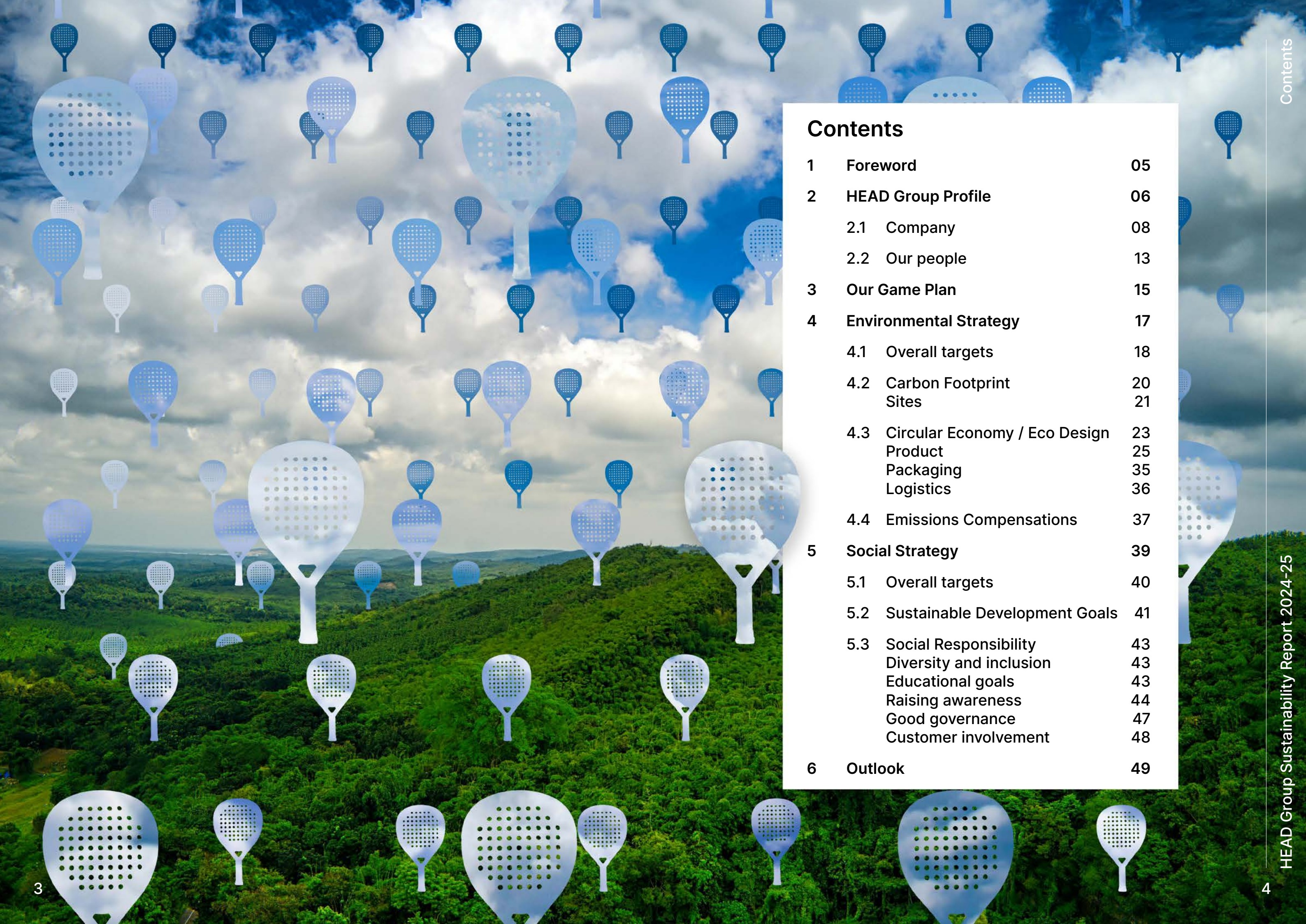




Sustainability Report

2024-25

HEAD[®]
GROUP



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1. Foreword

Many hearts, one head.

Planet Earth, our planet, is the only habitat for mankind in our universe. However, it was not designed for 8 billion people living the way we do. That is why we are faced with the biggest existential threat in planet Earth's 4.5-billion-year history. The solution is a sustainable way of living observing planetary boundaries and avoiding tipping points. This requires innovation coupled with awareness, smarter living and use of resources.

We are a leading global brand with a heart in three environments:
the mountains, the land and the sea.

Wherever there is snow and ice, grass and clay, or fresh and saltwater, you'll find us.

Earth is where we live, play, and thrive, and we care about its wellbeing.

As an enterprise, our responsibility is to not only elevate and encourage sporting activity, but to do it in a way that is sustainable and socially responsible.

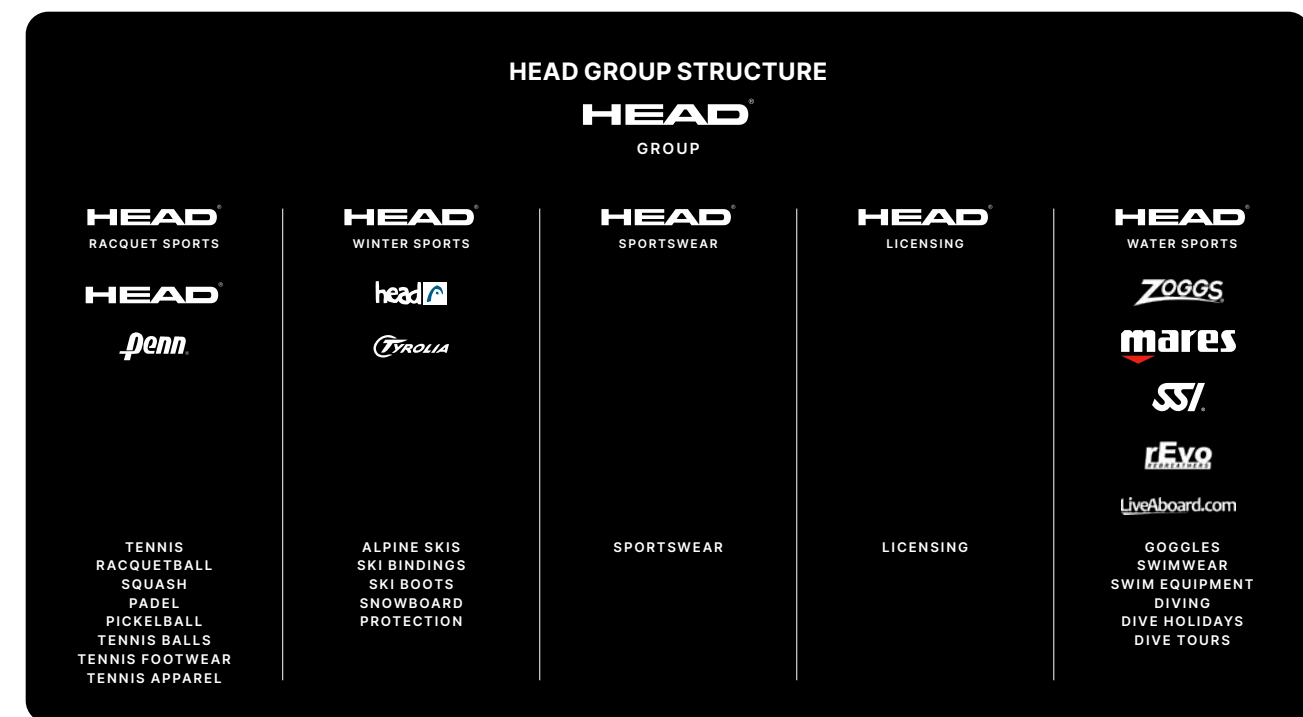
This is the most important game any of us will ever participate in.

