

Sustainability

Building Sustainable Communities Together



CONTENTS

Letter from our CEO

Learn About Our Mission

4

Who is PlayPower

Meet Our Family of Brands

6

Environment

How We All Make a Difference

10

Social

Taking Care of Our Communities

24

Governance

Achieving Our Vision Together

32



Letter from our CEO

PlayPower is deeply committed to building sustainable communities. That goal is not ancillary to our business. It is our business. For over 75 years, we have been leaders in building a vital public square where children can play outside and develop, where people can gather and enjoy the shade or a respite on a park bench, or where a families can congregate on the waterfront. We believe it is our duty to bring people together because being together and working together is how we build a worthwhile society.

Building a sustainable society that respects the environment is a core value. Before there were catchy acronyms for sustainability programs, our Miracle and PlayPower Canada companies were the first to introduce the idea of inclusive playgrounds that were accessible to people of all abilities. Long before there was a widespread desire to have better shade in our common spaces, our USA Shade company was the global leader in bringing shade to parks, schools, and other public spaces.

On behalf of my 1,800 teammates in 13 countries, I am pleased to present PlayPower’s 2025 Sustainability Report. Our business is based on continuous improvement, and this report details some of our most recent gains, including:

- We appointed a new Vice President of Sustainability to drive our enterprise-wide efforts and to coordinate with our regional teams.
- We use recycled rubber in our surfacing products and prevented 14,000,000 pounds of rubber tires from ending up in landfills in 2023.
- We were the first to bring solar shade structures to the largest quick serve restaurant chain in the world, the first to bring solar hail protection to a car dealership of scale, and the first to bring solar hail protection to a globally recognized OEM auto maker’s facility.
- We partnered with Kids Around the World, a nonprofit organization that refurbishes old playgrounds from the United States and brings them to underprivileged communities around the world.
- We continue to make gains in the sustainable sourcing of raw materials.
- We recently installed over 2,300 square meters of solar panels in our Polish facility to offset carbon-based electricity needs, and also built bee hives on our campus as part of an employee-driven project to help protect our vital pollinators in industrial areas.

Bryan

Bryan Yeazel,
CEO, PlayPower, Inc.



INSPIRING THE WORLD TO PLAY.

PlayPower is a premier recreational equipment manufacturer, and we are dedicated to building happier, healthier communities. We have a family of highly respected brands dedicated to bringing play to people of all ages and abilities.

OUR MISSION

To design and manufacture fun and safe play and recreation equipment for all ages and abilities. We will be recognized as the leader for inspiring and creating innovative products and providing superior customer service. We will leverage our brands globally to the benefit of those who use our products and to our customers, employees, and shareholders.

OUR VISION

To be the leader in creating legendary play and recreation experiences around the world.

OUR VALUES

1. **TEAMWORK:** We execute, perform and win as a Team.
2. **INTEGRITY:** We always conduct our business with absolute Integrity.
3. **PEOPLE:** We treat People with respect and dignity, and recognize talent development as a competitive advantage.
4. **PERFORMANCE:** We deliver to our commitments, Perform above expectations, and set the pace in the markets we serve.
5. **SERVICE & SOLUTIONS:** We Serve our Customers in a differentiated manner that builds sustainable, value-based relationships.
6. **SUSTAINABILITY:** We commit to Sustainable practices that help protect the environment for future generations.

MEET OUR FAMILY



EZ Dock provides unlimited waterfront solutions, with easy-to-configure floating docks, ports, launches, and walkways. Easy to install and virtually maintenance free, it's the last dock you will need.



HAGS Play is Europe's largest creator of outdoor spaces, producing premier wooden and metal playground equipment for all generations.



As the masters of theme, Little Tikes Commercial manufactures commercial-grade playground equipment that inspires wonder, discovery, and growth in all kids—and kids at heart.



Having designed thrilling commercial play systems since 1927, Miracle Recreation encourages kids to explore and grow into the leaders of tomorrow's communities.



The premier provider of innovative surfacing solutions for over 50 years, No Fault provides quality product installations for playgrounds, splash pads, ball fields, and more.



With a heritage in high-quality manufacturing, Playworld creates commercial playground equipment with passion and pride to enrich and unite communities through innovative, authentic play.



Created by the most experienced team in the industry, Soft Play's innovative indoor play structures are proven family attractions for restaurants, shopping malls, amusement parks, and more.



With more than 20 years of experience creating nets, climbers, bridges, and rope architecture, Tayplay empowers children to safely climb to new heights.



As the innovator and leader in fabric shade structure design and technology, USA SHADE & Fabric Structures delivers functional, durable, and beautiful installations, custom-designed for every need.



VPS is the pioneer and leader in the design and manufacture of covered parking systems, protecting people and valuable assets from hail, heat, and UV damage.



Wabash Valley offers a large selection of site amenities in numerous styles, colors and finishes to fit all needs—functional, elegant, eco-friendly, always reliable—without the high price.





Materials

Each of our brands use a variety of raw materials. Collectively, the largest by weight are steel, wood, plastics, HPL, aluminum, post-consumer rubber, EPDM, HDPE knitted fabric, and HDPE recycled plastic.

