

IMPACT REPORT

2024

SHAPING THE FUTURE
OF SPORT AND CULTURE

SALOMON

TABLE OF CONTENTS

A WORD FROM GUILLAUME MEYZENQ AND SCOTT MELLIN PRESIDENT & CHIEF EXECUTIVE OFFICER - CHIEF BRAND OFFICER & SUSTAINABILITY SPONSOR	4
SUSTAINABLY COMMITTED	6
INNOVATION	22
COMMUNITIES	47
OUR FUTURE PERSPECTIVES	83
APPENDIX	85



A WORD FROM GUILLAUME MEYZENQ & SCOTT MELLIN

PRESIDENT & CHIEF EXECUTIVE OFFICER

CHIEF BRAND OFFICER & SUSTAINABILITY SPONSOR

Guillaume, you joined the company a long time ago and have witnessed its transformation from a mid-sized, Annecy-based company to a global leader in the outdoor industry. What continues to strike you about Salomon?

G.M: What continues to strike me most about Salomon, after my 28-year journey with the brand, is how we've transformed from focusing solely on winter sports to bridging the gap between high-performance sports and everyday lifestyle. This evolution is particularly evident in the success of our footwear and the creation of the Sportstyle category. Our strength lies in the authenticity of our products, which are born in labs, tested on mountain slopes and trails, and reinvented through collaborations with bold creators, rather than merely designed in fashion studios. We've achieved this remarkable growth while maintaining our unwavering commitment to responsible innovation. For me, this means designing products without compromise on performance, user experience, or environmental impact.

Given today's context - with ESG imperatives, geopolitical uncertainty and new avenues for growth - what are Salomon's current perspectives?

G.M: We are fully aware of the challenges we face, from environmental sustainability to geopolitical instability. However, we also see tremendous opportunities to scale. Our strategy is to establish Salomon as a modern mountain sport lifestyle brand that is inclusive, sustainable, and progressive. We are committed to embedding these values into all aspects of the company. 2024 was a special year, bringing promising indications of success and providing clarity; 2025 will be a year of acceleration.

What sets Salomon's mission and purpose apart?

S.M: Salomon's mission is to unleash the best in people through mountain sports. We aim to inspire and equip individuals to reach their goals and explore their full potential. This is the driving force behind everything we do. Salomon's innovative mindset, driven by a desire to shape the future of mountain sports,



Guillaume Meyzenq

is rooted in the collaboration between engineers, designers, and elite athletes. Our goal is to inspire not only responsible innovation but also social progress through the mountain sport lifestyle, ensuring that our scale benefits the environment, our communities, and future generations.

What are Salomon's ambitions regarding responsible transformation?

G.M: Our goal is to lead the industry in sustainability by 2030. Our sustainability strategy, Change Our Future, is grounded in innovation and community engagement and is being practically implemented through global, holistic programs. We've identified three key priorities:

- Responsible performance:** driving 100% of our key products to eco-design or circular standards
- Inclusive mountain sports:** expanding the reach and impact of the Salomon Foundation
- Climate leadership:** working to achieve our science-based targets

This means taking tangible steps across the board to minimize our ecological footprint and adopt more sustainable practices throughout all processes, by empowering each and every one of us to drive concrete change.

Can you provide more details about the brand's circularity objectives and the key products developed by Salomon teams?

S.M: Since 2015 we have developed a global eco-design and circularity platform, structuring our strategy with priorities, policies and guidelines for the teams, specific tools to measure our products' eco-design levels and environmental impacts, and integration in our company processes. These steps aim to create synergies between different business units, ensuring seamless collaboration and alignment. Innovation is a key element moving the circularity needle at Salomon. This year we've launched key products such as the S/LAB Phantasm, the first Made-in-France road running supershoe, in the Advanced Shoe Factory 4.0 located in Ardoix, France. This is the third model to come out of the ASF 4.0 since its opening in 2022. We've also expanded the Index recyclable family with the Vision trail running shoe, and the Brigade Index helmet, the first of its kind in the industry.

What about transparency and climate performance priorities?

S.M: We have been digitalizing our sustainability program since 2021, and have made significant strides in data management structuration this year. This is a non-negotiable part of our transformation, deeply linked to accelerating ESG compliance pressure worldwide and to our voluntary efforts of transparency towards our key stakeholders. Concretely, 2025 will be the go-live of our life cycle assessment mass-scale automation project Glimpact, a central enabler for science-based decision-making and product impact transparency. This will support answering the upcoming Digital Product Passport, ESPR and Green Claims regulations.

How is Salomon's employee culture evolving, and what role does the Adaptive Project play?

G.M: We are striving to simplify, enhance, and empower our employee culture. Our first 2024 engagement survey has pinpointed areas for improvement and strengthened our internal communications strategy. The Adaptive Project, an initiative born from an incredible synergy of knowledge among various stakeholders currently enables a team of para-athletes to perform at their best and inspire others, embodying our commitments to all our communities and collective transformation.

What future projects is Salomon focusing on?

S.M: We have exciting transitions ahead. In 2023/2024 with 'Welcome Back to Earth', we aimed to inspire reconnection with nature. In 2025 we will send a strong message to our communities through our 'INVENTED | ReINVENTED' campaign, a global empowerment for each of us to shape better futures. This is also a global permission to accelerate inclusive and adaptive initiatives and scale our responsible innovation efforts, driving real, positive change.



