



arena Tier 1 Suppliers List - March 2025 Update

Factory Name	Factory Address	Country	Segment	line workers	female workers	% female workers
Amika d.o.o.	Željeznička 9, Derventa	BOSNIA	EQUIPMENT	613	452	74%
Andriolo Srl	Via Vecchia Milanese 2, 21040 Venegono Inferiore (VA), ITALY	ITALY	EQUIPMENT	14	9	64%
ARENA SPA	Via Vogno, 20, Rovetta (BG), ITALY	ITALY	SWIMWEAR	7	7	100%
BEN HASSINE TEXTILE PLUS (BENTEX PLUS) - startex	Rue Immem Ghazeli Ksour Essef	TUNISIA	SPORTS APPAREL	147	58	39%
CAM FOREVER CO LTD	#749, Phum Russey, Sangkat Steung Meanchey, Khan Meanchey, Phnom Penh, Cambodia	CAMBODIA	SWIMWEAR	908	683	75%
COMERCIAL GROUP S.A.	Calle BERGUEDA' 4, NAVE 1, POLIGONO URVASA, 08130 S.Perpetua de Mogoda (BARCELONA)	SPAIN	EQUIPMENT	43	33	77%
DBS GROUP sh.p.k.	Autostrada Tirane-Durres, KM 10 Rr. “Industriale”, Nr. 48/1, Vore/Tirane. NIPT: L114150165	ALBANIA	SWIMWEAR	535	502	94%
DBS GROUP sh.p.k. Korca	Via nazionale Korce-Tirane, Km 1, Korca	ALBANIA	SWIMWEAR	110	49	45%
EVEREST MAGAZACILIK TEKSTIL SANAYI VE TICARET LTD. STIDBA: BARCO TEKST	SUNAY MAH ESKİ TEKEL TÛTÛN DEPOLARI 4 NOLU DEPO MERKEZ MUŞ	TURKEY	SWIMWEAR	207	120	58%
FENGHUA A&H INTERNATIONAL TRADING CO. LTD	Room 605, Bldg. 15, Huaxin Int. Comm. Cent. East Zhong Shan Road, Fenghua Ningbo, CHINA	CHINA	SPORTS APPAREL	36	25	69%
FINPROJECT INDIA PRIVATE LIMITED	SP-1013 RICCO INDUSTRIAL AREA , PHASE-III SITAPURA RAJASTHAN 302022, INDIA	INDIA	EQUIPMENT	244	111	45%
FORUM GROUPE SARL	Rue supreme combattants 5014, Beni Hassen, Monastir, TUNISIA	TUNISIA	SWIMWEAR	150	134	89%
Fujian Fuqing Fu Sheng Da Plastic Products Co.,Ltd	JingYang Industrial Zone, Fuqing Fujian China	CHINA	EQUIPMENT	722	437	61%
Fujian Kaiyun Shoes Industry Co., Ltd	Tushankou Area, Laidian Town, Xianyou, Fujian, China	CHINA	EQUIPMENT	90	0	0%
FWKK Vietnam Company Limited	Doi Trai Quan, Son Dong Commune, Lap Thach District, Vinh Phuc Province, VIETNAM	VIETNAM	SWIMWEAR	1431	1286	90%
GLOBAL ESPRIT(SUZHOU)INC.	B-1 Workshop, No.20 Da Tong Road, Suzhou New& Hi-tech District, Jiangsu Province, CHINA	CHINA	EQUIPMENT	210	144	69%
GRACE GLORY (CAMBODIA) GARMENT LTD.	Preykor Village, Lumhach Commune, Ang Snoul, , Kandal province, CAMBODIA	CAMBODIA	SWIMWEAR	1800	1550	89%
HATEKS (USD)	d	TURKEY	TEXTILE ACCESSORIES	559	195	35%
Hydrodynamic (Vietnam) Co., Ltd	An Quy village, Nguyen Giap commune, Tu Ky District, Hai Duong City, Viet Nam. (Zip code#170000]	VIETNAM	SWIMWEAR	213	172	81%
Hydrodynamic Enterprise (Heyuan) CO.LTD	Dongjiang Industrial Park, Linjiang Town, Jiangdong new area, Heyuan City, CHINA	CHINA	SWIMWEAR	827	320	39%
ICS PUNCT AZURIU SRL	10 Indipendentei Street, Donduseni, MD-2500, MOLDOVA	MOLDOVA	SWIMWEAR	34	34	100%
Ju Jie Group	No. 8 Community Traffic Road, Wujiang District, Suzhou, Jiangsu, CHINA	CHINA	TEXTILE ACCESSORIES	186	170	91%
KONC CORAPCILIK SANAYI VE TIC. LTD. STI.	F1102, CIHANGIR MAHALLESİ, SEHİT UĞUR HANCI SOKAK NO: 14 KAT: 2, TURKEY	TURKEY	SPORTS APPAREL	827	320	39%
LAR S.P.A	VIA REGGIO 1BIS 41011 CAMPOGALLIANO - MO -	ITALY	EQUIPMENT	122	34	28%
Malhas Sonix, SA	Rua Filipa Borges 1163-1245, Barcelos, 4750-823, Portugal	PORTUGAL	SPORTS APPAREL	242	148	61%
NANJING GOLDEN	NO. 5, FENGXIAND RD., HEFENG TOWN, LISHUI DISTRICT, NANJING CITY, CHINA	CHINA	EQUIPMENT	72	35	49%
