



2024 IMPACT REPORT



Wilson[®]

Sports have an *incredible ability* to unite people and inspire positive change across the world.

They transcend cultural, racial, and national boundaries, bringing us together through shared excitement and purpose. From global tournaments to local pickup games, sports encourage movement, foster teamwork, and challenge us to grow. But beyond competition, sports also serve as a powerful platform for progress—championing causes like equality, mental health awareness, and sustainability. They open doors for young people and underserved communities, creating opportunities for education, empowerment, and economic growth.

While the impact of sports is profound, measuring it can be complex. We can track participation rates and economic benefits, but the deeper influence—building resilience, breaking down barriers, and shaping cultures—is harder to quantify. What we do know is that sports, like any industry, come with challenges. Issues like climate change and social inequality affect the very communities and environments that make sports possible. The sporting goods industry's emissions largely stem from energy-intensive production,

global transportation, and waste from non-recyclable materials. Climate change threatens the places we play, while extreme heat and poor air quality impact both athletes and fans. Additionally, human rights concerns can arise within supply chains, reinforcing inequalities that limit access to the joy and benefits of sport.

But we believe in the power of sports to drive meaningful change. We see it as our responsibility to amplify the good and actively address the challenges. Sports have always been a space for transformation, where perseverance leads to victory and where even the toughest obstacles can be overcome. With its global reach and passionate communities, the sports industry has the influence to spark action on a scale few others can match. And perhaps most importantly, sports are one of the few places where people truly believe in radical comebacks and last-minute victories. At Wilson, we are committed to creating a better world through sport—because we know that, together, anything is possible.





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From the desk of our CEO and President: Game On!

AS THE CEO AND PRESIDENT OF WILSON SPORTING GOODS, I AM EXCITED TO PRESENT OUR FIRST ANNUAL WILSON IMPACT REPORT.

As a global brand in sports, we have an obligation to protect the planet where we play. Our journey towards sustainability is guided by a clear vision and a set of ambitious goals designed to create a positive impact on our planet and community in sport.

We must leverage the unique qualities of sport to promote positive change on a global scale. We aim to foster an environment where sports can thrive, and individuals can engage in sport in a positive and inclusive way.

As we look to the future and continue to challenge ourselves, we decided to create a **Wilson Drive Team** to contribute to the strategic and operational decisions surrounding our sustainability efforts. Just like a team of athletes. We will set goals and measure ourselves delivering continuous improvement.

Joe Dudy, President & CEO



One

PRACTICE MAKES PROGRESS

OUR PURPOSE

Empower every human to live like an athlete.

THIS IS US

Founded in 1914 in Chicago, Illinois, Wilson Sporting Goods Co. is a leading manufacturer of high-performance sports equipment, apparel, footwear and accessories. The Wilson Sporting Goods portfolio is made up of the iconic Wilson brand, as well as ATEC®, DeMarini®, EvoShield®, and Louisville Slugger®, and Luxilon® as its exclusive distributor.

We bring more than a century of innovation, history, and heritage across multiple sports, including tennis, baseball, padel, football, basketball, volleyball, pickleball, lacrosse, soccer and golf. Wilson's equipment, game balls and apparel are thoughtfully designed and developed to empower athletes at every level around the world to perform at their best. We use player insights to innovate at new heights and develop cutting-edge equipment and apparel.

Wilson is the go-to brand to ensure athletes from youth to pro can perform at their best. We not only elevate the way the games we love are played, but help athletes everywhere reach their full potential. Wilson is an official sponsor of numerous professional and collegiate sports leagues, including the NBA, WNBA, NFL, MLB, NCAA and key Grand Slam Tennis Championships, such as the US Open and Roland-Garros.

Wilson's partnership with the NFL is one of the longest standing brand partnerships in sports. The company's time-tested relationship with the NFL is directly tied to delivering the best equipment for professional and youth players, and fans alike.





OWNERSHIP & STRUCTURE

Wilson is part of Amer Sports, a global group of iconic sports and outdoor brands, publicly traded on the New York Stock Exchange. In addition to Wilson, Amer Sports portfolio includes brands like Arc'teryx, Salomon, Peak Performance and Atomic. Amer Sports has over 13,400 employees globally, operations in 40+ countries and its products sold in 100+ countries. Amer Sports generated \$5.2 billion of revenue in 2024.

AMER SPORTS' COMMITMENT TO IMPACT



FAIR LABOR ASSOCIATION

As a participating company in the Fair Labor Association (FLA), we are committed to its gold standards to improve factory working conditions in our global supply chain. Membership of the FLA shows Amer Sports' commitment to upholding human rights, driving long-term improvements through training and education, worker engagement, and integration into sourcing practices.



WORLD FEDERATION OF THE
SPORTING GOODS INDUSTRY

WFSGI

Amer Sports is a member of the World Federation of Sporting Goods Industries (WFSGI), demonstrating its shared dedication to advancing global well-being through sports. The purpose of the engagement is promoting innovation, physical activity, free trade, and ethical and sustainable business practices. Amer Sports Senior Vice President of Sustainability is a member of the WFSGI Board, starting April 2025.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTI

Amer Sports and Wilson recognize the urgency of addressing the climate emergency and committed to doing its part to mitigate our impact. We believe that businesses have a critical role to play in addressing this global challenge. We are taking action to mitigate the impact of climate change and reduce our environmental footprint to help build a more sustainable future. We are committed to the Paris Agreement and its goal of limiting global temperature rise to 1.5°C. In 2025, our near-term and net-zero science-based targets were officially validated by the Science Based Targets initiative (SBTi). This validation confirms that our greenhouse gas (GHG) reduction commitments align with the latest climate science and contribute to limiting global temperature rise to 1.5°C.



ELLEN MACARTHUR FOUNDATION

The Ellen MacArthur Foundation is an international charity that develops and promotes the circular economy to tackle some of the biggest challenges of our time, including climate change, biodiversity loss, waste, and pollution. Amer Sports' membership in the Foundation's Network enables us to participate in open discussions across industries, including with competitors and pioneers, facilitating an exchange of ideas and experiences.



BETTER BUYING

Cooperation with Better Buying drives continuous improvement in our procurement practices by building trust with suppliers. Better Buying's goal is to support industry-wide transformation of purchasing practices using feedback data to help buyers fully understand the impact of their actions.

Better Buying collects feedback from our direct suppliers on the impact of our procurement practices. We work with our suppliers to improve responsible purchasing practices in order to achieve shared goals.

WILSON'S COMMITMENT TO IMPACT



GREEN SPORTS ALLIANCE

The Green Sports Alliance (GSA) is an environmentally focused trade organization that convenes stakeholders from around the sporting world (teams, leagues, conferences, venues, corporate partners, governmental agencies, athletes, and fans) to promote healthy, sustainable communities where we live and play. Like the GSA, Wilson is committed to creating meaningful change to strive for a more sustainable future. Wilson has been a member since 2023.



UN GLOBAL COMPACT NETWORK USA

The UN Global Compact is the world's largest voluntary corporate sustainability initiative and is committed to responsible business practices in accordance with its ten principles, covering human rights, labor, the environment, and anti-corruption, as well as advancing societal goals. We've made our commitment with the Global Compact's Sustainable Development Goals (SDGs) in 2024.



YMCA

Wilson partnered with the YMCA for the 4th year in a row, to host 3 youth sports clinics in Chicago involving 3 separate facilities. Clinic topics were basketball skills & drills, mental health and the importance of staying active. In total, Wilson donated 3,200 units of equipment this year to charities in need, with a percentage going to multiple YMCA facilities.



AUTISM SPEAKS

Autism Speaks (AS) is dedicated to creating an inclusive world for all individuals with autism throughout their lifespan. In response to the pressing needs of the 1 in 36 children and 1 in 45 adults with autism in the U.S. today, AS provides resources and tools for autistic individuals of all ages and levels of support. Connecting people with autism and their families to free advocacy, services, supports, research, innovation and advances in care, Autism Speaks serves as convener for the autism community with the goal of making a real difference for all people on the autism spectrum. Autism Speaks is working towards a world where total acceptance of autistic people—beyond simple awareness—is the societal standard.



USTA (UNITED STATES TENNIS ASSOCIATION) FOUNDATION

The mission of the USTA Foundation is to bring tennis and education together to change lives. USTA Foundation uses the sport of tennis as a vehicle to help under-resourced youth become more engaged in school and learning with the goal of succeeding in tennis and in life. This partnership is part of the larger Wilson and USTA 47 year relationship.



Two
**OUR GAME
PLAN**

OUR APPROACH TO IMPACT AT WILSON

OUR APPROACH

At Wilson, our impact strategy is comprehensive, dedicated to creating a better world through sport by prioritizing sustainability, community engagement and the well-being of our people.