Scott Mellin

G.M: One of our major upcoming projects is the Olympic & Paralympic Winter Games in Milano Cortina in 2026. Salomon will provide clothing, shoes, and accessories to technical staff, competition judges, volunteers, and personnel involved in the Olympic and Paralympic torch relay. This partnership is a central expression of the unifying and transformative power of sports.



SUSTAINABLY COMMITTED

WHO WE ARE	7
2024 HIGHLIGHTS	8
SALOMON IN FIGURES	10
SALOMON'S SUSTAINABILITY STRATEGY: CHANGE OUR FUTURE 2030	12
A CLEAR AND AGILE GOVERNANCE MODEL	16
WHERE WE STAND	18
HOW WE CREATE VALUE	20

WHO WE ARE

OUR PURPOSE

WE EXIST TO UNLEASH THE BEST IN PEOPLE THROUGH MOUNTAIN SPORTS

'What fascinates me most is what I'll do tomorrow.'
GEORGES SALOMON

BORN IN THE MOUNTAINS

Salomon was founded in 1947 in Annecy, in the heart of the French Alps, by François Salomon. With his son Georges, François first produced saw blades and ski edges. Georges developed the company by creating:

- the first Salomon ski binding in 1957
- the first Salomon ski boot, in 1979
- the first pair of Salomon skis in 1989

INNOVATION & ATHLETES

Innovation and the desire to shape the future of outdoor sports has always been part of Salomon's DNA. This innovative mindset persists today and is rooted in a unique collaboration between Salomon's engineers, designers, and team of elite athletes.

From trail running to skiing, concepts for products that help athletes run longer, ski safely and hike higher are developed at the Annecy Design Center (ADC).

It is this collaborative work that results in inventive solutions that enable the best athletes on the planet to push the boundaries of our sports.

FROM THE MOUNTAINS TO THE STREETS

These days, depending on the season, Salomon shoes, clothing, equipment, and ski gear have been used to win the UTMB® ultra-trail race in Chamonix, alpine or cross-country ski races on the World Cup circuit, or even seen strutting down the runway at fashion shows in Milan, Paris, and Tokyo.

Since 2005, Salomon has been part of Amer Sports, a global group of iconic sports and outdoor brands with Nordic roots and 75 years of history. Salomon is the 'hero' brand in the outdoor performance segment, alongside Arc'teryx for technical apparel and Wilson for ball and racquet sports.

2024 HIGHLIGHTS

We faced a world under pressure in 2024, with two major developments¹:

- **Accelerating climate change continued to impact ecosystems, societies, and economies.** Extreme weather events intensified, disrupting global trade and driving up costs. Climate-driven migration fueled conflict and disproportionately affected the most vulnerable.

- **Growing social polarization also deepened. Global inequalities continued to widen in the post-COVID-19 context.** Economic recovery remained uneven and consumer confidence fragile. Inflation, housing crises and job insecurity hit lower-income groups hardest while growing savings gaps between the US and Europe underscored deepening economic and social divides.

Despite this complex context, Salomon made meaningful progress towards its responsible transformation.

¹ Analysis provided by Salomon's Market Research department.

² Carbios is a French specialist in PET biorecycling (polyethylene terephthalate), particularly PET polyester, the main fiber used in the textile industry.

PRODUCT INNOVATION

S/LAB Phantasm 2 Made in France

In 2024, Salomon launched the first Made-in-France road running supershoe: the S/LAB Phantasm 2, produced at the Advanced Shoe Factory (ASF) 4.0, located in Ardoix, France. It's the third Salomon model to come out of the ASF 4.0 since its opening in 2022.

This superlight (219g) racing shoe features a full-length carbon fiber plate and PEBAX foam for elite-level propulsion. Its lightweight, breathable Matryx® upper is produced in the neighboring Chamatex factory, supporting a streamlined production process.

Brigade Index

Salomon unveiled the Brigade Index: the first fully recyclable ski and snowboard helmet in the industry. Developed over four years, the helmet is made from polyolefins - a flexible, durable thermoplastic family that can be recycled into products such as flowerpots, car bumpers or tile studs. With an estimated 2.5 million winter sports helmets ending up in landfills each year, the Brigade Index marks a significant step forward in product circularity.

Carbios Collaboration

Salomon is part of a multi-brand consortium that unveiled the world's first 100% fiber-to-fiber biorecycled t-shirt powered by Carbios² enzymatic recycling technology. This t-shirt represents the first tangible outcome of our collaboration with Carbios, overcoming textile recycling challenges to create a garment from enzymatically recycled waste with the same quality as virgin fibers. It builds on Salomon's commitment to material circularity, following the launch of the Index - the first recyclable running shoe, and highlights our dedication to reducing factory waste and our commitment to reduce our carbon footprint by 30% by 2030.



A POSITIVE WORKPLACE

Launched in March 2024, our first anonymous Employee Engagement Survey provided valuable insights. We achieved an overall engagement score of 7.9 out of 10, placing us above the Workday Peakon Employee Voice True Benchmark® (between the 50th and 75th percentile of Consumer Industry companies).

