



# arena Tier 1 Suppliers List - March 2026 Update

Supplier Name	Factory Name	Country	Segment	line workers	female workers	% female workers
AGET SERVICE SRL	VPS Group S.r.l.	ITALY	EQUIPMENT	9	0	0%
ANDRIOLO SRL	Andriolo Srl	ITALY	EQUIPMENT	14	9	64%
A'Striker Enterprise Co., Ltd	Tremon Sporting Goods Enterprise Co., Ltd.	VIETNAM	EQUIPMENT	1576	820	52%
BARCO TEKSTIL SAN PAZ LTD STI	EVEREST MAGAZACILIK TEKSTIL SANAYI VE TICARET LTD. STIDBA: BARCO TEKSTIL SA	TURKEY	SWIMWEAR	207	120	58%
CHAMPION SPORTS CO. LIMITED	Shenzhen Pengyifa Industrial Co.,Ltd	CHINA	EQUIPMENT	360	210	58%
COMERCIAL GROUP S.A.	COMERCIAL GROUP S.A.	SPAIN	EQUIPMENT	43	33	77%
FINPROJECT INDIA PRIVATE LIMITED	FINPROJECT INDIA PRIVATE LIMITED	INDIA	EQUIPMENT	244	111	45%
FOOK WAH KUN KEE KNITTING FTY.	GRACE GLORY (CAMBODIA) GARMENT LTD.	CAMBODIA	SWIMWEAR	1800	1550	86%
FOOK WAH KUN KEE KNITTING FTY.	Yunfu Flir Garment Limited	CHINA	SWIMWEAR	1586	1392	88%
FOOK WAH KUN KEE KNITTING FTY.	FWKK Vietnam Company Limited	VIETNAM	SWIMWEAR	1431	1286	90%
FORUM GROUPE sarl	FORUM GROUPE SARL	TUNISIA	SWIMWEAR	150	134	89%
FUZHOU CBM IMPORT & EXPORT Co.,LTD	Fujian Fuqing Fu Sheng Da Plastic Products Co.,Ltd	CHINA	EQUIPMENT	722	437	61%
FUZHOU CBM IMPORT & EXPORT Co.,LTD	Fujian Kaiyun Shoes Industry Co., Ltd	CHINA	EQUIPMENT	90	0	0%
GLOBAL ESPRIT INC.	GLOBAL ESPRIT(SUZHOU)INC.	CHINA	EQUIPMENT	210	144	69%
GOLDEN LEMON CORPORATION	Young Sporting Goods (Suzhou) Co.,Ltd	CHINA	EQUIPMENT	123	71	58%
HATEKS	HATEKS (USD)	TURKEY	TEXTILE ACCESSORIES	559	195	35%
HYDRODYNAMIC INDUSTRIAL COMPANY LIMITED	Hydrodynamic Enterprise (Heyuan) CO.LTD	CHINA	SWIMWEAR	827	320	39%
Indochine Apparel Plc	ORIT TRADING LANKA (PVT) LIMITED	ETHIOPIA	SWIMWEAR	3759	2807	75%
J P BASIL	Zhi Xing vietnam company limited	VIETNAM	EQUIPMENT	601	302	50%
JANLON INDUSTRIES LMD	Quanzhou Zhenglong Bags & Garments Co. Ltd.	CHINA	EQUIPMENT	173	94	54%
JIANGSU SAINTY LANDUP PRO-TRADING CO., LTD.	Nantong Highland Garments Co. Ltd	CHINA	SWIMWEAR	230	200	87%
JIANGSU SAINTY LANDUP PRO-TRADING CO., LTD.	TAIZHOU YIYOU GARMENTS CORP., Ltd.	CHINA	SWIMWEAR	45	40	89%
