DEAR READERS,

FOR ALL OF US, 2021 WAS AN EXTRAORDINARY AND CHALLENGING YEAR AS WE CONTINUED TO LIVE THROUGH THE PANDEMIC. THE URGENCY AND IMPORTANCE OF BETTER SUSTAINABILITY EFFORTS BECAME GLARINGLY OBVIOUS – AS DID THE FRAGILITY AND IMPORTANCE OF OUR HEALTH. AT SIGNA SPORTS UNITED, OUR MISSION TO INSPIRE PERFORMANCE BY UNITING THE WORLD’S PASSION FOR SPORT AND ACTIVE LIVING HAS NEVER BEEN MORE CRUCIAL. WE ENABLE PEOPLE TO LIVE A SUSTAINABLE AND ACTIVE LIFESTYLE – WHETHER GETTING ON A BIKE, PICKING UP A TENNIS RACQUET, HITTING THE TRAILS OR JOINING A TEAM SPORTS COMMUNITY.

For all its challenges, 2021 has been a year of milestones. We became a publicly listed company on the New York Stock Exchange and simultaneously acquired WiggleCRC, creating the largest online bike retailer in the world. We entered the US market with the acquisitions of Midwest Sports and Tennis Express, making us a leading tennis business, and underlining our commitment to the USA as a key region of growth. Becoming a public company is a singular achievement, and I am immensely proud of our employees for the dedication and passion that brought us to where we are today.

In this inaugural ESG report, we will discuss the work we have been doing to become better corporate citizens, while acknowledging that there is more to do. We continue to identify areas of improvement in lowering our carbon emissions. Our goal is clear – to further embed sustainability in everything we do throughout our business.

Since 2019, we have been certified as a carbon-neutral company. We have made great strides in reducing our carbon emissions. Where we were limited in how much we could cut emissions, we compensated through offsetting projects with Climate Partner, a global organisation committed to improving the living conditions of people, animals, and our biosphere by taking ambitious climate action.

In 2021, we joined the Cycling Industry Climate Commitment, a committee of CEOs from across the cycling industry who recognise the need to accelerate our sustainability efforts collectively to contribute to the Paris Climate Agreement. Furthermore, we founded the Outdoor Retailer Climate Commitment, a network of retailers in the European outdoor industry committed to actively contributing to the goals of the Paris Climate Agreement.

The Covid-19 pandemic has been incredibly destructive, but if there is a silver-lining, it is the societal shift in focus on our health and the health of our planet. Long may it last.

I am proud to present the first SIGNA Sports United ESG Report, detailing the initial steps on our journey to becoming a more responsible and sustainable group of brands and companies.

Our Vision

We believe that individuality and a keen sense of community are not mutually exclusive. The world has never been more interconnected. At the same time, we celebrate our diversity and uniqueness. These global movements are reflected in the sustainability vision for our business – to promote fair play for our people and the planet by encouraging a sustainable and active lifestyle.

Our business enables our customers to live active lifestyles, thus contributing to their health and that of our planet. But we at SIGNA Sports United believe that sustainability should always be taken into consideration, not only in what we do, but also in how we do it. Our customers can only enjoy our products and services if our environment endures. So, we must do all we can to preserve the breathtaking landscapes in which we are privileged to hike, ride bikes and enjoy leisure time. We believe that our enthusiasm for an active and conscious lifestyle – a passion we share with our customers – is the basis for our
success. We strive to uphold the highest standards of sustainability while creating a fair working environment in which everyone feels appreciated.

Turning our Vision into Action
Throughout 2021, we ramped up our sustainability activities by installing a dedicated team of employees who are passionately driving ESG-related initiatives across the group. Furthermore, we have taken steps to be more transparent about our global environmental and social footprint. We have committed ourselves to collecting understandable and relevant key indicators across the entire group. We are taking progressive measures to ensure that human rights are protected. And we are following a continuous process of review and improvement towards sustainable governance.

Our Promise
Our responsibility to our people and planet continues to be a strategic priority. We believe that integrating our sustainability strategy across our group is essential for commercial success and our stakeholders’ benefit. We recognise that we are only at the beginning of this journey. But our goals reinforce the direction in which we are moving. We are proud of what we have already achieved and acknowledge that we have only taken the first steps of this journey.

That is why we have set ourselves five priority goals for this year:

• Carbon emissions: We are committed to understanding and decreasing our carbon footprint, and we aim to set ourselves ambitious targets in line with our strategy.

• Sustainable products and materials: We aim to increase the number of sustainable products and materials in our shops and enable conscious buying behaviour through improved visibility of sustainable products and materials.

• Product Lifecycle: We will continue to encourage recycling of our products and materials and reselling across our businesses.

• Diversity: Together with our Board of Directors, we are set to increase diversity across the organisation.

• Employee development and wellbeing: We will foster an environment in which our employees can realise their potential and make sure every employee feels valued.

As the management team, we are responsible for successfully implementing our sustainability strategy by following a formal and structured approach to achieving these goals and solidifying them further in the coming years. We share our short-term progress and long-term endeavours transparently with our Board of Directors, which oversees the implementation of our sustainability strategy and has also reviewed the disclosures in this report.

We are proud to share our achievements and ambitions with you in more detail in this first ESG report.

Dr. Stephan Zoll
TOGETHER WE PROMOTE FAIR PLAY FOR OUR PEOPLE AND THE PLANET BY ENCOURAGING A SUSTAINABLE AND ACTIVE LIFESTYLE.
Sustainability is important to us, as we want to take responsibility for the impact of our activities. In line with our commitment to transparency, we inform our stakeholders about our sustainability goals and the progress we have made. The information presented in this report relates to SIGNA Sports United and our businesses. The reporting period is the year 2021.

We started implementing an organisational set-up to enable us following our ESG strategy: We hired a CSR Manager at our bike and outdoor business (in continental Europe) in 2021 and installed a dedicated team of five employees supported by external consultants. Throughout the last year, the most important ESG frameworks and indicators for our industry were collected, prioritised, and combined with our central values to determine which sustainability issues are particularly relevant for SIGNA Sports United. In addition to regulatory fundamentals, the challenges facing our industry in sustainability were examined and the indicators with which we can measure our progress were defined. We systematically collected an initial set of ESG data and present this information in our report.

Even though we are still young as a group, we already have a wide range of accumulated experience, initiatives, and key figures in our businesses. We are analysing and harmonising this pool of knowledge to make the lessons learned available to our group for a better and more sustainable future. True to our motto: United we are at our best.

This report is oriented – as far as possible – on the guidelines of the Value Reporting Foundation (formerly SASB). Our subsidiary WiggleCRC is already aligning its business activities with the UN Sustainable Development Goals (SDGs), making WiggleCRC a role model for the entire group.

We aim to involve our stakeholders even more closely in our sustainability process in the future, which is why we plan to conduct a materiality analysis.
SIGNA Sports United is a specialist online retail and tech company. We own companies and brands in various sports including the fast growing product categories bike, tennis, outdoor and team sports.