2024 HIGHLIGHTS

WILSON ACTION DAYS

LEARNING SPACE

WOMEN EMPOWERMENT (WE)

WILSON SUPPLIER SUMMIT

FAIR LABOR ASSOCIATION

AUTISM SPEAKS

TACKLE EMISSIONS, LIFE CYCLE ASSESSMENTS

STAY IN PLAY, PACKAGING

PROTECT HOME FIELD, LOWER IMPACT MATERIALS

PEOPLE AND CULTURE

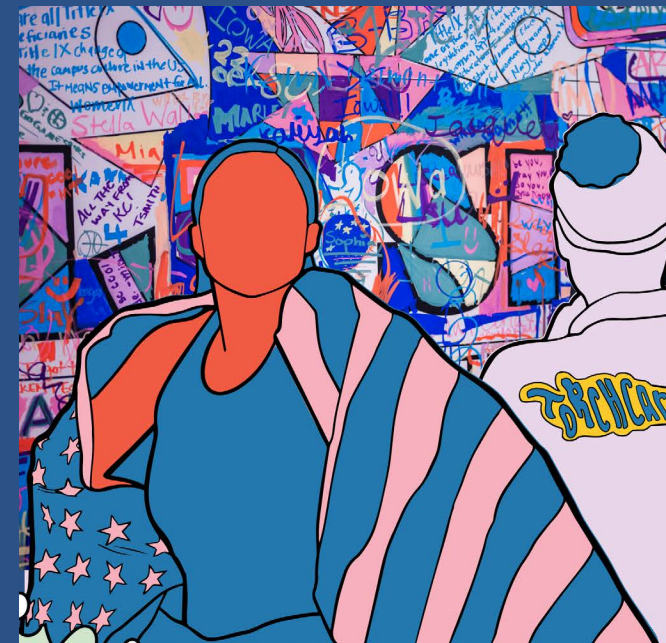
Our People and Culture team ensures that our organizational culture reflects our purpose, values, vision, and business objectives. This alignment enables us to accelerate growth, enhance team member engagement, and help team members feel connected to their roles. By weaving these elements into our business model, we strive to create a better world through sport.

COMMUNITY ENGAGEMENT

Our community engagement efforts are centered on expanding access to sports and recreational activities for all. We prioritize building strong, collaborative relationships with globally recognized organizations to amplify our impact. Each initiative is driven by the specific needs of the sport, with dedicated leadership from the respective teams and organizations involved, ensuring tailored and effective programs that foster inclusion and participation at all levels.

SUSTAINABILITY

Our Sustainability team is committed to addressing climate change, promoting circularity, and advancing environmental initiatives. Its members collaborate across departments—such as sourcing, legal and product development—to decarbonize our operations and make responsible design and manufacturing choices. Our Sustainability Drive Team is responsible for leading and implementing initiatives that promote sustainability within our organization. Our Drive team is comprised of individuals across our platforms and business units and is sponsored by our President and CEO, Joe Dudy.



The Sustainable Development Goals

Wilson supports the UN Global Compact—the world’s largest voluntary corporate sustainability initiative—and committed to responsible business practices in accordance with its ten principles, covering human rights, labor, the environment, and anti-corruption, as well as advancing societal goals. Wilson’s sustainability strategy focuses on four key SDGs that are the most relevant for us: good health and well-being, climate action, responsible consumption and production, and decent work and economic growth.



GOOD HEALTH & WELLBEING:
Ensure healthy lives and promote well-being for all at all ages.

Sports serve as a fundamental building block for good health and well-being by promoting physical fitness, mental resilience, social connections and lifelong healthy habits. Wilson is committed to providing opportunities to sport access for underserved communities.



DECENT WORK & ECONOMIC GROWTH:
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Wilson is an equal opportunity employer. Applicants, team members, and former team members are protected from employment discrimination based on race, color, religion, sex (including pregnancy, sexual orientation, and gender identity), national origin, age (40 or older), disability, and genetic information (including family medical history).

We are dedicated to upholding workers’ rights and ensuring that all team members have access to fair, safe working conditions that respect their human rights. With our complex supply chain, we collaborate closely with our partners to ensure fair labor practices at every stage.



ENSURE SUSTAINABLE CONSUMPTION & PRODUCTION: Ensure sustainable consumption and production patterns.

Wilson is committed to implementing circular strategies into our business which will significantly contribute to initiatives such as waste reduction and energy conservation that ultimately benefit both the environment and the community.



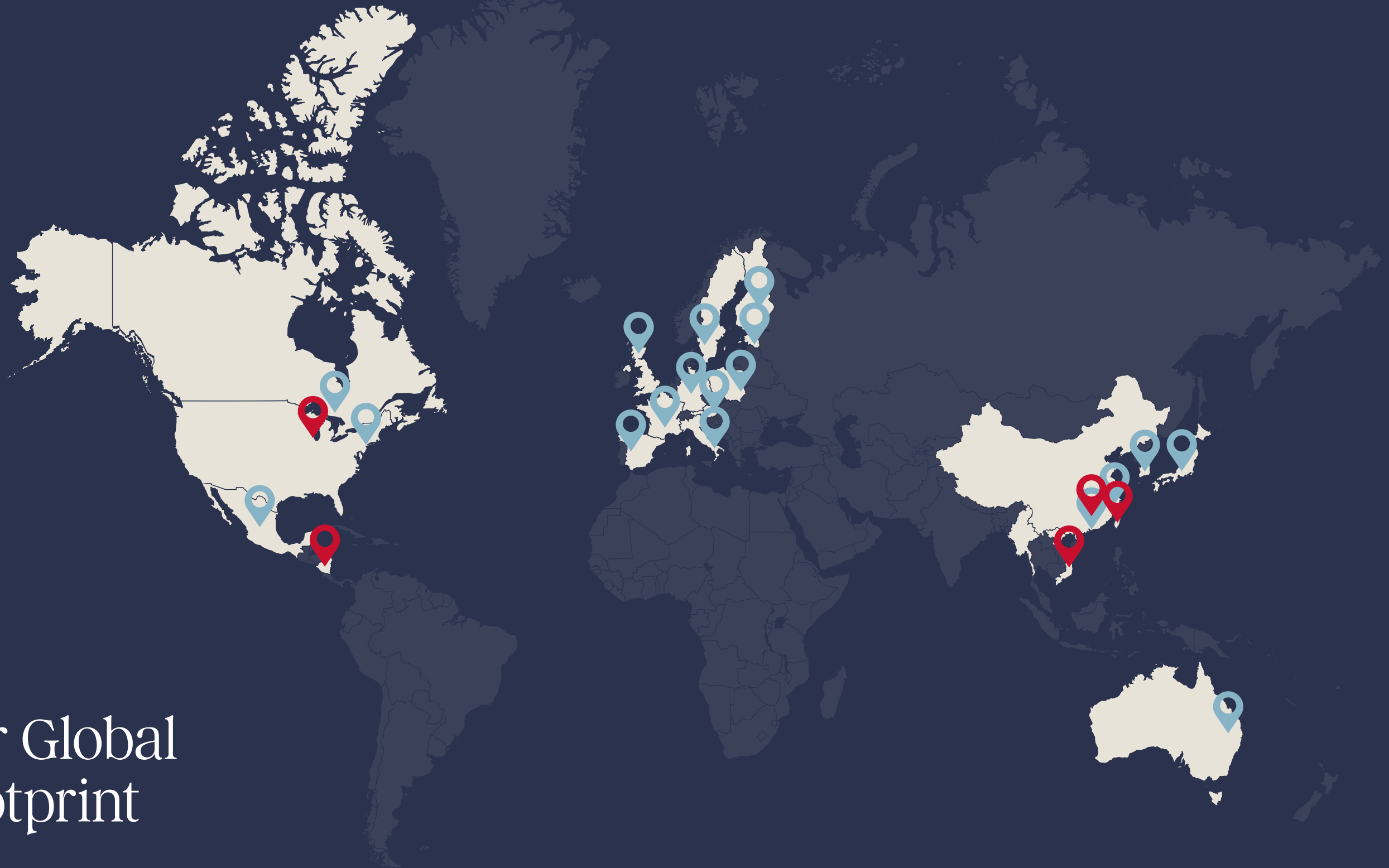
CLIMATE ACTION: Take urgent action to combat climate change and its impacts.

We recognize that our business needs deep, rapid, and sustained GHG Emissions reductions in order to hit net zero by 2050. Wilson is working on decarbonization initiatives to significantly reduce greenhouse gas emissions.



Three
**FOSTER
A DREAM
TEAM**

TEAM MEMBERS & SUPPLIERS



Our Global Footprint

WHERE WILSON CONDUCTS BUSINESS



UNITED STATES

INNOVATION CENTERS

- Schiller Park, IL
- Humboldt, TN
- Roseville, CA

OFFICES

- Chicago, IL
- Los Angeles, CA

FACTORIES

- Ada, OH
- Sparks, NV
- Hillsboro, OR
- Sparta, TN

DISTRIBUTION CENTERS

- Nashville, TN
- Mount Juliet, TN



CHINA

QC/SOURCING

- Xiamen
- DG Humen
- DG Qingxi
- DG Tangxia
- Heyuan
- Huizhou
- Linyi
- Shishi
- XM Jimei
- XM Tong'an