LAR	LAR S.P.A	ITALY	EQUIPMENT	122	34	28%
LEGEND SWIMWEAR	Shunde Strategic Garment Ltd.	CHINA	SWIMWEAR	534	490	92%
Malhas Sonix, SA	BEN HASSINE TEXTILE PLUS ( BENTEX PLUS) - startex	TUNISIA	SPORTS APPAREL	147	58	39%
MOUNTAIN IVIEW BAGS	NANJING GOLDEN	CHINA	EQUIPMENT	72	35	49%
MOUNTAIN IVIEW BAGS	QEL DOMINICANA	REPUBBLICA	EQUIPMENT	226	94	42%
Nantong Songer Ind.l and Trad. Dev. Co.ltd.	Nantong Songer Industrial and Trading Development Co. Ltd	CHINA	SWIMWEAR	350	330	94%
NATALIA-AD	Natalia AD	BULGARIA	SPORTS APPAREL	192	132	69%
P&R Têxteis, S.A.	P&R Têxteis, S.A.	PORTUGAL	SWIMWEAR	190	156	82%
PERUSAHAAN SINDI	PERUSAHAAN SINDI SDN BHD	MALAYSIA	EQUIPMENT	384	124	32%
POWERSKIN ITALIA	ARENA SPA	ITALY	SWIMWEAR	7	7	100%
POWERSKIN S.R.O	POWERSKIN S.R.O.	SLOVAKIA	SWIMWEAR	76	76	100%
PUNTO AZZURRO S.R.L.	ICS PUNCT AZURIU SRL	MOLDOVA	SWIMWEAR	34	34	100%
QINGDAO HUILU SILICONE, CO. LTD	QINGDAO HUILU SILICONE, CO. LTD	CHINA	EQUIPMENT	546	177	32%
RELAXSHOE	Amika d.o.o.	BOSNIA	EQUIPMENT	613	452	74%
SCAVI HUE COMPANY	B'LAO SPORT COMPANY LIMITED	VIETNAM	SWIMWEAR	630	487	77%
SHEICO (VIETNAM) CO., LTD	Sheico Vietnam Co. Ltd.	VIETNAM	SWIMWEAR	895	575	64%
SMART JOY ENTERPRISES LTD.	Ju Jie Group	CHINA	TEXTILE ACCESSORIES	186	170	91%
Supertex Group	Supertex Group	COLOMBIA	SWIMWEAR	1045	728	70%
TABATA CO.LTD	Tabata CO,. LTD.	JAPAN	EQUIPMENT	227	123	54%
Têxteis J.F. Almeida, S.A.	Têxteis J.F. Almeida, S.A.	PORTUGAL	TEXTILE ACCESSORIES	1095	412	38%
TOP MERIT (CHINA) LTD	Quanzhou Desheng Fashion & Weaving Co., Ltd.	CHINA	SPORTS APPAREL	150	90	60%
SHINEROAD INDUSTRY LIMITED	TOP NEW APPAREL MANUFACTURING PLC	ETHIOPIA	SWIMWEAR	879	761	87%
UNITED SWIMWEAR APPAREL CO LTD	USAL	VIETNAM	SWIMWEAR	1565	1472	94%
V.T.L.S.A.	Vtl 5	TUNISIA	SWIMWEAR	446	432	97%
VENTURA srl	DBS GROUP sh.p.k.	ALBANIA	SWIMWEAR	535	502	94%
VENTURA srl	DBS GROUP sh.p.k. Korca	ALBANIA	SWIMWEAR	112	106	95%
VITACO. CORP. - VIET A CHAU INVESTMENT	Viet A Chau Investment Development Corporation	VIETNAM	EQUIPMENT	627	502	80%
YAMAMOTO KOGAKU CO.,LTD	YAMAMOTO KOGAKU CO., LTD.	JAPAN	EQUIPMENT	124	59	48%
<b>50</b>				<b>26768</b>	<b>18893</b>	<b>71%</b>