Nantong Highland Garments Co. Ltd	No 148, South Ninghai Road, Haian Development Zone, Haian, Nantong, CHINA	CHINA	SWIMWEAR	230	200	87%
Nantong Songer Industrial and Trading Development Co. Ltd	18-2, Zhong Xin Yi Lu, Nantong, Jiangsu, CHINA	CHINA	SWIMWEAR	350	330	94%
Natalia AD	167, Tzar Simeon Veliki Blvd., 6000, Stara Zagora, BULGARIA	BULGARIA	SPORTS APPAREL	337	276	82%
P&R Têxteis, S.A.	Lugar das Pontes Tamel S. Veríssimo 4750-754 Barcelos, PORTUGAL	PORTUGAL	SWIMWEAR	190	156	82%
PERUSAHAAN SINDI SDN BHD	Plot 474 , Susur Lengcongan Timur , Kawasan, Perindustrian Taman Cendana, 08000, Sungai Petani, Kedah, MALAYSIA	MALAYSIA	EQUIPMENT	384	124	32%
POWERSKIN S.R.O.	Madacha 4, Velky Krtis, 99001, SLOVAKIA	SLOVAKIA	SWIMWEAR	76	76	100%
QINGDAO HUILU SILICONE, CO. LTD	768 BEIERSHAN ROAD,JIAONAN SUB-DISTRICT, HUANGDAO QU, QINGDAO, CHINA	CHINA	EQUIPMENT	546	177	32%
Quanzhou Desheng Fashion & Weaving Co., Ltd.	Hui Nan Industrial Zone, Quanzhou Taiwanese Investment Region, Jinfeng Village, Dong Yuan Town, Quanzhou, Fujian, CHINA	CHINA	SPORTS APPAREL	150	90	60%
Quanzhou Zhenglong Bags & Garments Co. Ltd.	No. 215 Bincheng Street, Bincheng Community, Donghai Jiedao, Fengze District, Quanzhou City, Fujian Province, China	CHINA	EQUIPMENT	173	94	54%
Scavi Hue Joint Stock Company	Phong Thu Industrial Zone, Phong Dien District, Thua Thien Hue Province, VIETNAM	VIETNAM	SWIMWEAR	17	10	59%
Sheico Vietnam Co. Ltd.	Lot L1, N5 Road, Dong Nam Industrial Park, Binh My Commune, Cu Chi District, Ho Chi Minh City, VIETNAM	VIETNAM	SWIMWEAR	895	575	64%
Shenzhen Pengyifa Industrial Co.,Ltd	Pengyifa Industrial Park, Baihua Block, Guangming District, Shenzhen, CHINA	CHINA	EQUIPMENT	360	210	58%
Shunde Strategic Garment Ltd.	CHENCUN INDUSTRIAL PARK, SHUNDE, FOSHAN, GUANGDONG PROVINCE, CHINA	CHINA	SWIMWEAR	534	490	92%
Tabata CO,. LTD.	651-2 , Industrial park, Hitachi Omiya, Ibaraki-Ken, 319-2134, JAPAN	JAPAN	EQUIPMENT	227	123	54%
TAIZHOU YIYOU GARMENTS CORP., Ltd.	ZHENXING ROAD, HENGDUO TOWN, TAIXING, CHINA	CHINA	SWIMWEAR	45	40	89%
Têxteis J.F. Almeida, S.A.	Avenida de Silves, 39 Moreira de Cónegos Guimarães 4815-253, Portugal	PORTUGAL	TEXTILE ACCESSORIES	1095	412	38%
Tremon Sporting Goods Enterprise Co., Ltd.	Road No.5, Trang Bang Industrial Park, An Tinh Precinct, Trang Bang Town, Tay Ninh Province, Vietnam	VIETNAM	EQUIPMENT	1576	820	52%
USAL	LOT C1, SUOI DAU INDUSTRIAL ZONE, CAM LAM DISTRICT, KHANH HOA PROVINCE, VIETNAM	VIETNAM	SWIMWEAR	1565	1472	94%
Viet A Chau Investment Development Corporation	51st Highway Hamlet, Long An Village, Long Thanh Dist, Dong Nai Province, VIETNAM	VIETNAM	EQUIPMENT	627	502	80%
VPS Group S.r.l.	Via S. Vitale Ovest, 2901 - Località Villa Fontana, 40059 Medicina BO	ITALY	EQUIPMENT	9	0	0%
Vtl 5	KM2 Route De Korba, 8080, Menzel Temime, TUNISIA	TUNISIA	SWIMWEAR	446	432	97%
YAMAMOTO KOGAKU CO., LTD.	25-8, Chodo-3, Higashi-Osaka City, Osaka 577-0056, JAPAN	JAPAN	EQUIPMENT	124	59	48%
Young Sporting Goods (Suzhou) Co.,Ltd	No. 498 Chang'an Road, Wujiang Economic and Technological Development Zone, Suzhou City, Jiangsu Province, CHINA	CHINA	EQUIPMENT	123	71	58%
Yunfu Flir Garment Limited	Xisan Road, Chucheng Industrial District, Yuncheng Area, Yunfu, Guangdong, CHINA	CHINA	SWIMWEAR	1586	1392	88%
50				22014	15159	65%