NICARAGUA

FACTORIES

- Tipitapa



TAIWAN

QC/SOURCING

- DongNai
- Tay Ninh

OFFICES

- Taichung
- Kaosiung



VIETNAM

FACTORIES - SOURCING

- Ho Chi Minh City



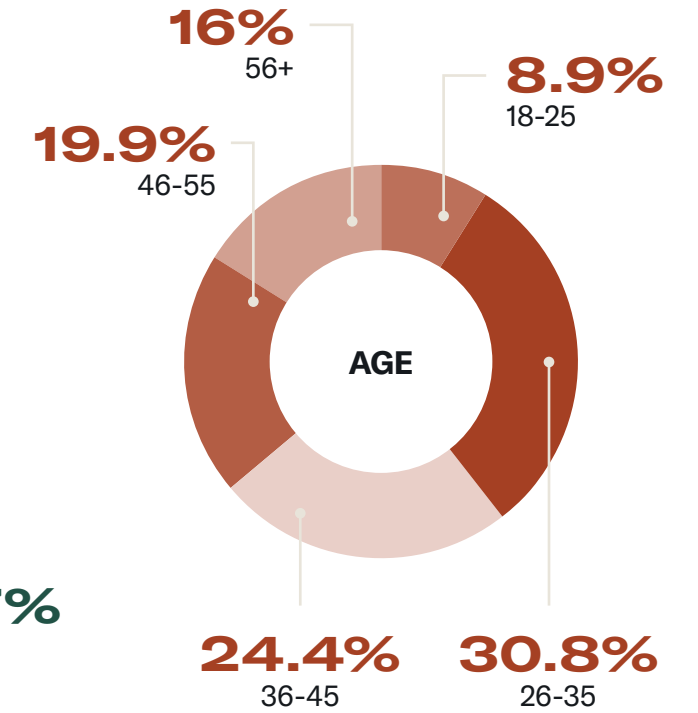
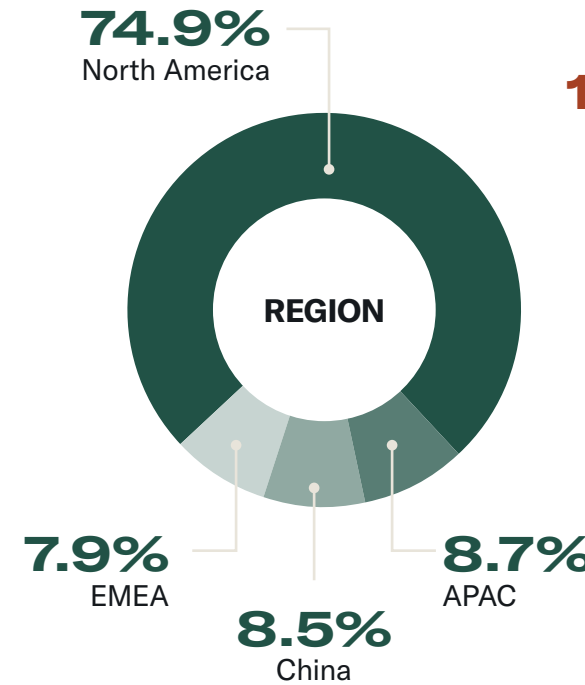
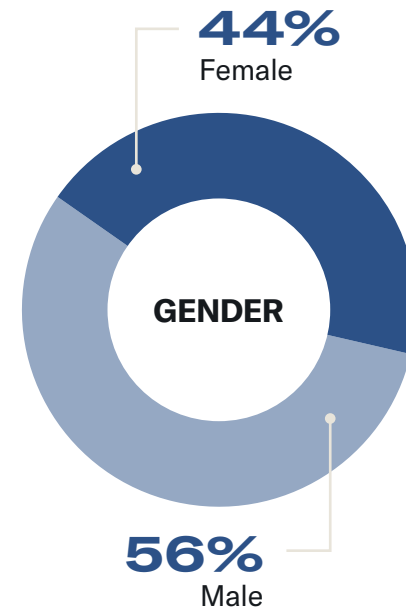
AMER SPORTS OFFICES

- Australia: Melbourne Office, Melbourne Warehouse
- Austria: Grödig Office
- Canada: Belleville Warehouse
- China: Guangzhou (ASST), Quanzhou (ASST), Shanghai Office (ASST), Wuhan (ASST)
- Estonia: Tallinn Office
- Finland: Helsinki Office
- France: Metz Tessy Office (Salomon), Villefontaine Office
- Germany: Garching Office
- Hong Kong: Sourcing Office
- Italy: Treviso Office
- Japan: Tokyo Office
- Korea: Seoul Office
- Mexico: Mexico City Office, Mexico City Warehouse
- Poland: Zablocie Krakow Office
- Spain: Barcelona Office
- Sweden: Borås Office
- United Kingdom: Camberley Office, Irvine Factory
- United States: New York Office, Utah Ogden Office

See our website for the latest retail location updates.



TEAM ROSTER



REMOTE WORK

At Wilson, a flexible outcomes-focused workplace is the norm. We empower our teams to work where and when they achieve the best results, understanding that some roles, such as those in our factories, distribution centers and retail stores require on-site presence due to the nature of the work. By allowing team members to work from home or other flexible locations wherever possible, we reduce commuting time and stress, which contributes to improved mental health and greater work-life balance. This flexibility enables individuals to create personalized work environments that enhance productivity and comfort. Additionally, remote work contributes to sustainability efforts by decreasing carbon emissions associated with daily commutes and reducing the energy consumption of office spaces. Fewer employees in the office means less demand for resources such as electricity and water, leading to a smaller overall environmental footprint.

OUR TEAM IN ACTION

WILSON ACTION DAYS

Wilson Action Days are focused on supporting and growing the communities we serve. They are meant to increase access to the joy of playing sports, emphasize food and nutrition, and offer mentorship opportunities for people interested in careers in the sports industry. Wilson Action Days also extend to our individual team members to help connect them to their passions. Every US-based Wilson team member has three paid days off per year to volunteer and give back to their communities in ways they choose. This amounts to a collective 30,000 hours to support our communities.

EARTH DAY

The DeMarini team participated in a Spring Cleanup event with [Solve Oregon](#). SOLVE's mission is to bring Oregonians together to improve the environment and build a legacy of stewardship. The DeMarini team was able to help support that mission, not just with volunteers for cleanup, but also through a \$5,000 donation through a Wilson Pact grant. Wilson Chicago organized a Park Clean Up event in Humboldt Park. Located in the heart of the Humboldt Park Community, Humboldt Park totals 197.26 acres and is home to a large, historic fieldhouse with a fitness center, two gymnasiums and meeting rooms, as well as an inland beach and historic lagoons and a boat house. The Tennessee distribution centers teamed up with Andrew Jackson FOP (Fraternal Order of Police) Camp. The Andrew Jackson Police Youth Camp is focused on building community relationships by working with Nashville's underprivileged children in a safe environment. Wilson Sporting Goods has donated soccer balls, basketballs, footballs, and volleyballs for many years. The team wanted to get involved this year more than they have in the past by helping get the camp set up and prepared for the summer camps.

BIKE MONTH

The Louisville Slugger team collaborated with the [American River Foundation](#) to build an obstacle course for the kids for Bike Fest on May 18. The American River Foundation helps maintain the trail system and parks located along the American River. The Louisville Slugger team had a great time designing the course and working together to build the ramps and other elements for the course in shop.

INTERNATIONAL COASTAL CLEANUP

The DeMarini team completed their Coastal Cleanup event with SOLVE. The team enjoyed the team building while making a positive impact on the community. Volunteers were treated to a beautiful day at the beach. Wilson Pact Wilson Chicago completed their Coastal Cleanup event with [Alliance for the Great Lakes](#). We commemorated this day by cleaning up one of Chicago's most popular beaches, Montrose Beach. Our group removed 30 pounds of litter. In addition to this, Wilson Pact contributed to a long-term litter dataset used by researchers and advocates around the Great Lakes to study and confront Great Lakes plastic pollution issues. Wilson Pact is our team member-driven sustainability group that provides opportunities to deepen our understanding of sustainability and make a positive impact both within our community and in our individual roles.



**HOW DO WILSON VALUES AND YOUR PERSONAL VALUES
INTERSECT THROUGH LEADING PACT EVENTS?**

“Leading Wilson Pact events has been a powerful way to live out the value that character is built by actions, not words. It’s one thing to talk about making a difference, but stepping up with conviction and integrity truly defines who we are. Through these initiatives, I’ve been able to combine my passion for sustainability and community building while embracing Wilson’s commitment to stand firm in what we believe in.”

**Bella Degillio,
Product Developer & Wilson Pact Events Lead**

HOW WE TRAIN

Educational Opportunities

Educational opportunities in the workplace are essential for fostering individual growth, engagement, and retention. Providing access to training and development programs equips our team with the skills and knowledge needed to excel in their roles, enhancing their confidence and job performance. Our investment in personal and professional growth not only boosts individual morale but also contributes to a more innovative workforce. At Wilson, we want to create a culture of continuous improvement so that employees feel valued and empowered to contribute meaningfully to our goals and mission.



LEARNING SPACE

The Learning Space is our repository for mandatory annual training sessions as well as optional training on a variety of subjects. Mandatory trainings for all team members include Code of Conduct and Sexual Harassment. Other mandatory training for certain roles includes Responsible Purchasing, Disclosure Policy, Data Privacy, Cybersecurity training, and Sustainability training. Optional training topics include health & wellbeing, project management, leadership, personal development, and sustainability.

CODE OF CONDUCT

To operate with integrity in a rapidly changing environment, we need common guidelines. The most important of these guidelines is our Code of Conduct which describes how we live our values every day. It guides the work of our team members and explains the principles under which we operate to external stakeholders. In our Code of Conduct, we explain how our values are linked to actions. For example, how we conduct our business ethically, report illegal or unethical behavior, address conflicts of interest, and much more. Each Amer Sports employee is required to complete the Code of Conduct training program either as e-learning or classroom training every two years. Amer Sports systematically tracks the completion rate of Code of Conduct training.

INSIDE THE HUDDLE

Inside the Huddle is our Learning and Development series of e-learnings. Each course targets at least one of our values, such as One Team One Dream and Potential is a Super Power. There are courses designed for all team members as well as courses for people managers.

Team Feedback



TEAM MEMBER FEEDBACK

Engagement is a measure of people's connection and commitment to the company and its goals. By increasing engagement, we can impact performance, innovation, retention and attraction of talent. That is why at Wilson, we regularly survey engagement through Peakon Employee Voice to ask how we're performing on areas such as engagement, diversity and inclusion, health and wellbeing, and workplace transformation. As of publication, our engagement score is 8.3, .5 above the benchmark and in the top 25% of consumer goods companies.

TOWNHALLS

All-company townhall meetings are crucial for fostering transparency and inclusivity within an organization. They provide a platform for leadership to communicate key updates, share company goals, and recognize achievements, which helps align our team members with our company's Strategy. These meetings also encourage open dialogue, allowing team members to voice their ideas and concerns, thus promoting a culture of collaboration and trust. At Wilson, we host all-company and manager townhall meetings on a quarterly basis.

