ABÉO

SUSTAINABILITY REPORT

CSRD

2025/2026

Table of Contents

Preamble

For ABEO, sustainability is a driver of value creation and a key factor in the company's long-term viability. It lies at the heart of our development and guides our decisions to balance economic performance, social responsibility and the management of our environmental impacts.

True to its mission of designing and supplying equipment for sport and physical activity, the Group continues to integrate sustainability considerations into its operations. In an environment characterised by rising expectations regarding responsibility, pressure on resources, public health challenges and changing patterns of use, we must adapt our models with pragmatism and determination.

The 2025/26 financial year marked a new stage in the structuring of our approach. It enabled us to deepen our understanding of our impacts, risks and opportunities, to strengthen our governance and to continue fostering a culture of sustainability across our teams. This momentum was notably reflected in the roll-out of a Health, Safety and Working Conditions (HSWC) policy and a policy on local accountability.

We recognise that our responsibility extends throughout our value chain. Therefore, we are focusing our efforts on the key drivers of transformation: product design, sourcing, manufacturing, transport, use and end-of-life. This ambition also relies on the commitment of the Group's staff, whose expertise and close relationship with customers are essential assets.

In this context, the CSRD (*Corporate Sustainability Reporting Directive*) represents an opportunity for ABEO to enhance the transparency, consistency and management of its commitments. This sustainability report reflects the progress made, the priorities identified and the path we are following to achieve sustainable, meaningful and responsible development.

Olivier Estèves, Chairman and Chief Executive Officer of ABEO

4.1. GENERAL INFORMATION (ESRS 2)

4.1.1. Basis of preparation

4.1.1.A. General basis for the preparation of the sustainability statement (BP-1)

This is the second time that ABEO has prepared its sustainability statement in accordance with *the Corporate Sustainability Reporting Directive* (CSRD). The report has therefore been drawn up in accordance with *the European Sustainability Reporting Standards* (ESRS). These standards provide a comprehensive framework for the disclosure of non-financial information, covering environmental, social and governance issues. This sustainability statement is based on a double materiality analysis, which takes into account both the Group's impact on the environment and society, and the influence of the environment and society on its performance. This analysis has resulted in a list of impacts arising from the activities of ABEO's companies, as well as risks and opportunities.

The scope adopted for ABEO's sustainability report is aligned with the **consolidated scope** of the financial statements for the 2025/26 financial year, ended 31 March 2026, and includes **all of the Group's operating subsidiaries.** Dormant companies or financial holding companies, which have no operational activities or employees, are excluded from reporting due to their insignificant contribution. SODEX SPORT and ELI PLAY, acquired in May 2025, are included in both the financial and non-financial scopes. However, VOGO, acquired in December 2025, although included in the financial scope, is excluded from the non-financial scope for the current financial year. Its late inclusion means that reliable, complete and comparable data are not available. It will be included in the Group's sustainability report from the next financial year onwards.

The Group's value chain, meanwhile, is taken into account in its entirety, covering both upstream and downstream activities (see paragraph 4.1.2.A.iii. of this section).

4.1.1.B. Information relating to specific circumstances (BP-2)

As this is the second time ABEO has carried out this exercise in accordance with the CSRD, historical comparisons or methodological limitations may affect the collection and assessment of certain data.

4.1.1.B.i. Time horizons

This report is based on the **time horizons defined by ESRS 1**: short term (current financial year), medium term (up to 5 years) and long term (beyond 5 years).

4.1.1.B.ii. Estimates relating to the value chain

Although sustainability issues are assessed across the entire value chain, the policies, actions and indicators presented mainly concern the stakeholders with whom ABEO has a **direct contractual relationship**, in particular its suppliers and customers.

Furthermore, the data used in this report comes from **two main sources**: internal (for activities under the Group's direct control) and external (sector reports and studies, government or European data, etc.), particularly for indirect elements of the value chain such as the timber, metalworking and plastics sectors. Some data was collected directly from suppliers or partners for the purposes of this report. The analyses are based on representative sectoral trends and are supplemented by the expertise of internal teams. These references relate in particular to data on the production and consumption of raw materials, recyclability by sector, the energy mixes of the countries hosting the Group's production sites, and trends relating to sport.

4.1.1.B.iii. Sources of uncertainty associated with estimates and results

The sustainability information has been compiled in the context of the second financial year in which the legal and regulatory requirements have been applied. This process has enabled the Group to consolidate its reporting practices, whilst taking into account the limited availability of certain comparative data and the constraints associated with data collection and assurance.

Difficulties in accessing certain data led the Group to publish figures on a limited scope or to make estimates:

- **Calculation of Scope 3 of the carbon footprint (E1-6):** The calculation of Scope 3 of the carbon footprint required the Group to make estimates and use extrapolations that may affect the information presented. Details of these methodological elements are set out in paragraph 4.2.1.E.iii. of section E1, alongside the results of the carbon footprint assessment. The Group continues to make every effort, taking into account its specific circumstances, to improve the reliability of the methodology used each year.
- **Breakdown by type of waste treatment (E5-5):** For 89% of the total waste generated by the Group's companies, the recovery pathways are known. For the remaining 11%, assumptions have been made based on similar subsidiaries or publicly available technical documentation. The Group continues to work on improving the reliability of the estimation methodology and on data collection for future publications.

4.1.2. Sustainability strategy

4.1.2.A. Strategy, business model and value chain (SBM-1)

4.1.2.A.i. ABEO's strategy: balancing local roots with global strength

ABEO is one of the world's leading suppliers **of sports and leisure equipment**, employing over 1,600 people across three continents. A family-owned group founded in 2002, with roots dating back to 1981, it brings together and fosters the growth of nearly 40 companies, each an expert in its field and based in 12 countries, whilst respecting their individual identities and unique characteristics. The Group therefore operates in **four main geographical regions**: France (453 employees, 15 subsidiaries), Europe excluding France (798 employees, 19 subsidiaries), North America — Canada and the United States — (138 employees, 5 subsidiaries), and Asia — China, Vietnam and India — (274 employees, 3 subsidiaries)[1] .

The Group's activities consist of **the design, manufacture and distribution** of equipment for private and public **sector clients** (schools, local authorities, sports centres, leisure parks, etc.).

[1] Work-study students and trainees included

ABEO’s companies are organised into **three Divisions** – Sport, Sportainment & Climbing, and Changing Rooms – and offer a wide range of equipment distributed in nearly 100 countries worldwide: gymnastics apparatus, team sports equipment, climbing walls, trampolines, changing rooms, lockers, etc. The Group’s brands are recognised for the quality of their products and services. As market leaders, they place the **safety of end-users** and **customer satisfaction** at the heart of their priorities. In response to growing demand for customisation, reliability and product traceability, the Group’s companies are evolving their strategy and product range, continuously enhancing the quality of their equipment whilst setting new trends.

For over 20 years, ABEO’s development has been driven by a strategy combining **organic and external growth**, enabling the Group to now boast a portfolio of numerous strong brands: GYMNOVA, EP CLIMBING, SPIETH, SCHELDE SPORTS and FRANCE ÉQUIPEMENT. To foster excellence from start to finish, ABEO’s model is based on **vertical integration and the autonomy of its subsidiaries**. Each subsidiary has considerable freedom to operate more effectively and efficiently – with both its customers and its teams – whilst benefiting from the Group’s support and resources to offer ever more sustainable solutions.

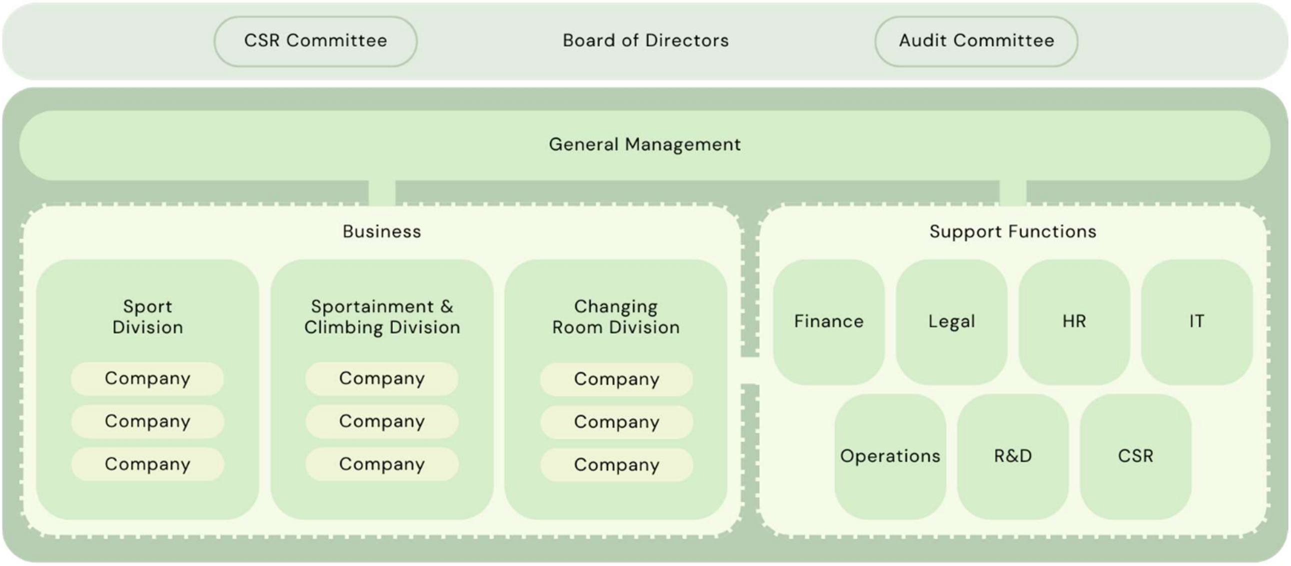


Figure 1 – General structure of the Group

In accordance with IFRS 8, the Group publishes financial figures broken down across its three operating segments: Sport, Sportainment & Climbing, and Changing Rooms, with total net turnover of **€280 million** for the financial year. A breakdown of turnover by geographical region is also published. The main activities identified as significant in terms of Corporate Social Responsibility (CSR) issues are:

- The manufacture of sports equipment;
- The logistics and distribution of products;
- Installation and maintenance;
- Design and research and development (R&D);
- The raw materials supply chain;
- Relations with public sector clients.

These elements formed the basis for the double materiality analysis (paragraph 4.1.6 of this section).

4.1.2.A.ii. Sustainable development for long-term success

ABEO is progressively placing sustainable development at the heart of its operations, with the aim of combining economic performance, lower environmental impact and positive contribution to society. Since its IPO in 2016, the Group has structured its commitment through its CSR strategy. This is based on **three pillars** setting out the broad guidelines, and action plans currently being formalised.

Figure 2 – The three pillars of ABEO's CSR strategy

4.1.2.A.iii. Business model, value chain and value creation

As its business is primarily based on the assembly of semi-finished products, the Group's direct impacts on employees' health and on greenhouse gas emissions (Scopes 1 and 2) are generally limited. The Group's main climate-related challenges are therefore concentrated **upstream in the value chain**, particularly in terms of inputs: wood (locker rooms, climbing walls, platforms), metal (climbing wall structures, various components for the vast majority of products), and petroleum-derived foams and PVC (landing mats). To address these challenges, the procurement process is structured around:

- Securing critical volumes;
- Dual or triple *sourcing* for key components;
- Raising awareness amongst strategic suppliers through the signing of the Procurement Code;
- Regular monitoring of tensions in the raw materials markets;
- Initiatives to substitute certain inputs.

The Group's outputs take the form of **reliable, durable products that comply** with international safety standards, accompanied by services (installation, maintenance, repair). In the short term, customers benefit from equipment tailored to their needs, of proven quality, and personalised technical support. In the medium and long term, the solutions offered by ABEO promote sustainable access to sport, support public policies on health and social cohesion, and enhance the utility value of infrastructure.

ABEO also creates value for its investors, drawing on its **international presence**, its **capacity for innovation** (materials, modularity, sustainability), and its ability to meet the growing demand for **sustainable** sports infrastructure. Its employees and partners benefit from a **structured**, purpose-driven **industrial model** that generates opportunities for development within a sector **that drives positive social impact**. The Group is not active in the fossil fuels, armaments, chemicals or tobacco sectors, and does not market any prohibited products.

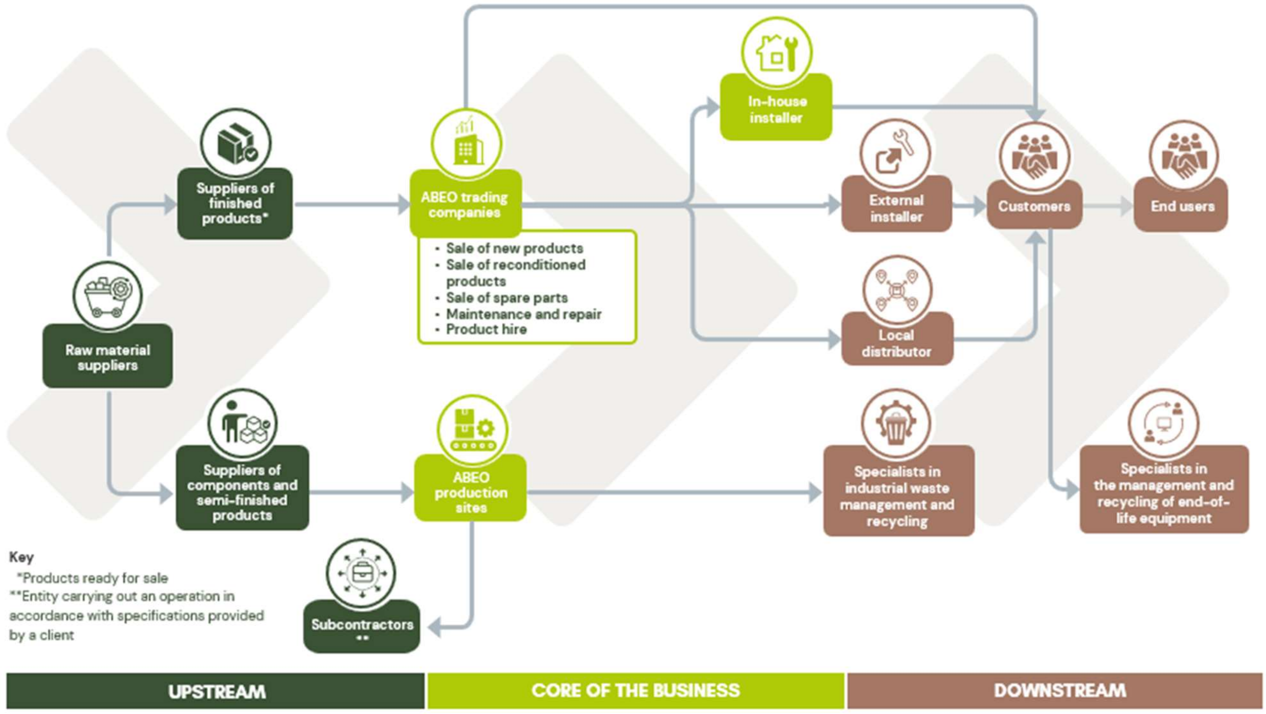


Figure 3 – Diagram of ABEO's value chain

Breaking down the value chain makes it easier to identify the impacts, risks and opportunities at each stage, whilst providing an overview of internal and external stakeholders.

4.1.2.B. An ecosystem of stakeholders with diverse profiles (SBM-2)

ABEO's dialogue with stakeholders **is tailored to the nature of each relationship**. It aims to identify their expectations not only in terms of products but also in relation to social, environmental and governance issues, in order to **adapt the Group's companies' offerings to market needs**. It also helps to strengthen regulatory and sector-specific compliance, prevent risks relating to the Group's operations or reputation, and develop a credible sustainability approach aligned with external requirements regarding transparency, inclusion and impact. Finally, this dialogue fosters innovation and long-term collaboration with strategic partners.

The Group's key identified stakeholders are:

Stakeholders	Expectations	Engagement channels
Employees: this includes all the Group's teams (Executive Management, Support Functions, and employees of the Group's companies). For the purposes of this report, 'in-house experts' have been identified as points of contact on one or more topics presented in the ESRS. These experts are mainly drawn from the Group's Support Functions.	• Ensuring health, safety and working conditions • Ensuring equality in the workplace • Promoting skills development • Taking initiatives in the area of CSR	• Induction programme for new employees • Annual appraisals • Ad hoc internal communications • Cross-functional working groups (e.g. CSR committees by division) • Employee representative bodies • Recruitment interviews
Candidates and future members of the Group	• Understanding the Group's level of commitment to CSR issues	• Recruitment interviews • Career fairs and dedicated events

	• Assessing each application fairly and impartially	• Website and professional social media platforms
Customers: these can be divided into two categories: private sector organisations and public sector organisations. The latter account for a significant proportion of the companies' sales and thus bear witness to the role ABEO plays in the economic well-being of the various locations where its subsidiaries are based.	• Ensuring product safety and quality, as well as the protection of users, whilst guaranteeing optimal performance • Offering cost-effective products • Responding to new uses and offering innovative solutions • Developing sustainable, more circular products with a reduced environmental footprint • Developing more inclusive products • Providing reliable, high-quality customer service and building long-term relationships • Acting ethically and responsibly	• Satisfaction surveys • Tenders • Co-development meetings • National or international trade fairs • Product training
End-users: as the clients of the Changing Rooms Division's companies are very diverse (aquatic or sports centres, schools, businesses, industry, hotels, museums, etc.), the end-users of the products are also very varied, ranging from people of all ages and from all socio-professional backgrounds. The end-users of the Sport and Sportainment & Climbing Divisions are found in schools, sports clubs and at sporting competitions, but they can be people of all ages, abilities and fitness levels: elite athletes, regular exercisers, occasional exercisers or non-exercisers, able-bodied people or those with disabilities.		Reached indirectly through customers and federations, or through informal exchanges, particularly at events or on social media
Partners, predominantly national and international sports federations		• Technical exchanges and product collaborations
Suppliers	• Building long-term, mutually beneficial relationships	• Commercial follow-up, for every order and during product development • Quality audits to assess new suppliers or in the event of quality issues • Procurement Code
Site owners (applicable to certain sites)	• Ensuring the site is managed effectively in terms of regulatory compliance and energy consumption	• Ad hoc discussions
ABEO's Board of Directors (including the CSR Committee and the Audit Committee)	• Adopting transparent, ethical and responsible governance practices • Ensuring the resilience of the business model	• ABEO Board of Directors every 1 to 2 months • ABEO CSR Committee every four months • Audit Committee every quarter
Investors (including banks)		• Half-yearly roadshow • Annual General Meeting • Discussions throughout the year with the banking syndicate, including a formal meeting in June

		• Annual publication of financial and non-financial reports

Table 1 – Overview of ABEO's key stakeholders, their expectations and the forums for engagement

ABEO maintains regular dialogue with its key stakeholders, either formally or informally depending on their profile. Maintaining close ties with customers and partners, building lasting relationships with them and meeting their expectations as effectively as possible is a key priority for the Group and its companies. This is why the autonomy of subsidiaries and **the geographical proximity between suppliers, production sites and customers** are an integral part of ABEO's strategy. Dialogue with end-users, on the other hand, is more indirect, but is still fully taken into account through customer feedback and observed market trends.

Evolution of the strategy and business model in response to stakeholder expectations

To date, engagement with stakeholders has not led to any formal change in the Group's strategy or business model. However, **their expectations provide an important basis for reflection**, particularly on sustainability issues such as the environment, inclusion, product safety and accessibility. Although no fundamental changes have been implemented at this stage, several initiatives are underway as part of the CSR roadmap. These aim to:

- Strengthen monitoring of the impact of products and ensure the Group is able to provide the relevant environmental information;
- Further structure stakeholders dialogue in order to enhance the quality and sustainability of relationships;
- Improve non-financial transparency, in line with the requirements of the CSRD.

These actions form part of the Group's CSR action plan, without altering the overall strategy in the short term.

ABEO's Board of Directors and the Executive Management Team are regularly informed of stakeholders' expectations through discussions with the Operational Divisions and Support Functions. The CSR Committee ensures that issues are reported in a structured manner, helping to **inform governance on internal and external expectations** regarding sustainability.

4.1.3. Sustainability governance

4.1.3.A. Role of the administrative, management and supervisory bodies (GOV-1)

ABEO's governance is structured around the **management bodies** – comprising the Chairman and Chief Executive Officer (CEO), and the Executive Committee (EXCOM) – and the **Board of Directors**. The organisation of these bodies is detailed in Chapter 3 – Corporate Governance, section 3.1.

These structures were already in place prior to the initial public offering in October 2016, but were strengthened at that time, in line with the recommendations of the Middlenext Corporate Governance Code applicable to listed companies. This development resulted in the appointment of new directors, including independent directors, as well as the gradual establishment of **specialised committees**.

The Audit Committee and the Acquired Companies Integration Committee were established in August 2017. In December 2021, the CSR Committee was set up (see Chapter 3 – Corporate Governance, section 3.1.2.). These committees, **which report to the Board of Directors**, are composed of members appointed by the Board and chaired by independent directors in the case of the Audit Committee and the CSR Committee. Their work is the subject of regular reports presented at Board meetings. Following a hiatus in 2020, due to a slowdown in external growth, the Integration Committee was reactivated in May 2025. Its role is, in particular, to ensure the gradual alignment of newly acquired companies with the Group's CSR requirements.

