

ROECKL SPORTS

FAIRNESS MATTERS

SUSTAINABILITY REPORT

Dear Readers,

For us, acting with responsibility for the environment and our society is more than just another trend or an obligation. It is a matter close to our hearts. We are therefore very happy to present you with our first sustainability report, providing insight into how we at Roeckl Sports put this responsibility into concrete action in 2024.

For six generations and counting, Roeckl's sports gloves have time and time again met the specific needs of those wearing them – from ambitious amateurs to world-class professional athletes. The perfect combination of functionality, wear comfort, fit, and longevity enables us to offer excellent quality at fair prices.

Transparency and responsibility have always been at the heart of everything we do. And we have never lost sight of the generations to come. Our actions are rooted in the "Fairness Matters" principle – as a company, as a partner, and when developing our products.

Read on to discover what motivates us in terms of sustainability and what concrete steps we are taking as a team at Roeckl Sports in order to achieve continuous improvement.

Sincerely, Christian Roeckl



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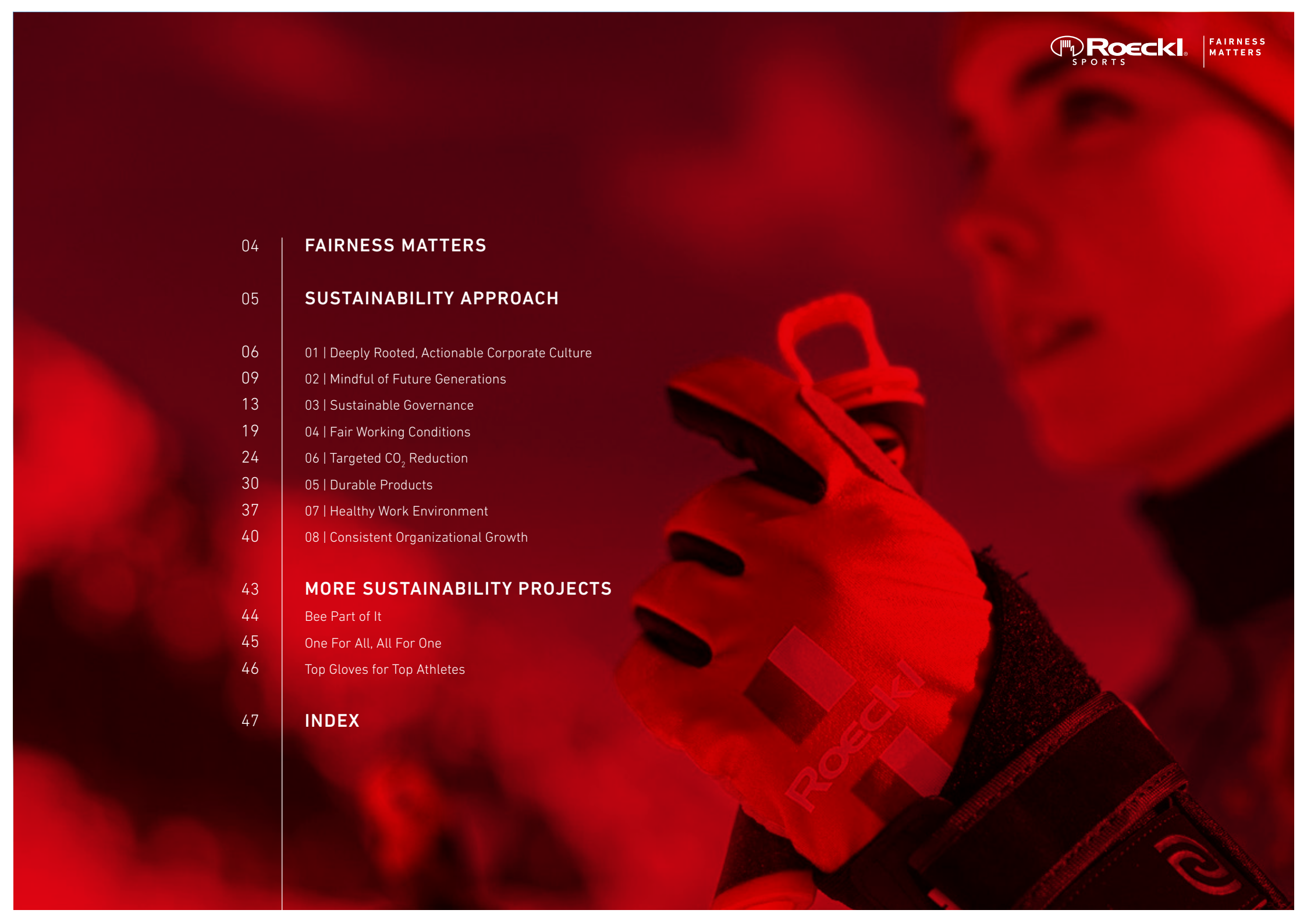


FAIRNESS MATTERS

WHY

A Fair Company

In light of ever-growing global challenges – from advancing climate change and the use of finite resources to social inequality – Roeckl Sports is committed to making an active contribution to protect the environment, the society, and the economy. As a maker of functional sports gloves, we therefore ensure that our actions are ecologically conscious, socially just, and economically responsible to live up to your responsibility toward employees, partners, consumers, and the environment.

WHAT

A Fair Partner

To Roeckl, sustainable production with a preference for recycled and innovative materials also means considering the entire supply chain with regard to ecological and social standards, thus taking on holistic responsibility. These measures are communicated in a way that is transparent and customer-oriented with the goal of actively promoting sustainable action in the entire company.

HOW

A Fair Product

Roeckl Sports pursues a low-resource product development approach by using environmentally friendly materials and technologies which reduce the consumption of raw materials and avoid the use of detrimental chemicals altogether. Our durable high-quality products are purposefully designed to be a counterpart to today's throw-away mentality – perfectly aligned with the growing demand for responsibly produced sports attire and the change in values observed in consumer culture.

OUR APPROACH TO SUSTAINABILITY

We accept our responsibility for the society and the environment and align our actions with global sustainability goals.

As an essential part of the company strategy, our sustainability approach forms the basis of our long-term business activity. Our focus areas are reflected in the ESG principles and the Sustainable Development Goals (SDGs) of the United Nations.
https://sdgs.un.org/goals

Following an in-depth analysis, we have identified the following 5 SDGs as those focus areas with the greatest impact on our company activities:



SDG 3 | Ensure healthy lives and promote well-being for all at all ages.