Wood

HAGS uses a variety of high-quality wood in equipment depending on the product and requirements. The largest proportion of wood that HAGS uses is Scandinavian dense pine, due to its natural resistance to insects, rot, and fungal attack. Its composition makes it a great building material that has been successfully used in our UniPlay and UniMini play systems for over 50 years.

Our wood-cutting process is entirely computerized and reduces the amount of waste. Our triple laminated timber poles are composed of three sections joined together, a method that increases strength and reduces cracking. The timber is then treated with preservative, wood stain coatings to provide additional protective layers and a smooth finish. We only use water-based bio-degradable coating materials, which don't have a negative impact on the environment. Wood is a naturally renewable resource; therefore it has low environmental impact. Cracks and some deformation in the wood is expected as the material adjusts to different environmental conditions.



All of our supplied wood in Europe is certified according to the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). FSC is an international, non-governmental organization dedicated to promoting responsible management of the world's forests. PEFC is a global alliance of forest certification that promotes sustainable forest management. Our HAGS group is continually reviewing its wood species and supply chain to ensure we continue to use the most sustainable reserves.

The following types of wood are also used in a variety of our products:

Robinia – a sustainable hardwood that is predominantly used in our Nature play product line.

Thermory Wood “Ash” – wood treated with a thermal modification process using heat and steam to achieve a high-quality, performance-driven material with a natural, chemical-free finish. The resulting wood is durable and shock resistant.

HPL and Wood-Based Board

According to the European Standard (EN 438-6), high pressure laminate (HPL) is a sheet of material made up of approximately 60% cellulosic fiber (paper) and approximately 40% phenolic resin (thermosetting plastic) which is compressed under high pressure and heat. As well as meeting this regulation, our HPL material also meets the formaldehyde emission standard E1. We use HPL material with up to 65% certified recycled material. All our HPL can be reused, recycled, or used as energy recovery.

Steel

Our steel contains a high percentage of recycled material, which means that the environmental impact is relatively low. It's also a material that has established recycling systems in most countries. All steel drop and scrap from our production process is resold to recycling companies to



Our North American play brands use a variety of shapes, sizes and all thickness for its playgrounds. We source in-line galvanized tube steel that has three layers of correction protection designed for critical long-lasting applications that is ideal for outdoor or high-moisture environments. The interior of the tube has an 81% minimum zinc rich primer applied, capable of providing excellent rust protection and fabrication characteristics. All coatings are applied inside and out after welding.

Cast Iron and Cast Steel

Cast iron or cast steel is used when it's suitable from a production and functional point of view. We carefully select the right material grade depending on its purpose, and we also use gray iron, ductile iron, and cast stainless steel where appropriate.

Aluminum

Our HAGS group uses aluminum with an EN AW6060 T6 quality. The most common surface treatment is natural

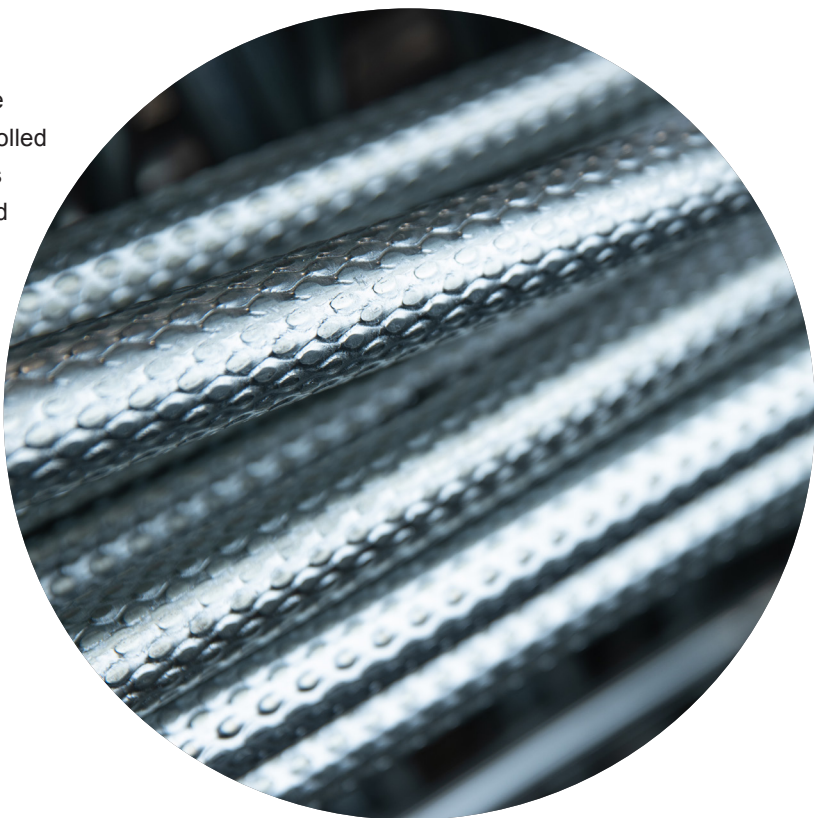
be reused in other products. Recycled content in our steel varies by area of supplier and type used. Recycled content in our products ranges between 25-95%.

Stainless Steel

We occasionally use stainless steel in our products. We mostly use steel of EN 1-4301 (304) quality. A pattern-rolled sheet is used for some sections of playground slides as the pattern provides additional strength to the sheet and allows a thinner section to be used.

