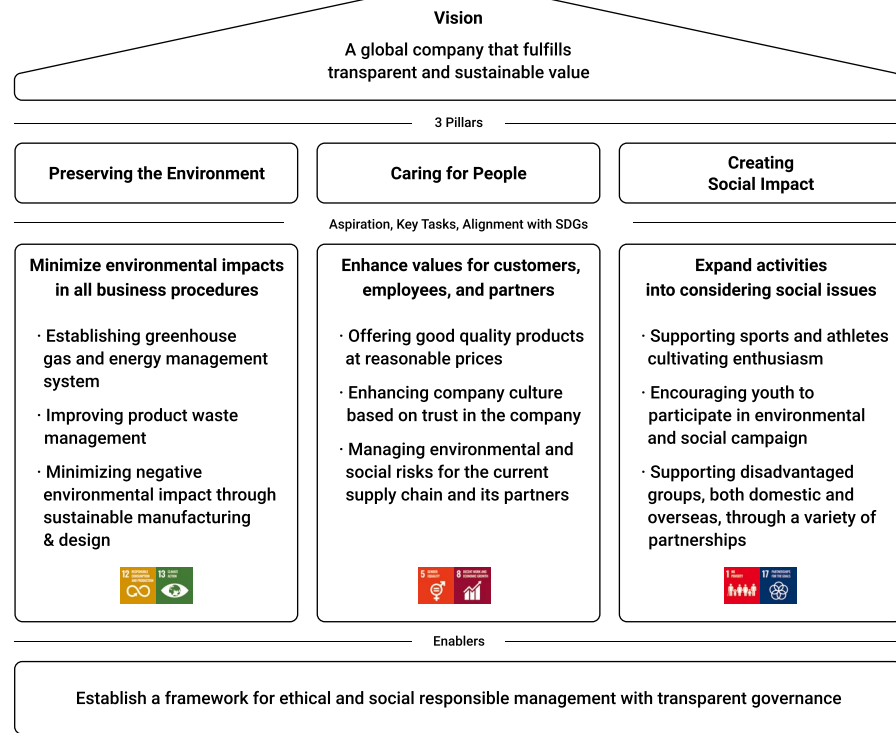
Sustainability Framework

FILA's Sustainability Strategies

In an effort to cope with rapidly changing market trends and consumers' value standards, FILA started to make business decisions in line with the sustainability framework. FILA will establish a transparent governance system for both ethical and social responsibility management and manage the business to realize sustainable values throughout the whole business process.

“  FILA's sustainability management is doing right by the environment, employment and the world. ”
 – Jennifer Estabrook, President, FILA USA

FILA's Sustainability Strategy




Alignment with SDGs

As a signatory of the UN Global Compact, FILA advocates the UN Agenda and endeavors to achieve the UN Sustainable Development Goals (UN SDGs). Among 17 UN SDGs, FILA selected 6 goals that we can create the most impact on.



Sustainability Achievement

FILA has reviewed the achievement of the three pillars of sustainability management in 2020, Preserving the Environment, Caring for People, and Creating Social Impact, and has set up main tasks for 2021. In upcoming future, the company plans to support the settlement of ESG objectives of each subsidiary and manage sustainability performance for a mid to long term perspective in order to comprehensively implement groupwide ESG activities and performance management.

“  FILA Holdings firmly supports FILA affiliates to achieve their sustainability goals under the motto of 'One World, One FILA'. ”
 – Aaron Lee, Head of Corporate Strategy Office, FILA Holdings Corp.

Pillar	Area	2020 Achievement	2021 Plan
Preserving the Environment	Action for Climate Change	<ul style="list-style-type: none"> Established standards for energy use and greenhouse gas emissions management Collected and managed the greenhouse gas emission data (Korea/USA) Implemented office waste and recycling management system and managing the data Implemented suppliers' waste management program 	<ul style="list-style-type: none"> Expanding management of greenhouse gas emissions data Planning and implementing energy reduction campaigns Planning the waste and recycling management program for workplace Expanding suppliers' waste management program Establishing FILA supply chain map for traceability
	Environmental Management	<ul style="list-style-type: none"> Developed and launched eco-friendly products Expanded the use of eco-friendly materials for packaging materials Managed the use of raw materials and eco-friendly materials Obtained Responsible Down Standard (RDS) certification (2021.4) 	<ul style="list-style-type: none"> Planning eco-friendly products and "small success" by each business unit Considering additional participation in environmental initiatives
Caring for People	FILA Customers	<ul style="list-style-type: none"> Launched FILA Cycle Custom Service: FILA Ciclista (2021.4) Established the FILA information security manual and strengthened customer privacy protections 	<ul style="list-style-type: none"> Delivering innovative customer experience through the expansion of DTC Obtaining the Information Security Management System (ISMS) Certification to improve the effectiveness of our information security
	FILA Workforce	<ul style="list-style-type: none"> Increased female employees proportion in management positions Integrated ESG factors into KPIs for employees above manager level Established and distributed FILA Group Global Human Rights Policy (2021.2) Participated in the UN Global Compact as a signatory (2021.3) 	<ul style="list-style-type: none"> Monitoring implementation of FILA Group Global Human Rights Policy
	FILA Supply Chain	<ul style="list-style-type: none"> Established and distributed FILA Group Global Code of Conduct (2021.4) Examined suppliers' performance based on the Code of Conduct Prepared 1st tier suppliers list and monitored their operations 	<ul style="list-style-type: none"> Monitoring implementation of FILA Group Global Code of Conduct and managing its performance Establishing and monitoring key environmental and social risk management indicators for suppliers
Creating Social Impact	Sports Sponsorship	<ul style="list-style-type: none"> Sponsored professional sports teams and associations as well as national tennis and pickleball players worldwide to scale up social impacts 	<ul style="list-style-type: none"> Promoting community sports development activities
	Community Engagement	<ul style="list-style-type: none"> Carried out various CSR programs 	<ul style="list-style-type: none"> Establishing the FILA Group CSR policy related to business theme Creating a win-win partnership with suppliers and providing support