

ESG REPORT

2024



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ABOUT THIS REPORT

We are pleased to present Sport Group’s fifth annual ESG Report for the financial year 2024, providing a comprehensive overview of our global activities and progress in the areas of environmental, social, and governance (ESG) responsibility.

This report has been prepared on a consolidated basis, covering data relevant to the period from January to December 2024. Unless otherwise stated, all key performance indicators have been consolidated at the level of Sport Group GmbH. Please note that figures presented in this report may be subject to rounding. This year’s focus lied on primarily updating the data and highlight stories in comparison to our previous ESG report.

As part of our Double Materiality Assessment (DMA), conducted in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD), we comprehensively mapped Sport Group’s value chain. This process enabled us to identify key stakeholder interests, as well as the associated impacts, risks, and opportunities relevant to our business. Based on these insights, we have developed a global ESG strategy that has driven significant enhancements in our ESG management system, governance structure, and strategic framework.

Following the content recommendations of the Global Reporting Initiative (GRI) and the European Sustainability Reporting Standards (ESRS), these DMA outcomes form the foundation and structure of this report—reflecting our ongoing commitment to transparency and accountability toward our stakeholders.

This ESG Report has been issued on a voluntary basis, as the CSRD has not yet been transposed into national law by the German Parliament and therefore is not yet mandatory for Sport Group GmbH. The report has not been externally audited, yet an external Sustainability and Communication agency, Kirchhoff Consult, reviewed the ESG Report 2024 for ESG best practices.

In this report, the term “Company” refers to the parent organization, Sport Group, while “Entity” refers to subsidiary or affiliate companies operating under the ownership and strategic direction of the parent company.

The report covers Sport Group and all its entities worldwide and is available on [Sport Group’s website](#) as well as the websites of its subsidiaries.

STATEMENT FROM THE CEO

Dear Valued Stakeholders,

Sport Group's mission has always been to innovate, create, and deliver exceptional sports and leisure surfaces that empower our customers to reach their full potential while upholding sustainability and ethical business practices. We are committed to maximizing the positive impact our activities have on people and the environment, while minimizing the negative effects along our value chain.

I am continually inspired by our global teams—dedicated, intelligent, and compassionate individuals who share a vision for a better future. Together with our partners, we navigate challenges, even in the most testing circumstances. Shaping a better tomorrow is not an overnight task, but the sum of our daily contributions is making a meaningful impact on sustainable development for our people, our communities, and our planet.

In 2024, Sport Group reached a significant milestone with a change in ownership, as KPS Capital Partners acquired the majority stake previously held by Equistone Partners Europe. This new partnership marks an exciting chapter in our company's history.

With KPS's decades of expertise in manufacturing, strategic support, and capital investment, we are well positioned to accelerate value creation and growth. Our iconic brands—including AstroTurf, SYNLawn, Polytan, Rekortan, and Laykold—have been shaping the global sports and recreational landscape for decades. I am excited to build on this strong foundation with our outstanding global team, continuing to deliver exceptional value to our customers through uncompromising quality, continuous innovation, and superior service.

Sport Group's unrivalled brand portfolio, commitment to excellence, and industry-leading R&D capabilities provide an ideal platform for sustainable growth. With the support of KPS, we will pursue expansion both organically and through strategic acquisitions worldwide. I am confident that our new ownership will further strengthen our capabilities and propel our growth trajectory, while ensuring that we remain guided by our core principles of sustainability and ethical responsibility.

We remain firmly committed to advancing our ESG agenda. Over the past year, we made significant progress on our roadmaps, enhanced our reporting through new tools, and prepared for emerging regulatory requirements. Looking ahead, we will continue to strengthen compliance, deliver on our existing targets, and address new priority areas.

Achieving these ambitious goals will require dedication and decisive action. Our ESG achievements to date would not have been possible without the efforts of our teams and partners, the engagement of our customers, and the valuable input from multi-stakeholder initiatives, contributors, and even our critics.

I extend my sincere thanks to all our stakeholders for their continued trust and support.

We invite you to explore the world of Sport Group through our ESG Report 2024 and hope you enjoy the insights it provides. Together, we will shape the future of our industry in a responsible and sustainable way.



Best wishes,

Alejandro Pena
Chief Executive Officer, Sport Group

01

ABOUT SPORT GROUP

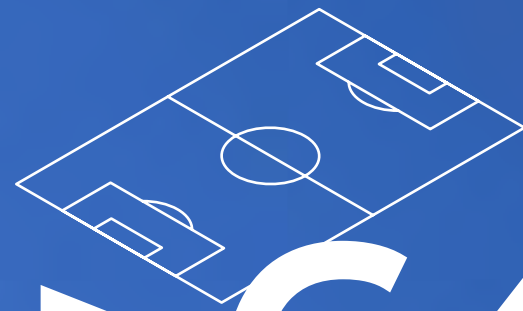
THE WORLD'S LARGEST BUSINESS
DEDICATED TO SPORT SURFACES



Winston-Salem Open on Laykold

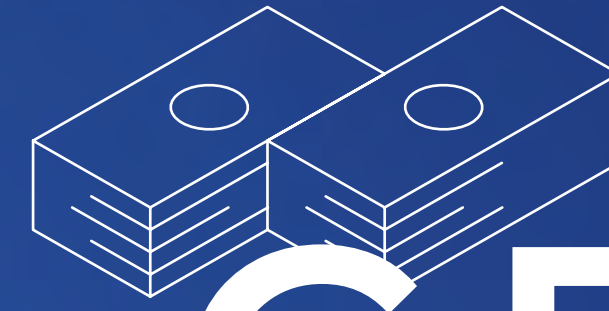


DASHBOARD



>64,000

sport surfaces installed globally



€ 764 M

in output



70

Countries



9

Production sites



30

Warehouses



2,375

Employees

APT
ADVANCED
POLYMER
TECHNOLOGY

AstroTurf

melos

polytan



Corporate Brands

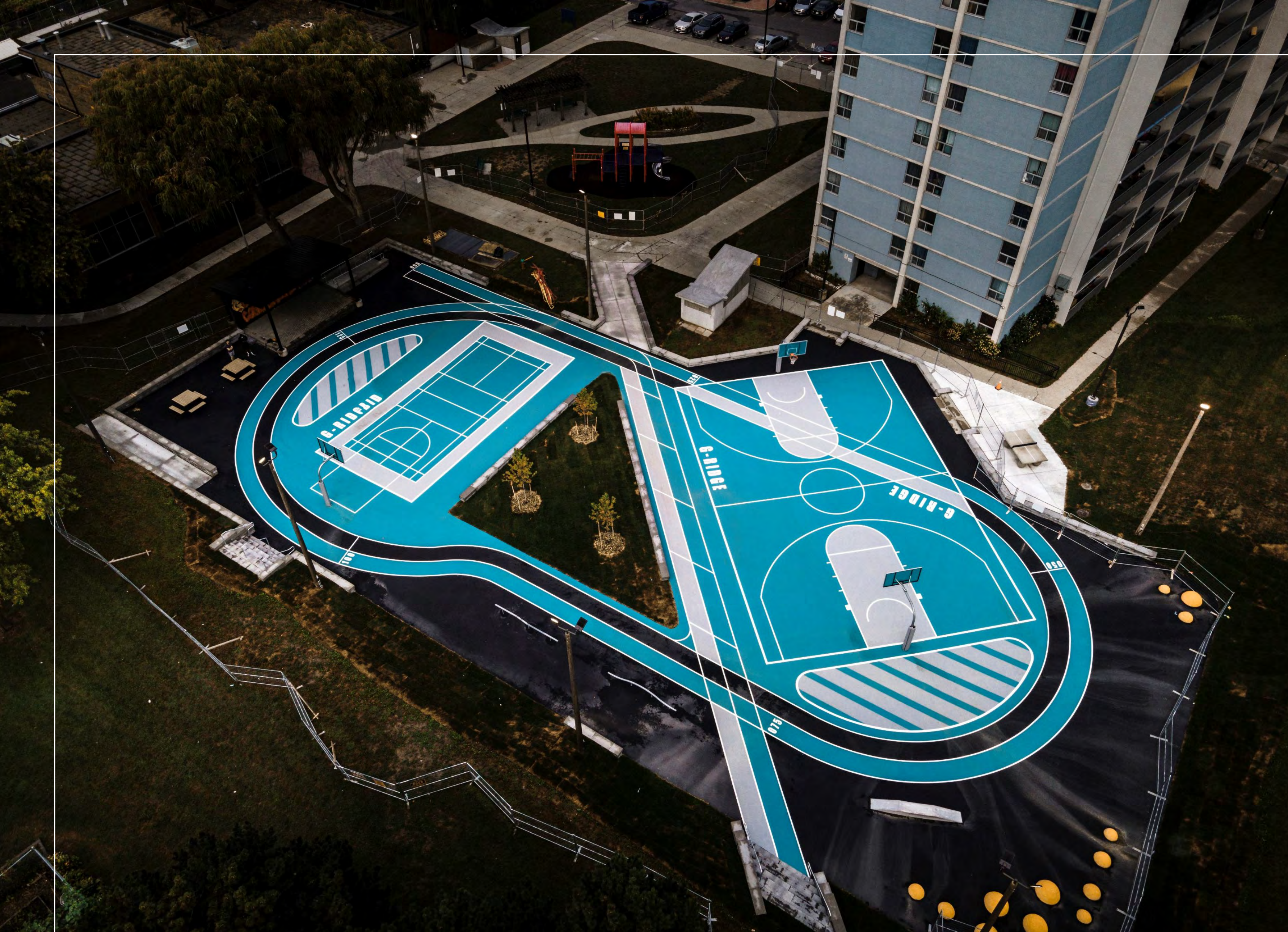
Laykold

POLIGRAS

Rekortan

ligaTURF

Product Brands



WHO WE ARE

THE OLYMPIC GAMES, TO US OPEN, TO BAYERN MUNICH

Sport Group is a leading global provider of synthetic turf sports fields, athletic tracks, and courts, proudly supplying renowned venues such as the Olympic field hockey grounds, the US Open Tennis Championships, and FC Bayern Munich's facilities. Committed to transforming the synthetic sports surface industry, Sport Group focuses on delivering innovative, sustainable products that enhance the experience for athletes and fans while prioritizing environmental responsibility. Understanding the vital role that vibrant sports and leisure activities play in communities, the company offers tailored solutions over a one-size-fits-all approach. Sport Group is dedicated to achieving carbon neutrality and minimizing environmental impact throughout the life cycle of its product.

STAKEHOLDER DIALOGUE & CUSTOMER SEGMENTS

Sport Group's diverse product offerings enable it to serve a wide range of customer groups. The company's clients primarily fall into three categories, each of which can be matched with tailored products from the portfolio:

01 PROJECT CUSTOMERS



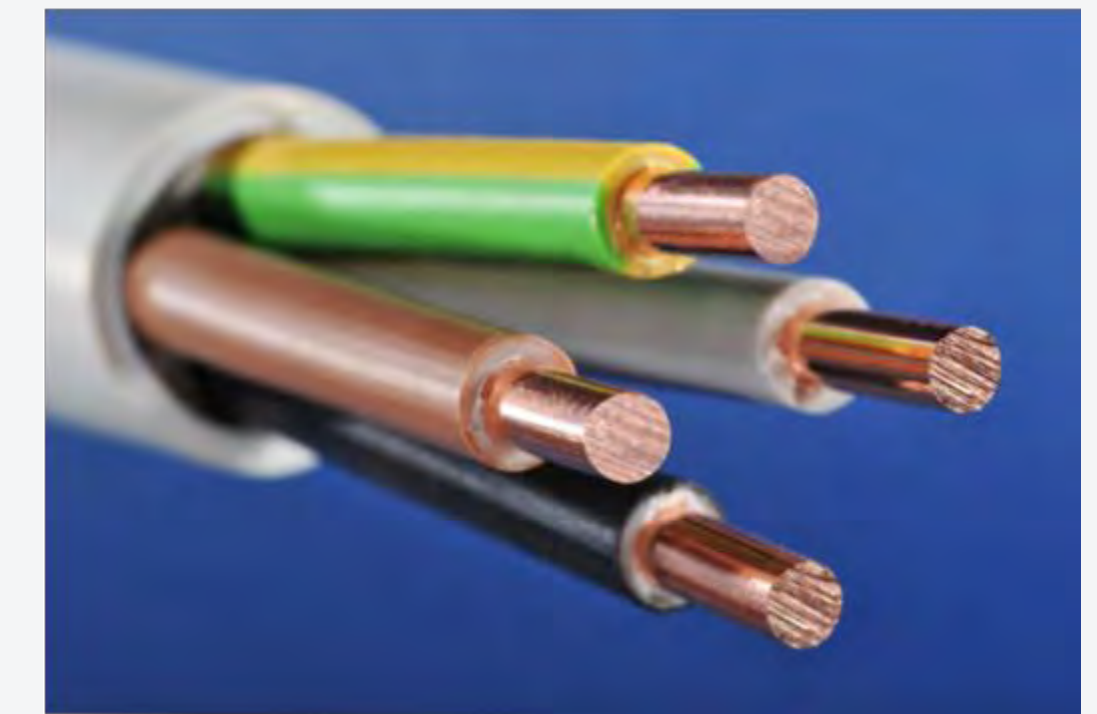
Sport Group's project customers typically purchase its core products, including synthetic turf fields, tracks, recreational and tennis surfaces. These products are customized to meet customers' specifications. The company proudly serves prestigious clients such as the US Open, Miami Open, Adidas Headquarters, FIFA, and FC Bayern Munich. Additionally, the global product brand Poligras has been featured at eight Olympic Games: Moscow 1980, Seoul 1988, Sydney 2000, Beijing 2008, London 2012, Rio 2016, Tokyo 2020, and Paris 2024.

02 COMPONENTS AND SYSTEM CUSTOMERS



Components and system customers are typically installation companies and distributors worldwide who purchase Sport Group's artificial turf and polyethylene components. The company offers granules in various colors, including black, as well as polyurethane (PU) and finished Artificial Turf (AT) products to meet the needs of its customers.

03 INDUSTRIAL CUSTOMERS

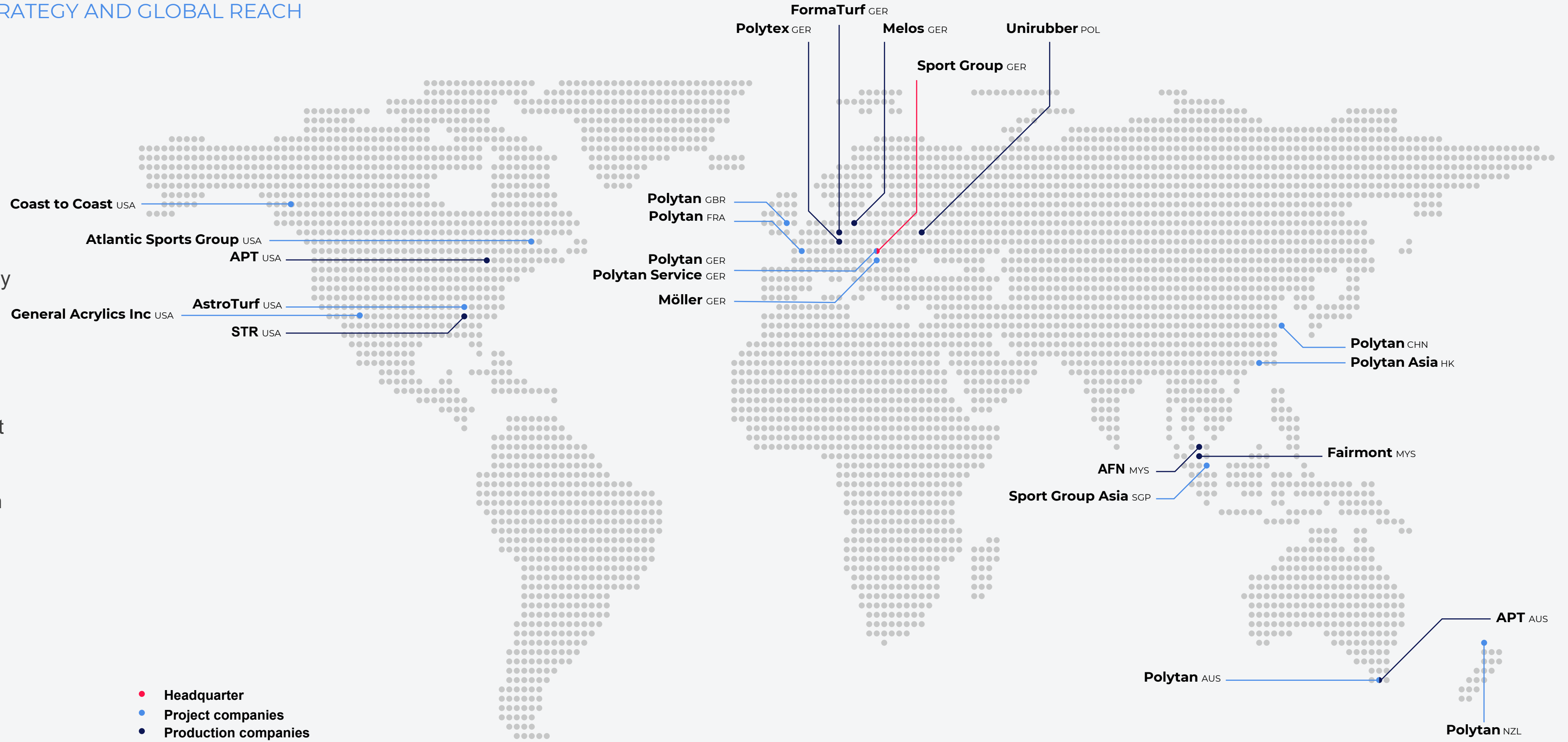


Industrial customers, including cable manufacturers, construction companies and plastics producers, benefit from a range of applications such as cable compounds, industrial coatings and contract manufacturing services.

GLOBAL COMPANY LOCATIONS

SPORT GROUP'S REGIONAL PRODUCTION AND SALES PRESENCE SUPPORT ITS COMPETITIVE MARKET STRATEGY AND GLOBAL REACH

As the global market leader in its sector, Sport Group operates across the Americas (AM), Asia Pacific (APAC), and Europe, Middle East and Africa (EMEA). The company maintains nine local production facilities in each region, ensuring consistent supply to key markets and applications while minimizing exposure to country-specific economic fluctuations. Extensive in-house capabilities provide Sport Group with operational independence, robust supply chain resilience, stringent quality control, and strengthened intellectual property protection. In 2024, we purchased three additional project companies in AM: Coast to Coast, General Acrylics Inc. and Atlantic Sports Group.



SPORT GROUP'S VALUE CHAIN

The value chain for Sport Group's product lines—Artificial Turf (e.g., soccer, football, field hockey) and Polyurethane (e.g., running tracks, tennis)—follows a highly integrated structure. Both product groups share similar stages, underscoring Sport Group's commitment to quality, sustainability, and client satisfaction. Additional details about these product lines can be found in Chapter 4: Products & Services of this ESG report 2024.

Each product line begins with a comprehensive Research and Development (R&D) phase conducted entirely in-house. This phase is designed to foster innovation and continuously improve products to meet the highest standards of quality and performance. Following R&D, both product groups move into the Production phase, with manufacturing processes tailored to the specific requirements of Artificial Turf (AT) and Polyurethane (PU). Each product is crafted using specialized techniques that optimize its unique material properties and functional objectives. Sport Group has implemented this value-creation process in each region, ensuring production is localized, thereby reducing international transport and associated emissions.

Sales represent the next stage in the value chain, focusing on building awareness and educating stakeholders on the unique advantages of each product. Through targeted promotional efforts, Sport Group aims to position its offerings effectively in the marketplace, ensuring potential clients understand the benefits and applications of each product.

The Installation phase follows, where AT and PU products are installed on-site by specially trained personnel. This skilled team ensures that each installation meets Sport Group's high standards of precision, performance, safety, and environmental responsibility, enabling the products to perform optimally across various applications. Following installation, the Service phase provides ongoing client support to ensure the long-term durability of products. This includes regular maintenance, repairs, and any necessary assistance to uphold product integrity over time.

A notable distinction in the value chain between the two product groups emerges in the Disposal phase. PU surfaces are notably durable, with a lifespan of up to 30 years, which can be further

extended through re-topping. Initial trials in track recycling have already been conducted in Germany, and significant investments are being made to develop effective global recycling solutions for the future.

In contrast, the value chain for AT extends beyond the Service phase to include a dedicated in-house recycling process managed by the subsidiary. During this phase, the components of AT products are carefully separated to enable efficient material recovery. The recycling process is designed to maximize material reuse, aligning with our commitment to reducing waste and advancing a circular economy.

In Germany, Forma Turf provides a comprehensive recycling process for all components of an AT system. Using advanced material separation techniques, components are efficiently prepared for reuse through a state-of-the-art recycling process. In addition, global recycling partnerships have been established to facilitate the recycling of turf worldwide.



02

ESG MANAGEMENT & STRATEGY

BUILDING A BETTER FUTURE THROUGH A RESPONSIBLE ESG STRATEGY



ESG PURPOSE, MISSION & VISION

ESG PURPOSE



Our purpose is to make sustainable sports accessible to people worldwide.

ESG MISSION



Our mission is to continuously innovate, create, and deliver exceptional sports and leisure surfaces that empower our customers to reach their full potential while promoting sustainability and ethical business practices.