PERFORMANCE & DEVELOPMENT

Performance and development discussions are essential for our team members at Wilson. Our Coaching for Success program provides a structured opportunity for team members and managers to engage in open conversations about individual goals, strengths, and areas for improvement, fostering a culture of continuous feedback. Our reviews occur on an annual basis, as well as periodically throughout the year.

REPORTING CHANNEL

We take the culture of trust and high business ethics very seriously. Our shared values support and guide our operations around the world. Every Wilson team member is responsible for their own behavior, acting with integrity, and observing the highest standards of business ethics. Our anonymous reporting channel, WhistleB, operated by a third party, provides an opportunity for employees and other stakeholders to report suspicions of misconduct in confidence.

WORK HARD, PLAY HARD

Wilson prioritizes the well-being of our team members by creating opportunities for them to engage in physical activities and enjoy the benefits of an active lifestyle. We offer free access to an on-site workout facility at our HQ in Chicago and organize regular team-building events that center around sporting events such as March Madness and the Super Bowl. We encourage team members to participate in sport leagues and activities that foster camaraderie and teamwork, such as our Wilson Golf League and Wilson sponsored leagues through Player Sport and Social (a Chicago-based organization). Additionally, our comprehensive health benefits package includes discounts to fitness memberships and wellness programs. Access to mental health resources is important to Wilson because it ensures that our team members have the support they need to maintain both their physical and mental well-being. By promoting a culture of health and activity, we not only enhance employee satisfaction and morale but also empower our workforce to lead balanced and fulfilling lives.

We are proud to play in many sport categories, manufacturing the best equipment for our athletes. These categories include (but are not limited to) basketball, football, soccer, volleyball, tennis, padel, pickleball, baseball, fastpitch softball, lacrosse, and golf. Wilson also offers sportswear, including lifestyle and performance apparel.





EQUITY, DIVERSITY, JUSTICE, AND INCLUSION (EDJI)

A diverse workforce brings a variety of perspectives and ideas, fostering innovation and creativity in product design and marketing strategies that resonate with a broader, global customer base. By prioritizing equity, the company ensures that all team members have equal access to opportunities and resources, which enhances engagement and retention. Promoting an inclusive culture helps create a sense of belonging, attracting top talent from different backgrounds and enhancing team dynamics. From our Peakon Employee Voice Engagement Survey we conduct on a quarterly basis, we found that our EDJI score that was last published is 8.2, .1 above the benchmark for the consumer goods industry.

HIRING PRACTICES

Hiring for EDJI starts in the recruiting process. When the candidate pool permits, we are committed to actively considering qualified women and individuals from underrepresented backgrounds for all open positions, while maintaining a strong focus on merit-based hiring.

POSITIVE WORK ENVIRONMENT

Wilson is committed to providing team members with a positive work environment that is inclusive, safe, and enables good individual and team performance and is free of harassment, discrimination, bullying and other inappropriate behavior. As part of this commitment to a positive work environment, Wilson hosts a mandatory “Sexual Harassment Prevention” training annually. This training reminds us of the importance of respectful conduct toward coworkers, and the benefits that preventing and addressing harassment and abusive conduct can provide. We are also proud of our Positive Work Environment Policy, which reaffirms Wilson’s commitment to provide all team members with a work environment free of harassment, discrimination, and bullying.

EQUAL PAY

As a private employer with 100 or more employees in the State of Illinois, Wilson is actively in compliance with the Illinois Equal Pay Act, certifying that the average compensation for our female and minority team members is not consistently below the average compensation for our male and non-minority team members. Wilson is committed to ensuring that all team members, regardless of their background, receive equal pay for substantially similar work.



WOMEN EMPOWERMENT

Female representation within the workplace is important to us. Empowering women fosters a more inclusive culture. Investing in women's initiatives, such as sponsorships and mentorship programs, also strengthens community ties and aligns with our values at Wilson. Women Empowerment, or WE, is a team member-led group that provides a supportive environment where women can share experiences, network, and develop skills. WE sponsors a mentor program for women in the workplace and hosts "Wilson By Wilson", a program that is tailored to educating women on corporate topics to help them succeed. At Wilson, we're proud to offer a parental leave policy that provides birthing parents with a total of 16 weeks of leave.

WHY IS WOMEN EMPOWERMENT IMPORTANT IN THE WORKPLACE?

"Women need to have this platform to remind them of the value they add to the workplace. Surrounding ourselves with other strong women and having women presenters teaching us valuable skills is energizing and motivating. That's what we aim to accomplish with all of our events and programs that we sponsor. The most important thing is that we're here for each other, we support each, and we never give up on pursuing the advancement of women at our company."

Mary Craven,
Director, Consumer Experience & Customer Service

OUR MVPS

(MOST VALUABLE PARTNERS)

Ethical sourcing is a high priority for Wilson. It ensures that products are obtained in a way that respects human rights and promotes fair labor practices, helping to prevent exploitation and abusive conditions in supply chains. For Wilson, ethical sourcing means ensuring that products and services are obtained in a responsible and sustainable way. This includes fair labor practices, environmental sustainability, and transparency.



VENDOR SOCIAL LABOR SCORES

To track progress on our ethical sourcing practices, we work closely with our parent company, Amer Sports, on their Vendor Social Labor program (VSL). Our suppliers' social labor performance is part of our sourcing scorecard. We share our standards for sourcing through our Supplier Code of Conduct (formerly known as our Ethical Policy) and Compliance Benchmarks. These are broken down into specific requirements on the factory floor. Both documents are aligned with Fair Labor Association (FLA) standards. How we implement the Supplier Code of Conduct is found in our Supplier Code of Conduct Implementation Guide. Our suppliers commit to the agreement, we offer training and communicate to our vendors on these policies, we conduct a pre-sourcing assessment, followed by regular monitoring. We have a grievance mechanism in place if issues arise. We also ensure that remediation and corrective actions follow an established escalation procedure. Wilson has a whistleblowing system in place for stakeholders, such as suppliers and contractors, who wish to make an anonymous report. We want to make sure we hold ourselves accountable and to the highest of standards. Our suppliers' VSL score is conducted monthly and includes 112 factories. These factories include all Tier 1s and nominated Tier 2s and all Amer Sports owned or hybrid factories and distribution centers. Our intentions are continuous improvement through increasing vendor count and maintaining high levels of compliance.

WILSON SUPPLIER SUMMIT

For the first time in 35 years Wilson held an all-business unit supplier summit in Taiwan. In November 2024, 65 suppliers and 170 participants attended an 8-hour, 1-day summit in Taichung, Taiwan. This event served as a strategic platform for fostering collaboration and strengthening relationships between our partners and the Wilson team. We utilized this opportunity for open communication, allowing both parties to share insights, address challenges, and discuss expectations. The aim was to create transparency, leading to improved supply chain efficiency and innovation, and an alignment between our supplier's capabilities and our goals. We also exchanged best practices and industry trends, enabling participants to stay competitive in a rapidly changing market. We also recognized and celebrated our suppliers' contributions and successes. Wilson aims to build strong partnerships with our suppliers that enhance our dedication to ethical sourcing and sustainability.

FAIR LABOR ASSOCIATION

Amer Sports has been a member of the internationally recognized Fair Labor Association (FLA) as a Participating Company since June 2020. The FLA is a collaborative effort aimed at improving workers' lives worldwide and creating lasting solutions to combat abusive labor practices.

The FLA offers tools and resources to companies, conducts due diligence through independent assessments, and advocates for greater accountability and transparency of companies, manufacturers, factories, and others involved in global supply chains. Through our FLA membership, we have access to support from the FLA to improve our social and labor program, and Amer Sports' audit methodology is aligned with that of the FLA.

Membership in the FLA highlights our commitment to upholding human rights in our global supply chain. Recognized as one of the most rigorous social and labor programs in the industry, the FLA plays a crucial role in safeguarding workers' rights globally, driving long-term improvements through training and education, worker engagement, grievance mechanisms, and integration into sourcing practices.

You can find a list of Amer Sports major finished goods suppliers online or by clicking on the [link here](#).

Wilson adheres to Amer Sports' group-wide policies and guidelines to ensure ethical and compliant operations. Our compliance and ethics work covers the whole supply chain and includes the policies below:

- [Code of Conduct](#)
- [Supplier Code of Conduct \(formerly Ethical Policy\)](#)
- [Human Rights Policy](#)
- [Social and Environmental Compliance Benchmarks](#)
- [Living Waste Commitment in Finished Goods Manufacturing](#)
- [Due Diligence, Modern Slavery and Human Trafficking Statement](#)
- [Material Compliance Policy](#)
- [Anti-Bribery and Anti-Corruption Policy](#)