THE FUTURE OF SPORT

The Salomon Adaptive Project is a pioneering initiative to make mountain sports more accessible. With a focus on designing prosthetics for running, skiing, and snowboarding, the project is about enhancing the lives of athletes with disabilities and empowering them to rediscover the joy of sports and the outdoors, while sparking new conversations about accessibility. First introduced internally at a Town Hall at the Annecy Design Center (ADC), the project featured Salomon para-athletes and innovations including running blades with interchangeable soles and early prototypes for ski and snowboard prosthetics. The event also included an artistic dimension, with a slam poetry performance, a dance session, and a fashion collaboration with Maison Mourcel using recycled materials. In September 2024, during the Paris Paralympic Games, Salomon hosted the Adaptive Night at its Champs-Élysées store. The event celebrated inclusion in sport and showcased the brand's latest explorations in adaptive gear—from running and trail prosthetics to new skiing and snowboarding solutions, as well as inclusive clothing and bags.

THE SALOMON FOUNDATION

Since February 2024, Salomon has operated a donation fund supporting NGOs worldwide in their efforts to make the outdoors more inclusive. This adds to the ongoing work of the Salomon Foundation, which continues to support mountain professionals facing life-altering accidents.



SALOMON IN FIGURES

AS OF DECEMBER 31ST 2024

Amer Sports Outdoor Performance segment, in turnover +10% compared to the 2023 fiscal year	\$1.83B
Geographical scope - number of countries	+100
Years of expertise	77
Non-profit organizations as beneficiaries of the Salomon Foundation	23
Employees worldwide	2,135
Board members	9



SALOMON'S SUSTAINABILITY STRATEGY: CHANGE OUR FUTURE 2030

Our sustainability strategy is a strategic enabler for the Salomon brand, driving our regenerative transformation. It is A 360° transformation embedded in our brand strategy, addressing our key impacts.

Our sustainability strategy, originally developed in 2015, was updated in 2023 with new ambitions and targets to reach by 2030.

The updated strategy was shaped by Salomon's Sustainability Leadership Team, the Sustainability Strategic Committee, and several groups of senior leaders and committed employees.

This strategy was informed by:

STAKEHOLDER ENGAGEMENT

Through stakeholder mapping, we gathered valuable insights into the expectations of our partners and communities.

MATERIALITY AND RISK ASSESSMENT

In 2021 and 2022, we conducted dedicated materiality assessments to inform our new strategy and help prioritize the most critical issues for both our company and the wider community. We focused on our employees, consumers, international athletes, and key business partners. Since then, we've relied on the Amer Sports double materiality and risk management framework.

THE UN'S SUSTAINABLE DEVELOPMENT GOALS (SDGs)

We aligned our priorities and objectives with the 17 SDGs.

The Salomon Sustainability Strategy raises our internal ambitions and builds on the Amer Sports Sustainability Strategy, which supports its brands through a shared compliance and reporting framework, a responsible sourcing strategy and clearly defined environmental requirements.



SALOMON'S SUSTAINABILITY STRATEGY: CHANGE OUR FUTURE 2030

OUR PILLARS

CHANGE WITH INNOVATION

We close the performance loop through disruptive innovation, catalyzing our communities of talents.

OUR PROGRAMS

CLIMATE & NATURE COMPLIANT PATH

For our planet

RESPONSIBLE PERFORMANCE

For our products

CIRCULAR LIFE

Of our business

CHANGE WITH COMMUNITIES

We empower our communities to shape the future of mountain sports with greater inclusivity and more responsible practices.

POSITIVE WORKPLACE

For our people

FAIR PRACTICES

For our business partners

FUTURE OF SPORT

For our athletes

INCLUSIVE MOUNTAIN SPORTS

For our communities

ENABLERS

We empower meaningful change by weaving purpose into action, driving seamless integration, and unlocking potential through data-driven insights and an inspired collective mindset.