ESG VISION



Our vision is to maximize the added value for people and the environment that results from our activities and to minimize the negative impact on the environment and society that we cause along our value chain due to our activities.

ESG GOVERNANCE

The ESG strategy of Sport Group covers various topics, business functions and geographies. To ensure that all activities align with the ESG strategy, Sport Group has established a robust governance system. It defines the responsibilities and contributions expected from all levels of the organization.

The Global Board has overall responsibility for strategic decisions and oversees the achievement of Sport Group’s corporate goals, including ESG-related priorities, which are overseen by Sport Group’s Chief Operating Officer (COO).

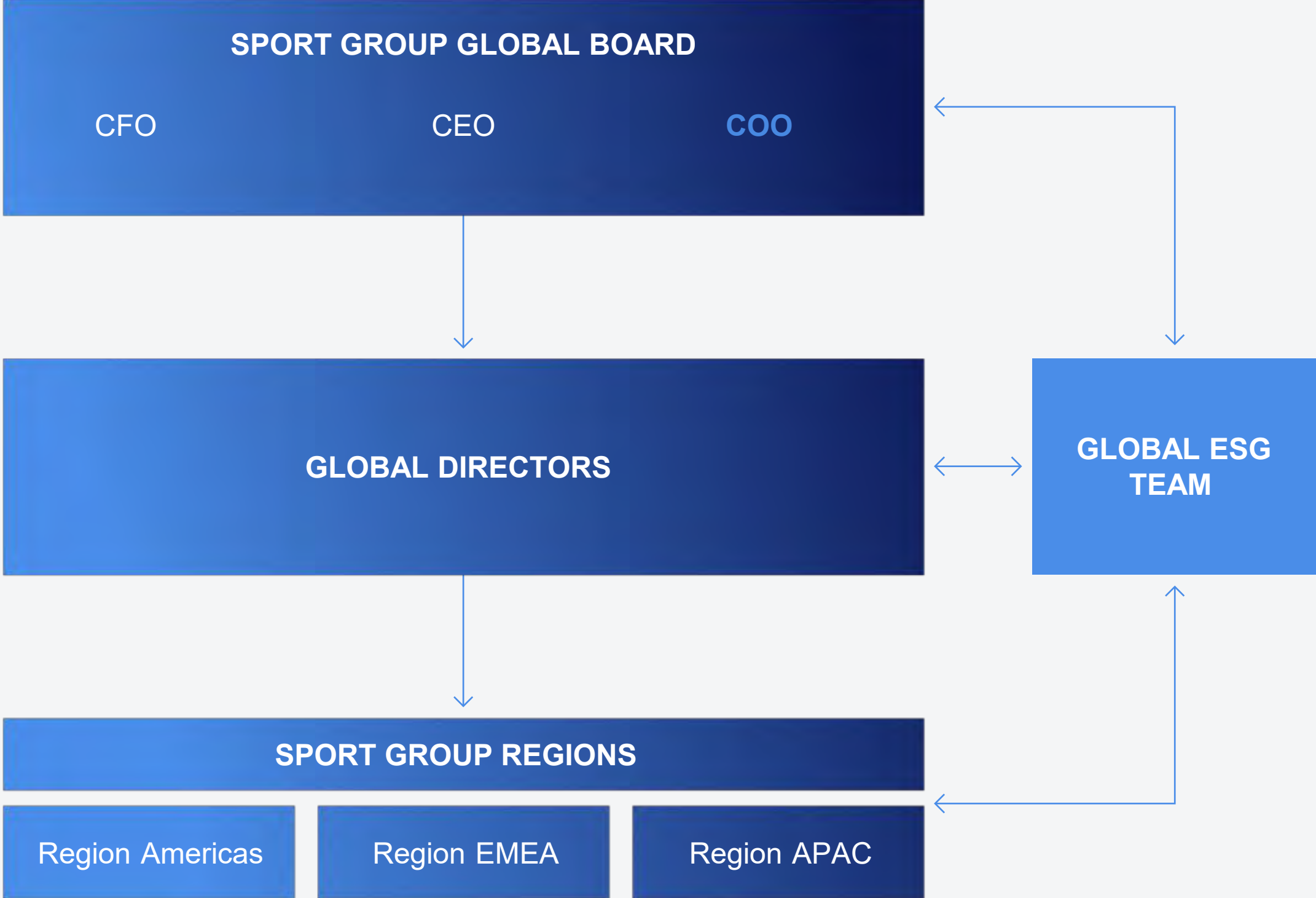
The Global Directors translate the strategy into concrete actions and are responsible for company-wide coordination. They ensure that the directives of the Global Board are implemented consistently. Subsequently, the three regional units implement the global guidelines and adapt them to regional conditions, if necessary.

The global ESG team plays an overarching role and works closely with all levels of the organization. It receives strategic directives directly from the Global Board and regularly reports on progress and challenges to the COO.

At the operational level, it coordinates with the Global Directors and supports the regions in implementing ESG initiatives. The global ESG team ensures global consistency of ESG strategies while taking regional specifics into account.

Overall, the structure demonstrates that ESG governance is closely integrated into the entire organization. This ensures effective embedding of ESG goals at both strategic and operational levels, aligning global standards with regional flexibility.

This governance applies to the 2024 financial year. The new structure of Sport Groups' ESG governance will be published in the next report for the 2025 financial year.



ESG MANAGEMENT APPROACH

The ESG strategy motivated the global ESG team to adapt its management approach to the Kearney Sustainability Chessboard and take inspiration from it. Kearney enables organizations to leverage sustainability as both a risk management approach and a growth opportunity. The following matrix describes the individual building components and their complex interactions. It highlights the building blocks of Sport Group’s ESG management and shows how the company can evolve.

The methodology categorizes companies’ approaches into four main quadrants (ESG Compliance, Sustainability Data, Added Value, Innovative Leadership) based on two dimensions: the level of sustainability ambition and the degree of organizational maturity.

Sport Group customized the individual quadrants and assigned the internal topics to streamline the ESG strategy.

ESG COMPLIANCE

The organisation has been enabled to meet the highest reporting requirements by establishing strong ESG governance and initiating optimized processes to collect data and create new reporting structures.

This has been done in order to be optimally prepared for legal requirements, such as CSRD, and ESG ratings. This included a further development of our double materiality, the creation of an EU Taxonomy framework and several workshops with our auditors to meet their specific requirements. Additionally, our new investor, KPS, significantly elevated the standards and depth of our ESG reporting.

SUSTAINABILITY DATA

We launched the global kick-off and data collection phase using Envoria as our ESG reporting platform. During this process, we defined the relevant ESRS² KPIs and began integrating them into the system. Furthermore, we advanced our CCF³ & Scope 3 Baseline project to enhance transparency and accuracy across our value chain.

ADDED VALUE THROUGH ESG

Through a series of leadership workshops, we continued to refine our ESG strategy and gained valuable insights from our global management teams. The outcomes of these initiatives informed and strengthened our ESG Report 2024, taking it to a higher level of strategic and operational maturity.

ESG MANAGEMENT APPROACH MATRIX



Achievement 2024

Next Steps 2025

- 1 Corporate Sustainability Reporting Directive
- 2 European Sustainability Reporting Standards
- 3 Corporate Carbon Footprint

Sport Group has also set itself the task of defining and developing science-based CO₂ targets. In this way the company aims to align its internally set targets and apply a proven method for decarbonization. In 2024, we continued our collaboration from the previous year with the THI Ingolstadt University of Applied Sciences. The project included the preparation of Sport Group's SBTi submission by analysing our emission data, comparing it to the SBT requirements and filling out the submission sheet. The project could not be fully finalized, since we postponed the submission due to our Scope 1 & 2 emission validation project, as well as the Scope 3 baseline calculation. Nevertheless, the students project marks a great foundation for potential SBTi target setting in the future.

OUR CALL FOR ACTION: SDGs FOR SPORT GROUP

The United Nations (UN) Sustainability Development Goals (SDGs) provide a framework for achieving sustained global peace and prosperity. Although all 17 SDGs contribute to such a future, Sport Group's business model primarily supports SDGs 3, 7, 8, 11, 12, 13, 14 and 15:



Good Health and Well-being

We actively promote a safe workspace and give highest efforts in enforcing high standards for occupational health and safety across all operations, to minimize work-related hazards and injuries.



Affordable and Clean Energy

We are actively trying to increase our global share in renewable energy sources and improve our energy efficiency in operations.



Decent Work and Economic Growth

We offer a comprehensive suite of programs, from university projects, internships, and entry-level career pathways to continuous professional development, designed to equip individuals with the skills needed to accelerate their careers.



Sustainable Cities and Communities

Through our product eco-designs, we promote and invest in a sustainable infrastructure around the world, support green internal fleet, and engage with local communities to improve urban resilience and quality of life.



Responsible Consumption and Production

Sustainable product offering and the approach for promoting a circular economy and responsible sourcing and minimizing waste is within our overall strategy.



Climate Action

We track our group-wide emission targets (Scope 1 & 2) to strengthen climate resilience. Further, we calculated our Scope 3 emissions and are preparing us to align our climate targets with SBTis. A project will be set up in 2025.



Life below Water

We address the risks with microplastic emissions from AT systems by identifying these emissions and implement measures to avoid them through bio-based infill alternatives, to protect our ocean ecosystems and marine biodiversity.



Life on Land

Our specialized yarn system and infill replacement can significantly minimize infill material loss, displacement, and leaching into the environment, and reduces the overall microplastic exposure.

ESG STRATEGY

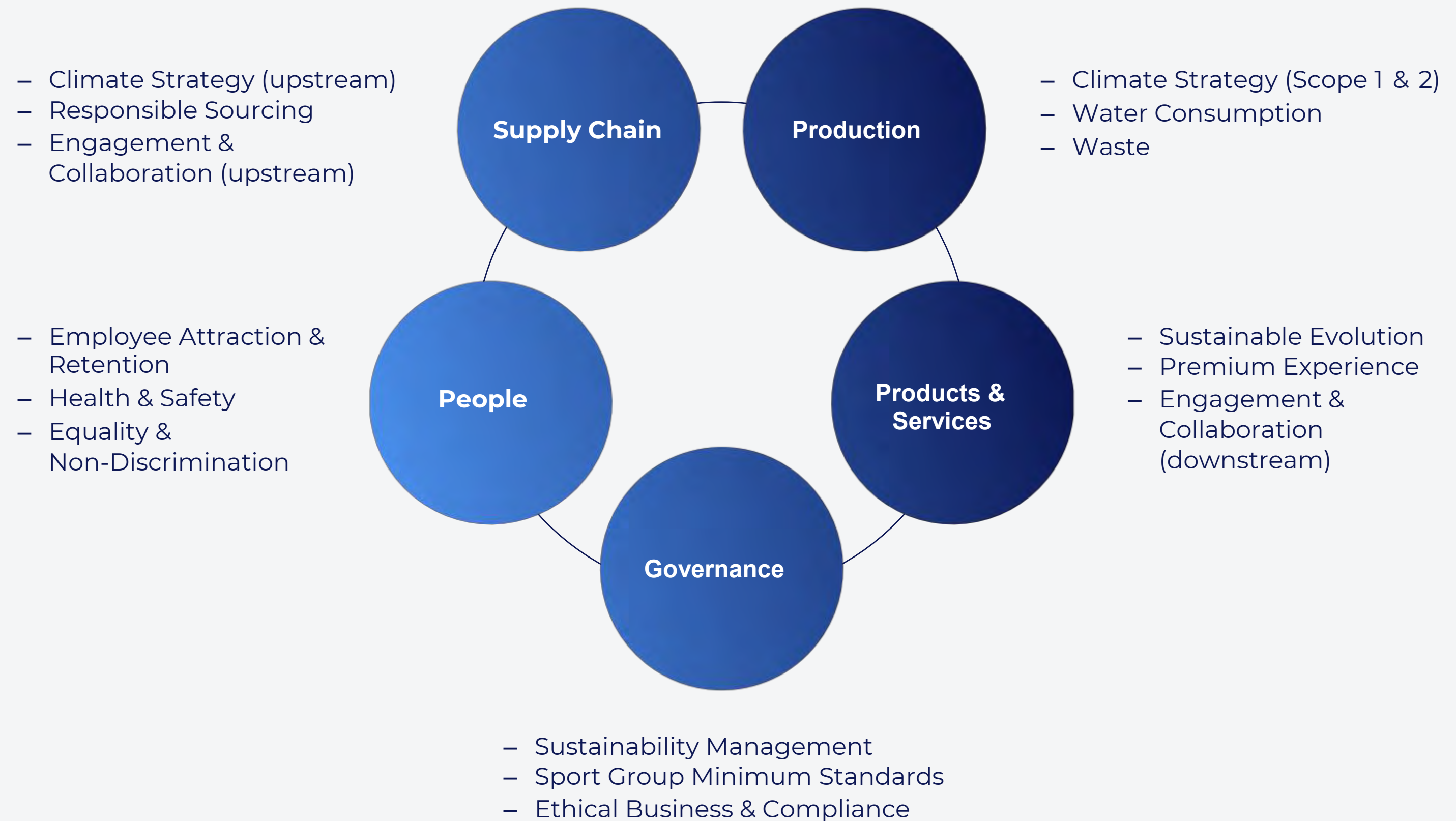
Sport Group’s ESG strategy was developed as part of a double materiality analysis (DMA) in preparation for the CSRD (Corporate Sustainability Reporting Directive). The results of this analysis were integrated into the strategy and served as a foundational basis for its development.

This strategy applies to all entities within Sport Group and has a global scope. However, it is designed to allow the creation of tailored strategies for specific regions or individual companies based on this framework—a task that will be conducted in the future to help each company achieve its goals.

ESG Action Fields refer to specific areas where organizations can implement strategies and take actions to improve their ESG performance. ESG Focus Topics are sub-topics of the Action Fields that significantly impact an organization’s ability to create value positively or negatively.

As part of the materiality analysis, five Action Fields with 15 Focus Topics were identified. Focusing on these areas can help Sport Group optimize its performance potential.

SPORT GROUP ACTION FIELDS & FOCUS TOPICS



DOUBLE MATERIALITY ASSESSMENT

In 2024, Sport Group conducted a comprehensive update of its materiality assessment in line with the Corporate Sustainability Reporting Directive (CSRD). Led by the ESG team and supported by external experts and regional units, the project followed a structured process including a status quo analysis, topic identification, impact–risk–opportunity (IRO) evaluation, stakeholder engagement, and management approval. A longlist of 142 potential topics was narrowed down to 45 relevant ones, resulting in 39 material IROs across 22 key topics—15 of which were identified as double material.

The assessment combined both impact and financial perspectives to ensure compliance with CSRD requirements and to strengthen strategic ESG management. Stakeholder validation confirmed the internal findings, while management committed to integrating the results into the company’s ESG strategy, serving as a transparent, continuously evolving long-term business development.

The shown matrix visualizes the 15 double materiality topics of Sports Group and assigns them to the five action fields People, Governance, Production, Products & Services and Supply Chain. The Impact Materiality describes the impact our business activities have on the environment and social, the Financial Materiality considers risks and opportunities.



- People
- Governance
- Product & Services
- Production
- Supply Chain

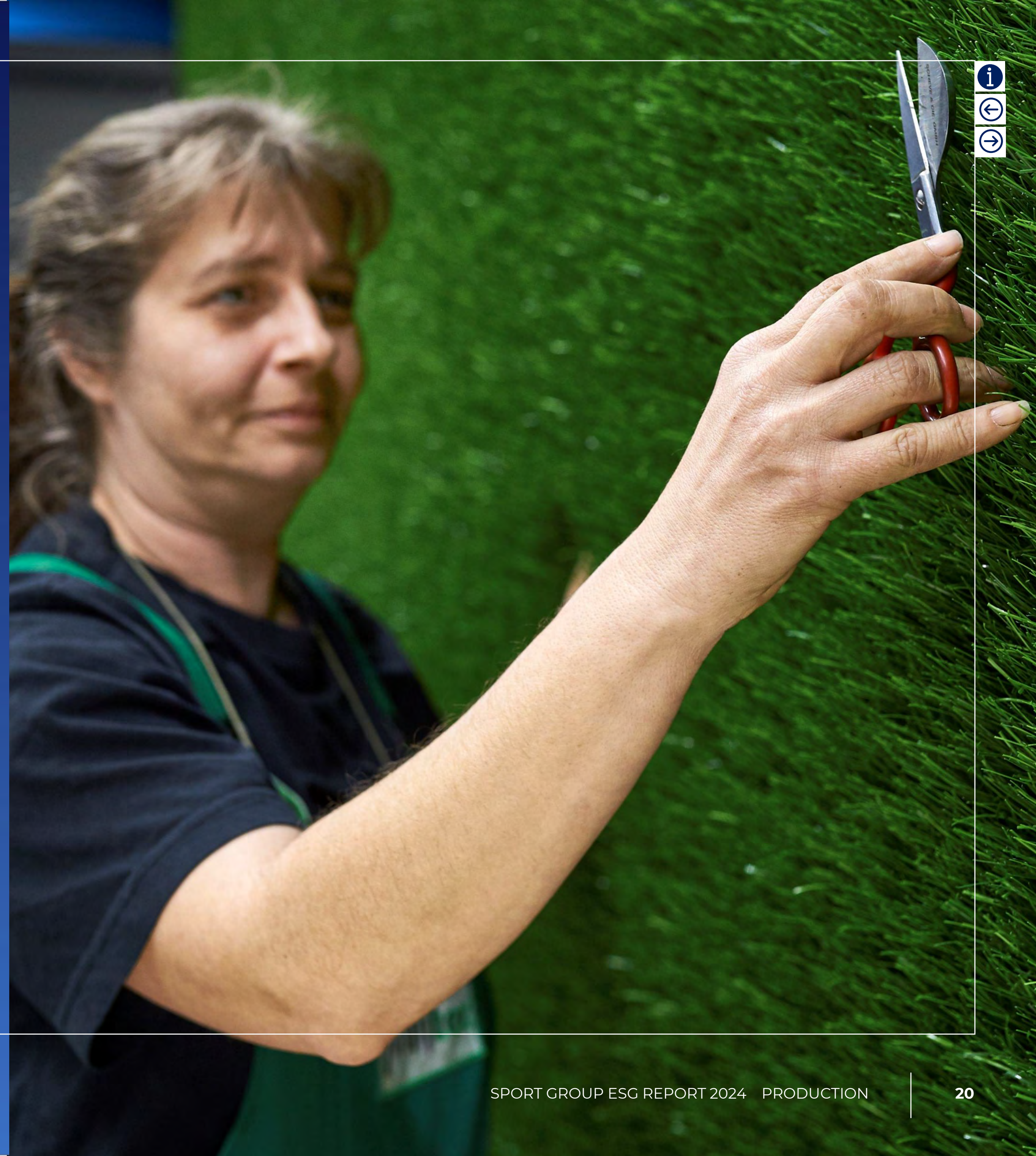
ESG TARGETS



ACTION FIELD	FOCUS TOPIC	KPI	TARGET	TARGET YEAR
People	Employee Attraction & Retention	Avg. Training Hours	16 h	ongoing
		Employee turnover	< 10%	2030
	Health & Safety	Lost Time Injury Rate (LTIR)	10% reduction (p.a.)	ongoing
		#Fatalities	0 (p.a.)	ongoing
Production	Climate Strategy (Scope 1 & 2)	Electric passenger car fleet	100%	2030
		Electrification of forklifts	60%	2030
		Electrification of wheelloaders	33%	2030
		Share of renewable energy	min. 55% of purch. Electricity	2025
		GHG emission (Scope 1 & 2) intensity reduction	min. 60% (baseline 2018)	2030
		Net-zero GHG emissions (Scope 1 & 2)	100% reduction	2050
Product & Services	Premium Experiences	Recycling share of reclaimed AT sports fields (GER & AUS)	100%	2023

03 PRODUCTION

REDEFINING PRODUCTION THROUGH
SUSTAINABLE INNOVATION



REDEFINING PRODUCTION THROUGH SUSTAINABLE INNOVATION

Environmental conservation and protection are among the greatest challenges of the 21st century. Within a globalized world, international businesses can contribute significantly towards conserving the world in its current state. In line with this development, environmental management has gained increasing relevance and has become an aspect of corporate strategy planning. For an internationally operating global company such as Sport Group, these considerations are more prevalent than ever, motivating the company to minimize its environmental footprint by implementing robust climate strategies and optimizing its use of resources. The mission is to reduce greenhouse gas (GHG) emissions, waste, and water consumption, driving operational efficiency and promoting sustainable production practices.

MITIGATING ENVIRONMENTAL RISKS

In 2024, we conducted a global assessment covering a range of environmental aspects, including compliance with environmental regulations and potential environmental liabilities. The review also focused on how Sport Group manages water, wastewater, and emissions within its production processes, as well as how environmental risks are addressed. In total, all of our ten production facilities (63 % of all companies) were assessed and reviewed.

The assessment confirmed that we have no environmental liabilities: there are no known existing environmental obligations, claims, or legal disputes at the inspected production sites. Furthermore, no significant violations were identified at any of the sites reviewed.



“MANAGING ENVIRONMENTAL IMPACT IS NOT A SEPARATE TASK — IT’S PART OF HOW WE RUN A RESILIENT AND FUTURE-READY BUSINESS EVERY DAY.”

Alejandro Pena
Chief Executive Officer, Sport Group

CLIMATE STRATEGY

Environmental protection and sustainable development are of critical concern at Sport Group. Due to the undeniable impact of greenhouse gases on the climate, carbon emissions have become one of the most substantial threats to our planet. In line with this change, carbon reduction initiatives are integral to product development and corporate strategy in the company.