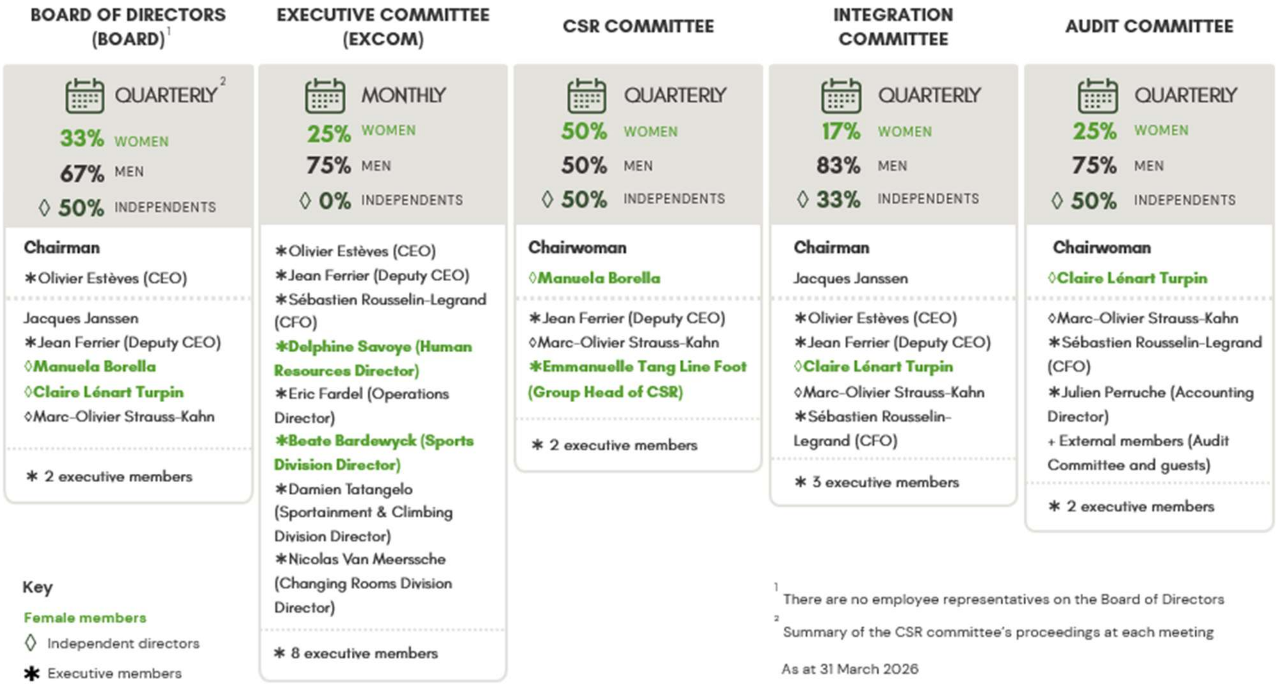


Figure 4 - Composition of the Group's governance bodies and breakdown by gender and type

Executive Management

ABEO's Executive Management is led by the Chairman of the Board of Directors, who is appointed by the Board. The Group operates under a model of non-separation of functions, which means that the Chairman of the Board also serves as CEO (see Chapter 3 – Corporate Governance, section 3.1). At its meeting on 4 June 2024, the Board of Directors renewed **Mr Olivier Estèves's** term of **office as Chairman and CEO**, which was approved by the Annual General Meeting on 16 July 2024. This term of office runs until the Annual General Meeting scheduled for 2027, which will be responsible for approving the financial statements for the year ended 31 March 2027. The Chairman and CEO leads the company's strategy in coordination with **Mr Jean Ferrier, Deputy CEO** (employee, but not corporate officer).

The CSR Committee

Established in December 2021, the CSR Committee's remit is to advise and support the Board of Directors on CSR issues (see Chapter 3 – Corporate Governance, section 3.1.2.). With the support of the CSR Department, this committee provides its expertise to **define the main strategic directions in the field of CSR and ensures their implementation** within the Group. Its statutory duties are those described in Article L821-67 of the French Commercial Code. The CSR Committee comprises **two independent directors**:

- Manuela Borella (see Chapter 3 – Corporate Governance, section 3.1.5.): an Italian national; international experience; Chief of Staff to Danone's Executive Committee, which in 2020 became the first listed company to adopt the status of a Mission-Driven Company with ambitious objectives in the areas of health, the environment, social issues and inclusion. Manuela Borella chairs ABEO's CSR Committee.

- Marc-Olivier Strauss-Kahn (see Chapter 3 – Corporate Governance, section 3.1.5.): experience in international organisations; knowledge of macroeconomic issues and geopolitical and financial risks.

Upon its creation, the Committee commissioned an external expert to carry out an assessment of CSR within the Group with a view to structuring an approach that combines economic performance with social responsibility, whilst addressing current environmental and social challenges. Following this assessment, the Committee proposed the creation of a dedicated CSR function. This recommendation, approved by the Board of Directors, led to the creation of a Group CSR Department in 2022, reporting directly to the Deputy CEO, and comprising a Group CSR Manager and a CSR Project Manager.

The CSR Department oversees the implementation of the Group's CSR strategy **by supporting companies** in developing their action plans and is responsible for drafting the annual sustainability report (historically Non-Financial Performance Statement, CSRD since 2025).

CSR Committees by division

In each of the Group's three divisions (Sport, Sportainment & Climbing and Changing Rooms), a CSR committee brings together the Directors of subsidiaries to discuss CSR issues. Organised at a frequency specific to each division – ranging from quarterly to annually – these committees provide a forum for sharing CSR updates, addressing specific topics with the support of the Group's Support Functions (procurement, R&D, etc.) and highlighting initiatives led by subsidiaries in order to disseminate best practice within the division.

Sustainability expertise

To ensure the consistent and credible implementation of its CSR strategy, ABEO draws on **internal and external expertise** in sustainability, mobilised at various levels of the organisation. Within the Group, the CSR Department's expertise is supported through training programmes, participation in thematic workshops or professional sustainability forums (EY, BPI France, etc.), and membership of associations such as Middlenext or the C3D (Collège des Directeurs du Développement Durable). This expertise is complemented by support from **specialist consultancies,** depending on the expertise required.

The Group's sustainability issues – those already addressed in previous sustainability reports and new ones identified as part of the double materiality analysis – are **monitored and managed by the Board of Directors, the CSR Committee and the Executive Committee**, in accordance with the themes detailed in the double materiality matrix (paragraph 4.1.6 of this section).

4.1.3.B. Information provided to governance bodies and sustainability issues addressed (GOV-2)

The management and monitoring of CSR initiatives are governed by a structured internal governance framework. The CSR Department, which forms part of *the Corporate Committee (CORCOM)*, is directly supervised by the Deputy CEO, with a **weekly progress review**. **Quarterly meetings** are being held between the CSR Department, the Deputy CEO and the CSR Committee. The latter then reports on its work to the Board of Directors or directly to the Chairman and CEO via the Deputy CEO.

In preparing the sustainability report, the entire organisation was **involved at every stage**:

- Identification and scoring of impacts, risks and opportunities (IRO);
- Materiality assessment;
- Data collection;
- Preparation of audits and drafting of the report.

This work is led by the CSR Department, with enhanced support from the Group's Support Functions. For example, the data used to compile the report was collected from the subsidiaries, validated by their management and then forwarded to Group level so that the indicators could be consolidated and analysed by the relevant departments (Operations, Human Resources – HR, etc.).

The Board of Directors is responsible for all strategic decisions, but delegates certain specific tasks to its committees to **ensure effective monitoring of Impacts, Risks and Opportunities (IROs)**. In particular, the Audit Committee is responsible for monitoring and assessing financial risks, whilst the CSR Committee oversees the assessment of non-financial IROs, in line with the requirements of double materiality and the synthesis of CSRD reporting as a whole.

4.1.3.C. Integration of sustainability criteria into the variable remuneration of members of the Executive Board (GOV-3)

In addition to the CSR Department, members of senior management have a portion of their **variable remuneration based on CSR objectives** that reflect ABEO's commitment to sustainability in its management practices. For the CEO, one-third of his bonus is directly linked to CSR objectives. The overall budget is set by the Board of Directors, whilst **the criteria are determined each year by the CSR Committee**. The assessment is carried out by the same Committee at the end of the financial year. The targets are measurable, both quantitative and qualitative.

For the 2025/26 financial year, the CSR targets set for the CEO – assessed by the CSR Committee following a self-assessment – covered the following areas, with specific quantitative targets assigned to each:

- Integration of CSR into the Group's strategy;
- Engagement of staff in the CSR approach;
- Improvement of ABEO's CSR performance.

The **Deputy CEO** has a CSR target representing 15% of his bonus, which is monitored by the CEO[2] . The Head of Human Resources (**HR Director**) is also subject to this, with approximately 20% of her variable pay (depending on the year) linked to CSR targets, which are monitored by the Deputy CEO. Finally, the **Division Directors and the corporate officers** of the main subsidiaries concerned also have around 10% of their variable remuneration linked to CSR targets, which are monitored by the CEO.

Climate-related criteria in variable remuneration (E1 linked to ESRS 2 GOV-3)

For the 2025–26 financial year, the CEO's variable remuneration incorporates criteria based on climate sustainability performance, focusing on the development of a climate transition plan and the reduction of greenhouse gas emissions. These objectives account for 30% of all objectives based on CSR criteria.

[2] The proportions of variable remuneration relative to total remuneration are published in the URD in the section (see Chapter 3 – Corporate Governance, section 3.2)

4.1.4. Statement on due diligence (GOV-4)

As part of the second implementation of the CSRD, ABEO has **strengthened its risk management and internal control framework** to ensure the quality, reliability and compliance of the non-financial information published, in particular that relating to sustainability.

Stages of due diligence	Relevant sections
Identification of impacts (positive and negative)	4.1.6. Management of material impacts, risks and opportunities
Assessment of severity and probability	4.1.6. Management of material impacts, risks and opportunities
Stakeholder dialogue	4.1.2.B. A stakeholder ecosystem with diverse profiles (SBM-2) 4.3.1.D. Process for engaging with the own workforce and their representatives regarding impacts & Process for remedying negative impacts and channels enabling the own workforce to raise concerns (S1-2, S1-3) 4.3.2.E. Processes to address negative impacts and channels enabling end-users to raise their concerns (S4-3)
Actions to prevent, mitigate or remedy negative impacts	4.2.1.D. Actions and resources to combat climate change (E1-3) 4.2.2.E. Policy, actions, targets and indicators relating to biodiversity and ecosystems (E4-2, E4-3, E4-4, E4-5) 4.2.3.C. Policy and actions regarding resource use and the circular economy (E5-1, E5-2, E5-3) 4.3.1.D. Processes for engaging with the company's own workforce and their representatives regarding impacts; processes for remedying adverse impacts; and channels enabling the company's own workforce to raise concerns (S1-2, S1-3) 4.3.1.E. Actions and targets concerning material impacts on the own workforce, approaches to managing material risks and seizing material opportunities relating to the own workforce, and the effectiveness of these actions (S1-4, S1-5) 4.3.2.F. Actions concerning material impacts on end-users / Approaches to managing material risks and seizing material opportunities relating to end-users, and the effectiveness of these actions (S4-4)
Monitoring the effectiveness of actions	4.2.1.E. Targets and performance measures (Climate change) 4.2.2.E. Policy, actions, targets and indicators relating to biodiversity and ecosystems (E4-2, E4-3, E4-4, E4-5) 4.2.3.D. Performance measures (Circular economy) 4.3.1.F. Characteristics of the own workforce (S1-6) 4.3.1.G. Diversity indicators (S1-9) 4.3.1.H. Occupational Health and Safety indicators (S1-14) 4.3.1.I. Remuneration indicators (S1-16)

Table 2 – Description of the due diligence steps

4.1.5. Risk management and internal controls relating to sustainability information (GOV-5)

The production of Environmental, Social and Governance (ESG) information, given the Group's decentralised structure, entails specific risks of errors in the consolidated data relating to data collection (training and skills within subsidiaries), data reporting (data entry errors) and data consolidation. Data errors pose a risk to the Group's management's ability to make informed decisions. Internal control practices are progressively incorporating ESG considerations to **ensure data reliability and secure reporting**, with information being reported up from subsidiaries and consolidated centrally according to an established timetable. Information system tools such as Microsoft DYNAMICS are adapted for ESG reporting, guaranteeing the consistency, quality and audit trail of the data. Finally, sustainability information is subject to internal controls by the CSR team, with **checks carried out at various levels** (subsidiaries, Divisions, head office) and, on an ad hoc basis, by external auditors.

Integration of risk assessment and internal control information into internal functions and processes

As part of its efforts to comply with the CSRD, ABEO has strengthened the links between risk management, internal control and sustainability reporting processes.

Insights from internal control inform ESG data collection processes, through adjustments to indicators, targeted training and interim validation checks, in order to ensure the reliability of published data. The HR, Procurement and Finance functions are directly involved in implementing corrective actions, notably through the integration of CSR issues into training programmes, supplier criteria and reporting tools.

A **periodic review mechanism is carried out** by the CSR Committee, the Audit Committee and senior management, based on action plans prioritised according to the criticality of the risks. The CSR Committee meets every four months to monitor the action plans, analyse ESG indicators and review the results of internal controls. Its conclusions are reported to senior management. The CSR Committee's key findings (data reliability, ESG risks) are shared at monthly Management Committee meetings and as part of the annual budget process. The Board of Directors is kept regularly informed: when the sustainability report is approved and through risk maps that now incorporate ESG issues.

The Finance Department also contributes to the framework by sharing ESG risk maps, findings on data reliability and recommendations for improving internal control, which are incorporated into the reports submitted to senior management and the Audit Committee. This overall organisational structure **ensures enhanced oversight of non-financial information**, in line with the CSRD directive.

4.1.6. Management of material impacts, risks and opportunities

4.1.6.A. Description of the processes for identifying material impacts, risks and opportunities (SBM-3 and IRO-1)

ABEO carried out a double materiality analysis in January 2025 in **four main stages**, based on the principles set out in the ESRS disclosure standards:

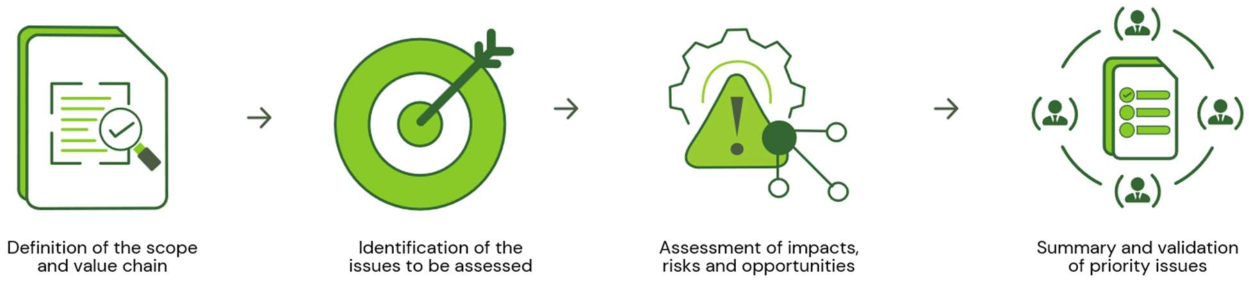


Figure 5 – Overview of the stages of the double materiality analysis

The list of issues assessed, based on Annex AR 16 of the Delegated Regulation relating to Directive 2013/34/EU, **was adapted to the specific characteristics of ABEO's sector** using sector-specific sources and public ESG frameworks. This approach led to the identification of **68 issues**, which serve as the basis for identifying and assessing the Group's impacts, risks and opportunities (IROs), with a view to simplification and greater operational relevance.

The double materiality analysis was initially approved by the CSR Committee and the Board of Directors, and the corresponding matrix was presented to the Social and Economic Committee (CSE) in 2025.

In 2026, the double materiality matrix was **updated** to take account of **changes to the Group's scope** and the lessons learnt from the first CSRD reporting exercise. An in-depth analysis was therefore carried out to **assess the potential effects of the acquisition of the SODEX SPORT and ELI PLAY businesses** on the materiality of impacts and on the prioritisation of issues. **Particular attention was paid to issues that had become material**, to ensure they were addressed appropriately and consistently in this report. Furthermore, adjustments were made to the allocation of certain impacts between sections S1 and G1.

In this context, the main change made to the double materiality matrix for the 2025/26 financial year is as follows: the theme 'G1 – Business Conduct: Corporate Culture' has become a material issue.

These changes were approved by the Group CSR Committee and the Board of Directors in early 2026, and the ABEO Social and Economic Committee (CSE) was informed of these changes.

4.1.6.A.i. Impact materiality assessment

The impact materiality assessment covers the 68 issues defined above. It was carried out in **three stages**:

Figure 6 – The three main stages of the impact materiality analysis

In 2025, an in-depth literature review was carried out to identify the relevant issues. This was based on the sustainability reports of similar groups (ACTIA, Amer Sports, etc.), publications by public bodies and partners (ministries, sports federations), as well as environmental studies (IPCC, ecological databases). Internal discussions with Division Directors, subsidiary directors and the Group's Support Functions also contributed to the analysis.

For the 2026 update of the materiality assessment, the Group has stepped up engagement with its internal stakeholders. The work notably incorporated input from the CSR manager at JANSSEN-FRITSEN, as well as interviews with internal experts who have visited or are responsible for the new sites that have recently joined the Group:

- Head of Operations for Technical Vision;
- Head of Human Resources, representing staff;
- Purchasing Director, representing suppliers;
- Technical Director responsible for sites based in Asia.

This approach forms part of a strategy for the continuous improvement of the governance framework and dialogue with internal stakeholders.

78 impacts (10 positive and 68 negative) were identified across the 68 issues assessed by the Support Functions. Each impact was assessed using a multi-criteria matrix, based on **four dimensions**: scope (number of staff affected, on a scale of 0 to 4), severity (intensity, on a scale of 0 to 4), irreversibility (reversibility of effects, on a scale of 0 to 4) and probability of occurrence (on a scale of 0 to 3). Human rights impacts were automatically considered to be highly probable, in accordance with the precautionary principle. Finally, these assessments were **supplemented by contextual data** (time horizon, position in the value chain, current or potential nature) without being incorporated into the final score. This is calculated by multiplying the average of severity, scope and irreversibility by probability, resulting in a score ranging from 1 to 12.

Materiality = Average (Severity, Scope, Irreversibility) × Probability

A **threshold of 9** has been adopted to classify an impact as 'material'. This methodology has identified **21 material impacts grouped into six themes**. These themes are set out in the double materiality matrix (paragraph 4.1.6.A.iii.):

- E1 – Climate change adaptation and mitigation
- E1 – Energy consumption (fossil and non-renewable)
- E4 – Management of natural resources (particularly timber)
- E5 – Use and management of input resources (recycled materials, product reparability, production waste)
- S1 – Working conditions and equal opportunities (gender equality, disability, diversity, health, safety and working conditions – HSWC)
- S4 – Safety of end-users and the contribution of physical activity to public wellbeing
- G1 – Corporate culture.

The scoring system has been retained in line with the Group's internal practices, although this may limit the identification of certain low-probability cases.

4.1.6.A.ii. Financial materiality assessment

Similarly, the financial materiality assessment covers the 68 issues defined above. It was carried out in **three stages**:

Figure 7 – The three main stages of the financial materiality analysis

During the first CSRD reporting cycle (2024/25), ABEO's financial materiality analysis drew on its impact materiality work to identify issues that also have financial implications. The Internal Audit department, in collaboration with the CSR department, used the Group's risk map to identify relevant risks and opportunities. Workshops involving the relevant functions enabled these issues to be characterised and their criticality assessed.

Each identified item was then scored according to **two criteria**: the probability of occurrence (on a scale of 0 to 3) and the magnitude of the potential impact (from 0 to 4). The financial materiality score is obtained by multiplying these two figures, with **a threshold of 9** required for an issue to be considered material. Opportunities were assessed on the same basis, although they are more difficult to quantify. Items with a score exceeding the threshold of 9 were considered materially significant.

- E1 – Energy consumption / Fluctuations in energy prices (Risk)
- E5 – Circular economy / Development of an additional business model in refurbishment and repair (Opportunity)
- E5 – Circular economy / Regulatory risk regarding the use of recycled resources in product composition to meet market demands (Risk)
- S1 – Working conditions / Risk of occupational accidents or illnesses (Risk).

In total, **four risks and opportunities** were identified as material. This assessment was approved by the Audit Committee on 16 January 2026.

4.1.6.A.iii. Summary and double materiality matrix

The results of the impact and financial materiality analyses were consolidated to construct ABEO's double materiality matrix. This matrix, which reflects the **Group's overall view of material issues**, was approved by the CSR Committee, Senior Management and the Board of Directors.

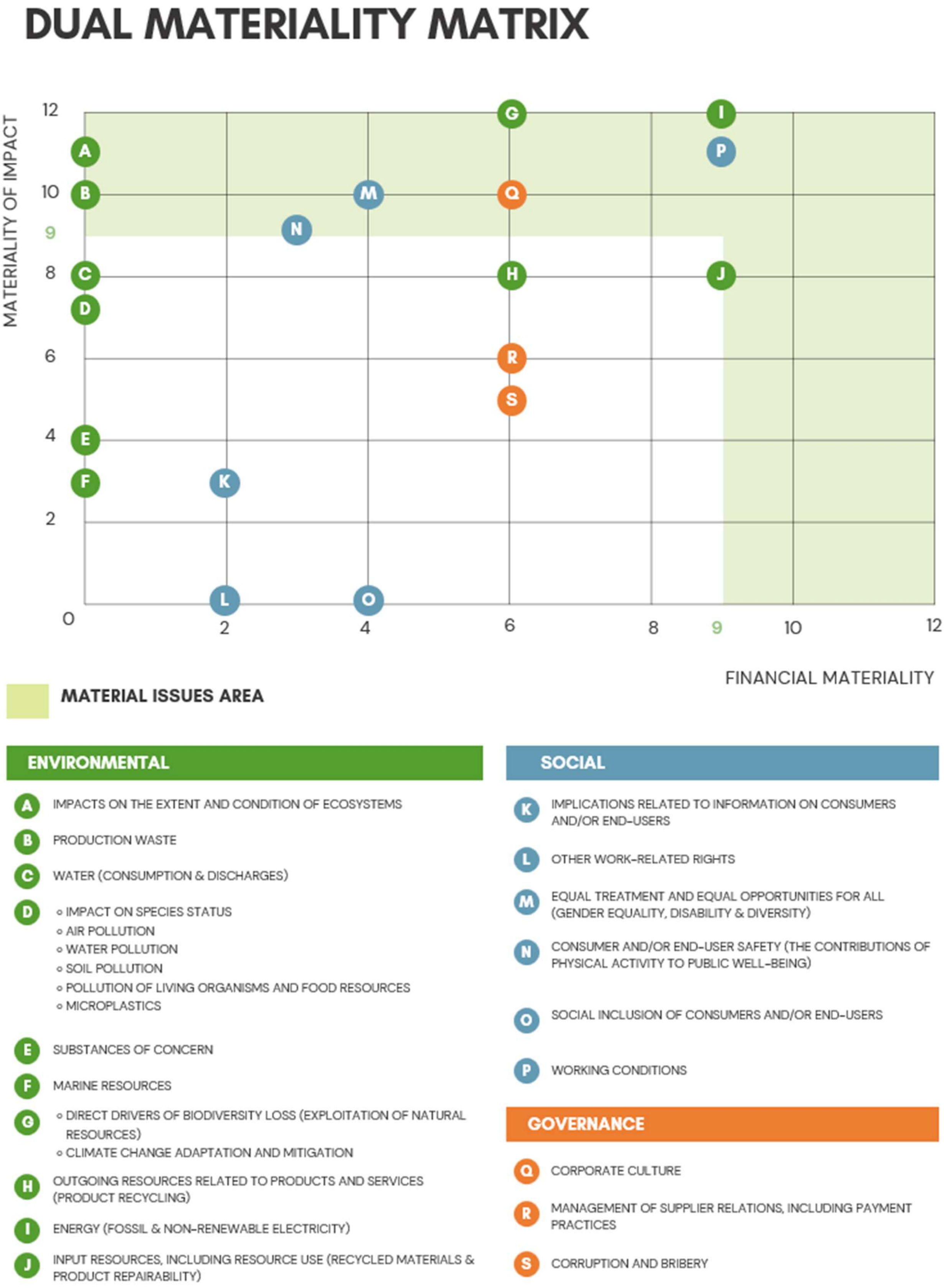


Figure 8 – Double materiality matrix

At the end of the financial year, ABEO had not yet formalised a structured due diligence process covering all environmental, social and governance issues. The process of identifying and prioritising IROs was carried out on an ad hoc basis as part of the preparations for CSRD reporting.