arena is committed to being fully transparent about our suppliers so that you know where our products come from and you can be confident that our partners share our values, rigorous best practices and a desire for continuous improvement.

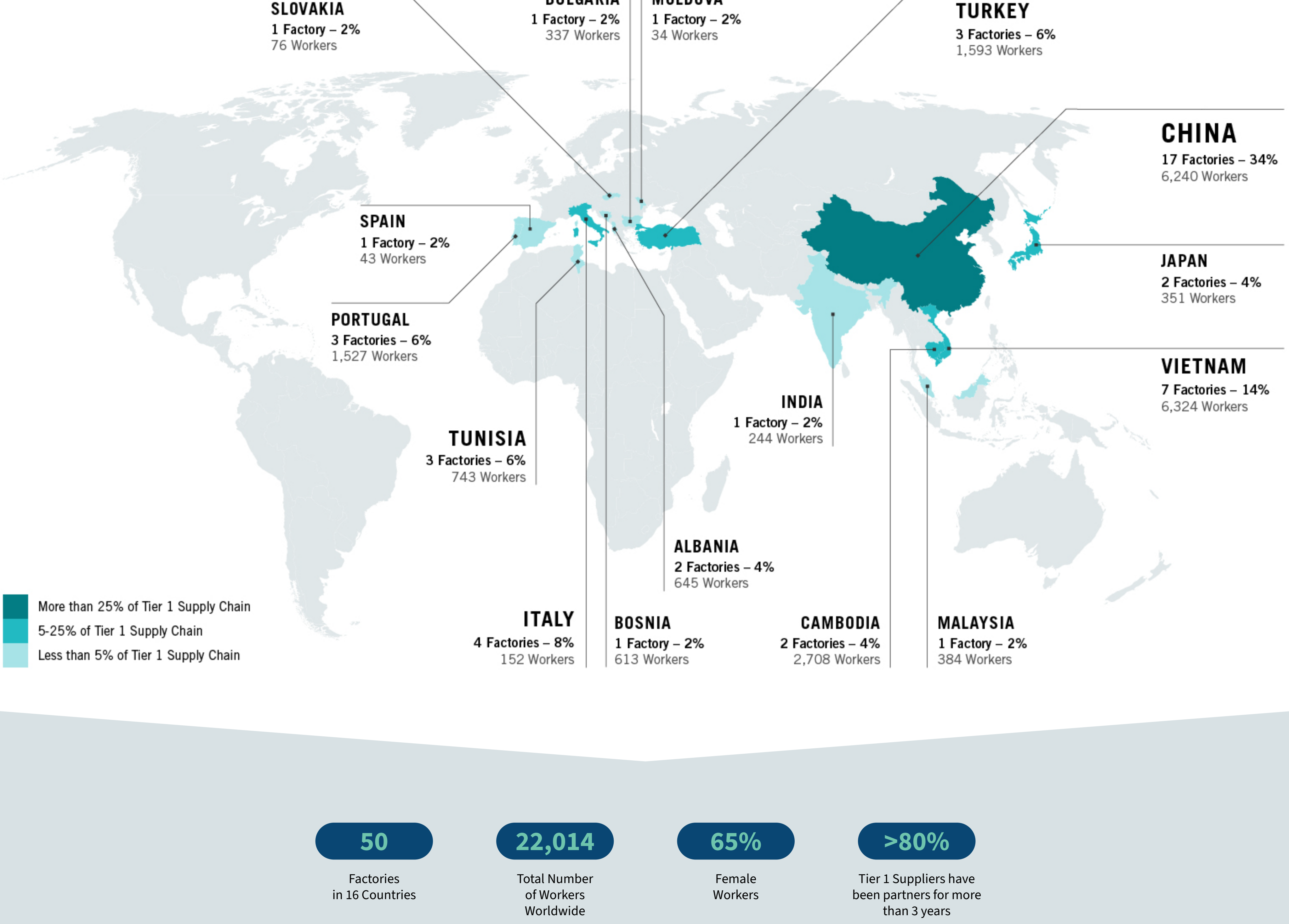
We, at arena, build our business with all our partners on a basis of trust, teamwork, honesty and mutual respect. We are also committed to being transparent by publishing up-to-date information on all our Tier 1 supply chain relationships.