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.

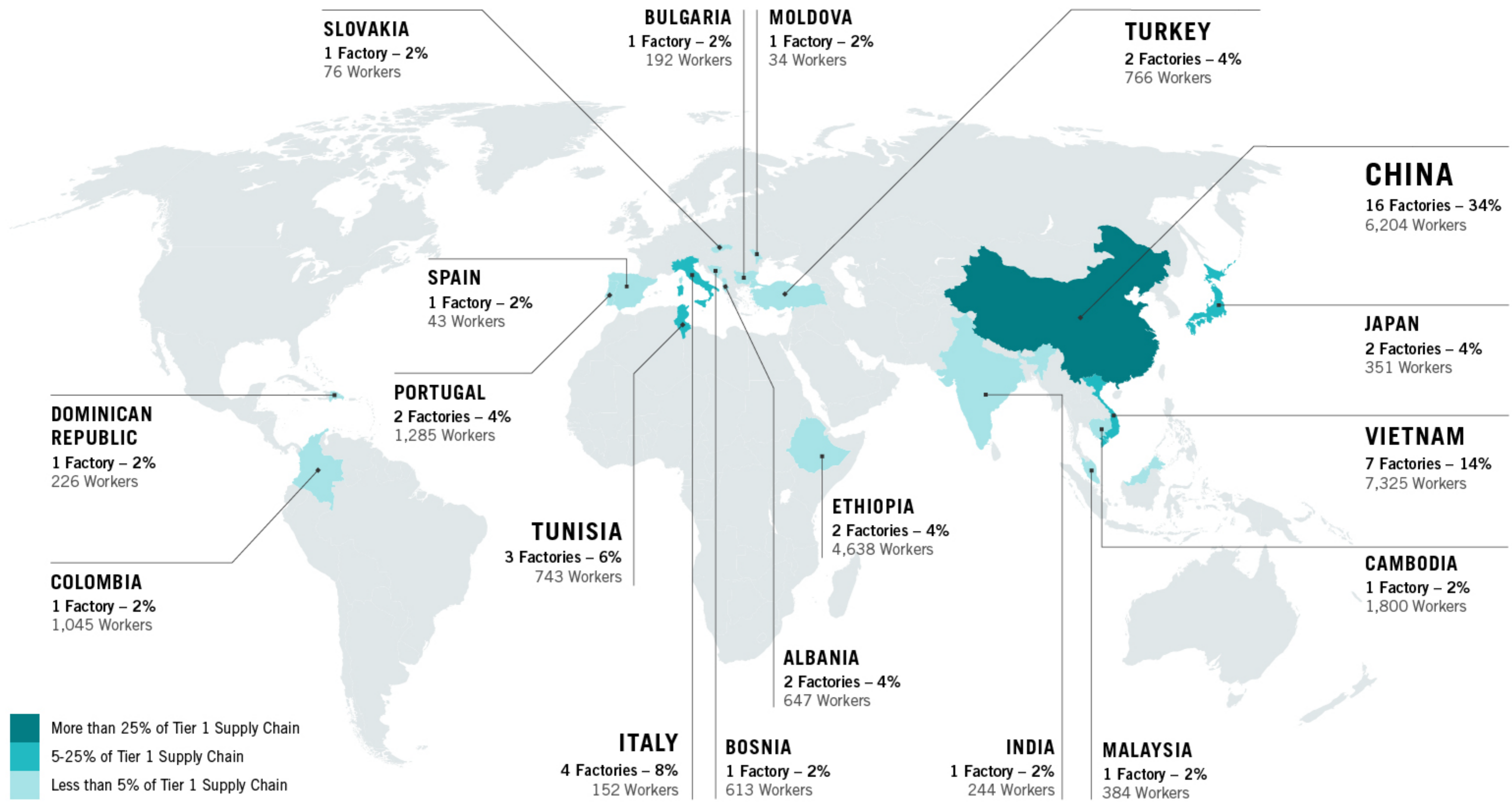
We, at arena, build our business with all our partners on a basis of trust, teamwork, honesty and mutual respect. We are also committed to being transparent by publishing up-to-date information on all our Tier 1 supply chain relationships.

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 months.