SIGNA Sports United comprises over 100 online stores in over 20 countries. Our businesses span the fast-growing product categories bike, tennis, outdoor and team sports.

SIGNA Sports United N.V. has been listed on the New York Stock Exchange since 15 December 2021. Our companies and brands sell their products mainly via online stores as well as in flagship stores in the European Union, Switzerland, Norway, the UK and the USA. SIGNA Sports United-owned websites recorded almost 500 million website visits in the 2021 fiscal year, which ended on 30 September 2021. These visits resulted in 7.4 million active customers.

Our online stores offer a broad range of sports products, including equipment, parts and accessories, and functional wear and clothing. Our product offering includes more than 1,000 third-party brands and exclusive own brands. Due to various filter options and recommendation engines of our online stores, customers can easily choose the right product for their activity level and needs. Many of our online stores also offer customisable products and services, so customers can enjoy a unique experience.

Our strategic advantage is the combination of our unique customer proposition as specialists with our large and scaled e-commerce platform.

Bike and Outdoor
Since its establishment in 2003, our bike business has focused on selling bike and related product offerings online. It caters to both the mainstream and enthusiast segments of the bike market via its specialised brands.

Our main bike shops include fahrrad.de, Bikester, Brügelmann, and Probikeshop. While fahrrad.de and Bikester maintain a mainstream customer focus, Probikeshop and Brügelmann serve more to the enthusiast and expert customer base. Together with our almost 700 service partners, we offer various pick-up and assembly services for our customers.
Our outdoor business is represented by Addnature and CAMPZ which offer a wide range of private label and third-party outdoor wear and equipment, clothing and footwear. Addnature is one of the largest retailers in the Nordic countries, while CAMPZ concentrates on Southern and Western Europe. We further drive outdoor customer engagement e.g. through our Addnature “hooked” magazine as well as exclusive guides, tips and inspirational outdoor content shared online and across social communities.

Next to our bike and outdoor businesses, WiggleCRC is a leading online sports retailer of specialist cycling, running and swimming equipment, apparel and accessories headquartered in the UK. It has a stable of very successful house brands – Vitus, Nukeproof, Prime, Föhn, and dhb clothing – and WiggleCRC has plans to utilise the SIGNA Sports United network to further its reach, capitalising on new pathways afforded by the wider group.

Tennis
Our main tennis brands include Tennis-Point (EU), TennisPro (EU), Tennis-Point (USA), as well as Tennis Express (USA) and Padel Point (EU). For this report, we took particular account of the fact that both Tennis-Point (EU) and TennisPro (EU) offer a full range of brand name and private label tennis equipment as well as value-added services. Tennis-Point (EU) is mostly present in Central Europe with a focus on Germany, Austria, and Switzerland, while TennisPro (EU) focuses on France and Southern Europe (38 franchise stores in France).

Team Sports
Stylefile, OUTFITTER and Ballside are our team sports and athleisure brands. Stylefile is an online retailer focused on streetwear, sports-inspired footwear and lifestyle products. OUTFITTER is an online retailer with a strong focus on football gear and soccer lifestyle products. Ballside is an online specialist for basketball equipment.
TOGETHER WE PROMOTE FAIR PLAY FOR OUR PEOPLE AND THE PLANET BY ENCOURAGING A SUSTAINABLE AND ACTIVE LIFESTYLE.

* Running Point belongs to Tennis-Point but is part of the outdoor business
CLIMATE CHANGE IS THE GREATEST CHALLENGE OF OUR TIMES—PERHAPS THE GREATEST IN HUMAN HISTORY. OUR LIFESTYLES AND ACTIVITIES HAVE ALREADY HAD A DEVASTATING IMPACT ON THE PLANET. OUR BUSINESS MODEL IS POSITIVE, GIVEN OUR FOCUS ON GETTING MORE PEOPLE ON BIKES. AS OUR CUSTOMERS CAN ONLY ENJOY OUR PRODUCTS IF OUR ENVIRONMENT IS PRESERVED, WE MUST STRIVE TO BE AS ENVIRONMENTALLY FRIENDLY AS POSSIBLE. WE KNOW THAT ADVERSE ENVIRONMENTAL IMPACTS RESULT DURING THE LIFE-CYCLES OF OUR PRODUCTS—THROUGH MANUFACTURING, DISTRIBUTION, USAGE, AND DISPOSAL. ACCORDINGLY, LIMITING OUR IMPACT ON THE ENVIRONMENT IS A TOP PRIORIT Y.

REDUCING OUR CARBON FOOTPRINT

Landmark political decisions, such as the European Green Deal with its goal of becoming the first carbon-neutral continent by 2050, or the USA recommitting to the Paris Climate Agreement under President Joe Biden, highlight the global importance of climate protection. We are happy to see an increasing number of our customers opting for products that have a sustainable impact on our environment. For this reason, reducing our carbon footprint is one of our priority targets, as we want our products to support not only an active lifestyle, but also play our part in providing a lower emissions environment and a sustainable future for all.

Together, we are committed to understanding and reducing our carbon footprint, and we are proud to be a ClimatePartner certified carbon-neutral company since 2019. As an independent and industry-experienced partner, ClimatePartner has already accompanied well over 5,000 companies on their journey towards carbon neutrality. To understand the carbon emissions related to our business, we measure our consumption according to Scope 1, Scope 2 and Scope 3 across our business:

<table>
<thead>
<tr>
<th></th>
<th>GROUP²</th>
<th>BIKE &amp; OUTDOOR²</th>
<th>TENNIS³</th>
<th>TEAM SPORTS³</th>
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</thead>
<tbody>
<tr>
<td>2020 (in tonnes)</td>
<td>15,572,6</td>
<td>8,839,7</td>
<td>3,928,0</td>
<td>2,768,7</td>
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<tr>
<td>Scope 1+2⁴</td>
<td>3,539,3</td>
<td>2,214,0</td>
<td>546,6</td>
<td>771,9</td>
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<tr>
<td>Scope 3⁵</td>
<td>12,033,3</td>
<td>6,625,7</td>
<td>3,381,4</td>
<td>1,996,8</td>
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<tr>
<td>2021 (in tonnes)</td>
<td>24,504,8</td>
<td>13,607,7</td>
<td>5,489,4</td>
<td>5,279,7</td>
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<tr>
<td>Scope 1+2⁴</td>
<td>3,455,0</td>
<td>1,677,8</td>
<td>1,149,2</td>
<td>626,7</td>
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<td>Scope 3³</td>
<td>21,049,7</td>
<td>11,930,0</td>
<td>4,340,2</td>
<td>4,653,0</td>
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</tbody>
</table>

Table 1: Carbon emissions of SIGNA Sports United group
1) SIGNA Sports United group includes bike and outdoor, tennis, team sports and SIGNA Sports United headquarters
2) WiggleCRC is not included
3) Tennis data collection includes Tennis-Point (EU only) and TennisPro (EU)
4) Team sports data collection includes all operations for OUTFITTER, Ballside and Stylefile as well as any warehouse operations conducted for our bike and outdoor business
5) Scope 1: Direct emissions (company facilities and company fleet, Scope 2: indirect emissions – purchased electricity, heating and cooling)
6) Scope 3: Includes business travel, employee commuting, outbound logistics, returns, packaging materials, office paper, print products and waste treatment (2021 only).