Tube Steel

Our HAGS group uses steel with a yield strength of 220 – 660N / mm2 and carefully selects the right quality for each application. We only use steel with excellent weldability to ensure that our products have the required strength and durability. We also ensure that the content of silicon and phosphorous is control-led to achieve the desired appearance and thickness.



anodizing 20um. Aluminum contains a high proportion of recycled material, and most countries have an established recycling system for this material. This, in addition to the fact that it has a high recycling efficiency rate, results in aluminum having a low environmental impact.

Powder Coat Finish

Used in North America, this super durable formulation of a polyester powder coating finish is electrostatically applied to a thickness of 3-5 mil. This finish gives metal parts long term protection from chipping, fading and peeling.

Plastic

To extend our products’ life, all of our plastics have UV protection against color fading and embrittlement due to the sun’s rays. Some plastics have also been modified to increase strength and counteract squeaks. We use many different variants of plastic, such as:

Polyethylene – The most common type of plastic, Polyethylene has established national recycling systems in place. At PlayPower, we have broadly divided this

plastic into three graded categories: high density (HD), medium density (MD) and low density (LD). LD and MD are generally used in rotationally molded parts, while HD is generally used in injection molded parts, board materials, and knitted shade fabrics.

HDPE Knitted Shade Fabric – This fabric is made from virgin HDPE to produce our USA Shade and VPS brands for tensioned shade structure. The material is selected for its easy care, durability, strength, tear resistance, dimensional stability, UV protection, and heat reduction properties. It also provides asset protection against sun, wind, and hail for applications such as car parking, auto dealer lots, or automotive staging lots.

HDPE Sheet Stock – All PlayPower equipment brands use HDPE sheets for a variety of play components, such as play panels, barriers, thematic elements, freestanding play elements, signage, and more. The material is selected for its weather resistance, UV stability, impact resistance, and design versatility. Layered sheets with a black core are available with 100% recycled content.

Rotational Molding Resin – The ability to use rotational molding resin when creating molded-in graphics, threads, and inserts saves time and energy by eliminating/reducing secondary operations or field assembly times. Our floating docks, for example, can be installed in much less time than traditional stick-built docks and never require ongoing upkeep such as painting, staining, coatings, and wood repairs—resulting in reduced CO2 emissions over the life of the product.



Polyurethane (foamed) – This multi-component plastic undergoes fermentation during the manufacturing process to form air bubbles inside the material, giving it a porous core and smooth surface.

Thermoplastic Elastomer (TPE) – This rubber-like plastic can be injection-molded and sometimes used together with a harder PP type plastic. In addition to being flexible, TPE has very good abrasion properties making it useful for shock absorption.

Recycled Plastic EcoGrip – An example of recycled plastic used at HAGS, this environmentally-friendly material consists of 89% recycled polyethylene with a 2mm thick layer on one side.

Recycled Plastic Lumber – Made from recycled (pre and post-consumer) HDPE, this material is resistant to mildew, moisture, insects, chemicals, and extreme temperatures and environments.

Alternative Wood – The Soft Play brand uses alternative wood upcycled from rice hulls in a zero-waste manufacturing facility. It is free of phthalates, phenol, formaldehyde, and adhesives, and 100% tree free. The material is resistant to water, weathers, rot and pests.

Rubber

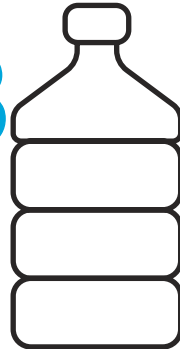
At No Fault, our playground safety surfacing is a unique combination of EDPM or TPV rubber granules as the wear layer, and shredded recycled rubber tires as the cushion layer. The shock-absorbing quality of the material makes it ideal for reducing the impact of falls while also providing an accessible pathway for those with mobility devices. HAGS also used recycled car tires (manufactured past January 2010 in compliance with REACH requirements) in a number of their swing seats.

All playground materials received into, produced, and shipped from our North American Plants are CPSIA compliant. The Consumer Product Safety Improvement Act is a USA law requiring that children’s products be tested to mandatory standards before they are sold and practically eliminate lead and banning phthalates in our products for use by children.

Our design, engineering, and supply chain teams are always seeking more sustainable material solutions for our products. We have active efforts to seek alternative materials with lower CO2 and increase the amount of post-consumer/postindustrial recycled material content where possible.



61,488
BOTTLES
SAVED
per year



Smarter Hydration for a Healthier Planet

To help reduce our environmental impact, we replaced single-use plastic bottles with reusable drink tumblers and implemented water dispensing machines at our primary North American manufacturing plants. Annually, we eliminate over 100,000 plastic bottles—equivalent to the size of three typical home delivery trucks—as well as the carbon emissions associated with transporting plastic water bottles.

This investment highlights our efforts to reduce environmental waste and promote the health and safety of our associates by encouraging them to keep hydrated in the workplace.



From Rubber on the Roads to Rubber on Playgrounds

Since the inception of poured-in-place rubber safety surfacing over forty years ago, No Fault Surfaces has upcycled old tires into the impact attenuation layer of the safety surfacing system. Not only does the resulting surfacing provide durable protection from falls—it also allows for those with mobility devices such as wheelchairs or walkers to easily explore and navigate spaces alongside their loved ones.

