



DUE DILIGENCE,
MODERN SLAVERY AND
HUMAN TRAFFICKING
STATEMENT 2023

Amer Sports (www.amersports.com) is a global group of iconic sports and outdoor brands, comprising Arc'teryx, Salomon, Wilson, Peak Performance, Atomic, Armada, ENVE, ATEC, DeMarini, EvoShield, and Louisville Slugger. Together, we serve a range of sports, including tennis, golf, football, soccer, baseball, basketball, alpine skiing, snowboarding, cross-country skiing, cycling, trail running, and hiking. Our apparel and footwear products, as well as our technically

advanced sports equipment, inspire consumers in their efforts to live healthier and more sustainably.

We have three business segments: Technical Apparel, anchored by Arc'teryx; Outdoor Performance, led by Salomon; and Ball & Racquet Sports, anchored by Wilson. Amer Sports, Inc. shares are listed on the New York Stock Exchange. Amer Sports financial year 2023 ended December 31.

Amer Sports expresses a zero tolerance approach to modern slavery, human trafficking, child labor, or any form of forced labor, and actively works to prevent adverse human rights impacts in its value chain and improve working conditions. 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 forced labor, modern slavery, or child labor within our business or supply chains.

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OUR BUSINESS

The Amer Sports strategy builds on our heritage and on the choices we have made. Our three focus areas are: Winning brands, Consumer first, and Sustainable results. We want to be a positive force in the world and build a sustainability culture that will enable us to think bigger, go further, and be better.

With products sold in more than 100 countries, we have a presence in all major markets. Consumers get our products through brand stores, e-commerce platforms, and factory outlets, as well as through trade customers in sporting goods chains, specialty retailers, and mass merchants. To fulfill each customer order on time and in full, we leverage a global alliance of suppliers, own manufacturing, distribution centers, and transportation networks.

Amer Sports' global operations encompass business functions from product development to product sourcing, manufacturing, and logistics. From end to end, our global supply chain ensures the on-time delivery of the products in a global, multi-channel setup.

We manage and adapt our distribution and transportation landscape, support the development of our vendor network, and continuously optimize our supply chain processes to support the growth of our brands and the entire group.

In production value we manufacture about one-fifth of our products in our own facilities, most of which are in Europe and North America. Our most important own production facilities are in Austria, Bulgaria, Romania, Canada, and the United States. In addition, we have hybrid factories in Eastern Europe, where ownership is shared with local partners.

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RISK MANAGEMENT IN RELATION TO ADVERSE IMPACTS

Our global supply chain is a complex network with its operations, supplier partners, and employees in different countries who all work diligently on our products. This creates job opportunities for workers, but also human rights risks that require proactive mitigation and management. Additionally, this exposes us to political, economic, and regulatory risks that demand careful consideration. Operational processes, and their different phases, can all create adverse impacts on working conditions throughout the entire value chain.

Our products are produced by our qualified suppliers around the world. Approximately one-third of Amer Sports' production value is generated in China, while almost half is generated elsewhere in the Asia-Pacific, and the remainder in Europe and the Americas.

To identify the salient country risks, we partner with third-party service providers to establish risk assessment metrics for various countries, regions, and industries, covering human rights (e.g., child labor,

forced labor, non-discrimination, wages and hours, freedom of association, health and safety), environmental factors (e.g., air quality, carbon intensity, wastewater), and political governance (e.g., corruption, rule of law, transparency). We annually update these metrics to inform our sourcing decisions, prioritizing due diligence obligations and activities.

Responsible procurement and supply chain were identified as material topics in our double materiality assessment conducted in 2023. This emphasis was driven by potential and actual human rights and workers' rights impacts within our suppliers' workforce. These findings were reinforced by a human rights impact assessment conducted in the same year (see below). Emphasizing respect for human rights and workers' rights also presents an opportunity to enhance the resilience of our supply chain. Responsible procurement and supply chain risks are part of the company-wide risk management system and a standing item on the Risk and Ethics Committee's agenda.



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Human rights impact assessment (HRIA)

In 2023, Amer Sports conducted a human rights impact assessment (HRIA) and gap analysis to identify the most salient human rights impacts of Amer Sports, assess how these impacts are currently managed, and determine how to further improve our approach to human rights to prevent and mitigate any risks.

The analysis found Amer Sports' social compliance program in this area to be robust with plans for continuous improvement, including tackling some sector-wide issues with our key supplier partners. The HRIA and gap analysis also identified good practices within the Group that will provide opportunities for brands to collaborate and learn from each other. Upcoming regulatory changes will likely make managing this area more complex and resource-intensive in the years to come.