The main driver of the increase in emissions was our significant growth in sales and in order volume compared to 2020. We expanded our scope of collected data in 2021, hence 2020 emissions do not present a like-for-like comparison to 2021. Another driver was the opening of new physical stores by our bike and outdoor and tennis businesses.

As we expect strong year-over-year growth rates in the mid- to long-term and are investing “ahead of the curve” to drive our multi-billion dollar business, we assume our carbon emissions will also grow further and so it is more crucial than ever for us to continue to drive carbon reduction measures and improve the quality of collected data, and not only look at our total footprint.

We are happy to report that compared to 2020, we improved data quality by enlarging the scope of collected data. Logistics (shipping and returns), electricity and heating consumption were measured more accurately due to the availability of primary data. And, for the first time in 2021, we enlarged our Scope 3 by including operational waste treatment (disposal method per waste category) in the largest facilities.
Regarding our online retail business, the key emissions in Scope 3 occur in outbound logistics, returns, packaging, storing and end-of-life packaging. These emissions have been taken into account and will be closely tracked in the future.

We included employee commuting and business travel by air, rail and car. These means of transport played a crucial role in last year’s working environment, working-from-home was considered vital in our business activities. Lastly, the printing of marketing material and the use of office paper was also integrated.

Energy efficiency is an essential part of our ambition to reduce Scopes 1 and 2 of our corporate carbon footprint. We measure energy consumption in all our facilities and take different actions to reduce the footprint, such as purchasing green energy or implementing energy efficiency measures. Most of our consumption relates to electricity, heating, and cooling.

<table>
<thead>
<tr>
<th>GROUP</th>
<th>BIKE &amp; OUTDOOR</th>
<th>TENNIS</th>
<th>TEAM SPORTS</th>
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</thead>
<tbody>
<tr>
<td>2020 (in k kWh)</td>
<td>13.780</td>
<td>9.821</td>
<td>1.922</td>
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<tr>
<td>Heating</td>
<td>6.865</td>
<td>4.783</td>
<td>965</td>
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<tr>
<td>Electricity</td>
<td>6.915</td>
<td>5.038</td>
<td>957</td>
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<tr>
<td>2021 (in k kWh)</td>
<td>10.423</td>
<td>5.427</td>
<td>2.783</td>
</tr>
<tr>
<td>Heating</td>
<td>6.340</td>
<td>3.382</td>
<td>1.677</td>
</tr>
<tr>
<td>Electricity</td>
<td>4.083</td>
<td>2.046</td>
<td>1.106</td>
</tr>
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</table>

Table 2. Energy use at SIGNA Sports United group
1) SIGNA Sports United group includes bike and outdoor, tennis, team sports and SIGNA Sports United headquarters (District heating and GETEC Green Electricity)
2) WiggleCRC is not included
3) Tennis data collection includes Tennis-Point (EU only) and TennisPro (EU)
4) Team sports data collection includes all operations for OUT FITTER, Ballside and Stylefile as well as any warehouse operations conducted for our bike and outdoor business

Our headquarters in Berlin is fully powered by renewable energy. Tennis-Point procured 64.5% of its energy from renewable sources in 2020 and 2021. Efforts will be ramped up in 2022 by switching the office lighting to energy-saving LEDs and installing a photovoltaic system in our logistics centre in Herzebrock (DE).

Our bike and outdoor business has equipped its logistics centres in Chaponnay (FR) and Untertürkheim (DE) with solar panels. It has started implementing eco efficiency guidelines at all its offices, to be completed by 2022. Our operations in Sweden are powered by renewable energy, including the office and stores in Stockholm and their third-party logistics partner. The new fahrrad.de service point located in Freiburg (DE) is also fully supplied by renewable energy. WiggleCRC reduced printing by 94% as part of their ESG strategy.

In addition to our internal efforts, compensating our corporate greenhouse gas (GHG) emissions through climate protection projects helps us to achieve carbon neutrality. SIGNA Sports United has invested in certified projects that reduce, avoid or remove carbon from the atmosphere. We have chosen projects that are particularly relevant to the regions in which our group and also our suppliers operate (Europe, USA, and China). By doing so, we not only contribute to the goals set by the Paris Climate Agreement, but also to the UN Sustainable Development Goals (SDGs).

A Wind Park with Various Benefits for the Community in Bulgaria
The Saint Nikola wind farm in north-eastern Bulgaria makes a valuable contribution to climate protection and the economic revitalisation and sustainable development of the region. The farm is in the municipality of Kavarna/BG, around 70 km from the city of Varna, and consists of 52 turbines with a capacity of 3 MW each. Thanks to the project financing and in close cooperation with the municipality, many programmes in the areas of health, education, culture, environmental protection and sports can be supported every year.

Producing Green Energy and Driving Future Wind Power Generation in South Dakota (USA)
The turbines of the wind power project near Chamberlain in the Midwest of the USA are used to generate green energy and train future wind power engineers. They thereby gain practical experience and help drive the energy transition forward. The 108 wind turbines with a total capacity of 162 MW supply the national power grid with 527,858 MWh per year, saving 432,128 tonnes of carbon dioxide annually.

Promoting Renewable Energies in Northern China
The Qinghai Delingha Xiehe Solar Photovoltaic Project generates 63.31 GWh of green electricity, saving 54,000 tonnes of carbon dioxide annually. At the same time, people in the region benefit from better air quality and job opportunities.
By working together, we can have a greater impact. In 2021, our bike and outdoor business joined forces with relevant outdoor and cycling industry peers to contribute to the Paris Agreement targets.

OUR COMMITMENT
In September, together with four outdoor retailers (Bergfreunde, Bergzeit, Sportler, and Yonderland), our outdoor business founded the Outdoor Retailer Climate Commitment (ORCC). The signatory companies have committed to regularly measuring their corporate carbon footprint, setting specific targets and implementing corresponding measures to reduce their emissions. We are one of the founding signatories of the Cycling Industry Climate Commitment in collaboration with Shift Cycling Culture. This commitment is an urgent call to recognise the cycling industry’s responsibility in achieving the Paris Agreement’s targets, and to do so collectively. It is a plea in the cycling sector to work together to transformational change in the industry.

USING MATERIALS FROM NATURAL OR RECYCLED SOURCES
We continue to identify robust growth opportunities for our group. For this reason, efficient resource utilisation is an important goal for us as a company and our industry. However, we do contribute to improve the circular economy. Our most important levers are:

- Creating products with sustainability criteria such as recycled raw materials or organic content.
- Improving accessibility to products with sustainability features and helping our customers to make conscious choices via filters, labels, and communication.
- Transitioning to more sustainable packaging and shipping solutions.