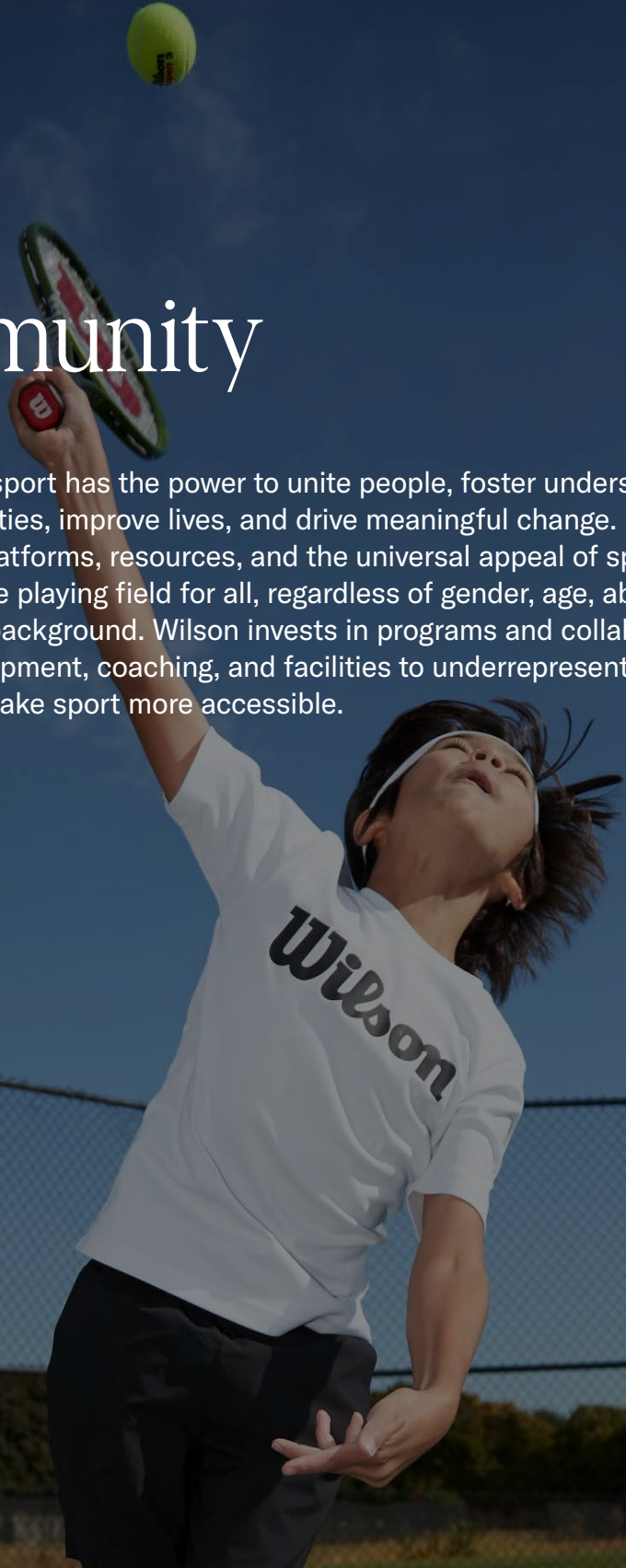


Four

LEVEL THE PLAYING FIELD

Community

We believe that sport has the power to unite people, foster understanding, create opportunities, improve lives, and drive meaningful change. By leveraging our platforms, resources, and the universal appeal of sport, we can help level the playing field for all, regardless of gender, age, ability, or socioeconomic background. Wilson invests in programs and collaborations that provide equipment, coaching, and facilities to underrepresented groups to help make sport more accessible.



USTA (United States Tennis Association)

Wilson supports tennis on every level, from community programs in local communities across the country, to the heights of the professional game.

Since 1978, Wilson has provided a wide range of support for the USTA's professional tennis and player development programs. In addition to being the Official Ball of the US Open, Wilson is the official ball of the USTA National Championships, the USTA Pro Circuit, USTA Player Development, USTA Training Centers, the Men's and Women's Hard-Court Championships, the USTA National Clay Court Championships, and for home ties of the U.S. Davis Cup and Fed Cup teams.

In addition to being the Official Ball of the US Open and other major initiatives, Wilson is also a sponsor of the USTA National Campus in Lake Nona, Florida and supports a wide range of events and programs such as Kids Ten & Under Tennis. Kids Ten & Under Tennis is a USTA initiative committed to teaching young players the sport in new ways, with children playing with the right-sized racket, balls and court. Other youth initiatives being supported by Wilson include the US Open's Arthur Ashe Kids' Day.



Autism Speaks

Since 2019, Wilson Sporting Goods has partnered with Autism Speaks to promote inclusion and understanding for those on the autism spectrum through the Love the Moment™ initiative. What began with the A2000 1786 Love the Moment™ glove has expanded within baseball, featuring more A2000 models. Wilson donates 10% of the purchase price of Love the Moment® products, with a minimum of \$150,000 annually, to support autism advocacy, resources, and research.

In 2024, Wilson launched the “Play for the Cause” initiative, expanding the Love the Moment® collection to include baseball and softball gloves, Evo NXT Basketball, Youth Tennis Kit, and Omega football, all featuring Autism Speaks’ signature colors and logo. Players can also customize Pro Stock® gloves with Love the Moment branding.

Additionally, Wilson collaborates with Autism Speaks on the Workplace Inclusion Now (WIN) program to promote diversity in hiring and create inclusive workplaces. A pilot program is currently running at our Sparta, TN manufacturing facility.

WHY IS THE AUTISM SPEAKS PARTNERSHIP IMPORTANT TO YOUR TEAM?

“1 in 36 kids are now diagnosed to be on the spectrum, with diagnosis rates increasing every year. That means that it’s very likely that someone in your dugout or the other one is impacted by autism. We exist to serve our ballplayers, and if we can help to equip them to better understand how someone on the spectrum views the world and walks through it, we are helping them to be a better teammate both on and off the field.”

Michael Markovich,
Senior Director of Global Commercial, Baseball and Softball

103AWARDED
YMCAS**34**

STATES

421,135YOUTH SPORTS ENROLLMENT
AT AWARDED YMCAS**52,933**YOUTH DIRECTLY IMPACTED
BY WILSON FUNDS**15**

ACTIVATIONS

300

COACH KITS

Bonded by Ball and the YMCA

In 2021, Wilson Sporting Goods and the YMCA of the USA (Y-USA) launched a multi-year national partnership called “Bonded by Ball,” with the goal of reconnecting kids and communities to sports while increasing access for underserved youth. This ambitious initiative was backed by a three-year, \$1.5 million grant from Wilson to the Y.

The funding was allocated from 2021 through 2024 in the following ways:

- Youth Sports Access Subgrants helped revitalize hundreds of YMCA youth sports programs nationwide, providing local Ys with the critical resources needed to sustain, strengthen, and expand their offerings. The grants also enhanced sports access by offering financial aid and scholarships to thousands of underserved young people.
- Community Activation Events, co-created with Wilson Sporting Goods, brought in-person sporting opportunities back to communities. These events enabled young people to explore their potential both on and off the court, with activities such as coaching, mentorship from athletes, participation in career panels with industry leaders, and service opportunities.
- Coach Kits, donated by Wilson in addition to the funding award, provided Ys and their youth sports coaches with essential tools and resources. These kits helped improve coaches’ abilities to engage youth from diverse backgrounds, aiming to bridge gaps in access.



Five

PROTECT HOME FIELD

A better world *through* sport — a better world *for* sport

As a sporting goods company, it is our responsibility to ensure that we leverage the unique qualities of sports to promote positive change and to foster an environment where sports can thrive and where individuals can engage in athletic activities in a positive and inclusive way for years to come.

We recognize that climate change affects all sports across the globe. Climate change impacts everyone but disproportionately impacts the socially and economically disadvantaged.

We are committed to reaching net-zero emissions by 2050 and reducing our Scope 3 emissions by 25% by 2030, in line with Amer Sports' SBTi validated science-based targets.



GOVERNANCE

In sustainability-related decision making, Wilson’s Sustainability Drive Team plays a central role in integrating sustainable practices into our business. This dedicated group fosters collaboration and champions environmental responsibility across the organization. Sponsored by our CEO/ President and composed of representatives from all business units and functions, the team ensures a diverse, well-rounded approach to tackling sustainability challenges and uncovering new opportunities.

FORMULATE A FRAMEWORK

A sustainability framework offers a structured approach to tackling environmental challenges, minimizing our impact, and managing risks. It outlines our vision, strategy, goals, and objectives. Our framework is aligned with the United Nations’ Sustainable Development Goals and incorporates insights from Amer Sports’ Materiality Assessment, as well as feedback from both internal stakeholders and external consultants. A materiality assessment helps identify the ESG issues that are most critical to an organization.

OUR ENVIRONMENTAL SUSTAINABILITY FRAMEWORK IS BUILT ON OUR AMBITION TO CREATE A BETTER WORLD THROUGH SPORT.

That framework rests on three pillars

- 1. TACKLE EMISSIONS
- 2. STAY IN PLAY
- 3. PROTECT HOMEFIELD











and includes twelve areas of focus.



Sustainability Projects & Initiatives

The Sustainability team has identified key projects and initiatives to build a strong foundation of knowledge and insights that will drive future success. While there are still many unknowns, we recognize that **we can't manage what we can't measure**. That's why we are focused on establishing clear, measurable targets that will evolve and become more ambitious as we improve our data collection processes.

 Completed  In Progress  New

INITIATIVES	MILESTONES	COMPLETION TIMEFRAME	PROGRESS
Commit to a Science Based target for Scope 1, 2, and 3 by end of 2025	Wilson leadership has committed to supporting Amer Sports in achieving its SBTi-validated science-based targets.	2024	
Pilot one renewable energy pilot (Ada football factory)	The Ada facility procured Renewable Energy Certificates (RECs) to match its electricity consumption during the period of June 2024 to June 2025.	2024	
Sustainability Communications Playbook	The Sustainability Communications Playbook was created and distributed internally to guide product teams in marketing sustainability-focused products and initiatives.	2024	
Conduct energy audits for all owned locations to identify the most effective energy reduction and renewable procurement strategies	Energy audits were conducted at two of the three owned locations: DeMarini and the Nashville Warehouse. The new Ada facility, completed in 2024, did not undergo an audit.	2025	
Conduct waste audits for all owned locations to identify the most effective waste reduction strategies	Waste audits were conducted at two of the three owned locations: DeMarini and the Nashville Warehouse. The new Ada facility, completed in 2024, did not undergo an audit.	2025	
Life Cycle Assessments for Key Product Categories	Eleven out of twelve key product Life Cycle Assessments (LCAs) have been finalized by our third-party provider.	2025	
Packaging manifesto and playbook to support product teams on sustainable packaging design and procurement	Completion of the Packaging Manifesto and Playbook has been announced, and they are now being rolled out to the product and sourcing departments.	2025	
Create and implement Wilson Circular Design Principles by end of 2026	Work with internal stakeholders to draft the framework or principles for Wilson Products.	2026	
Communicate sustainability initiatives through the annual Wilson Impact Report and Wilson website	The Wilson Impact Report will be available upon publication; the associated landing page is currently under development.	2025	
Upload all LCA data to our footprint, eco-design, and reporting tool—Glimpact.	Eleven of the twelve key product LCAs are now in our tool.	2025	

PILLAR 1:

Tackle Emissions

Climate change is the biggest environmental concern the world is facing today. Reducing emissions associated with our business is crucial to slow down climate change, preserve ecosystems, support economic stability and mitigate health risks.