PURPOSE & TRANSPARENCY

Purpose-driven practices towards our key stakeholders

PROCESS INTEGRATION

Strategic integration in company processes & digital transformation

TOOLS & DATA

Develop tools for data-driven sustainable performance

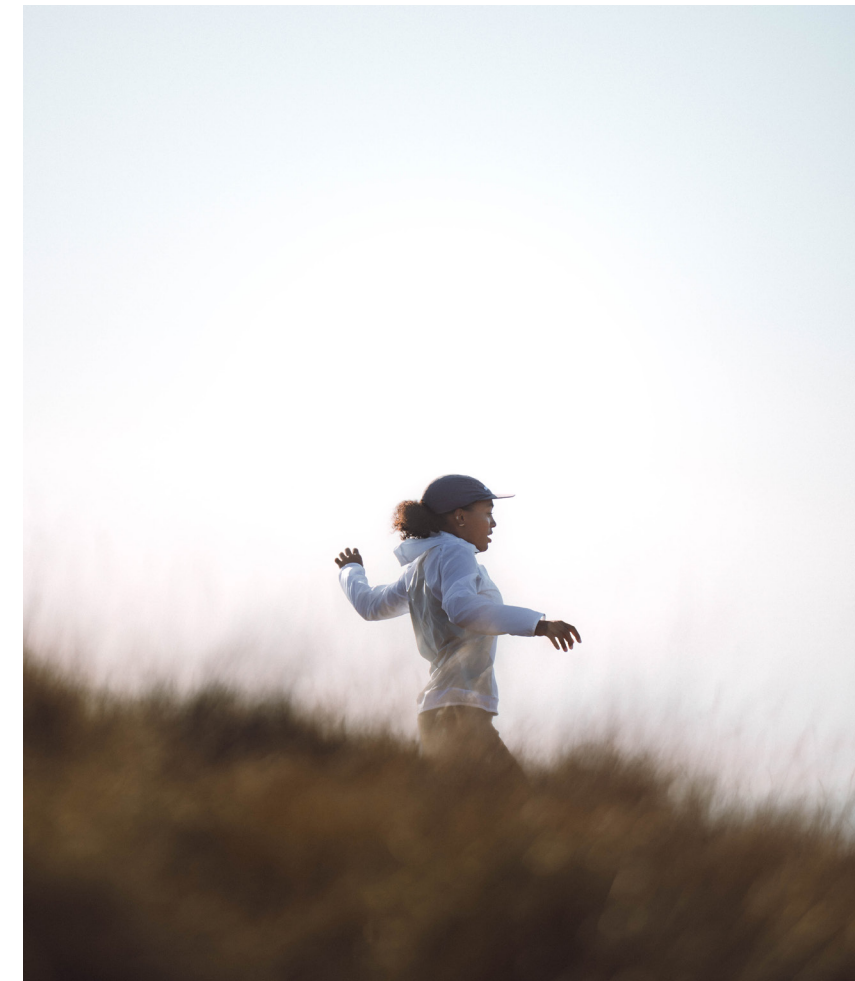
CULTURE

Transform our culture to be sustainability advocates

● Our top 3 priorities

OUR AMBITION

We want to be a sustainability leader in the outdoor industry and drive Salomon's regenerative transformation by 2030.



HOW WE ENABLE OUR SUSTAINABILITY STRATEGY

At Salomon, we are committed to transparency in our practices, sharing our progress with stakeholders, and instilling a culture of engagement throughout our organization.

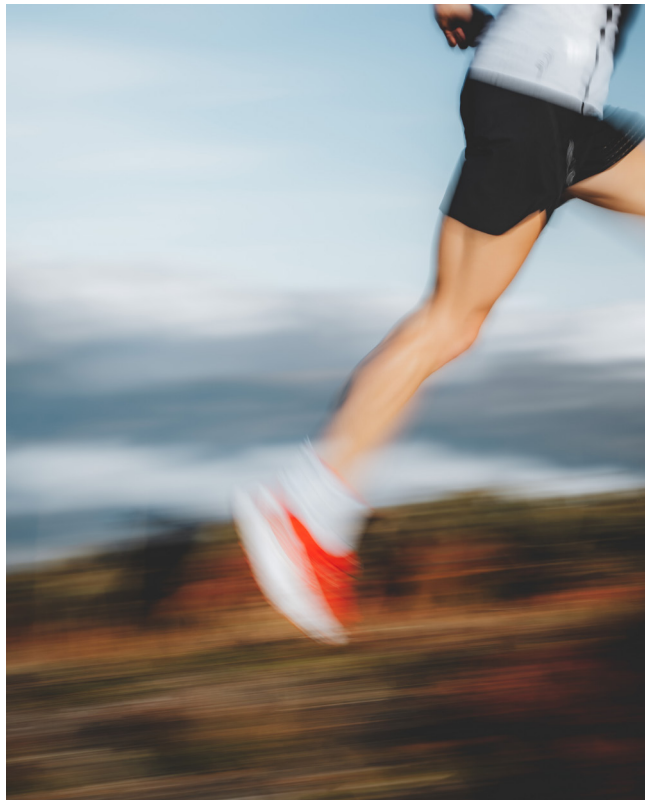
PURPOSE & TRANSPARENCY

PURPOSE-DRIVEN PRACTICES TOWARDS OUR KEY STAKEHOLDERS

Our actions are driven by purpose-driven business conduct to ensure fair, meaningful and transparent dialogues with our stakeholders. We rely on the Amer Sports Code of Ethics as a global framework.

In 2024, we strengthened our Sustainability Compliance management framework to ensure more efficient monitoring and management of the increasingly stringent ESG regulatory landscape. We will align with Amer Sports' newly established Compliance function in 2025 to streamline our joint efforts.

One of Salomon's key business stakeholders continues to be our B2B partners, who have been increasing their sustainability requirements over the years. In 2024, we revamped our B2B sustainability dialogue process to improve efficiency and focus on priority accounts. Since 2022, we have also been part of the European Outdoor Groupe (EOG) Sustainability Data Exchange Project (SDEX) project, which aims to standardize data information sharing among outdoor retailers.



PROCESS INTEGRATION

STRATEGIC INTEGRATION INTO COMPANY PROCESSES AND TRANSFORMATION

At Salomon, our objective is to integrate sustainability into all company processes to systematize our approach.

For example, at the core of our activities, product design means incorporating eco-design principles and environmental assessment at every stage of the go-to-market process.

By adopting an eco-design approach, we ensure that our products are developed to minimize their environmental impact from the very beginning.

Additionally, by regularly evaluating these environmental impacts, we can make informed decisions that embed sustainability throughout the product life cycle.

This systematic integration of sustainability allows us to meet our customers' expectations while contributing to our commitment to environmental responsibility.

TOOLS & DATA

DEVELOPING TOOLS FOR DATA-DRIVEN SUSTAINABLE PERFORMANCE

The purpose of this program is to create tools and data management processes that support our Change Our Future programs. It guarantees reliable measurements and improved efficiency, ensuring informed strategic decisions and promoting transparency.

In 2024, we carried out two main projects.