The CSR (Corporate Social Responsibility) team at arena is dedicated to ensuring that our global network of finished goods suppliers are always meeting, and exceeding, our rigorous standards and best practices. The arena family, from our staff to world-wide consumers using our products, are all bound together by a desire for continuous improvement, and we challenge and celebrate our suppliers to strive for the same. arena is proud that more than 80% of our top tier suppliers have been part of our community for more than three years as we build positive long term relationships.

Since inception, arena has based its success on long-lasting strategic partnerships with a selected pool of suppliers, some of whom we have collaborated with for over twenty years. We consider our suppliers more than simply manufacturers of our products: we involve them from the beginning of the development process, we share with them our ideas and we craft the products throughout the production cycle until they finally reach our consumers.

WHERE OUR PRODUCTS ARE MADE

arena's Worldwide Tier 1 Supply Chain Network



OUR SHARED VALUES AND BEST PRACTICES

arena starts partnerships with suppliers who respect the rights of all employees, who illustrate efforts to eliminate or minimize impact on the environment, who provide a safe and healthy workplace and who promote the health and well-being of all employees.

Wherever arena operates around the globe, we are guided by our Code of Conduct and we bind our suppliers to these principles. As an essential requisite for running business relations, suppliers are required to implement and integrate our Code of Conduct within their own employment principles, visibly affixing the Code of Conduct in local languages into areas devoted to arena production. Suppliers must also agree to our monitoring activities and guarantee compliance by each and every sub-contractor involved in manufacturing arena products.

Although arena reserves the right to terminate a relationship at any time for failing to meet our standards of conduct, in most cases termination will occur when a supplier refuses to cooperate with an assessment, refuses to change behaviour or does not make meaningful progress on remediation.

arena is proud to be affiliated with the **Fair Labor Association (FLA)** as a Participating Company.



HOW WE SELECT NEW SUPPLIERS

arena evaluates and determines every new potential supplier in our network to ensure they meet the standards required to start a business relationship.

THE KEY AREAS OF EVALUATION ARE:



THE SUPPLIER QUALIFICATION PROCESS IS COMPOSED OF 3 MAIN PHASES:

PHASE 1: SELF ASSESSMENT (SAT)

Completed by the supplier to identify areas for improvement before phase 2.

PHASE 2: FACTORY ASSESSMENT

Performed by the arena Global Sourcing team (or by designated external provider).
On-site evaluation to confirm status and improvements from phase 1.
Assessment determines if potential supplier can commence production for arena or not.

PHASE 3: FOLLOW-UP AUDIT

Supplier commits to implement CAP (Corrective Action Plan) within 3 month.

Once the qualification process has been successfully completed and the business relationship has started, the supplier is automatically included in arena's ongoing CSR Monitoring Process.