No Fault has kept millions of tires from entering landfills throughout the years. In 2023 alone, 14,000,000 pounds (6,350,293 kilograms) of rubber, or the equivalent of 700,000 passenger car tires, were reused to form the safety surfacing for hundreds of playgrounds.

In 2023, we saved
14 Million
pounds of rubber
from landfills



Waste Reduction

Lastly, some of PlayPower has active programs to recycle much of the waste generated during the production processes. For all of our production sites, wood, metal, cardboard, and plastics are isolated, collected, and sent to recycling brokers to be upcycled by repurposing these waste materials into new products with a new purpose. Additionally, some sites have special items unique to that facility such as paints, solvents, steel drums, and Styrofoam are also sent to recycling brokers to be reused in new applications. Lastly, some of the waste generated from our rotationally molding operations is reground inhouse and reused in our black playground border timbers to create a 100% pre-consumer recycled product. PlayPower continues to look for appropriate methods to further our management and documentation of waste generated from our operations.

We continually seek ways to reduce our packaging consumption and think innovatively about alternative opportunities to protect our products during transit. In 2022, we invested in machinery to repurpose waste cardboard we receive from our suppliers by turning it into a honeycomb-shaped cushioning material to protect our products from scratches and dents during transportation.

Our outdoor play brands continue to lower print demand by embracing digital publications for our sales and marketing materials, resulting in a reduced environmental impact.

Plant Certifications

With facilities across the globe, PlayPower ensures that our manufacturing facilities meet international standards for quality and environmental impact. All of our facilities comply with ISO 9001 to guarantee quality products in an efficient manner. Our manufacturing facilities in Poland, Monett, and Lewisburg comply with ISO 14001 to minimize our environmental impact as we continue to achieve and improve our environmental efforts. Our Poland facility also complies with ISO 45001 to continuously improve safety and working conditions for employees.



SUSTAINABLE DEVELOPMENT GOALS



The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.
For more information visit, <https://www.un.org/sustainabledevelopment>

Some examples of activities connected with UN's Sustainable Development Goals (SDG's) include:

- Recycling
- Waste reduction
- Use of renewable energy
- Minimal printing
- Use of video conferencing for cost-effective and environmentally-conscious meetings
- Energy reduction through LED lighting upgrades in some of our facilities

Product Life Cycle
Products to Support Circular Economy

Our long-held belief is that we help build sustainable communities by providing products (playground equipment, safety surfacing, site furnishings, shade structures, floating docks and drive-on watercraft ports) that promote healthy, active lifestyles for people of all ages and abilities and create equal opportunities for connection and fun.

Most of our products are designed for extreme environments in the great outdoors. They are designed to last for many years and are easy to maintain so you have less need to replace the equipment.

Impact, Risks, and Opportunities

A circular economy emphasizes the efficient use of resources and materials throughout the value chain. By designing products with less or other types of resources (more environmental footprint) and materials, our brands can reduce their reliance on resources and raw materials. By reducing waste and making more efficient use of resources, we can reduce our environmental footprint as well as that of our suppliers and clients.

Globally, regulations and market expectations around product eco-design and waste are integral to meeting customer demands. Early adoption of circular economy

and eco-design principles will help PlayPower comply with these trends and regulations. Implementing circular economy models throughout the value chain can lead to cost savings and increased margins. By reducing waste and making better use of resources, PlayPower brands can decrease their own and their clients' operational costs.

PlayPower has had a number of circularity successes which we intend to build upon, and we are addressing the following policies and procedures:

- Incorporating sustainable design thinking into our product development process. New product briefs and stage gate reviews that better reflect maximizing environmental, social and economic benefits over a product's lifecycle.
- Developing an Integrated Management System Policy to address the issue of optimizing the use of basic raw materials at a level of operational activity, including activities supporting basic business processes.
- Sustainability Policy and practices that refers to collaboration with our customers and partners so that we increase the understanding of each other's needs, requirements, and expectations.

PlayPower's aspiration is a model of production and consumption, which involves reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, we extend the life cycle of products and reduce waste to a minimum.

We value the principle of optimal use of resources. We develop products that support a circular economy. Modularity is key in ensuring that sustainable principles are applied to our Product Design process. We install products that last a long time with the capacity to repair, refurbish or replace individual components easily.



Transforming Communities Through Play

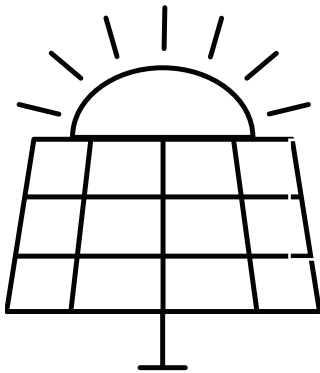
Two of PlayPower's brands, Little Tikes Commercial and No Fault Surfaces, have partnered with Kids Around the World (KATW) to inspire hope in the next generation. KATW is a nonprofit organization that refurbishes used playground equipment in the U.S., and then installs it in underprivileged communities overseas. Oftentimes, it will be the first playground these children experience.

Little Tikes Commercial is heavily involved in KATW's mission. In addition to donating 5% of the list price from qualifying sales, members of the Little Tikes Commercial team volunteer at playground builds such as Belize in 2022, and the Dominican Republic in 2023.