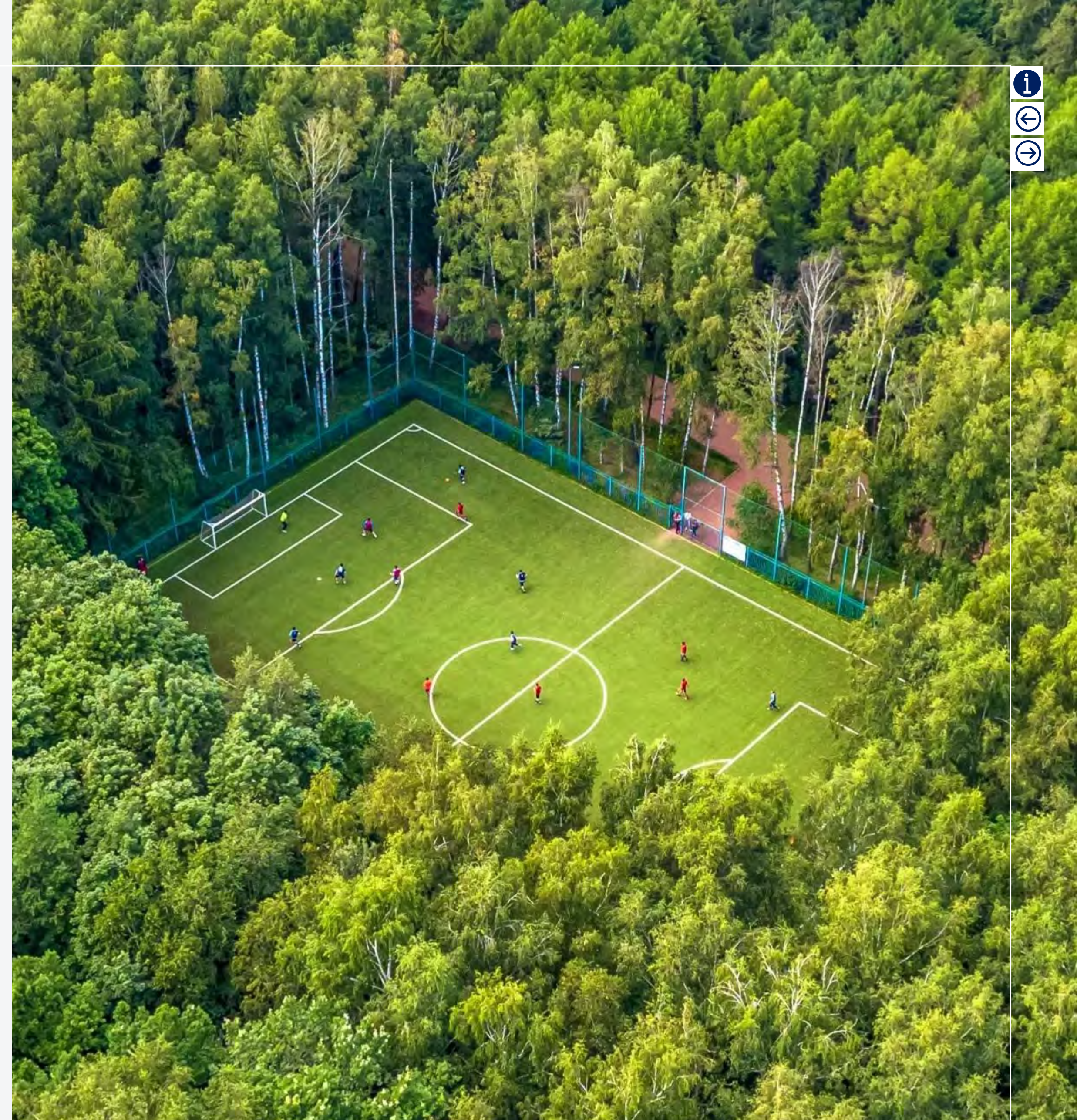
Sport Group recognizes the urgency and has developed special procedures to monitor and track GHG emissions and further improve its own GHG emission-reduction initiatives. Furthermore, energy consumption and Scope 1 & 2 emissions are KPIs that are constantly reported and benchmarked across all entities in the production scorecards.

To improve its environmental performance and energy management, Sport Group ensures regular compliance, reduces costs and commits to responsible practices through EMS certifications, which can be found on page 63 within this report:

Sport Group's global board is responsible for implementing globally consistent GHG reduction measures and assessing options for purchasing renewable energy. The GHG Reduction Policy and Environmental Policy demonstrate Sport Group's commitment to consistently minimize and mitigate the potential environmental impact of GHG emissions from its operations within production and project organizations, primarily through more efficient technologies and an increase in renewable electricity sources.

CLIMATE-RELATED RISK MANAGEMENT

At Sport Group we acknowledge the immense consequences that a failure to reduce our GHG emissions will have on the planet. Therefore, it is vital to assess and manage the associated risks proactively.



MANAGERIAL OR BOARD LEVEL RESPONSIBILITY

The Global Board regularly monitors and proactively addresses legislative changes and large-scale industry shifts resulting from, for instance, the need to reduce GHG emissions. Sport Group's environmental policy, the GHG reduction policy, and the climate change risk policy require regular risk assessments of risks associated with emissions, among others. The responsibility to conduct the assessments lies with the Global Board and Sport Group's ESG team.

COMMITMENT TO ADDRESSING REGULATORY, REPUTATIONAL, AND MARKET CHALLENGES RELATED TO CLIMATE CHANGE

Sport Group is aware that the management of environmental transition risks is a relevant factor for banks and investors. KPIs and targets have been defined to guide future direction and maintain competitiveness. On reputational risks, the company is monitoring its customers' demands and the trends in the market. This means transitioning the entire product portfolio to become more sustainable.

Sport Group is pioneering the first carbon-neutral artificial turf in the market and is committed to monitoring market expectations and following trends to prevent reputational risks.

POLICIES TO ADDRESS ENVIRONMENTAL MATTERS AT SPORT GROUP

As part of the environmental management system, Sport Group has developed, among others, an Environmental Policy, a GHG Reduction Policy, a Water Use Policy, and a Waste Management Policy. The responsibility of the policy implementation lies with the Global Board of Sport Group. The regional CEOs and plant managers are empowered to provide regular feedback and to develop additional levers to enhance the appropriateness of our global policy for their local sites. The objectives of the policies are to minimize the company's environmental footprint, promote resource efficiency, and ensure compliance with environmental regulations while contributing to broader sustainability goals such as reducing greenhouse gas emissions, conserving water, and managing waste.

REDUCTION OF DIRECT GHG EMISSIONS

The production and installation processes of the Sport Group have, among other things, negative impacts on the environment due to the emission of greenhouse gases. To minimize and ultimately eliminate potential damage caused by these emissions, the company is committed to continuously improving its production and project operations. This commitment also includes reducing greenhouse gas emissions from its own operations within the production and project organizations.

All companies within the Sport Group pursue continuous improvement of production processes and infrastructure. By implementing new, highly efficient technologies, environmental performance can be enhanced, energy losses minimized, and direct greenhouse gas emissions reduced.

In recent years, the emission values of the individual entities have been manually calculated using a GHG calculation tool, with 2018 defined as the base year. The tool automated emission calculations based on predefined formulas and enabled the entry of emission factors and data from stationary and mobile combustion sources.

It provided insights into emissions from company-owned vehicles, mobile fleet machinery, refrigerants, and purchased electricity.

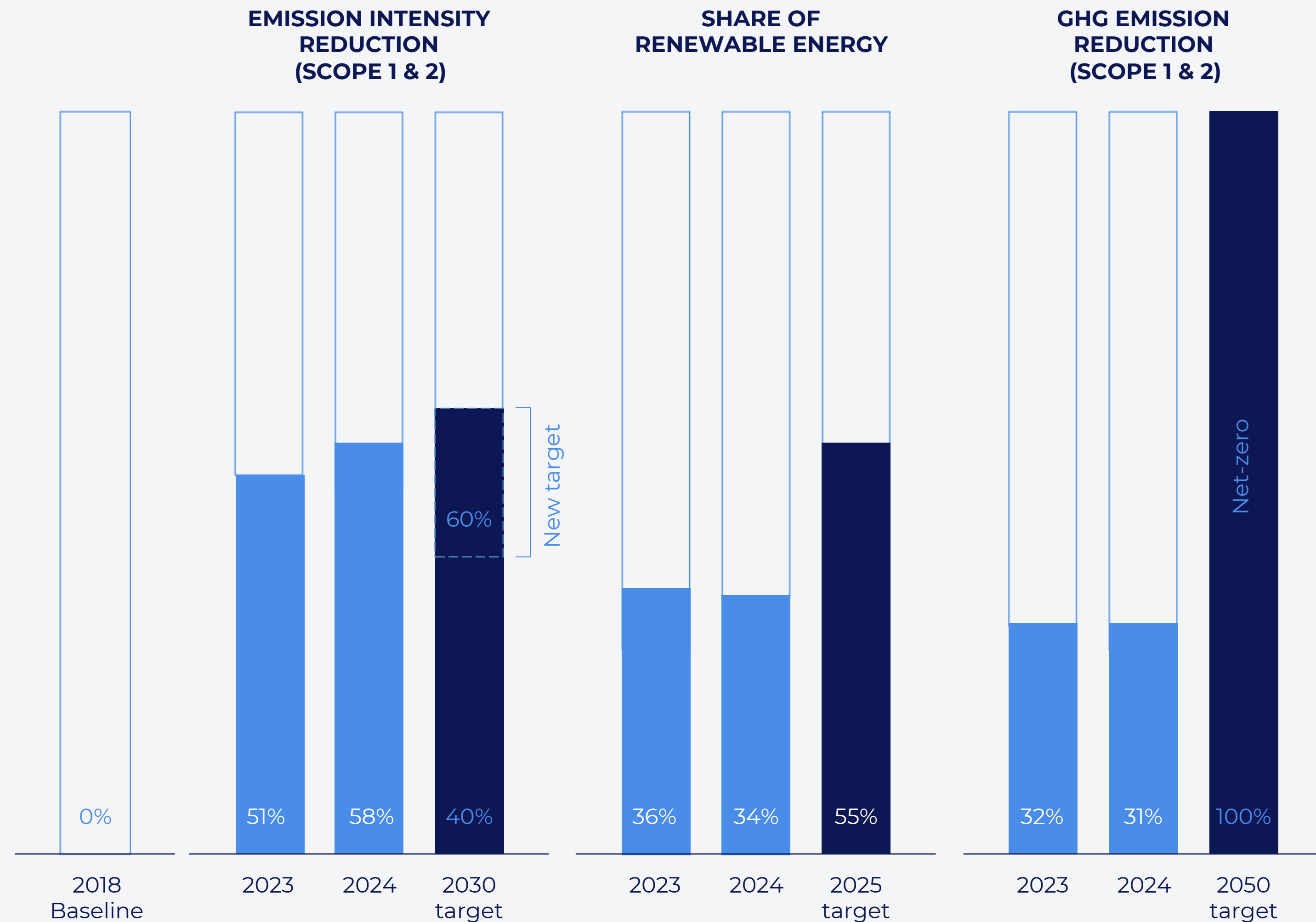
To optimize data management and further automate calculations, we have integrated emission management into our new ESG reporting tool, Envoria, which prevents calculation errors and offers deeper insights into the available data. This insight is available not only to the holding company, but also to all companies, which have the opportunity to track their own emissions data via digital dashboards, set targets and monitor them.

The GHG emission KPIs, current performances and targets get externally shared to our investor on a quarterly basis, as well as further external stakeholders by request. The reporting process in Envoria also ensures compliance with the new requirements of the Corporate Sustainability Reporting Directive (CSRD) and the associated audit procedures in 2028.

ACTION PLAN WITH A CLEAR TIMETABLE FOR REDUCING GHG EMISSIONS

Sport Group has committed to becoming climate-neutral by 2050, supported by interim goals to track progress. Originally, the target was a 40% reduction in carbon intensity by 2030; however, by 2023, Sport Group had already reduced carbon intensity (Scope 1 & 2) by 51%, compared with the 2018 baseline of 79 tCO₂/M€ revenue. The updated target is now a 60% reduction in Scope 1 & 2 GHG emissions intensity by 2030, with 2018 as the baseline. In 2024, we reduced our emission intensity by 7% compared to 2023.

To ensure and monitor target achievement, total GHG emissions (Scope 1 & 2) and GHG intensity are reported annually by all entities and aggregated for the holding company. With the implementation of the software tool Envoria, the emission and energy values will change from annual to monthly reporting. This will enable the monitoring of consumption and emissions more effectively to achieve the goal of becoming carbon neutral by 2050. Further, we have started to calculate our Product Carbon Footprints (PCFs) – an example can be found within this report on page 38. Our production facility Melos also actively requests carbon footprints from their suppliers.



Decarbonization opportunities for Scope 1 & 2 emissions are generally strong and total Scope 1 & 2 GHG emissions have decreased by more than 30% since 2018 (from 42.5 kt CO₂). Due to the significant share of electricity in the overall energy portfolio (especially for the production business unit), there are several low-cost, low-effort electricity decarbonization levers to reduce Sport Group's Scope 1 & 2 emissions. Sport Group's initiatives to reduce GHG emissions encompass both the immediate production and project operations, as well as the administrative and logistical areas, and primarily focus on reducing the overall energy consumption and group-wide transitioning to green electricity.

GHG REDUCTION THROUGH ENERGY EFFICIENCY & RENEWABLE ENERGY

Across all organizations, the priority is on maximizing renewable energy. Sport Group entities such as Polytex, Polytan GmbH (Burgheim site), Unirubber, and FormaTurf already source 100% renewable energy, with plans to extend this to all Polytan GmbH external storage under Polytex's green energy contract.

From January 1, 2024, Melos also switched completely to renewable energy. Other production sites have significantly increased renewable share in their local electricity mix. In regions like the US, where 100% renewable electricity is not yet feasible, providers are actively consulted to improve renewable options. APT Australia and Polytan Asia Pacific source more than 30% green energy, consisting of 5% hydro, 4% solar and 22% wind powered energy and aim to increase green energy use within the next years. With electricity as a major energy source, Sport Group is committed to achieving at least 55% renewable electricity by 2025. As of 2024, 34% of our energy is renewable.

Sport Group enhances energy efficiency through regular motor upgrades, compressor maintenance, tank insulation, and open-air coolers. Innovations like shifting from SBR latex to polyurethane (PU) coatings in turf production and enzymatic chemical reaction processes helped reduce energy use. Some operations use energy management software to optimize consumption and standby modes. Coating line optimizations, including efficient oven drying processes, have been implemented in Polytan Australia and at Polytex.

To implement a low-carbon business model, a global Solar Panel Report assessed the feasibility of solar installations at all sites. This enabled informed investment decisions. Efforts to improve energy efficiency include upgrading machines and vehicles, optimizing production logistics to reduce internal emissions, and shifting freight to sea and rail to cut Scope 3 emissions. Carbon capture and storage (CCS) technologies are recognized as a promising and innovative trend in addressing greenhouse gas challenges. However, further research and development are essential to unlock their potential and ensure their effective implementation on a broader scale.

GHG REDUCTION WITH EMPLOYEES

At the German facilities, Sport Group provides annual training on energy management for employees, to increase awareness and promote a shift in staff perception towards the optimized and energy-efficient operation of different machinery and infrastructure. Given that vehicle emissions are a significant source of energy use in the project teams, an incentive program was launched to encourage employees to choose electric vehicles. Additionally, monetary support is provided for employees who switch to electric cars within the German entities and there is work on making electric cars more attractive to all employees.

As part of this commitment, Sport Group offers electric vehicles with leasing rates up to 15% higher than for conventional vehicles. Employees are educated on the relevance of environmental mindfulness. The company strongly believes that environmentally conscious decisions can only be taken if it is aware of its footprint and collectively works towards protecting the environment

MANAGING & RECOGNIZING NON-GHG AIR EMISSIONS

Beyond reducing GHG emissions, minimizing other non-GHG air emissions is also important. At Sport Group, these emissions may vary between operations and production activities. The plant managers and local experts regularly assess potential emission sources and threats to the environment. Sport Group commits to ensuring minimum exposure to harmful gas emissions at its sites and aims to keep on-site combustion at a minimum. Regarding the fleet, non-GHG emissions mainly include car exhausts and fine dust pollution from passenger cars or forklifts.

INITIATIVES & TARGETS TO REDUCE NON-GHG AIR EMISSIONS

Sport Group is actively implementing targeted initiatives to reduce non-GHG air emissions from stationary and mobile equipment in its own operations. Local plant managers assess specific risks and take appropriate measures to minimize emissions. A significant source of non-GHG emissions is vehicle exhaust, including carbon monoxide.

To address this, Sport Group is:

1. Upgrading its vehicle fleet to meet the latest EURO-6 emissions standards and replacing outdated vehicles with modern, low-emission alternatives.
2. Transitioning from combustion engine vehicles to electric and hybrid options, supported by policies promoting electric lease cars for employees and sales teams.
3. Increasing the use of electric equipment, such as forklifts at production sites, and exploring the introduction of electric wheel loaders for project operations.
4. Air emissions, noise levels and vibrations are also continuously monitored at the other companies and regional regulations are complied with. As an example, at APT AP, noise assessments are conducted every five years in compliance with regulatory requirements.

With regards to its vehicle fleet, Sport Group has set itself the target of transiting its passenger car fleet to 100% electric vehicles by 2030. The company aims for ~60% electric forklifts and ~30% electric wheel loaders until 2030 to reduce both GHG and non-GHG emissions.



SYNLawn artificial grass at Brandenburg Gate Euro 2024 Fan Zone

WATER MANAGEMENT

Water represents one of the most valuable and essential resources of the planet. However, water pollution and the magnitude of our global water consumption are some of the most severe challenges of the 21st century. Trends related to population and economic growth; resource management and climate change further exacerbate the issue and drive us into a water-constrained future—also in many regions where Sport Group is active. Water quality and accessibility are of utmost importance for the local communities in which Sport Group operates—for Sport Group’s immediate customers, its employees, and own operations.

Sport Group’s water scarcity risk is considered low due to a combination of factors, including the geographic positioning of its factories and the inherent low water consumption associated with its industry, product and production processes. There is, however, still a reliance on water supply for direct operations and manufacturing processes—water management is therefore inevitable for the company. For this reason, the company commits to driving research and technology to reduce the water demands of its product, as well as its operations and processes on a global level.

To ensure a responsible management of water in its own operations, Sport Group:– ensures compliance with water-related legislation in countries where we produce and install;

- is committed to measuring and monitoring its water consumption and effluents;
- identifies and implements initiatives that improve water efficiency and reduce freshwater use and/or effluents (e.g., recycling of water consumed);
- follows up with investigations into identified water risks and scarcities;
- leverages its research and innovation capabilities to improve the water efficiency of its production and products and positively influence industry developments;
- sets ourselves targets for our water management initiatives (e.g., freshwater use).

In 2024, Sport Group developed a global Environmental, Health and Safety Due Diligence (EHS DD). The assessments showed no indications of soil or groundwater contamination that could be attributed to the current operations at the company’s production sites.

The responsibility lies with the plant managers to update the local Chief Financial Officers (CFOs) and Global Board on water initiatives and potential water saving. Sport Group’s Water Management Policy applies at the group level. At the same time, local entities monitor their water reduction initiatives and develop their own water management policies if required by local laws.

INITIATIVES & TARGETS

Polytan Service GmbH depends on water for one of its main operations, that of track cleaning. To reduce water usage, special track cleaning machinery is employed, using water without additional chemicals for the cleaning process. Furthermore, the machinery has an integrated tank that vacuums up 100% of the water used in cleaning. This way, no water is lost to cleaning and is cleaned after each operational turn. The other project business entities do not use any water in their key operational processes.

Other initiatives to realize the ambitious water usage reduction targets are promoting the reuse of water, for instance, within closed-looped systems. A prime example is Fairmont’s water-cooling tower, which reuses more than 300 million cubic meters of water. At the FormaTurf recycling facility, an underground drainage system is planned for construction to treat mainly surface water, rainwater, and process water. This system will effectively remove solids using a lamella clarifier/filter before discharging the treated water into the sewerage system. Melos implemented a pump-and-treat system, with the filtered water being permissibly discharged to the city wastewater sewer. This groundwater remediation is ongoing until the soil impact can be removed.

At Polytex, water consumption is divided into process water (cooling water) and sanitary water. Less new cooling water is needed because the cooling water is reused in a closed-loop system. In a filtration plant, the cooling water is filtered after use to remove solid particles from the water before it is indirectly discharged into the sewer system. From 2018–2024, the company reduced its water withdrawal (m³) to 63%.

Polytan’s (Asia Pacific) Construction Environment Plan claims that the overall approach to water management and corresponding actions is clearly stated in the dedicated Water Resource Management Plan. This includes amongst others that all water shall be sourced locally, and that no natural or groundwater shall be used for construction services.

Within APT’s (Asia Pacific) management report, an annual 5% reduction target for water usage is also set. Also, APT AP collects stormwater from the roof separately and discharges it into a designated stormwater drainage system for proper management.

Generally, water usage is tracked in collaboration with the local utility authorities. In the production organizations, water consumption is monitored systematically.