We have a world to win - and together, every one of us has a part to play.

2.0 Company

HEAD is a leading global provider of premium, high-performance sports equipment and apparel for athletes, players and water lovers, at all levels.

Our company is structured in 5 divisions:



Since our launch in 1950, we've achieved a reputation for cutting-edge design, engineering excellence and a passion for championing all sport, everywhere.

World-class performance in sport demands the very best equipment and that's why, at HEAD, our purpose is to give athletes and players at every level exactly what they need to win.

Our Mission

Bring high performance to every athlete - professional and amateur - to allow them to be the best they can be.

Johan Eliasch

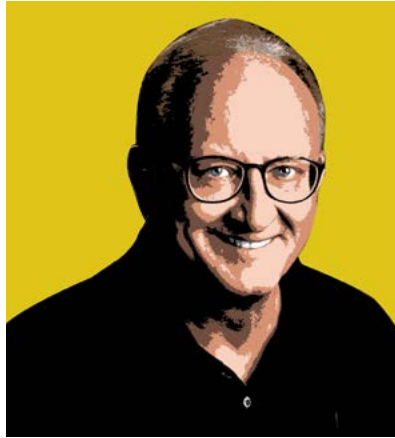
HEAD Group, Non-Executive Chairman

We are led by Johan Eliasch, non-executive chairman of our group. He is not only an accomplished skier but is also equally passionate about the environment, climate change and conservation of rainforests. He is the founder of the Rainforest Trust which preserves a 1,600 km² rainforest area in the Amazon region, Brazil since 2005 and the co-founder and President of Cool Earth, a charity dedicated to rainforest conservation. He is a member of the Schwarzenegger Climate Initiative Advisory Board, and a non-executive director of the Foundation for Renewable Energy and Environment.

He served as the Special Representative of the Prime Minister of the United Kingdom. He authored the independent UK government review, The Eliasch Review, Climate Change – Financing Global Forests. He chaired the UK HM Treasury Net Zero Review Technology and Innovation Advisory Group. He was a member of the Council for Sustainable Business, Department for Environment, Food and Rural Affairs, a member of the International Advisory Board of the Stockholm Resilience Centre, a trustee of the Kew Foundation of the Royal Botanical Society, chairman of the Food, Energy and Water Security Program at RUSI and an advisory board member of the Centre for Social Justice.

In June 2021, after 26 years as CEO of HEAD, he was elected President of FIS, the International Ski and Snowboard Federation. He is a member of the International Olympic Committee, council member of the Association of International Winter Olympic Federations, member of the International Olympic Committee's Sustainability and Legacy Commission, President of the Marc Hodler Foundation, and a member of the British Olympic Association Board.





Gerald Skrobanek

Chief Operating Officer, Executive Vice President Watersports Division

As head of the Watersports Division, Gerald has driven the division’s commitment to minimizing environmental impact and promoting ocean conservation on a global scale with the following achievements:

The division’s “Blue Oceans Initiative” with more than 3 million registered users educates the global diving community on marine conservation and organizes clean-up events.

SSI’s “Responsible Diver Code” reaches over 500,000 certified divers annually, teaching sustainable diving practices to minimize the impact on marine ecosystems.

The “Ocean Guardian Program” focuses on coral restoration and invasive species management and allows divers to actively participate in restoring and protecting marine environments.

The ISO-certified “SSI Marine Guide” sets an industry standard for environmental education and sustainable marine interactions.

All training programs have gone fully digital, eliminating the need for printed materials.

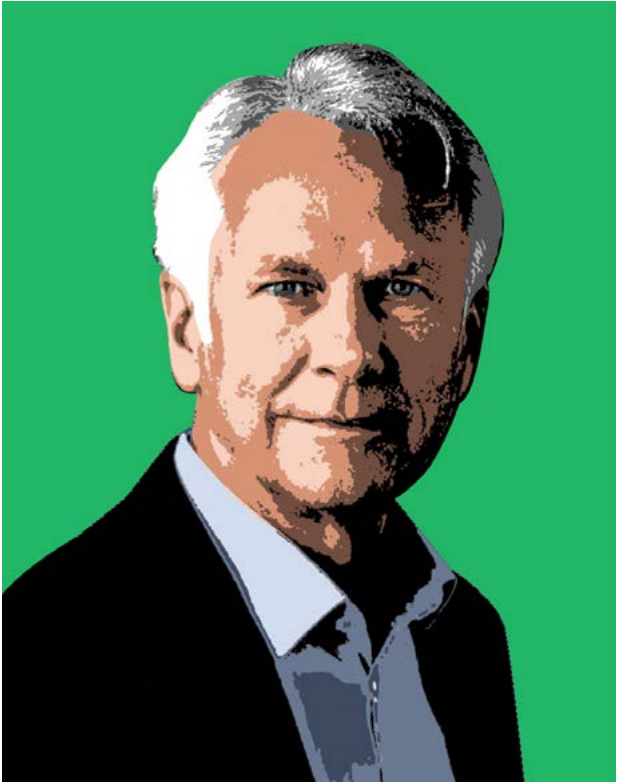
The division has reduced plastic packaging by 80% and introduced biodegradable certification cards.

Ralf Bernhart

Chairman of The Supervisory Board

After almost 30 years as a member of the HEAD GROUP Executive Board, Ralf Bernhart now serves as Chairman of the Supervisory Board in Austria.

As a father of three daughters and grandfather, Ralf spends a lot of time in nature with his family. The preservation of our planet and sustainability are therefore particularly important to him. He is passionate about inspiring the younger generation how to treat nature and our resources with respect and appreciation.



