



For a more
sustainable, secure,
and accessible
world of sport.

Sustainability Report Summary
2025/26





Preamble

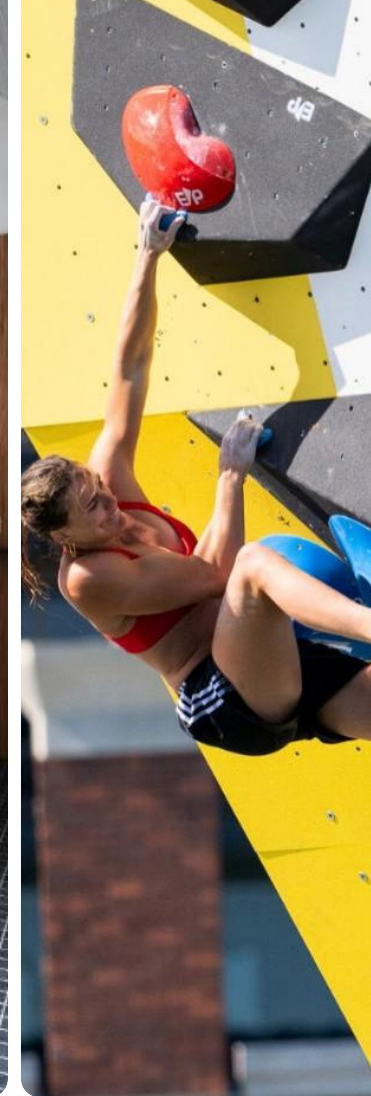
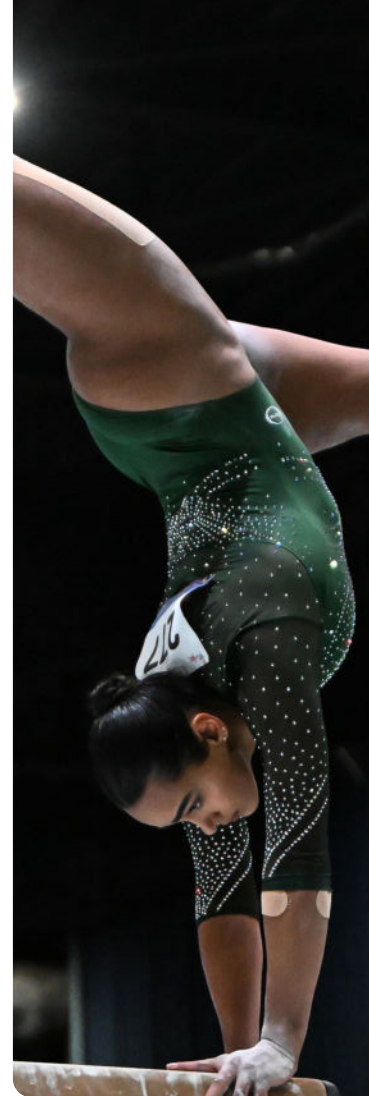
Sustainability is at the core of ABEO's strategy and is a key driver of long-term value creation.

True to our mission of designing and offering equipment that supports sports and physical activity, we develop solutions that address the environmental, social, and societal challenges of our time. This ambition guides the evolution of our business to combine innovation, responsibility, and sustainable performance.

This summary presents the key milestones in our CSR* approach during the 2025/26 fiscal year and illustrates the Group's trajectory of progress.

Olivier Estèves

President and Chief Executive Officer



**Corporate Social Responsibility*

Nota bene:

All results presented in this document are taken from ABEO's 2025/26 Sustainability Report. Non-financial data for VOGO, which was acquired in December 2025, will be included starting with the 2026/27 fiscal year.

ABEO at a glance



ABEO, a world leader in sports and leisure **equipment**, designs, manufactures, and distributes solutions for all types of customers (schools, clubs, communities, international competitions, etc.).

Local roots, global strength

For more than 20 years, ABEO has relied on a **model based on the autonomy of its companies and proximity to their markets**. This decentralized organization combines local roots, agility, and international reach.

To learn more, download our [Sustainability Report 2025/26](#)

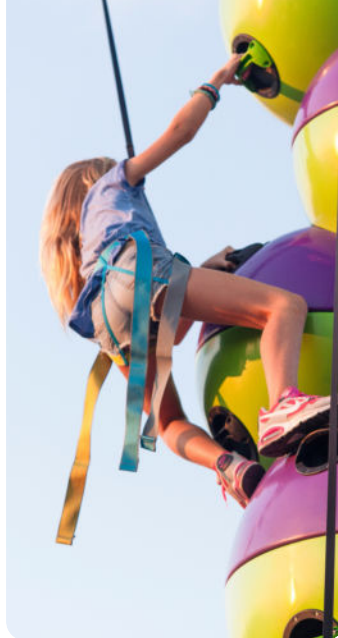
Our presence in the world

280 M€ in revenue in 2025/26

40
companies
established in
12 countries

Products
distributed in
+100
pays

+1700
Employees as
of the end of
March 2026



Our CSR approach

Our priority sustainability challenges

Through dual materiality analysis combining financial materiality and impact materiality, ABEO has defined its priority themes:

ENVIRONMENT

- Climate change
- Biodiversity
- Circular economy

SOCIAL

- Workforce
- Customers & End-users

GOVERNANCE

- Business conduct

See the full results of our dual materiality analysis in our [2025/26 Sustainability Report](#)

Our three pillars

These three areas of focus enable us to address our priority challenges.