As a result, our priority target reads:
We aim to increase the number of sustainable products and materials in our shops and enable conscious buying behaviour through improved visibility of sustainable products and materials.

All our initiatives are governed by the fundamental conviction that we inspire and unite. Every effort is valuable for us as a group, and every effort is a chance for us to learn. As a consequence, our goal for the next few years is to develop key indicators with which we can present our performance in this area.

We aim to gradually break through our industry’s linear take-make-waste model by increasing the number of sustainable materials in our own brands and third-party product portfolio. Our tennis and team sports businesses have already made substantial progress.

Tennis – QUIET PLEASE
Tennis-Point is setting an example for sustainability with its QUIET PLEASE product line. The fabrics are sustainably produced in Europe using recycled poly bags and recycled paper and plastic hang tags. The cotton products are made from 100% organically cultivated cotton. They refrain from the use of pesticides, artificial fertilizers, genetic engineering, and they conserve valuable resources, as less water is used in cultivation. By 2023, Tennis-Point’s performance products (functional wear) will also be made from recycled polyester.

Team Sports – OUTFITTER OCEAN FABRICS
With OUTFITTER OCEAN FABRICS (developed throughout 2021 and launched in February 2022), we
have introduced a teamwear collection produced almost entirely out of the so-called REPREVE®. Our Ocean™ fibre. This fibre derives from recycled plastic bottles collected in coastal areas around the globe before they enter the sea. During manufacturing, the bottles are cleaned, melted, and processed into various fibres. Nevertheless, we are also fully aware that this fibre is only a first initiative to tackle the existing plastic waste in the environment, it is not solving the issues related to plastic production in a first place.

“Our first production batch for the launch alone contains nearly half a million plastic bottles. We believe that this powerful illustration enables us to convince people to take a different approach to outfitting their clubs or personal sports wardrobes”, said OUTFITTER CEO Philipp Majcher.

As abstract as some recycling processes may seem, OUTFITTER OCEAN FABRICS impressively demonstrates the effect of a solitary product on the environment, and more tangibly, how many plastic bottles no longer litter beaches thanks to its purchase. Although unfortunately we do not have an impact on the number of bottles that enter circulation, we hope to raise awareness through bottle counts. Each product label depicts the number of plastic bottles that were recycled for its production (lab-certified bottle count), varying from, for example, one plastic bottle in a pair of socks, to 27 in a long-sleeved training top.

From our first experience in 2022, we can say that the OUTFITTER OCEAN FABRICS collection has been very well received and we also see significant demand from our B2B business customers. We expect this demand to increase as many companies are currently pushing sustainability initiatives themselves. As a consequence, we are working intensively on expanding the collection and look forward to reporting our progress next year.

Bike – Wiggle CRC, dhb, Föhn und Nukeproof
First and foremost, products are designed and built to last and are rigorously tested throughout the product development process.

Both sustainable manufacturing processes and sustainable materials are our priority in any new product development and in the timely re-development of existing products through their lifecycle management.

 Bluesign® and Oeko-Tex® Standard 100 fabrics account for 29 % of our own brand product portfolio. 12 % of our own brand portfolio is certified with GRS (Global Recycling Standard) Recycled fabrics and another 6 % is certified by natural GOTS (The Global Organic Textile Standard) organic cotton fabrics.

Vendor selection is a deliberate process where we work with Bluesign® APPROVED/Oeko-Tex® Standard 100 approved suppliers in order to ensure that our products and manufacturing processes create the lowest possible environmental impact.

In 2021, 58 % of the largest volume driving power products across apparel and footwear, which account for 45 % of the dhb, Föhn and Nukeproof annual revenue, already boast sustainable credentials.

GIVING PRODUCTS A LONGER LIFE
Giving products a longer or second life is also an essential aspect of our strategy to contribute to a circular economy.

Our bike, outdoor and tennis businesses have developed different solutions – not only to give old materials and products a second life but also to enable circular models such as sharing, repairing, or upcycling.

Mending is Better than Ending
We have launched a second-hand marketplace, Biked, where bike enthusiasts can buy and sell both bike parts and complete bicycles, giving various products a second use and extending the life cycle of our products. Meaningful results have been achieved since the platform was launched in April 2021. During the first ten months, Biked recorded a total of 4,200 orders with a steady uptrend, established a base of 18,600 bike enthusiasts, and extended its product range to 13,800 products.
Schwalbe Recycling Program

Millions of bicycle inner tubes end up in landfill every year. To avoid this, Schwalbe developed the Tube Recycling programme. As a Schwalbe partner, used tubes can be dropped off at our physical bike stores all over Germany. The used tubes will be utilised as raw material for the recycling process. Schwalbe has collected and recycled more than 6 million tubes since the programme started in 2015.

A Second Life for Tennis Balls

More than 12 million tennis-balls are used in Germany every year and end up in household waste or, in the worst case, are “disposed of” in forests and fields surrounding tennis courts. We encourage players to place their used balls in our recycling boxes. Through the “Advantage Earth” initiative, we utilise our network, logistics and expertise to recycle used balls on a sustainable basis. The “Advantage Earth” initiative offers clubs recycling boxes with a capacity of almost 300 tennis-balls each. Once the boxes are full, they are forwarded to one of our local recycling partners, which shred the used tennis-balls and convert them into a recyclable rubber granulate. Examples of customers for this granulate include sports fields and tennis court operators, which re-employ the granulate as a surface for hard courts. A total of around 594,000 used tennis-balls were collected and recycled in 2021.

A Second Life for Clothing

In 2021, WiggleCRC launched a partnership with second-hand platform Thrift+ for its dhb brand. As part of this collaboration, customers send their used clothing to Thrift+, and they can donate the proceeds to their favourite charities and receive a discount on their next dhb purchase. In this way, WiggleCRC helps its customers reduce their environmental impact while increasing customer loyalty through engagement.

Repurposing

In 2020, WiggleCRC further set themselves the design and development challenge of how best to use surplus fabric left over after bulk production. The team created a curated collection of products made from surplus fabric that will be marketed as “environmentally conscious”. Today, we are proud to have repurposed products available in our Föhn shop, such as the polartech waterproof jacket available in two colours.

HELPING OUR CUSTOMERS TO MAKE MORE CONSCIOUS CHOICES

Consumer behaviour plays an essential role in transitioning to a more sustainable e-commerce model. Our businesses have developed solutions to offer more sustainable ways of shopping. In our bike and outdoor business, we provide our customers a “sustainability” filter, which includes certificates and standards focusing on product-related environmental, animal welfare or social benefits. This filter is already available in the online stores fahrrad.de, Bikester, CAMPZ and Addnature. Besides the sustainability filter, Tennis-Point marks each sustainable product with a green leaf, whether own-brand or third-party brand.
SUSTAINABLE SOLUTIONS FOR PACKAGING AND SHIPPING

Packaging, shipping, and returns are not only part of our daily business as an online retail company, but they are also some of the most significant contributors to our company’s carbon footprint. We must ensure that consumers choose the right product for them and that our products arrive in perfect condition to avoid returns. By rethinking and improving our packaging materials, using recycled and compostable materials, we can reduce our overall carbon emissions and our environmental impact.