Ottmar Barbian

Executive Vice President Racquet and Winter Sports Division

The Racquet Sports and Winter Sports divisions are led by Ottmar Barbian, an enthusiastic tennis player and skier.

Those who participate in sport have perhaps the strongest appreciation for the environment they play in, be it the mountains or the courts. Ottmar’s team at HEAD, have set themselves the goal of making the minimum impact on the planet. They’ve already made impressive strides.

Sustainability is now a crucial part of their innovation strategy and Eco-Design principles are used when developing new products from the technical drawing all the way down to the entire supply chain.

In today’s world, where environmental awareness is at an all-time high, it’s crucial to invest in sustainability throughout manufacturing processes. Consumers are increasingly prioritizing eco-friendly products, and businesses that fail to adapt risk being out of touch. Sustainable practices not only help reduce environmental impact, but also communicate the core values of a brand.

The Racquet Sports team at HEAD have already developed a unique, recyclable PET can for tennis balls and have presented a bio-circular carbon fibre design for their latest racquet innovation. The Winter Sports team have created a ski using flax and rattan material, along with a new RADAR+REV ReThink helmet with a visor made from recycled trim waste. There is also an expanding range of sports bags for both Racquet and Winter Sports all made out of recycled PET.

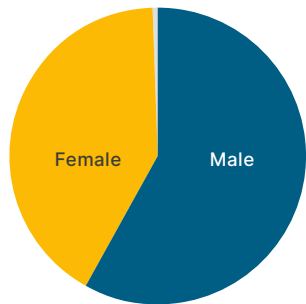
Both teams have one great ambition, for HEAD to be as “planet friendly” as possible while supporting those who love racquet or winter sports with products that really elevate performance.



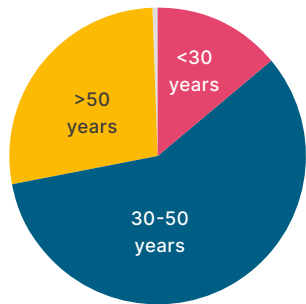
2.1 Our People

Total number of Employees: 2545

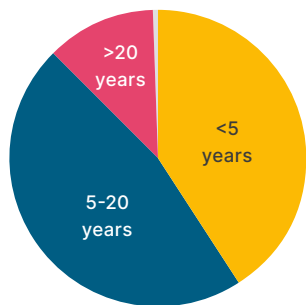
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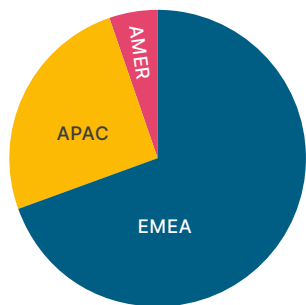
Employees by Gender



Employees by Age Group



Years of Service



Employees by Region

Operating Countries

Country	Region	Country	Region
Australia	APAC	Norway	EMEA
Austria	EMEA	Philippines	APAC
Belgium	EMEA	Poland	EMEA
Bulgaria	EMEA	Spain	EMEA
Canada	AMER	Sweden	EMEA
China	APAC	Switzerland	EMEA
Czech Republic	EMEA	The Netherlands	EMEA
France	EMEA	Ukraine	EMEA
Germany	EMEA	United Kingdom	EMEA
Italy	EMEA	United States	AMER
Japan	APAC		



3. Our Game Plan

In the mountains, on court and in the water.

In each of these domains, our strategic planning focuses on environmentally conscious and socially responsible actions.

For years, we have been focusing on the reduction of our carbon footprint. We're going to continue reducing it while raising awareness about sustainability on our channels and working with influencers and allies who also champion the environment.

We are defining our emission reduction targets concerning projects already happening or in the pipeline, including exploring the potential of eco-design/circular economy.

Sustainability is not only about de-carbonization. That is why we are also working on how we will fulfil environmental, social and governance commitments to our planet and to tackle complex issues around food, water, energy and climate security.





4. Environmental Strategy

4.1 Overall Targets

1. We are aiming to reduce (absolute) scope 1 and 2 GHG emissions by 50% by 2030.
2. We are aiming to reduce the Product Carbon Footprint (PCF) scope 3 GHG emissions by 30% by 2030.
3. We will strive to compensate any remaining, currently unavoidable CO₂ emissions.

Our sustainability program will adhere to the following 3 principles:

Carbon Footprint

We are aiming to reduce our GHG emission, to keep global warming to 1.5°C, in line with the Paris Agreement.

Eco-Design / Circular Economy

We will continue developing our products with eco-friendly design to minimize environmental impact wherever possible and to contribute to the circular economy.

Avoided Deforestation Initiatives

We will strive to compensate any remaining, currently unavoidable GHG emissions.



4.2 Carbon Footprint

We are aiming to reduce our GHG emission, to keep global warming to 1.5°C, in line with the Paris Agreement.



We are aiming to reduce (absolute) scope 1 and 2 GHG emissions by 50% by 2030

To Do's:

- Continuous CCF (Corporate Carbon Footprint) monitoring for the entire HEAD GROUP.
- Take reduction measures including transitioning towards 100% green electricity and electric vehicles, reducing fossil energy consumption.
- Improve our production sites energy efficiency and transition towards non fossil heating systems.

Already Achieved:

- Photovoltaics installed at Schwechat site in Austria.
- 100% green electricity at Schwechat site in Austria.
- 100% green electricity at HQ Kennelbach in Austria.

Sites



Heat Recovery

In our office in Schwechat (Austria), by using our self-developed heat recovery cooling system in the injection molding division, we have already saved 505,000 kWh since 2019, equivalent to almost 123 tons of CO₂. As a comparison, it is the same amount of electricity consumed by almost 107 four-person households in Austria every year on average.

Building Refurbishment

By changing the windows and installing new LED lights in Schwechat, we've predicted a saving of approximately 86,085 kWh since 2020, the same as almost 20 tons of CO₂eq per year – or the amount produced by 7 flights from Vienna to New York.

One of our most recent projects was the new roof for the plastic material warehouse. Since 2020, we have cut CO₂ emissions by 18 tons. That's the equivalent of 84 return journeys by car between Vienna and Innsbruck (990 km per return journey).



Green Energy

Finally, our company headquarters in Kennelbach and Schwechat (Austria), including the production facility, are powered exclusively by green electricity since 2022, already saving approximately 2,200 tons of CO₂eq per year, the amount emitted when making 570,000 Wiener Schnitzel!

Sites



Energy Efficiency

At the MARES production plant in Casarza Ligure (Italy), three new hydraulic presses and one electric press have been installed, providing energy savings of approximately 30% compared to previous generation models. Two of the hydraulic presses have been completely refurbished with new, high-efficiency motors, giving energy savings of approximately about 20%.