From 2018–2024, Sport Group was able to reduce its water intensity by 15% and used a total of 105,800 m³ of fresh water in 2024. In addition to the water management within production and installation, the focus is on reducing the water consumption of products. For example, we significantly reduced the process and cooling water for yarn and masterbatch extrusion by changing from latex to PU coating.

Also, the newest hockey turf innovation Poligras Paris GT zero enables Sport Group to offer a product that fully replaces fossil fuel-based polyethylene and saves water in its usage. More information can be found in Chapter 4: Products of this report.



Poligras GT zero, HC Eindhoven, Niederlande 2024

“WE ARE COMMITTED TO MINIMIZING OUR WATER CONSUMPTION IN ALL OUR OPERATIONS THROUGH INNOVATION AND CONTINUOUS IMPROVEMENT. THE RESPONSIBLE USE OF WATER IN OUR PRODUCTION AND SERVICE WORK IS KEY TO THIS COMMITMENT, AND OUR PRODUCTS ALSO REFLECT THIS AMBITION.”

Clint Filipowicz
Chief Operation Officer, Sport Group

ESG METRIC/EXPLANATION	2018	2019	2020	2021	2022	2023*	2024
Water Intensity Trend (Baseline 2018)	-	5%	23%	11%	-9%	-12%	-15%
Water Intensity Trend (Compared to previous year)	-	5%	17%	-9%	-18%	-3%	-4%

*Comparative information has been revised to correct an error in the prior-year figure.

WASTE & END-OF-LIFE TREATMENT

Waste and its disposal represent key challenges in today's world. While global production across sectors has ramped up considerably over the last decades, the efforts to contain the adverse consequences of the rapid production surge are still new to many market players across the globe—also within Sport Group's industry.

The production and installation processes at Sport Group, and products at the end of their lifecycle, can generate various forms of waste, including general waste, hazardous waste, and recyclable materials. At such a scale, negligence of suitable waste strategies could have severe environmental impacts. The management of Sport Group acknowledges the importance of responsible waste management, including recycling, reusing, recovery, the extension of the product lifecycle, and responsible waste disposal. There is an effort to extend the lifetimes of all products and actively promote reuse to protect natural resources and avoid waste.

The recycling concepts and strategies need to be adapted to the individual products and geographies of operations to be effective. In line

with Sport Group's global Waste Management Policy and the Solid Waste Management Program, targeted waste management initiatives and strategies for each entity have been developed.

SOLID WASTE MANAGEMENT: MONITORING, REPORTING, TARGETING

Sport Group has implemented comprehensive waste tracking systems to manage production waste efficiently. Advanced waste tracking systems are deployed to manage production waste. Waste is collected, sorted, and categorized as hazardous or non-hazardous¹. Hazardous materials are handled by specialized disposal companies, while non-hazardous waste is prepared for internal reuse, recycling, or managed by certified waste handlers. Materials suitable for immediate reuse are reintegrated into production processes. Waste generation is monitored to set clear, measurable goals for reduction and increase the proportion of recycled or reused materials.

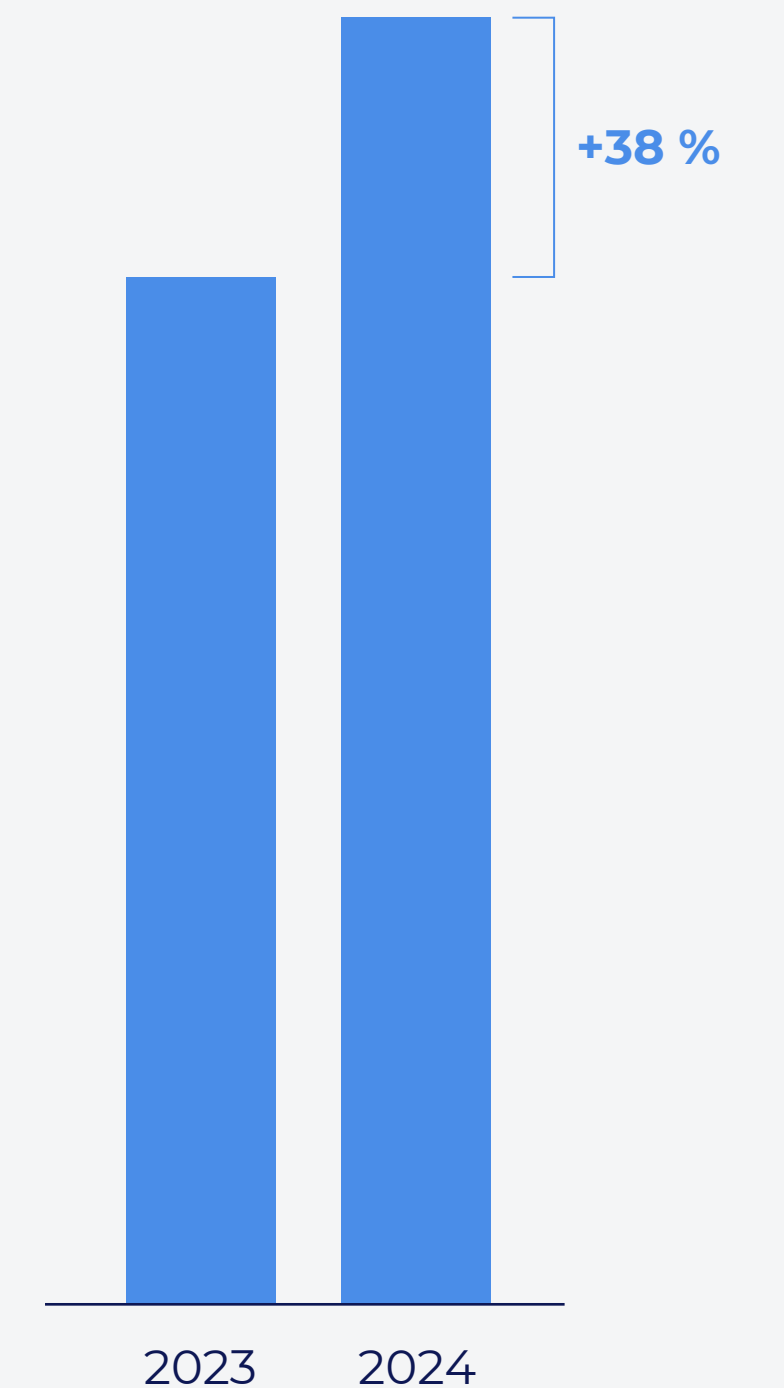
Non-recyclable waste is responsibly handled through specialized services, with each legal entity defining objectives to enhance solid waste management.

From 2023 to 2024, Sport Group had a slight increase in its total waste produced by approximately 5%. Yet, waste reporting is a key element of our strategy. For this reason, we have managed to increase our recycling rate of solid-waste by 38% despite the increase in waste produced.

Additionally, our End-of-Life Considerations for *Synthetic Turf Sports Surfaces Report*, shaped robust internal and external reporting practices. It provides a comprehensive view of waste streams, enabling better oversight across Sport Group.

Through consistent monitoring, measurement, and evaluation, improvement areas are identified. For example, Melos achieves minimal production waste (1–3%) by reintegrating materials like rubber dust into the production cycle, further reducing solid waste and environmental impact.

TOTAL SOLID WASTE RECYCLED



¹The name "non-hazardous waste" is equal to "solid waste"

MANAGING HAZARDOUS WASTE

A particular focus within the waste management programme lies in hazardous waste management. The safety of our employees and all affiliated partners cannot be compromised at any point in the production or life-cycle process. There are also efforts to minimize any threats from non-solid substances to the environment. Therefore, adequate waste identification, handling, and disposal are of importance at the global level. It is also as much on the regional level where the specific hazardous materials are handled and where individual strategies have been developed to ensure adequate hazard response mechanisms that suit each legal entity best. Production processes are carefully managed to minimize the generation of hazardous materials.

As a result, only a few hazardous materials are produced. It is also worth noting all regulatory requirements are strictly adhered to, ensuring full compliance with all applicable guidelines and standards. All entities have defined hazardous waste and the labelling process. These steps are the foundation for proper monitoring and measurement of hazardous waste upon which a clear waste handling guideline was defined.

Which includes detailed inventory logging of hazardous materials and waste. In addition, there is a focus on proper storage and disposal of hazardous waste and detailed training of employees for emergency actions in case of incidents and generally in working with hazardous materials.

SOLID WASTE RECYCLING & REUSING

Recycling is one of the industry's greatest challenges and a vital pathway to sustainability. Sport Group views the reuse of solid waste, and the promotion of a circular economy, as essential to reducing environmental impact. To support this commitment, there are several initiatives to promote solid waste reuse through process optimization:

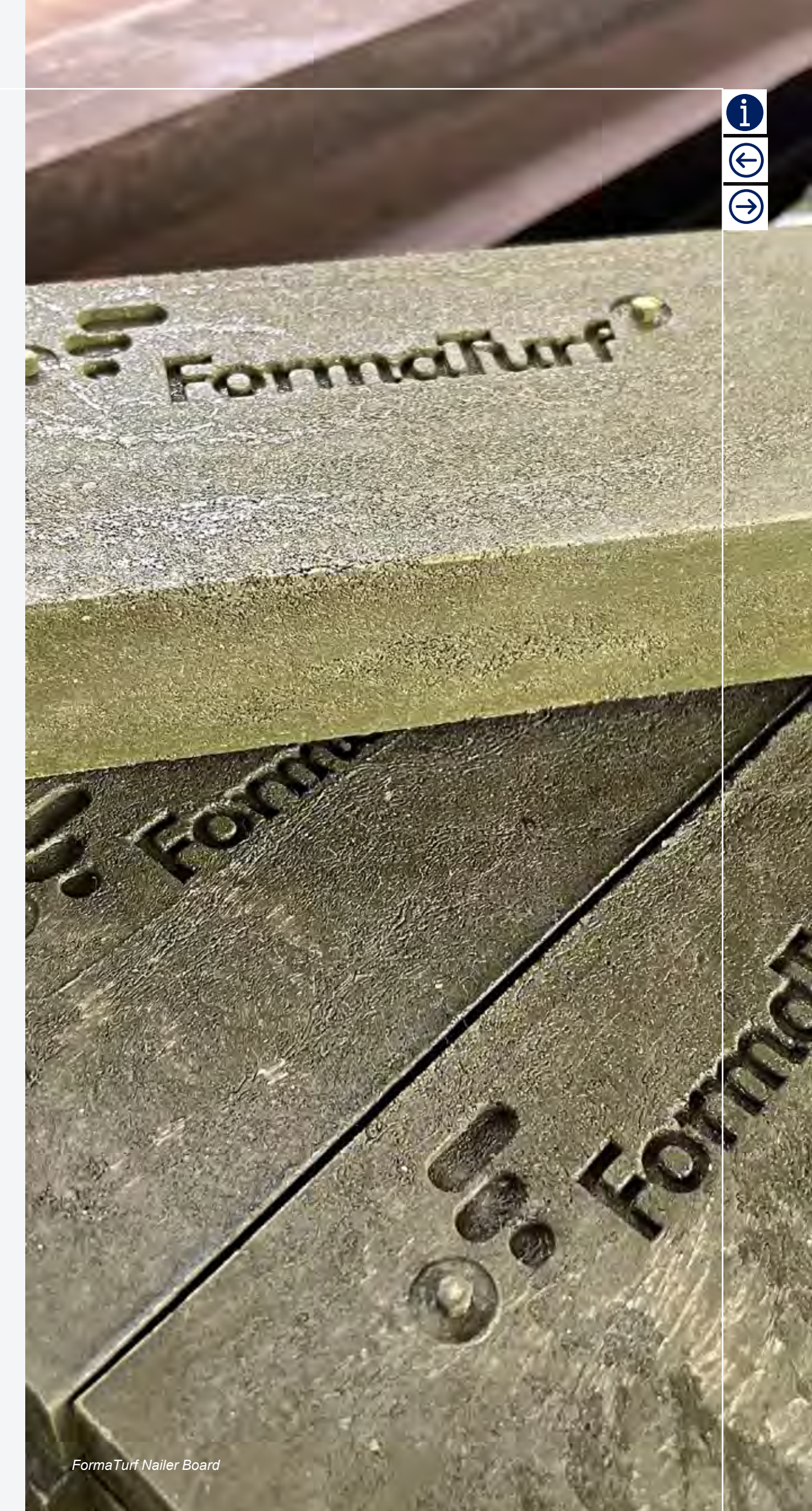
- Polytex repurposes torn turf fibers by incorporating them into landscaping products. Rebottling for IBCs is also introduced.
- Additionally, Polytex also began using "vertical balers" for production waste. These small presses allow a direct and better separation of different residual types (i.e., better recyclability and reusability) and the reduction of waste volumes.

- Melos inspects scraps from production errors, such as mixing inaccuracies, to identify reuse opportunities. While some products are unusable and must be disposed of, others with minor issues, like color variations, are repurposed for applications where these imperfections are inconsequential.

Recognizing the importance of recycling and end-of-life product management as core to our strategy, Sport Group has set a target of 100% recycling for reclaimed artificial turf fields in Germany and Australia by 2030. Current recycling solutions for end-of-life products, especially artificial turf, remain limited worldwide. To address this gap, Sport Group has established a dedicated recycling entity, FormaTurf, and formed a partnership with PR Recycling, an industry leader in this field. Together, FormaTurf and PR Recycling will help the company meet its ambitious recycling goals.

FORMATURF: SPORT GROUP'S TURF RECYCLING FACILITY

At the FormaTurf facility, all components of an artificial turf system are recycled through specialized processes in material separation, downsizing, and extrusion. This enables the creation of new plastic products and





FormaTurf Nailer Board


FORMATURF'S RECYCLING PROCESS


customized solutions for sports facility construction, as well as applications in landscaping, construction, and various industries.

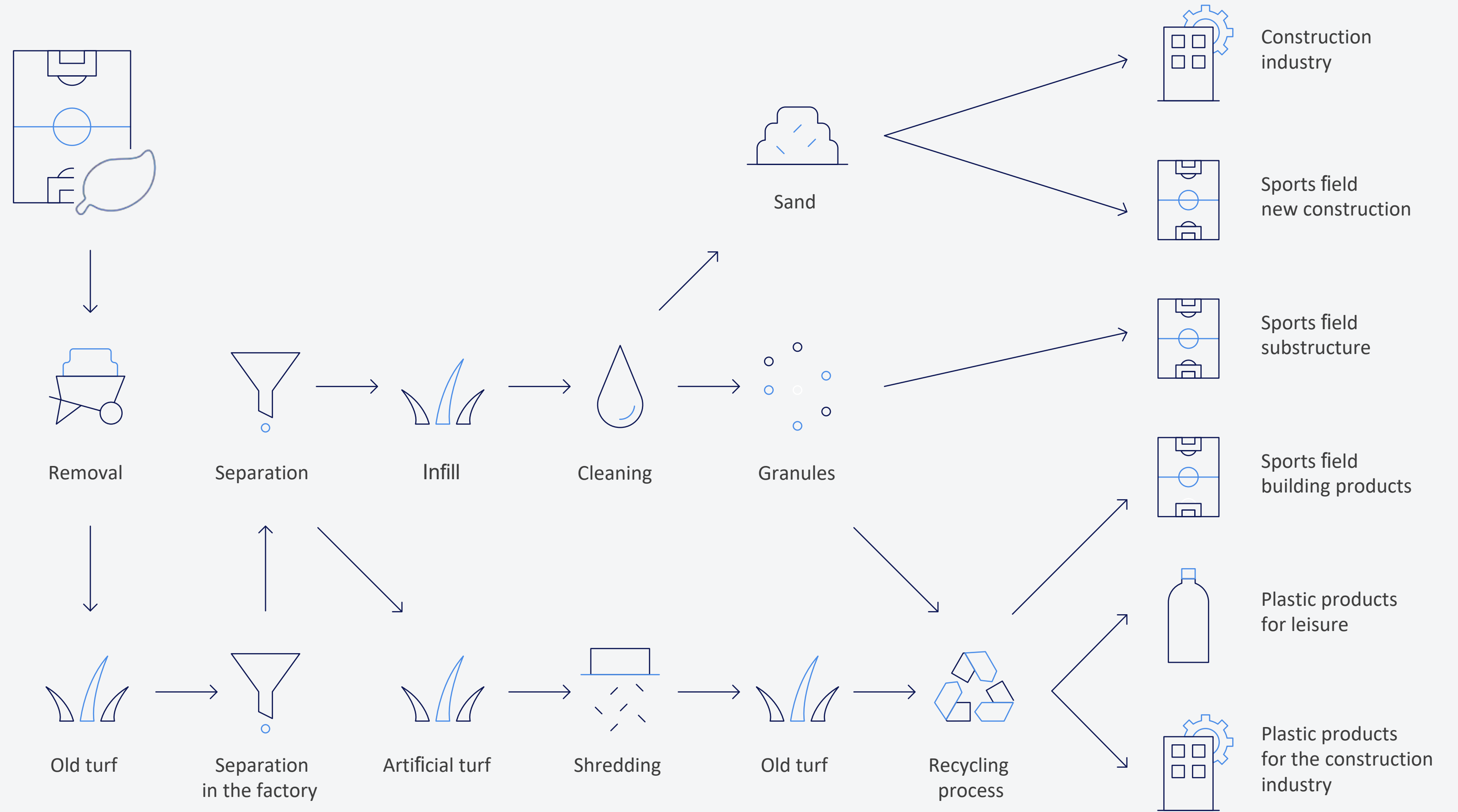
Sport Group has partnered with PR Recycling, whose collaboration expands FormaTurf's capabilities. PR Recycling has developed a unique recycling process in cooperation with a disposal company in the STG area, adding further expertise to the operation. Through this high-tech recycling process, FormaTurf gives recycled materials a "second life," transforming them into high-quality new plastic products and tailored solutions for constructing sports pitches and various landscaping, construction, and industrial applications.

 19,300 m² company site

 Storage facilities for up to 100 large playing fields simultaneously

 Supply of the entire facility with green electricity

 State-of-the-art high-tech machinery



AFN x NESTLE: MILO® CAREton PROJECT

The collaboration between Milo and AFN began when Milo’s marketing team approached AFN to explore integrating the Ecopeal Board into sports equipment for their “Energy for Good” campaign. Initially, the scope focused on embedding Ecopeal materials into sports equipment that would be donated to underprivileged schools in rural Malaysia under the Milo program.

Since then, the partnership has evolved significantly, expanding into a larger initiative with more products, a bigger budget, and new applications beyond sports equipment—including the development of school desks and chairs.

At the heart of the project, Nestlé is promoting Tetrapak recycling in schools across Malaysia, encouraging students to recycle cartons from various brands, including those brought from home. The program is structured as a point-based redemption system: the more recycled materials collected (measured by weight), the more points a school earns. These points can then be redeemed for products provided by Nestlé, reinforcing both sustainability education and tangible community benefits.

Key milestones achieved to date include:

- Development and prototype testing of recycled-material sports equipment with Malaysia’s Junior Track & Field athletes, leading to design improvements.
- A soft launch of the program at a school in Malaysia’s East Coast in October 2024.
- The design and introduction of school desks, which will become part of the redemption program starting in 2025.

FINDING NEW OPPORTUNITIES FOR AFN

Importantly, the collaboration has opened new opportunities: after the initial desk prototype was showcased, schools expressed a preference for AFN’s production, highlighting confidence in the quality and innovation of AFN’s solutions.



04 PRODUCTS & SERVICES

BRINGING ESG INNOVATION TO THE HEART OF
OUR BUSINESS SOLUTIONS





SYNLawn AIA Puppy Park 2024



ENVIRONMENTAL & ATHLETE WELFARE

Sport Group's approach to product and service combines environmental stewardship, product durability, safety, and customer satisfaction to provide a comprehensive Artificial Turf (AT) solution that meets the needs of both current and future generations.

To deliver a more sustainable and customer-focused AT solution, Sport Group concentrates on several core areas designed to maximize environmental benefits, enhance user satisfaction, and extend the product's lifespan. As a leading international provider of sports and leisure surfaces, Sport Group places the unwavering trust of athletes at the forefront of its priorities.

The commitment goes beyond simply offering sports venues to include ensuring optimal conditions for athletes to access their full potential and providing unparalleled comfort. Simultaneously, Sport Group acknowledges its responsibility extends beyond customers, encompassing the environment and broader society.

ENVIRONMENTAL IMPACT & SUSTAINABLE EVOLUTION

Sport Group prioritizes artificial turf designs that are both high-performing and environmentally friendly. In addition to leveraging the inherent benefits of artificial turf, the company is committed to further developing the products to increase their positive environmental impact.

A key focus for the R&D units is the effective eco-design of products, which includes exploring ways to increase the use of recycled and/or renewable input materials. According to Sport Group’s Vice President of R&D and Technical Innovation, the company has made progress in transitioning from petroleum-based materials to renewable raw materials, particularly for alternative infill materials.

To reduce the environmental impact of the products offered by Sport Group, the company focuses on diversifying the product portfolio to include more environmentally friendly and sustainable options. The goal is to adopt a holistic ecological approach to create sustainable value by focusing on microplastic reduction, CO₂ reduction, energy efficiency, durability, and performance.