Promoting **physical activity** for the well-being of all



Developing and offering more **sustainable products** and **solutions**.



Fostering **diversity** and **employee development**



Driving action

Our goals for combating climate change

We have defined a decarbonization trajectory aligned with a "Well Below 2°C" scenario in accordance with the **Paris Agreement**, with the objective of reducing our greenhouse gas emissions by:

-2,5% per year

on Scopes 1/2/3 by 2032
vs 2023/24

Since 2025, this commitment has been supported by a Sustainability Linked Loan (SLL).



Our sustainability governance

Our challenges are managed at Group level by a dedicated **CSR Committee**, created in 2021 and reporting to the Board of Directors.

This body supports Management in **defining the strategy, monitoring commitments and integrating sustainability issues into the Group's decisions.**

The **CSR Committees by division** constitute steering and facilitation bodies aimed at promoting the CSR approach, encouraging the sharing of good practices and supporting its deployment within the different divisions of the Group.

1

Promoting physical activity for the well-being of the greatest number

ABEO contributes to promoting safe, inclusive and accessible sports practices, serving the well-being of the greatest number.

Democratizing sport

ABEO supports physical activity at all levels: schools, clubs, communities, leisure and international competitions.

16

Olympic Games
supplied with
equipment

45

Partnerships with sports
federations, clubs or athletes

Reusing sports equipment for educational purposes

Since 2011,

590

equipped
schools

+410k

children
beneficiaries



This foundation established by JANSSEN-FRITSEN, gives a second life to sports equipment by redistributing it to schools and clubs that need it.

Ensuring quality and compliance



Equipment compliant with current
European standards

6 companies certified ISO 9001 for their
quality management

Taking action to promote inclusion



An example of an inclusive climbing wall, with adjustable incline and interactive holds, designed to make climbing accessible to everyone, regardless of age or skill level, including people with disabilities.

To learn more, download our
[Sustainability Report 2025/26](#)

Contributing to the Future of Sports



Video technologies to improve performance
and health prevention for athletes



The first brand to offer approved parkour
equipment





Developing and offering more sustainable products and solutions

Our main environmental impacts are linked to climate change, biodiversity loss, and the transition to a circular economy. To reduce these impacts, we take action at every stage of our products' life cycle.

Our achievements in tackling climate change

Our 2025/26 results are linked to actions to reduce energy consumption (optimization of heating in certain buildings, electrification of the vehicle fleet) and to the use of innovative materials by the Changing Rooms division:

Energy consumption

19,007 MWh or

-11%

vs 2024/25

Total GHG emissions

67,404 tCO₂e or

-6%

vs 2024/25

Carbon Intensity

241 gCO₂e/€ per year

-17%

vs 2024/25



Structured environmental management

81 %

of the waste generated by the Group's companies was **recovered** in 2025/26

1,872 tonnes out of 2,320 tonnes of waste



7 companies certified to ISO 14001, a standard aimed at the continuous improvement of environmental performance

To learn more, download our [Sustainability Report 2025/26](#)





Towards more responsible sourcing

Results 2025/26

11 % of our materials are recycled or reused.

100 % of the wood used is FSC® or PEFC™ certified.

61 % of strategic suppliers have signed the ABEO Purchasing Code

Extending the life of our equipment through new services

Maintaining, repairing, and refurbishing equipment to extend its lifespan helps limit the use of new resources and reduce emissions associated with manufacturing new products. Several companies within the group offer these types of services, as SPORTSAFE, JANSSEN-FRITSEN, EP CLIMBING, BOSAN, NAVIC, and also GYMNOVA.



Innovating with more circular materials and equipment

Discover three examples of products designed to incorporate more circularity.



Up to 72% reduction in carbon footprint for the production of changing rooms thanks to new panels that emit fewer greenhouse gases.



Eco-designed gymnastics mat incorporating 71% recycled materials in its composition and being more than 99% recyclable.



New lighter airbag made of recyclable polypropylene to gradually replace PVC.



3

Fostering diversity and employee development

Health and safety at work, diversity and the dissemination of a CSR culture are essential levers for employee engagement and ABEO's sustainable performance.