Clean Energy From The New Photovoltaic Plant

In 2022, we installed a photovoltaic plant over our factory roof. This system is 5,700 m² of photovoltaic panels with a total output of 1 to 1,2 GWh/year. We plan to generate additional solar power on a roof area of 12,000 m², covering 16% of our annual energy demand.

The energy production of our new factory covers over 20% of daily energy consumption of the TYROLIA plant. Additional electricity purchased comes from renewable sources of the TYROLIA plant. Additional electricity purchased comes from renewable sources.



New photovoltaic plant over the roof of our factory halls

4.3 Eco Design & Circular Economy

We develop products with eco-friendly design to minimize environmental impact and contribute to the circular economy, wherever possible.



We are aiming to reduce our Product Carbon Footprint (PCF) scope 3 GHG emissions by 30% by 2030.

To Do's

- ECO-DESIGN principles to be incorporated in new developments, such as use of recycled materials, which are repairable and durable, material efficiency, implementation of circular economy.
- Conduct and analyse PEF (Product Environmental Footprint) for our products and take reduction measures.
- Make sustainability an integral part of our R&D strategy.
- Optimization of logistics and supply chain.
- Sourcing of sustainable, high performing materials.

Already Achieved

- **Sustainable Packaging:** HEAD and MARES are transitioning to eco-friendly packaging, using materials like recyclable PET for tennis ball packaging and recycled cardboard for MARES mask boxes.
- **Eco-Friendly Bags:** Both HEAD's PET bag collection and the MARES Cruise Line luggage are made from recycled PET, demonstrating a commitment to using recycled materials for bags.
- **Recycled Material Products:** ZOGGS uses recycled PET for swimwear and swimsuit hangers, while HEAD has also integrated recycled PET into various product lines.
- **Innovative Product Design:** HEAD has developed a recyclable ski, emphasizing innovation in sustainable product development.
- **Life Cycle Assessment:** Internal professional Life Cycle Assessment (LCA) implementation for better understanding of emissions.





Skis

In all our ski collections we use 20% recycled steel edges and parts and 40-50% recycled aluminum, and our ski bases contain approximately 20% recycled material. 70% of our top sheets are Eco PA 11 top sheets.

HEAD x Porsche 106 Series Freeride Ski 24/25

In the 24.25 season we're launching a new freeride ski in collaboration with Porsche. We're using flax and rattan material as used in Porsche cars. We're also using a poplar wood core and no top sheet, saving on plastic.

HEAD OBLIVION Freestyle Skis 23/24

In the 23.24 season we introduced the Oblivion 116, Oblivion 102, and Oblivion JR Pro as new ski models in our Freestyle line. The wood cores include r-PET stringers.

HEAD ReNew Initiative

The HEAD ReNew initiative, launching in February 2025, represents a groundbreaking step towards sustainability in ski production. The core feature of this initiative is the reusable ski core, which can be removed from returned skis and repurposed in new pairs.

This approach significantly minimizes material waste and promotes a circular economy. Moreover, all other discarded materials from the skis are recyclable, ensuring a reduced environmental footprint.

The initiative also includes a convenient return system within the EU, reinforcing its commitment to sustainable practices by making recycling and reusability more accessible for customers.



Boots and Bindings



HEAD CRUX Pro Ski Boot 24/25

The CRUX PRO boots collection 24/25 is using a new blend with 50% bio-based material for its shell. The innovative material used in PA11, a bio-based high performance polymer, derived from castor beans. Castor beans are particularly efficient as they do not create competition with food, do not cause deforestation and can grow even in the poorest soil, with little to no care.

Additionally to environmental benefits, these can add social value as well, as they are grown in poorer countries, creating a profit for local farmers and supporting the local economy.



Tyrolia Almonte Pin Ski Touring Binding 24/25

Tyrolia is including bio-based plastic in its Almonte line. The Almonte PIN bindings in the winter season 24/25 will include bio-based plastic components which are sourced either from castor beans or organic waste, and even the carbon fibers used to reinforce various parts are derived from post industrial recycled materials.



HEAD Team BOA Hybrid ReThink Snowboard Boot 24/25

In the same season the TEAM BOA Hybrid ReThink is launched. For the EVA midsole 20% of coffee grounds are used, and the rubber soles include 15% recycled post-consumer rubber chips.

The vegan leather in the shell and liner is made from 20% recycled polyester. The jersey textiles in the shell and liner are composed of 40% recycled polyester. Whereas the lining textiles are made from 20-30% recycled polyester. The packaging is made entirely of recyclable cardboard, with no use of polybags.

Protection and Accessories



HEAD NEVES and CONTEX ReThink Goggles 24/25

In the 24.25 season, we are launching the NEVES and CONTEX ReThink. The frame features 30% bio-based TPU, sourced from leftover corn stalks.



The textile strap material is crafted from recycled yarn made partly from production waste. Additionally, the cardboard packaging is fully recyclable, eliminating the need for polybags.

HEAD RADAR and REV ReThink Helmets 24/25

We are also introducing the RADAR+ REV ReThink in the 24.25 season. The visor is made from recycled polycarbonate derived from trim waste. The shell comprises 40% recycled polycarbonate from trim waste, while the EPS core includes 20% cork.



Up to 60% recycled polycarbonate from trim waste is used in smaller plastic parts. Soft parts, such as the liner and ear pads, are made from recycled fleece. For the packaging of the helmets, a recyclable cardboard box and a textile bag made from polyester are used.

HEAD KORE R-PET Backpack

Started in the 21.22 season, we still offer the KORE r-PET backpack in the 23.24 season.

Made from 34 recycled PET bottles, we're using the same supplier and shared fabric with Racquet Sport bags.

We will introduce a simple ski bag in the 24.25 season, designed to protect 1 pair of skis. Cut off and waste material is used as reinforcement in the bag.



Product: Racquet Sports

Racquets



HEAD Bio-circular Carbon Fibers

We are investing in racquet production technologies using bio-circular carbon fibers. This material is made of waste and residues of biological origin like forestry waste and residual cooking oils. This results in a product that delivers excellent performance but with less environmental impact.

HEAD is using Toray's bio-circular carbon fiber (mass balance approach) to develop sporting products designed to specifically reduce their impact on the environment.

We presented and handed out the bio based carbon fiber racquets to influencers and specialists.