**FOCUS AREAS****CLIMATE**

Commit to a clear and meaningful climate goal that demonstrates responsible environmental stewardship and supports global efforts to combat climate change. That's why we align with Amer Sports' Science Based Targets.

CIRCULAR DESIGN

Circular design contributes to a lower overall environmental footprint. It promotes energy efficiency, reduces greenhouse gas emissions, and minimizes pollution associated with the extraction, production, and disposal of materials.

TRANSPORTATION

Optimizing our distribution and transportation to reduce emissions associated with shipping product from our manufacturers and to our customers is essential for reducing our footprint along with several other factors such as biodiversity conservation, energy efficiency, and air quality.

RENEWABLE ENERGY

The adoption of renewable energy is crucial for reducing emissions associated with our own facilities, such as warehouses, production facilities, retail locations, and offices.

WINNING PLAYS FROM 2024:

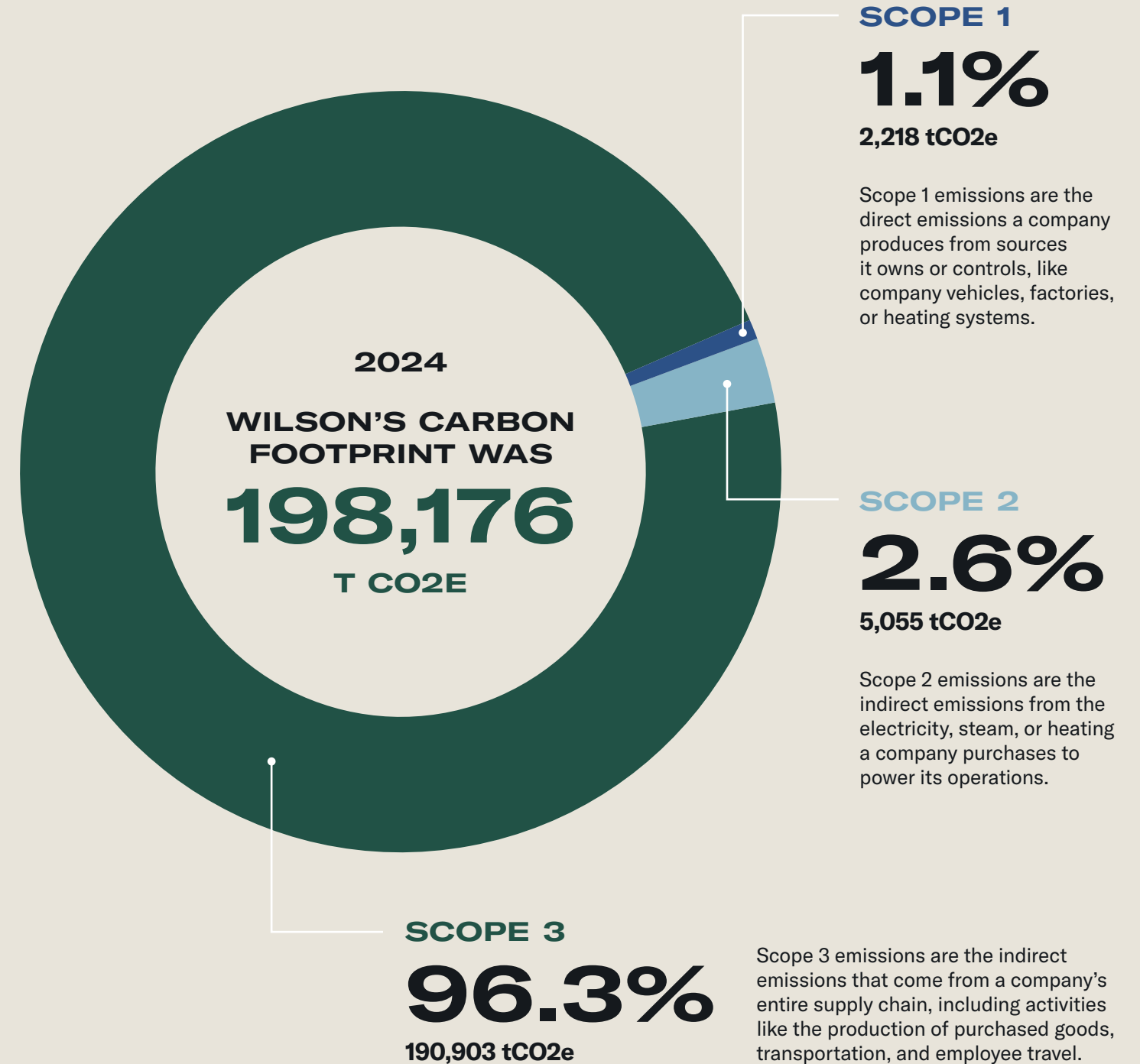
Green House Gas (GHG) Data Collection:

Wilson’s emissions baseline is 2022, and since then we’ve been improving our GHG data collection process. For instance, we’ve been able to collect more primary data, which is data that is collected or measured by the source of the emissions such as a supplier, to offer better insights into Scope 3. We’re able to obtain this primary data through the Higg FEM (Facility Environmental Module) and life cycle assessments (LCAs). FEM is a sustainability assessment tool that helps facilities measure and improve their environmental performance. A life cycle assessment is a method for evaluating the environmental impact of a product, service, or other activity over its entire life cycle.

Wilson’s emission data has varied significantly since we began measuring in 2022. This fluctuation is due to factors such as changes in ESG tools, calculation methods, processes, and improved data quality. However, the biggest driver of our footprint is our products—the materials we use and the manufacturing process. Since 2022, our primary emissions hotspot has remained within Scope 3, specifically Purchased Goods.

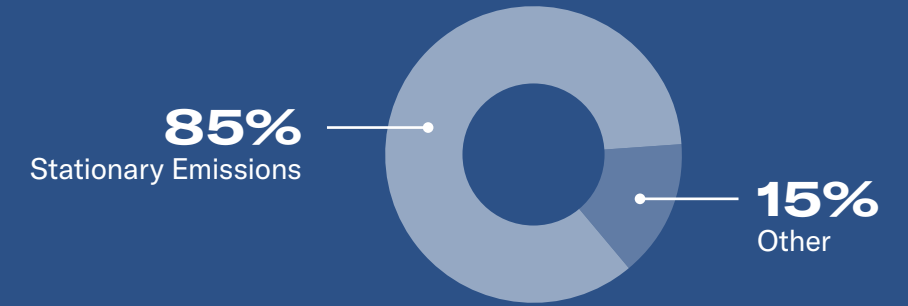
	2024 tCO2e
Scope 1	2,218
Scope 2 (Location)	5,055
Scope 3	190,903
TOTAL (LOCATION)	198,176

Our Scope 3 emissions were calculated using a spend-based approach. Moving forward, we plan to adopt a hybrid methodology that incorporates more primary data sources, including life cycle assessments and the Higg FEM (Factory Environmental Module). As we integrate higher-quality primary data, we anticipate that our Scope 3 emissions—particularly those related to purchased goods—will increase.



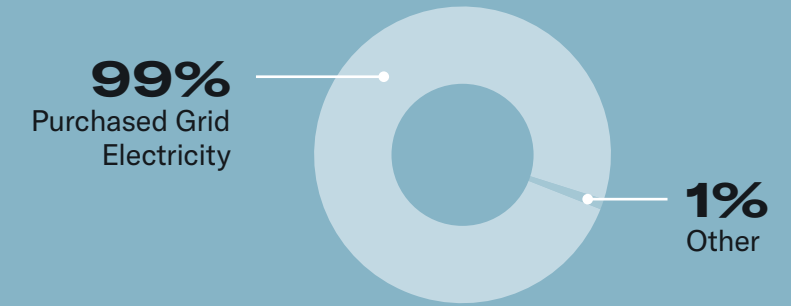
SCOPE 1 IN DETAIL

Scope 1 emissions account for the smallest portion of our overall carbon footprint, making up approximately 1% of our total emissions. Within Scope 1, the majority of these emissions come from the use of stationary natural gas, primarily used for heating our facilities. This reflects our need for energy to maintain comfortable working environments, but we are actively exploring ways to reduce these emissions through energy-efficient solutions and alternative heating methods.