SDG 8 | Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 12 | Ensure sustainable consumption and production patterns to protect the planet's resources and the environment.

SDG 13 | Take urgent action to combat climate change and its impacts through determined action.

SDG 17 | Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.





01 DEEPLY ROOTED, ACTIONABLE CORPORATE CULTURE

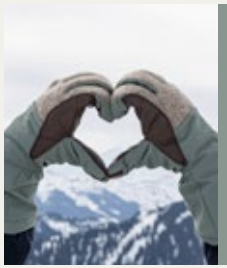
OUR ENTIRE TEAM EMBRACES AND PROMOTES OUR VALUES

One company, one passion: We are passionate about sports and about our gloves. We value the strong commitment and inspiring collaboration within our entire team.



We treat each other with appreciation and respect, support each other, and openly address feedback and opportunities to grow. We encourage every team member to contribute, make sustainable decisions, and act accordingly. For Roeckl Sports, sustainable action and being mindful of future generations is not optional, but essential. We take critical feedback seriously and work together as a team to develop solutions, such as strengthening responsibility and participation or better integrating social and ecological sustainability efforts into our day-to-day operations.

Our relationship with our customers and partners is based on trust, openness, and deep loyalty. In return, they value Roeckl Sports' expertise as a high-end sports glove manufacturer – across all performance demands and challenges.



That way, we are embracing every opportunity to make Roeckl Sports fit for the future in line with our sustainable values.

OUR MORAL COMPASS



Our values

For Each Other:	"We value one another and stand together."
Dynamic:	"We stay in motion."
Responsible:	"We think and act with foresight and responsibility."
Passionate:	"We participate based on our own convictions."
Clear:	"We act without ambiguity in our organization."

Zero tolerance

Any kind of or attempt at manipulation and fraud	Bribery and unethical business conduct	Doping in sport and animal cruelty: We have a zero-tolerance approach with regard to protecting the health and sustainability of sports and athletes.



02 MINDFUL OF FUTURE GENERATIONS

OUR SUSTAINABILITY EFFORTS ARE MINDFUL OF FUTURE GENERATIONS



As a family-owned business founded more than 180 years ago and now being run by the 6th generation, our vision and our strategy are mindful of future generations and shaped by sustainable thinking and actions.



Ever since our company was established by Jakob Roeckl back in 1839, our guiding principle has been: Being innovative by tradition. Preserving what is tried and tested. Improving what is good. Our understanding of loyalty and commitment shapes our entire company and drives the values and actions of the Roeckl family and the entire Roeckl community.

Our joint passion for sports brings us together, empowers us, unites us as a team, and makes us successful and innovative. Our long-standing tradition, our vast experience, and our generational mindset enable us to make the right decisions and shape the future with long-term, sustainable growth for our company in mind.

Our strong, long-standing relationships with our customers, partners, and suppliers reflect their appreciation for our approach. They are an essential part of Roeckl Sports' sustainable success.

Roeckl SPORTS | FAIRNESS MATTERS

Being innovative by tradition. Preserving what is tried and tested. Improving what is good.



1839

Jakob Roeckl founds his trade as a master leather tailor and glovemaker, laying the foundations for the company "Roeckl Handschuhe." Nine years later, he already employs 20 journeymen and 50 seamstresses. He would add his own tannery and dyehouse later.

1844

The milestone for the development from a small trade to a factory is a patented tanning procedure which makes glove leather softer than hitherto possible.

1870

Sales to England and the U.S. begin. Christian Roeckl founds glove factories in Berlin, Wiesbaden, Frankfurt, Cologne, and Bremen.

1871

The company moves to the newly built factory building on today's Roecklplatz in Munich, located outside the city limits at the time.

1893

The title of "Purveyor to the Royal Bavarian Court" is awarded by prince regent Luitpold. Customers at the time include King Ludwig II of Bavaria and Empress Elisabeth of Austria, nicknamed Sisi.

1910

The first Roeckl store opens in Munich.

1972

The first sports glove collection is introduced and the "Patented Cut" developed, an anatomical cut with reduced seams.

1983

Roeckl becomes the official supplier of the German Ski Association.

RoecklathletiQ®
power on your hands
provides the sports
glove collection with
its own brand identity.

1993

1996
The exclusive ROECK-Grip®
material is developed
and introduced and
becomes a great success.

The ERGONOMIC CUT
palm padding is
developed and
introduced.

2000

2001
RoecklathletiQ® becomes
the Roeckl Sports brand.

The PULL OFF SYSTEM
for taking the gloves off is
developed and introduced.

The sports department
is carved out and becomes
an independent, stand-
alone company, Roeckl
Sporthandschuhe, with a
focus on sports gloves.