No Fault Surfaces also formed a partnership with KATW in 2024, donating a portion of qualifying sales towards the surfacing installation of these playgrounds.

By partnering with KATW, our brands support a circular economy with 1185 playgrounds built in over 60 countries.



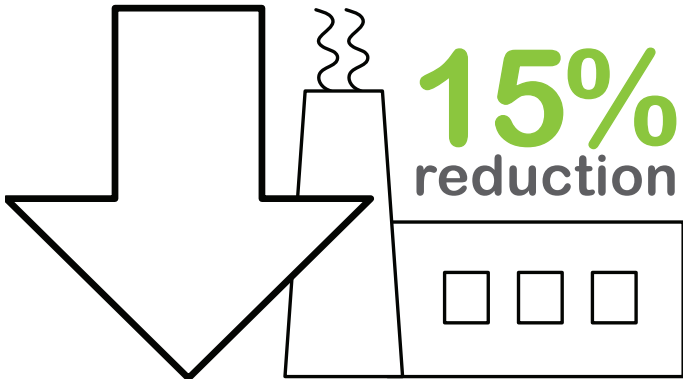


900+
SOLAR
PANELS

AREA OF
PANELS
2,300
square meters



HAGS
★ Sosnowiec, Poland



15%
reduction

facility carbon per year

PlayPower’s Main
European Plant Commits
to Renewable Energy

As a continuation of our longstanding approach to sustainability, we’re committed to offsetting traditional energy with renewable energy—that’s why we designed and installed 2,300 square meters of solar panels at our main European plant in Sosnowiec, Poland. In total, we placed over 900 solar panels in the area surrounding our facility that produce a maximum power output of more than 490 kilowatts. This sizeable reduction in our energy carbon footprint is one of many developments that reflect our dedication towards sustainability and environmental responsibility.



Shade

The American Academy of Dermatology (AAD) states that skin cancer is the most common cancer in the United States, with millions of cases diagnosed each year. USA Shade’s fabric structures most common colors meet the AAD guidelines for fabric structures with a UVR of 94% or greater. Additionally, photovoltaic panels can be added to most structures to create renewable energy for direct use, as a microgrid, or tied back to main energy grids.



Shade Structures Prevent Against Harmful UV’s

For three decades, USA Shade has provided shade structures that protect those most vulnerable to heat and sun exposure—children, seniors, and those with disabilities. According to medical experts, Ultraviolet (UV) radiation from the sun can cause sunburn, skin damage, eye damage, and skin cancer. UV damage accumulated during childhood and adolescence is strongly associated with an increased risk of skin cancer later in life.

Seeking shade when appropriate, especially when sun’s rays are strongest (between 10:00 a.m. and 4:00 p.m.), is one tip to protect your skin from the sun’s damaging ultraviolet rays and reduce your risk of skin cancer.



Energy Consumption

Our Europe, Middle East, and Asia unit (the HAGS Group) is leading PlayPower in the development methodologies for collecting carbon footprint data according to GHG protocol. PlayPower North American operation plans to develop its own methodology to begin capturing, sharing, and analyzing carbon footprint data in a manner consistent with Europe so we can set performance goals and report results globally.

2023 is established as the base year for HAGS Europe. The number of emissions from the production of consumed electricity was calculated according to two methods: location-based (electricity related emissions calculated using country average emission factors) and market-based (electricity-related emissions calculated using the energy seller specific emission factor).

The carbon footprint has been calculated according to the GHG Protocol into two scopes: Scope 1 and Scope 2 were covered by full estimation, i.e. direct emissions of greenhouse gases related to operating activities and indirect emissions related to production of electricity and heat energy used by HAGS Group.

Scope 3 (value chain-related emissions) was not measured since we were not adequately prepared to comprehensively measure. In 2024, we defined the main categories out of fifteen included in Scope 3 and started collecting the data engaging our stakeholders as well.

PlayPower’s primary North American manufacturing facilities are in the process of upgrading to LED lighting to reduce our carbon footprint, energy consumption and cost over time. We are approximately 50% complete and expect to be 100% complete by the end of 2025.

VPS (Vehicle Protection Structures) – Solutions to Mitigate Vehicle Damages During Hailstorms



According to the Insurance Information Institute, hailstorms cause an estimated average annual loss ranging between \$8 – \$14 billion in the U.S. In the past decade, losses due to hail damage have totaled to \$80 – \$140 billion, compared to \$14.1 billion in losses due to tornado damage.

In 2023, NOAA’s National Weather Service Storm Prediction Center Annual Severe Weather Report Summary reported 6,962 hail events compared to 4,436 in 2022. Additionally, some scientists believe there is a connection between larger hail size and climate change.

Automobile dealerships, rental car agencies, and automotive manufacturing sites in areas prone to severe hail are at greater risk of catastrophic losses to their vehicles. With 23 million sq.ft. of coverage installed globally over the course of 30+ years, VPS has a proven track record of reducing hail damage and protecting vehicles from the harmful effects of heat and UV exposure.

In addition to providing vehicle protection, VPS can integrate solar with the hail protection canopies to generate renewable energy on site. Depending on the size of the overall structure and number of solar panels, you can significantly reduce your electric bill as well as your carbon footprint.