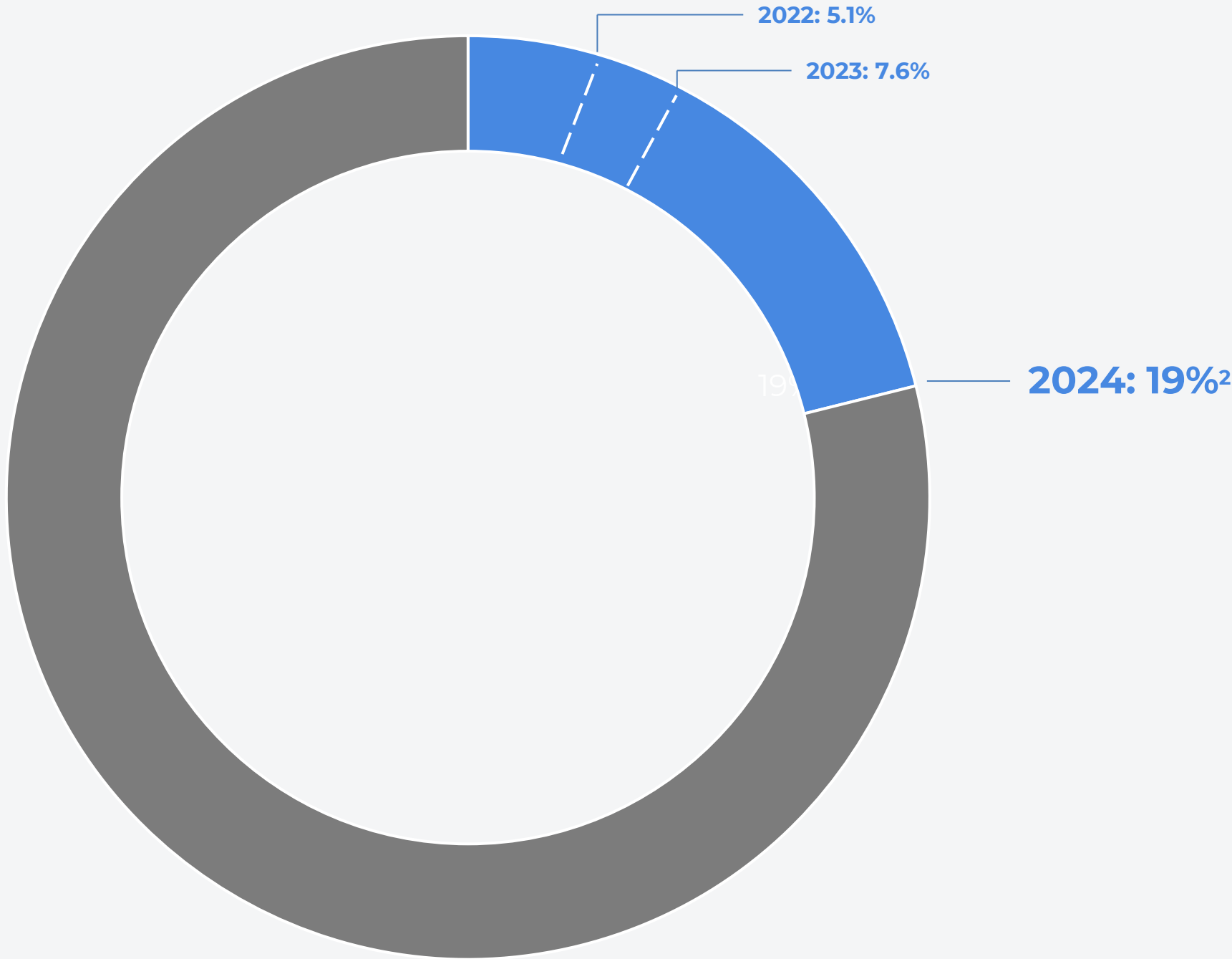
As of 2024, 57% of our R&D projects had a direct ESG relevance and are related to the development of sustainable solutions. In general, Sport Group categorizes its GT product lines into three types: bio-based, recycling-based, and hybrid. In 2024, around 60% of all our German products were either bio-based or recycling-based.

REDUCING WATER USAGE THROUGH TURF PRODUCTS

In contrast to natural turf, artificial turf requires little to no irrigation, offering substantial water-saving benefits during maintenance. As a result, the company’s products have the potential to significantly help alleviate the risks associated with water scarcity. Sport Group is proud to drive the transition to a future with greatly reduced water demands.

By continuously improving product performance and maintenance, Sport Group aims to enhance the environmental benefits of turf solutions. A key focus is minimizing water usage during product development and usage, ensuring that turf solutions either reduce or eliminate the need for water — a critical resource in many regions worldwide.

SHARE OF BIO-BASED PRODUCTS¹



¹ Data from Polytex in Germany; produced m²/per final product

² Incl. Paris GT zero and Tokio GT zero

HOCKEY5S WORLD CHAMPIONSHIP OMAN: POLIGRAS PARIS GT ZERO

When it comes to product development and environmental innovation, the current topic of the future in the field hockey industry is Dry Field Hockey. For this reason, Polytan has developed the unique Poligras Paris GT zero surface, the world's first CO₂-neutral artificial turf for field hockey. This GUTcert-certified surface uses 80% sugarcane as a bio-raw material and is manufactured in a 100% climate-neutral production, meaning Poligras Paris GT zero turf saves 73 tonnes of CO₂ when compared with conventional turf.

Besides Poligras Paris GT zero turf's pioneering feature of being climate neutral, another fundamentally improved product design is reduced water consumption. The innovative and patented Turf Glide technology plays a decisive role in this innovation. It reduces surface friction to such an extent that playing on unirrigated turf meets the new FIH standards for dry hockey. But even when watered, the Poligras Paris GT zero has advantages over many competitor products in terms of water consumption. Overall, it requires less water to provide optimum playing characteristics.

The FIH aims to reduce water consumption and thus conserve resources. Polytan is also taking this into account in the future development of further hockey turf. With its latest innovation, Poligras Paris GT Zero, Polytan has managed to reduce water consumption by 62% since the 2012 Olympic Games in London. This means that, together with FIH, we have been able to reduce water consumption by almost 2/3 within 12 years.

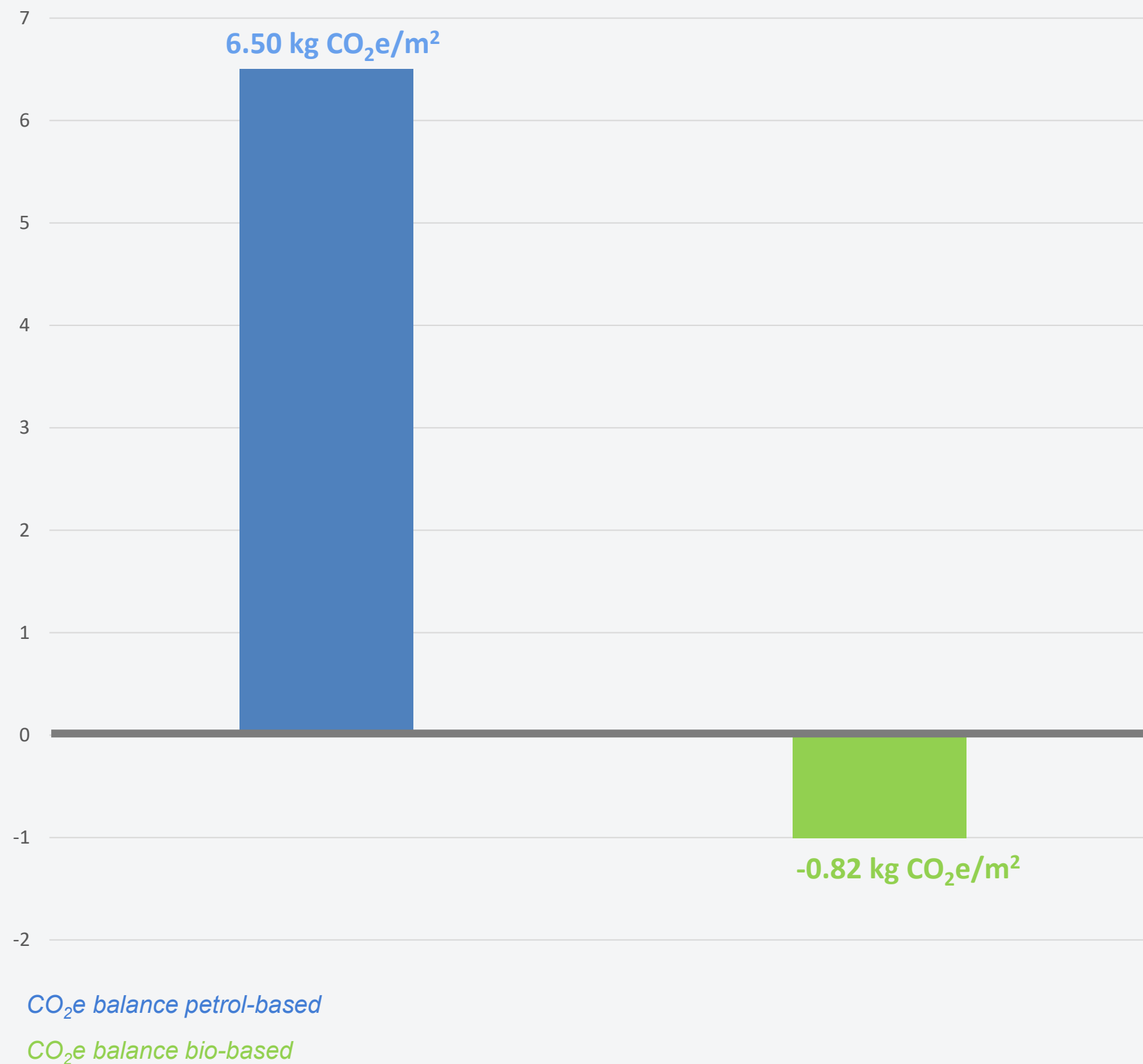
The Hockey5s World Cup in Oman was the first major event played on dry turf and represented a significant step towards the goal of dry hockey at all levels. In total, two Poligras Paris GT zero pitches were installed in 2023, including the main tournament turf, and a full-size turf, later split into four Hockey5s practice pitches.

The inaugural Hockey5s World Cup was held in Muscat in January 2024. The brand new FIH competition hosted 16 men's and women's teams each, with nations ranging from Australia to Zambia.

OLYMPIC GAMES PITCH IRRIGATION VOLUMES



CO₂e BALANCE PETROL-BASED VS. BIO-BASED (IN KG CO₂e / M²)



ADVANCING CLIMATE-NEUTRAL PRODUCT INNOVATION

In line with the company's statement on sustainable products and services, Sport Group increased the share of revenue from sustainable products to 16% in 2024, representing a percentage increase of 40.3% compared to 2021. This underscores the company's continued progress in promoting sustainability within its product portfolio.

COMMITMENT TO ENVIRONMENTALLY RESPONSIBLE PRODUCT DEVELOPMENT

A carbon negative product footprint results on the one hand, by transitioning the base material of the filaments to a bio-based raw material, which creates a carbon sink effect that persists even after extrusion and on the other hand, by utilizing green electricity for production. It should be noted that both products have the same turf configuration (with regard to the used yarn), coating, and backing material selected.

An illustration of Sport Group's commitment to sustainability and environmentally responsible innovation is the product Poligras Paris GT zero 11-43 MB (PU) (1 m²), which has been certified as climate-neutral in accordance with the ISO 14067 standard. The certification is based on the quantification of both direct and indirect emissions following a cradle-to-grate approach. Emissions associated with the product's end-of-life phase were not included in the scope of assessment.

Through the utilization of renewable raw materials that absorb CO₂ during their growth phase, the product achieves a carbon sink effect, resulting in a net-negative Product Carbon Footprint (PCF) of -0.82017 kg CO₂e per m². As a consequence, no through carbon offset certificates or equivalent measures is required. The quantitative and evidence-based methodology applied for the PCF calculation was additionally audited and verified by an independent third-party advisor.

Further products — namely, the Polytan LigaTurf Cross GT zero series (GT 235 22/8; GT 240 20/8; GT 245 18/8; GT 260 15/8) — were likewise audited in accordance with ISO 14067:2019 by an external sustainability consulting firm and declared climate-neutral within cradle-to-gate system boundaries.

FIH HONORED FOR SUSTAINABLE INNOVATION WITH IOC CLIMATE ACTION AWARD

FIH (International Hockey Federation) has been honored with the **IOC Climate Action Award** for its leadership in sustainable innovation. The award, presented in New York on September 24, 2024, recognizes FIH's long-standing partnership with Polytan and AstroTurf to reduce hockey's environmental footprint through advanced turf technologies.

PARIS 2024: CO₂-NEUTRAL ARTIFICIAL TURF AS A PIONEER IN HOCKEY

Since London 2012, these collaborations have achieved a **40% reduction in water usage**, with Paris 2024 setting new benchmarks for both water and carbon savings. A key innovation is Poligras Paris GT Zero, the first CO₂-neutral artificial turf for hockey. It incorporates Turf Glide technology to cut water requirements, uses at least 80% bio-based materials, and is produced with green energy. Compared with conventional turf, it saves approximately 73 tons of CO₂.

Fifty Poligras Paris GT Zero fields have already been installed worldwide. At Hockey Club Eindhoven, for example, two CO₂-neutral pitches demonstrate the technology's impact: one requiring no watering at all and another needing only minimal irrigation. Collectively, these installations deliver annual CO₂ reductions comparable to removing 35 cars from circulation.

This recognition underscores FIH's and Polytan's shared commitment to sustainable sport infrastructure, proving that innovation in hockey surfaces can simultaneously enhance performance and significantly reduce environmental impact.



IOC CLIMATE ACTION
AWARDS 2024

INTERNATIONAL
HOCKEY
FEDERATION

INTERNATIONAL FEDERATION

PREMIUM EXPERIENCE: QUALITY OF LIFE & CUSTOMER SAFETY

Sport Group’s products are crafted to improve the quality of life for communities and individuals, creating safe, enjoyable spaces for various activities. Safety is paramount, with designs and materials that help reduce the risk of injury, allowing users to engage in recreational or sports activities with confidence. In addition, artificial installations eliminate the need for fertilizers, which have a negative impact on the surrounding environment and human health.

EVIDENCE-BASED INFORMATION ON REDUCING PESTICIDES & FERTILIZERS

Americans use up to ten times more chemical pesticides on their lawns per hectare than they use on U.S. farmland.¹ By eliminating the need for harsh pesticides and fertilizers, artificial turf reduces the use of these harmful products by over one billion pounds per year.²

¹ U.S. Fish & Wildlife Service, *Homeowner’s Guide to Protecting Frogs. Lawn and Garden Care*, 2011, www.fws.gov/sites/default/files/documents/FW-2003-Homeowners-Guide-to-Protecting-Frogs.pdf (10.12.2024).

Pesticides and fertilizers also have a negative impact on streams and waterways as they enter storm water runoff, which the EPA identifies as a major cause of water pollution.

In Florida alone, the EPA estimates that approximately 1,000 miles of rivers and streams, 350,000 acres of lakes, and 900 square miles of estuaries are impacted by pesticides and fertilizers.³ Additionally, according to the Cal-Berkeley Laboratory for Manufacturing and Sustainability, the carbon footprint associated with fertilizing a natural turf athletic field ranges from 204 to 306 pounds of CO₂ equivalent.⁴

² STC, *“Synthetic Turf Installed in North America Conserves More Than Three Billion Gallons of Water, Eliminates Nearly a Billion Pounds of Pesticides and Fertilizers, and Recycles More Than 105 Million Used Tires, 2011*, www.synthetic-turf.com/wp-content/uploads/2012/09/c322be_a162d20b9094a1d09ea3594ab716e97f.pdf (10.12.2024).

³ EPA, *EPA and Florida DEP Work Together to Restore Florida’s Surface Waters*, 2009, www.epa.gov/archive/epa-pages/newsroom_archive/newsreleases/112863fab6eeb9c-c852575400058fb33.html (10.12.2024).

The National Coalition for Pesticide-Free Lawns says, “Of 30 commonly used lawn pesticides, 19 are associated with cancer or carcinogens, 13 with birth defects, 21 with reproductive, 26 with liver or kidney damage, 15 with neurotoxicity, and 11 with endocrine system disruption.”⁵

In terms of promoting health and wellness, it’s also worth highlighting that end users can engage in sports activities on artificial turf more frequently and for longer durations than on natural grass. Additionally, artificial turf significantly contributes to increasing physical activity within communities. For instance, assuming a two-hour soccer match, natural grass can typically withstand around 500 hours of use per year. By contrast, due to its resistance to weather and seasonal changes, artificial turf remains usable for up to 2,000 hours per year.

⁴ Simon, R. (2010). „Review of the Impacts of Crumb Rubber in Artificial Turf Applications“. *Universität von Kalifornien, Berkeley, Labor für Fertigung und Nachhaltigkeit, College of Engineering*.

⁵ *Beyond Pesticides Factsheet*. 2005 April. *Health Effects of 30 Commonly Used Lawn Pesticides*.

PLAYING HOURS OVER 10 YEARS



PRODUCT LONGEVITY & END-OF-LIFE SOLUTIONS

Through ongoing R&D, Sport Group strives to extend the product lifecycle of its artificial turf. By implementing measures to prolong product durability and usefulness, the frequency of replacements is reduced. This contributes to sustainability and cost-effectiveness. Professional maintenance of Sport Group's products ensures that Sport Group's products retain their playing and sports characteristics, further extending their longevity.

As a full-service partner, Sport Group offers renovation solutions with trained service teams and specialized machinery. These services include efficient cleaning, maintenance, and restoration of artificial turf, running tracks, tartan surfaces, and multifunctional pitches.

Furthermore, Sport Group is committed to responsible end-of-life treatment and aims to offer environmentally sound disposal and recycling options to reduce waste and minimize environmental impact.

The products of Sport Group are adapted to allow the production of an increasing proportion of recycled materials. In recent years, the share of recycled and reused raw materials has increased, and crucial steps taken toward closing the loop and contributing to a circular economy along the entire value chain. An innovative example of effective eco-design is the incorporation of mono-material solutions. This approach strongly supports the separation of materials into single-origin, pure raw components, which can then be more easily used to produce entirely new products. This perspective is increasingly prioritized in research labs to facilitate efficient end-of-life treatment.

CIRCULARITY WITHIN OUR PRODUCTS

A fundamental lever in reducing the environmental impact is the end-of-life handling of products. The product stewardship program is a crucial step towards closing the loop and



Contributing to a circular economy along the entire value chain. End-of-life product management is an integral part of the business model and strategy to create customer value and growth. As such, recycling and end-of-life treatment have become vital business concerns alongside product safety. The product stewardship programme covers various aspects of end-of-life product management. At Sport Group, effective product stewardship begins at the very start of a product development cycle.

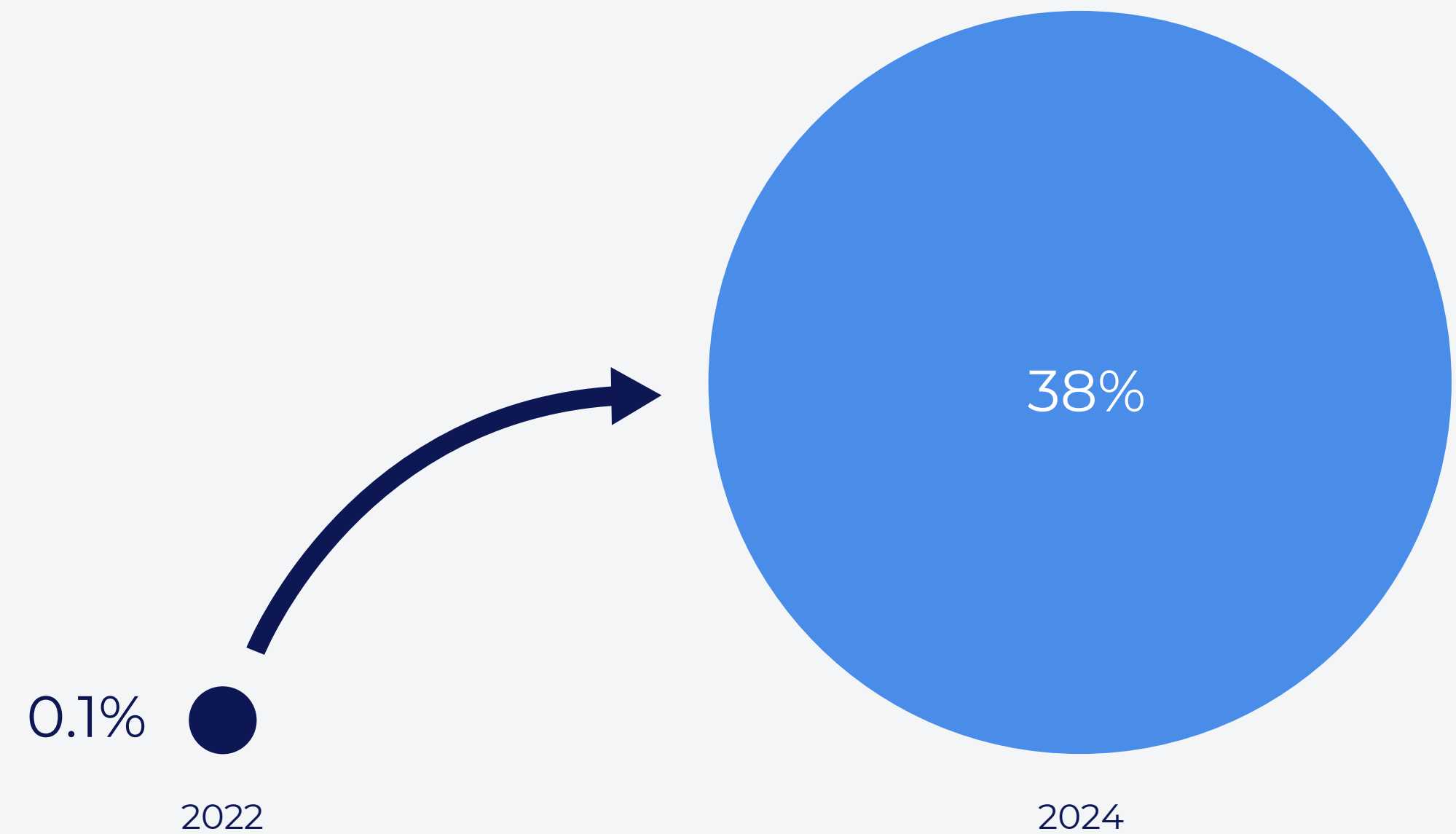
The R&D departments focus on developing solutions to treat products at the end of their lifecycle. In recent years, Sport Group has successfully innovated and developed various products with a significantly reduced cost and effort of end-of-life treatment.

