



EATON

2024

Golf Pride®

**Environmental
Sustainability**
ANNUAL REPORT

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Environmental Sustainability

Golf Pride®

2024 ANNUAL REPORT

A Message From Our President

The world has changed a lot since our last report, but nothing has changed about our commitment to reducing our environmental footprint at Golf Pride. The planet needs us to stay the course and do what we can to limit the impact of our global operations.

Golf Pride has always been a brand that values both tradition and innovation. Our roots go back to 1949 when we transformed the grip category from leather straps to slip-on rubber grips. While those rubber grips have since become the standard in golf, we have also become more aware of their impact on environment.

Our purpose at Golf Pride is to inspire all golfers with a feeling of confidence every time they pick up one of our grips. We want that golfer to have confidence not only in the performance of the grip, but also in the fact that it was produced responsibly to limit its environmental impact. That is what we show up to do every day.

When we started this sustainability journey, we estimated that each grip we produced was equivalent in carbon footprint to about one passenger mile in a gas powered car. We make a lot of grips, so that is a carbon footprint that we need to take seriously. In the last few years, we have made significant progress. In 2024, I am pleased to report that we have reduced our carbon footprint again both in total (down 6%) and on a per grip basis (down 7%).

The changes we have made to this point were easier to make. But it gets more difficult from here. We have to find lower carbon materials that perform as well as the rubber that we use to make our grips. We also have to reduce power consumption at our factories and find cleaner sources of energy to run them.

Environmental sustainability may come and go as a trend, but we are not doing this at Golf Pride for “likes.” We are doing it because we believe it is the responsible thing to do as a brand that has a long-term vision to serve future generations of golfers. We want you to have as much pride in the grips you play as we do in making them.

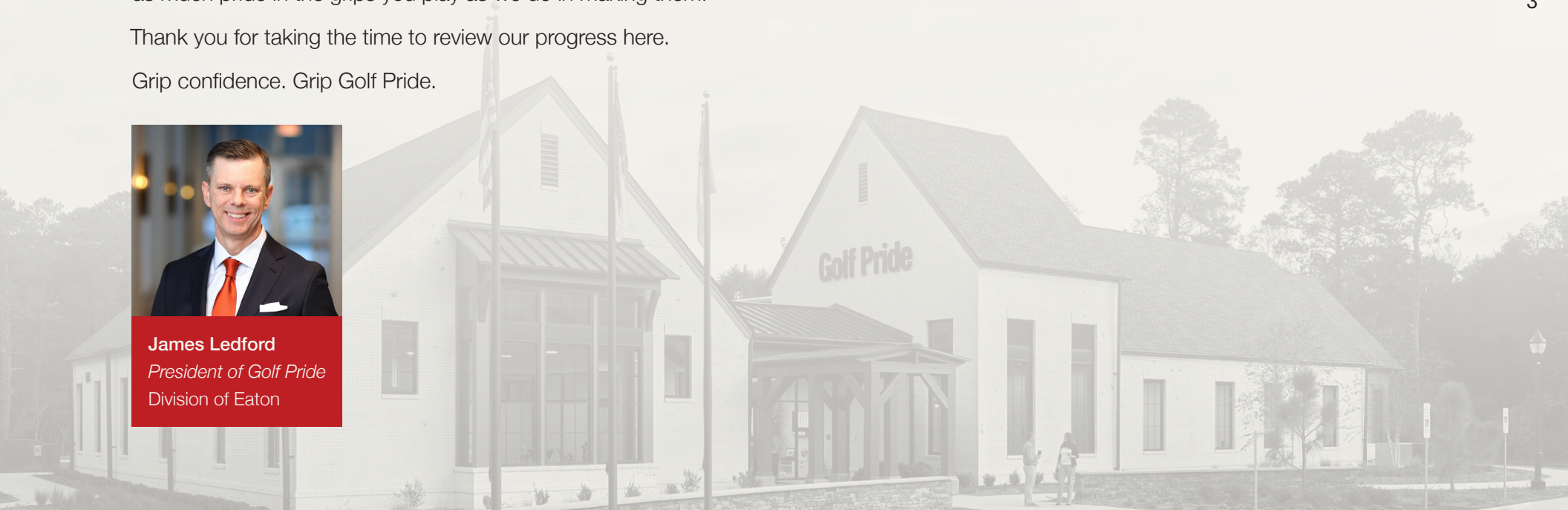
Thank you for taking the time to review our progress here.

