

RISPOSTE DI FILA

RISPOSTA IN MERITO AL POTENZIALE USO DI COTONE PRODOTTO CON MANODOPERA FORZATA IN XINJIANG

Da: Yoon Namgung [mailto:*****@fila.com]

Inviato: mercoledì 3 marzo 2021 12:06

Oggetto: Re: Statement ufficiale da parte di FILA

Dear Cataldo,

Please allow me to jump in to introduce myself. I am Yoon working at FILA.

Thank you for providing the links to the BBC & BCI reports. We are aware of these reports as well as other similar reports on the subject of the widespread use of forced labor in connection with the production of goods and raw materials, most notably cotton, in the Xinjiang region of China. While Fila does not directly source cotton or other raw materials, we are working closely with our suppliers to compile supply chain maps and other documentation relevant to the sourcing of cotton. We continue to scrutinize our supply chain to ensure that FILA products and the materials used to make them are manufactured by suppliers committed to internationally recognized norms for the safety and well-being of all workers.

Fila does not have an official spokesperson available for an interview, however, should you have additional questions during the course of your investigation, please feel free to contact us and we will continue to respond to you by email. We share your concern and thank you for your work in publicizing this very important issue.

Best regards,

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Yoon Namgung
Global Marketing Manager
Fila Luxembourg S.à r.l.

RISPOSTE IN MERITO A USO DI FORNITORI COINVOLTI IN PROGRAMMI DI “REINSERIMENTO” DEL GOVERNO CINESE

STATEMENT DEL 23/11/2020

Fila takes the allegations set forth in the ASPI report very seriously. Fila has always been committed to the ethical sourcing of Fila products and our Code of Business Conduct absolutely prohibits the use of forced labor of any kind, whether by our related entities, our licensees or suppliers of either. Our manufacturing agreements require periodic inspections to ensure compliance with the Code of Conduct.

Following the publication of the ASPI report in March, we communicated with our related entities and licensees to investigate the allegations and to promote awareness of the issue of forced labor in China. We searched the database that tracks all approved suppliers of Fila® branded products used by our related entities, licensees, or direct suppliers and we did not find any registration relating to either Haoyuanpeng Garment or Changi Esquel. In addition, we provided the list of all of the

industry-related suppliers named in the ASPI report to our related entities, licensees and direct suppliers and asked all parties to report any links to any of the named suppliers. In response to this inquiry, Fila China disclosed that it had previously utilized Haoyuanpeng Garment and Changi Esquel to produce Fila® branded products for distribution in Fila China's territories. However, Fila China Ltd. has made it clear that:

1. Fila China Ltd. previously sourced Fila products from Haoyuanpeng Garment's factory located in Anhui province, not from the Xinjiang province. In addition, Fila China Ltd. is no longer sourcing Fila products from Haoyuanpeng Garment after the publication of ASPI report. Fila China Ltd. did not find Xinjiang employees manufacturing Fila products from factory located in Anhui during their investigation.

2. Changi Esquel is one of the biggest manufacturers in People's Republic of China, which means that they have multiple affiliated factories located nationwide. Fila China Ltd. has sourced products from the factory located in Guangdong Province, not in Xinjiang Province. Fila China Ltd. is continuously putting their best efforts to scale down the product sourcing from Changi Esquel to avoid any misunderstanding. However, considering the scale of their business in the garment industry this will be challenging not to have them as a business partner in the short-term period but Fila China Ltd. has been closely monitoring the situation. Fila China Ltd. also did not find Xinjiang employees manufacturing Fila products from factory located in Guangdong during their investigation.

We have recently asked our subsidiaries, licensees and their direct suppliers to re-certify their compliance with FILA's Code of Business Conduct. As we head into 2021, we will continue to scrutinize our supply chain to ensure that FILA® products are manufactured by suppliers committed to internationally recognized norms for the safety and well-being of all workers.

ULTERIORE RISPOSTA A RICHIESTA DI PRECISAZIONE

2 dicembre 2020

In reviewing your follow up questions, we understand that our original reference to "Fila China" and to "Fila China Ltd " in our statement provided to you may be confusing due to the fact that we refer to the overall business in China as run by Fila China (as we informally and internally call Anta Group), however, more specifically the business in China is owned and operated as follows:

Full Prospect is the owner of the Fila Trademarks for use in China. Anta Group is the majority shareholder of Full Prospect and maintains control over this entity while Fila Luxembourg owns a minority and non-controlling share. Fila China Ltd is a legal entity owned by Full Prospect that operates the Fila wholesale business in China. Anta Group (often referred to internally as "Fila China") owns and controls the Fila retail business in China, including the sourcing and sales of all Fila products for sale in China and Singapore.

Anta Group, Fila Luxembourg and many of Fila Luxembourg's largest licensees collaborate on global marketing initiatives.