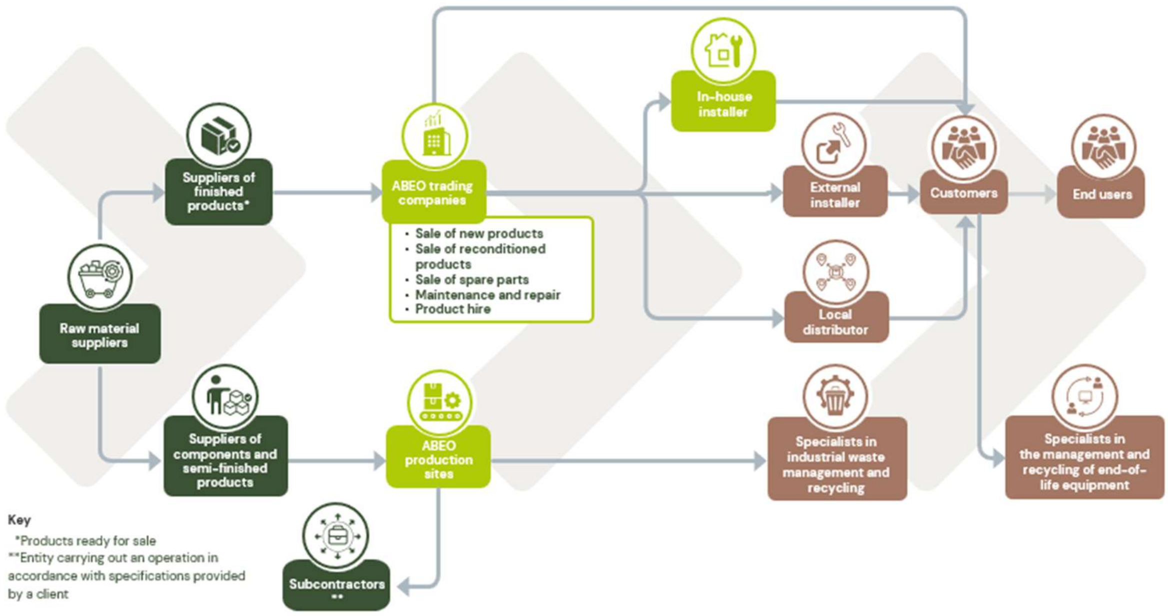
In accordance with the provisions of ESRS 2 (§56), this sustainability statement includes:

- A list of disclosure requirements derived from the ESRS standards deemed material following the double materiality assessment, accompanied by references to the pages or sections of the report where this information appears.
- A summary table of the data points required by other European Union legislation (see Annex B of ESRS 2), including for each data point:
    - An indication of its materiality ('Material' or 'Non-material')
    - The location of the corresponding information in this report

These tables are set out in Annex 1.

4.1.6.B. Presentation of material IROs for ABEO (IRO-1)

ABEO's material impacts, risks and opportunities (IROs) are detailed at the start of the thematic sections of this report. The diagram below shows **how** they **relate to the Group's value chain**. It should be noted that its only B2C activities consist of managing seven climbing and leisure centres in France (one DOCK39 centre), Spain (five CLIMBAT centres) and the United Kingdom (one CLIP'N CLIMB centre).



	UPSTREAM	CORE OF THE BUSINESS	DOWNSTREAM
Carbon & Energy (E1)	− 1. GHG emissions from transport used to deliver raw materials (Up, Down) − 2. Fossil fuel consumption for the transport of raw materials (Up, Down) − 3. Fossil fuel consumption for the manufacture of raw materials (foam and plastic) (Up, Core) − 4. Use of metal resources (steel) with a high environmental impact (Up, Core, Down) − 5. Reduction in the ability of forests to act as carbon sinks due to timber consumption (Up, Core) Indirect: cost of raw materials and their transport	− 6. GHG emissions from the consumption of fossil fuels in the operation of the machinery fleet − 7. Consumption of fossil fuels in the operation of machinery − 8. Consumption of electricity from non-renewable sources − 9. Consumption of fossil fuels for heating buildings (factories and offices) − 10. GHG emissions from the use of air conditioning in offices − 11. GHG emissions associated with staff travel, particularly by air (commercial, management, installation and maintenance) (Up, Core, Down). 12. Fluctuations in energy prices Direct: consumption by factories and offices, and staff travel	− 1a. GHG emissions from transport used to deliver finished products (Core, Down) − 2a. Fossil fuel consumption for the transport of finished products (Core, Down) Indirect: delivery of finished products
Biodiversity (E4)	− 13. Impact on species' habitats through timber harvesting and contribution to deforestation		
Circular Economy (E5)	− 14. Consumption of virgin resources (wood, metal) **15. Regulatory risk relating to the use of recycled materials in the composition of products for tender responses**	− 16, Generation of production waste	**17. Development of additional business models or services in the refurbishment and repair of equipment**
Company workforce (S1)		18. Risk of occupational accidents or illnesses − 19. Workplace accidents affecting employees' health, productivity and engagement − 20. Exposure to welding fumes − 21. Lack of gender balance within the company	
Consumers & users (S4)			+ 22. The contribution of physical activity to the well-being of end users − 23. Potential injuries to end users whilst using the Group's equipment
Business conduct (G1)		+ 24. Decentralised organisation and local accountability of subsidiaries	

− Negative impacts + Positive impacts Risks/Opportunities Medium and long term

Figure 9 : IROs mapped onto the value chain

ABEO's value chain and business model are based on **the assembly of semi-finished products** supplied by a wide network of partners, with a heavy reliance on **three main raw materials**: wood, steel and petroleum derivatives. Although these resources are under pressure, they are not considered scarce in the long term (20 years), and the practice of dual *sourcing* enables the Group to adapt quickly to future constraints.

The business model centres on a fundamental need – access to sport for all– which is expected to grow in importance given the public health challenges associated with a sedentary lifestyle. The identified risks do not threaten the viability of the value chain, but may impact procurement costs. ABEO's model is therefore proving **resilient in the face of ongoing changes**.

As with any industry, ABEO's main environmental impacts stem from the extraction of raw materials and logistics (pollution, carbon emissions, etc.). These current impacts are addressed in the thematic sections of the report. In summary, the Group's **core sustainable business** (the practice of sport), its **agility as an assembler**, and the fact that it and its suppliers are predominantly based in countries with high social standards enable it to **mitigate most medium- and long-term sustainability risks**.

4.1.7. Conclusion

This introductory section aims to provide a clear and structured understanding of how ABEO approaches its sustainability challenges. As a B2B (*Business-to-Business*) industrial player specialising in the design, manufacture and assembly of sports equipment, ABEO's sustainability strategy builds **on its long-standing commitment to quality, safety and access to sport for all**. The concepts of dual materiality, governance and risk management processes have been detailed here to establish the framework within which the thematic information presented in the following sections is set. These sections describe, for each identified material issue: the objectives, the actions implemented, the performance indicators monitored and the results achieved. This second publication, in accordance with the requirements of the CSRD, remains a cornerstone for the Group, which is continuing to develop its sustainability approach, with the aim of making it a driver of long-term performance and resilience.

4.2. ENVIRONMENTAL RESPONSIBILITY: DEVELOPING AND OFFERING SUSTAINABLE PRODUCTS AND SOLUTIONS (ESRS E1, E4, E5)

4.2.1. Climate change (E1)

Although ABEO's impact on global climate change remains limited compared with other players in the sector, the fight against climate change remains at the heart of its CSR approach and influences the Group's environmental actions. Furthermore, the constraints arising from the increasing scarcity of resources, as well as the uncertain geopolitical context, are exacerbating the risks associated with the climate transition, highlighting the need to implement decarbonisation actions.

4.2.1.A. Material Impacts, Risks and Opportunities Related to Climate Change

All material IROs relating to fossil fuel consumption or greenhouse gas emissions are set out below and have not been amended since the first double materiality matrix was produced in 2024/25:

Summary of material IROs in the section			
No.	**Type**	**Material Impact, Risk and Opportunity**	**Description**
1	Negative impact	GHG emissions from transport used to deliver raw materials	Greenhouse gas emissions generated by the upstream transport of raw materials represent a material issue, given the Group's reliance on an international supply chain.
2	Negative impact	Fossil fuel consumption for the transport of raw materials	The Group's consumption of fossil fuels for the transport of raw materials includes materials subject to a risk of scarcity. The extraction and transport of these fuels generate significant GHG emissions.
3	Negative impact	Fossil fuel consumption for the manufacture of raw materials (foam and plastic)	The consumption of fossil fuels for the manufacture of raw materials for the Group's equipment (foam, plastic) includes materials at risk of scarcity. Furthermore, the extraction and transport of these materials generate significant GHG emissions.
4	Negative impact	Use of metallic resources (steel) with a high environmental impact	Steel, a key material in the production of sports facilities, is associated with a significant environmental footprint due to energy-intensive extraction, transport and production processes that generate high levels of GHG emissions.
5	Negative impact	Reduced ability of forests to act as carbon sinks due to timber consumption	The use of timber in facilities, if not sourced from responsible supply chains, can contribute to increased pressure on forest resources and undermine their role as carbon sinks.
6	Negative impact	GHG emissions from the consumption of fossil fuels in the operation of the machinery fleet	Greenhouse gas emissions resulting from the use of machinery powered by fossil fuels constitute a major material impact.
7	Negative impact	Fossil fuel consumption in the operation of machinery	The consumption of fossil fuels to operate machinery involves materials that are at risk of scarcity. Furthermore, the extraction and transport of these fuels generate significant GHG emissions.
8	Negative impact	Consumption of electricity from non-renewable sources	The consumption of electricity from non-renewable sources (linked to the energy mix of host countries) indirectly involves fossil fuels that are at risk of scarcity. Furthermore, the extraction and transport of these energy sources generate significant GHG emissions.
9	Negative impact	Consumption of fossil fuels for heating buildings (factories and offices)	The consumption of fossil fuels for heating buildings (factories, offices) includes fossil fuels that are subject to a risk of scarcity. Furthermore, the extraction and transport of these energy sources generate significant GHG emissions.

10	Negative impact	GHG emissions from the use of air conditioning in offices	Greenhouse gas emissions resulting from the use of air conditioning in offices constitute a major material impact.
11	Negative impact	Travel by staff, particularly by air (commercial, management, installation and maintenance)	Business travel, particularly air travel, is a significant source of greenhouse gas emissions and non-renewable energy consumption.
12	Risk	Fluctuations in energy prices	Fluctuations in energy prices, particularly for fossil fuels, constitute a financial risk. This risk relates to the cost of raw materials, transport costs across all stages of the value chain, and production costs within the Group's plants.

4.2.1.B. Material impacts, risks and opportunities and their interaction with the strategy and business model (E1-1 in relation to ESRS 2 – SBM3)

The Group has not carried out a resilience analysis as defined by the CSRD, but has conducted a **risk analysis** in early 2025 across the consolidated scope, focusing on its production sites. Due to a lack of available data, it excludes physical risks, which are deemed immaterial at this stage, as well as the most distant links in the value chain (tier 2 suppliers, end customers).

The analysis was carried out in-house by the CSR Department, with the support of the operational divisions. It is based on **several assumptions**: a gradual rise in fossil fuel prices, increased regulatory pressure, unequal access to low-carbon energy, and the rise of more efficient but costly technologies. These assumptions are derived from standard climate scenarios, although no detailed analysis of any particular scenario was carried out. Three time horizons were examined: the short term (1 to 3 years) with moderate stability; the medium term (4 to 8 years) with rising costs; and the long term (9 to 15 years) requiring structural transformation.

The risk identified by ABEO is **energy price volatility, which is regarded as a transition risk**. It is linked to changes in climate policy, the energy mix, carbon taxation and the geopolitical context. To address an expected rise in energy costs, **ABEO has already taken steps** such as conducting energy audits and switching to alternative energy sources. These challenges are gradually being integrated into strategic decision-making, particularly in the areas of risk management and M&A. The analysis remains subject to uncertainties relating to climate regulations, the volatility of energy prices and the costs of low-carbon technologies. The Group is relying on several drivers: investment capacity, geographical diversification and the increasing involvement of operational teams in these areas.

4.2.1.C. Transition Plan for Climate Change Mitigation (E1-1, E1-2)

To date, ABEO does not have a formalised policy relating to the management of its environmental impacts or the reduction of its carbon footprint. Similarly, ABEO does not currently have a transition plan; the diversity of the Group's activities and the specific characteristics of its subsidiaries result in **a wide range of decarbonisation levers** and make it complex to draw up a dedicated investment plan for decarbonisation. Consequently, the development of an economically viable climate transition plan—one that engages all the Group's companies and incorporates the challenges of biodiversity and resource depletion—has not yet been finalised. The Group's strategy focuses on **implementing concrete measures** (such as the introduction of the new wood-based panel within the Changing Rooms Division) and on **improving its carbon accounting**.

However, a key first step was taken in September 2025 with the setting of medium-term greenhouse gas emission reduction targets, approved by senior management. ABEO is now aiming for a decarbonisation trajectory aligned with a **'Well Below 2°C'** temperature scenario**,** in accordance with **the Paris Agreement**, representing **a reduction of 2.5% per annum** in

Scope 1, 2 and 3 GHG emissions by 2032, with the financial year 2023/24 serving as the baseline. Furthermore, key indicators are **monitored annually** – greenhouse gas emissions, energy consumption, waste volumes – and **key decarbonisation measures** that will inform the development of a transition plan are described in this report (carbon footprint assessments, Life Cycle Assessments (LCA), monitoring of energy consumption and waste management, etc.).

The Group is working on formalising a transition plan, which it aims to have fully in place by 2030, and an environmental policy covering the fight against climate change, as well as issues relating to the circular economy and biodiversity (to be reviewed from 2027).

Finally, it should be noted that none of the situations identified gave rise to any direct infringement of the rights or harm to the health of stakeholders as a result of environmental impacts linked to raw materials or energy. Consequently, no specific remedial action was required in this regard.

4.2.1.D. Actions and resources to combat climate change (E1-3)

Not every IRO related to climate change is addressed individually at ABEO. This is why they are **grouped into four themes** according to the following correspondence table. Thus, the actions undertaken within the Group can be detailed according to this same categorisation, as shown in the table below.

An eco-design strategy is also currently being formalised and aims to define objectives and roadmaps, organised by division, for action categories I, II and IV by the end of 2027.

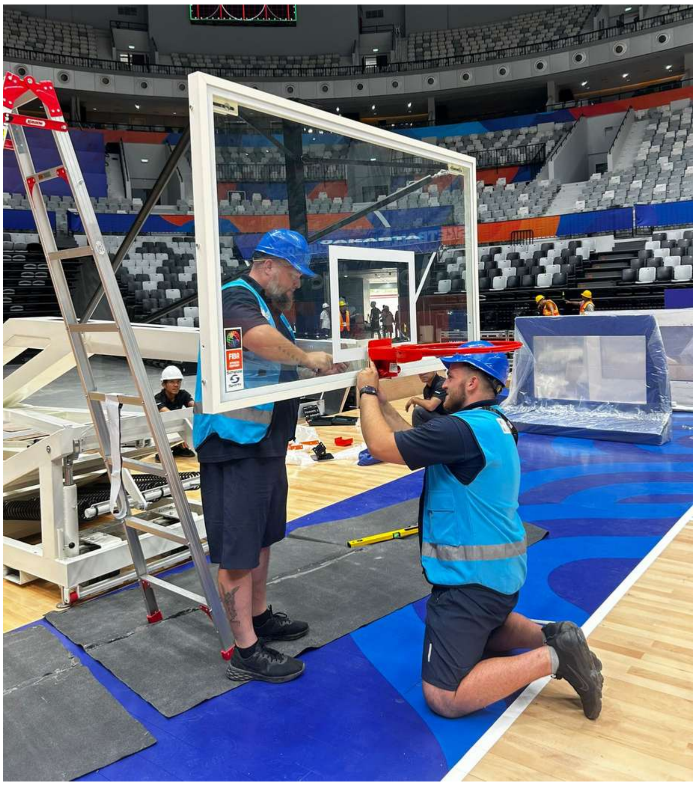
	Categories of actions			
Material impacts, risks and opportunities related to climate change	I. Product range and meeting functional needs	II. Raw materials	III. Production and offices	IV. Upstream and downstream supply chain
1. GHG emissions from transport (excluding the Group)	●	●		●
2. Fossil fuel consumption for the transport of goods and services	●	●		●
3. Fossil fuel consumption for the manufacture of raw materials (foam, plastic)	●	●		
4. Energy consumption linked to the use of resources from sectors with a high environmental impact within the value chain (metal)		●		
5. Reduction in the ability of forests to act as carbon sinks due to the consumption of timber	●	●		
6. GHG emissions from the consumption of fossil fuels in the operation of the machinery fleet	●		●	
7. Fossil fuel consumption in the operation of the machinery fleet	●		●	
8. Consumption of electricity from non-renewable sources	●		●	
9. Consumption of fossil fuels for heating buildings	●		●	
10. GHG emissions from office air conditioning systems	●		●	
11. GHG emissions from the transport of people and goods, particularly by air			●	
12. Fluctuations in energy prices	●	●	●	●

Table 3 – Table showing the correlation between IROs and the categories of actions implemented by ABEO to combat climate change

4.2.1.D.i. Actions relating to the product range and the meeting functional needs

In response to the challenges of reducing greenhouse gas emissions and non-renewable energy consumption, the Group's companies within each division are working to **develop their product and service offerings**. This applies primarily to the European subsidiaries.

Some initiatives are already being implemented, such as the **development of maintenance and repair services that help to increase the sustainability of products,** alongside the sale of those same products, as offered by JANSSEN-FRITSEN, EP CLIMBING, BOSAN and NAVIC. These services continue to grow, as illustrated by the increase in the number of annual maintenance visits carried out by NAVIC: in 2025–26, 458 maintenance visits were carried out, representing a 10% increase compared with the previous financial year (417 visits). SPORTSAFE is even entirely dedicated to these services: it supplies, installs, maintains, repairs and inspects sports equipment for over 10,000 clients in the UK, including schools, sports centres, and facilities used by the fire service, police and public health services, etc.



Other decarbonisation initiatives are the subject of exploratory work, such as **the development of leasing models**, efforts to address the end-of-life of products through **reconditioning** (such as the partnership between EP CLIMBING and Greenholds, which markets climbing holds made from recycled materials) or the establishment of collaborations with other market players for **the recycling of materials** (such as ACSA WATTRELOS, which works with a supplier to reuse 5 tonnes of foam offcuts per month). The opportunity to roll out these new business models across the Group will be assessed during 2027.

The following table summarises the various initiatives within the Group, although their impact on energy consumption or carbon emissions cannot be quantified at this stage.

Decarbonisation levers	Initiatives	Examples within the Group	Cap Ex/OpEx link
Extending the service life of products	Maintenance and repair services	BOSAN, JANSSEN-FRITSEN, EP CLIMBING and NAVIC are examples of companies offering product maintenance and repair services. SPORTSAFE is a company specialising in these services.	OpEx for structuring service offerings / Cap Ex linked to specific tools or digital platforms
	Sale of spare parts	GYMNOVA, SPIETH, JANSSEN-FRITSEN, BOSAN, EP CLIMBING, SANITEC and FRANCE ÉQUIPEMENT sell spare parts. This service is therefore already well established across the three Divisions.	
Performance economy	Development of product hire services	BIG AIR BAG offers an airbag hire service for events or competitions. GYMNOVA and BRICK offer equipment hire for competitions as part of a partnership with the French Gymnastics Federation. A hire service for all customers is currently being developed and will be launched in the coming months. The companies EUROGYM, GYMPASSION and GYMNOVA Switzerland can also hire out equipment directly to gymnastics clubs. EP CLIMBING has also already trialled this, as have other companies, but few currently have a structured offering.	Operating expenditure for developing the service
Eco-design	Integration of low-impact materials	Work is being carried out on various types of products, ranging from the structure of climbing walls to shower cubicle panels and landing mats. Thanks to LCA assessments, companies can better understand the environmental impact of their products and identify which materials to focus on. Alternatives are tested at production sites and then in the field.	Operating expenditure for carrying out LCAs (~€15,000 in 2025/26) Capital expenditure on R&D development planned for the coming financial year (LCA tool, partnership with a research institute)
Circular economy solutions	Development of refurbishment	JANSSEN-FRITSEN is the prime example, having set up the Sports For Children Foundation in 2011, which collects end-of-life equipment, refurbishes it and donates it to federations, clubs and schools in countries that lack the resources to purchase such equipment. Building on the expertise it has developed over nearly 15 years, JANSSEN-FRITSEN continues its work with the Foundation but is committed to promoting the circularity of its products – thereby meeting the increasingly high expectations of its market (the Netherlands).	Cap Ex for the supply chain

Table 4 – The Group's decarbonisation levers and associated examples.
For all the topics described in this table, the actions outlined are for the short term (within the financial year) and will be developed in the medium-to-long term. The 'Examples' column details the expected results and the current geographical scope, although most of the levers described can be rolled out across all the Group's activities.