SUSTAINABILITY DATA MANAGEMENT

We have defined a data management which has facilitated both internal and external reporting, and also improved our impact performance measurement. The next steps are to elevate data governance and to centralize sustainability data for streamlined reporting and analysis by automating LCAs with Glimpact tool

AUTOMATION OF FOOTWEAR LIFE CYCLE ASSESSMENT (LCA)

By automating LCAs with Glimpact tool, we can measure the impact of a large number of models, saving time and allowing us to focus more on data collection and analysis. These results will guide eco-design decisions and will be communicated in the future for greater transparency.

CULTURE

REINFORCING INTERNAL CULTURE, ENGAGEMENT & COLLECTIVE KNOWLEDGE

In 2024, Salomon strengthened its internal communication on sustainability, fostering sharing and engagement among both program contributors and all employees.

SUSTAINABILITY WEEK

June's 2024 Sustainability Week was once again an opportunity to engage employees around Salomon's commitment to sustainability. This year, a variety of hands-on activities encouraged participation, from mobility-focused initiatives to upcycling and circular economy workshops.

SUSTAINABILITY BREAKFASTS

The 'Sustainability Breakfast' sessions, held every 4 months, provide an opportunity to keep teams informed about sustainability objectives, initiatives, and products while fostering a broader collective approach.

NEWSLETTER

A monthly newsletter dedicated to responsible transition issues and updates on the Change our Future program is sent to the sustainability program community.

INTRANET

Salomon's intranet serves as the primary platform for internal communications, featuring dedicated sections on Salomon's sustainability commitments. It is supported by Viva Engage, our internal social network.

OUTDOOR SPORTS VALLEY (OSV) INITIATIVES PARTICIPATIONS

Salomon participated in this year's We ACT tree planting event, where 10 of our employees joined forces with 7 other outdoor industry companies to plant 1,600 trees in the Lovagny Forest. This initiative was organized in collaboration with the French National Forest Office (ONF) and the 'Agir pour la Forêt' foundation.

A CLEAR AND AGILE GOVERNANCE MODEL

Our Global Sustainability Department, based in Annecy, is supported by key representatives from various departments, including Product Development (Footwear, Apparel, and Winter Sports Equipment), the Salomon Foundation, Human Resources, Finance and Internal Control, Legal, Design, IT/Digital and Marketing. Together, they form the Sustainability Leadership Team, which meets monthly to make operational decisions.

The Sustainability Community is made up of core contributors who work daily to advance Salomon's responsible transformation.

Strategic decisions are reviewed and made during quarterly meetings with the Sustainability Strategic Committee. This committee is composed of members of Salomon's Executive Board who have a significant influence on the company's sustainable transformation, and is chaired by Salomon's CEO.

In addition, Salomon's sustainability governance is aligned with the Amer Sports Group's sustainability governance through the group-level Drive Team and relevant working groups (the Amer Sports Leadership Team, where Amer Sports Sustainability SVP sits, and at board-level through the Nominating and Corporate Governance Committee).

SALOMON'S IMPACT GOVERNANCE

LEADERSHIP

GLOBAL SUSTAINABILITY DEPARTEMENT & LEADERSHIP TEAM

SUSTAINABILITY COMMUNITY

EMPLOYEES



WHERE WE STAND

PILLARS	PROGRAMS	OBJECTIVES	2024 ACHIEVEMENTS
CHANGE WITH INNOVATION	Climate & nature compliant path	<p>01. Achieve carbon emission reductions in line with science-based net-zero with the Science Based Targets initiative (SBTi) :</p> <p>a. 50% absolute reduction in scope 1 and 2 greenhouse gas emissions compared to the 2019 baseline</p> <p>b. 30% absolute reduction in scope 3 greenhouse gas emissions by 2030 compared to the 2019 baseline</p> <p>c. Net-zero by 2050 (as part of Amer Sports Group)</p> <p>02. Ensure that 90% of the waste produced by our operations and our Tier 1 suppliers are reused or recycled by 2030</p> <p>03. Eliminate 50% of our single-use packaging by 2030</p> <p>04. Use 100% renewable electricity in our own operations by 2027</p> <p>05. 50% of Tier 1 & 2 purchase volume produced with renewable energy by the end of 2030</p> <p>06. Establish a strategy and goal approved by Science Based Targets for Nature (SBTN), in line with planetary boundaries</p>	<p>01. Carbon emissions:</p> <p>a. Scope 1 & 2 greenhouse gas emissions (in market-based) compared to 2023: -18%</p> <p>b. Scope 3 greenhouse gas emissions compared to 2023: +14%</p> <p>c. The Amer Sports Group's net-zero target was validated in January 2025</p> <p>02. Percentage of waste generated by our activities or those of our Tier 1 suppliers that is reused or recycled: To be determined</p> <p>03. Percentage of single use packaging eliminated: To be determined</p> <p>04. Renewable electricity in our own operations: 45%</p> <p>05. Tier 1 & 2 purchase volume produced with renewable energy: 12% (as of 2023)</p> <p>06. Environmental objectives validated by SBTN : Not started</p>
	Responsible performance	<p>01. Ensure that 100% of our key products reach Level 1 (Champions) or Level 2 (Eco-Designed) by 2030 through responsible sourcing, eco-design, reparability or recyclability initiatives, and collaborative partnerships</p> <p>02. Ensure that 100% of priority raw materials come from recycled, recyclable or bio-based sources by 2030.</p> <p>03. Eliminate fluorinated chemicals (PFCs, PFOAs, and PFAS) from all new DWR treatments and waterproof membranes by the end of 2025</p> <p>04. Ensure 100% compliance of our Tier 1 suppliers (of finished products) with our Material Compliance Policy and the Restricted Substances List as part of the annual update implemented in 2023</p> <p>05. Achieve 100% PVC-free products by 2025</p>	<p>01. 12% of key products (excluding hardgoods) have reached Level 1 or Level 2 of our responsible product framework: Footwear: 10% / Bags: 0.1% / Socks: 9% / Apparel & Accessories: 34%</p> <p>02. 12% of our priority raw materials have transitioned to preferred materials (excluding hardgoods)</p> <p>03. 94% of our products are PFAS-free (at the end of 2024)</p> <p>04. 100% of our Tier 1 suppliers (of finished products) comply with our Material Compliance Policy and the Restricted Substances List as part of the annual update implemented since 2023</p> <p>05. 99% of our products transitioned to PVC-free materials by the end of 2024</p>

