

Golf Pride®

Environmental
Sustainability
Report

2022 Annual Report

EAT•N





A message from our President

Golf Pride started its journey in 1949 when all golf grips were leather and few people were thinking about the environmental impact of their operations. 74 years later, Golf Pride has gained a clearer understanding of its environmental footprint and what must be done to reduce that impact. Sustainability is at the heart of our mission and purpose as a brand. We have served at least four generations of golfers and we want to make sure that we are doing our part to serve future generations of golfers and do so in a way that protects the game we all love. To do that we need to get a lot more serious about measuring, monitoring, and reducing our environmental footprint. This effort aligns with our parent company, Eaton, who has also set aggressive environmental sustainability targets out to 2030.

These factors pushed us to step back and take a serious look at our footprint and the impact we have on the environment. When it comes to environmental sustainability, we are at the beginning of our journey. We have a long way to go, but we are serious about reducing our footprint. By publishing this report on the progress to date we are taking one more step towards our goals while holding ourselves accountable to the Golf industry and the world.

There are three primary areas of focus for us in our environmental stewardship: **waste, water, and carbon.** We are most pleased with our recent work on carbon reduction. With the help of Eaton's environmental engineers, we completed the first ever life cycle analysis of the carbon footprint of our grips. We learned that in 2018 it was equivalent to about 0.75 passenger car mile of carbon for every grip we make. We also learned that roughly 80% of our carbon emissions were coming from three primary sources – our factories, transportation of our grips, and synthetic rubber made from petroleum. It may sound simple, but our team now has a clear picture of the challenge in front of us. We will get there. We are constantly learning how we can do better and we want to hear from you along the way. We hope our actions will encourage more golf companies to join us on this journey.



James Ledford

President of Golf Pride

Division of Eaton

Footprint: How Golf Pride Operates Globally.

Today, Golf Pride has factories, suppliers, transportation and distribution centers around the world to ensure we can deliver our products to golfers across the globe. As we continue to grow to better serve our customers and consumers, we are committed to limiting our impact on the environment and how we can best reduce our environmental footprint.



2
Manufacturing sites
(Thailand & Taiwan)



2
Distribution centers
(UK & Texas)



1163
Team members
globally



Over 6 Million
Golfers reached by
Golf Pride annually



497 Suppliers



**Global
Innovation Center**
Pinehurst, NC

Goals: Three Primary Areas of Focus

Waste

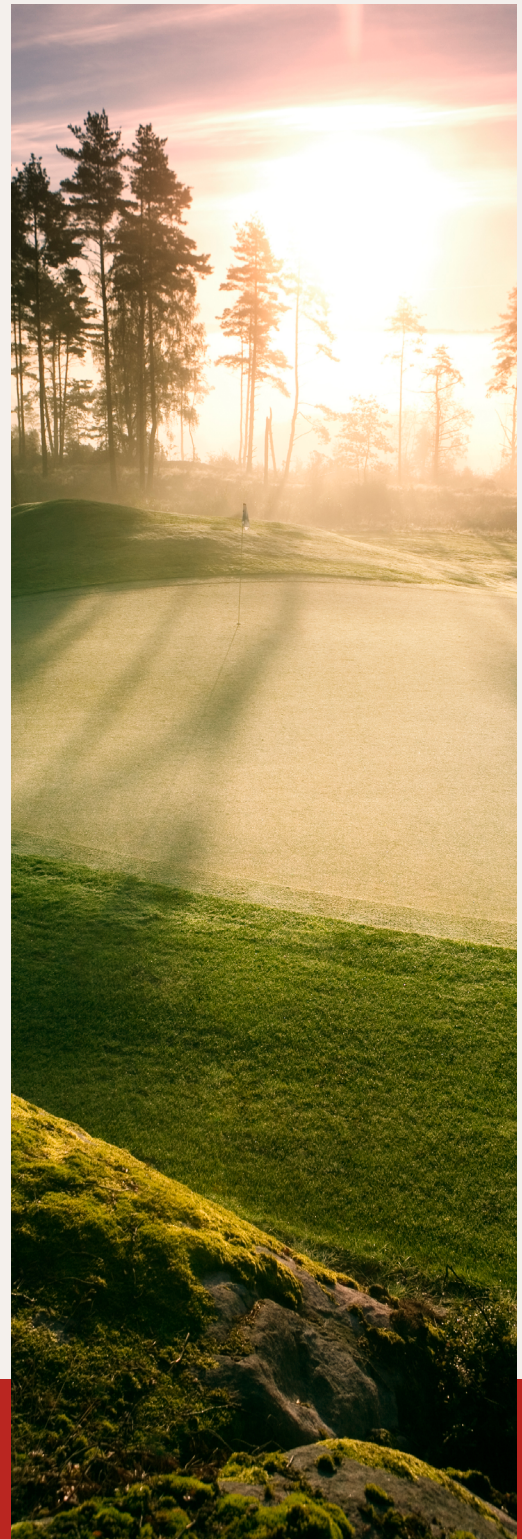
- Golf Pride has been **zero waste** to landfill at both sites since 2021.

Water

- Golf Pride is on track to have our Thailand factory certified as **zero water** discharge in 2023 and Taiwan will follow in 2024.
- Between 2022 and 2023 we will invest more than half a million dollars to advance towards certifiable zero water discharge within our two factories.

Carbon

- Production emissions per grip dropped 18% while total emissions grew by 72% with the growth in our business. We expect to see significant reductions in total emissions and emissions per grip in 2023 with a large scale switch from air to ocean freight.
- From 2022-2024 Golf Pride is investing a quarter of a million dollars to build a database backbone for collecting real-time intelligence tracking of inefficient power usage.