4.2.1.D.ii. Actions relating to raw material procurement

The actions undertaken by ABEO across the upstream supply chain are essential, as Scope 3 GHG emissions account for over 90% of the Group's carbon footprint. They are aimed at **reducing emissions associated with the extraction, processing and transport of raw materials** (metals, wood, plastic, foam). It is therefore primarily **through the carbon footprint assessments** carried out annually at Group level, as well as **through the life cycle assessments (LCAs) of products** from the Group's entities conducted on an ongoing basis, that ABEO is able to better identify the most significant sources of emissions within Scope 3, and thus prioritize the most relevant decarbonization measures. In addition, **discussions with certain suppliers** also enable us to identify the carbon footprint of their materials and to engage in dialogue and discussions with them regarding eco-design.

Most ABEO products have a **long service life**: it is not uncommon for gymnastics apparatus or changing room cubicles manufactured over 20 years ago to still be in use today. This does not prevent the Group from adopting an **eco-design approach** by improving the composition of existing products or by creating new ones using recycled and/or recyclable materials, with a focus on modularity to facilitate the products' second life, etc. In particular, the Group's companies work closely with the Group R&D Department, which has a comprehensive overview of the Group's products and can therefore support the teams in their search for more sustainable solutions.

The LCAs carried out by ABEO focus on the best-selling products within each division, with a view to identifying the areas on which the brands should concentrate to significantly improve their environmental impact. This is how the Group is developing tests to use, where possible, **alternative materials with lower emissions**, such as **bio-based resin panels** at NAVIC, or **foam made from post-consumer mechanical recycling**, which currently being tested by EP CLIMBING's customers in real-life conditions. The Group is incorporating **more recycled materials, such as steel or aluminium**, where technically and industrially feasible. The replacement of laminated panels at ACMAN – which are mainly composed of kraft paper and phenolic and melamine resins – with alternative panels with a high wood content (compacted wood powder) is another good example of this.

These initiatives involve the Group Operations Department, including Procurement Department, as well as the R&D Department, local buyers within the companies and, in some cases, clients, who share their expectations as part of bespoke projects or tenders incorporating environmental criteria.

Actions	Horizons
Group carbon footprint	First carried out in 2022/23 and updated annually since then, notably thanks to local carbon footprint assessments carried out each year.
Product LCA	LCAs have already been carried out in each Division: FRANCE ÉQUIPEMENT's laminated sanitary cubicles; GYMNOVA's school mats and landing areas (GYMNOVA foam vs BIGAIRBAG airbags); EP CLIMBING's climbing wall; at least three further LCAs are planned by 2027.
Material substitution (wood, foam)	Measures already in place (in the Changing Rooms Division, for example) and others currently being trialled.
Local sourcing	Already in place; ongoing work.
Logistics optimisation	Already in place; ongoing work.

Table 5 – Decarbonisation measures and associated timeframes

4.2.1.D.iii. Measures relating to energy consumption in production facilities and offices

ABEO's companies are implementing measures to optimize energy consumption aimed at reducing Scope 1 and 2 GHG emissions, both in the Group's industrial activities – which account for the largest share – and in its commercial activities, with a view to raising awareness and setting an example.

For example, the ACMAN site, as mentioned previously, has implemented an energy monitoring system that measures the energy consumption of each workstation, including consumption records, so that adjustments or investments can be made accordingly. Other measures aimed at reducing energy consumption include: **thermal insulation, the electrification of the vehicle fleet, and multi-source energy management,** as implemented at META.

The main sources of emissions are known (materials, heating, transport), but the assessment of the impact of each lever has not yet been finalized. No technological leap is planned, as **efforts are focused on modernization**: a new paint oven at ACMAN in May 2025, a loading robot at NAVIC since April 2025, and the introduction of laser cutting at BOSAN in June 2025. These measures currently remain local and are not centralized.

4.2.1.D.iv. Initiatives relating to the upstream/downstream supply chain

Across ABEO, the fact that suppliers, businesses and customers are located across the same geographical areas reflects **the Group's 'local footprint**'. This results in shorter upstream and downstream supply chains. With small subsidiaries that have historically been close to their markets and deeply involved in their local areas, the Group's **supply chains** are **already structurally highly optimized**. Nevertheless, against a backdrop of fierce local competition, particularly in Asia and the Americas, the Group's manufacturing presence in China through its subsidiary SKS remains a key competitive advantage for effectively serving these markets.

Efforts are also underway to identify **solutions for optimizing transport,** such as the use of stackable wooden crates instead of pallets, to transport more BRICK-branded modules in a single journey. Finally, the Group prioritizes modes of transport in the following order for reasons of cost and carbon emissions: sea, rail, road and, lastly, air, in exceptional cases requiring a rapid response.

4.2.1.E. Targets and performance measures

4.2.1.E.i. Targets and indicators relating to climate change mitigation and adaptation (E1-4)

In order to monitor the material impacts associated with GHG emissions, **ABEO relies on its carbon footprint assessment –** in particular Scope 3 emissions related to raw materials and transport – **and on internal indicators for local sourcing**. To date, ABEO has set an achievable and ambitious target for reducing GHG emissions.

Since September 2025, the Group has taken out a **Sustainable Linked Loan (SLL)**, formalizing a key financial and operational commitment to reducing its greenhouse gas emissions. This arrangement links the terms of the financing to the achievement of decarbonization targets, reflecting the Group's determination to establish a long-term climate trajectory. The associated performance indicators relate, on the one hand, to **Scope 1 & 2 GHG emissions** – corresponding to direct emissions linked to operations and indirect emissions linked to energy consumption – and, on the other hand, to **Scope 3 GHG emissions**, covering all other indirect emissions across the value chain. The scope of the decarbonization targets covers all Group companies and represents at least **90% of consolidated turnover**. Through this SLL, the Group is aiming **for** a **decarbonization trajectory aligned with a 'Well Below 2°C' temperature scenario**, in accordance with the Paris Agreement, representing a reduction of -2.5% per year compared with the 2023/24 baseline year, which equates to a total of 11,456 tones of CO_2e. The method for calculating Scope 2 GHG emissions is based solely on **location**.

These targets, which are both **ambitious and achievable**, are a key driver for managing the Group's climate performance

With regard to other indicators, although no formal climate policy or targets have yet been defined, internally managed tools help to guide actions and strengthen the supply chain's resilience in the face of energy challenges. To monitor and assess the identified material negative impacts and risks associated with GHG emissions and the upstream value chain, the Group uses the following indicators.

Indicators	Description	Sources	Types
GHG emissions (Scopes 1, 2 & 3)	Monitoring of direct and indirect emissions	Carbon footprint assessment carried out by an external consultancy, then updated annually in-house	ESRS indicator E1
Percentage of raw materials and components sourced within the same country	Measurement of the proportion of purchases made locally to reduce transport-related emissions	Internal data from the Group Procurement Department (Operations Division)	ABEO-specific indicator
Percentage of raw materials and components purchased on the same continent	As above, on a continental scale	Internal data from the Group Procurement Department (Operations Division)	ABEO-specific indicator

Table 6 – Group decarbonisation indicators

ABEO uses the carbon footprint methodology as described in paragraph 4.2.1.E.iii., and the local sourcing indicators are derived from procurement databases. However, certain limitations remain, such as the extrapolated consolidation of the Group's carbon data at Scope 3 level and the failure to take into account the actual distance or mode of transport in local sourcing.

4.2.1.E.ii. Energy consumption and energy mix (E1-5)

ABEO is continuing its **efforts to reduce energy consumption at its subsidiaries, particularly its industrial ones**, whilst stepping up data collection from its companies in order to guide future policy decisions and investments towards greater energy efficiency. For certain production sites, this involves implementing an environmental management system in accordance **with the ISO 14001 standard**. Seven companies within the Group now hold this certification: ACEP, ACSA LE BALMAY, ACSA WATTRELOS, BOSAN, SKS, JANSSEN-FRITSEN and SPORTSAFE. The ACMAN site (Changing Rooms Division, France), meanwhile, has implemented an **energy monitoring system** that measures the energy consumption of each workstation, including standby consumption (energy used when the equipment is not in use). This has enabled the site to identify the machinery and processes requiring attention and, for example, to invest in a new, more energy-efficient paint oven, which was installed in May 2025.

The figures below include the newly consolidated entities SODEX and ELI PLAY.

In the 2025/26 financial year, ABEO's energy consumption totalled **19,007 MWh**. This represents an **11% decrease** compared with the previous financial year, taking into account the acquisitions of SODEX and ELI PLAY (assuming they were in operation for a full financial year). This reduction in energy consumption at Group level is attributable to lower consumption in buildings (offices and assembly sites) due to a mild winter and measures to optimise heating (e.g. ACMAN, JANSSEN-FRITSEN), as well as a reduction in consumption by non-commercial vehicles, resulting from the gradual electrification of the fleet.

Furthermore, **the Group's energy intensity,** calculated on the basis of net turnover, fell to **67.9 MWh/M€**, compared with 86.2 MWh/M€ in the previous financial year, representing a 21% decrease.

It should be noted that the Group does not generate renewable energy.

Type of energy	Energy consumed in MWh		
	2023/24	2024/25	2025/26
TOTAL	**19,259**	**21,428**	**19,007**
Total fossil fuels		**16,386 (76%)**	**13,606 (72%)**
Fuel (coal)		1,026	0
Fuel (oil)		8,791	8,369
Fuel (gas)		4,166	2,607
Fuel (other)		8	0
Electricity (fossil fuels)		2,394	2,630
Total (nuclear)	Breakdown not available	**1,661 (8%)**	**1,717 (9%)**
Total (renewable)		**3,381 (16%)**	**3,683 (19%)**
Biofuel (renewable)		233 (incl. electricity)	0
Electricity (renewable)		3,381	3,683
Self-generated energy (renewable)		0	0

Table 7 – Table of consumption (MWh) by energy type

NB: Comparative data for the 2024/25 financial year have been adjusted to correct a classification error relating to the inclusion of fossil fuel-generated electricity, which was identified retrospectively. This correction is intended to ensure the consistency and reliability of energy reporting from one year to the next.

4.2.1.E.iii. Gross GHG emissions from Scopes 1, 2 & 3 and total GHG emissions (E1-6)

The assembly activities of certain ABEO companies fall under section C of NACE (Manufacturing industries), which is considered a high-climate-impact sector within the meaning of Annex I to Regulation (EC) No 1893/2006.

ABEO is continuing to develop its approach to quantifying greenhouse gas (GHG) emissions, with a view **to continuously improving its environmental impact**. An initial GHG emissions inventory (BEGES) or carbon footprint assessment was carried out in 2022/23 based on 2021/22 data from a single Group company, which was used as a benchmark to produce an estimate extrapolated across the entire scope. In 2023/24, three further carbon assessments were carried out using data from 2022/23, bringing the total number of companies analysed individually to four. In 2024/25, an additional carbon assessment was carried out at a fifth site. During the **2025/26** financial year, the Group's carbon footprint was further refined with **the completion of two additional carbon footprint assessments.**

Beyond simply meeting regulatory requirements, this approach serves as an important tool for raising awareness and steering the Group's strategy. As such, ACMAN and EP CLIMBING (in 2023), and ACSA LE BALMAY (in 2024), joined Bpifrance's Diag Décarbon'Action scheme, leading to the development, in collaboration with the teams, of targeted action plans to reduce emissions in the short and medium term.

Methodological note

The method applied is ADEME's Bilan Carbone®.

The scope of the report **covers all of** the Group's **consolidated entities**; the Group does not hold any other shareholdings in entities requiring specific treatment. As a reminder, for the 2025/26 financial year, the two new entities, SODEX and ELI PLAY, were included in the calculations on a 12-month basis rather than pro rata to their actual period of operation. However, VOGO, acquired in December 2025, is excluded from the scope.

The decentralised nature of ABEO's organisation does not currently allow for the direct calculation of a comprehensive carbon footprint at Group level. A specific methodology was therefore established with the assistance of an external consultancy in 2023.

For Scope 1 and 2 emissions, **an** energy **data collection campaign** is carried out annually across all subsidiaries. The emission factors for Scope 1 and 2 are also updated annually.

For Scope 3 emissions, ABEO uses **a sample of eight subsidiaries representative** of its various activities and geographical areas:

- **ACEP** (Avilés, Spain): the main production site of the Sportainment & Climbing Division, supplying Europe and North America in particular.
- **ACMAN** (Rioz, France): the only entity within the Changing Rooms Division entirely dedicated to production, supplying mainly FRANCE ÉQUIPEMENT, one of the Division's leading companies in terms of business volume.
- **ACSA LE BALMAY** (LE BALMAY, France): a production site within the Sport Division that designs gymnastics apparatus, ranging from balance beams to floor areas, pommel horses, vaulting tables and springboards. The carbon footprint of this site, assessed in 2024/25, was included for the first time this year in the calculation of the Group's carbon footprint.
- **ACSA WATTRELOS** (WATTRELOS, France): a high-impact production site within the Sport Division specialising in the manufacture of landing mats, the materials used to make which are predominantly derived from fossil resources (foam and PVC).
- **BOSAN** (Haaksbergen, Netherlands): a Dutch company within the Sport Division which, since 1974, has specialised in the design, production and distribution of sports equipment, as well as the fitting out of indoor sports facilities. BOSAN is present in more than 2,500 sports halls, gymnasiums and other sports complexes in the Netherlands, and more broadly across the Benelux region. The carbon footprint assessment for this site was carried out for the 2025/26 financial year.
- **EP CLIMBING** (Sainte-Hélène-du-Lac, France): a company dedicated to the sale, installation and maintenance of products from the Sportainment & Climbing Division; it

embodies the typical activities of the Group's commercial entities, notably with an international dimension reflecting the travel undertaken by staff to carry out their duties.

- **JANSSEN-FRITSEN** (Helmond, Netherlands): a Dutch company within the Sport Division that has been designing, manufacturing and marketing sports equipment since 1950. Historically specialising in gymnastics, JANSSEN-FRITSEN supplied equipment for several Olympic Games before becoming an expert in physical education. The company is now one of the leading suppliers of indoor and outdoor sports equipment and continues to supply prestigious competitions such as the Basketball World Cups. The carbon footprint assessment for this site was carried out for the 2025/26 financial year.
- **META** (Rengsdorf, Germany): a company within the Changing Rooms Division specialising in the design and manufacture of toilet cubicles and partitioning solutions for public, educational, sports and leisure facilities. With over 50 years' expertise, META relies on a highly automated production facility in Germany and represents one of the main production activities of the Changing Rooms Division.

Based on the results from these benchmark subsidiaries, a **Scope 3 extrapolation rule** was defined to extend the results to the entire Group: industrial impacts are extrapolated based on the weight of goods dispatched, and the impacts of commercial activities based on headcount. This method provides an overall estimate of the Group's carbon footprint, incorporating the subsidiaries that contribute most to emissions. However, it offers only a partial view of trends in carbon performance, as full carbon footprint assessments are not repeated every year; only energy data and emission factors for Scopes 1 and 2 are updated annually. The eight entities for which a baseline Scope 3 carbon footprint has been calculated account for 41% of the Scope 3 emissions in the Group's carbon footprint; the remaining 59% represents the extrapolated share of the data.

A **retrospective update of the 2023/24 and 2024/25 carbon footprints** was carried out in 2026 to take into account:

- Changes in the reporting scope resulting from the inclusion of the SODEX and ELI PLAY entities (emissions reconstructed on a pro rata basis according to their turnover and assuming that these entities were active for full years);
- The results calculated in April and September 2025 for the ACSA LE BALMAY, JANSSEN-FRITSEN Netherlands and BOSAN sites;
- The update of emission factors for the various energy sources used within the Group;
- Correction of the reference values calculated from the carbon footprints of the reference subsidiaries for the Scope 3 estimate.

<u>Results for the 2025/26 financial year</u>

Scopes 1 & 2

For Scopes 1 & 2, there was a reduction in emissions in 2025/26 compared with 2024/25, which is mainly due to the decrease in energy consumption by ABEO's subsidiaries (see paragraph 4.2.1.D.ii.), as well as the downward trend in emission factors related to electricity.

Furthermore, no Scope 1 emissions arise from a regulated emissions trading scheme.

The Group has not entered into any specific electricity purchase agreements, such as *Power Purchase Agreements* (PPAs) or guarantees of origin. Only Scope 2 emissions calculated using the 'location-based' approach are calculated and reported. Emissions calculated using the 'market-based' approach have not yet been calculated.

		Emissions in tCO_2e
2023/24	**2024/25**	**2025/26**
3,394	3,540	3,198
-	+ 145	- 342
-	+4.3%	- 9.7%

Table 8 – Scope 1 emissions and changes compared with the previous year

Biogenic CO_2 emissions resulting from the combustion of **biomass** amount to **2,651 $kgCO_2e$**.

		Emissions in tCO_2e
2023/24	**2024/25**	**2025/26**
2,052	1,899	2,021
-	+ 152	+ 121
-	-7.4%	+ 6.4%

Table 9 – Scope 2 emissions and changes compared with the previous year

		Emissions in tCO2e
2023/24	**2024/25**	**2025/26**
5,446	5,439	5,218
-	- 7	- 221
-	-0.1%	- 4.1%

Table 10 – Scope 1 & 2 emissions and changes compared with the previous year

Scope 3

Scope 3 accounts for **the largest share** of ABEO's greenhouse gas emissions, representing over 92% of total emissions, confirming a breakdown similar to that of previous financial years. This predominance is mainly due to emissions linked to **the procurement of raw materials** (64.4%) and the **end-of-life of products** (28.6%), which together account for 93% of Scope 3 emissions. These two categories are strongly correlated, as the very nature of the materials used (particularly plastic-based materials such as foams or PVC) directly influences end-of-life impacts. These results highlight the strategic importance of targeted actions in the areas of responsible procurement, eco-design and optimising the end-of-life of products – **key levers on which the Group is already working** to significantly reduce its carbon footprint.

		Emissions in tCO_2e
2023/24	**2024/25**	**2025/26**
65,096	66,268	62,186
-	+ 1,172	- 4,083
-	+1.8%	-6.2%

Table 1 – Scope 3 emissions and changes compared with the previous year

Total GHG emissions

Total greenhouse gas emissions are estimated at **67,404 tCO_2e** for the 2025/26 financial year, **representing a decrease of 6% compared with 2024/25**.

The Group's carbon intensity, defined as GHG emissions per million euros of net turnover (€280 million for the 2025/26 financial year), has **fallen by 17%** compared with the previous financial year, from 288 gCO_2e/€ to 241 gCO_2e/€.

		Emissions in tCO_2e
2023/24	2024/25	2025/26
70,542	71,708	67,404
-	+ 1,166	- 4,304
-	+1.7%	-6.0%

Table 1 e 2 – Total GHG emissions and changes compared with the previous year

Emissions in tCO_2e		2025/26
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions		3,197,597
Percentage of Scope 1 GHG emissions resulting from regulated emissions trading schemes (as a percentage)		0
Scope 2 GHG emissions		
Gross Scope 2 GHG emissions based on location		2,020,556
Gross Scope 2 GHG emissions based on market factors		Not calculated
Significant Scope 3 GHG emissions		
Total gross indirect GHG emissions (Scope 3)		62,185,614
1	Purchased goods and services	40,065,503
2	Capital goods	804,911
3	Activities relating to the fuel and energy sectors (not included in Scopes 1 & 2)	171,962
4	Upstream transport and distribution	1,466,924
5	Waste generated during operations	1,100,395
6	Business travel	92,036
7	Employees' commutes between home and work	407,703
8	Assets leased upstream	0
9	Downstream transport	305,979
10	Processing of goods sold	0
11	Use of goods sold	0
12	End-of-life treatment of goods sold	17,770,202
13	Assets leased downstream	0
14	Excess	0
15	Investments	0
Total GHG emissions		
Total GHG emissions by location		67,403,766
Total GHG emissions based on market factors		Not calculated

Table 13 – Gross GHG emissions from Scopes 1, 2 & 3 and total GHG emissions

NB: Scope 3 emissions have been broken down into sub-categories based on the breakdown established during the first calculation of ABEO's carbon footprint for the 2022/23 financial year.

4.2.1.F. Conclusion

In conclusion, ABEO is continuing to progressively structure its climate strategy, with improved measurement of its emissions, the definition of a '*Well Below* 2°C' decarbonisation pathway aligned with the Paris Agreement, and the roll-out of concrete actions within its subsidiaries. The results of the carbon footprint assessment confirm the predominant role of Scope 3 emissions, mainly linked to raw materials and the end-of-life of products, steering the Group's priorities towards eco-design, material substitution, extending product lifespans and optimising logistics.

The reduction in emissions observed in 2025/26 is a positive sign, which will need to be consolidated through structural and measurable actions. The challenge for ABEO will now be to transform local initiatives into a common climate roadmap, tailored to the specific characteristics of its activities and integrated into its long-term strategy.

4.2.2. Biodiversity and ecosystems (E4)

ABEO's biodiversity and ecosystem challenges are primarily linked to the use of timber and wood-based materials in certain Group operations. Although these impacts remain limited given the volumes consumed and ABEO's industrial profile, they reflect a degree of dependence on forest resources and their sustainable management. In this context, the Group pays particular attention to the traceability of its supplies, to changes in regulatory requirements and to the search for alternative solutions with a lower environmental impact.

4.2.2.A Material impacts, risks and opportunities relating to biodiversity and ecosystems

Summary of material IROs in the section			
No.	**Type**	**IRO**	**Description**
13	Negative impact	Impact on species' habitats through timber harvesting and contribution to deforestation	Timber harvesting for the manufacture of products can have a negative impact on natural habitats, contributing to deforestation and threatening biodiversity. Habitat degradation is the leading cause of biodiversity loss.

4.2.2.B. Consideration of biodiversity and ecosystems in ABEO's strategy and business model (E4-1)

Wood is the most widely used material derived from biodiversity across the Group's companies, particularly for the manufacture of changing rooms or lockers within the Changing Rooms division, and for the construction of climbing walls by the subsidiaries of the Sportainment & Climbing division.

In the 2025/26 financial year, ABEO purchased **348 tonnes of timber**, representing 3% of the Group's expenditure. In addition, **1,322 tonnes of plywood** (12% of purchases) were procured; this material is made from timber and resin. **Compact** laminated board, a processed wood product also containing resin, accounts for approximately **5,765 tonnes**, or nearly 50% of the Group's purchases of timber and timber-based materials by weight.