Our businesses have carried out several projects that contribute to a more sustainable logistics and packaging transition.

WiggleCRC’s packaging and packaging sealants are sustainably sourced, and all labels of own-brand soft goods are sustainably produced and sourced from label specialist Etimed. In addition, the polybags are fully recyclable and made from 70% recycled materials. The hand tags of WiggleCRC products are made of recycled paper that consists of 40% crushed post-consumer waste. In addition, cardboard packaging is FSC-certified.

Tennis-Point has eliminated non-degradable materials in its packaging and has increasingly been using cardboard boxes instead of plastic bags since 2020. Besides, paper-based tape is used to seal the packages.

Where bags cannot be avoided, plastic transporting bags are made of 70% recycled materials and are fully recyclable.

In addition, our businesses collaborate with third-party logistics partners to find ways to reduce environmental impact, such as climate-compensated shipping or the use of electric vehicles. Also, from 2020 we have offset all carbon emissions from outbound logistics, returns and packaging*.

Since 2019, our bike business uses a bike size recommendation service that takes individual customer measurements into account in order to provide the optimal bike size and avoid size-related returns. In 2022, we launched a strategic partnership with Motesque to test an artificial intelligence-based bike sizing and fitting tool to provide even more customised recommendations. Additionally, we will continue testing various sizing and fitting tools, not only for bikes but also for clothing. As the major reason for returning clothing is size and fit, we expect to significantly reduce this segment’s return rate.

From our Untertürkheim hub in Germany, we ensure that all returns are managed responsibly. When a product arrives at the logistics hub, the quality of the product is evaluated so that suitable products can be refurbished. Those can then be sold as new or second hand via only stores. The remaining products can usually still be repaired or partly used as spare parts. For this purpose, we work with trusted external partners. Returned boxes are also recycled internally via shredding, after which they are used as filling material for new deliveries.

ENVIRONMENTAL AND SOCIAL RISKS IN OUR SUPPLY CHAIN

One of our long term goals is describing and monitoring our supply chains. In doing so, we will also seek exchanges with the suppliers of brands that are sold via our brands and companies. WiggleCRC has been a pioneer in this area to date. In the third quarter of 2021, a Tier 1 supplier intelligence analysis survey was conducted in order to better understand supply chain resilience and environmental impact. Today we know that 90% of WiggleCRC’s GHG emissions derive from fabric raw materials, manufacturing, and shipping, which will eventually help to improve the supply chain.

As outlined in this section, SIGNA Sports United strives to act in a more environmentally friendly way and protect our planet. With all these efforts – whether initiatives or reduction measures – we recognise that this is only the beginning and that further steps are needed to achieve an even more significant impact.

*For our bike and outdoor, tennis (EU) and team sports operations.
Our passion for sports, outdoors and a healthy lifestyle unites us as a team at SIGNA Sports United. Beyond that, we do our best to unlock the potential of all individuals and to nurture their talents accordingly.

In our first report, we are proud to share our progress and initiatives in relation to human rights, employee engagement, motivation and recognition, employee training and flexible working hour models, employee health and safety, diversity, growth, and data security. We are aware that scope exists for improvement if we are to reach our ambitious goals regarding how we engage with our employees, customers and other stakeholders affected by our businesses. As a united team, we accept this challenge with confidence. We look forward to documenting our progress in upcoming reports.

Human Rights

Human rights and the apparel industry have long seemed incompatible – even in sports. For this reason, our adherence to human rights is anchored within a policy commitment in our Code of Conduct, supported by the Board of Directors. Our Code of Conduct lays the foundation for ethically correct behaviour, and particularly respect for human rights.

Engaged, Motivated and Appreciated Employees

For SIGNA Sports United, our people are at the heart of what we do. As a result, we focus on employee engagement, learning and the development of our workforce. We emphasise team spirit, and collaboration across businesses, companies and brands, cultures and countries. In addition, through our commitment to equal opportunity and diversity, we ensure a diverse working environment where every employee can develop in line with their strengths and aspirations.

Table 3. Number of employees (total headcount) at SIGNA Sports United as of 31 December 2021

<table>
<thead>
<tr>
<th>2021 SIGNA Sports United Group</th>
<th>BIKE &amp; OUTDOOR</th>
<th>TENNIS</th>
<th>TEAM SPORTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Employees</td>
<td>3,522</td>
<td>1,870</td>
<td>898</td>
</tr>
</tbody>
</table>

1) SIGNA Sports United group includes SIGNA Sports United headquarters (73)
2) Tennis includes Tennis-Point (EU and USA) (594), TennisPro (EU) (106) and Tennis Express (US) (198)
3) Team sports includes Stylefile (601), OUTFITTER and Ballside (80)

We initiated a group-wide “Culture and Values Project” in order to identify our shared Employer Value Proposition (EVP). Our objective is to strengthen the local cultures and preserve their unique team spirit, while at the same time defining the common ethos that unites our group of companies.

We genuinely value our teams’ opinions, insights and ideas and seek to understand current sentiment. Our employees had a particularly challenging time in 2021: The pandemic led to more online work processes, and employees had to adjust accordingly. Regular employee engagement surveys were undertaken to be certain that we are taking the right steps towards ensuring our employees’ well-being.

We have been listed on the New York Stock Exchange (NYSE) since 15 December 2021 – a milestone for our young group. As a reward to our employees for their contributions to this considerable success, we have set up a one-time inclusive Initial Public Offering (IPO) bonus. Every employee, all levels from apprentices to managers, who had worked for us for a minimum of six months as of the date of our IPO is to become
a shareholder of SiGNa Sports United. A total of 2,904 employees qualified for the bonus and will receive Restricted Stock Units (RSUs) worth one month’s salary. Alongside the programme, we educate and train our colleagues about the stock market and what it means to be a shareholder.

In addition to group-wide initiatives, in which we will invest heavily in the coming years, the efforts of our bike and outdoor businesses deserve particular mention, as they are pursuing significant initiatives to enhance employee engagement:

- Annual well-being programme, including a full week’s focus on well-being
- Colleague of the month awards, a process of nomination by other employees regarding recognition for putting the corporate values into practice
- Launch of new corporate values (written and derived internally) and development of a straightforward programme to sustain their practice throughout the year
- Encourage employees to take time away from their desks and to participate in sports and connect with their colleagues (monthly Friday run/ride out)
- An initiative where employees are invited to join hikes and rides

TRAINING, FLEXIBLE WORKING HOUR MODELS AND AN INSPIRING WORK ENVIRONMENT

Employee development is one of our highest priorities. Together with our employees, we aim to create an environment where they can develop and ensure that all employees feel appreciated.