2003

2004
The patented COMFORT
INNOVATION is developed
and introduced.

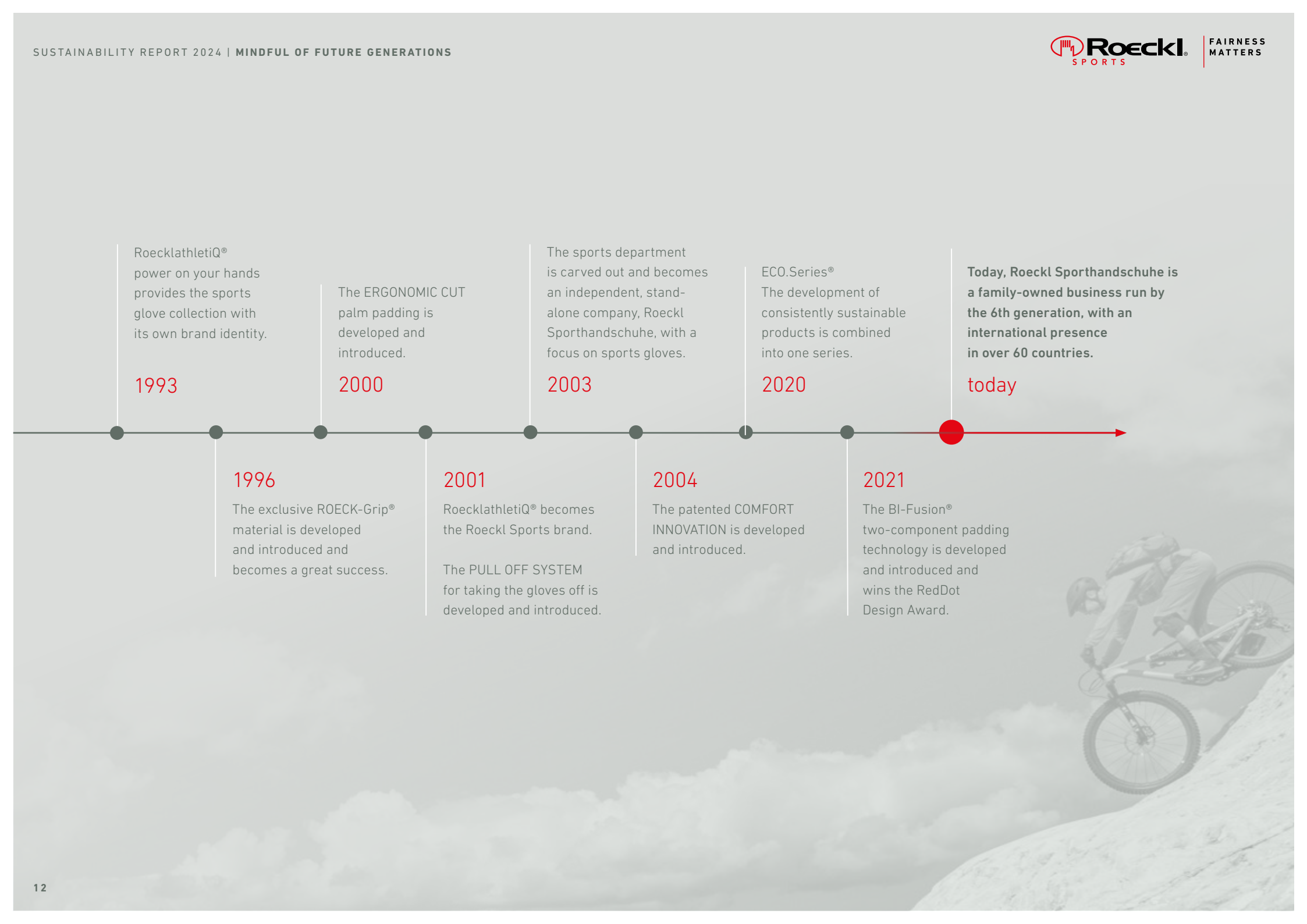
ECO.Series®
The development of
consistently sustainable
products is combined
into one series.

2020

2021
The BI-Fusion®
two-component padding
technology is developed
and introduced and
wins the RedDot
Design Award.

**Today, Roeckl Sporthandschuhe is
a family-owned business run by
the 6th generation, with an
international presence
in over 60 countries.**

today





03

SUSTAINABLE GOVERNANCE

WE PUT PEOPLE AND THE PLANET AT THE HEART OF PRODUCTION AND GOVERNANCE

For Roeckl Sports, sustainable and social governance equals corporate responsibility, fair working conditions, and a healthy work environment for the entire Roeckl Sports team and its partners all across the globe.



As a corporate family, we continuously evolve social benefits and standards that strengthen our team. Roeckl Sports also maintains fair, long-term partnerships with its suppliers, customers, and service providers. In addition, the company has built a reputation as a respected and trusted sponsoring partner in sports and para sports.

Safeguarding our nature and promoting sustainability in outdoor sports is particularly dear to us. We remain committed to improving the ecological and economic efficiency of our processes across the value chain, including, among other core aspects, our selection of materials, our production processes, as well as transportation and logistics.



FACTS AND FIGURES

from the business units

Production/development

To optimize production processes and waste rates, we are continuously comparing notes with our production partners.

Where we are:
The current average waste rate in the production process is 7.4%.

We are avoiding waste even during the design and development stage when cutting the material parts.

Any waste that cannot be avoided will be reused to the maximum possible degree, e.g. as fixing elements in packaging.

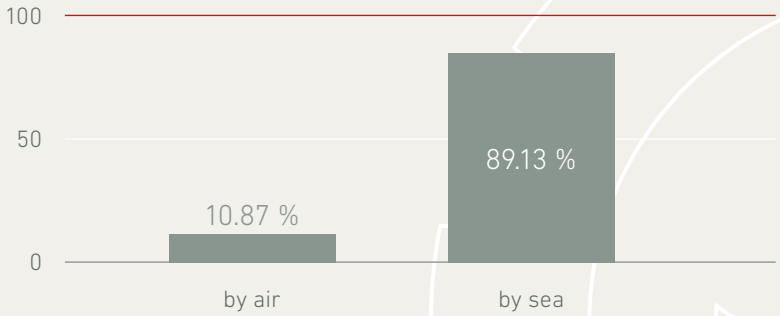
Where we want to be:
We want to reduce the waste rate to 6% in the medium term.

Any remaining cut waste will be fed back into the circular economy by partnering with recycling specialists.



Purchasing/procurement*

Where we are:
Current distribution
transport by air/by sea (in percent)



Where we want to be:
We are already introducing measures to use sustainable, climate-friendly transport routes in procurement and logistics and further reduce the share of air freight. This includes the current creation of an internal forecasting and planning tool as well as the streamlining of the entire supply and logistics process.

Reasons for transport by air	Share of total air freight	Analysis
Samples	approx. 8%	unavoidable and essential
Sponsoring	approx. 7%	unavoidable and essential
Lack of raw materials/delays	approx. 25%	creation of an internal forecasting and planning tool
Tied manufacturer capacity	approx. 20%	creation of an internal forecasting and planning tool
Late order confirmation/ placement	approx. 20%	streamlining of the supply and logistics process, limiting special customer requests
Global reasons (e.g. the suspension of traffic through the Red Sea)	approx. 20%	unavoidable

*See detailed data under Item 2 in the index



Sales and distribution/logistics

We check the packaging volume relative to the order behavior to optimize packaging sizes and make the entire delivery process less CO_2-intense. In doing so, we search for solutions which are economically efficient as well as ecologically responsible, such as a reduction of partial and subsequent deliveries – without compromising our high customer service quality, of course.

