

Slavery and human trafficking statement 2021

Amer Sports (www.amersports.com) is a sporting goods company and sports lifestyle retailer with internationally recognized brands, including Salomon, Wilson, Atomic, Arc'teryx and Peak Performance. The company's apparel and footwear products, as well as technically advanced sports equipment, improve performance and increase customers' enjoyment of sports and outdoor activities. The group's business is balanced by its broad portfolio of sports and products and a presence in all major markets.

Amer Sports expresses zero tolerance approach to any form of modern slavery. Amer Sports is committed to acting ethically and with integrity and transparency in all business dealings and implementing effective systems and controls to safeguard against any form of modern slavery taking place within our business or supply chains.

Our business

Amer Sports' strategy focuses on the strategic priority areas which are softgoods, self-owned retail brand stores, e-commerce, and China business. The strategy emphasizes excellence in consumer-centric product creation and enhancement of the consumer experience.

Through continuous research and development, Amer Sports seeks to develop new and better sporting goods, services and experiences that appeal to both consumers and trade customers. Amer Sports aims to ensure the quality and safety of its products, make products durable while improving efficiency, and, with actions related to these areas, meet the expectations of its stakeholders and strive for continuous improvement.

Amer Sports' offering of sports equipment, apparel, footwear, and accessories covers a wide range of sports, including running, hiking, cycling, tennis, badminton, padel, golf, American football, soccer, baseball, basketball, alpine skiing, snowboarding and cross-country skiing.

Amer Sports' global operations encompass business functions from product development to product sourcing, manufacturing, and outbound logistics. Reliable, efficient and timely supply chain management and operations are important elements of the Group's strategy.

Amer Sports sells its products directly to consumers through brand stores, factory outlets, and e-commerce, and through trade customers in sporting goods chains, specialty retailers, mass merchants, fitness clubs, and distributors. Amer Sports sales network covers 34 countries. Amer Sports Corporation is a privately-owned company.

Our suppliers

Amer Sports sources its products from suppliers globally, however, a significant proportion of the suppliers are located throughout Asia. Amer Sports manufactures one third of its products

itself, approximately two thirds of the production value is outsourced, and a minor percentage is produced by partially outsourced vendors.

Amer Sports Operations is responsible for monitoring and improving the social compliance of its global suppliers, vendor qualification, product industrialization, contract management, price negotiations, procurement processes, optimization, and export administration for Amer Sports Group.

The Amer Sports' Supply Chain Management Team ensures that Amer Sports and its suppliers follow Amer Sports' standards for ethical operations. Amer Sports procures third-party audits to help sourcing partners comply with laws and regulations, industry standards, and Amer Sports' requirements with regards to human rights, health and safety, and environmental sustainability.

Amer Sports provides training to its vendors during the vendor selection process. The requirements and expectations included in the Ethical Policy are also communicated to all factory workers by placing the policy on the factory workshops in local languages.

To strengthen its commitment and further improve its monitoring programs, as well as its suppliers' performance, Amer Sports cooperates with several organizations. Amer Sports has been a member of the internationally recognized Fair Labor Association (FLA) as a Participating Company since June 2020. Through FLA membership, Amer Sports has access to support from the FLA to improve its social labor program. Amer Sports' finished goods suppliers are subject to external independent assessments by FLA's Sustainable Compliance Methodology (SCI) every year. Amer Sports also cooperates with workers organizations in case of any grievances.

In addition, Amer Sports acts also proactively in several ways to, e.g. Amer Sports supports ILO Call to Action: Covid-19 to support manufactures to survive the economic disruption caused by the Covid-19 pandemic. To secure the continuity of its business and to protect its employees, Amer Sports has taken several measures to support its suppliers in this challenging situation, for instance commitment to paying orders in full, continuously engaging with its key suppliers to understand their financial viability and to provide its utmost support to maintain their business operations and liquidity.

Our technically advanced products are produced by reputable manufacturing partners which are strong in both technical background/equipment and financial position. Our suppliers are managed under a single global operations function, which includes integrated and shared platforms of manufacturing, supply chain and sourcing practices.

Amer Sports publishes the list of its finished goods suppliers on the company's website and updates the list regularly. The complete list can be read at

<https://www.amersports.com/responsibility/social/supply-chain/>

The list also includes some indirect suppliers, such as direct material suppliers.

Our policies

Our internal policies set out our requirements to ensure that we are conducting business in an ethical and transparent manner. The following Amer Sports Group-wide policies prohibit slavery and human trafficking:

- Code of Conduct
- Ethical Policy
- Social and Environmental Compliance Benchmarks

Available at: www.amersports.com/sustainability/guidelines-and-policies/

In these policies Amer Sports has committed to preventing any form of forced labor (e.g. child labor). Amer Sports policies require that the employment of persons must be voluntary and it is prohibited to use any forced or involuntary labor, whether prison, bonded, indentured, or otherwise.

Code of Conduct

The Amer Sports Code of Conduct defines the major principles of the Company's business conduct, based on its values. The Code of Conduct focuses on the promises to consumers, shareholders and business partners and refers to International Labour Organization (ILO) standards and the United Nations' Universal Declaration on Human Rights.

In 2021, Amer Sports reviewed the content of the Code of Conduct and renewed its Code of Conduct training. As a part of the training every employee needs to complete Code of Conduct training, either as e-learning or face to face training. E-learning material was also updated in 2021. The Code of Conduct training continues to be an integral part of the onboarding process. Amer Sports tracks the completion of the Code of Conduct training and plans to adopt a similar training and tracking approach for the Ethical Policy.