Sport Group's approach to promoting a circular economy and responsible use of resources is to systematically increase the recycled raw material content in its artificial turf systems. The share of post-consumer recycling (PCR) content for a produced m² per final product could be increased at the production facility Polytex from 0.1% (in 2022) to 38% (in 2024).

Both Polytex and Polytan GmbH have obtained ISCC+ certification for incorporating up to 20% of post-consumer recycled (PCR) materials (e.g. packaging materials) in their yarn production, thereby saving raw materials and resources. The ISCC+ certification is a voluntary sustainability certification program for bio-based and circular (recycled) raw materials. It involves auditing the entire supply chain and ensuring that specific sustainability criteria for biofuels from biomass are met. As a result, Sport Group's suppliers are also ISCC+ certified and adhere to this international standard. Additionally, the ISCC+ certification allows Sport Group to procure and utilize products based on bio-based feedstock.

To continuously improve end-of-life treatment, Sport Group is committed to fostering recycling and reuse of all end-of-life materials. Therefore, the target is to achieve a 100% recycling share of all reclaimed artificial turf sports fields in Germany and Australia by 2030.

SHARE OF PRODUCTS WITH PCR CONTENT¹

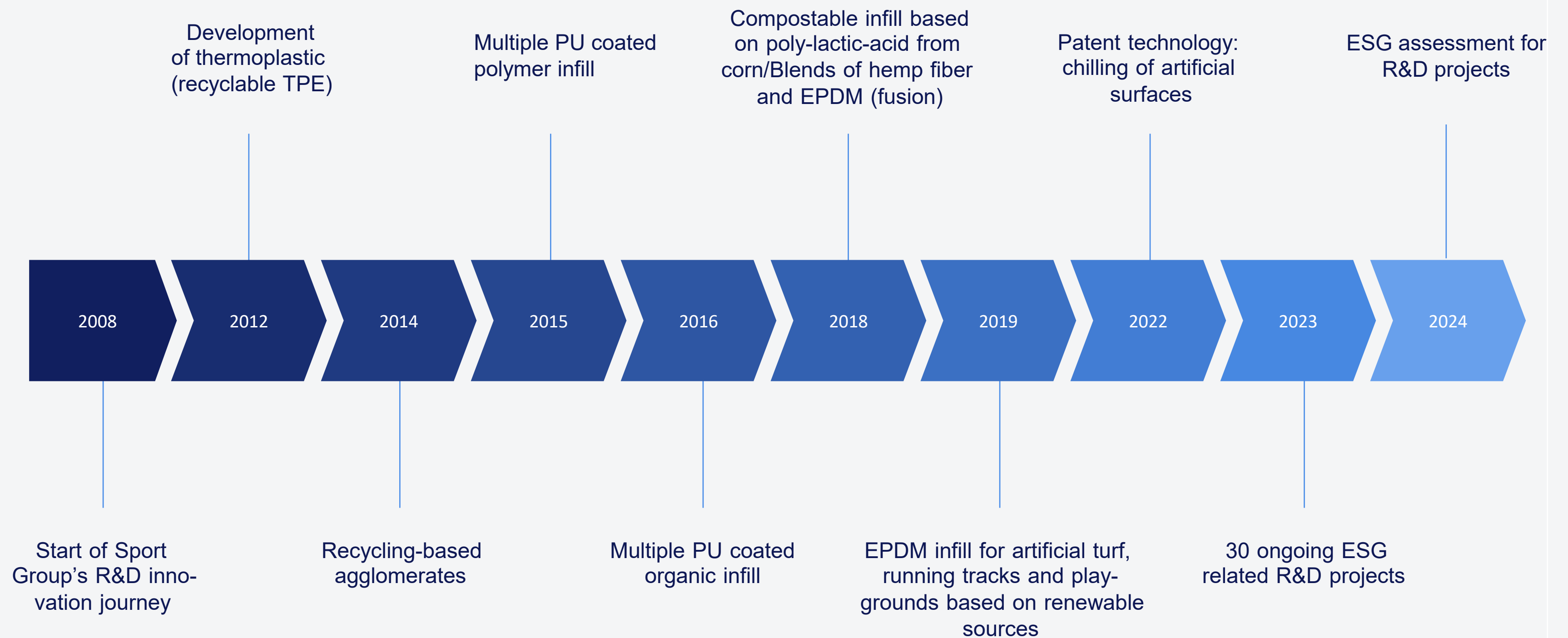


¹ Data from Polytex in Germany; produced m²/per final product

CUSTOMER ENGAGEMENT & CONTINUOUS IMPROVEMENT

Customer satisfaction is at the heart of Sport Group’s approach. Regular consultation and development takes place in order to meet the evolving needs and expectations of customers. The commitment to continuous improvement ensures that all products meet current standards and adapt to the future demands of the environment and customers.

Sport Group has been working on the sustainable and efficient reduction of rubber granulates in their artificial turf system portfolio since 2008. Textured (crimped) filaments (i.e., grass blades with a permanent curved wave structure) were one of the key measures to decrease the required rubber amount in an artificial turf system without losing performance and customer satisfaction. Through this innovation, the use of rubber granulates could be reduced by 20%, from the initial 35 tons to 28 tons in the Polytan LigaGrass turf system. Sport Group achieved a reduction in the required rubber quantity by introducing a combination turf system (LigaTurf Cross) that incorporates both crimped and smooth yarns, resulting in a denser yarn mass within the turf. In 2024, we carried out an internal ESG assessment of our R&D projects to evaluate and classify their sustainability aspects using an ESG scoring methodology.



05

PEOPLE

FOSTERING A SAFE AND SUPPORTIVE
WORKPLACE FOR ALL



HUMAN RESOURCES MANAGEMENT

To drive global growth and build a sustainable organization, Sport Group is committed to enhancing key elements of its work environment and Human Resources (HR) strategy.

The goal is to establish a robust framework that delivers a positive workplace experience from both internal and external perspectives. This includes fostering a collaborative, inclusive environment that employees are proud to be a part of.

Additionally, the aim is to develop a smart, efficient, and meaningful recruitment and onboarding process that attracts top talent while building a strong sense of identity and connection to our brand.

By leading with integrity and modelling its core values, Sport Group inspires its teams and fosters a culture focused on performance, where continuous improvement and talent development are prioritized.

1. ATTRACT

Sport Group advertises opportunities for internships, working student positions, and bachelor's and master's thesis projects directly on the websites of universities in its local regions. The goal is twofold: to raise awareness

of Sport Group and its entities while attracting and engaging talented young professionals. Additionally, the company aims to provide students with the opportunity to combine their theoretical knowledge with practical experience.

2. RECRUIT

High-profile candidates are targeted through job postings on the online recruiting platform Stepstone, social media channels, and other comparable job boards, which have proven to be considerable drivers of talent acquisition. These platforms provide a comprehensive interface for connecting the job market and potential applicants. Additionally, job announcements are published on each affiliate's career webpage, allowing prospective applicants to stay informed about company developments, products, and related news.

SPORT GROUP'S HR STRATEGY



3. ONBOARDING

To ensure a smooth and comfortable start for new employees, Sport Group uses a buddy system that pairs new hires with experienced employees. The program has been a key factor in the successful onboarding of new team employees. During the matching process, the company aims to pair mentors and mentees who share similar backgrounds, fostering stronger connections. As the program evolves, new high-potential new hires will be matched with experienced colleagues who have previously participated in the program, further enhancing the sense of identification.

4. LEARNING & DEVELOPMENT

Human capital development is essential to the growth and overall productivity of Sport Group. Providing dedicated training opportunities to empower employees and enhance their strengths and abilities strengthens the company as a whole and cultivates a feedback-rich environment where everyone can grow.

5. REWARD, RECOGNITION & BENEFITS

Sport Group's employees are among its greatest strengths. Therefore, employee wages always meet or exceed the living wage, reflecting our adherence to ethical labor practices. We continuously follow the goal of paying 100 % of our employees a living wage,

which exceeds the minimum compensation - ensuring a living wage for all our employees. To ensure this ambition, we applied for the Fair Wage Network, to demonstrate Sport Group's commitment to fair and living wages across our operations.

The company is committed to attracting top talent, empowering people to reach their full potential and fostering long-term retention through attractive remuneration with a bonus program tailored to position or grade. To support this vision, initiatives and guidelines are developed to achieve goals in recruitment, development, and employee retention.

6. PROGRESSION & PERFORMANCE

Sport Group and its affiliates promote regular employee-manager dialogues to assess performance, review responsibilities, and explore career development opportunities. Annual formal performance reviews are conducted using a standardized framework, ensuring transparent feedback, documenting development needs, building trust, and providing a structured agenda for performance discussions.

Additionally, all employees in leadership positions participate in two-way feedback meetings to exchange input on working conditions and performance directly with their management.

For employees in non-management roles, two-way communications are determined by individual entities. For instance, in the Asia-Pacific region, performance reviews include provisions for two-way communication and Toolbox Talks. However, employees in other regions may request similar appraisal opportunities at any time from the global HR director.

7. RETAIN/EXIT

Talent retention is a top priority for Sport Group. To support this goal, the company offers competitive salaries, market-aligned benefits (such as employee discounts), free refreshments, subsidized e-bike leasing, home office options, and perks such as ice cream in summer. Career development programs are also in place to promote continuous growth and learning. The company's engagement efforts focus on clear communication, professional development, and fair recognition of contributions. Long-term contracts are provided that encourage stability and result in low employee turnover. Sport Group aims to reduce the employee turnover to below 10% by 2030.

The Global Board and leadership teams follow a "leading by example" strategy to guide employees. In line with this approach, the company has introduced an integration management initiative to address individual needs, prevent work-related challenges, and enhance job security.



EMPLOYEE DEVELOPMENT & WELL-BEING

Employees are Sport Group's greatest asset. The company is dedicated to attracting top talent, empowering people to reach their full potential, and fostering long-term retention through attractive remuneration, including a bonus program tailored to position or grade.

For the "Top 50" leaders, a long-term incentive plan offers financial rewards tied to the achievement of predetermined goals. To support this vision, Sport Group has implemented initiatives and guidelines designed to achieve its goals in recruitment, development, and employee retention.

Human capital development is a key priority for fostering continuous growth, innovation, and adaptability within the organization. To support these goals, a comprehensive human capital development program has been established, incorporating various initiatives and guidelines to ensure that recruiting, development, and retention ambitions are achieved.

INITIATIVES FOR ATTRACTING AND PROMOTING YOUNG TALENTS

To attract new talents, Sport Group made notable strides in enhancing its connection with students, notably through active involvement

in local university events and career fairs. In 2024, Sport Group cooperated with Technical Business University School Ingolstadt and created business cases for the students to prepare us for SBTi. This strategic focus on active sourcing allows Sport Group to promote opportunities such as internships, working student contracts, and thesis projects. This serves to identify and develop the best candidates for eventual onboarding as full-time employees.

Sport Group's recruitment efforts follow a locally tailored approach, targeting universities with programs specializing in fields such as garden and landscaping construction, or civil engineering.

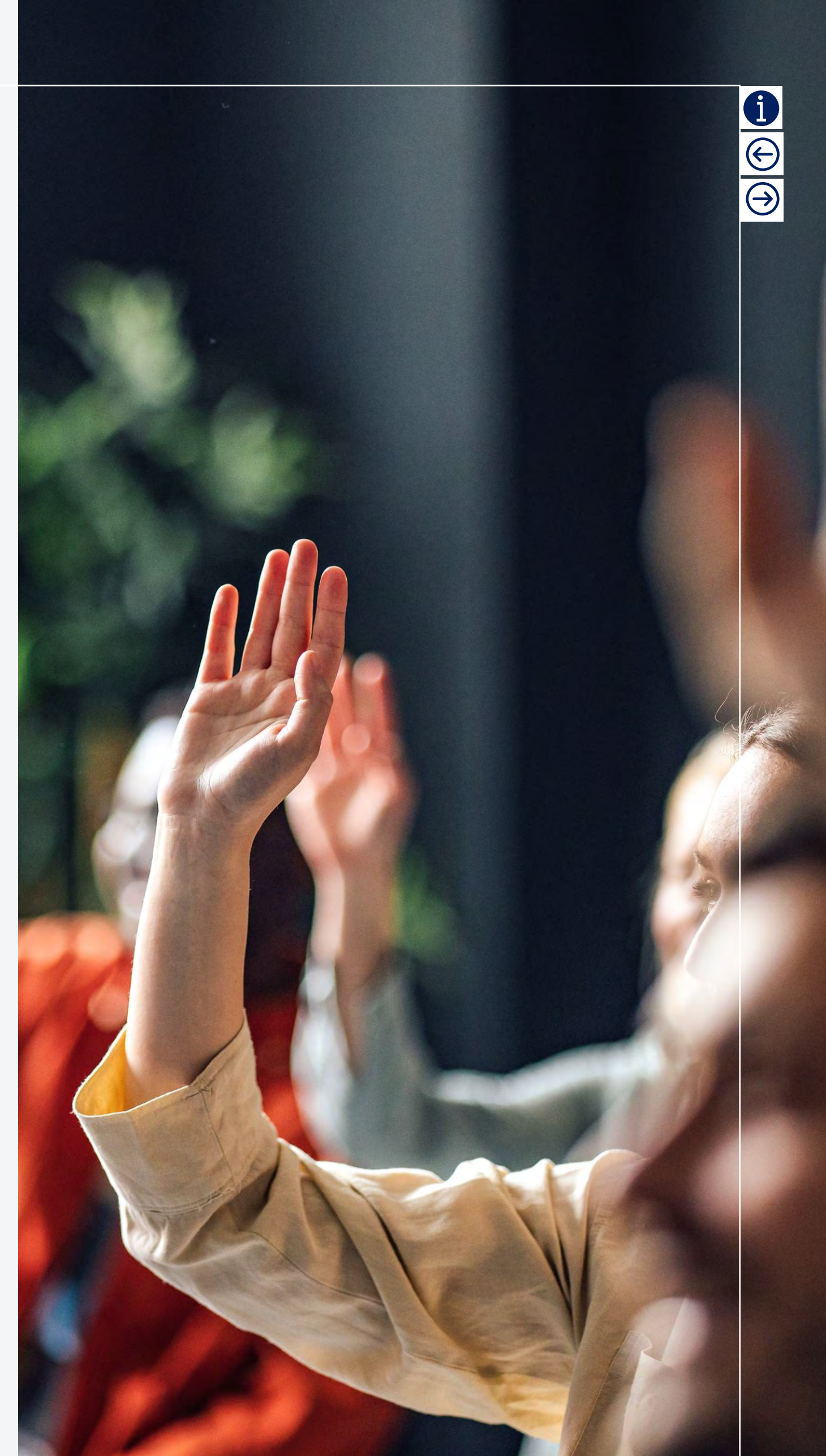
To further support young school graduates in discovering their career paths, Sport Group Germany offers dedicated apprenticeship programs. These programs enable apprentices to complete a three-year training period across different departments and functions within the company. This approach ensures the continuous development of the next generation of talent while fostering early integration into the company's existing structures and processes. Apprentices gain practical, hands-on skills and spend the majority of their time learning on the job, providing them with the ideal foundation to begin their careers at Sport Group.

EMPOWERING SPORT GROUP'S WORKFORCE

Sport Group offers a comprehensive range of benefits designed to promote employee well-being and professional development. These include long-term contracts with flexible working hours and regular training opportunities.

Additionally, the company has introduced development initiatives specifically for international seasonal workers. Sport Group covers the cost of language courses to support the integration of employees from various backgrounds. International seasonal workers also participate in a two-day onboarding program and receive specialized safety training to ensure they are well prepared for installation projects. An essential component of talent development at Sport Group focuses the leadership and management team.

Each year, a three-day leadership development training is held at Polytan Burgheim in Germany. The training includes workshops and sessions designed to build on participants' strengths while mitigating any identified areas for improvement. In addition, sustainability topics are incorporated into the one-week onboarding workshops for new employees.



EMPLOYEE TRAINING

At Sport Group, employee training and competence development are key drivers of our effectiveness, innovation capacity, and long-term success. We believe that continuous learning empowers our people to strengthen their professional skills, broaden their knowledge, and perform their roles with excellence—fully aligned with our strategic and operational objectives.

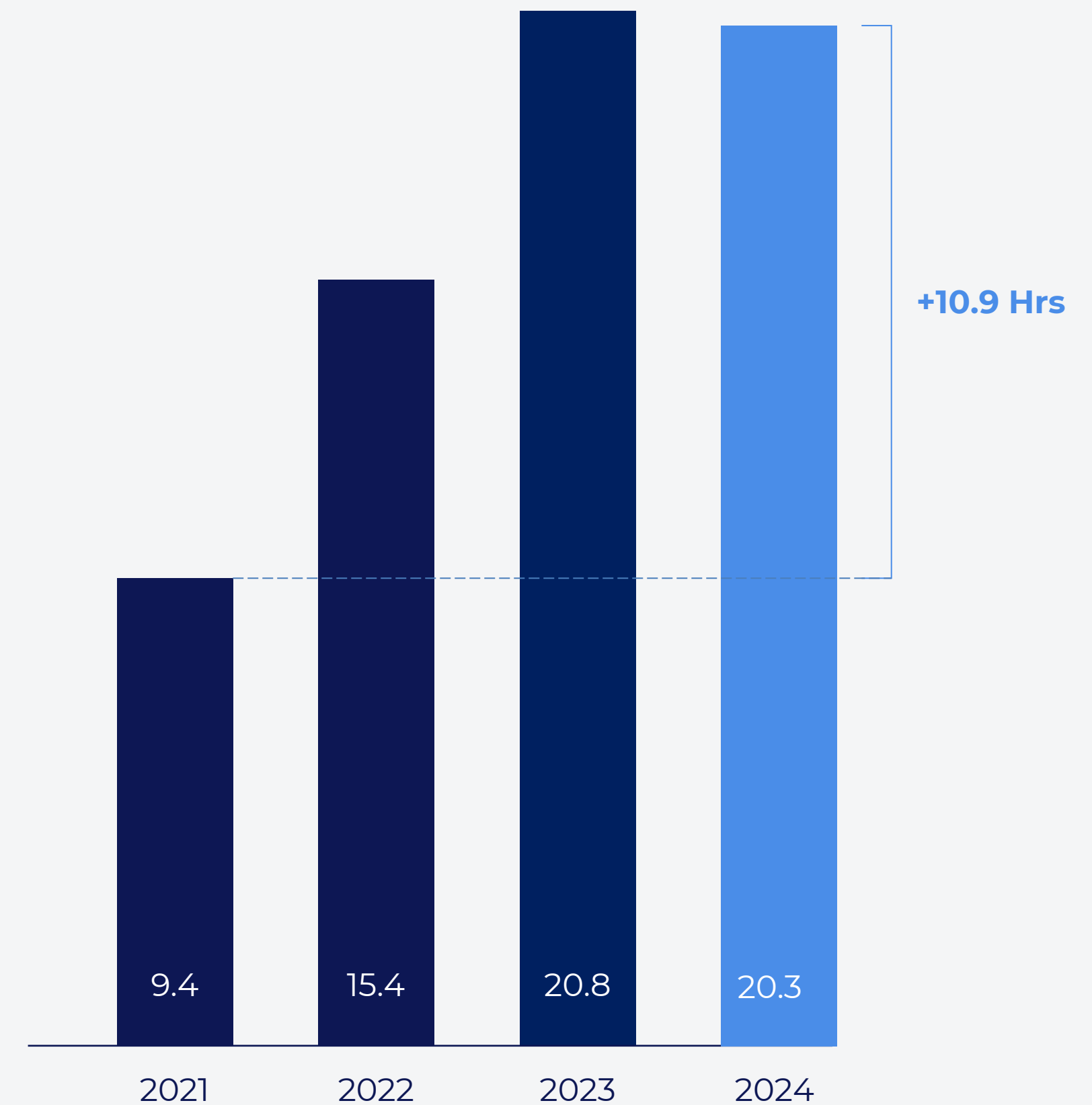
In 2024, Sport Group significantly expanded its commitment to professional growth, achieving a total of 43,501 training hours, corresponding to an average of 20.3 hours of training per employee. This increase reflects our strategic focus on developing talent, supporting career progression, and nurturing a culture of lifelong learning across all business units.

To ensure that individual development aligns with organizational goals, 87 employees from our German facilities participated in regular skills-based performance and career development training. These structured discussions help identify opportunities for advancement and reinforce our dedication to transparency, engagement, and continuous improvement.