These quantities and the impact on biodiversity remain modest compared with other major wood consumers. However, purchases of timber and wood-based materials account for nearly 65% of the Group's total purchases by weight in 2025/26, confirming the need for ABEO to pay particular attention to this area.

4.2.2.C. Resilience of the strategy and business model in relation to biodiversity and ecosystems (E4-1).

Although this is not, at this stage, a dedicated resilience analysis focusing on biodiversity, ABEO has carried out an initial **risk analysis of its business model with regard to its dependence on timber**. This analysis focuses primarily on the upstream part of the value chain (supply), but also considers the downstream segment, through customers' growing demands regarding traceability and environmental performance.

The assessment is based on **several assumptions**: a continuing reliance on certain timber species, a tightening of European and international regulations (particularly regarding traceability and sustainability), and increased customer awareness of the environmental impact of the materials used. It was carried out internally at Group level, with the support of the Head of Procurement, who has a clear and cross-functional overview of timber flows across ABEO's various entities.

4.2.2.C.i. Dependencies and associated risks

The analysis specifically covers systemic risks linked to the interdependence between climate, biodiversity and resource availability, as well as the potential knock-on effects of a global timber shortage. Following this analysis, the Group has identified **a partial dependence on timber resources**, particularly those sourced from sustainably managed forests. This dependence also extends to the ecosystem services provided by forests (carbon sequestration, climate regulation, soil conservation). The main risks identified are as follows:

- **Physical risks**: the increasing scarcity of certain tree species; the degradation of forest ecosystems as a result of climate change.
- **Transition risks**: stricter regulations, such as the EU Regulation on Imported Deforestation (EUDR), and increased customer demands regarding the sustainability and traceability of materials, which primarily affect our suppliers.
- **Geopolitical risks**: international tensions that could disrupt logistics and increase supply costs.
- **Reputational risks**: unintentional use of non-certified or untraceable timber, particularly in the context of public tenders.

4.2.2.C.ii. Level of resilience and levers for action

To date, the Group considers its model to be **moderately resilient to these risks**, thanks to **responsible procurement practices already in place**: the use of certified materials (*Forest Stewardship Council* – FSC, *Programme for the Endorsement of Forest Certification Schemes* – PEFC), controlled supply chains, enhanced traceability and the active exploration of alternative materials. In the short term, the main challenges relate to regulatory compliance and changing customer expectations. In the medium term, ABEO anticipates a transformation of its timber supply chain, with a gradual diversification of the materials used.

4.2.2.C.iii. Identified opportunities

This transition also presents opportunities, which ABEO has already seized and continues to work on:

- **Value creation** through increasing demands for traceability, which is seen as a guarantee of quality, compliance and responsibility.
- **Product innovation** through the increasing integration of alternative materials, offering potential for differentiation in markets sensitive to environmental criteria.

4.2.2.D. Policy, actions, targets and indicators relating to biodiversity and ecosystems (E4-2, E4-3, E4-4, E4-5)

ABEO does not currently have a formalised policy on biodiversity, nor does it have associated targets and indicators. However, the Group is undertaking **two main initiatives** to manage its timber consumption more responsibly: **using only FSC- or PEFC-certified timber**, which guarantees sustainable forest management, and **constantly seeking alternatives with a lower environmental impact**. This approach helps to protect forest ecosystems and strengthen the resilience of the supply chain in a context of growing pressures.

Working closely with our suppliers, we pay particular attention to the **traceability** of our supplies and their **compliance** with current environmental requirements, in particular the European Regulation on Imported Deforestation (EUDR). **ABEO's Procurement Code** also governs the practices of our buyers, incorporating environmental and social criteria into our supplier relationships. To date, this Code has been **signed by all staff involved in the Group's procurement** (buyers, management, etc.) and **by 61% of strategic suppliers** (those with transactions exceeding €100,000 per year).

Within the **Changing Rooms Division**, ABEO is gradually reducing its use of compact laminate panels (High Pressure Laminate – HPL), which consume large amounts of fossil-based resin and water. In January 2026, all panel volumes purchased by ACMAN switched to an **alternative panel,** which is expected to reduce the carbon footprint of producing a changing room unit by 72% compared with production in 2022/23. Alongside this major initiative, NAVIC has also introduced a panel containing 10% bio-based resins derived from cashew nut residues, whilst SANELITE is developing a 'chipboard' (a board produced by compressing wood chips with resin) sourced from a European supply chain, which would reduce the carbon footprint of producing a changing room unit by 53%, compared with producing the same unit using laminated panels. Exotic woods, used occasionally in the manufacture of certain changing room benches—notably due to their resistance to moisture—are gradually being phased out of the materials used by the Division, with the timeline depending on the alternative proposals put forward by suppliers.

In the **Sportainment & Climbing Division**, **climbing wall structures** are predominantly made from wood, specifically birch plywood. This timber species, which grows in the northern hemisphere and is widely available, is used by the ACEP production site and is **consistently** sourced **from FSC- or PEFC-certified sources**, ensuring its traceability.

In the **Sport Division**, birch plywood is also used as a structural component **in gymnastics mats**. Mounted on springs, the panels provide flexibility and strength to the assembly, over which layers of foam and then carpet are laid to ensure comfort and safety. Here too, **only certified timber is used**, in line with the Group's commitments.

Wood at ABEO: from changing room lockers and benches to climbing walls and gymnastics equipment

At the same time, with a view to the future, ABEO is exploring more sustainable alternatives such as **fast-growing species** like eucalyptus or widely available species such as pine, which would help to diversify sources and improve the environmental impact where possible. To this end, the Group pays particular attention to projects undertaken by its suppliers to assess the environmental performance of alternative timber species.

For the timber used within the Changing Rooms Division, as suppliers are legally required to provide technical data sheets for standardised products, access to information is relatively straightforward. However, for the other Divisions, **targeted discussions are organised with suppliers** in order to gather reliable and relevant information to support the eco-design process.

As indicated in section 4.2.1.C., the Group is working on formalising a transition plan, which could be fully in place by 2030, and an environmental policy covering the fight against climate change, as well as issues relating to the circular economy and biodiversity (to be reviewed from 2027).

4.2.2.E. Conclusion

In conclusion, ABEO's biodiversity challenges centre primarily on the use of timber and timber-based materials, which account for a significant proportion of the Group's procurement. Although ABEO does not yet have a formalised policy or specific targets, responsible procurement practices are already in place, notably the use of FSC- or PEFC-certified timber, enhanced traceability and proactive compliance with regulatory requirements.

The actions undertaken – in particular the gradual replacement of certain high-impact panels, the reduction in the use of tropical timber and the exploration of alternative timber species or materials – help minimise impacts on forest ecosystems. The challenge for ABEO will now be to integrate these initiatives into a more comprehensive environmental policy, fully incorporating biodiversity into considerations relating to eco-design, responsible procurement and supply chain resilience.

4.2.3. Resource use and the circular economy (E5)

ABEO's challenges regarding resource use and the circular economy are primarily linked to the consumption of raw materials, the generation of production waste and the Group's ability to evolve its products and practices towards greater circularity. Given the diversity of materials used in its operations, ABEO has identified, in particular, a negative impact linked to the consumption of virgin resources, as well as risks and opportunities associated with the integration of recycled materials, waste reduction and the development of repair, maintenance and reconditioning services. These challenges are leading the Group to progressively implement initiatives focused on eco-design, resource optimisation and extending the lifespan of its products.

4.2.3.A Material impacts, risks and opportunities relating to resource use and the circular economy

Summary of material IROs in the section			
No.	**Type**	**Material IROs**	**Description**
14	Negative impact	Consumption of virgin resources (wood, metal)	The consumption of virgin resources such as timber and metal is directly linked to the exploitation of natural resources, and may lead to: - deforestation and loss of biodiversity, if timber is not harvested responsibly. - degradation of soil, water and local ecosystems, due to mining for metals such as iron, aluminium or copper. These resources are not scarce, although they are being depleted, and ABEO's consumption is insignificant compared with global volumes.
15	Risk	Regulatory risk relating to the use of recycled materials in the composition of products to meet tender requirements	Public and private sector tenders are increasingly incorporating requirements regarding the proportion of recycled resources used in the production of goods. The Group could lose contracts if it is unable to meet these requirements.
16	Negative impact	Generation of production waste	The generation of waste during the product manufacturing process constitutes a significant environmental impact. The treatment or management of waste involves, in particular, additional GHG emissions and leads to sub-optimal use of resources.
17	Opportunity	Development of additional business models or services in the refurbishment and repair of equipment	The development of equipment refurbishment and repair services represents an opportunity for ABEO to meet the growing demand for sustainable solutions and for extending product lifespans. This strategy can reduce the carbon footprint, generate new sources of revenue and strengthen customer loyalty, whilst reducing the Group's climate impact.

4.2.3.B. Policy and actions regarding resource use and the circular economy (E5-1, E5-2, E5-3)

ABEO does not currently have a formalised policy on the circular economy, nor any associated targets. However, the Group is implementing several initiatives, which are also being carried out as part of the fight against climate change (see paragraph 4.2.1.D.) and which contribute to a more circular economy.

As indicated in section 4.2.1.C., the Group is working on formalising a transition plan, which it could have fully in place by 2030, and an environmental policy covering the fight against climate change, as well as issues related to the circular economy and biodiversity (to be reviewed from 2027).

4.2.3.B.i. Measures for the continuous improvement of the sustainability of input resources

Issues relating to resource use **affect all three of the Group's Divisions**.

The Changing Rooms Division is working on selecting more sustainable panels and using resins with a lower environmental impact (compact HPL, lightweight panels, bio-based materials).

The Sport Division faces challenges regarding the recyclability and second life of its equipment, given the diversity of materials used (steel, foam, PVC, wood).

Finally, the Sportainment & Climbing Division is tackling the risks associated with the use of steel and birch plywood (scarcity, geopolitical factors) by exploring alternatives such as eucalyptus or pine.

Risks associated with the resources used by ABEO

Resources	Uses and Divisions concerned	Circular economy challenges	Identified levers for progress
Birch plywood	Climbing walls, gymnastics equipment, stage platforms (Sport, Climbing)	Conflict timber, deforestation, limited use to preserve biodiversity	Tested alternatives (eucalyptus, pine)
Compact HPL	Changing room panels	High water consumption and fossil-based resins	Gradual substitution underway (fully implemented for ACMAN since January 2026)
Aluminium	All Divisions	Long supply chain, social standards, climate impact (extraction and carbon)	Infinite recyclability, EU sourcing
Steel	Climbing wall structures, gymnastics apparatus (Sport, Climbing)	Long supply chain, social standards, climate impact (extraction and carbon)	Infinite recyclability, EU sourcing
PU & PE foam	Mats (Sport, Climbing)	Landfilling, currently low recyclability, dependence on the industry	Search for more circular alternative materials
PVC	Mats (Sports, Climbing)	Landfilling, difficult to recycle, dependence on the industry	Search for alternative materials

Table 14 – R2isks associated with incoming resources

Without further action, the Group could face regulatory risks (new European requirements), reputational risks (loss of competitiveness in tenders), cost risks (price fluctuations, supply constraints) and environmental impact risks if practices are not adapted. To address these risks and anticipate their potential effects, **transitioning to a circular economy appears essential** and even represents an opportunity which the Group has already seized. This includes **product innovation** through the integration of alternative materials, **the introduction of new business models** (recycling, maintenance, rental), the optimisation **of local sourcing and logistics** – with a reduction in distances and the volume of goods transported (compressed foam, priority sea freight) – as well as the use of reusable plastic pallets.

The transition to circular practices does, however, entail certain constraints: technical and regulatory limitations, a lack of industrial supply for certain materials, temporary additional costs associated with certain alternative or bio-based materials, and, at times, insufficient commitment from suppliers. The key stages of the value chain affected by these challenges range from the upstream choice of materials, to design incorporating sustainability criteria (repairability, disassembly from the product design phase onwards), to the use of the products, and finally to their end-of-life and logistics. **ABEO** therefore **takes a holistic approach to circularity and works across all stages of its products' life cycle**, with considerations and initial actions tailored to each specific product.

ABEO's Procurement Code also includes environmental guidelines for suppliers. Purchasers are encouraged to reduce the environmental impact of products and to prioritise the use of recycled or bio-based materials. This translates as:

- A reduction in the use of virgin resources in design, such as the search for bio-based or recycled materials for products in the Changing Rooms and Sport Divisions, and an ongoing effort to identify alternatives to virgin materials;
- Product lifespan extension promoting products designed to be reusable.

ABEO's Procurement Code requires that "suppliers' environmental impact be limited, in particular by reducing waste and managing hazardous substances", and that "applicable standards be complied with and the sustainable use of resources be ensured". It emphasises the importance of sustainable sourcing, in particular through the purchase of certified materials such as FSC- or PEFC-certified timber. The focus is on local sourcing and the use of renewable resources, such as bio-based resins, to reduce the impact associated with transport and production.

Finally, it should be noted that, with regard to packaging, the Group favours reusable solutions, notably plastic pallets (at META), and is working in particular to optimise logistics (e.g. compressing foam and reducing volumes).

4.2.3.B.ii. Development of additional business models through equipment repair, maintenance and reconditioning services

ABEO has identified a strategic opportunity in the development of repair, maintenance and reconditioning services, with a view to extending the lifespan of its products and reducing their environmental impact. Companies within the three Divisions **already offer** some of these services (for example, NAVIC, BOSAN, JANSSEN-FRITSEN and EP CLIMBING offer maintenance and repair services) and SPORTSAFE is entirely dedicated to this (see section 4.2.C.i.).

4.2.3.B.iii. Taking into account the regulatory risk associated with the use of recycled materials in product composition

The ability – or inability – to incorporate recycled materials into products and to share the associated information represents a significant risk for ABEO, given **the rapidly evolving regulatory and sector-specific expectations,** particularly in the context of public procurement.

This risk is directly linked to suppliers' commitments to comply with ABEO's Procurement Code. This code requires suppliers to comply with the laws governing the use of sensitive substances or materials, which could complicate the incorporation of recycled resources should some of these become subject to restrictions or bans. Furthermore, it emphasises that suppliers must meet high environmental standards, which may include restrictions on recycled materials. Should these materials become non-compliant, ABEO could face challenges in terms of supply, costs or limited access to the necessary materials.

It should be noted that ABEO already uses **recyclable** materials **such as aluminium and steel**, and has occasionally tested the use of mechanically recycled foam (for example, climbing mats containing 30% mechanically recycled foam, used at the Paris 2024 Olympic Games). Local initiatives are also emerging regarding the 'second life' of foam, with trials to recover end-of-life products to enable a new production cycle; however, no structured process is currently in place, either at company level or across the Group.

4.2.3.B.iv. Developing an eco-design strategy

Eco-design and improving the environmental impact of its products throughout their entire life cycle is a major driver of transformation for ABEO, enabling it to meet several objectives:

- Addressing issues relating to the circular economy and resource optimisation, as well as combating climate change and taking biodiversity into account;
- Creating value and meeting the growing demands of customers seeking products with a lower environmental impact that are more circular and sustainable.

An eco-design strategy for the Group will be formalised by early 2027 to align with the priority areas to be supported, establish an operational framework, roll out a roadmap and provide ABEO's subsidiaries with the tools needed to implement eco-design.

This has not prevented the Group's companies from continuing to innovate by offering innovations:

- As part of its strategy to promote the circular economy, JANSSEN-FRITSEN has developed **an eco-designed gymnastics mat incorporating over 71% recycled materials**. This product was designed from the outset to be **more than 99% recyclable** at the end of its life, illustrating a comprehensive approach to reducing its environmental footprint. This innovation is based on resource optimisation, notably through the use of materials sourced from production offcuts and the minimisation of virgin raw materials. It is also underpinned by a commitment to durability and performance, ensuring that the quality standards expected by users are maintained.
- For its part, BIGAIRBAG is innovating with **an airbag made from PP** (polypropylene), a recyclable material, **to replace the current PVC** (polyvinyl chloride). Lighter and free from controversial components, this new airbag has been designed to contribute to a more circular economy.

4.2.3.B.v. Monitoring of production and waste management

Waste management is carried out in accordance with the local infrastructure and systems available **at ABEO's production sites**. The main levers include the choice of raw materials, minimum order quantities and manufacturing scrap. Particular attention is given to waste sorting to encourage recycling and, although there are not yet any centralised measures at Group level, **local initiatives** are in place. For example:

- At BOSAN, end-of-life equipment is recovered, repainted and donated to charities.
- At ACSA WATTRELOS, laser cutting of foam allows for better optimisation of the quantities of raw materials used and therefore less waste.
- At ACSA LE BALMAY, the use of solvents has fallen sharply following the phasing out of PVC screen printing, which has been replaced by a thermal transfer system for foam.
- At ACMAN, a recycling system for the solvents used to degrease parts helps to limit the production of solvent waste.
- At PCV COLLECTIVITÉS, as the glue pots used for laying artificial turf are difficult to recycle, a skip dedicated exclusively to their disposal has been installed. During collection, only this waste is collected, enabling optimised and secure sorting in accordance with environmental standards.
- At META, the packaging used to deliver goods to certain customers is reused and tracked.

4.2.3.C. Performance measures

4.2.3.C.i. Incoming resource flows (E5-4)

During the 2025/2026 financial year, the Group purchased and processed **11,476** tonnes of materials. These materials consist mainly **of wood, metals (steel and aluminium), foam and PVC**, the latter two of which are both petroleum-derived. Other input materials, which play a more marginal role in the manufacture of the Group's products, include leather and fabrics.

Of these inputs, 7,436 tonnes, or **65%, are biological resources** (wood and leather, both of which are always certified), 100% of which come from sustainable sources. Apart from wood, which accounts for a significant proportion, purchases of leather and heating pellets are marginal (<1% by weight). Finally, **1**,**298** tonnes, corresponding to **11% of materials, are recycled or reused materials**: the publication of these estimates by the Group required the use of standard recycling rates for the aluminium (80%) and steel (70%) sectors, these rates having been revised upwards following the collection of information from key suppliers.

The published information is based on an estimate of the tonnages of the main raw materials purchased by the Group's entities. Furthermore, quantities of raw materials associated with unweighed items such as locks, certain sewing components, fasteners, hardware and ink applied to substrates are excluded from the scope of reporting.

4.2.3.C.ii. Outgoing resource flows – Production waste (E5-5)

The scope of waste-related data collection covers all companies within the ABEO Group, including commercial entities. It should be noted, however, that the scope of waste reporting does not include the entities ABEO, ADEC, SED, TOP30 and the two DOCK39 companies, which account for 12% of the Group's workforce.

The Group determines the total quantity of waste (from both industrial and commercial companies) on the basis of weighings carried out at the site exit and tracking slips provided by collection and treatment service providers, and then consolidates all the data following the annual data collection exercise. Where no weighings or data from service providers are available, an estimate of the quantities of waste is made. Data collection relating to waste recovery is gradually improving across the Group. Data covering 89% of the tonnage of waste generated was collected from Group entities; the remaining 11% was estimated based on similar subsidiaries or publicly available technical documentation. For sites with no specific data on recovery, a value consistent with the ranges observed in the technical literature (ADEME, feedback from the field) for this type of waste stream was applied.

□**Waste generated in tonnes**			**2025/26**
	Total waste	**of which hazardous waste**	**of which non-hazardous waste**
Total	**2,578**	**52**	**2,526**
Recovered waste	**2,210**	**32**	**2178**
Waste recovered through preparation for reuse	13	0	13
Waste recovered through recycling	835	22	813
Waste used for energy recovery	1,362	10	1,352
Waste disposed of	**368**	**20**	**348**
Waste disposed of by incineration	40	1	38
Waste sent to landfill	328	19	309
Waste disposed of by other means	0	0	0
Total quantity of non-recycled waste	**1,743**	**30**	**1,713**

Percentage of non-recycled waste	67.6%	57.9%	67.8%

Table 15 – Breakdown of recovered and disposed-of waste by waste type

In the 2025/26 financial year, ABEO generated **2,578 tonnes of waste,** consisting mainly of **wood, metal and foam offcuts**. This figure represents an increase of **9.6%** compared with the previous financial year. Apart from the acquisitions of SODEX and ELI PLAY, this change is due in particular to two factors:

- The gradual change in the type of panels used at the ACMAN site, resulting in more production offcuts;
- The renewal of production equipment at the META site, leading to an increase in production offcuts, as well as the prior disposal of obsolete stock.

Finally, the proportion of waste that is not recycled has improved by a few percentage points, falling to **67.6%** for the 2025/26 financial year, compared with 71% in the previous financial year.

4.2.3.D. Conclusion

In conclusion, ABEO is gradually transitioning towards a more circular use of resources, by taking actions across incoming materials, product design, extending product lifespans and waste management. Although the Group does not yet have a formalised policy or specific targets, several initiatives are already underway: the substitution of high-impact materials, the incorporation of recycled materials, the development of maintenance, repair and reconditioning services, as well as initial work on eco-design.

The 2025/26 data confirm the significance of biological resources, wood, metals, foam and PVC in the Group’s operations, as well as the need to continue efforts to reduce, reuse and recover waste. The challenge for ABEO will now be to organise these local initiatives into a common eco-design strategy, in order to reduce its dependence on virgin resources, anticipate regulatory requirements and strengthen the circularity of its business model.

4.2.4. European Taxonomy: Materiality analysis and taxonomy indicators

4.2.4.A. Materiality analysis

The ABEO Group applies the provisions of Regulation (EU) 2020/852 on the European taxonomy, as well as those of Delegated Regulation (EU) 2021/2178 on the information to be disclosed under Article 8. For the 2025/26 financial year, the Group has opted to apply the simplification measures introduced by Delegated Regulation (EU) 2026/73 of 4 July 2025.

In accordance with this Regulation, the Group carried out a separate materiality analysis for each of the three taxonomy indicators (turnover, Cap Ex and OpEx). Activities potentially covered by the taxonomy were identified and then compared with the denominator of each indicator to determine whether they met the regulatory materiality threshold of 10%.

The activities identified as potentially covered by the taxonomy mainly relate to sales of second-hand equipment, as well as certain investments linked to improving the energy performance of sites (LED lighting, electric vehicle charging points and insulation work). These activities account for less than 10% of the total amount of the indicator in question (turnover, Cap Ex and OpEx). Pursuant to Delegated Regulation (EU) 2026/73, they are therefore considered non-significant activities and have not been subject to an eligibility assessment or an alignment analysis against the taxonomy's technical criteria.