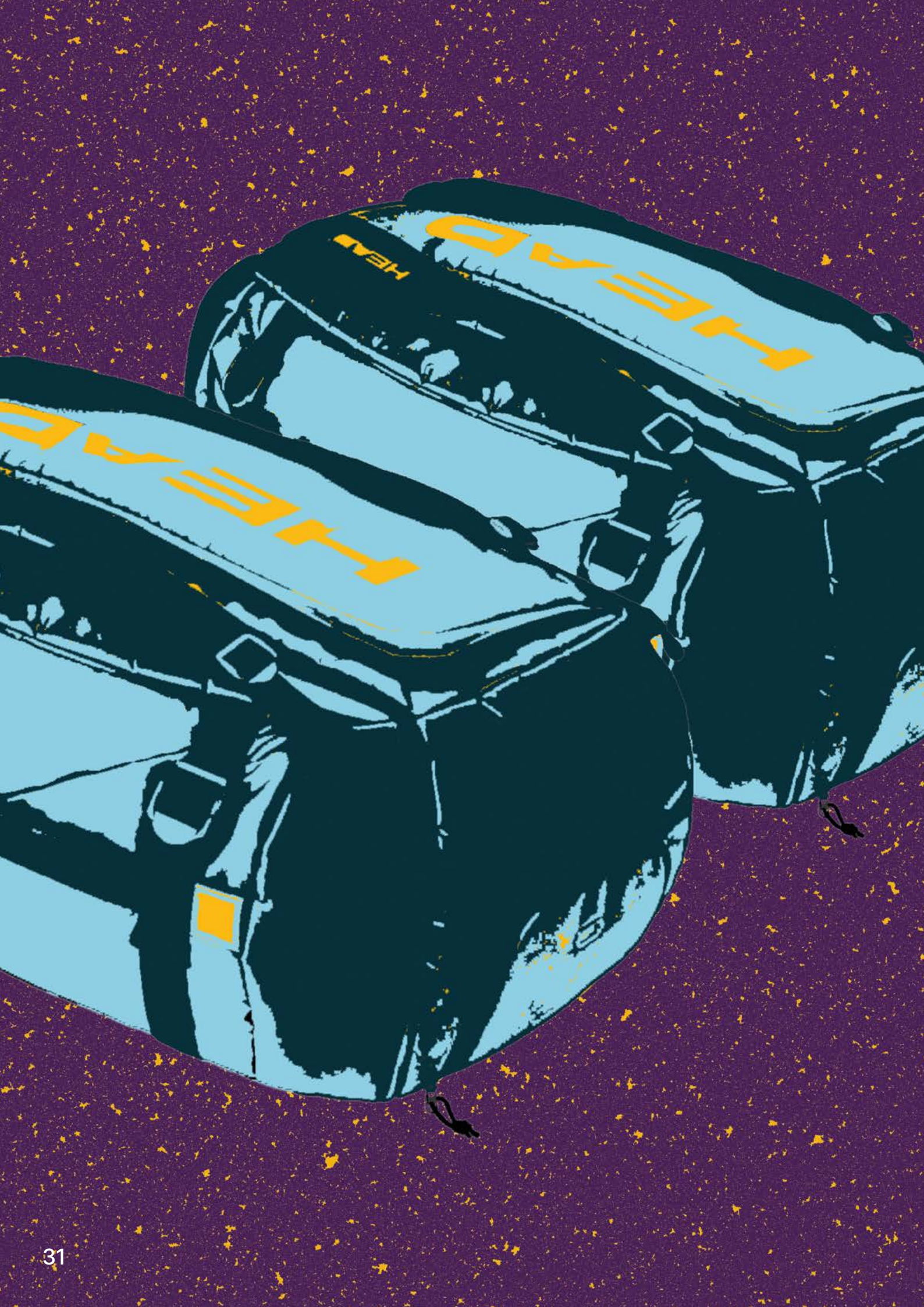
Balls

HEAD Ball Cans

Ball cans now have shorter sleeves using less material, all made from polypropylene. This leaves part of the can uncovered to facilitate the recycling flow.

The cans are legible as PET and can be properly recycled by appropriate equipment. Less ink and lighter colors are used on the sleeve making it easier to recycle. The lid can be kept and used on other cans.





Product: Racquet Sports

Bags

Eco-conscious and style-conscious tennis players will adore the Pro X Duffle Bag XL Tennis Bag, as this contains recycled PET bottles, helping us in our mission to lower our impact on the environment.



HEAD Pro X Duffle Bag XL

This bag contains r-PET from a total of 56 recycled plastic bottles, and has the following composition:

The outer part is constituted of 80% polyurethane, with 20% r-PET

As for the inner part, this is made of 20% TPE with 80% r-PET

For the future we are working on expanding the use of r-PET material to more & more bags in the HEAD collection, such as the Racqpack, that will be launching in 2025.



Strings

HEAD Hawk Tour R-PET and Lynx Spin2 R-PET

Racquet strings by nature have a short life span and need to often be replaced, causing unnecessary plastic waste. With this in mind, HEAD developed the Hawk Tour r-PET & Lynx Spin2, which offer the same high performance we always keep as standard, but contain recycled PET.

Product: Water Sports



Zoggs

Zoggs Planet Backpack

This bag is made of r-PET, recycled polyester from PET bottles, and contains up to 50% recycled silicone from industrial waste collected in-house.

Zoggs Short Blade Fins

Made with 30% recycled silicone from industrial waste collected in-house.

Swim Shorts

ZOGGS Ecodura fabric is made from ECO CIRCLE™ fiber made from 100% recycled PET 500ml bottles. In average, there are up to 14.4 bottles in every pair of shorts.

Men's	14.4 500ml bottles.
Junior	10.8 500ml bottles
Kids	7.2 500ml bottles

Ecolast Fabric Swimsuits

This is a more environmentally friendly techno-fabric made from recycled plastic bottles.

- 82% Recycled Polyester and 18% Elastane
- 7 × 500ml plastic bottles are recycled per 1 × women's swimsuit (18 × 500ml bottles are recycled per meter)
- 51% RePETable® Recycled Polyester and 49% Polyester PBT
- 5 × 500ml plastic bottles are recycled per 1 × womens swimsuit (13 × 500ml bottles are recycled per meter)



Product: Water Sports



Mares

MARES Second Life Range

Too many usable yet slightly flawed products go to waste, so we decided to launch the Mares Second Life Range. Rather than discarding functional items and generating unnecessary waste, we offer our customers the opportunity to purchase these products at a reduced price.

MARES R-PET Cruise Bags

Our latest Cruise bags are made from recycled PET, meaning polyester made from post-consumer waste. The waste material comes from used plastic bottles, keeping plastics out of landfill sites and the ocean.

Close to 60% less energy is used to produce r-PET compared to virgin polyester, with more than 30% less CO2 emissions produced.