Ethical Policy

The Amer Sports Ethical Policy, together with the vendor and social compliance monitoring program, sets out the core values of the sourcing operations, and applies also to the Amer Sports self-owned manufacturing facilities and operation. In 2021, Amer Sports reviewed the content of its Ethical Policy.

Amer Sports expects its suppliers and sourcing partners to operate according to the principles in its Ethical Policy, and to respect human rights in the spirit of internationally recognized social and ethical standards, including the International Labour Organization (ILO) Standards and the United Nations' Universal Declaration on Human Rights. Fair Labor Association (FLA) was consulted during the last review and the policy is aligned with the FLA Code of Conduct. Amer Sports is a participating company of FLA.

The ethical standards contained in the policy are also used as one of the aspects in selecting and retaining suppliers. The Ethical Policy requires suppliers to further monitor the ethical performance of their suppliers and contractors, and be prepared to take immediate and thorough steps in cases of questionable ethical performance.

Social and Environmental Compliance Benchmarks

Social and Environmental Compliance Benchmarks provide detailed information on how employers comply with the Amer Sports' standards, as supplemented by the Compliance Benchmarks and all applicable national and international laws, rules, regulations and industry best practices. This program applies to Amer Sports internal manufacturing facilities alike.

Risk management in relation to slavery and human trafficking

As Amer Sports sources a significant proportion of its products from suppliers located throughout Asia, it exposes the Company to political, economic, and regulatory conditions, as well as to a variety of local business and labor practice issues. Of Amer Sports' total production value, approximately 60 % is outsourced.

Amer Sports is committed to socially responsible sourcing practices. Amer Sports shares with its suppliers the commitment to treating employees with respect and dignity by adhering to local labor laws and regulations relevant to the business.

Amer Sports has a third-party audit program monitoring the fulfilment of our suppliers of the requirements of the Ethical Policy. This program ensures that manufacturing facilities do not apply modern slavery practices and human trafficking, employees (including migrant employees) are properly compensated, and work is performed in a safe working environment without exposure to health hazards. Amer Sports collaborates with the suppliers for continuous improvements of the program. Amer Sports provides details about the key efforts in the supply chain compliance program on its Sustainability Report, which can be found at www.amersports.com/responsibility/reporting/.

Amer Sports Ethical Policy forms part of our contract with all suppliers who confirm that no part of their business operations contradicts the requirements of the policy. Modern slavery and human trafficking form the key focus areas. Whenever performance gaps are identified in an audit, Amer Sports works with the suppliers to remediate the issue for the best interest of the workers. Amer Sports holds the right to terminate the business relationship with a supplier if there is a violation to this or any other critical issue.

Effectiveness in ensuring that slavery and human trafficking is not taking place

The Amer Sports Vendor Sustainability team regularly monitors public sources and internal reporting channels for any reports related to modern slavery practices in our business and supply chain. Social and labor audit scores and number of critical issues (related to forced labor but also others) are part of the suppliers' scorecard to be reviewed every month under the Amer Sports global sourcing function. Amer Sports provides information about the progress of the audits and related key findings in the supply chain compliance program on its non-financial Information statements which can be found at <https://www.amersports.com/responsibility/reporting/>.

Training

Amer Sports provides training to its own employees on the essentials of the Code of Conduct. At the end of 2021, Amer Sports renewed its Code of Conduct training, and every employee needs to complete the Code of Conduct e-learning, and Amer Sports tracks the completion of the Code of Conduct training.

The Amer Sports Vendor Sustainability team managing the supply chain audit program is trained on international social standards (e.g., SA8000). The team also provides orientation trainings to procurement/buying teams on social and labor requirements including modern slavery/human trafficking topics. In addition, Amer Sports Vendor Sustainability team hosts trainings every year.

Amer Sports will continue to review and update the policies and procedures periodically as and when required to ensure employees in the Amer Sports and its supply chain are protected from mistreatment including forced labor and human trafficking.

External feedback channel

Amer Sports provides direct feedback channels for supplier employees. If there is a violation of any standards of the Ethical Policy, employees are encouraged to bring issues to Amer Sports' attention by emailing to vsl@amersports.com in English or their native language. Amer Sports will keep all information strictly confidential. Employees shall be free from retaliation because of issues raised.

Amer Sports has a feedback channel, confidential and anonymous reporting line, WhistleB, operated by a third party. Since 2021, it has also been available to external stakeholders at www.amersports.com/reporting-a-violation/

The Amer Sports Whistleblower process is in-line with the EU Whistleblower Protection Directive.

Important events in 2022

The novel coronavirus (Covid-19) pandemic created unprecedented challenges to Amer Sports and its supply chain. While the company has been working hard to secure the continuity of its business and protect its employees, athletes and partners, the workers' well-being and safety are also continuously at the heart of concern. Amer Sports has taken several measures to support its suppliers in this challenging situation. Please read more about Covid-19 related actions at www.amersports.com/responsibility/social/covid-19-related-actions/

Declaration and approval of this statement

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the measures that Amer Sports Corporation and its affiliates (“Amer Sports”) have taken during the 2021 financial year.

This statement was approved by the Board of Amer Sports Corporation on May 11, 2022.

Michael Sörensen

Chief Operating Officer
Member of the Executive Committee