OpEx as defined by the Taxonomy Regulation amounted to €7.5 million as at 31 March 2026, corresponding to 5.4% of the Group's total expenses, which stood at €139.4 million (staff and external costs in the profit and loss account). This amount therefore remain below the materiality threshold of 10% and are consequently also considered to be non-significant activities.

4.2.4.B. Taxonomy indicators

For the 2025/26 financial year, the taxonomy indicators are as follows:

Exercice 2025/2026

KPI	Total (M€)	Part d'activités éligibles à la taxinomie	Activités alignées sur la taxinomie (M€)	Part d'activités alignées sur la taxinomie	Ventilation par objectif environnemental des activités alignées sur la taxinomie						Part d'activités habilitantes	Part d'activités transitoires	Activités non évaluées considérées comme non significatives (M€)	Activités alignées sur la taxinomie au cours de l'exercice précédent (N – 1) (M€)	Part d'activités alignées sur la taxinomie au cours de l'exercice précédent (N – 1)
					Atténuation du changement climatique	Adaptation au changement climatique	Eau	Économie circulaire	Pollution	Biodiversité					
Chiffre d'affaires	280,0	0%	0	0%									4,8	3,9	1,6%
CapEx	46,8	0%	0	0%									0,1	0,2	2,7%
OpEx	7,5	0%	0	0%									-	-	-

Table 16 – Taxonomy indicators

The Group does not publish the detailed table by activity (Template 2) required by Delegated Regulation (EU) 2026/73, as no activity was declared eligible following the application of the materiality rules.

Consequently, the Group has not carried out an analysis of the technical criteria for substantial contribution, nor an assessment of the DNSH principle, nor a review of the minimum safeguards for the 2025/26 financial year, as these analyses are not required for activities considered non-significant within the meaning of Delegated Regulation (EU) 2026/73.

4.3. SOCIAL RESPONSIBILITY: TO FOSTER DIVERSITY, TEAM DEVELOPMENT AND RESPECT FOR STAKEHOLDERS; AND TO PROMOTE PHYSICAL ACTIVITY FOR THE WELL-BEING OF AS MANY PEOPLE AS POSSIBLE

4.3.1. Own workforce (S1)

ABEO men and women are at the heart of its operations and its sustainable performance. In a decentralised model, the focus on health, safety, working conditions, skills development and diversity is a key priority, both to maintain team engagement and to support the Group's transformation. The material issues identified therefore reflect the need to prevent occupational risks and to promote a safe, inclusive working environment that fosters the fulfilment of every individual.

4.3.1.A. Material Impacts, Risks and Opportunities relating to the company's own workforce

Summary of material IROs in the section				
No.	**Type**	**Material IRO**	**Description**	**Types of employees or self-employed persons exposed**
18	Risk	Risk of occupational accidents or illnesses	The risk of occupational accidents or illnesses represents a financial risk, particularly in terms of costs associated with absenteeism, as well as the impact on the company's productivity and reputation.	All types of employees, from support roles to operational roles
19	Negative impact	Workplace accidents affecting employees' health, productivity and engagement	Workplace accidents can have serious consequences for employees' health, leading to injuries or illnesses that undermine their well-being.	All types of employees, from support to operational roles
20	Negative impact	Exposure to welding fumes	Welding fumes can have harmful effects on health and cause occupational diseases. The risks affect not only welders but also people working nearby.	Welders (employees of operational units)
21	Negative impact	Lack of gender balance within the company	An imbalance in gender representation within the company can limit the diversity of perspectives, affect team cohesion and lead to perceived inequalities in career progression. This can undermine the company's attractiveness, employee engagement and talent retention.	All types of employees, from support roles to operational roles

4.3.1.B. Stakeholders' interests and perspectives (ESRS 2 SBM-2)

These aspects are detailed in paragraph 4.1.2.B. of the General Information section – ESRS 2.

4.3.1.C. The company's personnel policies (S1-1)

Since March 2026, ABEO has formalised two policies: one describing ABEO's decentralised operating model, and the other aimed at ensuring greater health and safety for employees. These policies will be rolled out across the Group's companies during 2026.

However, ABEO does not currently have a formalised policy on diversity and inclusion, specifically regarding gender equality, although the issue is addressed locally by the entities in accordance with the relevant regulatory frameworks. The Group will consider establishing a policy on diversity and inclusion during 2026.

4.3.1.C.i. Local Empowerment Policy

Decentralisation and the autonomy of subsidiaries are embedded in ABEO's DNA. The autonomy they enjoy enables them **to adapt more effectively to local circumstances** and helps to enhance attractiveness and staff retention within local labor markets.

When making acquisitions, ABEO takes care to preserve jobs, avoiding post-acquisition restructuring and supporting managers during the integration phase, which helps to ensure stability and retain local skills. Each entity remains firmly rooted in its local area, maintaining links with its customers and local institutions, thereby fostering employee loyalty and contributing to local development.

The Local Empowerment Policy, established in March 2026, sets out the framework of subsidiarity applied to subsidiaries and is described in paragraph 4.4.3.A. of section Business conduct (G1).

4.3.1.C.ii. Occupational Health and Safety policy

The Occupational Health and Safety (OHS) policy, also established in March 2026, provides a comprehensive framework for all ABEO subsidiaries, aimed at ensuring a safe and healthy working environment for everyone, whilst supporting local governance for the implementation of measures. Subsidiary directors are responsible for its implementation.

This policy aims to minimise the financial risks associated with occupational accidents or illnesses, as well as the impact of workplace accidents or poor working conditions on employees' health, productivity and engagement. To this end, it is based on risk prevention, performance monitoring and a continuous improvement approach to reduce accidents, occupational illnesses and psychosocial risks.

The process for monitoring this policy is structured around the following points:

- Monitoring of health and safety indicators by subsidiaries, with regular reporting (at least annually) and real-time reporting of accidents at Group level;
- The incorporation of the results into the Executive Committee's performance reviews and into reporting;
- A regular reassessment of risks, at least once a year, and following every incident (accident, near-miss, change, observation), as part of a process of continuous improvement.

This policy is set to evolve over the coming years.

4.3.1.D. Process for dialogue with the own workforce and their representatives regarding impacts & Process for addressing negative impacts and channels enabling the own workforce to raise their concerns (S1-2, S1-3)

Social issues, and in particular those relating to health, safety, welfare and working conditions, are regularly discussed within subsidiaries **between local management teams and employees or their representatives**. Each company ensures compliance with the legislation in force in the country where it operates (for example, via the CSE in France).

Targeted measures are also implemented, with particular attention paid to employees most at risk of accidents. These measures include **training, awareness-raising campaigns and feedback sessions**. Occupational health services for French entities also play a key role in prevention, contributing to the continuous improvement of working conditions and the reduction of psychosocial risks.

A reporting channel, via the 'business ethics' email address, is available. The way in which complaints are handled, the provision of the 'business ethics' reporting channel, and the monitoring and follow-up of issues raised are consistent with those described in paragraph 4.4.3.C. of section G1, Business Conduct

Compensation schemes are managed locally in accordance with the countries in which the groupe operates and local regulations (occupational health, health insurance, mutual insurance, pension schemes, etc.).

4.3.1.E. Actions and targets concerning material impacts on the company's own workforce, approaches aimed at managing material risks and seizing material opportunities relating to the company's own workforce, and the effectiveness of these actions (S1-4, S1-5)

Although no objectives or targets have yet been defined in relation to the OHS policy or, more generally, to human resources management practices, measures are already in place.

4.3.1.E.i. Gradual development of a Quality, Health, Safety and Environment (QHSE) framework and related initiatives.

Since 2021, the Operations Department has appointed a dedicated resource to standardising processes and ensuring consistency in QHSE practices. It also provides support to Group companies that request it, in implementing best practices and in maintaining or obtaining ISO 9001, 14001 and 45001 certifications.

Group company	ISO 9001:2015 certified	ISO 14001:2015 certified	ISO 45001:2018 certified
ACEP	x	x	
ACMAN & FRANCE ÉQUIPEMENT	x		
ACSA LE BALMAY ACSA WATTRELOS		x	
BOSAN	x	x	
SKS	x	x	x
JANSSEN-FRITSEN	x	x	
SPORTSAFE	x	x	x

Table 17 – ISO certifications within the ABEO Group

Identifying and managing key operational risks

Each company carries out, or will carry out, an annual risk analysis, with support from the Operations Department. The main security risks associated with the activities of ABEO's entities are as follows:

- Risks associated with field sales;
- Risks associated with business travel;
- Risks associated with industrial manufacturing and assembly activities;
- Risks associated with installations at customers' sites;
- Risks associated with psychosocial factors.

Risk management and the drawing up of action plans are carried out at local level, with support from the Group where necessary.

Measures are implemented on an ad hoc basis in response to identified risks, ranging from the installation of ergonomic workstations in most companies, to the fitting of a robotic arm to eliminate the need for manual handling at ACMAN, or the installation of a handling gantry on the cutting machine at SODEX SPORT in Vietnam.

Focus on ISO 45001

Two of the Group's companies, SPORTSAFE and SKS, have gone a step further in formalising their commitment to occupational health and safety by obtaining **ISO 45001** certification**.** SPORTSAFE, which accounts for 3.6% of the Group's workforce, has been certified since 2022. The company is thus the first in its sector to adopt a demanding international standard for health and safety, having implemented a rigorous health and safety management system, proactively reduced risks and continuously improved its practices. Similarly, SKS, which has held ISO 45001 certification for over 10 years, renewed its certificate during the 2025/26 financial year for a further three years. This entity accounts for 4.0% of the Group's workforce.

Improvements to reporting on Occupational Health and Safety

A system for the regular collection and monitoring of workplace accidents was established in April 2025 across the Group, providing a better understanding of the nature and circumstances of workplace accidents, as well as their number.

4.3.1.E.ii. Monitoring gender representation in management

Although no consolidated Group-wide target has been set, **monitoring of gender representation in management has begun**, with the aim of gradually increasing gender diversity in the management pipeline. The issue is presented to the Board of Directors at least once a year and is the subject of internal dialogue at company level.

To prevent any situation that could lead to discrimination or a breach of equal treatment, **a reporting channel** known as 'business ethics' enables all staff members to raise, in complete confidence, any difficulties or concerns they may have regarding these matters.

4.3.1.F. Characteristics of the own workforce (S1-6)

The information system used by the Group provides a comprehensive overview of the workforce, with analyses available by geographical area, gender, contract type (permanent or otherwise), and job category. **The majority of** the workforce is **based in Europe (75%)**, although, as part of its external growth strategy, the Group has been expanding beyond Europe for several years, with companies located **in North America and Asia**. All workforce figures include interns and work-study students.

Countries	Number of employees (Workforce)
Germany	174
Belgium	46
Canada	38
China	66
Spain	123
France	453
India	34
Netherlands	278
Switzerland	1
United Kingdom	176
United States	100
Vietnam	174
Total	**1,663**

Table 19 – Breakdown of employees by country

94% of the Group's employees, representing a significant majority, are employed on permanent contracts. This is a structural and stable feature. To date, 104 of the Group's contracts are non-permanent, for specific reasons depending on the business area: 42% relate to apprenticeship or work placement schemes; 38% of these contracts reflect an established employment practices in the Netherlands; the remaining non-permanent contracts are necessary to adapt our workforce to the seasonal nature of our activities. Contracts with non-guaranteed hours apply to a very small number of staff. At the end of March 2026, this represented 25 people out of 1,663 (1.5%) of the Group's workforce: these are exclusively installers and inspectors at a subsidiary in the United States, whose specific contracts enable the company to adapt to peaks in activity and to the geographical location of client projects across a vast country.

Over the past year, the average workforce stood at 1,627 employees, of whom 1,526 were on permanent contracts and 101 on non-permanent contracts.

	Men	Women	Total
Number of employees	1,117	546	1,663
Number of permanent employees	1,052	507	1,559
Number of non-permanent employees	65	39	104
Of which: number of employees with a non-guaranteed number of hours (permanent and non-permanent)	23	2	25

Table 20 – Breakdown of contract types by workforce, broken down by gender

	France	Europe (excluding France)	North America	Asia	Total
Number of employees	453	798	138	274	1,663
Number of permanent employees	408	748	138	265	1,559
Number of non-permanent employees	45	50	0	9	104
Of which: number of employees with a number of non-guaranteed hours (permanent and non-permanent)	0	0	25	0	25

Table 21 – Breakdown of contract types by workforce, broken down by region

The staff turnover rate stands at 23.9%, compared with 24.9% the previous year. This rate has fallen slightly despite a challenging environment involving the acquisition of new companies and the restructuring of part of the Sportainment and Climbing division (public-access centres in Spain and CORBUS). Seasonal and student contracts used by the Group's B2C division are over-represented in this calculation, although they account for only a negligible proportion of our business.

	2024–25	2025–26
Number of departures	350	389
Turnover rate	24.9%	23.9%

Table 22 – Staff departures and staff turnover rates over the period

4.3.1.G. Diversity indicators (S1-9)

The industrial sector is structurally unbalanced in terms of gender representation, which acts as a barrier to gender parity. This is particularly true within the Group for manual roles in workshops or on construction sites – where women are still under-represented – which account for around 50% of roles. The Group is aware of the risks associated with gender imbalance, which can undermine its attractiveness, staff retention and the diversity of its workforce, and **wishes to make realistic progress on this issue**. To date, 67% of the Group's employees are men. All data relating to diversity includes trainees and work-study students.

	Men	Women	Total
Number of employees	1,117	546	1,663

Table 23 – Breakdown of the workforce by gender within the Group

Of the 164 senior management positions identified – comprising 'Top and Middle Management' – **61 are held by women, representing 37%**. This proportion is higher than the proportion of women across the Group as a whole (33%). It reflects the Group's focus on gender balance in career progression, particularly within 'Top Management' (members of the Board of Directors, the Group's governing bodies such as EXCOM and CORCOM, and the Management Meeting) and 'Middle Management' (members of the Executive Committees of companies and divisions, key department managers within the divisions and the Group, and guests at the Management Meeting).

ABEO's age pyramid shows a significant proportion of staff in more experienced employees. This stems from the nature of the roles performed, which require a **high level of technical expertise**, and from the Group's ability to **retain its teams over the long term**. Employees are encouraged to build sustainable career paths within the Group, in particular through regular and targeted training throughout their careers.

	Under 30	30 to 50 years	Over 50
Workforce	333	856	474
Percentage	20%	51%	29%

Table 24 – Breakdown of the workforce by age group

4.3.1.H. Occupational Health and Safety Indicators (S1-14)

The monitoring of workplace accidents is consolidated at Group level. With regard to the monitoring of occupational illnesses, the scope of calculation is limited to French entities. This restriction aims to ensure the reliability and comparability of the data, drawing on a harmonised regulatory framework across the French subsidiaries and a centralised monitoring process that ensures traceability and internal control. At this stage, the diversity of national recognition systems and the lack of a harmonised international mechanism for data reporting and validation do not allow for robust consolidation of information for ABEO's other entities. All health and safety data includes trainees and work-study students.

All ABEO employees are currently covered by the occupational health and safety arrangements required in the countries where they work. More specifically, the proportion of the workforce covered by an ISO 45001-certified health and safety management system is 7.6% (workforce of the SPORTSAFE and SKS subsidiaries).

	2024/25	2025/26
Number of deaths due to work-related accidents or illnesses	0	0
Number of deaths due to accidents	0	0
Number of recordable workplace accidents: - Of which accidents resulting in time off work - Of which accidents not resulting in time off work	32 32 Not calculated	57 30 27
Rate of recordable workplace accidents	Not calculated	18.7
Rate of recordable work-related accidents resulting in time off work	13.1	9.9
Number of recorded cases of occupational diseases	NA	3
Number of days lost due to workplace accidents, work-related health problems or deaths resulting from health problems	631	875
Severity rate (voluntary indicator)	0.26	0.20

Table 25 – Occupational Health and Safety Indicators

The upward trends observed in the numerical values are primarily due to improved data reporting by subsidiaries in 2025/26 compared with the previous financial year.

4.3.1.I. Remuneration indicators (S1-16)

Gender pay gap

The indicator relating to the gender pay gap has been calculated for the first time for the 2025/26 financial year. It takes into account the total gross remuneration by gender received during the financial year, converted to an hourly rate. All remuneration data includes trainees and work-study students.

At the end of March 2026, the gender pay gap stood **at 18%** across all Group employees. It should be noted that:

- the majority of this gap can be explained by variables relating to employment structures (level, geographical location, etc.) rather than by differences between comparable roles, bearing in mind that the Group takes care to address any differences in remuneration between comparable roles during its pay review processes;
- for roles with greater responsibilities, this gap narrows to **6%** within the 'Supervisor' category and falls to **2%** within the 'Executive' category.

Ratio of the highest-paid individual's total annual remuneration to the median total annual remuneration of all employees

The ratio of the total annual remuneration of the highest-paid individual (including benefits in kind and incentive schemes) to the median total annual remuneration of all employees, excluding the highest-paid individual, is **9.87**. Cost-of-living coefficients (drawn from recognised international databases), designed to limit pay differences resulting from this factor, were applied in calculating this ratio.

The indicators presented above do not take into account temporary workers not employed under a contract by the company.

4.3.1.J. Conclusion

Through the formalisation of its first OHS policy, the gradual structuring of its QHSE initiatives and the monitoring of social indicators at Group level, ABEO is progressively strengthening its management of issues relating to the company's own workforce. The Group remains particularly attentive to health and safety at work, as well as to issues of diversity, attractiveness and staff retention, within a context of significant decentralisation. This work is set to continue in order to consolidate, over the long term, a safe and responsible working environment that fosters employee engagement.

4.3.2. Consumers and end-users (S4)

The health and safety of end-users are integral to ABEO's business model and strategy. As designers, manufacturers and installers of sports, climbing and leisure equipment, the Group's companies operate in high-risk environments, making compliance with safety standards, the quality of installations and the robustness of products essential to its strategy and the identity of its brands. **User safety** is a cornerstone of ABEO's business model.

At the same time, physical inactivity is a growing public health concern: 31.3% of adults – around 1.8 billion – do not get enough physical activity, according to the WHO. If the current trend continues, the level of inactivity is expected to reach 35% by 2030. ABEO helps to make sport more accessible to everyone by supporting events of all sizes, ranging from local competitions to major events such as the Olympic Games, by forging partnerships with local and international sports federations, and by developing more inclusive equipment suited to all profiles and levels of participation. Several Group companies are therefore actively engaged in **promoting physical activity, which lies at the heart of their business and their purpose**, particularly those within the Sport and Sportainment & Climbing Division.

4.3.2.A. Material impacts, risks and opportunities relating to consumers and end-users

Summary of material IROs in this section			
No.	**Type**	**MI**	**Description**
22	Positive impact	The contribution of physical activity to the wellbeing of end-users	The Group helps to promote and popularise sport amongst end-users. This lies at the heart of all recommendations for tackling issues linked to a sedentary lifestyle (obesity, chronic diseases, etc.).
23	Negative impact	Potential injuries to end-users whilst using the Group's equipment	The use of equipment manufactured by ABEO companies may expose end-users to the risk of injury if safety features are inadequate or if the products are used incorrectly. Particular attention must be paid to design, maintenance and information provision to ensure the protection of end-users.

4.3.2.B. Stakeholder interests and perspectives (ESRS 2 SBM-2)

These aspects are detailed in paragraph 4.1.2.B. of the General Information section – ESRS 2.

4.3.2.C. Policies relating to end-users (S4-1)

ABEO does not currently have a formalised policy relating to end-users, nor any associated objectives. However, the Group has implemented a number of key measures in this regard (see paragraph 4.3.2.D.).

4.3.2.D. Process for engaging with end-users regarding impacts (S4-2)

ABEO is a B2B company whose clients are professional organisations: educational establishments, sports clubs, businesses, local authorities, hotels, leisure centres, etc. By its very nature, this model involves little direct contact between the Group and the end-users of its products. Added to this is ABEO's decentralised structure: its companies operate autonomously, with teams that are often small, locally based and in close contact with their customers. This operational proximity fosters **a strong understanding of local needs, as well as long-lasting and trusting commercial relationships.** On the other hand, this proximity limits the formalisation at Group level of interactions with stakeholders, particularly end-users. However, these end-users play a central role in ABEO's design and continuous improvement process.

The **diversity of** the **audiences** targeted by the Group's clients results in a wide range of uses and, consequently, varying requirements in terms of safety, ergonomics, accessibility, comfort and durability.

- In the Sport and Sportainment & Climbing Divisions, products are used by sportspeople of all ages and all levels (schoolchildren, amateurs, professionals), including people with disabilities.
- In the Changing Rooms Division, users are just as diverse: pupils, employees, and visitors to public or private premises.

Although the Group's B2B model makes it difficult to directly assess the impact on users' wellbeing, ABEO has put in place **several measures to stay as close as possible** to **the users** of its products and their expectations:

- Feedback from partners and customers (national and international sports federations, local authorities, clubs), in the form of informal qualitative data, which provides a better understanding of on-the-ground needs, technical constraints and changes in practices;
- Footfall or usage of facilities in certain locations, such as public spaces and climbing centres, where the data, where available, enables us to estimate the contribution to physical activity;
- Monitoring of trends to assess whether the proposed solutions meet users' expectations;
- Customer feedback, particularly through post-installation satisfaction surveys or commercial relations, incorporates feedback from end-users;
- Professional and consumer social media platforms (Instagram, Facebook), which facilitate interaction between brands and their 'followers'.

Thus, an indirect dialogue is established, and responsibility for responding to feedback lies with the heads of companies and divisions should a cross-functional issue arise. This information **feeds into continuous improvement and innovation processes**. It is handled by the R&D, marketing, customer service, brand management and divisional management teams.

4.3.2.E. Processes aimed at addressing negative impacts and channels enabling end-users to raise their concerns (S4-3)

A point of contact is available via the Group's website (a form to be completed on the 'Contact' page), although users often identify the brand names first rather than the name ABEO. This channel is indirect and anonymised. However, apart from anonymity, there are no additional technical or organisational safeguards to protect users from potential reprisals, even though the Group's sector of activity does not present any particular risk in this regard. Any requests raised via this point of contact are received by the ABEO holding company and forwarded to the relevant departments.