We believe that our team spirit burns brightest when we are together. All our offices provide a space for our employees to come together, work and collaborate. We are re-designing most of our offices (such as in Portsmouth (UK), Lyon (FR) and Stuttgart (DE) and are investing in the group’s headquarters in Berlin (DE) in order to create a place offering a unique sense of togetherness.

We value flexible working models. That is why we have “working from home” policies, offering our employees the chance to work from home whenever necessary.

We trust in strengths-based development perspectives and will further improve and advance our feedback and performance culture in this manner. We believe that well-trained employees and clear career paths contribute to the stability and security of our company.

We foster on-the-job learning and mentoring. In most of our businesses, vital onboarding programmes for new joiners exist alongside buddy and apprenticeship programmes.

This year, we have conducted the second group-wide internal SiGNa Sports United Talent Academy. This is a unique programme for talented individuals from all our businesses who can benefit from the cross-company exchange, 360° feedback, coaching, mentoring and leadership training. These groups of employees have been working together on strategic projects that impact on our group-wide strategy.

WiggleCRC has set up a training programme for employees called “Xcelerate”, which offers training in 20 courses across the business. A talent and succession planning programme is planned for 2022.

Creating a safe working environment

As included in our Code of Conduct, the health and safety of all employees is important to us and will always be prioritised. To this end, we provide our employees with safety and security guidelines and policies that help them staying healthy and productive while they are at work.

In 2022, we have implemented an “Employee Assistance Programme” for our employees in Germany, Spain and France, while such a programme was already in place in the UK. This programme is designed to provide support in stressful situations and offers an expert and trustworthy point of contact for professional and private problems.

Based on their specific needs, all our businesses have appointed internal and external individuals to conduct risk assessments and, in
the event of a risk, counter it with well thought-out occupational health and safety measures.

We continuously encourage and support our employees to live healthier lives. In many of our businesses, our employees can lease bikes and use our own padel courts. Our team sports business provides an in-facility gym for employees at their Grossostheim (DE) warehouse. Our businesses focus on specific health promotion offers, such as generous discounts on their sports products. In addition, healthcare plans, private healthcare, a company bonus, a pension, a cycle-to-work plan, and staff discounts are offered across our businesses.

DIVERSITY AT SIGNA SPORTS UNITED

Success is not built on one talent. It’s built on teams. And it’s built on teams with diverse strengths. For this reason, together with our Board of Directors, we aim to increase diversity within the organisation.

Today, female representation at SIGNA Sports United amounts to 39%, the number differs across our businesses. In team sports we have female representation of 50%. However, room for improvement still exists. We are working to ensure we improve female representation at the SIGNA Sports United group level.

<table>
<thead>
<tr>
<th>2021</th>
<th>BIKE &amp; OUTDOOR</th>
<th>TENNIS</th>
<th>TEAM SPORTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female Share (%)</td>
<td>39</td>
<td>37</td>
<td>38</td>
</tr>
</tbody>
</table>

Table 4. Female Share at SIGNA Sports United as of 31 December 2021
1) SIGNA Sports United group includes SIGNA Sports United headquarters (26%)
2) Tennis includes Tennis-Pro (EU and US), Tennis-Pro (EU) (24%) and Tennis Express (US) (34%)
3) Team sports includes Stylefile (50%), OUTFITTER and Ballside (31%)

We have increased the number of women in our leadership team at SIGNA Sports United. We believe that we can be more successful if we start at the top and lead by example. As we believe in the power of diverse teams, our first step towards achieving our overall group-wide objectives is to have more women in management positions. Over the last three years, SIGNA Sports United improved the percentage of women in second-level management. We increased the share of women in management positions at all our businesses (Table 4). However, this is not enough. Together with our Board of Directors, we agreed to further increase diversity and the number of women in top positions at SIGNA Sports United. For 2022, we aim to increase the percentage of female employees at second-level management to 25%.

Our bike and outdoor business is actively fostering a more diverse workplace through the Women@Internetsstores initiative. This programme aims to inspire and create an environment that offers equal career opportunities and personal development for all employees. During the year, several channels, brown-bag sessions, and meetings have been conducted to facilitate active participation and discussions about various topics such as stress management, empowering women during professional development, and the challenges and opportunities for women in tech.

| 2022 Target | 25 % |
| 2021 | 12.5 % |
| 2020 | 0 % |
| 2019 | 0 % |

Table 5. Percentage of female employees at SIGNA Sports United in first and second level management positions

© 2022 SIGNA Sports United
We provide equal opportunities and fair and consistent selection procedures for all our employees. We aim to become the world’s leading sports online retail partner, and to achieve this, we need more diversity at all levels. When we think about diversity, it’s not just about gender. We hire worldwide and support the relocation of international talent to form part of our local teams. Our employees are located in 12 different countries and contribute to our diversity in terms of nationality, age, ethnicity and backgrounds. For example, our approximately 700 employees from our team sports business comprise of 43 different nationalities.

<table>
<thead>
<tr>
<th>Nationalities (absolute)</th>
<th>SIGNA SPORTS UNITED GROUP</th>
<th>BIKE &amp; OUTDOOR</th>
<th>TENNIS</th>
<th>TEAM SPORTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt; 30</td>
<td>29</td>
<td>43</td>
<td>40</td>
<td>34</td>
</tr>
<tr>
<td>30-50</td>
<td>62</td>
<td>44</td>
<td>46</td>
<td>55</td>
</tr>
<tr>
<td>&gt; 50</td>
<td>9</td>
<td>13</td>
<td>15</td>
<td>11</td>
</tr>
</tbody>
</table>

Table 7. Percent of employees per age group
1) SIGNA Sports United group includes SIGNA Sports United headquarters (73)
2) Tennis includes Tennis-Point (EU and USA) (64), TennisPro (EU) (106) and Tennis Express (US) (198)
3) Team sports includes Stylefile (80), OUTFITTER and Ballside (80)

We aim to create a diverse culture where expertise can unfold. WiggleCRC addresses diversity directly and openly, following the motto “Lead From the Front and Win Together.” We are aware that the level of diversity in some areas of the company is still relatively low, a strategy has been developed at WiggleCRC based on six pillars of inclusion:

- Reflect our diverse populations
- Minimise barriers to work
- Empower our authentic selves at work
- Nurture diversity through our values
- Role model inclusivity
- Develop underrepresented talent

Our company is particularly attractive to young people. The average age of our employees is in the mid-30s. Nevertheless, we value the skills and wealth of experience of all ages and do not exclude anyone because of their age.