Grip confidence. Grip Golf Pride.



James Ledford

*President of Golf Pride
Division of Eaton*



How Golf Pride Operates Globally

Today, we have manufacturing sites, transportation, and distribution centers around the world to ensure we can produce and deliver our products to golfers globally. As we continue to grow to better serve our customers and consumers, we are committed to limiting our environmental footprint.

“

Our goal will always be to put a performance grip in golfers' hands, but it is our responsibility to do so with the Earth in mind. By fostering a culture of sustainability, we inspire innovation and resilience.

Adam Rowen

Global Operations Director

1

Global Innovation Center

Pinehurst, NC

2

Manufacturing sites

Thailand & Taiwan

2

Distribution centers

UK & Texas

497

Suppliers

1024

Team members globally

7M

**Golfers reached by
Golf Pride annually**

How We're Making a Difference

WASTE



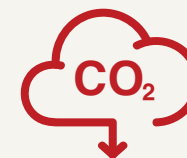
- Both sites have been **certified since 2021 with zero waste to landfill status.**
- Since 2018, we've **reduced factory rubber waste 33%** to our lowest level ever.
- **65% of our rubber waste is converted directly into energy** and the other **35% is recycled commercially** and used as raw material stock in other production environments.

WATER



- Our Taiwan facility has **invested \$300,000** to meet zero water discharge certifiable status.
- This system has already **reduced water consumption by ~471,736 liters annually.**
- By the end of 2025, Golf Pride will become the **first Eaton division** to have 100% of our manufacturing facilities **certified as Zero Water Discharge.**

CARBON



- We **reduced our carbon footprint by 9%** over last year.
- From 2022-2024, we've **invested \$250,000** into building a real time data backbone to improve productivity and reduce power consumption.
- **Reducing our carbon footprint continues to be our largest focus** area. Our reduction plan is outlined on pages 7-8.

Golf Pride's Ambition

We've set big goals for 2030 – following the lead of our parent company, Eaton.

Eaton Goals

50% **reduction in emissions**
generated directly by us – such as burning fuel to heat our buildings and company cars.

50% **reduction in emissions**
generated by the electrical utilities we purchase energy from.

15% **reduction in emissions**
generated by our products, through extracting or transporting materials, and shipping products to customers.



Scan to learn more about Eaton's goals.

Our Goal

50%

reduction in carbon and greenhouse emissions

across all scopes by 2030.

Carbon Footprint Reduction Plans

Through Eaton, we follow a data-driven Life Cycle Analysis approach to understand our CO2 footprint and establish a baseline. It has helped us to identify three main CO2 contributing focus areas:



It is energizing to see how our talent has embraced sustainability globally, extending beyond the traditional Environmental, Health, and Safety (EHS) functions.

Tiffany Ann Edwards

Global HR Leader

LOGISTICS



RAW MATERIALS



ENERGY CONSUMPTION



Inside Golf Pride, we've worked to build an employee culture that's all in on carbon footprint reduction. At the same time, we've put an emphasis on more transparency to cement our commitment to our overall goals.

Carbon Emissions Reduction Plan

Our carbon emissions continue to trend in the right direction. By 2030, our goal is to reduce our carbon footprint by 50%.

In order to reach our 2030 goal, we'll need to hone in on three key areas:



70% reduction
in logistics impact.