In some cases, feedback is organised through partnerships with sports federations or regulatory bodies. Complaints and incidents relating to **product** use are analysed so that **products can be regularly adapted in line with feedback or changes in standards**.

To date, no serious accidents or major incidents relating to human rights have been brought to the Group's attention.

4.3.2.F. Actions concerning material impacts on end-users / Approaches to managing material risks and seizing material opportunities relating to end-users, and the effectiveness of these actions (S4-4)

4.3.2.F.i. From design to maintenance: constant vigilance

The main negative impact identified stems from isolated incidents relating to injuries that may result from a fault in the design, manufacture, installation or use of the equipment. **Prevention is therefore a matter of responsibility.** Conversely, the Group's ability to guarantee a high level of safety is a key strategic differentiator and a factor in building customer loyalty. All end-users of ABEO products are potentially exposed to the identified risk.

Structurally, each subsidiary **addresses this issue in accordance with the specific characteristics of its sector**. In the absence of a formalised policy, a set of rigorous practices dedicated to the health and safety of end-users, and common to all business activities, is implemented (see below). The Group is constantly working to formalise these approaches, drawing on the expertise of its brands and feedback from the field to strengthen risk prevention.

- Strict compliance with applicable standards (e.g. EN 1270 for basketball hoops, EN 16899 for parkour equipment, EN 913 for gymnastics equipment) and constant monitoring
- Integration of safety from the design stage
- Certified internal and external testing prior to market launch
- Clear and appropriate documentation
- Rigorous follow-up of customer complaints and incidents
- Regular maintenance visits to check the condition of the equipment and recommend repairs

The majority of the equipment therefore **complies with current European standards**; furthermore, **six companies within the Group are ISO 9001-certified** (ACEP, ACMAN, BOSAN, SKS, JANSSEN-FRITSEN, SPORTSAFE), including quality monitoring and the management of non-conformities.

Although ABEO operates in the B2B sector, its products are used daily by end-users. It is therefore essential to **ensure safe use, even without direct contact**. Installation, user and maintenance manuals are systematically provided to customers, along with educational and visual aids designed to be clear and accessible, and sometimes integrated directly into the equipment (pictograms, QR codes, etc.).

The Group's companies pay particular attention to **the quality of the documentation** accompanying their products in order to ensure safe use, including by non-professionals. This includes **technical manuals, safety instructions for customers, and signage tailored to different audiences**. The Group takes the most vulnerable groups into account when designing its products, their signage and their documentation. This applies in particular to young children and elite athletes performing complex manoeuvres (gymnastics, parkour, climbing, basketball, etc.).

4.3.2.F.ii. Making sport accessible to all through events, partnerships and inclusive products

ABEO's business model, centred on the design, manufacture and installation of sports equipment, **generates a positive social impact by facilitating access to high-quality environments for physical activity**. The product strategy aims to offer innovative, safe and inclusive solutions in response to the expectations identified through feedback from customers and partners. This feedback influences decisions regarding R&D, sustainability and accessibility, enabling the product range to be adapted to changing practices and allowing criteria for positive impact to be integrated into product development.

ABEO has not yet set any specific targets to measure the scope and structure of its commitment, but the Group monitors several indicators that reflect its influence and its links with other stakeholders in the world of sport:

- **Global presence**: The Group's products are currently distributed in **94 countries** across all continents, illustrating the wide distribution of its products and its contribution to promoting physical activity on a global scale.
- **Sports partnerships**: ABEO has **45 major partnership agreements** with sports federations, clubs and athletes, underlining its commitment to supporting those on the ground and to promoting the safe and supervised practice of sport.

Supplying sporting events: from the Olympic Games to local events

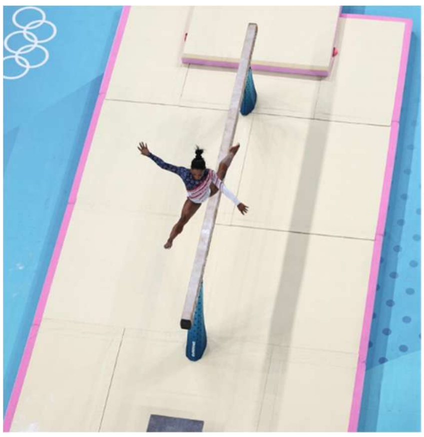
ABEO's brands help to make sport more accessible through a strong presence at **sporting events of all sizes**, including the biggest international competitions, notably the Olympic Games. From Melbourne 1956 to Paris 2024, the Group's Olympic journey has spanned 68 years through its companies supplying gymnastics, basketball and climbing equipment. SPIETH (13 editions), JANSSEN-FRITSEN (5), SCHELDE SPORTS (9), GYMNOVA (3) and EP CLIMBING (2) have supplied equipment for a total of **16 Olympic Games**. Not to mention ACMAN, which has on several occasions supplied the stage podiums (used to raise the competition platforms), and NAVIC, which equipped the **Paris 2024** Olympic Aquatics Centre in Saint-Denis. During this latest edition, three other ABEO companies played a key role:

- **GYMNOVA** supplied the equipment for the artistic gymnastics, rhythmic gymnastics and trampoline events at the Paris 2024 Olympic and Paralympic Games, as an Official Supporter. The company had already been involved in the London 2012 and Rio 2016 Games and regularly supplies equipment for leading international competitions.

- **EP CLIMBING** supplied the equipment for the Paris 2024 climbing events (bouldering, speed and lead climbing), following its first involvement at the Tokyo 2021 Games. The brand is also involved in several major international competitions.
- **SCHELDE SPORTS** supplied the equipment for the basketball, 3x3 basketball and wheelchair basketball events at Paris 2024. This marked the brand's ninth appearance at the Olympic Games since Munich 1972.

During the 2025–26 financial year, ABEO's subsidiaries strengthened their positioning at various sporting events:

- Within the Sportainment & Climbing division, the brands **EP CLIMBING, FUN SPOT and CLIP'N CLIMB** strengthened their international visibility in 2025 and 2026 through targeted participation in leading professional events and competitions. In 2025, EP CLIMBING was notably present at the Climbing World Cup in Chamonix-Mont-Blanc (France) in July, at the ABC Conference in the United Kingdom in September, and at the Vertical Pro trade fair in Germany in November. The brand also took part in the climbing trade fair in Paris (France) in January 2026. For their part, FUN SPOT and CLIP'N CLIMB took part in the IAAPA Expo Europe in Barcelona (Spain) in September 2025, and CLIP'N CLIMB was also present at the British & International Franchise Show at London Olympia (United Kingdom). These appearances have contributed to the brands' commercial development, strengthened relationships with stakeholders and promoted solutions that encourage physical activity accessible to as many people as possible.
- Within the Sport Division, the Group's brands have also bolstered their international profile through an active presence at major sporting competitions and industry events. **SCHELDE SPORTS** supplied equipment for the entire FIBA 3x3 World Tour competition worldwide, as an official partner, as well as for EuroBasket 2025, which is being held across several European countries. **SPIETH** was present at the FISU World University Games in Germany, the Pan American Championships (AER) in Uruguay in 2025, and took part in the Artistic Gymnastics World Cup in Cottbus (Germany) in February 2026. **GYMNOVA** took part in the RG World Challenge Cup in Romania and the MAG/WAG World Challenge Cup in Paris (France), and was also present in March 2026 at the FIG Apparatus World Cup in Antalya (Turkey). These commitments illustrate the Group's contribution to the development of elite sport and the international reach of its technical expertise. CANNICE, for its part, supplied equipment for its first official event: the 2025 Pan American Artistic Gymnastics Championships. Furthermore, CANNICE partnered with the Bolivarian Games, which took place in late 2025, by providing high-quality gymnastics apparatus.



Working alongside sports federations and athletes over the long term

The events mentioned above, which punctuate the activities of certain Group brands, are notably the result of long-term relationships with national and international sports federations. SCHELDE SPORTS is a perfect example: linked to the **International Basketball Federation (FIBA) since 1993**, it is, amongst other things, the official supplier for 3x3 basketball competitions until 2032.

EP CLIMBING, which helped establish the International Climbing Federation in 2007, has been its official supplier since 2020. This close collaboration led to the creation of **a standardised competition wall in 2023, the TITAN**, on which some national and international competitions are now held. In January 2025, the renewal of the partnership until 2028 was announced, thereby ensuring **EP CLIMBING's presence at the upcoming 2028 Los Angeles Olympic and Paralympic Games** for the climbing and para-climbing events.

During the 2025/26 financial year, a total of 45 major partnership agreements between Group companies and sports federations, as well as athletes, were recorded. From the local Belgian sports club Gympies Keerbergen for EUROGYM to **Simone Biles, who is under contract with SPIETH** until 2028, via national bodies such as the Royal Dutch Gymnastics Union for JANSSEN-FRITSEN and British Gymnastics for GYMNOVA UK, these partnerships demonstrate ABEO's commitment to playing a key role in promoting physical activity.

Supporting the emergence of new sports disciplines

ABEO works closely with sports federations to support the emergence of new sports. In 2022, the Group launched **BRICK, the first brand to offer approved equipment for parkour**, a discipline recognised by the International Gymnastics Federation (FIG). It was with the FIG that BRICK co-organised **tours to promote this rapidly growing sport**: the brand supplied the equipment for the BRICK Parkour Asian Tour in August 2023 and the Caribbean Tour in June 2024, covering events in nearly ten countries. Every year, BRICK equips an increasing number of competitions, such as the World Championships in Kitakyūshū, Japan, in November 2024. This momentum is also reflected in the development of dedicated facilities for the sport. In January 2026, BRICK equipped the first venue in Paris entirely dedicated to parkour, helping to develop indoor parkour and providing practitioners with a safe environment suited to training.

ABEO is also a key player in the world of extreme sports through BIGAIRBAG. Founded in 2005, the brand designs inflatable landing areas enabling all types of acrobats to practise safely in a variety of locations – both indoors and outdoors (leisure parks, sports halls or winter sports resorts, etc.).

The integration of VOGO into the ABEO Group in December 2025 marks a strategic turning point in supporting those involved in sport. Thanks to its innovative solution for video capture and streaming via a dedicated app, this new subsidiary creates a genuine digital ecosystem connecting athletes, coaches, referees and supporters, particularly during training sessions or events not covered by the media. Beyond the immersive experience, this synergy enhances ABEO's overall offering by putting video technology at the service of performance and health prevention, enabling precise analysis of movements to better protect participants.

Promoting access to sport through inclusive products and events

ABEO is working to develop increasingly inclusive products: for people of all ability levels, all ages, able-bodied or with disabilities, and for customers on all budgets.

Brands such as GYMNOVA offer **specific ranges** such as HANDI-GYM and EDUC'GYM, whilst CLIP'N CLIMB has been making climbing **accessible to all** for 20 years through **fun centres open to everyone**, including older people. With 360 centres in over 50 countries, ten million climbers have already enjoyed the experience. In March 2025, EP CLIMBING and CLIP'N CLIMB also announced their partnership with NICAS (National Indoor Climbing Award Scheme) to **offer educational courses tailored to all ages and levels, covering a range of areas**: from self-belay systems to mountaineering, including a course designed for climbers with disabilities or those with neurodivergent conditions.

As part of its ongoing commitment to making sport more accessible and inclusive, the Group is developing technical solutions **to adapt climbing facilities to the needs of a diverse range of users**, particularly para-climbers and young climbers. A removable adaptation module has therefore been incorporated into the design of the competition walls for the **2028 Los Angeles Olympic Games** (Field of Play). This system allows the angle of the wall to be adjusted to meet the specific requirements of para-climbers, whilst transforming the competition area without any significant visual impact for the general public. This solution ensures that the aesthetic and technical standards of competitions are maintained, whilst facilitating the organisation of inclusive events within the same facility, without the need for separate permanent installations.

In the same vein, the Group has carried out **a project centred on inclusion at the Royal Manchester College**. This wall incorporates a variable-incline system that allows the difficulty to be adapted to the level and abilities of the climbers. It is also equipped with illuminated, coloured climbing holds, controllable via a tablet, offering instructors the ability to adapt the routes in real time. The illuminated guidance system makes climbing easier for climbers who are visually impaired or have specific needs. This project illustrates the integration of accessibility criteria right from the equipment design stage, promoting independence, personalisation and inclusion.

Furthermore, the Group has entered **into a partnership with NICAS** (National Indoor Climbing Award Schemes) to promote the training of coaches and climbing centre professionals, particularly with regard to teaching young people. This partnership helps to strengthen the teaching skills of instructors, structure learning pathways and professionalise the sector. Joint participation in specialist trade fairs and events also helps to disseminate best practice and promote a form of climbing that is more accessible, safer and more inclusive.

The Group also promotes physical activity in the broadest sense in many countries, as demonstrated by JANSSEN-FRITSEN, which carries out **nearly 7,000 projects a year in schools and sports halls across the Benelux**. The brands within the Changing Rooms Division also contribute to inclusion in the world of sport by providing practical, comfortable facilities suitable for all types of users across a range of venues: stadiums, aquatic centres, fitness clubs, and more.

CANNICE is also strengthening its position **amongst younger audiences** by providing trial set-ups at major events such as the 2025 Artistic Gymnastics World Championships in Jakarta and the Artistic Gymnastics Junior World Championships in Manila. Through its presence at these events, the brand **enables children to try their hand at gymnastics** using the apparatus provided.

This year, BIGAIRBAG has renewed its commitment to accessible and inclusive sport for everyone through its participation in the **Mentelity Games**: five days dedicated to **adapted winter sports**. The company not only supported this initiative **through its products** – by providing one of its airbags for the ski jumping event – but also **by mobilising its teams**: members of BIGAIRBAG ran for 12 hours straight to help raise funds for the foundation.

With Sports for Children, expanding access to sport

Because not all children are lucky **enough** to have access to sports equipment, ABEO supports Sports For Children[3] . Set up on the initiative of its subsidiary JANSSEN-FRITSEN, this foundation **collects end-of-life equipment, refurbishes it and donates it to federations, clubs and schools that lack the resources to purchase it**. To fund its work, it creates and sells leather goods and home décor items made from mats and other collected equipment. Since its creation in 2011, Sports For Children has equipped 590 schools, benefiting more than 410,000 children.

Through this foundation, which is celebrating its 15th anniversary in 2026, the Group is pursuing its ambition to directly fulfil two of its CSR commitments: promoting physical activity for the well-being of as many people as possible, whilst developing and offering sustainable products and services by extending the lifespan of the sports equipment it sells.

4.3.2.G. Targets relating to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities (S4-5)

ABEO does not have any consolidated targets or indicators at Group level relating to the health and safety of end-users, although this issue is embedded at the heart of the operational practices of all its companies (see previous paragraphs).

However, although it is neither formalised nor standardised across the Group, the strategy naturally pursues two objectives with regard to end-users:

- **To ensure** that 100% of products **comply** with applicable standards;
- **To strive for zero injuries** resulting from product defects, incorrect installation or premature wear and tear.

These objectives are based on the Group companies' experience in high-risk activities and take into account regulatory requirements, the expectations of end customers (local authorities, schools, clubs) and feedback from the field, often relayed by the sales teams.

These safety objectives are therefore integrated into design, production and customer relations practices, and the Quality and R&D teams ensure that best safety practices are continuously incorporated into the design, installation, maintenance and user training for the products.

[3] Some of the products refurbished or upcycled by the association are sold via the following websites: https://game-on.store/

4.3.2.H. Conclusion

Through its requirements for design, quality, compliance and maintenance, ABEO places the safety of end-users at the heart of its activities. At the same time, the Group makes a positive contribution to the well-being of as many people as possible by promoting access to safe, inclusive physical activity tailored to a wide range of audiences. Although the structure of Group-wide policies and indicators still needs to be strengthened, these issues are already fully integrated into the operational practices and value proposition of ABEO's companies.

4.4. BUSINESS CONDUCT: CORPORATE GOVERNANCE THAT DERIVES ITS STRENGTH FROM THE AUTONOMY AND LOCAL ACCOUNTABILITY OF ITS COMPANIES (ESRS G1)

A key strength of ABEO is **the local roots of its subsidiaries**, which are based as close as possible to the markets they serve. This regional organisation, **which is** fully **integrated into the Group's strategy**, fosters a direct and personal relationship with customers, whilst allowing subsidiaries a high degree of autonomy. This enables them to adapt their offerings and services to local specificities in a responsive and relevant manner.

4.4.1. Material impacts, risks and opportunities related to the Business Conduct

The identified impact relating to the business conduct is set out below:

Summary of material IROs in the section			
No.	**Type**	**IRO**	**Description**
24	Positive impact	Decentralised organisation and local accountability of subsidiaries	Since its inception, the Group has adopted a decentralised organisational structure for its subsidiaries, convinced that proximity to their markets and customers is essential. However, the autonomy enjoyed by these subsidiaries does not prevent ABEO from doing everything possible to support their development through its Support Functions: nearly 50 staff members from these Support Functions work closely with each subsidiary according to their specific needs.

4.4.2. Role of the administrative, management and supervisory bodies in the Business Conduct (ESRS 2 GOV-1)

Responsible business conduct and the prevention of ethical risks, particularly in relation to corruption, form part of the ABEO Group's governance framework and are monitored by its management and supervisory bodies. These issues are addressed as part of the Group's internal control and risk management activities, in order to ensure compliance with best practice and the reliability of financial reporting.

Within this framework, the **Audit Committee** plays a central supervisory role. Its work focuses in particular on monitoring the Group's risk map, reviewing the internal control roadmap, identifying risk areas affecting the Group's financial statements, and analysing the key organisational aspects likely to have an impact on financial reporting. It examines year-end matters prior to the finalisation of the accounts and then reviews the accounts afterwards. In this context, measures relating to the prevention of corruption and, more broadly, to responsible business conduct may be addressed where they are linked to the Group's risk management or internal control processes.

The Executive Committee and the Board of Directors also ensure that corruption risks are taken into account in the Group's activities and in the due diligence carried out by senior management. This vigilance is particularly evident in the context of external growth transactions (M&A), particularly when acquisitions involve higher-risk jurisdictions or certain types of clients. In such situations, specific due diligence measures may be implemented, such as reputation checks on the directors of target companies or on their activities.

Furthermore, **the composition of the governance bodies** helps to ensure that issues relating to business conduct are taken into account. The Audit Committee includes, in particular, two independent directors, Claire Lénart and Marc-Olivier Strauss-Kahn, who have significant experience gained whilst holding senior management positions within organisations of national and international scope. This expertise contributes to the quality of the committee's work, particularly on matters of risk management, internal control and, more broadly, governance and responsible business conduct.

4.4.3. Policies on business conduct and corporate culture (G1-1)

4.4.3.A. Description of how the company establishes, develops, promotes and assesses its corporate culture

The ABEO Group's corporate culture is based on a set of values and operating principles that underpin its organisational model and the way it conducts business. Having historically grown through organic expansion and the integration of acquired companies, the Group is guided by a philosophy aimed at reconciling local expertise, collective coherence and sustainable performance. This shared culture provides a framework common to all the Group's entities, whilst respecting the identity and specific characteristics of each subsidiary.

The Group's cultural model is built around five complementary core principles.

- The first is that of **expertise**, which is based on a commitment to relying on companies with recognised know-how in niche markets or specific regions. This positioning enables the Group to maintain close ties with its markets and customers.
- The second principle is that of **synergy,** which aims to encourage collaboration between companies, both in terms of markets and areas of expertise. This approach enables the specific skills of each entity to be combined whilst fostering a collective dynamic.
- The corporate culture is also based on the promotion of **shared values**, which form a common foundation for all staff members. These include, in particular, trust, perseverance and team spirit, which guide internal relationships and interactions with the Group's partners. These values are designed to be shared by all the Group's companies without compromising their own identities, in order to preserve the diversity of local cultures whilst ensuring overall consistency.
- Another central pillar of ABEO's culture is the principle **of autonomy**, which is reflected in a decentralised organisational structure that gives subsidiaries a great deal of freedom to act. This autonomy is designed to enable the Group's companies to operate as closely as possible to their customers and markets, whilst adapting their practices to local economic and social realities.
- Finally, the pursuit of **performance** is a cross-cutting objective, based on the gradual harmonisation of certain processes and the alignment of best practices across the Group in order to improve operational efficiency and collective value creation.

The corporate culture is formalised and communicated through a number of initiatives.

- **A welcome booklet** for new employees sets out, in particular, the welcome message, the Group's history, its values and commitments, its divisions and brands, as well as its global locations and organisational structure. For companies that wish to do so, this document serves as an onboarding tool designed to convey the Group's cultural and organisational benchmarks from the moment employees join.
- The promotion of this culture also relies on **internal communication and awareness-raising initiatives**. The Group's values are highlighted in particular during management meetings, such as the Management Meeting in June 2025, at which the Group's business model and values were presented by senior management. Internal communication initiatives, notably through the in-house newsletter, also help to explain the steps taken by the Group to define and bring its values to life. Furthermore, initiatives to work on intercultural understanding, such as workshops organised during management meetings, aim to foster mutual understanding between the Group's various entities operating in different countries.
- The corporate culture is also reflected in the **Group's organisational and governance principles**. In this regard, the Group has formalised a policy of local accountability, which defines the framework of subsidiarity applied to its subsidiaries. This policy aims to enable the Group's entities to act in a responsive manner, tailored to their operational contexts, whilst remaining aligned with an overall strategy defined at ABEO level. In particular, it stipulates that strategic directions are set at Group level, whilst subsidiaries have significant autonomy in their implementation, particularly with regard to work

organisation, recruitment, managerial oversight, production and the development of local partnerships. Similarly, each division takes ownership of the strategic directions defined at Group level in order to integrate them into its operational activities. Working bodies, such as CSR committees at divisional level, play a key role in integrating these guidelines into the practices of the various entities. This decentralised organisation, combined with a common framework, aims to foster team accountability, local innovation and the sharing of best practice within the Group.

- Finally, this approach is underpinned by a **system of delegated powers**, which specifies the scope of responsibilities entrusted to the heads of the Group's divisions and companies. These delegations cover, in particular, expenditure commitments relating to human resources, capital expenditure (CA PEX) and other operational expenditure. Their validity is based on several criteria, notably the existence of a chain of command between the parties, the competence of those to whom authority is delegated, and the resources made available to them to carry out their responsibilities. The roll-out of these delegations of authority is currently underway within the Group and is expected to be progressively finalised by the end of 2026, in order to harmonise practices across the various subsidiaries.