<table>
<thead>
<tr>
<th>Nationalities (absolute)</th>
<th>SIGNA SPORTS UNITED GROUP</th>
<th>BIKE &amp; OUTDOOR</th>
<th>TENNIS</th>
<th>TEAM SPORTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age (years)</td>
<td>35</td>
<td>36</td>
<td>34</td>
<td>35</td>
</tr>
</tbody>
</table>

Table 6. Number of nationalities and average age
1) SIGNA Sports United group includes SIGNA Sports United headquarters (8 nationalities)
2) Our bike and outdoor business in UK does not track nationalities yet
3) Tennis includes Tennis-Point (EU) and TennisPro (together, 31 nationalities)
4) Team sports includes Stylefile (40 nationalities) and OUTFITTER and Ballside (7 nationalities)

Black Cyclists Network
dhb has partnered with the Black Cyclist Network (BCN) – a community created to help address the lack of Black Asian Minority Ethnic representation in the cycling world. With a growing following worldwide and plans to provide a platform for young people to access cycling through outreach work, there really are no limits to what we can achieve.

Ride for Unity
One of WiggleCRC’s existing ambassadors, Kofi Kyei, revealed his vision for a global community united in the quest to promote inclusivity in cycling. Today, 20% of dhb’s sales revenue from the Ride for Unity capsule range is donated to Laureus Sport for Good.

We have not yet achieved our desired level across all social indicators, but we are working on it at all levels across our brands and companies.
GOVERNANCE
WE AIM TO FULFIL OUR ECONOMIC RESPONSIBILITY – NOT AT ANY PRICE, BUT ACCORDING TO ECOLOGICAL, SOCIAL AND GOVERNANCE STANDARDS. COMPLIANCE WITH LAWS AND ADHERENCE TO THE HIGHEST STANDARDS OF INTEGRITY AND ETHICAL CONDUCT FORM THE FOUNDATION OF OUR COMPANY. WE DO NOT SHIRK OUR RESPONSIBILITY. WE HAVE ESTABLISHED OUR CONDUCT AS A COMPANY THROUGH GUIDELINES AND APPROPRIATE STRUCTURES, AND CLEAR RESPONSIBILITIES TO ENSURE COMPLIANCE WITH THESE GUIDELINES.

DEFINING CLEAR RESPONSIBILITIES
Our governance structures protect our image and the trust that many thousands of customers place in us.

INDEPENDENCE WITHIN OUR CORPORATE STRUCTURE
At SIGNA Sports United, we are dedicated to maintaining independence within our corporate structure in line with applicable rules and regulations.

As a Dutch public limited company and a foreign private issuer under US securities law, we rely both on Dutch corporate governance requirements as well as on certain corporate governance requirements of the NYSE.

The Board of Directors of SIGNA Sports United N.V. consists of seven (87.5 %) non-executive directors and one executive member (12.5 %). Members of the Board of Directors are appointed, suspended and dismissed in accordance with the Articles of Association and applicable law. All CVs of the members of the Board of Directors are available in the SEC filings on our website. We keep the Chair of the Board of Directors and the CEO position separate. All our audit committee members are non-executives who verify that our business is compliant with all respective regulations. As permitted by NYSE listing requirements, our company’s compensation committee members are non-executives who ensure that compensation decisions are made objectively and for the company’s benefit. None of our nomination committee members are shareholders who hold more than 5 % of our total shares.

As allowed by NYSE listing requirements, we have opted out of the requirements to have a compensation committee consisting entirely of independent directors, to have independent director oversight of director nominations, and to have a majority of independent directors on the board. We will also rely on SEC and NYSE phase-in rules with respect to the independence of our audit committee. These rules require that most directors must be independent, and all members of our audit committee must meet the independence standard for audit committee members within one year of our listing on the NYSE.

Our shareholders have the right to vote on executive compensation. The Annual General Meeting determines the company’s policy concerning the compensation of the Board of Directors, with due observance of the relevant statutory requirements. The Board of Directors submits proposals concerning their compensation arrangements in relation to ordinary shares or rights to subscribe for ordinary shares to the Annual General Meeting for approval.

The audit of the proper accounting of our company is the responsibility of KPMG. They have served our organisation for four years, since 2018. Audit fees amounted to EUR 3.208 million in 2021, EUR 5.055 million in 2020, and EUR 1.5 million in 2019. At the start of 2022, we hired one individual with responsibility for internal audit.

DIVERSITY ON THE BOARD OF DIRECTORS
We promote diversity among our employees and on the Board of Directors because we are convinced that this is an essential primary condition for working on a more sustainable basis, both socially and ecologically. All members of the Board of Directors are currently male.
Our diversity approach can also be found in the Social section of the chapter Diversity and growth at SIGNA Sports United.

POLICY COMMITMENTS
Our corporate governance is based on our values of team spirit, fair play, unity, and the legal requirements in the countries where we operate. One of our principles is to abide by the law and to accept no violations of the law. We have developed a set of policies to put our corporate governance principles into practice. Most of these are published in English on our website and comprise (last updated on 14 December 2021):

- The Code of Conduct, including guidelines to prevent insider trading and corruption, last updated on 14 December 2021
- The Articles of Association, last updated on 14 December 2021
- Rules for the Board of Directors, last updated on 14 December 2021
- The Audit Committee Charter, last updated on 14 December 2021
- The Compensation Committee Charter, last updated on 14 December 2021
- The Nomination and Corporate Governance Committee Charter, last updated on 14 December 2021
- The Compensation Policy, last updated on 14 December 2021
- The profile for the Board of Directors, last updated on 14 December 2021
- The retirement schedule, last updated on 14 December 2021

All published documents can be found on our website investor.signa-sportsunited.com under the tab “Governance”.

CODE OF CONDUCT
Our Code of Conduct lies at the heart of all of this. In accordance with regulation 303A.09 of the New York Stock Exchange (NYSE), we have approved and published corporate governance guidelines in the Code of Conduct covering the most important compliance rules and procedures on the following topics:

- Human rights and the environment
- Compliance with legal requirements
- No insider trading
- Conflicts of interest
- Gifts and invitations
- Media coverage/communication with investors and other market participants
- Communication by employees in public or on social media
- Accurate bookkeeping and records
- Fair dealing and competition
- Anti-corruption
- Anti-money laundering and international trade
- Equal treatment and non-discrimination
- Health, safety and the environment
- Protection of our property
- Privacy and data security
- Political activities and sponsoring

The standards, as set out in the Code of Conduct, are supplemented by a whistleblower system together with whistleblower guidelines.

Zero violations were recorded during the reporting period.
Any reported violation is treated confidentially to the extent feasible, and SIGNA Sports United does not tolerate any retaliation against an individual for reporting a suspected violation in good faith.

NO TOLERANCE POLICY ON BRIBERY, CORRUPTION AND UNFAIR COMPETITION

As a company, we are dedicated to equal opportunities, fairness and open competition. While it is not uncommon in the sports industry to sponsor certain events or be invited to other companies’ sponsored events, we are aware that gifts and invitations can also be offered or received as a subtle form of influence. All our employees and, of course, the Board of Directors must be aware of any resulting conflicts of interest and influence and make fair and objective business decisions. We are also mindful of the differences in practices over what is customary and accepted in different countries and regions.