WHERE WE STAND

PILLARS	PROGRAMS	OBJECTIVES	2024 ACHIEVEMENTS
CHANGE WITH INNOVATION	Circular life	01. Launch a circular pilot program for repair, recycling, second-hand sales, and rentals by 2025	01. Number of pilot projects launched since 2020: 3 pilot projects launched, covering 3 of the 4 categories (repair, recycling, second-hand, and rentals)
		02. Offer at least one repair, recycling, second-hand sale, or rental program for our entire product catalogue by 2030	02. % of products offering at least one of these solutions: To be determined
CHANGE WITH COMMUNITIES	Positive workplace	Unleash the best in every team and employee through an innovative corporate culture driven by a common purpose, a powerful employee experience, a growth mindset and an empowered organization	<ul style="list-style-type: none"> Engagement survey score: 7.9 / 10 Gender distribution: 45% women / 55% men
	Fair practices	01. As a participating company in the Fair Labor Association (FLA), Salomon is committed to FLA's gold standards for improving factory working conditions in its global supply chain 02. Ensure that 100% of our Tier 1 suppliers and strategic Tier 2 suppliers exceed our social compliance standards by 2030	01. FLA's gold standards implementation: In progress 02. Social compliance ratings: <ul style="list-style-type: none"> 86% of Tier 1 suppliers rated A or B 80% of strategic Tier 2 suppliers rated A or B
	Future of sport	Fulfill the commitments outlined in our Salomon Sports Pledge charter, aiming to support our athletes and events towards more responsible practices	<ul style="list-style-type: none"> More responsible trail events by 2025: 27% % reduction in our athletes' travel carbon emissions: To be determined
	Inclusive mountain sports	Our ambition is to dedicate a cumulative total of €20M to the Salomon Foundation by 2030, promoting greater inclusivity in the outdoors	<ul style="list-style-type: none"> 48 mountain professionals and their families helped 23 non-profit organizations supported €521,766 donated (€300,970 for non-profit organizations, €220,796 for mountain professionals)

HOW WE CREATE VALUE

OUR RESOURCES

01. SOCIAL CAPITAL

- 2,135 employees worldwide
- More than 2.5 million referenced consumers in the Americas and EMEA, spread across more than 100 countries

02. INTELLECTUAL CAPITAL

- Sportstyle was the fastest-growing collection in the Salomon brand in 2024
- In trail running, Salomon was the market leader in Germany (with a 35% market share in value) and in France (22% in value) in 2024¹
- We partner with global innovation actors such as the chemical recycling company Carbios

03. CULTURAL CAPITAL

- Salomon was founded in 1947
- Salomon has developed a global trail running event series called the Golden Trail Series (GTS), held in some of the most iconic outdoor destinations worldwide
- In 2024, GTS stories reached 12.54 million impressions, an increase of 3.84 million compared to 2023²
- In 2024, Salomon continued to expand its Sportstyle community through standout collaborations with Maison Margiela, Palace, Sandy Liang, Pas Normal Studios, and more. The brand also showcased its Sportstyle collections at Paris Fashion Week, reinforcing Salomon's presence in the fashion world and its position at the intersection of performance and culture

04. PRIMARY RESOURCES

- 33,997 MWh of electricity, fuel, and district heating consumed in 2024 across all operations (factories, stores, offices, and distribution centers), excluding transport
- 19,145 tons of raw materials used in 2024 to manufacture our products (including hardgoods)
- 100% of our sports depend on nature — for example, under a high-emissions scenario, annual snowfall is projected to decrease by nearly 30% by 2050 (or nearly 20% under current policy scenarios)³

05. PROPERTY CAPITAL

- Headquarters in Annecy, France (office, design & prototype center)
- 5 wintersports manufacturing facilities owned by Amer Sports (1 in Altenmarkt, Austria, 2 in Romania, 2 in Bulgaria)
- 6 distribution centers owned by Amer Sports
- 201 brand stores and factory outlets (in EMEA, China, the Americas and APAC), some of which are leased

¹ Data analyzed by Salomon through Circana

² Eurosport, Golden Trail World Series, social media stats

³ Amer Sports, TCFD Report



HOW WE CREATE VALUE

OUR ADDED VALUE

01. SOCIAL VALUE

- Employee Engagement Score: 7.9/10 (+0.2 points above our benchmark)
- In 2024, 23 non-profit organizations (+35% vs. 2023) and 48 mountain professionals (+78% vs. 2023) received support from the Salomon Foundation