4.4.3.B. Adherence to the principles of the United Nations Convention against Corruption

The ABEO Group has implemented a **Code of Ethics and Business Conduct** as well as a **Procurement Code**, which form the framework for all employees and persons acting on its behalf. These codes set out the principles and rules governing business conduct in various areas that may present ethical risks, in particular the fight against corruption, the prevention of conflicts of interest, the prevention of fraud, compliance with anti-corruption laws and regulations, and the protection of human rights.

To date, these codes cover some of the fundamental requirements relating to the United Nations Convention against Corruption (UNCAC) and international best practice, but do not explicitly refer to the UNCAC standard in its entirety. It does, however, refer to the **UK Bribery Act and the Sapin II Act**, and is supplemented by internal measures aimed at preventing the risks of corruption and bribery, and the monitoring of significant entities by statutory auditors.

The Group plans to update these documents to incorporate minor changes, and to distribute the Code of Ethics and the Procurement Code to recently acquired subsidiaries. This distribution process is overseen by the Human Resources Department to ensure that the documents are properly adopted and implemented. These actions are expected to be completed by the end of 2026, thereby helping to ensure that the ABEO Group conducts its business in accordance with international standards, local regulations and its ethical principles of integrity and transparency.

4.4.3.C. Whistleblowing mechanism and handling of breaches of business conduct

The ABEO Group has put in place mechanisms designed to enable the identification, reporting and handling of behaviour that may constitute a breach of applicable laws, the Code of Ethics and Business Conduct or any other applicable internal rules. These mechanisms form part of the Group's commitment to promoting business conduct based on integrity, transparency and compliance with regulations in all countries where it operates.

The Code of Ethics and Business Conduct, which was issued in 2019, provides the **framework** applicable to all employees and to anyone acting on behalf of the Group. It sets out the principles and rules governing business conduct in various areas that may present ethical risks, including anti-corruption, the prevention of conflicts of interest, anti-fraud measures, the prevention of money laundering, data protection and respect for human rights. The Code also specifies the procedures for reporting any suspected or confirmed instances of non-compliance with these principles.

Employees and third parties can therefore report any situation that contravenes the Code or applicable laws through **various channels**. Employees are encouraged, as a first step, to raise their concerns with their local management, in particular their line manager, the local Managing Director or the Head of Human Resources. Where they do not wish to use this channel, or where the situation warrants it, they may also contact the Managing Director of the relevant division directly or use the dedicated Group-wide reporting channel. The Group's external partners, such as suppliers or customers, may also use these mechanisms to report a suspicious situation.

At the date of this report, the Group's Code of Ethics provides for **a dedicated email address (business-ethics@groupe-abeo.com)** as the main centralised reporting channel**.** Messages received via this channel are handled by members of the Ethics Committee, namely the Group Deputy CEO and the Group Head of Human Resources. Reports submitted are followed up and handled through a documented process, ensuring that alerts are considered and, where appropriate, that the actions taken are monitored. Depending on the nature of the report, members of the Ethics Committee may liaise with the relevant departments at local and/or Group level to assess the facts and determine whether an investigation is necessary. In this context, the Group is committed to examining incidents relating to business conduct diligently, independently and objectively, whilst respecting the principles of confidentiality, impartiality and the protection of those involved.

The system also provides **protective measures** for those making a report. Those receiving reports are obliged to treat the information confidentially and to protect the identity of the person making the report. Furthermore, any person who reports, in good faith, conduct that is unlawful or contrary to the Code is protected against any form of reprisal. No employee or third party may be subjected to harassment, disciplinary action or adverse consequences for their employment status as a result of a report made in good faith, even where the facts reported are not confirmed following an investigation.

Where breaches of the Code of Ethics or applicable laws are established, the Group may implement **appropriate disciplinary or legal measures**, which may include termination of the employment contract or the initiation of legal proceedings, in order to safeguard the integrity of its operations and the trust of its stakeholders.

In addition to the existing framework, a formalised internal and external reporting procedure is currently being developed to strengthen and structure the mechanisms for raising and handling concerns at Group level. Its roll-out is planned on a phased basis, particularly as part of the integration of new entities, with an update and implementation envisaged by the end of 2026. Information regarding the launch of this project is to be presented to the Group's Executive Committee.

4.4.3.D. Information on the organisation's training policy regarding professional conduct

The ABEO Group implements **awareness-raising and training initiatives** aimed at promoting business conduct that complies with its ethical principles and applicable regulations. These initiatives are based in particular on the Group's Code of Ethics and Business Conduct, which serves as the reference framework for integrity, the prevention of corruption and expected behaviour in business relations.

E-learning training modules have been rolled out for senior management, division directors and the various entities within the Group. These training courses focus primarily on the Code of Ethics and Business Conduct, the Procurement Code, and the principles of the Sapin II Act and the fight against corruption. The training content was developed with the support of a specialist, certified consultancy and is accessible via the Rise Up online training platform used by the Group. The modules include an assessment quiz to check that participants have understood the principles presented. A minimum score is required to validate the training and obtain the corresponding certification. To date, access to these modules is restricted to members of the Executive Management Team and to division and subsidiary directors. Those concerned are required to undertake this training annually.

As part of their managerial responsibilities, subsidiary directors are encouraged to communicate the ethical principles and rules of business conduct to their teams, particularly to those functions most exposed to business ethics risks, such as sales and procurement teams.

To date, training programmes for entities newly integrated through mergers and acquisitions (M&A) are still being developed. The Group plans to gradually strengthen this area by rolling out targeted initiatives for subsidiary directors, such as providing e-learning modules and distributing the Codes of Ethics and Procurement. Newly acquired entities will thus be gradually integrated into existing systems, with access to available training and awareness-raising tools, in order to ensure a consistent understanding of the Group's ethical principles and rules of business conduct.

4.4.3.E. Disclosure of roles most exposed to the risk of corruption and bribery

The ABEO Group identifies certain roles as being particularly exposed to the risks of corruption and bribery, due to the nature of their activities and the decisions they are required to make. These roles include, in particular:

- **Senior Management**, which is involved in strategic negotiations and the management of the Group's operations;
- **Division and subsidiary directors**, who are also at risk, particularly when they take part in tenders and oversee strategic projects;
- **Procurement and sales teams**, which are also sensitive roles due to their frequent interactions with suppliers and customers in the context of commercial transactions or negotiations.

To date, the Group has not drawn up an official list of these high-risk roles, nor has it put in place specific control mechanisms. The management of these risks relies primarily on awareness-raising initiatives, aimed at informing and training the staff concerned on the principles of corruption prevention and on the behavior expected of them in accordance with the Code of Ethics and Business Conduct. These initiatives help to strengthen vigilance and ensure that staff whose roles are most exposed to corruption risks fully comply with the Group's ethical standards.

4.4.4. Conclusion

ABEO's governance is based on a decentralised model which drives performance, fosters proximity to markets and promotes accountability amongst local entities. This approach is underpinned by a common framework that is being progressively strengthened, based on the principles of subsidiarity, ethical guidelines, whistleblowing mechanisms and awareness-raising initiatives tailored to the Group's risks. As part of this approach, ABEO is continuing to structure its business conduct practices in order to consolidate, across all its companies, a culture of integrity, transparency and accountability.

4.5. OVERALL CONCLUSION

Through this second CSRD reporting exercise, ABEO is continuing to structure its sustainability approach and consolidate the foundations laid during the first reporting period. The Group reaffirms its commitments across three key areas: promoting physical activity for the well-being of as many people as possible, developing more sustainable products and solutions, and fostering diversity, engagement and the fulfilment of teams and stakeholders.

This report highlights the progress made during the financial year, notably improved management of environmental data, advances in carbon accounting, the definition of a decarbonisation pathway, the strengthening of responsible procurement practices, and the roll-out of concrete initiatives relating to circularity, maintenance, repair and material substitution. It also reflects the Group's commitment to better integrating sustainability issues into its operations, whilst taking into account the diversity of its business lines, its locations and its decentralised model.

There is still room for improvement, particularly in formalising policies, targets and action plans at Group level. The coming financial years should enable us to enhance data reliability, harmonise practices across subsidiaries and scale up local initiatives into Group-wide roadmaps.

With this in mind, eco-design will be the key initiative for the environmental dimension over the coming years. It will enable us to address the challenges of climate change, biodiversity, resources and the circular economy through a common approach to product life cycles. The Group will continue to strengthen its approach to social issues in order to better structure the Group's commitments, indicators and actions in support of its teams, customers and, more broadly, its stakeholders.

4.6. APPENDICES

4.6.1. Appendix 1: Disclosure requirements under the ESRS covered by the company's sustainability statement (IRO-2)

List of ESRS and DR		sections in the report	SFDR
ESRS 2 General information			
BP-1	General basis for preparation of sustainability statements	4.1.1.A.	
BP-2	Disclosure of information relating to specific circumstances	4.1.1.B.	
GOV-1	The role of administrative, management and supervisory bodies	4.1.3.A.	Indicator No. 13, Table 1, Annex I
GOV-2	Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by these bodies	4.1.3.B.	
GOV-3	Integration of sustainability performance into incentive schemes	4.1.3.C.	
GOV-4	Statement on due diligence	4.1.4.	Indicator No. 10, Table 3, Annex I
GOV-5	Risk management and internal controls relating to sustainability information	4.1.5.	
SBM-1	Strategy, business model and value chain	4.1.2.A.	Indicators 4, 9 and 14, Table 1, Annex I
SBM-2	Stakeholder interests and perspectives	4.1.2.B.	
SBM-3	Significant impacts, risks and opportunities and their link to the strategy and business model	4.1.6.A.	Indicator No. 7, Table 1, Annex I Indicator No. 10, Table 2, Annex I Indicator No. 14, Table 2, Annex I Indicator No. 13, Table 3, Annex I Indicator No. 12, Table 3, Annex I Indicators Nos. 12 and 13, Table 3, Annex I
IRO-1	Description of the processes for identifying and assessing significant impacts, risks and opportunities	4.1.6.A. 4.1.6.B.	
IRO-2	Disclosure requirements under the ESRS covered by the company's sustainability statement	4.6.1.	
MDR-P	MDR-P policies — Policies adopted to manage material sustainability issues	Throughout the document for each IRO	
MDR-A	MDR-A actions — Actions and resources relating to material sustainability issues	Throughout the document for each IRO	
MDR-M	MDR-M indicators — Indicators relating to material sustainability issues	Throughout the document for each IRO	

MDR-T	MDR-T targets — Monitoring the effectiveness of policies and actions through targets	Throughout the document for each IRO	
E1 – Climate change			
E1-1	Transition plan for climate change mitigation	4.2.1.C.	
E1-2	Policies relating to climate change mitigation and adaptation	4.2.1.C.	
E1-3	Actions and resources relating to climate change policies	4.2.1.D.	
E1-4	Targets relating to climate change mitigation and adaptation	4.2.1.E.i.	Indicator No. 4, Table 2, Annex I
E1-5	Energy consumption and energy mix	4.2.1.E.ii.	Indicator No. 5, Table 1, and Indicator No. 5, Table 2, Annex I Indicator No. 6, Table 1, Annex I
E1-6	Gross GHG emissions from Scopes 1, 2 and 3, and total GHG emissions	4.2.1.E.iii.	Indicators 1 and 2, Table 1, Annex I Indicator No. 3, Table 1, Annex I
E1-7	GHG removal and mitigation projects financed through carbon credits	Not applicable	
E1-8	Internal carbon pricing	Not applicable	
E1-9	Expected financial impacts of material physical and transition risks and potential climate-related opportunities	Exemption	
E2 – Pollution			
E2-1	Pollution policies	Non-material	
E2-2	Pollution-related actions and resources	Non-material	
E2-3	Pollution-related targets	Non-material	
E2-4	Air, water and soil pollution	Non-material	Indicator No 8, Table 1, Annex I; Indicator No 2, Table 2, Annex I; Indicator No 1, Table 2, Annex I; Indicator No 3, Table 2, Annex I
E2-5	Substances of concern and substances of very high concern	Non-material	
E2-6	Expected financial impacts of pollution-related risks and opportunities	Non-material	
E3 – Water and marine resources			
E3-1	Policies relating to water and marine resources	Non-material	Indicator No. 7, Table 2, Annex I Indicator No. 8, Table 2, Annex I Indicator No. 12, Table 2, Annex I
E3-2	Actions and resources relating to water and marine resources	Non-material	

E3-3	Objectives relating to water and marine resources	Non-material	
E3-4	Water consumption	Non-material	Indicator No. 6.2, Table 2, Annex I Indicator No. 6.1, Table 2, Annex I
E3-5	Potential financial effects of impacts, risks and opportunities relating to water and marine resources	Non-material	
E4 – Biodiversity and ecosystems			
E4-1	Transition plan and consideration of biodiversity and ecosystems in the strategy and business model	4.2.2.B. 4.2.2.C.	
E4-2	Policies relating to biodiversity and ecosystems	4.2.2.D.	Indicator No. 11, Table 2, Annex I Indicator No. 12, Table 2, Annex I
E4-3	Actions and resources relating to biodiversity and ecosystems	4.2.2.D.	
E4-4	Targets relating to biodiversity and ecosystems	4.2.2.D.	
E4-5	Impact indicators relating to changes in biodiversity and ecosystems	4.2.2.D.	
E4-6	Expected financial effects of material risks and opportunities relating to biodiversity and ecosystems	Exemption	
E5 – Resource use and the circular economy			
E5-1	Policies on resource use and the circular economy	4.2.3.B.	
E5-2	Actions and resources relating to resource use and the circular economy	4.2.3.B.	
E5-3	Targets relating to resource use and the circular economy	4.2.3.B.	
E5-4	Incoming resource flows	4.2.3.C.i.	
E5-5	Outgoing resource flows	4.2.3.C.ii.	Indicator No. 13, Table 2, Annex I Indicator No. 9, Table 1, Annex I
E5-6	Expected financial impacts of material risks and opportunities relating to resource use and the circular economy	Exemption	
S1 – Company workforce			
S1-1	Policies related to own workforce	4.3.1.C.	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I Indicator No. 11, Table 3, Annex I Indicator No. 1, Table 3, Annex I
S1-2	Process for engaging in dialogue with the own workforce and their representatives regarding the impacts	4.3.1.D.	

S1-3	Process for remedying negative impacts and channels enabling the own workforce to raise their concerns	4.3.1.D.	Indicator No. 5, Table 3, Annex I
S1-4	Actions relating to material impacts on company's own workforce, approaches to managing material risks and seizing material opportunities relating to company's own workforce, and the effectiveness of these actions	4.3.1.E.	
S1-5	Targets relating to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities	4.3.1.E.	
S1-6	Characteristics of the organisation's employees	4.3.1.F.	
S1-7	Characteristics of non-employees treated as the own workforce	Non-material	
S1-8	Coverage of collective bargaining and social dialogue	Non-material	
S1-9	Diversity indicators	4.3.1.G.	
S1-10	Decent wages	Non-material	
S1-11	Social protection	Non-material	
S1-12	People with disabilities	Non-material	
S1-13	Training and skills development indicators	Non-material	
S1-14	Occupational Health and safety indicators	4.3.1.H.	Indicator No. 2, Table 3, Annex I Indicator No. 3, Table 3, Annex I
S1-15	Work-life balance indicators	Non-material	
S1-16	Remuneration indicators (pay gap and total remuneration)	4.3.1.I.	Indicator No 12, Table 1, Annex I Indicator No. 8, Table 3, Annex I
S1-17	Incidents, complaints and serious human rights impacts	Non-material	Indicator No. 7, Table 3, Annex I Indicator No. 10, Table 1, and Indicator No. 14, Table 3, Annex I
S2 – Workers in the value chain			
S2-1	Policies relating to workers in the value chain	Not applicable	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I Indicators Nos. 11 and 4, Table 3, Annex I Indicator No. 10, Table 1, Annex I
S2-2	Processes for engaging with them regarding impacts.	Non-material	

S2-3	Procedures for addressing adverse impacts and channels through which workers in the value chain can raise their concerns.	Non-material	
S2-4	Human rights issues and incidents related to the upstream or downstream value chain	Non-material	Indicator No. 14, Table 3, Annex I
S2-5	Objectives relating to the management of significant adverse impacts, the promotion of positive impacts, and the management of material risks and opportunities.	Non-material	
S3 – Affected communities			
S3-1	Policies relating to affected communities	Non-material	Indicator No. 9, Table 3, Annex I, and Indicator No. 11, Table 1, Annex I Indicator No. 10, Table 1, Annex I
S3-2	Process for engaging with affected communities regarding impacts	Non-material	
S3-3	Process for addressing negative impacts and channels enabling affected communities to raise their concerns	Non-material	
S3-4	Measures addressing material impacts on affected communities, and approaches to mitigate material risks and capitalise on significant opportunities relating to affected communities, and the effectiveness of the actions implemented	Non-material	Indicator No. 14, Table 3, Annex I
S3-5	Objectives relating to the management of significant adverse impacts, the promotion of positive impacts, and the management of significant risks and opportunities	Non-material	
S***4 – Consumers and end-users***			
S4-1	Policies relating to consumers and end-users	4.3.2.C.	Indicator No. 9, Table 3, and Indicator No. 11, Table 1, Annex I Indicator No. 10, Table 1, Annex I
S4-2	Process for engaging with consumers and end-users on impacts	4.3.2.D.	
S4-3	Processes to address negative impacts and channels enabling consumers and end-users to raise their concerns	4.3.2.E.	
S4-4	Actions relating to material impacts on consumers and end-users, approaches to managing material risks and seizing material opportunities relating to consumers and end-users, and the effectiveness of these actions	4.3.2.F.	Indicator No. 14, Table 3, Annex I
S4-5	Targets relating to the management of material negative impacts, the promotion of positive impacts, and the management of material risks and opportunities	4.3.2.G.	
G1 – Business conduct			
G1-1	Policies on business conduct and corporate culture	4.4.3.	Indicator No. 15, Table 3, Annex I Indicator No. 6, Table 3, Annex I

G1-2	Supplier relationship management	Non-material	
G1-3	Prevention and detection of corruption and bribery	Non-material	
G1-4	Cases of corruption or bribery	Non-material	Indicator No. 17, Table 3, Annex I Indicator No. 16, Table 3, Annex I
G1-5	Political influence and lobbying activities	Non-material	
G1-6	Payment practices	Non-material	
Other legislative acts			
European Taxonomy (Article 8)		4.2.4.	

4.6.2. Appendix 2: Glossary

- **LCA (Life Cycle Assessment)**: A method for assessing the environmental impacts of a product or service at each stage of its life cycle: raw material extraction, manufacturing, transport, use and end-of-life.
- **Actions**: Concrete measures implemented to reduce an impact, prevent a risk or seize an opportunity relating to sustainability.
- **Article 8 (Taxonomy)**: A regulatory provision requiring non-financial companies to publish information on the proportion of their activities aligned with the European taxonomy.
- **Bilan Carbone®**: a diagnostic tool developed by ADEME (the French Environment and Energy Management Agency). It enables the quantification and accurate assessment of greenhouse gas (GHG) emissions generated, directly or indirectly, by a company's activities.
- **Ca Pex (Capital Expenditures)**: Capital expenditure, particularly that related to the environmental transition (lower-carbon equipment, refurbishments, etc.).
- **CSRD (Corporate Sustainability Reporting Directive)**: A European directive requiring large companies to provide standardised, structured and audited reporting on their ESG impacts.
- **Targets**: Quantitative or qualitative objectives set by the company to improve its ESG performance within a given timeframe.
- **DR (Disclosure Requirement)**: A requirement for detailed disclosure under the ESRS standards (e.g. E1-1, S1-3…), to be disclosed if the issue is deemed material.
- **Double materiality**: The obligation to assess and disclose both the company's impacts on the environment and society (impact materiality) and the effects of ESG issues on the company's performance (financial materiality).
- **Due diligence**: A process aimed at identifying, preventing and mitigating negative impacts on human rights and the environment within the value chain.
- **EFRAG (European Financial Reporting Advisory Group)**: A European body responsible for drafting the ESRS standards used for CSRD reporting.
- **ESRS (European Sustainability Reporting Standards)**: European sustainability reporting standards that set out the information to be disclosed under the CSRD.
- **FSC (Forest Stewardship Council)**: A forest certification scheme certifying that certified timber comes from sustainably managed forests and is traced using a recognised methodology.
- **GHG (Greenhouse Gases)**: Gases present in the atmosphere that trap some of the heat received from the sun.
- **Time horizon**: The timeframe used to analyse an impact, a risk or an opportunity (short, medium or long term).
- **Impact**: A positive or negative effect of a company's activity on the environment, people or society in general.
- **Indicators**: Quantitative or qualitative data used to measure ESG performance or progress towards a target.
- **IRO (Impacts, Risks, Opportunities)**: Key elements of CSRD reporting, to be identified for each sustainability topic.
- **Business model**: A representation of how the company creates value, incorporating its inputs, outputs, markets, stakeholder relationships and impacts.
- **ISO 9001 standard (ISO 9001:2015)**: An international quality management standard aimed at ensuring controlled processes, customer satisfaction and continuous improvement.

- **ISO 14001 standard (ISO 14001:2015):** An international environmental management standard aimed at structuring the control of environmental impacts and continuous improvement.
- **ISO 45001 (ISO 45001:2018):** An international standard for occupational health and safety management aimed at preventing occupational risks and continuously improving working conditions.
- **OpEx (Operating Expenditures)**: A company's operating expenses, including those related to the transition to sustainability.
- **Opportunity**: A situation or trend that may generate environmental, social or economic benefits for the company.
- **Stakeholders**: Individuals or groups affected by or having an influence on the company's activities (e.g. employees, customers, suppliers, local communities, etc.).
- **PEFC (Programme for the Endorsement of Forest Certification):** Certification attesting that timber comes from sustainably managed forests and is traceable via a chain-of-custody certification scheme.
- **Policy**: A formal commitment setting out a company's principles and objectives on a sustainability issue (e.g. climate policy, human rights, etc.).
- **Risks**: Potential events that could affect the company's performance or harm society or the environment.
- **SFDR (Sustainable Finance Disclosure Regulation)**: A European regulation requiring financial institutions to be transparent about the ESG risks and impacts of their investments, in line with data from CSRD reporting.
- **European Taxonomy**: A classification of economic activities considered to be environmentally sustainable, according to specific criteria defined by the EU.