One of the immediate actions Amer Sports has taken since conducting the HRIA is to articulate our commitment to human rights across our value chain through a dedicated human rights policy.





“Amer Sports
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socially responsible
sourcing practices.”

BUSINESS CONDUCT AND POLICIES

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 expecting suppliers to adhere to our Ethical Policy, including local labor laws and regulations relevant to the business.

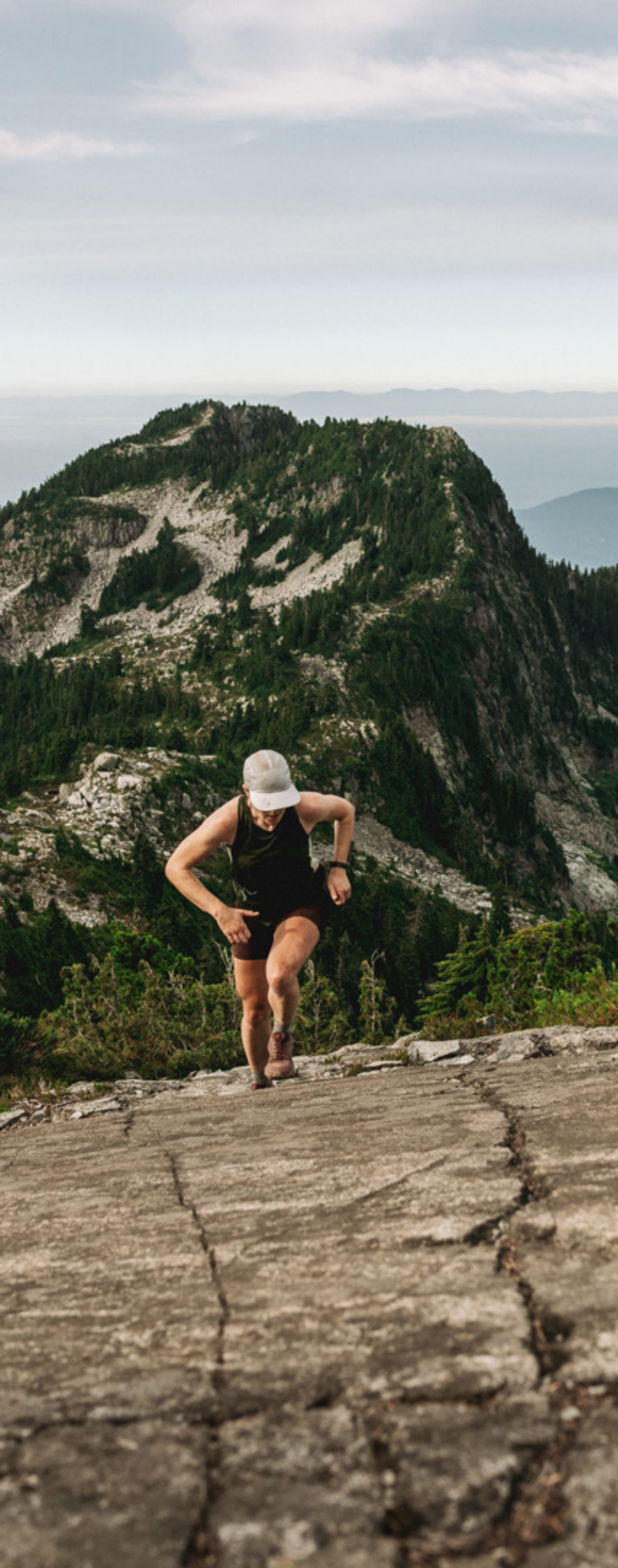
Amer Sports’ Ethical Policy is included in our contract with all suppliers who confirm that no part of their business operations contradicts the requirements of the policy. Modern slavery, human trafficking, and child or forced labor form the key focus areas. Suppliers are regularly audited by third-party auditors commissioned by Amer Sports to verify the adherence to our Ethical Policy. 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.

Our policies and policy commitments play a crucial role in steering Amer Sports Group’s conduct towards more sustainable practices. These policies provide guidelines and frameworks that we follow to minimize our negative impact on the environment and society, and target to maximize our positive contribution.

Amer Sports’ sustainable development strategy encompasses a range of policies and practices that promote responsible business conduct. The following group-wide policies prohibit modern slavery, human trafficking, and child or forced labor in any form:

- Code of Conduct
- Human Rights Policy (to be completed in 2024)
- Ethical Policy – Supply Chain Code of Conduct
- Social and Environmental Compliance Benchmarks

All policies are available at www.amersports.com/sustainability/ethics-and-compliance.