Investing in solar panel covered parking offers the following advantages for a wide range of industries:

Businesses: Protect customer or employee parking lots or distribution center loading docks while also offering a green energy source for your organization.

Municipalities: As taxpayers look for more sustainable energy options, towns and cities can offer a way to generate electricity in public and government parking areas such as rooftop parking.

Auto Dealerships: Display electric and hybrid vehicles under a protected area that further highlights your dealership as a leader in advanced energy saving technology.

Travel and Transportation: For airports, car rental facilities, cruise terminals, sports facilities, train stations, and any commercial space with larger numbers of vehicles, the benefits of large-scale asset protection with solar are significant both in energy savings and as an added benefit for your customers.

OEM Facilities: Protect equipment, delivery trucks or employee cars at your OEM manufacturing area. These structures provide protection while also helping your facility gain additional sustainable energy for significant cost savings.

- 53,000 square feet of canopies protect 335 vehicles.
- 720 bi-facial solar panels generate 375,000 kilowatt hours of solar power annually.





Employee Safety

The safety of our customers, employees, visitors, contractors, and the public are our priority. We provide safe, hygienic working conditions and focus on long-term improvement of workplace safety. All of our employees adhere to a safety code of conduct and are asked to acknowledge, in writing, their review of the policy and commitment to following it. PlayPower is committed to a Safety-First culture by adhering to the following Safety-Core Values:

- **Honesty & Integrity** – Doing the correct and safe thing (even when no one is watching).
- **Candor & Transparency** – Employees should feel empowered to stop work if they feel the condition or environment is unsafe without fear of reprisal.

Employees should express their concerns with regards to safety. Management is committed to addressing safety concerns in a timely manner.

- **Professionalism** – All employees should conduct their work in a professional manner.
- **Respect** – All employees shall respect one another. Employees shall be treated with respect and impartiality.
- **Accountability** – All employees shall be held accountable for their actions and are responsible for working in a safe manner.

On-going safety training is also part of creating a safety-first culture. Training covers a wide variety of topics and is localized to specific jobs (e.g. forklift training), is off-site for the entire product staff, or is provided online to cover specific topics.

We are continuously working to preserve our robust health and safety record while expanding our business activities. This entails continuing preventive and mitigating efforts such as safety days, internal audits, inspections, personal risk dialogues, emergency drills, and safety trainings. Safety is discussed in daily production meetings and formal safety committee meetings are held monthly at each manufacturing site. Additionally, key safety metrics by site are reviewed monthly at senior leadership operational reviews.

HAGS Poland established a policy for quality, health, safety, and environment (QHSE), setting the standards for how we protect and ensure the well-being of our employees and the sustainability of our operations. We aim to incorporate quality, health, safety, and environment in all our decisions and actions, and we have implemented workplace accident prevention procedures to ensure the safety and well-being of our employees.

We comply with various ISO standards, including ISO 9001 (quality management system), ISO 14001 (environmental management system), and ISO 45001 (occupational health and safety management system), to maintain a robust management system that aligns with international best practices.

To ensure the health and safety of our employees and contractors, PlayPower continues to constantly monitor our safety performance and implement relevant and effective actions where and when needed.

Product Safety

PlayPower’s products are designed and manufactured to meet regulatory requirements to protect the users, the environment, and the community from harm.



Forgetting Limitations and Celebrating Differences

We look for partners that can help us make the public square an inclusive space for people of all abilities. Since 2016, Little Tikes Commercial has partnered with **Unlimited Play**—a nonprofit organization that helps plan, design, and build inclusive play spaces— to ensure all community members can experience the magic of play together.

When communities commit to building a Platinum or Gold playground, they’re eligible to become an Unlimited Play North American Showcase Site, representing the standard of inclusive play across North America. These playgrounds receive unprecedented support from Unlimited Play in areas such as marketing, fundraising, and outreach.

Through the partnership, Little Tikes Commercial and **Unlimited Play** also created the **Unlimited Play Curriculum**, which schools can use to provide instructors with resources, activities, and lesson plans to help the emotional and social development of all students. These curriculums, available for grades K–12, meet the 5 National Standards for Physical Education and the 8 National Standards for Health, as well as support the 11 Principles of Character Education.

Together, Little Tikes Commercial and Unlimited Play continue to create inclusive playground equipment and play spaces that cultivate greater empathy, respect, and dignity among the next generation.



The Importance of Play

Play is more than just fun—it’s a fundamental experience for happy, healthy child development. Studies have shown that, particularly in early childhood, play builds physical, cognitive, and social skills such as muscle strength, decision-making, and leadership. When integrated into academic environments, play also improves children’s abilities to focus, think creatively, and retain the lessons they’ve learned in the classroom.

These physical and mental health benefits extend beyond childhood, however. As adults engage in play, they can experience all kinds of positive effects ranging from better sleep to reduced stress. When play involves both children and adults, it can also result in stronger bonds between the two.

Our playground equipment & safety surfacing meet or exceed the relevant Public Playground Safety guidelines and laws including European Playground Safety Norms (EN1176/1177), ASTM Safety Performance Specifications for play equipment and surfacing (F1487, F1918, F1292, F2373), Consumer Product Safety Committee Guidelines (CPSC) for public playgrounds, the Americans with Disabilities Act (ADA) for play areas, and other local, state, national guidelines as required.