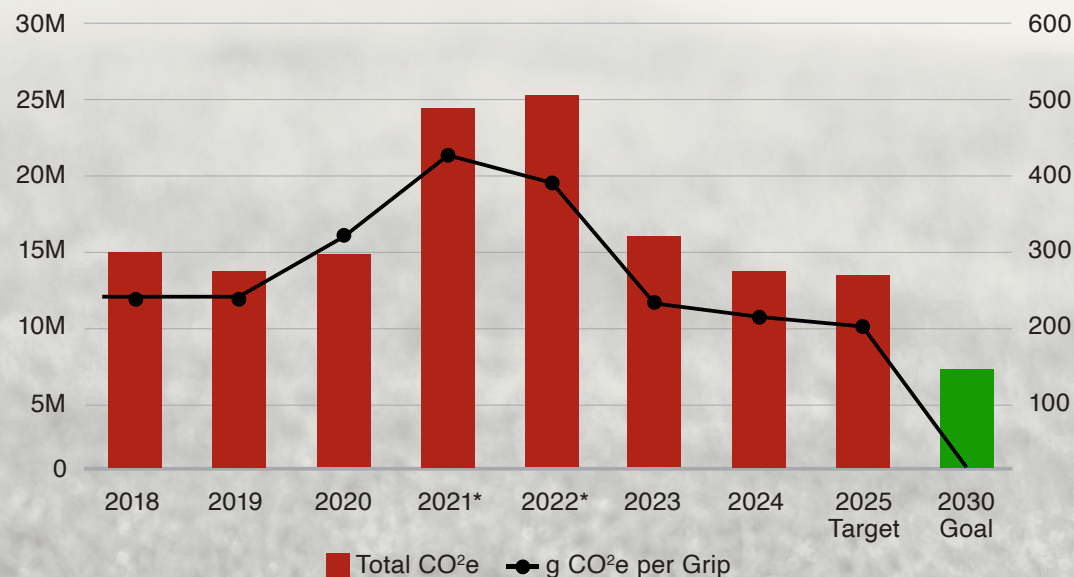
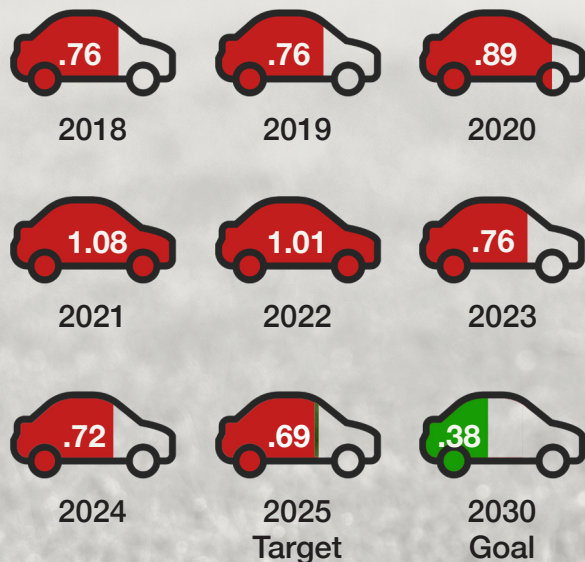


50% improvement
in sustainable materials.



45% reduction
in energy consumption.

Passenger car mile equivalent per grip



*Airfreight tight to exceptionally high COVID driven demand for golf grips.

Progress Against Our 2024 Goals

Progress takes time, but we've seen real results year over year that prove we're on the right track. Since 2024, we've seen a 6% reduction overall from our baseline.



Our internal direction has always been clear: reduce and eliminate as much of our over-consumption and CO2 emissions as possible up front. The team has, and continues to, execute that strategy flawlessly.

Ari Abraham

Global Operational Excellence Leader

YOY emissions per grip **reduced by 6%**
YOY total emissions **reduced by 9%**

2024



Raw Materials

YOY Materials impact
reduced 15%



2024



Logistics

YOY Air freight reduced 6%



2024



Energy Consumption

YOY Utility per unit was flat



Completed in 2024

Utility System Upgrades

10.8

Megawatt Hours Reduced

High Efficiency Lighting Upgrades

13.8

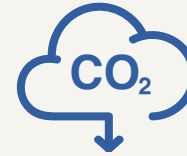
Megawatt Hours Reduced



2025 Focus

As we look towards 2030 and our 50% reduction goal, we have two main objectives for the remainder of 2025:

FOCUS



Reduce total carbon footprint by 1% and carbon footprint per grip by 3%

FOCUS



Develop a structured electricity and materials workback plan to deliver upon the 50% goal

2025 Improvement & Upgrade Plans

Utility System Upgrades

24

Megawatt Hours Targeted

High Efficiency Lighting Upgrades

15.4

Megawatt Hours Targeted

...it's time to shift our focus to more aggressive options. These innovations, primarily targeting materials and energy, may take time to implement but are well worth the effort. It's an exciting space, and we've seen our team members become extremely energized by the opportunity to bring these new ideas to life.



Ari Abraham

Global Operational Excellence Leader

Pride in Our Mission

This is the third public environmental impact report we've released in the history of the Golf Pride brand.

Our goal is to continue to be transparent with golfers and our customers around the globe, sharing insights, information and detail about our ongoing efforts to protect the planet.

We hope our voice will continue to lead the way on sustainability efforts in golf.

Ultimately, we want golfers to be as proud of the Golf Pride grips that they play, as we are in making them.



Our ambitious sustainability goals are inspired largely by our parent company, Eaton.

To learn more about Eaton's goals and to read their sustainability report, click the link [here](#).