02. INTELLECTUAL VALUE

- In 2024, Salomon filed 20 patent applications, including 7 initial (priority) filings
- Salomon is committed to perpetuating its expertise, drawing on innovative ideas and listening to students' and future professionals' expectations by fostering partnerships with several schools, universities and professional training programs such as Savoie Mont-Blanc University, Grenoble Management School, INSA, INSEEC, the Lycée Dauphiné, and the University of Oregon

03. CULTURAL VALUE

- In 2023, Salomon became a premium partner of the 2026 Milano Cortina Olympic Games
- Salomon set up in Paris during Fashion Week with an interactive experience centered around its Sportstyle category, featuring presentations of upcoming collections, a dedicated showroom, and several community events
- Since last year, seven athletes from Salomon's Para Team have benefited from the Adaptive Project and its various prosthesis prototypes, making outdoor sports more accessible to amputees

04. VALUE FOR NATURE

- The Keo Seima REDD+ project in Cambodia, near communities where some Salomon's suppliers operate, aims to protect over 165,000 hectares of tropical forest in the Keo Seima Wildlife Sanctuary. Salomon partnered with Keo Seima to offset part of its emissions
- At Salomon, we have established near-term, science-based emission reduction targets for 2030, which have been approved by the Science Based Targets initiative (SBTi)
- Our ski factory in Altenmarkt Austria, is driving ongoing improvements in energy efficiency. We use local wood chips instead of oil to heat the factory, resulting in a 95% reduction in heating-related carbon emissions. This reduction was calculated using lifecycle assessment data from the GaBi Databases
- Since 2024, Salomon's "Curieux de Nature" program at our Annecy Headquarters has cultivated an on-site garden. This initiative promotes employee well-being and biodiversity awareness through active participation

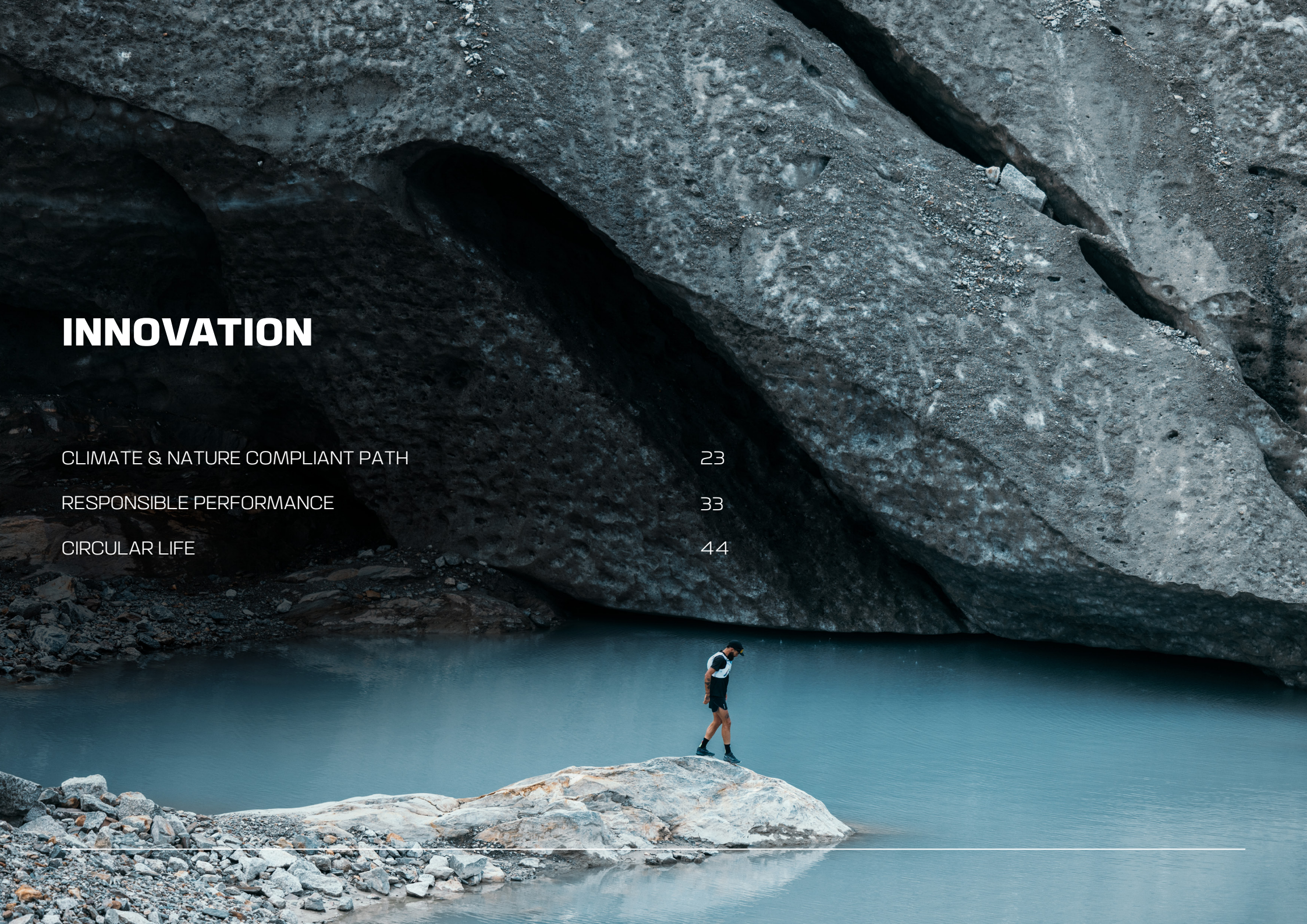
05. FINANCIAL VALUE

- The Amer Sports Outdoor Performance segment reached \$1,836 million⁴ in revenue in 2024, representing 10% growth on both a reported and constant currency basis