Where we are:

4.73
deliveries per customer

1.39
packages per order

1.16
deliveries per order

Where we want to be:

10% fewer

- packages per order
- subsequent and partial deliveries in the supply chain
- deliveries to customers

Measures:

- Continue to optimize the stock availability of goods at the relevant delivery dates.
- Make customer dialog more proactive, with the goal of aligning the control of goods availability and delivery even more with actual demand.
- Choose packaging that fits the exact product size.



Entire organization

Where we are/where we want to be:
Accelerate digitalization processes for more efficiency and sustainability (e.g. better paper and data management)

Marketing

Where we are:
The marketing department prints all printed material for the entire packaging (hangtags and header cards) as well as the catalogs on FSC Mix-labeled paper. At events, we use bags made from grass paper (40% grass paper and 60% recycled paper).

Our long-term printing partner for our catalogs is the regional family-owned company Kreiter Druck. Our printing company is a member of Druck und Medien e. V., Germany's printing and media association, which offers tools to calculate product- and company-related carbon footprints. The association's climate initiative and its member companies pursue a holistic approach to climate protection based on one clear principle: Avoid and reduce greenhouse gas emissions wherever possible while offsetting unavoidable emissions by supporting accredited climate protection projects.

Print runs: catalogs and price lists* 25,130 2023 21,480 2024

Where we want to be:
Gathering regular feedback on the necessity of printed catalogs, we aim to raise awareness and encourage a shift towards the digital version of our catalog. We are currently evaluating a future introduction of recycled paper.

* See detailed data under Item 3 in the index



04 FAIR WORKING CONDITIONS

WE ENSURE SOCIAL WORKING CONDITIONS



At Roeckl Sports, caring for our planet and its finite resources goes hand in hand with taking responsibility for the people behind our products by ensuring fair working conditions and social standards across our company.



Social responsibility has always been deeply rooted in Roeckl Sports' corporate culture ever since our company was founded. We know all our production partners personally and make it a priority to regularly meet them face to face on site. In 2001, we joined amfori BSCI (Business Social Compliance Initiative), a commitment regularly reviewed through independent audits. As a member of amfori BSCI, we are committed to a comprehensive program to identify, assess, and mitigate social risks in our global supply chains. The program enables us to meet our ESG due diligence obligations, boost transparency, and prevent significant labor standard violations as defined by international labor law.

We work with approx. 20 production sites all across the globe. With some of them, we have maintained trusted partnerships for over 35 years.

They all undergo regular training and are subject to independent social audits. 95% of our production partners have now completed and successfully passed a social audit within the framework of amfori BSCI. Yet there is no reason to sit back – we are firmly committed to increasing our share of strong A and B ratings (currently at 40%) even further during the next few years.

www.amfori.org

PRODUCTION SITES AND VOLUMES

China

Production volume	42%
Production sites	9

Pakistan

Production volume	3%
Production sites	1

Myanmar

Production volume	1%
Production sites	2

Sri Lanka

Production volume	38%
Production sites	2



Indonesia

Production volume	16%
Production sites	3

Amfori Rating

amfori Trade with purpose

We are a member of amfori
We act for a more sustainable supply chain with amfori BSCI

Land	Number of **production sites**	Audited by **amfori**	Production sites **with A ratings**	Production sites **with B ratings**	Production sites **with C ratings**	Audits planned **for 2025**
China	9	8	0	1	7	1
Indonesia	3	2	0	1	1	0*
Myanmar	2	2	2	0	0	0
Pakistan	1	1	0	1	0	0
Sri Lanka	2	1	1	0	0	1
Total	**17**	**14**	**3**	**3**	**8**	**2**

* One unaudited production site: no orders or collaboration planned for 2025.

During the amfori BSCI audit process, participating business partners and producers are interviewed and assessed across 13 interrelated performance areas (e.g. labor law, health, environmental protection) from the BSCI Code of Conduct every two years.

Independent auditors review compliance with regulations based on evidence gathered through on-site observations, interviews, and document reviews. Each question is assessed as "Yes," "No," "Partial," or "Not Applicable." The final rating is determined using a points-based system ranging from A (very good performance) to E (unacceptable performance). For an A or B rating, between 71% and 100% of the requirements must be met. For a C, D, or E rating, 0% to 70% must be met. Moreover, a zero-tolerance rule applies: If the audit process identifies an unacceptable situation constituting a major violation, corrective measures must be taken immediately. To date, no such violations have been identified at Roeckl Sports.

In 2024 *

87.32%

of all Roeckl Sports gloves were produced in amfori-certified factories.

* See detailed data under Item 1 in the index

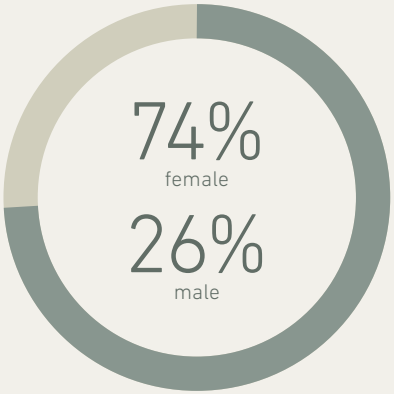
Wages

As a member of amfori BSCI, we are obligated to ensure compliance with statutory minimum wages or industry standards based on collective agreements. We ensure that all salaries and wages are paid regularly, in full, and in legal tender.

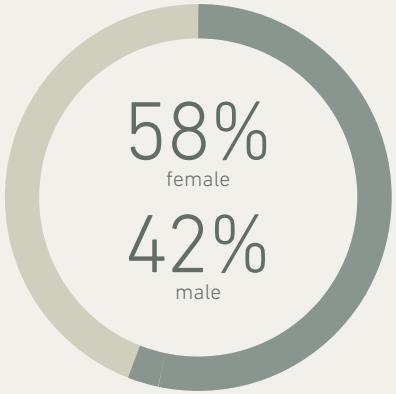
To comply with the amfori BSCI Code of Conduct, we assess any existing wage gaps and gradually work toward paying wages securing an adequate standard of living for our employees and their families.