Furthermore, the giving and receiving of gifts are subject to the various laws and regulations applicable to the company’s operations. These include, without limitation, laws regarding the marketing of products, bribery and kickbacks. Bribery and corruption have no place at SIGNA Sports United. The company is committed to carrying out all its business honestly and with integrity. This means our people are prohibited from offering, giving, soliciting or receiving bribes, kickbacks, or other illicit payments or benefits. Engaging in bribery or corruption and indirectly supporting it can result in legal consequences, such as significant fines, dismissal and imprisonment. We take violations of SIGNA Sports United’s anti-bribery and anti-corruption standards seriously and may impose disciplinary measures such as demotion, reprimand, loss of bonuses, suspension and/or dismissal.

ENSURING DATA SECURITY

Given the ongoing trend toward digitalisation and the ever-growing threat of cybercrime, ensuring data security is one of our main priorities as a digital company. In our view, personal data protection has become an increasingly global issue. We believe that companies should place significance on ensuring that confidential, personal, or proprietary information is always protected.

We respect the privacy of our employees, customers, business partners, and suppliers, and we comply with all legislation enacted to protect it, including the General Data Protection Regulation (GDPR). Our employees, including temporary workers, must follow applicable privacy and data security laws when handling confidential, personal or proprietary information. At SIGNA Sports United, personal data is processed solely for clearly specified and legally permitted purposes. We are aware that the high penetration of IT at our company brings certain risks regarding data security. Our data protection experts are constantly monitoring the latest developments relating to potential data security risks. They also consider the most recent expert recommendations for companies to address this issue. Consequently, we constantly refine our measures relating to data security in line with progress in IT to ensure that existing data cannot be manipulated or misused.
BLUESIGN®
bluesign® is an internationally acknowledged sustainability certification for textiles guaranteeing safety for businesses, consumers, and the environment. Particular attention is paid to the chemical composition of textile products: bluesign® certified products are free of harmful substances, causing less water and air emissions. To become certified, manufacturers are obligated to ensure greater resource productivity as well as the traceability of all processing steps down to the raw materials.

B2B
Business-to-Business.

CLIMATEPARTNER GMBH
ClimatePartner is a renowned German company that offers companies all over the world climate action solutions to measure, reduce and offset their carbon emissions.

CO₂ OFFSETTING
If greenhouse gases cannot be avoided or further reduced, offsetting is a way to a more environmental-friendly footprint. The concept is to compensate the amount of carbon emissions through climate protection projects.

ESG
ESG is the abbreviation for Environmental, Social, Governance. The term is internationally well established in the corporate and financial sectors. It involves evaluating voluntary economic contributions to sustainable development above and beyond legal requirements.

EUROPEAN GREEN DEAL
The European Green Deal is a concept presented by the European Commission under Ursula von der Leyen in 2019. The concept is the principal component of the European Union’s climate policy, aiming to reduce net greenhouse gas emissions in the European Union to zero by 2050 and thereby to Europe becoming the first continent to become climate neutral.

GREENHOUSE GAS (GHG)
Greenhouse gases include gases such as carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), sulphur hexafluoride (SF₆), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and nitrogen trifluoride (NF₃), which are largely responsible for global warming.

HARD GOODS
Tools and sporting goods including sporting equipment, tools (e.g. helmets), electronics and appliances (e.g. camping).

IPO
An initial public offering (IPO) refers to the process of offering shares of a private corporation to the public in a new stock issuance. An IPO allows a company to raise capital from public investors.

MATERIALITY ANALYSIS
Materiality analysis forms an important basis for sustainability management. It is a strategic tool that enables companies to focus on solving particularly pressing (material) issues. The analysis of material issues is best developed not only from the perspective of the company itself, but also in dialogue with key stakeholders.

NYSE
The New York Stock Exchange in New York (USA) is the world’s largest stock exchange.

OEKO-TEX®
OEKO-TEX® consists of 17 independent testing institutes in Europe and Japan and develops test methods and limits for the textile and leather industry. STANDARD 100 by OEKO-TEX® is one of the world’s best-known labels for textiles tested for harmful substances and stands for high product safety and customer trust.

PARIS AGREEMENT
An international agreement on climate change was reached under the United Nations Framework Convention on Climate Change on 12 December 2015. The Paris Agreement sets a goal of keeping global warming to well below 2°C above pre-industrial levels, and pursuing efforts to limit the increase to 1.5°C. The participating countries pledge to reduce their emissions and collaborate to adapt to the impacts of climate change. To date, 192 countries and the European Union have joined the Paris Agreement.
REDUCE, REUSE, RECYCLE (3R)
The three Rs stand for an essential element of care for the environment in relation to consumer behaviour. Applying the three Rs leads to more sustainable resource utilisation.

RENEWABLE ENERGY
Renewable energy sources include hydropower, wind energy and solar energy. These sources are considered sustainable because they are self-renewing and therefore cannot be fully exploited.

SCOPES OF EMISSION/GHG PROTOCOL
According to the leading corporate standard GHG Protocol, a company’s greenhouse gas emissions are divided into three scopes:

- **Scope 1** emissions are direct emissions from company-owned and controlled resources. Examples include emissions from the company’s own factories, its own power generation plants, its own trucks, or the gas consumption of its own offices and warehouses. The consumption of primary energy sources that supply the company with secondary energy, such as electricity, heating and cooling, is measured.
- **Scope 2** emissions are indirect emissions from the generation of energy purchased from a utility. Electricity is likely to be the most important secondary energy for most companies.
- **Scope 3** emissions are all indirect emissions that are not included in Scope 2 and occur in the company’s value chain, including upstream and downstream emissions such as relating to transport, business travel and suppliers. As a result, they are often much larger than Scope 1 and 2 emissions. Determining Scope 3 emissions usually involves greater effort for companies.

SOFT GOODS
Apparel including textile, apparel, footwear (including bedding, towels, pillows).

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS), 2030 AGENDA
The 2030 Agenda for Sustainable Development is a common concept among all member states of the United Nations. The 17 Sustainable Development Goals (SDGs) form the centrepiece of the 2030 Agenda. These 17 goals cover a wide range of topics, including the fight against corruption, poverty, hunger, and inequality, as well as striving for education for all, and climate and resource protection. The SDGs address everyone: governments worldwide, civil society, the private sector and academia.

UN GLOBAL COMPACT (UNGC)
A non-binding international pact to encourage companies to take sustainable actions and report on their implementation. Nearly 20,000 companies worldwide have already committed to aligning their strategy and operations with the 10 UNGC principles in the focus areas of human rights, labour, environment and anti-corruption.

Glossary, List of Abbreviations
For the creation of the glossary, the following websites, among others, were consulted as a reference: German Federal Ministry for Economic Cooperation and Development (BMZ), SDGs, Globalcompact, UNGlobalcompact, Bluesign, Global Partners, Climate Partners, Association of German Chambers of Commerce and Industry, Oeko-Tex, 100 Nachhaltigkeits- & CR-Kennzahlen (cometis AG), United Nations.
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