

# ESG

**LUCA PELOSIN**  
CEO operations



# Sustainability

Sustainability is rooted in FILA's history and culture.

Paying attention to input quality, product and workplace safety, and supporting art and culture are models that have marked FILA's history and underpin the Group's growth and development.



In 2020, our Group further strengthened its commitment to seeking sustainable success by producing the 2021-2025 Integrated Strategic Plan. This tool makes it possible to outline and plan the Group's identity in the medium to long term, establish its fundamental goals and how to achieve them, all while remaining faithful to the long-standing traditions that have brought us to this point.

## The Group's purpose

We have set out the Group's purpose, reviewed our vision, mission, and values, and updated our Ethics Code.

## Strategic Plan

Our five-year Strategic Plan is based on five levers, among which - as testament to our comprehensive ESG vision - is the Sustainability Plan.



# 2021-2025 Sustainability Plan

The 2021-2025 Sustainability Plan seeks to integrate ESG topics into all business activities, and is based on eight pillars.

**1.**

**Robust, transparent governance**

**2.**

**Operating and financial sustainability**

**3.**

**Respect for the environment and resources**

**4.**

**Protecting occupational health and safety**

**5.**

**Respect, development and recognition of employees and collaborators**

**6.**

**Product quality and safety**

**7.**

**Sustainable supply chain**

**8.**

**Community support**

The FILA Group's Sustainability Plan reaffirms its commitment to ESG topics and continuous improvement. The plan outlines clear strategic objectives concerning all of its stakeholders.

The Plan was prepared through the analysis, integration, and development of several elements, including the Group's materiality analysis and the 17 Sustainable Development Goals (SDGs) for 2030 promoted by the United Nations, drawing inspiration from the "Ten Principles" of the United Nations Global Compact (UNGC). We have identified those most relevant to the FILA Group.



# People

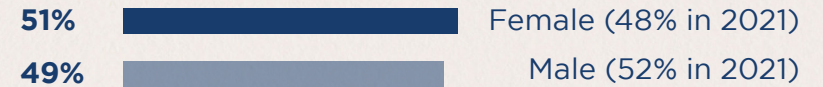
At FILA we firmly believe that the Group's success is inextricably linked to the people who belong to it.



## The FILA Group Team

(At the end of 2022)

### 11,352 employees

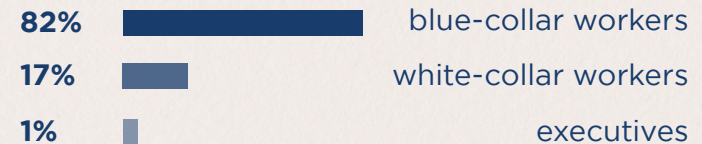


### Age bracket

77% of employees under the age of 40, or:



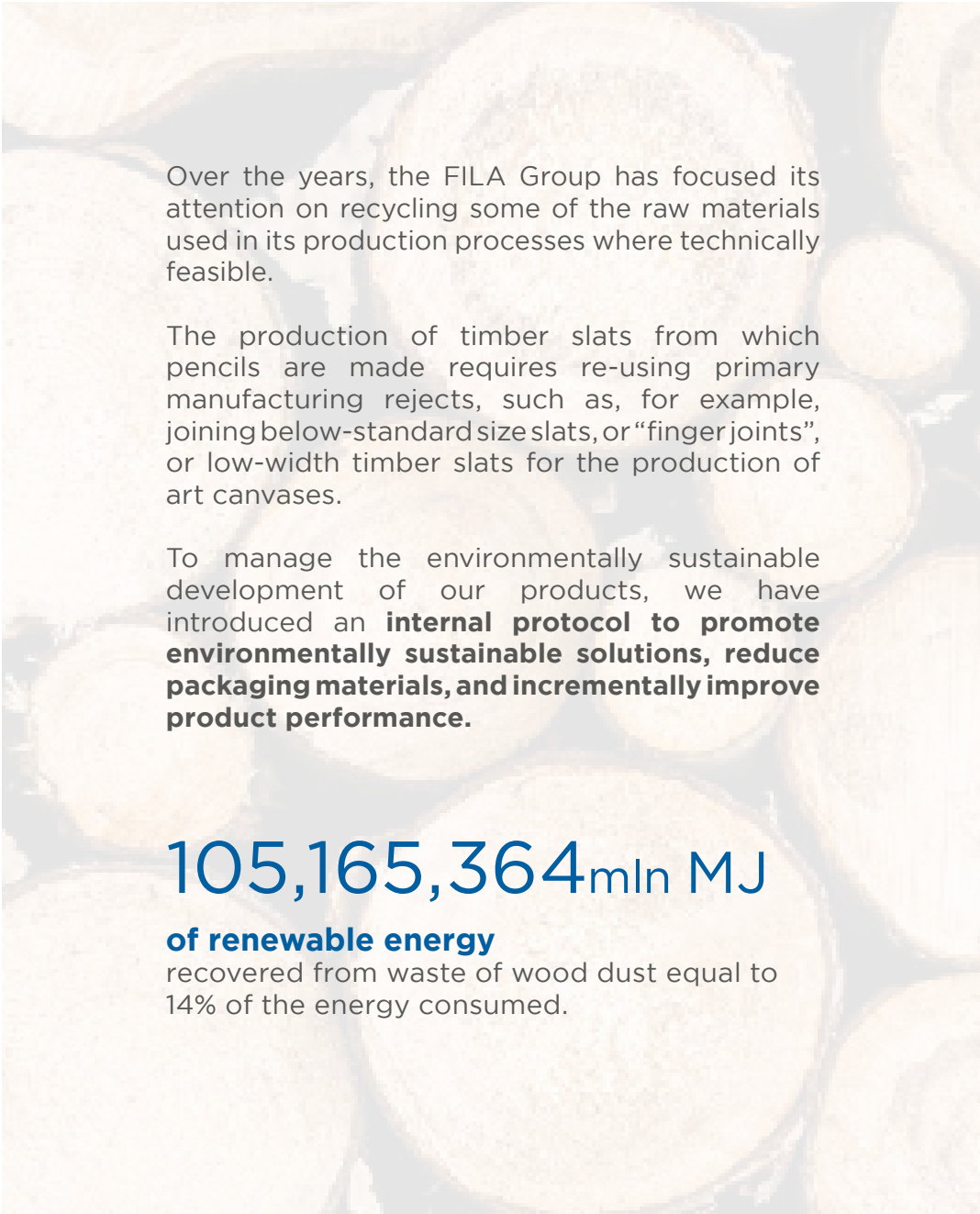
### Workforce



### 114,977 hours of training

Of which 27,377 on health and safety.





Over the years, the FILA Group has focused its attention on recycling some of the raw materials used in its production processes where technically feasible.

The production of timber slats from which pencils are made requires re-using primary manufacturing rejects, such as, for example, joining below-standard size slats, or “finger joints”, or low-width timber slats for the production of art canvases.

To manage the environmentally sustainable development of our products, we have introduced an **internal protocol to promote environmentally sustainable solutions, reduce packaging materials, and incrementally improve product performance.**

**105,165,364** mIn MJ

**of renewable energy**

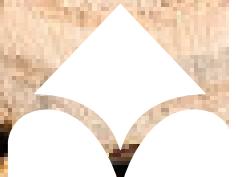
recovered from waste of wood dust equal to 14% of the energy consumed.

**99%**

**of waste generated by the Group’s production activities**

is classified as non-hazardous.

The production of plastics made from plant-based or renewable resources to reduce emissions of CO<sub>2</sub>, which is a major greenhouse gas. New durable containers for schools, **Giotto schoolbags, Giotto jars, and the new Giotto bébé egg-shaped toy-container, made of 100% recyclable plastics of a plant-based or renewable origin:** these are the first major steps we have taken towards progressively incorporating suitable materials into the Group’s products.



# The objectives of the F.I.L.A. Group

In line with the 2021-2025 Strategic Plan and the 2021-2025 Sustainability Plan, the Group outlined the following specific short-, medium- and long-term objectives in 2022:



- 50% reduction in CO<sub>2</sub> emissions (Scope 1 emissions) by 2027.
- 20% reduction in water withdrawals by 2027.
- Adoption of ISO 14001 environmental certification by all production plants by 2025.
- Possession of ISO 45001 health and safety management certification by all production plants by 2025.
- 10% increase in average hours of training provided to employees in the 2023- 2025 period, compared to 2022.
- Adoption of a Code of Conduct for Suppliers and Business Partners and Green Procurement for 90% of suppliers of goods with a turnover of more than Euro 10,000 by 2024.



**FILA GROUP**

ATCHES  
FRANCE