Diversity

Gender distribution among our workforce **(4.792 workers of all sexes)**



Gender distribution at management level **(273 persons)**



05

DURABLE PRODUCTS



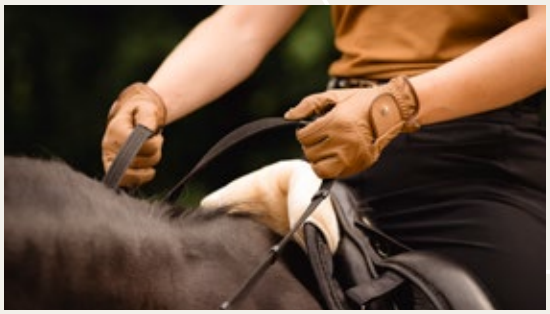
WE PRODUCE DURABLE GLOVES OF OUTSTANDING QUALITY

As passionate glovemakers, Roeckl Sports is committed to excellence in product development. Our products feature a modern, timeless design, sophisticated functionality, and long durability.

Our gloves are made to last, so we carefully select premium, highly durable materials. And with the right care, their lifespan extends even further. We design our gloves with a particularly high share of recycled or nature-based raw materials.

Our technology and material innovations are the result of a careful, sophisticated process: Every feature undergoes extensive tests by our expert teams in both lab and field conditions to assess whether it adds real functional value. Design, cut, fit, and functional details – we never compromise on the quality of our gloves and implement rigorous quality control measures for every step of production.

We continuously refine our approach and gradually replace conventional materials wherever it makes sense. In addition, we optimize our sustainability efforts across the entire value chain, constantly driven forward by our mission to produce gloves of trusted, premium craftsmanship and excellent durability – the qualities that Roeckl Sports stands for.





Sustainable Management of Chemicals

Together with our partners and suppliers, we are committed to adhering to all current legal regulations and the highest quality standards when responsibly handling potentially hazardous substances across the sportswear industry's global supply chains.

The Roeckl Sports Restricted Substances List (RSL) is based on the fundamental principles of internationally recognized centers of excellence, the recommendations of external labs and strict industry standards such as AFIRM (Apparel and Footwear International RSL Management), which sometimes go beyond what is required by the law.

As a part of proactive chemicals management, Roeckl Sports started very early on to gradually eliminate critical substance groups including PFAS (per- and polyfluoroalkyl substances), also known as "forever chemicals," from all production processes.

Regular training for our staff, producers, and material suppliers helps us ensure that our knowledge on limits, testing methods, and regulatory developments always stays up to date.

Katharina Hemmer
Internationally acclaimed dressage rider, bronze medalist at the German Championships



What makes Roeckl Sports gloves so special for you?
Their gloves offer an excellent fit, great quality, and are highly durable even in heavy use while at the same time giving me the perfect connection with my horse. All my life, I have been a huge fan of Roeckl Sports riding gloves, so becoming their partner was the best decision ever.

How do you put the products to the test under real-life conditions?
I wear their gloves every single day—that's the ultimate test. I ride about twelve horses every day and wear my gloves all the time from grooming to riding. I literally wear them all the time. And that's why I can truly say: If their riding gloves hold up for me, they are as durable as they can get and will withstand everything and anything.

Jessica von Bredow-Werndl
Olympic dressage champion 2024



What makes Roeckl Sports gloves so special for you?
I love their fit—snug as a second skin, yet incredibly durable. Functionality meets comfort, that's awesome!

Why did you decide to become a partner?
I am fully convinced by the quality they offer, and we both share our passion for performance and sustainability.

How important is it for you that Roeckl Sports is a family-owned business now being run by the 6th generation?
This is truly special. They are passionate about everything they do, and that shows in every detail.

How do you put the products to the test under real-life conditions?
In everyday use: during training sessions, tournaments, and in any kind of weather—if they stand up to that, they will stand up to anything.

Bart Brentjens
KMC Ridley Mountainbike Racing Team



What makes Roeckl Sports gloves so special for you?
Roeckl Sports stands for quality, true craftsmanship, and a long-standing tradition.

Why did you decide to become a partner?
We decided to work with Roeckl Sports because we want high-end, premium brands with a true passion for and know-how of their products.

How important is it for you that Roeckl Sports is a family-owned business now being run by the 6th generation?
A family-owned company will always have a special passion for their products. These companies were founded out of pure dedication, passing on their passion, knowledge, and traditions from one generation to the next. The passion that inspired them is something truly special, and all of their products are made with great care.

Svenja Betz
Professional gravel and road racing biker



What makes Roeckl Sports gloves so special for you?
They offer the perfect glove for every area of use, although you will soon know which glove is your favorite.

Why did you decide to become a partner?
Roeckl Sports' extensive product range and the sustainable development of so many different gloves encouraged me to pursue a collaboration.

Ben Maher
British show jumper and
Olympic champion 2020



What makes Roeckl Sports gloves so special for you?
Roeckl Sports gloves offer a perfectly snug fit.

How do you put the products to the test under real-life conditions?
Riding six horses at home or traveling the world to ride in tournaments, Roeckl Sports gloves have been the perfect companion in every situation and in any weather.

Why did you decide to become a partner?
Partnering up with the company that makes my favorite gloves was literally a no-brainer.

How important is it for you that Roeckl Sports is a family-owned business now being run by the 6th generation?
This reflects a level of commitment and the kind of quality you feel in every single pair you wear.

Jens Filbrich
Coach of Germany's
national biathlon team



What makes Roeckl Sports gloves so special for you? And why did you decide to become a partner?
My hands were always cold in winter. Especially as a coach, you are always looking for a warm yet visually appealing glove to wear out on the slope or at the shooting range. And Roeckl offers the perfect solution.

How do you put the products to the test under real-life conditions?
After putting them to the test at the Oberhof ski hall, I knew straight away that they would be the perfect gloves for winter. They are really comfortable, look great, and are nice and warm.

06

TARGETED CO_2 REDUCTION



WE REDUCE OUR CARBON FOOTPRINT

Our love and true passion for sports is matched by a deep connection to our planet and our environment. Critical reflection is fundamental for optimizing emissions, reducing CO_2 emissions, and identifying significant savings potential. Since 2023, we have been implementing targeted measures to support this effort. We translate them into concrete action and continue to refine our strategies.