SSI (Scuba Schools International)

Digital Training

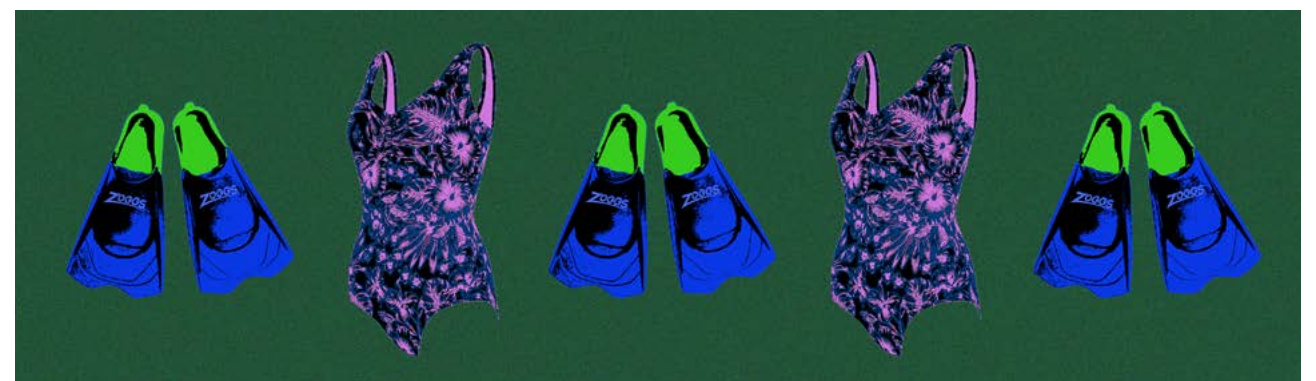
All SSI training programs are fully digital, eliminating the need for printed materials and reducing our environmental footprint.

Less Plastic

We have reduced plastic packaging by 80%, using environmentally friendly alternatives for the remaining physical products.

Bio-PVC Certification Cards

SSI certification cards are made from bio-PVC, a biodegradable material that decomposes within 40 months without leaving toxic residues.



Packaging

Packaging Sustainability Initiatives

For 24/25, we continue to implement eco-friendly measures across our product lines, and we put a lot of effort and attention in our packaging solutions.

These comprehensive efforts reflect our ongoing commitment to environmental responsibility and sustainable packaging solutions.



HEAD Winter Sports

In Winter Sports, we're making strides by eliminating polybags for goggles and replacing them with paper bags for bindings components. For helmets and rental boots, only recycled plastic polybags will be used.



Tyrolia Bindings

Products are sold in uncolored cardboard packaging, 80% recycled, printed with water-soluble ink, and include QR code instructions, saving significant paper annually.



HEAD Racquet Sports

We use recycled paper for header cards and 30% recycled content in ball packaging. We avoid PET cans and have reduced plastic use by implementing reusable lids on select packs. Eco-friendly paper and printing are used for string packaging.



Water Sports

Swim goggle packaging is reduced in size and made with 30% recycled PET. We package wetsuits in corn-based bags and offer reusable mesh bags made from bio-plastic and recycled PET. Masks are packed in sugarcane pulp boxes, unbleached and water-efficient to produce.



Logistics



EDC Sankt Florian

We are proud to announce the construction of our new logistics center in Sankt Florian, Austria, our primary warehousing hub. This facility marks a significant step forward in our commitment to sustainable operations.

With an emphasis on eco-efficient design, the building boasts advanced energy efficiency, featuring LED lighting systems to reduce energy consumption. To further minimize environmental impact, we have invested in state-of-the-art packaging technologies that streamline processes and eliminate unnecessary waste. Additionally, we've replaced traditional bubble wrap with eco-friendly crushed paper, reducing both waste and our carbon footprint.

This logistics center represents our dedication to sustainable, responsible growth, and we're excited to continue pushing the boundaries of environmental stewardship in all aspects of our operations.



Zoggs

Zoggs has joined the UPS carbon offset program that will offset all the carbon produced delivering our products. 89% of Zoggs UK 2023 sales volume was dispatched via UPS. They use various initiatives to offset, including protection of forests, biogas capture, and programs to prevent rainforest deforestation through promoting sustainable economic livelihoods and agricultural training.



4.4 Emissions Compensation

We are aiming to find ways to compensate greenhouse gas emissions that we cannot reduce ourselves.

HEAD partnered with the Rainforest Trust since 2005 operating the Amazon region and the global charity Cool Earth since 2007. The Rainforest Trust and Cool Earth seek to create alternatives to deforestation by ensuring that rainforests are worth much more left standing than cut down.

Working together with the indigenous people on alternative livelihoods, as well as health, education, infrastructure initiatives we create a sustainable alternative to deforestation and destructive land use. The rainforests are the lungs of the earth and are critical not only for biodiversity and reducing CO2 emissions, but also for global food, water, weather, and climate security.

**COOL
EARTH**



5. Social Strategy

5.1 Overall targets

At HEAD, our internal targets are linked with Sustainable Development Goals (SDGs) and serve as our guiding framework for sustainability. We recognize the SDGs as a universal call to action to promote prosperity while protecting the planet.

By anchoring our targets in the principles of the SDGs, such as transparency, diversity, employee well-being, and legal compliance, we ensure that our efforts contribute directly to sustainable development.

Our commitment to these goals not only drives positive change within our organization but also reflects our dedication to building a more sustainable and equitable world. Our ESG practice and alliances with partners such as Cool Earth and Rainforest Trust help us to support as many SDGs as we can.

1. Safeguarding employee engagement and well-being

Our priority is to ensure the well-being and positive engagement of our employees through comprehensive support programs and initiatives.

2. Acting on diversity, equality, and inclusion

We are committed to fostering a culture of diversity, equality, and inclusion within our organization, recognizing the value of different perspectives and experiences.

3. Being a top-rated employer and a great place to work

We aspire to be recognized as an employer of choice, offering a supportive and inclusive work environment where employees can thrive and grow.

4. Promoting a framework for transparency around roles and responsibilities

Transparency in roles and responsibilities is essential for effective communication and collaboration within our organization.

5. Documenting processes and procedures

We prioritize the documentation of processes and procedures to ensure consistency, efficiency, and compliance across all areas of our operations.

6. Ensuring legal compliance

We are committed to upholding all applicable laws, regulations, and industry standards in our operations to maintain legal compliance and integrity.



5.2 Sustainable Development Goals (SDG's)

Our alignment with Global Goals

We promote healthy and active lifestyles by encouraging people to play sports. Participating in sport helps people live longer and healthier lives and improves mental health and overall well-being. At HEAD we fundamentally believe well-being is essential to sustainable development.



In the spirit of SDG 5, we care about gender equality, empowerment, and inclusivity. Within our company, diversity is part of the fabric of our culture. We are dedicated to creating a workplace where every individual feels valued, respected, and empowered to reach their full potential. From leadership positions to the factory floor, we are breaking down barriers and fostering a culture of equality and opportunity for all.