In addition to professional and leadership development programs, Sport Group provides mandatory trainings in several key areas. These include quality management, health and safety, information and cyber security, as well as environmental awareness—with a focus on energy efficiency and responsible resource use in the workplace. Each employee completes at least 16 hours of training annually, ensuring a consistent standard of competence and compliance across the organization.

Through targeted learning initiatives, cross-functional development opportunities, and leadership programs, Sport Group continues to invest in the growth and capabilities of its workforce—empowering employees to contribute to our company’s ongoing success and sustainable future.

TOTAL TRAINING HOURS PER EMPLOYEE





OUR PEOPLE ARE AT THE HEART OF EVERYTHING WE DO AT SPORT GROUP. SUSTAINABLE BUSINESS SUCCESS DEPENDS ON AN ENGAGED, SKILLED, AND RESPONSIBLE WORKFORCE. THAT'S WHY WE INVEST CONTINUOUSLY IN CREATING SAFE, INCLUSIVE, AND FUTURE-ORIENTED WORKING ENVIRONMENTS — ENSURING THAT OUR TEAMS CAN GROW WHILE CONTRIBUTING TO OUR BUSINESS GOALS.

Eva Issa

VP HR, Legal, Internal, ESG & Communication

DIVERSITY & INCLUSION

As an international company operating in multiple countries around the world, it is a priority to create an inclusive, diverse, and safe work environment for everyone. Sport Group firmly believes that diversity is an essential catalyst for driving continuous improvement in the company's performance and fostering a more inclusive work environment.

Diversity & Inclusion are critical to Sport Group's success as a multinational company. As such, this priority is overseen directly by the Global Board, which is responsible for ensuring a tolerant and inclusive working environment and one that supports diverse backgrounds, mindsets, and affiliations.

STRENGTHENING A DIVERSE WORKING ENVIRONMENT

The Global Board must be closely aligned on matters of diversity with the global and local HR departments in order to develop suitable strategies to ensure an inclusive work environment. Therefore, a comprehensive diversity program comprised of various initiatives and guidelines has been developed to support the company's diversity goals. This includes company integration

measures following an absence, and the appointment of a representative for employees with disabilities.

In the event of an employee's disability, the workplace is designed to be barrier-free, ensuring equal opportunities for all employees. New employees take part in a buddy program, and intercultural competence training is offered. Additionally, there are flexible work options that support an inclusive environment that values and respects the unique needs of every employee.

Initiatives promoting inclusivity beyond company boundaries are supported, as is the case our special Diversity & Inclusion day at Sport Group Australia (more information on the next page).



SYNLawn artificial grass at Brandenburg Gate Euro 2024 Fan Zone

CELEBRATING DIVERSITY AND INCLUSION AT SPORT GROUP AUSTRALIA

In late 2024, our Australia operation proudly celebrated Diversity and Inclusion Day—a dedicated occasion to honour the rich cultural tapestry within our workforce and to reinforce the inclusive values that define our organisational culture.

To mark the day, employees were invited to bring a dish that represents their country of origin, creating a vibrant and diverse culinary experience for all. The enthusiastic participation showcased a wide array of traditional recipes, many of which have been passed down through generations, reflecting the pride and heritage of our team members.

In addition to the shared meal, staff were encouraged to wear traditional garments and share photographs that celebrate their cultural backgrounds. This initiative fostered meaningful conversations and a deeper appreciation of the unique identities that make up our collective workforce.

Our Australian team comprises individuals from over 20 distinct cultural backgrounds. As part of a global organisation, this diversity is a tremendous asset—enabling us to draw on a wide range of experiences, perspectives, and insights that strengthen our operations and enrich our workplace culture.

“As a global organisation, it is fundamentally important to us to foster and promote a culture where **multiculturalism** is recognised and embraced. Our Diversity and Inclusion Day here in Australia was an enriching opportunity for all of us to unite and celebrate the strength and vibrancy of our diverse workplace culture.”

Suzette Oxley
HR Manager, Sport Group Asia Pacific





PRIORITIZING HEALTH & SAFETY

As a company in the building industry, Sport Group recognizes the health and safety risks faced its employees. The production and installation processes represent various challenges to the well-being of employees and other stakeholders closely connected to the company's operations. Failure to adequately prevent and mitigate these risks could result in significant negative impacts.

Health and safety is therefore a top priority for Sport Group's global board, with key H&S indicators directly overseen by the Chief Operating Officer (COO). The company's commitment to health and safety is formalized in its global Quality, Safety, Health and Environment (QHSE) policy, which outlines responsibilities and strategies to address these critical issues.

Given the heterogeneity of sites, regions and affiliates, Sport Group tailors its health and safety measures to the needs and requirements of each process and region. The company is committed to improving these measures and values every employee's contribution to its success. In return, Sport Group ensures that every employee has access to health insurance.

Notably, 100% of employees at Melos are covered under Health and Safety Certifications. The industries in which Sport Group and its affiliates operate involve daily exposure to heavy machinery, vehicles, hazardous substances, and tight schedules. As a result, the company recognizes the critical need to actively manage the health and safety risks faced by employees and stakeholders.

ENSURING SAFETY THROUGH MEASURES & REPORTING

Sport Group is dedicated to continuously advancing its health and safety values through specialized initiatives and an ongoing commitment to rigorous safety standards. The company recognizes the importance of emergency preparedness and has implemented comprehensive procedures across all regions and organizations.

These include a Radiation Management Plan, a Mental Health First Aid Policy and an Extended Emergency Plan to mitigate risks and respond effectively to emergencies.

To monitor and improve Health, Safety, and Environmental (HSE) performance, Sport Group uses a global Balanced Scorecard (BSC) framework. This system tracks key metrics such as accident frequency rate, Lost Time Injury Rate (LTIR), fatalities, and other critical indicators. The BSC enables a comprehensive assessment of the organization's HSE performance and provides a mechanism for tracking progress toward established goals.

Additionally, the company prepares detailed quarterly reports that highlight specific incidents or accidents during the reporting period. For incidents involving more than ten days of absence, these reports provide a comprehensive analysis of the incident, including causes, consequences, and recommended actions to prevent recurrence and drive continuous improvement.

Occupational health check-ups, including various regular examinations, are provided based on the sector's specific requirements and conducted upon recruitment (e.g., in the chemical industry).

HEALTH & SAFETY TARGETS: PRIORITIZING EMPLOYEE HEALTH

Sport Group is committed to maintaining zero fatalities and reducing LTIR by 10% annually over the coming years, with a global health and safety policy and an integrated QHSE management system created for this purpose. This system prioritizes the well-being and safety of all employees by setting high standards and ensuring consistent application across operations.

Robust policies, procedures, and practices have been implemented to uphold the highest health and safety standards across all operations, and the number of required health and safety training hours has been increased to at least 16 hours of training annually, promoting a culture of health and safety awareness.



SYNLawn artificial grass at Brandenburg Gate Euro 2024 Fan Zone

SUPPORTING MENTAL HEALTH

Sport Group has implemented key initiatives designed to support employees' mental health and overall well-being. Through these initiatives, Sport Group is committed to fostering a workplace environment where mental health is a priority, and employees feel supported at every stage of their journey.

01 PREVENTION: HEALTH DAYS



Dedicated health days focus on raising awareness around mental health issues. These include prevention-focused lectures that help employees recognize the early signs of burnout, depression, and addiction.

02 SUPPORT SERVICES



For employees facing challenging situations, confidential and professional external counseling services are offered. These services, provided through trusted partners such as Diakonie (modeled on Melos), are available 24/7 via a dedicated emergency hotline, ensuring employees have access to immediate support if needed. Additionally, the Asian region provides psychological welfare procedures, an employee assistance program, and access to mental health first aiders.

03 ACTIVE RESPONSE



In the event of significant internal losses or other impactful situations, professionally supervised psychological sessions are provided for affected teams or individuals. These sessions create a safe space to process experiences and emotions, ensuring teams receive the care and support they need during challenging times.

06 SUPPLY CHAIN

RESPONSIBLE PROCUREMENT AS
THE FOUNDATION OF OUR SUPPLY STRATEGY

Sugar cane supplier Braskem





SYNLawn artificial grass at Brandenburg Gate Euro 2024 Fan Zone

BUILDING A SUPPLY CHAIN THAT REFLECTS OUR VALUES

Our mission is to create a responsible and resilient supply chain that aligns with our climate strategy and ethical sourcing standards. We aim to collaborate closely with our suppliers, fostering sustainable practices and ensuring that our upstream activities support environmental conservation and social responsibility.

With a global procurement network and thousands of suppliers along the value chain, sustainable sourcing is important for Sport Group's employees, its own operations, and its customers and consumers. Green and sustainable procurement are integral to the business model and strategy to create sustainable growth and value for the company and its customers. Sustainable procurement is one of the key levers to reducing negative impacts on the environment. Therefore, Sport Group has integrated a sustainable procurement target into the management performance assessment of the Director Procurement global.

Sport Group defines suppliers as any organization or entity that directly provides goods and/or services to Sport Group. The suppliers are required to adhere to all relevant laws, regulations, and legal obligations concerning human rights, labor standards, environmental protection, anti-corruption practices, and trade and customs. Sport Group expects its suppliers to adhere to the highest applicable standards, whether local laws, country-specific regulations, international guidelines, or Sport Group's standards. In Germany, the capacities of suppliers are assessed as part of social audits. If any conflict arises between local laws and these standards, suppliers must promptly notify Sport Group.

Upon execution of contractual agreements, 100 % of our suppliers receive the Supplier Code of Conduct. By signing, they acknowledge and accept the obligations therein, including compliance with the expectations detailed in the subsequent sections. Sport Group will continue to monitor the adherence of its suppliers to the Supplier Code of Code and take appropriate rectification measures where necessary.

“Procurement is more than a transaction—it’s a strategic lever for positive change across our supply chain. By embedding sustainability into our sourcing decision, we not only drive efficiency and resilience but also foster ethical practices, reduce environmental impact, and create long-term value for people and planet alike.”

Daniel Klomp

Global Director Procurement, Sport Group

RESPONSIBLE SOURCING

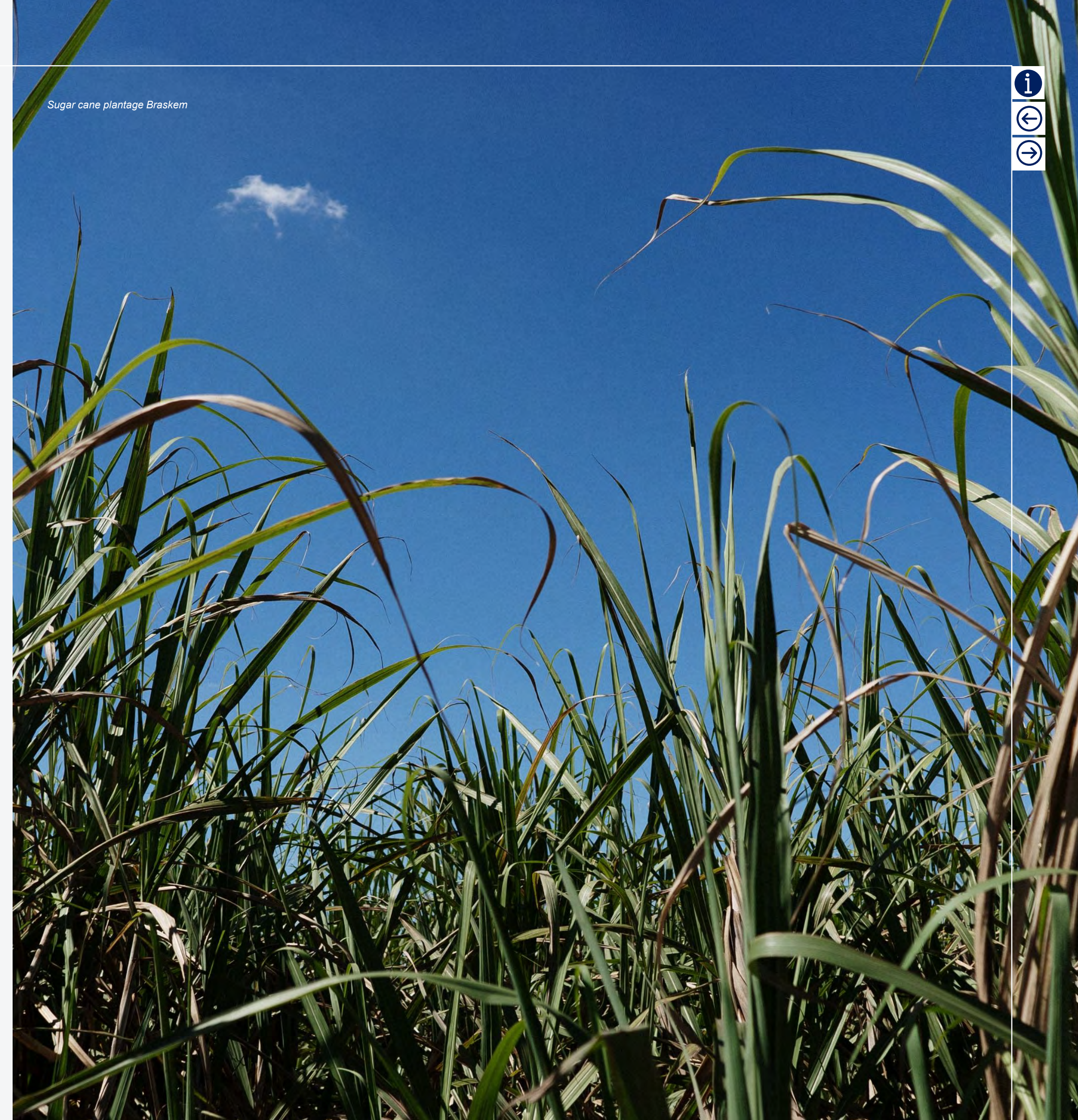
As an international holding company with an extensive set of different products made from many raw materials, Sport Group upholds contractual agreements with a wide network of suppliers. The variety of suppliers worldwide enables the company to produce high-quality products that meet stringent standards. The high number of suppliers across the supply chain comes with great responsibility and obliges Sport Group to ensure that the suppliers meet these standards. A high degree of integrity and ethics is expected from all suppliers. Sport Group is committed to social and environmental standards across the supply chain.

ENVIRONMENTAL STEWARDSHIP & MINERAL SOURCING

Sport Group strictly prohibits raw materials that directly or indirectly contribute to armed conflicts or human rights abuses in its products. Suppliers must take reasonable measures to ensure their products are free from conflict minerals, as outlined in the Organization for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

When sourcing raw materials, suppliers must ensure that all materials used in manufacturing or selling products to Sport Group comply with relevant environmental laws, regulations, and legal requirements. To promote safe handling, transportation, storage, recycling, reuse, and disposal of materials, suppliers are required to identify and manage any substances that could harm the environment if released, and to comply with applicable labelling, recycling, and disposal regulations.

Sugar cane plantage Braskem



CLIMATE STRATEGY (UPSTREAM)

Sport Group is deeply committed to upholding the highest standards in environmental, social, and governance (ESG) practices in all aspects of the value chain. This commitment goes beyond meeting internal standards; it extends to creating products that fulfil the most stringent quality, ethical, and safety requirements. Suppliers must adhere to all environmental regulations relevant to their products or services and implement a robust environmental management system. This system should include clear, measurable environmental targets, along with effective monitoring. Additionally, there is active collaboration with suppliers who support Sport Group's carbon reduction goals. These include suppliers providing carbon-neutral material resources such as sugarcane-based PU or green electricity, further advancing the commitment to sustainability.

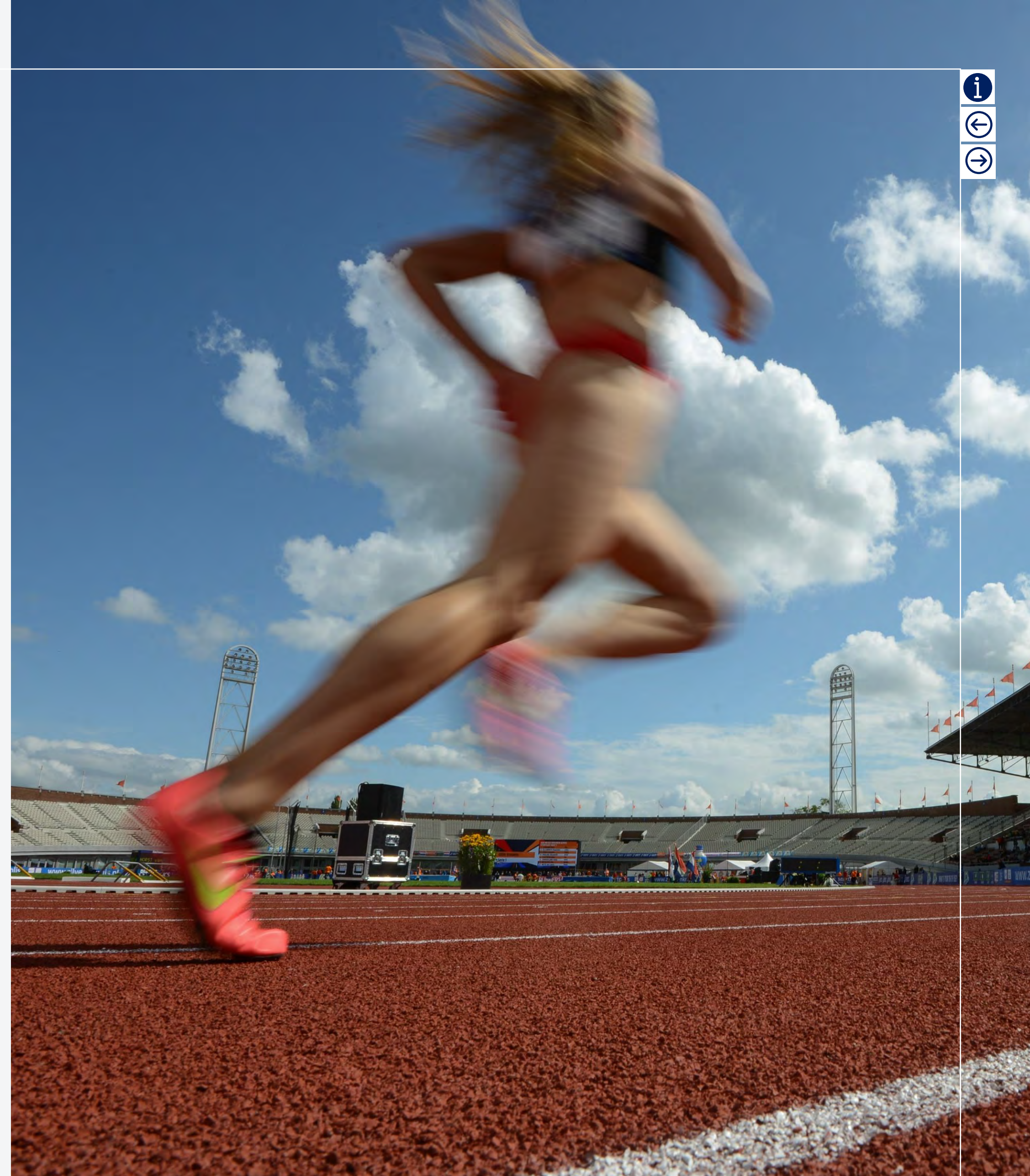
Given the scale of Sport Group's global operations, logistics is a key focus for improving sustainability. Transportation methods and

commuting patterns significantly impact the environment, so the company prioritizes reducing distances in the supply. With production entities strategically located globally, the objective is to source materials locally whenever feasible. For example, production is maintained in higher-cost regions, such as Australia, to stay close to markets and minimize transportation distances, thereby reducing the environmental impact.

Moreover, Sport Group is dedicated to optimizing transportation methods and improving its carbon footprint. Rail transport emits up to nine times less CO₂ and particulate matter emissions than road transport¹ and is nearly twice as efficient as shipping², making it one area with potential for carbon reduction. To this end, Sport Group has launched initiatives to shift its freight shipments from road to rail and ship wherever possible, reinforcing the commitment to a sustainable supply chain. Through these efforts, Sport Group aims to lead by example.

¹ *European Environment Agency EEA, Air quality in Europe, 2017.*

² www.iea.org/reports/sustainable-recovery/transport



CLIMATE STRATEGY PROJECT 2023/24

In 2024, Sport Group’s global ESG team finalized and further developed its Climate Strategy Project, building on the foundational work initiated in 2023. The project focused on verifying the plausibility of the existing Scope 1 and 2 balance sheet and preparing a comprehensive Scope 3 accounting, as part of Sport Group’s broader climate and sustainability commitments.

SCOPE OF THE CLIMATE STRATEGY PROJECT

The essential activities involve a thorough review and evaluation of the available data, followed by a verification of the defined system boundaries that include organizational and operational system boundaries. Additionally, the calculation methodology is validated to ensure accuracy. This process involves an examination of all relevant emission sources and their respective emission factors, for identifying any potential gaps in the current data collection. Suggestions for improving greenhouse gas (GHG) accounting are developed, where possible.

PROJECT RESULTS FOR SCOPE 3 EMISSIONS

The Scope 3 emissions were calculated in accordance with the GHG Protocol standards, with system boundaries that encompass all major production facilities, ensuring no extrapolations were made for entities not represented in the data. Key aspects of the methodology included:

- Inclusion of production (PRD) and project (PJS) facilities to ensure coverage of all production sites.
- A strong focus on sustainability impacts, aligning the analysis closely with Sport Group’s business model and environmental objectives.
- A full accounting of energy consumption from these production locations, ensuring data completeness and accuracy.