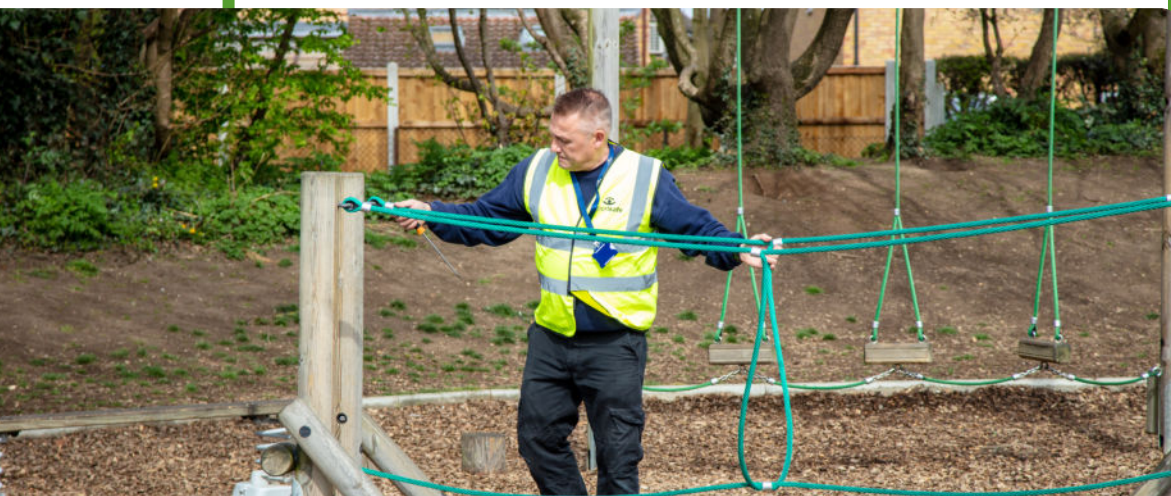
Continuously improving Health & Safety

In 2025/26, ABEO deployed its first **Occupational Health & Safety policy**, establishing a common framework for all subsidiaries.

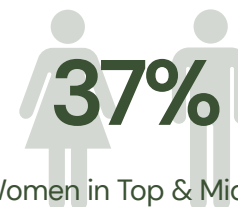


2 sites certified ISO 45001

Occupational health and safety management
SKS et SPORTSAFE



Encouraging diversity and the integration of young people



Women in Top & Middle Management as of the end of March 2026



Number of apprentices/interns in the Group as of the end of March 2026

Developing a CSR culture

Training courses, workshops and Division CSR committees help to disseminate best practices and accelerate the implementation of the strategy within the subsidiaries.



*Welcome to the CSR coffee session!

2026/27 Outlook

- Roll out **eco-design** across the Group.
- Improve social performance **supporting professional diversity** and **Occupational Health & Safety**.
- **Engage teams** through a common foundation of CSR knowledge.

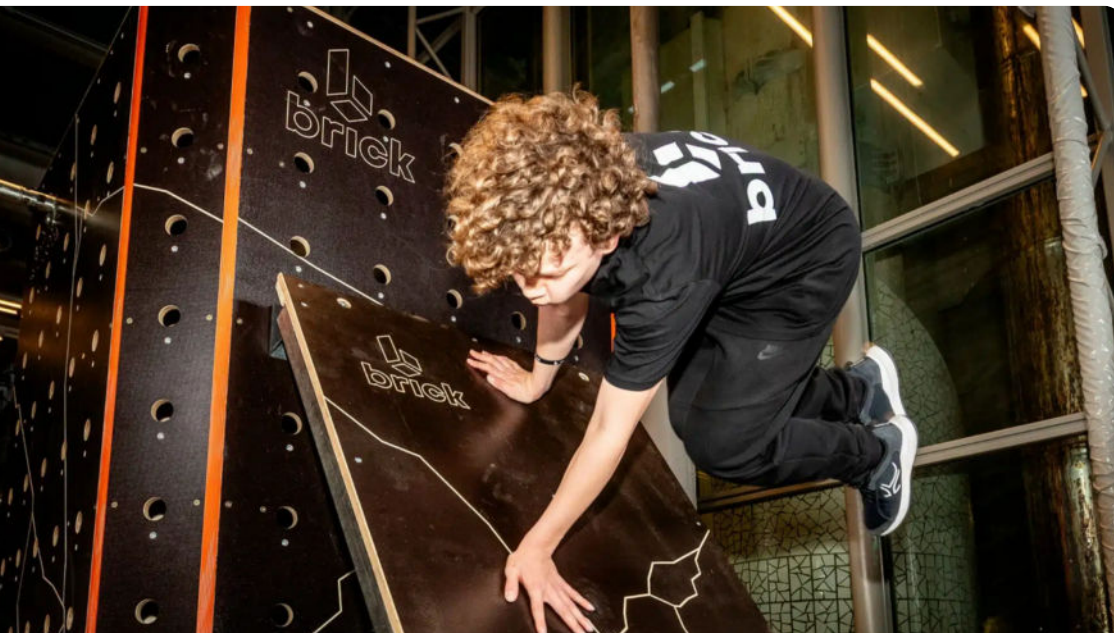


“ CSR is built every day, through the choices and actions of each individual, regardless of their profession. The challenges ahead are immense, but they are also a tremendous opportunity to innovate, progress, and create lasting value.

Together, let's choose to become those who build the solutions and prepare for the transformations to come.

”

Emmanuelle Tang Line Foot
Group Head of CSR





To discover all our commitments,
actions, and results of our CSR
approach:

Visit [our website](#) and download our
2025/26 Sustainability Report

Contact our CSR team:
csr@groupe-abeo.com