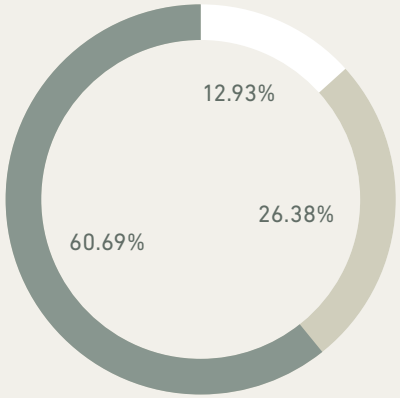


We encourage our team to use public transport and bike leasing instead of private cars. We are currently transitioning the Roeckl Sports fleet to vehicles with alternative drive systems, including electric or more fuel-efficient cars, while simultaneously building the charging stations needed to support electromobility.

A key lever for reducing our company's carbon footprint will be to fully switch to certified green electricity from renewable energy sources by 2025. By capturing and evaluating all Scope 3 emissions in 2024, we expect to unlock further significant reduction potential to subsequently be translated into action and continuously expand our set of targets.



We are firmly committed to continuing this strategy in the future. The entire Roeckl Sports team makes an active, lasting contribution to protecting finite resources and preserving our beautiful planet so that future generations of outdoor athletes will still have the chance to pursue their passion to the fullest.



Scope 1 Scope 2 Scope 3

Carbon accounting results
141.40 tons of CO_2e | p.a.
Reference year 01/01/2023–12/31/2023

Where we are:

In cooperation with Fokus Zukunft, we prepared our 2023 greenhouse gas balance in accordance with the Greenhouse Gas Protocol Corporate Standards.

The reported results include emissions directly and indirectly associated with Roeckl Sports' value creation (covering Scope 1 and upstream Scope 2 and Scope 3 emissions).

In the reporting year 2023, the company emitted a total amount of **142 tons** of CO_2.

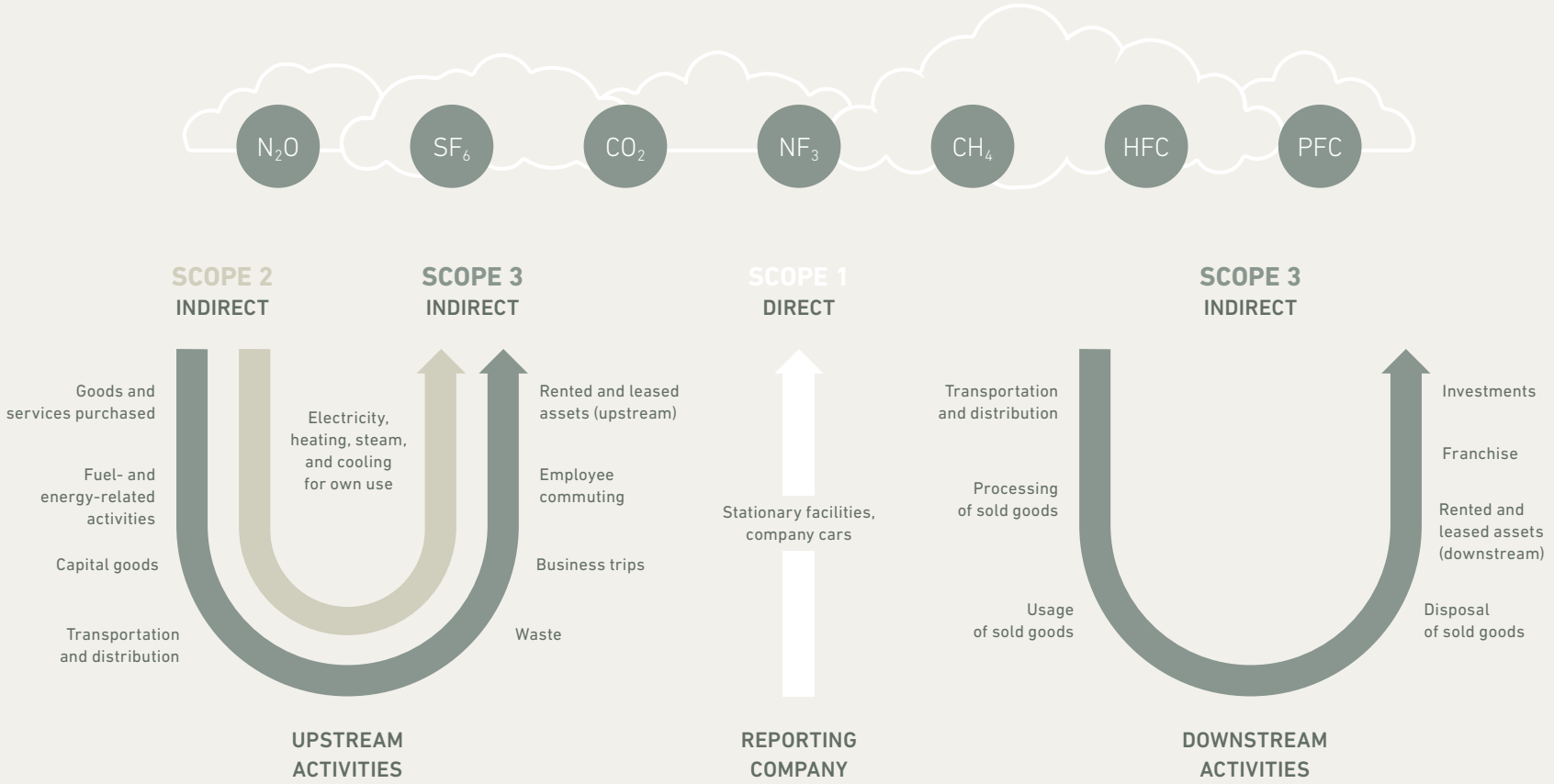
This corresponds to a total of **4.97 tons** CO_2e per employee,

which is equivalent to the amount of CO_2 emissions produced by approx. **20 people** in Europe per year.

55 trees could absorb this amount of CO_2 emissions.

Our emissions: Scope 1, 2 and upstream Scope 3 emissions

Our goal is to fully include all relevant Scope 3 emissions in the future.



Main drivers	Planned reduction measures until 2025
District heating/district cooling	Full switch to certified green electricity from renewable sources (e.g. wind, water, solar) to reduce CO_2 emissions created by electricity consumption.
Business travel and hotel stays	Reduction of paper consumption through digitalization. Where paper is unavoidable, certified paper should be used.
Commute to work (own staff)	
Mobile combustion	Gradual switch of the company fleet to vehicles with alternative drive systems, including electric or more fuel-efficient cars, while simultaneously building the charging stations needed to support electromobility.