“ Our global strategy is clear – we must provide our leaders and teams with the tools they need to build a culture with sustainability at the heart. Through coaching, we are now learning to select, prioritize and execute projects in the most sustainable manner. ”

Ari Abraham, Global Operational Excellence Leader

“ Sustainability is not only our responsibility but an opportunity for Golf Pride to redefine our vision of success. Historically, we were focused only inside of our manufacturing plants. Our recent life-cycle analysis work has shown that our approach was too narrow, and our opportunities for improvement are wider. We want our thoughtful sustainability practices to create the same legacy as our grips. Going forward, Golf Pride will embed sustainability in all of our processes - from the outset of our new product development process, through manufacturing and logistics choices, all the way to the golfer. ”

Adam Rowen, Global Operations Director

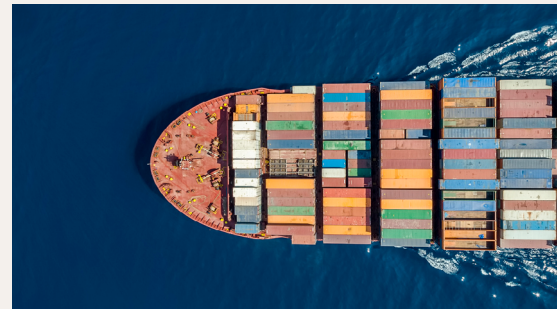


Through our parent company, Eaton, we are able to conduct data-driven Life Cycle Analysis to understand our CO2 footprint and establish a baseline.

There are 3 CO2 contributing focus areas:



Logistics



Raw Materials



Energy Consumption

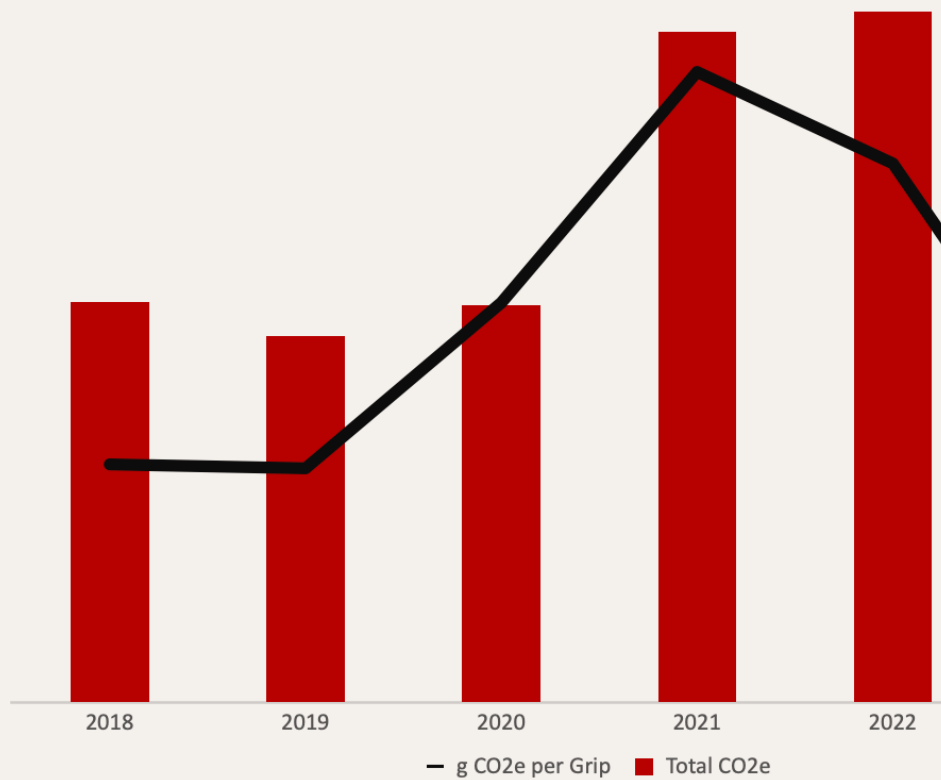


Our goal by 2030 is to reduce our carbon footprint by **50%**. How will we do that?

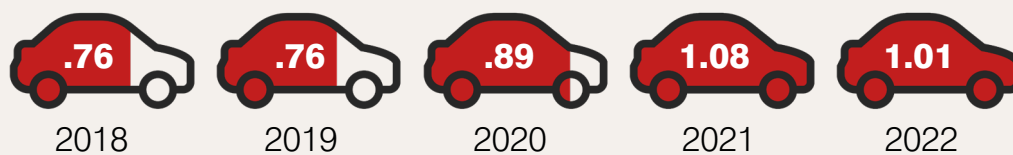
By reducing our logistics impact by **70%**, our energy consumption by **45%**, and improving sustainability in our materials by **50%** from our 2018 baseline.



CARBON EMISSIONS HISTORICAL PERFORMANCE



Passenger car mile equivalent per grip



Focus for 2023



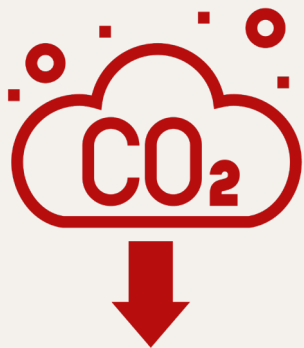
5% YOY Energy Improvement



Research and Test Sustainable Material Threshold



60% YOY Logistics Improvement
(Reducing air freight needs and optimizing shipping routes)



20% Carbon Emissions YOY Improvement Goal

This is the first public environmental impact report that we've released in the history of our brand.

We strive to hold ourselves accountable and be transparent with golfers across the globe to share the work we are doing to protect our planet.

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