In a materiality workshop involving key departmental leaders, relevant Scope 3 categories were identified to prioritize focus areas. Subsequently, all pertinent categories were included in the GHG inventory assessment. The calculations revealed Scope 3 emissions totalling **506,648 tCO₂e**, with a notable concentration in Scope 3.1 (Purchased Goods and Services). Major emission hotspots by material were synthetic rubber, polyethylene yarn, and LDPE, with production organizations contributing to 91% of the emissions in Scope 3.1. This analysis highlights critical areas for potential sustainability initiatives within the supply chain and production processes, providing clear direction for further reduction strategies.

KEY FINDINGS:

- Scope 3.1, 3.12 and 3.4 are emission hotspots responsible for 94% of Scope 3 Emissions
- Scope 3.10 is hardly relevant as only cable compounds fall into this category
- Scope 3.7 is only half as Scope 3.6 (different from initial materiality analysis)

SCOPE 3 EMISSIONS



ENGAGEMENT & COLLABORATION (UPSTREAM)

Even though Sport Group engages with thousands of different suppliers, every one of them must comply with the company’s ESG standards. The suppliers’ ESG performances are regularly reviewed, and appropriate actions are taken in cases of violations. The review includes identifying, assessing, and documenting the material ESG risk associated with suppliers’ operations and businesses.

To monitor suppliers worldwide, Prewave was started in 2023 and had the first kick-offs and supplier consolidation. Prewave enhances supply chain visibility and risk management using AI to monitor risks in real time, predict disruptions, and ensure sustainability compliance. It helps Sport Group minimize disruptions, improve supplier relationships, and save costs through automation and data-driven insights, supporting global operations and regulatory adherence. The official cooperation commenced in 2024. Additionally, it is important to collaborate with various sports associations and communities.

Partnerships also ensure products fulfil legal requirements and Sport Group’s highest standards. To achieve this overarching goal, Sport Group collaborates with industry and sustainability initiatives.

Collaborations with responsible partners and memberships are important because they promote consistent, long-term support for initiatives focused on environmental health and community well-being.

GREEN SPORTS ALLIANCE SUMMIT 2024

AstroTurf recently underscored its commitment to sustainability as a badge sponsor at the 14th Green Sports Alliance Summit in Los Angeles. The event brought together more than 800 leaders from across 15 countries, including representatives from major sports organizations such as the NFL, NHL, MLB, PGA, NASCAR, MLS, and NBA, to explore innovative ways to advance environmental responsibility in the sports industry.

AstroTurf’s involvement reflects a broader alignment with the mission of the Green Sports Alliance, an organization dedicated to promoting renewable energy, waste diversion, water efficiency, and environmentally preferable practices across its 230-plus member network of teams, leagues, venues, schools, and universities. By engaging in this dialogue, AstroTurf reinforces its intention to be a leader in delivering sustainable surface solutions for the sports world.

In addition to its alliance membership, AstroTurf partnered with Cyclyx International, a consortium-based innovator focused on increasing the recyclability of plastic waste from 10% to 90%. AstroTurf is committed to achieving zero waste by early 2024, and, as part of this commitment, it now offers a climate-positive turf product made from Bio-Based PE (Bio Polyethylene), incorporating 60% renewable raw materials from sustainably sourced sugarcane. This product reduces carbon emissions and water consumption, exemplifying AstroTurf’s dedication to sustainable development.

Through its partnership with Cyclyx, AstroTurf is advancing circular practices in its manufacturing, installation, and end-of-life processes, intending to divert over 10 million pounds of polyethylene waste from landfills into circular recycling, with up to 90% of this waste potentially repurposed.

These collaborations strengthen AstroTurf’s ability to deliver high-performance, environmentally responsible alternatives to natural grass.

“Our membership with the Green Sports Alliance underscores our commitment to sustainability and is a testament to our ongoing efforts to promote environmentally responsible practices in sports.”

Rob Mitchell
VP Business Development at AstroTurf

The German sports flooring expert Polytan and Belgian sports equipment manufacturer MakinH have formed a strategic partnership to address a key future challenge in the hockey industry: Dry Hockey.

CHANGING THE HOCKEY INDUSTRY

With climate change driving the need for sustainable practices, reducing water use in sports has become essential. Professional hockey fields require heavy watering – up to 10,000–15,000 liters per spray, resulting in millions of liters per field each year. With the International Hockey Federation (FIH), Polytan and MakinH aim to lead the way in sustainable hockey solutions, developing innovative products that cut water consumption. MakinH has already created the recyclable, self-watering Rewetta® ball, eliminating the need to irrigate the field and maintaining high-performance standards while saving water.

07 GOVERNANCE

SETTING STANDARDS IN ETHICAL
AND TRANSPARENT GOVERNANCE



SPORT GROUP MINIMUM STANDARDS

CERTIFICATIONS FOR HIGHEST QUALITY

To ensure a functioning environmental management system, Sport Group has formalized its environmental management procedures and obtained various external certifications for environmentally responsible practices. In recent years, more sites have obtained Environmental Management System (EMS) certification. Almost 30% of all employees who work for Sport Group or its affiliates are covered by ISO 14001, and 24% by ISO 50001, for energy management.

To guarantee the safety and well-being of every end-user of our products, Sport Group holds itself to the strictest quality standards. Production procedures and quality management systems that surpass the legally required minimum have been established. At the same time, there is a commitment to regularly receiving quality management audits from external parties.

As a result, there are ISO 9001 certifications for quality management systems of the entities. The Quality Management System (QMS) certification covers 60% of all Sport Group employees, yet 100% all employees from our production facilities.

Melos is certified with the ISO 45001, which formulates occupational health and safety management systems requirements.

In 2024, we started our project to integrate an Information Security Management System (ISMS) to achieve the ISO 27001 certification for the first time in 2025. This certification will initially apply to the IT unit of Sport Group GER. In subsequent phases, additional IT units within the organization will be included following the successful completion of the initial certification.

As one of the world’s leading suppliers of sports surfaces, Sport Group offers synthetic surfaces and artificial turf systems for international competitions and training facilities for ambitious clubs, sports schools, and municipal sports facilities. Consistent premium quality is essential. The high quality of the sports surfaces is assured by continuous quality monitoring in accordance with RAL — the entire product range has the required quality marks.

ESG METRIC	Organization	ISO 14001	ISO 50001	ISO 9001	ISO 45001
% of employees covered	PRD ¹	40%	34%	100%	19%
	PJ ²	47%	47%	86%	0%
% of entities covered	PRD	43%	29%	100%	4%
	PJ	20%	20%	30%	0%

Some variants of the running track surfaces are also tested in accordance with the requirements of World Athletics (WA) and can, therefore, be certified for competitions. All Polytan synthetic turf systems have the relevant certificates from international sports federations such as World Rugby or the International Tennis Federation (ITF). As a FIFA Preferred Provider,

Polytan meets the highest requirements for soccer artificial turf systems in terms of quality, performance, and safety. The global Polytan Group bundles its leading field hockey products under the Poligras brand and is a licensed Preferred Supplier of the International Hockey Federation (FIH).



¹Production Companies
²Project Companies

ESG RATINGS

ESG ratings play a critical role in evaluating a company's performance beyond traditional financial metrics. They provide investors, stakeholders, and regulators with an independent assessment of how well an organization manages environmental, social, and governance risks and opportunities.

SUSTAINALYTICS

From 2021 to 2023, Sport Group was assessed by Sustainalytics as having a low risk of material financial impact from ESG factors. Among the companies rated by Sustainalytics, Sport Group consistently ranked in the top 4% of its industry. In 2023, Sport Group achieved an ESG Risk Rating Score of 12.7, placing it third within the Building Products industry. This low-risk rating reflects the strong management of ESG issues and moderate exposure to potential ESG impacts and risks. The score ranks Sport Group third out of 149 companies in the sub-industry and places it among the top 2% in the sector and the top 6% of all companies rated globally by Sustainalytics. Sport Group is proud to be recognized as a leader in sustainable practices within its industry.



ECOVADIS

In 2024, Sport Group conducted their very first EcoVadis rating. This rating is a globally recognized assessment tool companies can use to evaluate their sustainability performance, social responsibility, and supply chain due diligence. The rating helps companies to align themselves with international sustainability standards and drive continuous ESG improvements. EcoVadis assesses the sustainability performance of Sport Group in key areas such as the environment, labour and human rights, ethics and sustainable procurement.

As for our performance in 2024, Sport Group achieved a total score of 58/100, marking our commitment to sustainability. As a highlight, we are proud to say that for the environmental topic, we are within the top 29% of companies rated by EcoVadis and were additionally able to secure a "good sustainability performance" score in all four key areas. The recommendations provided by EcoVadis enable us to establish new action plans, fostering improvements across multiple areas. These efforts will strengthen both our corporate performance and our next ratings.



"A strong ESG rating is not just evidence, but a promise: transparency, accountability, and a long-term commitment to environmental, social, and governance principles. Our track record demonstrates that we consistently maintain low exposure to financially material ESG risks, while our management approach reflects a clear and enduring commitment to sustainability."

Lisa Rosskothén

Senior Expert ESG global, Sport Group

ETHICAL BUSINESS & COMPLIANCE

BRIBERY AND CORRUPTION

Sport Group's Anti-Bribery and Anti-Corruption Policy outlines the responsibilities of the organization, its affiliated companies, and employees in upholding a zero-tolerance stance against bribery and corruption. The policy provides clear guidelines on prohibited and permissible practices, ensuring transparency and accountability. Sport Group is committed to conducting business with honesty and fairness. It is strictly prohibited to offer or grant any improper advantage to business partners, their employees, or third parties. This includes gifts, invitations, or other benefits that could be perceived as an attempt to influence decisions or actions. Special caution must be exercised when dealing with public officials or government employees, and third parties may not be used to circumvent these rules.

Only modest and appropriate gestures of hospitality or goodwill are acceptable, provided they are not intended to secure any improper advantage, comply with applicable laws, are given in the company's name, do not involve cash or cash equivalents, are reasonable in value and occasion, and are provided transparently. The usual maximum value is EUR 50, and any gifts or invitations to government officials or politicians require prior approval from the responsible compliance manager.

FRAUD

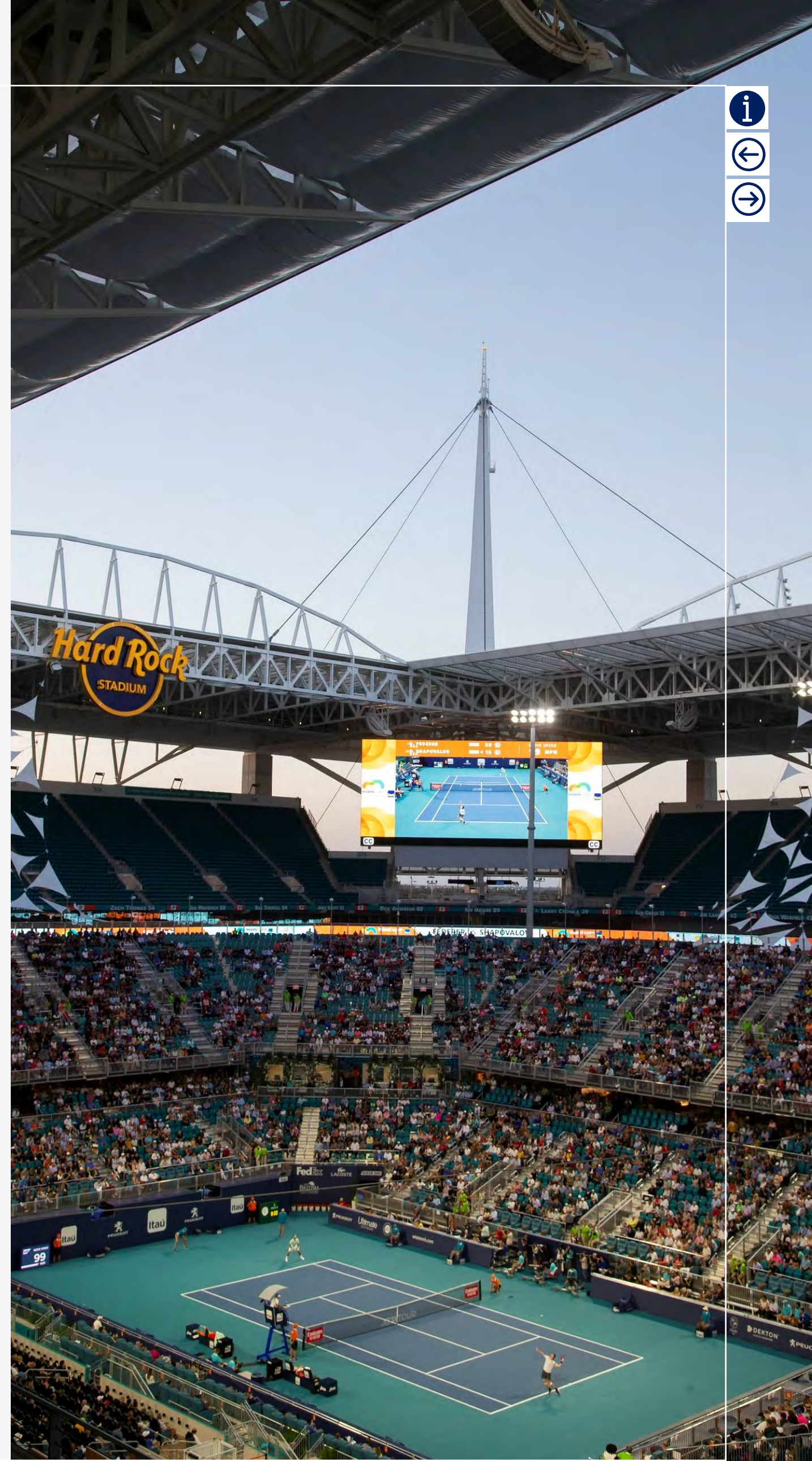
Fraud is prohibited at Sport Group. We are dedicated to maintaining the highest standards of integrity and transparency in all our operations. To this end, Sport Group is committed to detecting, reporting, and addressing any fraudulent activities. We have implemented robust systems and procedures to identify and prevent fraud, ensuring that any suspicious activities are thoroughly investigated. Our purpose is to foster a culture of honesty and accountability, where employees are encouraged to report any concerns without fear of retaliation. By adhering to these principles, we aim to protect our organization and stakeholders from the detrimental effects of fraud.

POLICY OVERSIGHT & IMPLEMENTATION

The Legal & Compliance department, along with local regional compliance managers (where applicable), oversees the policy's effectiveness and conducts regular implementation reviews. The periodic internal reviews are meant to ensure that the bribery and corruption control measures are effective. This includes, among other measures, checking of training completion rates, the functionality of the whistleblowing system and processes for addressing whistleblower complaints, and issues logs.

Findings and recommendations are presented to the management. Sport Group maintains detailed financial records and robust internal controls to document all payments. Hospitality and gift exchanges are recorded, including their amounts and purposes, and are subject to managerial review to ensure appropriateness.

To prevent bribery, corruption and facilitation payments, Sport Group has established internal control systems and procedures regularly audited for effectiveness. This zero-tolerance approach is communicated to suppliers, contractors, business partners, and third parties at the start of business relationships and as needed. Relevant training is provided to employees to enhance their understanding of compliance requirements. This policy is firmly rooted in the principles outlined in the Sport Group Code of Conduct, available on Sport Group's official website, and on the entities' websites. A strong commitment to address major business ethics risks is reflected in the Sport Group Code of Conduct, which is the basis for all businesses conducted by Sport Group and its employees. Every employee shall be provided with the updated code of conduct, will formally be asked to commit to it, and is annually trained on ethical topics as part of a Code of Conduct training





WHISTLEBLOWING: ZERO TOLERANCE FOR UNETHICAL BEHAVIOR

Protecting the privacy and integrity of employees and stakeholders is of utmost importance to Sport Group. With the help of the newly established digital whistleblowing platform, Sport Group offers all employees and other relevant stakeholders the opportunity to make anonymous reports. The platform is available 24/7, in multiple languages (English, French, German, Italian, Magyar, Polish, Portuguese, Romanian, Spanish, and Turkish), and adheres to strict standards to ensure anonymity and privacy for whistleblowers. Anyone who provides information will be protected from retaliation or discrimination. All information received is treated confidentially. Sport Group ensures that no one suffers any detrimental treatment by refusing to accept or offer a bribe or other corrupt activities.

The whistleblowing platform is publicly available on Sport Group's website and linked to the Legal & Compliance page of the company's intranet, to ensure easy access and visibility for employees. All employees are emailed a comprehensive guide with instructions on using the platform effectively.

The guide provides step-by-step instructions on accessing the platform, submitting reports, and maintaining. This way, everyone is encouraged to report misconduct that will then be quickly and fairly addressed. Third parties, including suppliers and subcontractors, can access the whistleblowing platform from the [website](#). In 2024, Sport Group received a total of five indications of possible misconduct via the Whistleblower Platform.

ADDRESSING OUR RISKS

Sport Group has a well-balanced risk approach and continuously monitors all risks. This constant monitoring enables the group to recognize the need for action to hedge risks at an early stage. Sport Group also reviews this with external advisors to determine whether hedging is appropriate at a given point in time. It is helpful in this regard that the business is regionalized, with production in the US for the Americas, Australia and Malaysia for AP, and Germany and Poland for EMEA.

The significance of the individual risks and opportunities is determined based on the probability of occurrence and the possible effect on forecasts and targets. There is currently no indication of any principal risks that could endanger the Group's ability to continue as a going concern.

The company's strategic risk is minimized through close communication with suppliers, and the availability of raw materials is ensured by maintaining adequate alternatives. As such, if the risk were to occur; the negative effects are expected to be minimal according to management.

Regarding our operating units, a negative effect on future development could arise from possible changes in sales prices relative to purchase prices for raw materials – in particular due to competitors. However, the management of the Group and the operating units actively strive to counteract this possible development through permanent quality and cost management, optimized product management and project-related price calculation. If the risk were to occur, the negative effects are expected to be moderate according to management. Further, the company's financial risk is minimized through a dense framework of forecasts and corruption risk assessments. Therefore, if the risks were to occur, the negative effects are not expected to be significant overall.

Further on, we minimize cash management risks during installation projects, since bills are only fully paid when projects are completed, by having liquidity enhancing instruments in place and S&OP processes to keep inventories on minimum level. In addition, we obligate full transparency on cash and liquidity across all entities (e.g. daily cash report).

INFORMATION & CYBER SECURITY

In today’s digital economy, information has become one of the most valuable corporate assets. The growing interconnectivity of systems, global data exchange, and reliance on digital services have significantly increased the exposure of organizations to cyber threats. Cyber and information security are therefore not merely technical concerns but essential components of corporate governance, risk management, and business continuity.

THIRD-PARTY INFORMATION SECURITY AND DUE DILIGENCE

Sport Group’s policy for third party information security defines the company’s due diligence framework to ensure that all third parties—such as suppliers, service providers, partners, and subcontractors—comply with corporate information security standards. Each third party must maintain adequate security policies, restrict access to information to the necessary minimum, and implement appropriate technical and organizational measures, including encryption, multi-factor authentication, and malware protection. This is a risk-based approach to mitigate information security compliance risks and prevent information security incidents that may affect third-party data,

in line with the EU General Data Protection Regulation (GDPR), and other relevant regulations in jurisdictions where we operate. Confidentiality agreements are mandatory, and any security incidents must be reported immediately, supported by a documented response plan. Third-party employees are required to receive regular security training. The use of subcontractors is subject to prior approval and must meet the same standards.

Before collaboration begins, due diligence checks are performed, written acceptance of the policy is required, and compliance is verified through regular audits. Breaches may lead to contractual penalties, termination, and liability for damages.

ENSURING LAWFUL AND TRANSPARENT CONSENT

The collection of consent is mandatory and must be obtained voluntarily, specifically, and transparently before any processing of confidential information begins. Data subjects must be clearly informed of the nature and purpose of processing, the duration of data retention, the identity of authorized recipients, and their statutory rights.

Confidential information may be disclosed only with explicit consent and solely to authorized parties. Data retention is limited to the agreed period, after which or upon withdrawal of consent, all related information must be securely deleted.

The company employs clear consent declarations without pre-selected options and maintains verifiable records of each consent, including date, purpose, and scope. Appropriate technical and organizational measures (TOMs) are implemented to ensure the confidentiality and integrity of data throughout its lifecycle. Regular reviews of this policy support ongoing compliance and accountability.

CYBER SECURITY


A single security breach can lead to severe financial losses, operational disruptions, reputational damage, and legal consequences. Ensuring the confidentiality, integrity, and availability of information is fundamental to maintaining stakeholder trust, complying with regulatory requirements, and safeguarding competitive advantage.

To reduce our risk in this regard, we introduced central training platform for your IT security awareness and post initial training courses on this topic for our employees, which are mandatory. In addition, we conduct third-party risk assessments. In 2024, a cyber quotient evaluations ensured us that Sport Group shows strong performance in network and physical security, with both areas rated above industry average. Multi-factor authentication and remote access controls are robust and widely implemented. Governance is a clear strength, with executive-level accountability and regular cyber risk reporting. The company also maintains an excellent, up-to-date inventory of third-party vendors, and uses advanced monitoring tools for threat detection. These strengths provide a solid foundation for cyber resilience and risk management. Sport Group conducts annual audits of its information & cyber security control measures to verify their effectiveness and compliance with internal policies, employee training and legal requirements.

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