In these policies Amer Sports has committed to preventing modern slavery, trafficking, child labor or any form of forced labor, and improving working conditions in its value chain. 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, which is the master policy for all our policies, defines the major principles of the company's business conduct, and outlines and sets the key ethical principles for Amer Sports Group and its own employees. 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.

The Code of Conduct describes Amer Sports' commitments and expectations towards all its business partners. Aspects of the Code of Conduct include, for example: the environment, human and labor rights, safety at work, preventing harassment, equal opportunities and diversity, compliance with laws and competition compliance, fraud, bribery and corruption, anti-money

laundering, conflicts of interest, export control, and data privacy and confidentiality. The Amer Sports Code of Conduct is available in 16 languages.

Ethical Policy

The Amer Sports Ethical Policy – Supply Chain Code of Conduct, together with the vendor and social compliance monitoring program, sets out the core values of our sourcing operations. We expect our entire value chain, including suppliers and self-owned production facilities, to operate according to the principles laid out in our Ethical Policy, which is attached to the supplier agreement and signed by suppliers, confirming their compliance with the policy.

The Ethical Policy, being an integral part of Amer Sports' responsible operations strategy, is based on our commitment to human rights in the spirit of internationally recognized social and ethical standards, including International Labour Organization (ILO) Standards, and the United Nations' Universal Declaration on Human Rights. This holds true especially for women, children, and migrant workers.

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 Ethical Policy, and all applicable national and international laws, rules, regulations, and industry best practices.

“The Code of Conduct describes Amer Sports' commitments and expectations towards all its business partners.”

EFFECTIVENESS IN ENSURING THAT SLAVERY, HUMAN TRAFFICKING, CHILD LABOUR OR ANY FORM OF FORCED LABOR IS NOT TAKING PLACE

We monitor and aim to continuously improve the social, environmental, and material compliance of our global suppliers. We commission third-party audits to help sourcing partners comply with industry standards, regulations, and our own expectations regarding health and safety, as well as environmental and social responsibility.

The Vendor Sustainability team of the Amer Sports Supply Chain function is responsible for monitoring and controlling labor practices and ensuring they meet the requirements set out in the Amer Sports Ethical Policy. All activities are aligned with our company's commitment to human rights, in the spirit of internationally recognized social and ethical standards, including International Labor Organization (ILO) Standards and the United Nations' Universal

Declaration of Human Rights. This holds true especially for women, children, and migrant workers. We share this commitment to treat employees with respect and dignity within our entire supply chain.

We monitor and improve the social, environmental, and material compliance of our global suppliers. Amer Sports publishes a list of its finished goods suppliers on the Amer Sports' website and updates this list regularly. The complete list can be read at www.amersports.com/sustainability/ethics-and-compliance/supply-chain-transparency.

Our suppliers are managed under a single Global Operations function, which includes integrated and shared platforms of manufacturing, supply chain, and sourcing practices.

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Key elements of the Amer Sports audit program

Amer Sports has a third-party audit program to monitor the fulfilment of our suppliers against the requirements of the Ethical Policy. This program ensures that manufacturing facilities do not apply modern slavery practices, human trafficking, child labor or any form of forced labor, that employees (including migrant employees) are properly compensated and treated, 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 in its Sustainability Report, which can be found at www.amersports.com/sustainability/reports.

We continuously mitigate social and labor risks in our supply chain. Under the audit program, existing and new suppliers of Amer Sports brands, as well as Amer Sports' own manufacturing facilities and owned/third-party distribution centers are audited by a third-party audit company according to the following procedure:

- The Amer Sports Vendor Sustainability team provides training on social and labor standards defined in the Amer Sports Ethical Policy and audit procedures. Training is conducted during the onboarding process of a new supplier and on a regular basis when any policies and procedures are revised.
- New suppliers are audited to ensure that minimum requirements are met, and corrective actions are implemented before sample or bulk orders can be placed. Existing suppliers are subject to regular third-party audits to ensure the suppliers' compliance with labor regulations, industry standards, and health and safety practices in workplaces.
- If improvement opportunities or needs are identified in an audit or via other means, suppliers' factories conduct a root cause analysis and develop a corrective action plan to address the findings. The audit findings are categorized into different risk levels, indicating the priorities of the corrective actions to be taken. Re-audits are required to verify the improvements, depending on the severity of the improvement needs or opportunities.
- In the case of systemic issues, we collaborate with stakeholders—including industry peers—in developing joint capacity-building and improvement

programs to support vendors for systematic remediation and continuous improvement. The joint capacity building projects we have conducted in recent years include independent workers' surveys, root cause analyses, and improvements to social compliance management systems.