We believe we are not only driving social progress but also unlocking potential and paving the way for a more prosperous and equitable future.

HEAD fully supports SDG 7, which aims to ensure access to affordable, reliable, sustainable energy for all, an important social goal. We have made significant strides in our sustainability efforts at two of our primary sites, Schwechat and Kennelbach. Committed to reducing our carbon footprint and promoting environmental stewardship, we now use 100% green electricity at these locations. This strategic shift not only underscores our dedication to sustainable practices but also contributes to the global agenda for clean energy adoption. By using renewable energy sources, we are actively contributing to a more sustainable future, reflecting our commitment to responsible corporate citizenship within the sports industry.



SDG 8 commits to fostering inclusive and sustainable economic growth, alongside promoting decent work for all. Within our company, we believe that every individual deserves the opportunity to thrive, and we work hard to create an environment where talent flourishes and innovation thrives. Through fair wages, safe working conditions, and opportunities for skill development and advancement, we are empowering our employees to build their future and the future of their communities. By prioritizing decent work and economic growth, we are not only driving prosperity within our organization but also contributing to the broader goal of building resilient, inclusive, and sustainable economies that benefit everyone.



SDG 12 champions sustainable consumption and production. At HEAD, we're working towards a greener future within our company. Our commitment to responsible practices has sparked a revolution in our approach to production, spurring innovation and sustainability across every facet of our operations. From revolutionizing our manufacturing processes to championing the use of eco-friendly materials, we've made real positive change.



Our goal is to minimize waste and maximize efficiency through every aspect of our business. With each product we create and every decision we make, we're not just meeting SDG 12 objectives; we're setting the bar higher, inspiring others to join us in the pursuit of a more sustainable tomorrow.

At HEAD, we recognize the critical importance of addressing climate change and are actively working to reduce our carbon footprint. We are moving to more sustainable practices that prioritize well-being for the planet and everyone on it.



From reducing greenhouse gas emissions to implementing renewable energy solutions, we are investing in a more sustainable future. By harnessing the power of innovation and collaboration, we are driving positive change and inspiring others to join us.

Collaboration is natural to team players like ourselves, and we're proud to join forces with like-minded organizations and communities to amplify our impact. Through strategic alliances and innovative initiatives, we are breaking down barriers, unlocking new opportunities, and catalyzing positive change on a global scale. Together, we become a force to be reckoned with.



5.3 Social Responsibility

Diversity & Inclusion

HEAD is committed to eliminating discrimination and encouraging diversity amongst our workforces. Our aim is that each employee feels respected and is valued based upon their skills, performance, and commitment.



HEAD HQ, Kennelbach - Regenbogen Initiative (Rainbow Initiative)

For the past 25 years at our HQ in Kennelbach we've run a department for co-workers with disabilities. Currently we have 4 such workers including their team leader dedicated to managing workloads and duties. Duties range from supporting internal logistics, distributing staff parcels, stringing racquets, labelling packages for marketing, preparing ski trips and various other tasks.



MARES HQ - Rapallo

We provide the local community with a workspace dedicated to people with learning disabilities. This social cooperative, based in Rapallo, supervises the group daily, carrying out tasks related to the assembly and preparation of packaging.

Educational Goals



Zoggs is partnering with the Royal National Lifeboat Institution to help spread water safety messaging and teach vital lifesaving skills to their audience, particularly those learning to swim and those swimming outdoors. The RNLI is the largest lifeboat service, operating 24 hours, around the coasts of the United Kingdom, the Republic of Ireland, the Channel Islands, and the Isle of Man.



We will raise funds to aid the continuation of their lifesaving work by producing a range of co-branded products, from which a donation will be made to the RNLI for each individual sale. The co-branded range of products includes goggles, swim caps, kickboards, and tow floats. Our ambition is to promote and distribute the teaching of water safety knowledge to their audience at leisure centers and open water venues throughout the country.



The Swimming Teachers' Association is an international award-winning charity working for the teaching of swimming, lifesaving, and survival techniques.



This objective underpins the STA, and since 1932 has driven their commitment to providing the highest quality qualifications and charitable services within leisure.

As a national governing body for swimming and lifesaving with over 19,500 members, they continue to develop qualifications in swimming teaching, lifesaving and leisure management to support the needs of the industry.

Zoggs has been contracted as "exclusive swim partner" for Learn to Swim and Open Water categories since 2021.



Ocean Guardian Program

SSI's Ocean Guardian Program plays a pivotal role in coral restoration and the management of invasive species, empowering divers to actively contribute to the restoration and health of marine ecosystems.

Raising Awareness



Zoggs is partnering with @breastcancernow to raise £25K for breast cancer research through challenges, donations on Zoggs.com, and contributions from our leisure center partners to support finding a cure.



Breast Cancer Now's research on over 540,000 participants shows that the 10% most active individuals were less likely to develop breast cancer before menopause. We celebrate the power of swimming to keep people mentally and physically fit. Physical activity may lower certain hormones and reduce inflammation, which can lower breast cancer risk.

By joining our swim challenges, you'll not only help raise vital funds but also stay active, potentially reducing the risk of breast cancer or recurrence.

Raising Awareness



Spazzapnea

Our mission is to protect and preserve the biodiversity of our sea by promoting environmental awareness and the importance of direct action through initiatives to clean the seabed and beaches.



Through targeted activities, including educational days in schools, we are committed to raising community awareness of the importance of preserving marine ecosystems, working together for a cleaner and more sustainable future for present and future generations.

One of Spazzapnea's founders is MARES Freediving & Spearfishing PLM, Paolo Acanti.

For the 2023 edition, MARES employees participated in an event in Genova together with MARES ambassador and World Cup Rebels Athlete LAURA PIROVANO.



Playing With Corals

This project combines the popularity of football with environmental education and conservation efforts. By tapping into sports enthusiasm, especially among youth, it creates a platform to promote marine conservation and climate action. It encourages physical health while raising awareness of climate change, habitat loss, and reef preservation, with a focus on gender inclusivity.



Partnering with the MaRHE Center and Inter Campus, the project merges marine research, education, and football outreach. Free training for youth fosters accessibility and leadership, while the official Inter kit reinforces community. This initiative addresses key Sustainable Development Goals with a holistic approach to social and environmental responsibility.



Blue Oceans

SSI's BLUE OCEANS initiative includes a free, digital program that is available to over 3 million registered SSI users worldwide. It educates the diving community on environmental threats, marine conservation and the importance of protecting the oceans.