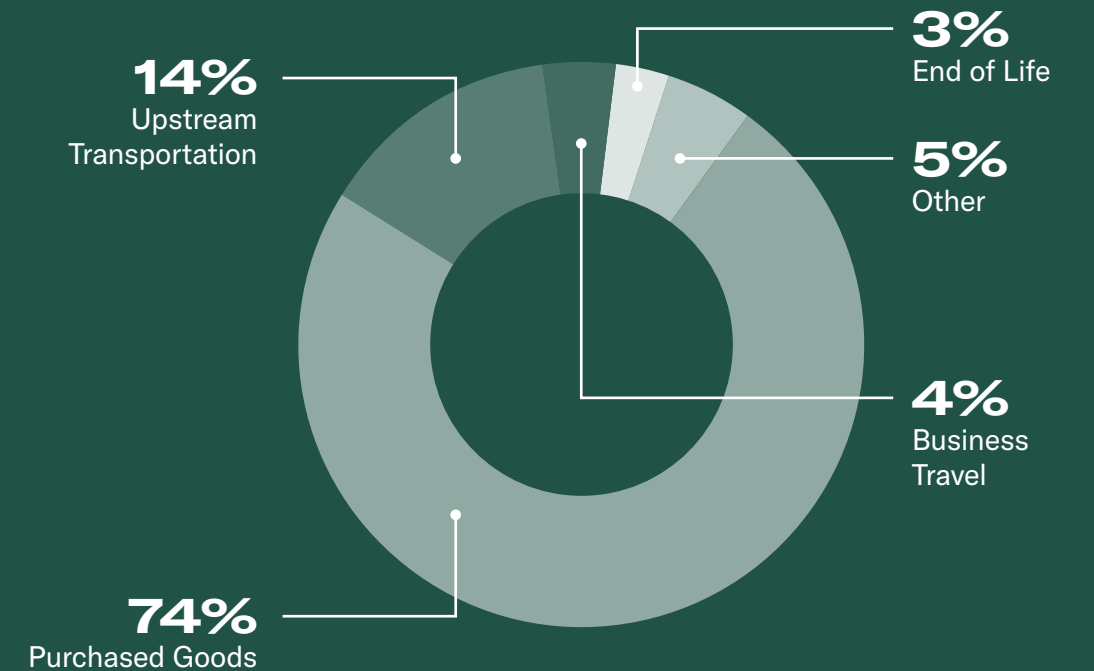
SCOPE 2 IN DETAIL

Like Scope 1, Scope 2 emissions make up a small portion of our total carbon footprint, accounting for approximately 3% of our overall emissions. These emissions primarily come from purchased grid electricity, which powers our operations and helps maintain climate control in our facilities. While relatively low compared to other emission sources, we recognize the opportunity to further reduce our Scope 2 footprint by increasing energy efficiency and investing in renewable energy solutions.



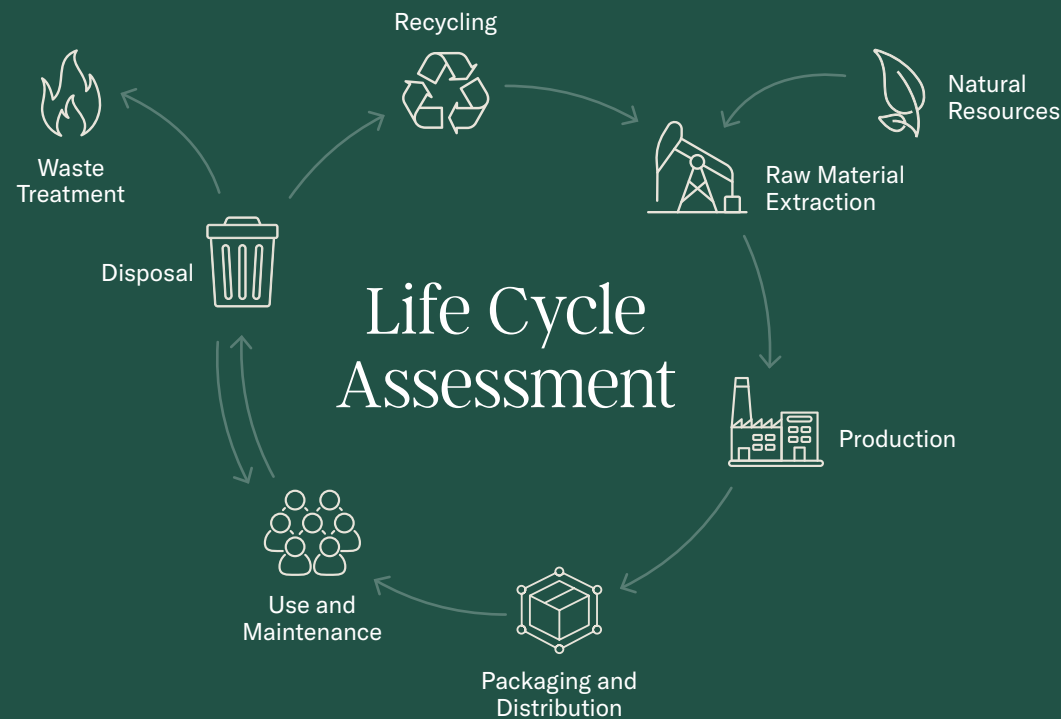
SCOPE 3 IN DETAIL

Over the past year, our emissions analysis has shown that Scope 3 accounts for 96% of our total footprint, making it our largest impact area. Given the broad scope of these emissions, a closer look reveals that Purchased Goods is our primary hotspot. These emissions stem from the production of the materials and products we source from suppliers, spanning the entire supply chain from raw materials to finished goods. Other key contributors within Scope 3 include upstream transportation and distribution, business travel, and the end-of-life treatment of sold products.



LIFE CYCLE ASSESSMENTS

Life cycle assessments (LCAs) are key to understanding Scope 3 emissions, especially those from purchased goods. By analyzing each stage of a product’s lifecycle—from raw material extraction to disposal—LCAs give us a comprehensive view of indirect emissions. This is crucial for Wilson, as Scope 3 emissions make up the largest portion of our total footprint. LCAs help us identify hotspots and improvement opportunities within our supply chain, guiding decisions on sourcing, materials, and supplier practices. From 2023 to 2025, we are conducting LCAs for twelve key product categories, representing 90% of our revenue. These LCAs follow ISO standards 14040/44 and align with PEF methodology. By the end of Q1 2025, we will have completed ten of twelve LCAs, with our final two to follow in 2025. In 2024, we began expanding our LCA efforts to additional products using our new in-house tool, Glimpact. LCAs play a vital role in Wilson’s strategy to reduce Scope 3 emissions.



Source: Swiss Federal Office for the Environment (BAFU) (2022)

DESIGN FOR CIRCULARITY

Designing for circularity is important because it promotes sustainability by minimizing waste and maximizing resource efficiency throughout a product’s life cycle. By creating products that are easier to reuse, repair or recycle, we can significantly reduce our environmental impact and reliance on finite resources. This approach not only conserves materials but also decreases energy consumption and greenhouse gas emissions associated with production and disposal. Our parent company, Amer Sports, is targeting 100% of products to be designed in line with Amer Sports’ Circularity Policy by 2030. The policy will be finalized early 2025 and is built on principles of circularity outlined by the Ellen MacArthur Foundation, of which Amer Sports is a Network Member. Once completed, Wilson plans to establish a circular framework that will enable designers to incorporate circularity into their decision-making process, from product conception through to end-of-life.

ENERGY

Energy conservation and the shift to renewable energy are key to a sustainable future. By reducing energy use and adopting renewables like solar, wind, and hydropower, we can lower emissions and reduce dependence on fossil fuels. Renewables also improve energy security and reduce pollution. Wilson, in collaboration with Amer Sports, is focusing on renewable energy procurement for our supply chains and owned operations, including the DeMarini facility, Wilson’s Nashville warehouse, and our football factory in Ada, Ohio. In 2024, we conducted energy audits at the Nashville warehouse and DeMarini facility, and the Ada facility purchased Renewable Energy Certificates (RECs) to match our electricity use, helping to add clean energy to the grid and reduce our carbon footprint.

PILLAR 2:

Stay in Play

Keeping products and materials in play keeps more product in the hands of our consumers and out of the landfill. It promotes a responsible approach to consumption and waste management, contributing to a healthier future and a circular economy.



FOCUS AREAS

OWNED SITE WASTE

Improved business practices, such as forecasting and strategic purchasing, help us minimize waste within our operations. We are committed to enhancing data collection, reducing overall waste, and increasing recycling rates.

PARTNER WASTE

Reducing waste in our supply chain presents a greater challenge, but we are committed to working closely with our suppliers and manufacturers to minimize waste and maximize recycling wherever possible.

PACKAGING AND PRODUCT

By minimizing the packaging we produce, we can reduce waste sent to landfills. Choosing recyclable and reusable materials further benefits the environment. Preventing products from ending up in landfills starts with circular design thinking.

CIRCULAR BUSINESS MODELS

If we focus on designing products, services and systems that prioritize circularity, and move away from the traditional linear “take-make-dispose” approach, we can develop new markets where our products stay in play longer.

WINNING PLAYS FROM 2024:

Owned Site Waste

Wilson is committed to waste reduction, which is important for several reasons. Firstly, it conserves natural resources by minimizing the amount of raw materials needed for production, which helps preserve ecosystems and biodiversity. Reducing waste also lowers greenhouse gas emissions associated with the extraction, processing, and disposal of materials, contributing to climate change mitigation. Like energy, Wilson is also taking a closer look at our owned facilities through waste audits. Wilson worked with KERAMIDA to conduct waste audits at the DeMarini and Nashville-owned facilities, resulting in customized waste management action plans tailored to each location. The focus of this project was to determine all ideas or improvements each facility can take to reduce waste during material procurement, product production, and waste disposal. As TRUE Advisor professionals, KERAMIDA used the pillars of the Green Business Certification Inc. (GBCI)'s Total Resource Use and Efficiency (TRUE) Zero Waste certification system during this process. The findings from the assessment were used to inform the action plan, which includes the implementation of new and amended strategies and policies with the goal of reducing waste generation and disposal to landfills.