Amer Sports employs a social labor scoring and grading system to track the performance of our suppliers. The scores are part of both strategic vendor development plans and regular monthly performance review cycles.

Fair Labor Association (FLA)

Amer Sports has been a member of the internationally recognized Fair Labor Association (FLA) as a Participating Company since June 2020. The FLA is a collaborative effort aimed at improving workers' lives worldwide and creating lasting solutions to combat abusive labor practices. The FLA offers tools and resources to companies, conducts due diligence through independent assessments, and advocates for greater accountability and transparency of companies, manufacturers, factories, and others involved in global supply chains.

Through our FLA membership, we have access to support from the FLA to improve our social and labor program, and Amer Sports' audit methodology is aligned with that of the FLA. Selected Amer Sports' finished goods' suppliers are subject to external independent assessments by FLA's Sustainable Compliance Methodology (SCI) every year.

Membership in the FLA highlights our commitment to upholding human rights in our global supply chain. Recognized as one of the most rigorous social and labor programs in the industry, the FLA plays a crucial role in safeguarding workers' rights globally, driving long-term improvements through training and education, worker engagement, grievance mechanism, and integration into sourcing practices.

TRACKING THE PROGRESS

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. Amer Sports tracks the effectiveness of

implementation of all the actions taken to cease, prevent, and mitigate adverse impacts in its supply chain. Social and labor audit scores and number of critical issues (related to forced and child 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, our targets, and related key findings in the supply chain compliance program on our sustainability report which can be found at www.amersports.com/sustainability/reports.

TRAINING

Amer Sports provides training to its own employees on the essentials of the Code of Conduct. Every Amer Sports employee is responsible for their own behavior, acting with integrity, and observing the highest standards of business ethics. All Amer Sports employees are required to take part in a mandatory Code of Conduct training. The Code of Conduct e-learning program is available in 15 languages. In 2023, Amer Sports launched a group-wide Ethical Policy training to its own employees to increase awareness of key principles of the Ethical Policy and help people to recognize


elements connected to human rights, e.g. child labor, any forms of forced labor, and modern slavery.

The Amer Sports Code of Conduct e-learning program is continuously available to Amer Sports employees who have a company email address. Each Amer Sports employee must attend the Code of Conduct training (either as e-learning or classroom training) every two years.

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 responsible purchasing practices and social labor requirements including modern slavery, human trafficking, child labor, or any forms of forced labor topics.

Amer Sports will continue to review and update the policies and procedures periodically and ensure employees at Amer Sports and its supply chain are protected from mistreatment including child labor, forced labor in any form, and human trafficking.



“Amer Sports provides training to its own employees on the essentials of the Code of Conduct.”



“Amer Sports provides direct feedback channels for suppliers’ employees.”

GRIEVANCE PROCESS AND EXTERNAL FEEDBACK CHANNEL

Amer Sports has implemented a grievance handling procedure using multiple anonymous channels to manage grievances from external third-parties or individual workers regarding working conditions. Complaints are analyzed to inform our program improvements and capacity-building training opportunities for suppliers.

Amer Sports provides direct feedback channels for suppliers’ 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 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 whistleblowing channel, which is a confidential and anonymous reporting line operated by an external partner WhistleB, and available to external stakeholders at www.amersports.com/reporting-a-violation.

IMPORTANT EVENTS IN 2024

To articulate our commitment to human rights across our value chain, Amer Sports will complete its group-level Human Rights Policy.

Amer Sports will create a stronger due diligence framework to cover the entire chain of activities, which will further improve

processes through which we identify, prevent, mitigate, and account for how we address our actual and potential adverse impacts. While we have conducted robust work on health and safety in our factories and sites, group-wide frameworks for health and safety as well as diversity and inclusion will strengthen our operations.

To increase awareness of sustainability and specific topics, such as human rights and circular economy, we will implement a comprehensive training program, which will be recommended for all employees.

Declaration and approval of this statement

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015, Australia Modern Slavery Act 2018, Canada Modern Slavery Act (Bill S-211), Dutch Child Labour Due Diligence Law 2019, California Transparency in Supply Chain Act (Bill No. 657), France Duty of Vigilance Law (Act no. 2017-399), Norway Transparency Act 2022 and sets out the measures that Amer Sports and its affiliates (“Amer Sports”) have taken during the 2023 financial year.

This statement was approved by the Board of Amer Sports, Inc. on May 16, 2024.

James Zheng
CEO
Amer Sports

Michael Hauge Sørensen
Group COO
Amer Sports





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