KLIMANEUTRALES
UNTERNEHMEN
Ausgezeichnet durch fokus-zukunft.com/12154
Klimaneutral durch Kompensation
mit Klimaschutzzertifikaten

Certification by Fokus Zukunft

Our goal is to avoid and reduce greenhouse gas emissions to the highest extent possible (see index for specific measures). Carbon offsetting using climate protection certificates is to be regarded as an additional, yet important measure to help us achieve the Science Based Targets set out in the Paris Climate Agreement.

Roeckl Sports has purchased climate protection certificates to offset the calculated greenhouse gas emissions.

Compensation period
01/01/2023 – 12/31/2023

Number of certificates (1 certificate = 1 t CO_2e)
137

Outlook 2025:
Inclusion of Scope 1, Scope 2, and upstream Scope 3 emissions. Integration of downstream activities in Scope 3.



Climate protection projects supported by us

Vishnuprayag Hydroelectric Project (VHEP) by JPVL. This run-of-river power plant supplies the Indian state of Uttarakhand (formerly Uttaranchal) with electricity.

Validator
Det Norske Veritas Climate Change Services

1,468,106
Saved emissions in tons CO_2e/year

44,043,180
Total saved emissions in tons CO_2e

Certificate standard



07

HEALTHY WORK ENVIRONMENT

WE FOSTER A HEALTHY AND SAFE WORK ENVIRONMENT



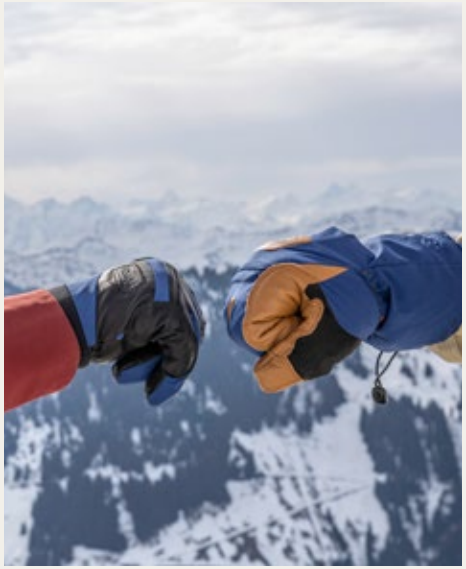
High performance in sports and personal growth both need a safe, motivating, and healthy environment.

Our everyday lives on the job are driven by this reality. Promoting prevention and health is a top priority for our company. Roeckl Sports never stands still: Programs such as our company bike leasing scheme are used by many employees and will continuously be expanded. Joint sports events including the annual B2Run are staff favorites, fostering both our health and our team spirit.

A positive environment at the workplace requires an active corporate culture and a strong sense of unity. For Roeckl Sports, providing a premium office location in central Munich equipped with modern, ergonomic workspaces has always been a priority. Flexible working hours and remote options play an important role in supporting individual work-life balance.

Occupational safety and accident prevention are also top priorities when it comes to health at the workplace. Regular safety trainings and risk audits ensure that we maintain safe, optimum working conditions across the entire company. For Roeckl Sports, fairness toward our entire team and strengthening their motivation and team spirit, thus promoting our identity as a respectful, trusted employer, will continue to be one of our core pillars.





Fairness: mutual consideration and responsibility

- Individual, ergonomic workspace set-up for that little extra feel-good factor in the modern working world
- Getting out of that comfort zone and rock B2Run and other sports & fitness events as a team together with coworkers
- Healthy lunch options on a regular basis
- Maintaining and actively promoting warm and open interaction at work – all day, every day!
- Systematic onboarding and welcoming process – a constantly evolving work in progress!



08

CONSISTENT ORGANIZATIONAL GROWTH

WE PROMOTE AWARENESS FOR SUSTAINABILITY IN OUR ORGANIZATION

A strong commitment to our heritage, trust in our values, and our dedication to make good things even better are the guiding principles of Roeckl Sports' drive to evolve.



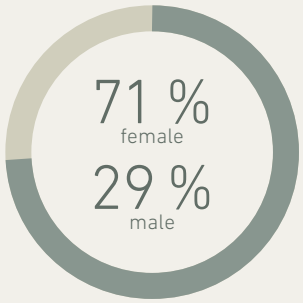
We encourage individual responsibility and active participation and build teams that bring together young innovators and seasoned experts who have been with our company for many years, thus making Roeckl Sports attractive for everyone. Short feedback loops, flat hierarchies, and streamlined communication across the entire organization are key for us.

To make Roeckl Sports resilient and flexible to quickly adapt to increasingly fast-paced changes requires considerate, value-based company development without losing our unique corporate identity. Regular professional development opportunities, including coaching sessions on value-based decision-making and leadership as well as training sessions and workshops on how to act sustainably, help us build this mindset.

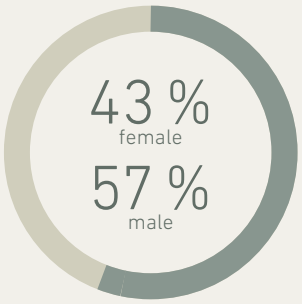
At Roeckl Sports, we aim to promote awareness for sustainability and our responsibility toward society among our entire team and support initiatives for our environment, charity organizations, and sports events. Our commitment establishes a clear connection between our brand and our corporate values and deepens the role of sustainability in our corporate reality.

Gender distribution at Roeckl Sports Munich

Total workforce



Management level



Age structure:
28–59 years (average age: 45.2 years)
Length of employment 0–25 years
(average: 6.2 years)



"Speaking as a newbie, what impresses me most of all is how everybody treats each other with such respect and warmth, across all departments and hierarchies. My co-workers are truly great; they offer support for every kind of problem and frequently interact with each other – also at private outings together. Do I ever get bored? Absolutely not! And let's not forget the state-of-the-art workspaces, great public transport connections, and mobile working options for those who want it. It's top-notch!"

Sibylle Kreupl, Sales and Distribution

"Our sports gloves are simply a great product, and working on them has always been such fun. The tasks have been, are now, and always will be so exciting!"

Manuela Brüning, Sales and Distribution



"I really enjoy my job, it's so fun and diverse. Together with my team, I make a difference, I'm in touch with the product, and I get the chance to actively help shape the sustainable future of our sports gloves. I've been with Roeckl Sports for five years now, and I'm still learning something new every day, also thanks to the personal interaction with our international partners."