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

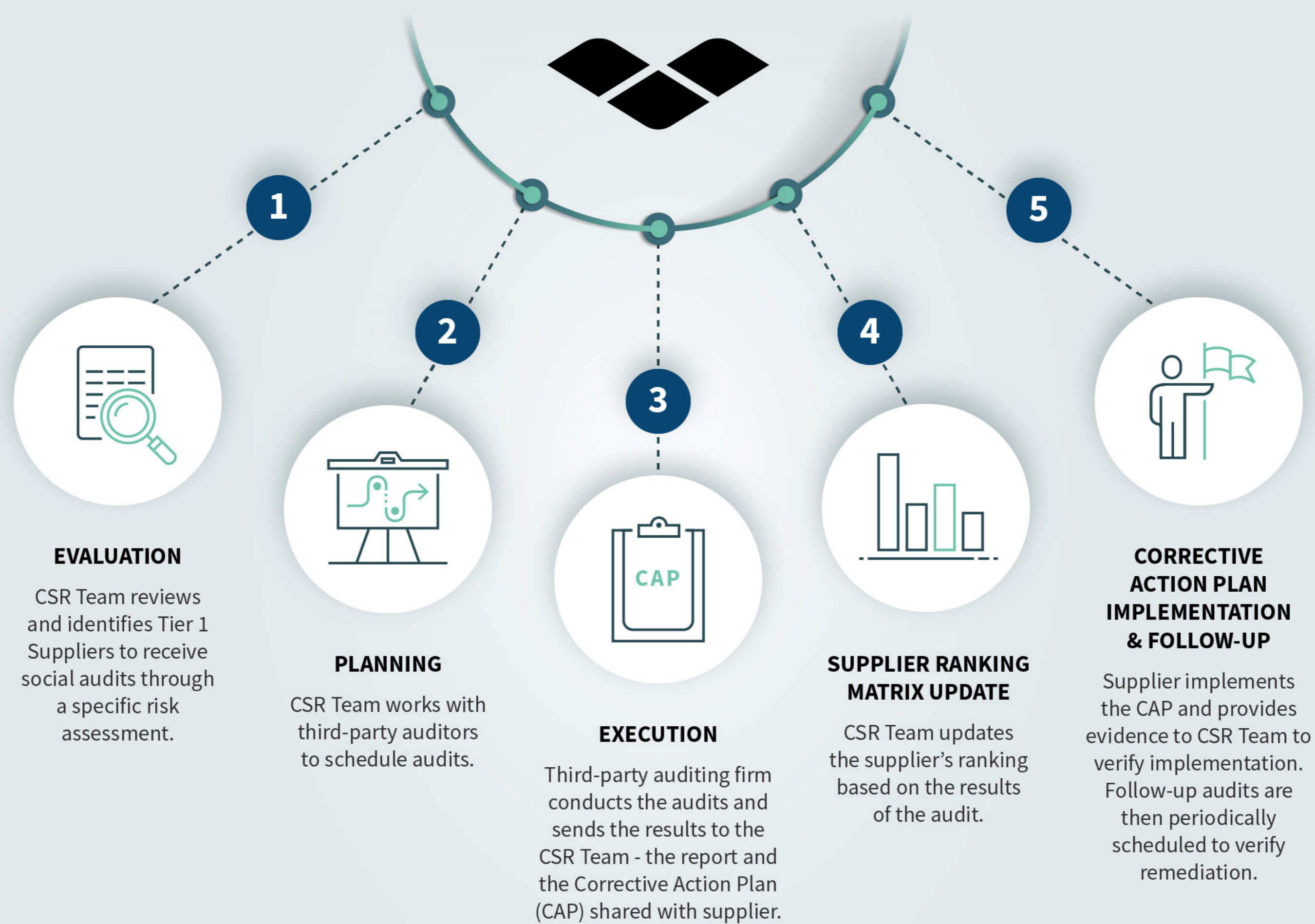
arena continuously monitor every suppliers' compliance with the provisions of the Code of Conduct and track the implementation of each supplier's tailored CAP (Corrective Action Plan) to assess progress and improvements. Suppliers are required to be transparent and provide auditors with prompt access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