All of our North American children's products are certified to comply with the Consumer Products Safety Improvement Act (CPSIA). The Consumer Product Safety Improvement Act (CPSIA) is a U.S. law that sets standards for children's products to limit hazardous materials. The

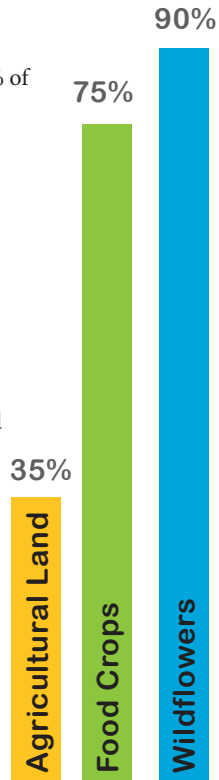


Buzzing About Bees

As a pollinator, bees play a key role in our global ecosystems. Nearly 90% of wildflowers, 75% of food crops, and 35% of agricultural land depend on them for survival*. Despite contributing to food security and biodiversity, pollinators are increasingly under threat due to human activity.

To support local pollination efforts and biodiversity, our Poland manufacturing plant has installed several self-contained beehives. We're also able to produce our own brand of honey!

*Statistic reported by United Nations.



law applies to products made or imported into the U.S. and requires third-party testing and certification.

We build products that we would want our own families to use. Product safety begins in the design phase and before any new product is launched on the market. Using a stage gate process, our team conducts formal safety reviews involving cross functional stakeholders, standard compliance testing including IPEMA third party certification, and performance testing (mechanical stress, abrasion, lifecycle, UV, impact, temperature, load, etc.).

Harassment Policy

PlayPower is committed to a harassment-free workplace. PlayPower will not tolerate conduct by any employee that improperly or illegally harasses, disrupts, or interferes with work performance or operation; creates or contributes to an intimidating, offensive, unlawful or hostile work environment or if offensive to customers, clients, or co-workers; or discredits or adversely affects PlayPower's legitimate interests.

Similarly, PlayPower will not tolerate any unlawful discrimination against, harassment of, or retaliation against any member of the PlayPower community because of his or her sex, race, color, religion/creed, national origin, age, disability, genetic information, sexual orientation, gender identity, pregnancy, marital status, veteran status, housing status, or any other legally-protected characteristic or activity.

Whistle Blower Hotline

PlayPower encourages its employees to speak up when they have workplace concerns about the following:

- Violations of regulations or laws
- Fraud
- Theft and embezzlement
- Discrimination and abusive practices
- Safety/health violations

- Misuse of property or records
- Discrimination
- Alcohol and substance abuse
- Harassment
- Compliance and standards of conduct violations
- Ethical concerns
- Management practices

Periodically, the company provides training to office workers regarding the importance of raising workplace concerns. Available 24/7, individuals can speak anonymously and in confidence on the hotline. PlayPower forbids retaliation against any employee who has brought legitimate concerns to management or to a regulatory agency.



Inspiring Communities to Create, Innovate, and Play

To inspire young minds on the playground, Miracle Recreation partnered with The Rube Goldberg® Institute for Innovation & Creativity—a nonprofit organization that encourages creativity and access to STEM and STEAM education through the creation of comical and overly complicated chain-reaction machines that achieve a simple task.

Together, Miracle Recreation and The Rube Goldberg Institute hosted a contest in which people of all ages could design a playground inspired by Goldberg's signature cartoon inventions. Participants were split into two divisions: a Junior Division (ages under 17) and a Senior Division (ages 18 and up). The winners from each division then collaborated with professional playground designers to make their whimsical ideas a reality in a worthy community (selected by a juried committee of industry professionals).

Paid Time-Off

Vacations are important to improving one’s physical and mental well-being. Time-off strengthens personal relationships outside of the workplace while leading to increased productivity and creativity upon return.

PlayPower provides paid time off for any purpose. For each hour of paid time-off used, employees will be paid their regular rate of pay. Such hours will not be considered as time worked for purposes of calculating overtime.

Employee Health and Well-Being

PlayPower recognizes that our employees are our most precious resource which is why we take their well-being being seriously. We are committed to helping its associates and their family members achieve their best health through proactive, preventative care and making healthy behaviors a habit. While some programs vary between our North American and European operations, they all consist of promoting physical, emotional, and financial wellness. The programs in North America are as follows:

- **Comprehensive Benefits Plan** offering free preventative care such as eye exams, annual physical examinations, skin check, and dental care.
- **Financial Programs** such as SmartDollar Debt Reduction Program and Retirement 401(k) Savings Plans.
- A digital **Wellness Platform** encouraging all associates to practice healthy habits, such as eating healthier, maintaining active lifestyle, fostering stronger interpersonal relationships, increasing financial acuity, and tracking personal health fitness goals.
- **Employee Assistance Program** offering all associates no-cost confidential mental health counseling, work-life balance coaching, legal consultation, and online content and training resources for integrated work life concerns.

- **Vacations** are important to improving one’s physical and mental well-being. Time-off strengthens personal relationships outside of the workplace while leading to increased productivity and creativity upon return. PlayPower provides paid time off for vacations or personal reasons to full time associates.
- PlayPower employees receive free employer paid **disability benefits** in the event of a short-term or long-term illness or injury along with **free life insurance policy**.