The program also outlines simple actions divers and the public can take in their everyday lives to contribute to ocean conservation. SSI works with industry partners like MARES, Liveaboard.com, Scubago.com and DiveAssure to help over 4,000 Dive Centers and Liveaboards operate sustainably, organize clean-ups, and earn the BLUE OCEANS Center rating for their conservation efforts.



Good Governance



The Quality Management System was designed to ensure compliance with ISO 9001:2015 and EU Regulation 2016/425. It has been applied to the MARES, HEAD Swimming/Zoggs brands.

At HEAD we are committed to continuously improving our performance and ensuring the satisfaction of our customers. To help us achieve this, we have implemented a quality management system based on the ISO 9001:2015 standard at several of our sites.

In pursuit of our goal of improving our environmental performance, we have implemented an environmental management system based on the ISO 14001:2015 standard at our sites in Schwechat and Kennelbach.

Legal Entity	Site	Quality management system ISO 9001:2015	Environmental management system ISO 14001:2015
HEAD Sport GmbH	Schwechat, AT Kennelbach, AT	X	X X
Tyrolia Technology GmbH	Schwechat, AT	X	X
HEAD Sport s.r.o.	České Budějovice, CZ	X	
HTM Sport s.r.o.	Valtice, CZ Litovel, CZ	X	
Mares S.p.A.	Altivole, IT	X	

This system supports us in bundling, controlling, and improving all our activities that affect the environment. An independent certification company is responsible for verifying the necessary requirements for the ISO standard certification 14001:2015.



Starting in 2016, we could use heat recovery to raise the temperature in the electroplating division thanks to a self-developed heat pump.

Thanks to these self-developed technologies, TYROLIA was rewarded by the Austrian Federal Ministry for Agriculture, Forestry, Environment and Water Management as part of the “Energy-Efficient Companies” program of the “klimaaktiv” initiative.



Customer Involvement



Yotpo Consumer Reviews

We collect end-consumer reviews for products sold on HEAD.com. Currently only product reviews are collected, and we do not ask consumers to review the service provided.

HEAD.com customers receive an electronic email review request 3 weeks after their item has been dispatched. This allows for dispatch and delivery time and ensures some time for product usage.

There is also the option to post user generated content from social media directly to product detail pages on head.com.



6. Outlook

Supporting sustainability is crucial for all of us at HEAD, our customers, and everyone who loves sport.

Sustainability is a mindset; a way of thinking about the planet that acknowledges a simple truth: we all need to look after and invest in our only home.

That's why, for us, helping to preserve natural resources and ecosystems – safeguarding them for future generations – is more than a duty. It's a passion.

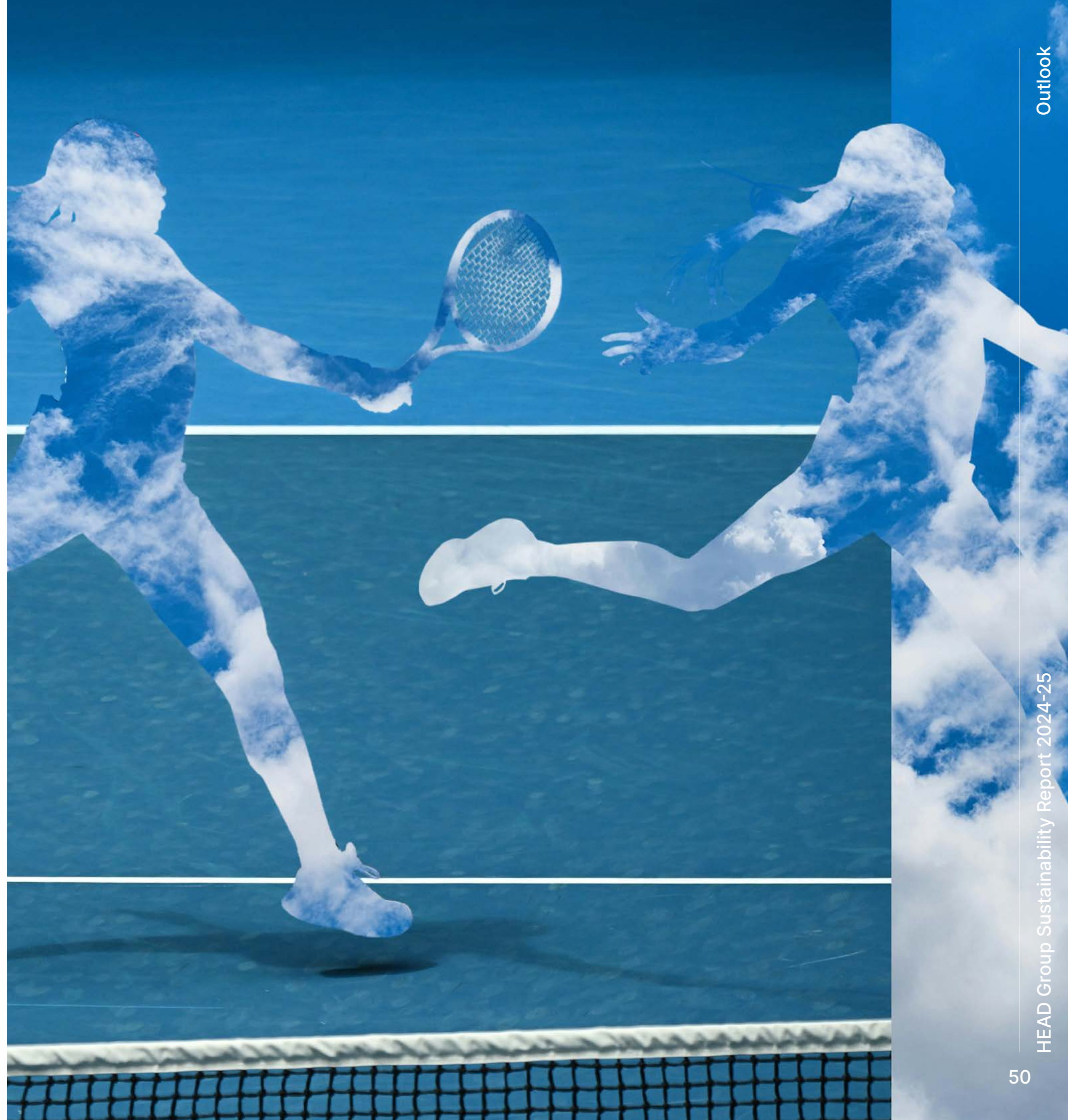
Everything we can do to help foster resilience against environmental risks and climate change is important. Every effort is a valuable contribution.

Our goal is to report back to you, year on year, on how we are progressing on the journey.

That journey began in our heads, in our plans and our strategies, and has become a way of life.

And that, after all, is what sustainability is all about – loving life.

Winning is the art of being prepared.





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