Melanie Stegemann, Product Management

"It's wonderful to be part of such a committed team, which has always made a point of living a positive corporate culture across all age barriers and continues to do so."

Claudia Sahin, Back Office



MORE SUSTAINABILITY PROJECTS

BEE PART OF IT

"If the bee disappeared off the surface of the globe, then man would have only four years of life left. No more bees, no more pollination, no more plants, no more animals, no more man."

Albert Einstein

One third of our global food production hinges on bees and other insects. Together with Bee Future, we actively pursue environmental protection measures and fight to protect and sustainably support the habitats of bees – and thus nature itself. Bee Future creates new safe havens for bees, supports environmentally friendly agriculture, and raises awareness for the importance of biodiversity.

[Current location of the two Roeckl beehives: regional, in Kempfenhausen on Lake Starnberg, 47°59'13.1"N 11°22'05.6"E – Google Maps]



ONE FOR ALL, ALL FOR ONE

"In a time when the Russian war of aggression rages more brutally than ever, and still people in general are less and less willing to make donations, this great cooperation with Roeckl Sports is all the more important. Not only for us as an NGO, but even more so for the people suffering in eastern Ukraine."

Markus Brandstetter, Founding Member,
1st Chairman and Executive Director of
3 Musketiere Reutlingen e. V.

For many years now we have donated our unsold goods, such as individual sizes, returned goods, and factory seconds, to various non-profit organizations. By staying in close touch with the respective partner organizations, we make sure that our aid actually arrives at its intended destination. Since 2023, our donations in kind have been going to the Drei Musketiere Reutlingen e. V. NGO, with the primary focus of our partnership right now being on helping people in Ukraine. The mission: providing aid in person, on site. The Drei Musketiere association has taken it upon itself to provide in-person aid and support to the people in the most strongly affected regions in Ukraine. Ever since day four of the Russian invasion, February 28, 2022, the aid workers and their teams have been there on site, continuously providing much-needed humanitarian emergency aid. Our donations contribute to that aid by helping withstand the weather, which can be quite challenging over there.



3·M·R T | 3 MUSKETIERE REUTLINGEN e.V.

TOP GLOVES FOR TOP ATHLETES

"One of Roeckl's guiding principles also fits us like, well, a glove: Preserving what is tried and tested. Improving what is good."

Martin Haag,
Team Manager of the German
Nordic Paraski Team

Roeckl Sports has long since gained a reputation as a responsible supplier of international elite sports teams. Since 2012, we have been equally closely linked to para sports. For it is since then that we have supported the German Nordic Paraski Team as well as its national cross-country skiing and biathlon teams with our expertise and products to match. In addition, other long-term engagements include the sponsoring of individual athletes such as the highly decorated equestrians and Paralympic competitors Hanne Brenner and Angelika Trabert. And from the sphere of para cycling, Paris 2024 Paralympic top athletes Maximilian Jäger and Pierre Senska put their trust in Roeckl Sports.

NORDIC PARASKI TEAM GERMANY

INDEX

1. amfori BSCI Code of Conduct

Roeckl Sports agrees to respect the following principles to exercise social due diligence and environmental protection as set out in the amfori Business Social Compliance Initiative (BSCI)

amfori BSCI principles	
Social Management System and Cascade Effect	Our enterprise endorses the amfori BSCI Code of Conduct principles through all the functions of our company and embeds the principles in our system.
Workers Involvement and Protection	Our enterprise informs all workers about their rights and responsibilities and protects workers in line with the aspirations of the amfori BSCI Code of Conduct.
The Rights of Freedom of Association and Collective Bargaining	Our enterprise respects the right of workers to form and join trade unions and bargain collectively.
No Discrimination, Violence or Harassment	Our enterprise treats all workers with respect and dignity, ensures that workers are not subject to any form of violence, harassment, and inhumane or degrading treatment in the workplace, and does not discriminate against workers.
Fair Remuneration	Our enterprise respects the right of workers to receive fair remuneration and works progressively towards the payment of a living wage.
Decent Working Hours	Our enterprise observes the law regarding working hours and adheres to the international references for specific exceptions.
Occupational Health and Safety	Our enterprise ensures a healthy and safe working environment, identifies potential and actual risks to the health and safety of workers and takes all necessary measures to eliminate and reduce them.
No Child Labour	Our enterprise does not employ, directly or indirectly, any worker below the legal minimum age.
Special Protection for Young Workers	Our enterprise provides special protection to young workers against conditions of work which are prejudicial to their health, safety, morals, and development.
No Precarious Employment	Our enterprise does not engage in, or through business partners, be complicit to, any form of servitude, forced, bonded, indentured, trafficked or nonvoluntary labour and adheres to international principles of responsible recruitment.
No Bonded, Forced Labour or Human Trafficking	Our enterprise does not engage in, or through business partners, be complicit to, any form of servitude, forced, bonded, indentured, trafficked or nonvoluntary labour, including state-imposed forced labour.

amfori BSCI principles	
Protection of the Environment	Our enterprise implements appropriate measures to prevent, mitigate and remediate adverse impacts on surrounding communities, natural resources, the climate, and the overall environment.
Ethical Business Behaviour	Our enterprise does not take part in any act of corruption, extortion, or embezzlement, nor in any form of bribery.

2. Current distribution transport by air/by sea per country (in percent)

	Transport by air	Transport by sea
China	15.95	84.05
Indonesia (Production Site 1)	14.86	85.14
Indonesia (Production Site 2)	0	100.00
Myanmar	0.05	99.95
Pakistan	33.49	66.51
Sri Lanka	3.35	96.65

Weighted by number of pairs
Transport by air: 10.87 %
Transport by sea: 89.13 %

3. Development and comparison of printing volumes

Catalog	2023	2024
Summer Bike Catalog	4,200	2,900
Bike Summer PL	3,400	2,300
Winter Bike Catalog	2,600	2,310
Bike Winter PL	2,600	1,995
Winter Sports Catalog	2,100	2,590
Winter Sports PL	2,100	1,970
Riding Summer	3,150	2,870
Riding Summer PL	1,010	1,000
Riding Winter	2,970	2,545
Riding Winter PL	1,000	1,000

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beefuture GmbH
Drei Musketiere Reutlingen e.V.