Community Involvement – North America

Many PlayPower locations have Employee Event Committees that organize and plan events within the organization. Some events sponsored by PlayPower include:

- Area sports teams that support the growth and development of our youth.
- Adopt-a-Highway programs to offer employees opportunity to volunteer.
- Habitat for Humanity programs to build homes for sponsored families in our community.
- Cancer Awareness fundraising.
- Blood donor drives.
- Employee donation and fundraising opportunities like food drives, coats for kids, school supply drives, Angel Tree, and playground installations at local builds.
- Donations to cultural awareness events (e.g., Hispanic Heritage Festivals).
- Partnership with local Chambers of Commerce, school districts, technical schools, community colleges, and universities to invest in area youth, expand knowledge of skilled trades, and improve workforce readiness in future generations.

Community Involvement – Europe, Middle East, and Asia (EMEA)

Inclusion is an integral part of our company’s DNA. We actively listen to our customers, colleagues, and local stakeholders to make sure we understand their changing needs, and that we are best placed to support the communities we serve. We support ordinary people who do extraordinary things to make the world a better and more inclusive place. From districts in Gothenburg and Manchester to those in Paris and Seville, our global and local efforts include:

- Sponsoring Team Rynkeby in their fundraising work for the Children's Cancer Foundation.
- Supporting children's education and right to schooling in Guatemala.
- Sponsoring youth sports teams.
- Helping our Ukrainian neighbors.
- Supporting Generation Pep that works to promote young people’s health and wellbeing.
- Supporting Säkra Varje Unge to prevent abuse and grooming on children.

PlayPower aims to grow and achieve maximum financial performance for stakeholders by providing meaningful avocations and life sustaining income to our many employees, by providing communities innovative, quality products that improve their citizen’s life experiences, and by having a positive impact on the people of the world, and the world’s environment.



Playworld Donates Playground to Local Community

To honor first responders and the community for their actions during a fire at our manufacturing facility, Playworld donated a playground to the local park in Lewisburg, Pennsylvania. Named “Kidsburg,” the playground is filled with some of Playworld’s most innovative equipment, such as Quito™, a 15.54’ (4,74m) freestanding geometric net climber. Now, daring, authentic connections can continue to be forged for generations to come.





PlayPower operates in thirteen (13) countries, and we are committed to compliance with the laws of all jurisdictions in which we operate. In addition, we take enhanced actions to ensure we have a vital and active governance culture.

Board of Directors

Our Board of Directors is comprised of experts from our industry, finance, operations and supply chain, and digital transformation. The members of our Board include leaders, management, and our majority shareholder as well as a number of independent directors with a history of leadership and governance.



Pioneering Playground Equipment Certifications

Ensuring child safety has always been at the forefront of our business. Three of PlayPower’s brands—Little Tikes Commercial, Miracle Recreation, and Playworld—were founding members of the International Play Equipment Manufacturers Association (IPEMA). IPEMA is the gold standard organization for playground equipment and surfacing certifications. As a third-party testing organization, they ensure that playground manufacturers’ compliance statements are supported by verifiable testing.

During IPEMA’s certification process, industry professionals complete rigorous structural and load-bearing tests, as well as evaluate equipment for hazards with probes and gauges to ensure that the playground is constructed in accordance with industry standards. To keep up to date with improved safety standards, IPEMA also requires that every product be recertified every seven years. Approximately 10,000 of our products are currently certified through IPEMA.

Anti-Bribery and Anti-Corruption Policy

Our anti-bribery and anti-corruption policy applies to all company officers, directors, employees, agents, consultants, contractors, subcontractors, and other third parties acting on the company’s behalf (our “Representatives”). Our policy is to comply with all anticorruption laws, including but not limited to the U.S. Foreign Corrupt Practices Act, wherever we do business, and we prohibit the bribery or improper influencing of government officials in the conduct of its business, whether in the United States or any foreign country.

Economic Sanctions Policy

Our Economic Sanctions Policy sets forth our commitment to abide by all economic sanctions programs administered by the United States Department of Treasury’s Office of Foreign Assets Control. This policy applies to all domestic and international offices of PlayPower and all employees regardless of the legal entity by which they are employed.

Ethics and Code of Conduct

We are committed to conducting our businesses based upon ethical values that promote respect and care for our employees, our customers, the children and people who enjoy our recreational products, and the communities we serve. We embrace our social responsibility to protect the environment by conserving the world’s natural resources through lean manufacturing processes that utilize sustainable materials.

Cyber Security

Cyber Security and Data Protection are an integral part of our digital infrastructure and operating model. We make material investments in cybersecurity and data protection technologies and review our practices on an ongoing basis to ensure they are state-of-the-art.

Security is a cornerstone of our operations, proactively safeguarding against cyber threats, service disruptions, data breaches, and intellectual property loss. Our comprehensive, multi-tiered security strategy encompasses employee and partner protection, regular security training for all employees on social engineering, phishing, credential compromise and other types of cyber-attacks. These practices foster a strong culture of security awareness and integrating robust cyber safeguards at every phase of our business processes and digital initiatives.



International Day of Play

June 11th





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