HOW WE MONITOR AND ASSESS OUR SUPPLY NETWORK

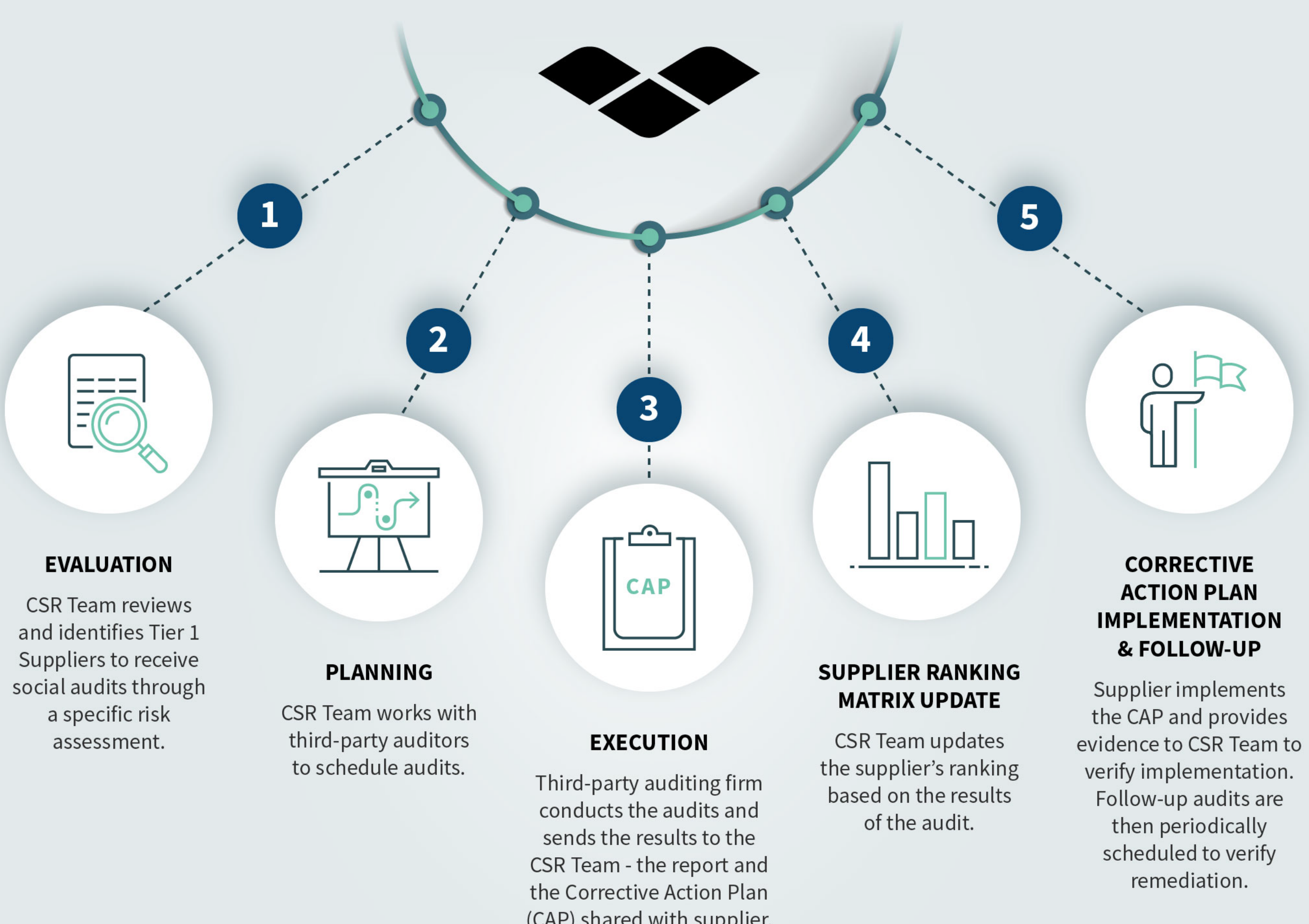
arena continuously monitor every suppliers' compliance with the provisions of the Code of Conduct and track the implementation of each supplier's tailored CAP (Corrective Action Plan) to assess progress and improvements. Suppliers are required to be transparent and provide auditors with prompt access to facilities, records, and workers, including temporary and contingent workers.

Two types of social audits may be carried out at a supplier factory in the arena network:

- FLA Sustainable Compliance (SCI) Assessment:** random assessments by FLA staff
- arena CSR Audit:** an audit directly managed by arena or a designated agency (with methodology validated by the FLA)

85% of arena Tier 1 manufacturing facilities around the world have been audited directly by arena or by an officially designated agency.

Each year, we draw up and implement a plan for our own csr audits of suppliers based around the following steps:



arena's suppliers are subject to the FLA (Fair Labor Association) Monitoring Program, which annually, randomly selects at least one of them for an additional third-party audit.

Findings from audits are considered as a critical tool to establish an improvement plan to be fulfilled for the sake of both the workers and a successful business partnership. We insist that the CAP for each supplier is drawn up with factory management within 30 days of receiving the assessment report and that improvements are implemented within 6 months. Violations of the Code of Conduct must be immediately addressed as a condition of continued production with arena.

As a leading brand in our industry, we feel the responsibility of driving change throughout the entire value chain. Through our affiliation to the Fair Labour Association, we want to make sure that all our suppliers, across all plants and factories, share and consistently apply a minimum set of rules and fair conditions for the workforce.