Partner Waste

Wilson and Amer Sports are working together to reduce waste in our supply chain. Amer Sports is tracking pre-consumer waste, such as fabric, cardboard, plastic, leather and metal. Amer Sports is utilizing Higg FEM and surveys to monitor waste tracking for suppliers. Wilson is utilizing life cycle assessments to baseline waste from twelve key categories, which are tennis rackets, tennis balls, padel rackets, golf balls, golf clubs, baseball bats, baseball gloves, basketballs, volleyballs, soccer balls, and footballs.





Packaging and Product

Wilson is committed to keeping product and packaging in play. For packaging, this means that we are focused on reducing single-use plastics and designing packaging that is recyclable, reusable, and compostable. For products, our aim is to keep our goods in the hands of the player and out of the landfill.

- In 2024, Wilson created a packaging manifesto and playbook. The manifesto is a document that outlines our commitment to environmentally responsible packaging practices. The playbook is a manual that the businesses can reference for actionable strategies, best practices, and guidelines for implementing sustainable packaging practices. It will serve as a resource to help Wilson navigate the complexities of adopting eco-friendly packaging solutions and integrating sustainability into their packaging strategies.
- Wilson's product teams have been working hard to reduce packaging, specifically plastic packaging. The Golf team reduced their poly bag consumption by omitting poly bags from their steel shafted clubs in package sets. The Racquet Sports team collaborated with our suppliers to incorporate 30% recycled PET in cans and recently completed a migration of their molds to a newer design that reduces material usage by 7%. With the new mold transition, they expect to save at a minimum 10,500 kilograms annually in material.

Circular Business Model

Circular business models promote sustainability by replacing the traditional “take, make, dispose” approach with reuse, repair, and recycling. This helps conserve resources, reduce waste, and lessen environmental impact, tackling issues like resource depletion and climate change.

- If a football won’t stay inflated, it needs a bladder repair. Wilson will replace an air bladder and laces on any leather football that was manufactured by Wilson. Any size football can be sent to us for a replacement bladder and new laces, all done at Wilson’s football factory in Ada, Ohio. Some exclusions apply, so please see our [website for more information](#).
- Our “Come Play with Us” initiative is a new, three-pronged commitment to the community that offers equipment rental, court rentals and free weekly programming at five of our retail locations. You’ve always been able to playtest equipment at our retail stores, but “Come Play with Us” goes a step further. Whether you’re interested in trying a new sport or are just an occasional player, we know purchasing new equipment can be a barrier to entry. Renting equipment is also better for the environment because it reduces the overall demand for new manufacturing, which often involves resource extraction and energy consumption.
- Louisville Slugger teamed up with Traeger to turn waste into a flavorful experience for both barbecue lovers and baseball fans. The wood used in Traeger® Louisville Slugger Pellets comes from maple trees in the forests of New York and Pennsylvania—regions renowned for producing the finest wood for crafting baseball bats. Through this collaboration, Traeger repurposes the byproducts of bat manufacturing, transforming leftover wood into premium wood pellets for grilling. This collaboration not only gives new life to discarded materials but also celebrates the common passion for both barbecue and baseball.
- Racquet Sports took their racket Trade-in and Trade-up program one step further in 2024 to ensure that no rackets shipped to our warehouse were thrown away. The rackets that were still in playable condition were donated to the USTA. The rackets that were not in playable condition were donated to a Chicago not-for-profit, Nowhere Collective. They repurposed the rackets for a cross-stitch craft at their “Trashy” Holiday Market. By partnering with Nowhere Collective, we were able to give unplayable rackets a second life, repurposing them rather than discarding them.



PILLAR 3:

Protect Home Field

Protecting the environment is both a moral responsibility and a smart business decision. A healthy planet supports long-term business success and ensures communities have access to clean air, water, and food. Environmental issues like pollution and climate change disproportionately impact vulnerable populations, making sustainability essential for protecting human rights and quality of life.

**FOCUS AREAS****LOWER-IMPACT MATERIALS**

Choosing lower-impact materials helps reduce environmental harm from resource extraction, production, and waste. At Wilson, we prioritize materials that benefit people, nature, and the climate. These include renewable resources, energy-efficient materials, and options that are recyclable, compostable, or sustainably sourced. For guidance, we align with the Textile Exchange's definition of lower-impact materials, though a fully established methodology currently exists only for soft goods.

SAFE CHEMISTRY

The use of chemicals and materials that minimize harm to human health and the environment. This means selecting ingredients and manufacturing processes that reduce exposure to toxic substances, ensuring product safety, complying with environmental regulations, and our own Material Compliance Policy.

ECOSYSTEMS

Protecting ecosystems is vital for biodiversity, clean air and water, climate regulation, and healthy habitats. While we don't have specific initiatives yet, we recognize the importance of taking action in this area.

WATER

Protecting water is crucial for clean drinking water, agriculture, ecosystems, and sustainability. We are in the process of enhancing our ability to track water usage. While we don't have specific initiatives yet, we recognize the need for action in this area.



WINNING PLAYS FROM 2024:

- Sustainability has always been a priority for Luxilon, a leading racket string brand in Belgium. Using 90% recycled PET bottles and 10% other recycled plastics, Luxilon developed a chemical recycling process to create secondary raw material. This innovation led to the LXN Eco Series—three tennis strings made from 100% recyclable materials and sold in 100% recyclable packaging. And how do they perform? Beautifully, offering durability, strength, and tension loss comparable to traditional strings.
- The Gen Green™ line includes basketballs, footballs, volleyballs, and soccer balls made from lower-impact materials without compromising performance or durability. The collection uses three main technologies: biobased sugarcane (EVA foam), repurposed plastic, and recycled rubber. The biobased I'm green™ material, made from sugarcane by Braskem®, replaces traditional fossil fuel EVA and reduces CO2 emissions by half. After extensive testing, Wilson LABS engineers successfully incorporated 40% Sugarcane EVA in the foam layer without affecting ball performance. Products using this technology include the Shoreline Eco Volleyball, NCAA Vantage Soccer Ball, and NFL Ignition Pro Eco Football. The cover backing on select Gen Green products is made from 42% postconsumer recycled plastic, certified by the Global Recycle Standard (GRS), ensuring traceability and environmental compliance. These balls are partially made from repurposed plastic water bottles, with Gen Green basketballs containing up to 3.5 bottles and footballs up to 2.75. Featured products include the NBA Forge Plus Eco Basketball and NFL Stride Pro Eco Football. Additionally, the NBA DRV Pro Eco Basketball's cover contains at least 30% recycled rubber, reducing the need for new rubber and minimizing resource depletion.

WINNING PLAYS FROM 2024:

- Our Wilson Sportswear collection blends performance-driven athletic apparel with timeless style, designed by athletes for athletes. Featuring both men’s and women’s activewear, each piece is sport-inspired, crafted to seamlessly transition from the court into your everyday life. As part of our ongoing commitment to sustainability, we’re integrating more eco-conscious elements into the collection. By 2024, 50% of the polyester used in our knit and woven fabrics will be made from recycled polyester. Additionally, all of our paper packaging is crafted from recycled materials and is 100% FSC certified, ensuring a positive environmental impact. Approximately 25% of Wilson’s Sportswear utilizes Seamless Technology™. The technology minimizes sewing and cutting and offers improved comfort and fit by eliminating seams, leading to less waste, better quality and extended longevity.
- The Triniti, a high-performance tennis ball, was designed to maintain its fresh ball feel four times longer. By combining the new core material with a more flexible felt, the ball played just as lively as any standard ball on the market, allowing for the first high-performance ball that could live outside a pressurized sleeve. The new plastomer core material allows the ball to play more consistently from point to point, game to game, and match to match, allowing players to focus more on playing and less on the tennis ball. For the packaging, Wilson teamed up with BillerudKorsnäs to develop a fully recyclable package made from FSC-certified materials: the first of its kind in the high-performance tennis ball industry.

WHY HAS SUSTAINABILITY BEEN AN IMPORTANT CONSIDERATION IN THE PRODUCT DESIGN AND DEVELOPMENT PROCESS?

“Not only is it important from a corporate responsibility perspective, but sustainability offers Wilson a way to further differentiate our products in the market. We know we have the highest quality and best playing ball on court, but being able to also provide sustainable innovations like the EcoCap and using RPET and Reclaimed Rubber in our balls is an added bonus.”

**Chloe Lee,
Manager R&D**



WILSON DESIGNS ITS PRODUCTS TO MEET RIGOROUS QUALITY STANDARDS.

All products comply with or exceed relevant regulatory requirements for safety and labeling. Quality specifications and assurance are integral to our production process. Each product undergoes thorough quality control testing before and during manufacturing, and again before reaching customers. Amer Sports' dedicated quality control team oversees extensive testing and inspection procedures. Additionally, we require our third-party suppliers to perform specific quality tests at each manufacturing site.

We are committed to our high sustainability standards in the materials we use. Amer Sports' Material Compliance Policy (MCP) outlines our expectations and requirements for materials, along with the verification methods we require from our suppliers. This policy defines which materials are acceptable, based on considerations such as restricted chemicals, environmental impact, human health and safety, and ethical sourcing. The goal of the policy is to ensure that suppliers use compliant materials, reduce their environmental footprint, and uphold our commitment to sustainability.





Six

ABOUT THE REPORT

About the Report

The Wilson Impact Report is designed with our customers, suppliers, team members, and athletes at the forefront. Our aim is to transparently share our progress in key areas and hold ourselves accountable. While we recognize that we're not perfect and there's still more to be done, we invite you to join us on this journey. As Arthur Ashe wisely said, "Success is a journey, not a destination." We welcome you to be part of our efforts and help us create a better world through sport!

This report follows a reporting period from January 1 to December 31 and includes information about Wilson and Amer Sports strategies, policies, targets, and activities to drive impact. For more detailed information, please visit the [Amer Sports Sustainability Report](#).