⁴ Amer Sports - Amer Sports Reports Fourth Quarter and Fiscal Year 2024 Financial Results and Provides 2025 Outlook

INNOVATION

CLIMATE & NATURE COMPLIANT PATH	23
RESPONSIBLE PERFORMANCE	33
CIRCULAR LIFE	44



CLIMATE & NATURE COMPLIANT PATH

We are committed to taking a climate-compliant path and reducing the environmental impact of our operations.

OBJECTIVES

- 01.** Achieve carbon emission reductions in line with science-based net-zero with the Science Based Targets initiative (SBTi):
 - a.** 50% absolute reduction in scope 1 and 2 greenhouse gas emissions compared to the 2019 baseline
 - b.** 30% absolute reduction in scope 3 greenhouse gas emissions by 2030 compared to the 2019 baseline
 - c.** Net-zero by 2050 (as part of Amer Sports Group)
- 02.** Ensure that 90% of the waste produced by our operations and our Tier 1 suppliers are reused or recycled by 2030
- 03.** Eliminate 50% of our single-use packaging by 2030
- 04.** Use 100% renewable electricity in our own operations by 2027
- 05.** 50% of Tier 1 & 2 purchase volume produced with renewable energy by the end of 2030
- 06.** Establish a strategy and goal approved by Science Based Targets for Nature (SBTN)

2024 ACHIEVEMENTS

- 01.** Carbon emissions:
 - a.** Scope 1 & 2 greenhouse gas emissions (in market-based) compared to 2023: **-18%**
 - b.** Scope 3 greenhouse gas emissions compared to 2023: **-14%**
 - c.** The Amer Sports Group’s net-zero target was validated in January 2025
- 02.** Percentage of waste generated by our activities or those of our Tier 1 suppliers that is reused or recycled: To be determined
- 03.** Percentage of single use packaging eliminated: To be determined
- 04.** Renewable electricity in our own operations: **45%**
- 05.** Tier 1 & 2 purchase volume produced with renewable energy: **12%** (as of 2023)
- 06.** Environmental objectives validated by SBTN: No (work has not started yet)



OUR CLIMATE STRATEGY

OUR AMBITIONS

In 2022, Salomon became the first major winter sports brand to set science-based targets approved by the Science Based Targets initiative (SBTi), in line with planetary boundaries¹. In December 2018, Salomon was among the first signatories of the United Nations Fashion Industry Charter for Climate Action (UNFICCA).

Salomon has committed to a 50% absolute reduction in carbon emissions from Scopes 1 and 2 and a 30% absolute reduction in greenhouse gas emissions from Scope 3 by 2030 from a 2019 baseline. As part of Amer Sports, Salomon has set the target to reach net-zero emissions by 2050. This goal is scientifically aligned with the Paris Agreement and the objective of limiting global warming to 1.5°C.

OUR STRATEGY

Our strategy is centered around 3 pillars of action:

01 - SCIENCE

Measuring our impact through science-based data

02 - IMPACT

Focusing our strategy on high-impact areas

03 - STRATEGIC ALIGNMENT

Our roadmap defines our strategic actions

OUR STRATEGIC ROADMAP

2018-2021

Setting ambitions & measuring our footprint

2022

Defining our strategy

2023

Embedding into company strategy

2024-2050

Scaling solutions & driving influence

In 2024, we conducted a second deep-dive assessment of our climate pathway, updating possible actions compared to our current trajectory. Based on this exercise, we updated our strategic scenarios to inform Salomon's executive business decisions, enhancing our ongoing commitment to concrete climate action.

The Science Based Targets initiative (SBTi) approved Amer Sports Group's near-term and net-zero science-based targets early 2025. Amer Sports also reports annually to the CDP Climate Questionnaire and, in 2024, earned an improved A rating for Climate, up from a B rating in the two previous years.

¹The planetary boundaries framework defines limits to the impact of the anthroposphere on the Earth system by identifying a scientifically-based 'safe operating space' for humanity, one that helps safeguard both Earth's interglacial state and its long-term resilience.

OUR CLIMATE STRATEGY

RISK MITIGATION SCENARIO

01. AVOID & REDUCE OWN EMISSIONS

Three solution pathways are aligned with the emissions reduction trajectory to which Salomon is committed under the SBTi:

- Planned solutions
- Identified solutions
- Solution gap: circularity and sustainable innovation

Aligned with SBTi guidance

Aligned with UNFICCA guidance

02. CONTRIBUTE TO CARBON NEUTRALITY

This pillar includes both current actions and long-term goals:

- Offsetting emissions from the Annecy Design Center headquarters
- Contributing to full carbon neutrality by 2050

03. INFLUENCE BEYOND OUR OPERATIONS

To inspire change beyond Salomon's direct footprint, we leverage three key channels:

- Communicating our climate commitments and solutions
- Advocating through our global athlete network
- COPx: positioning the outdoors as a climate solution provider

RISK ADAPTATION SCENARIO

04. MODEL OUR FUTURE BASED ON CLIMATE REALITY

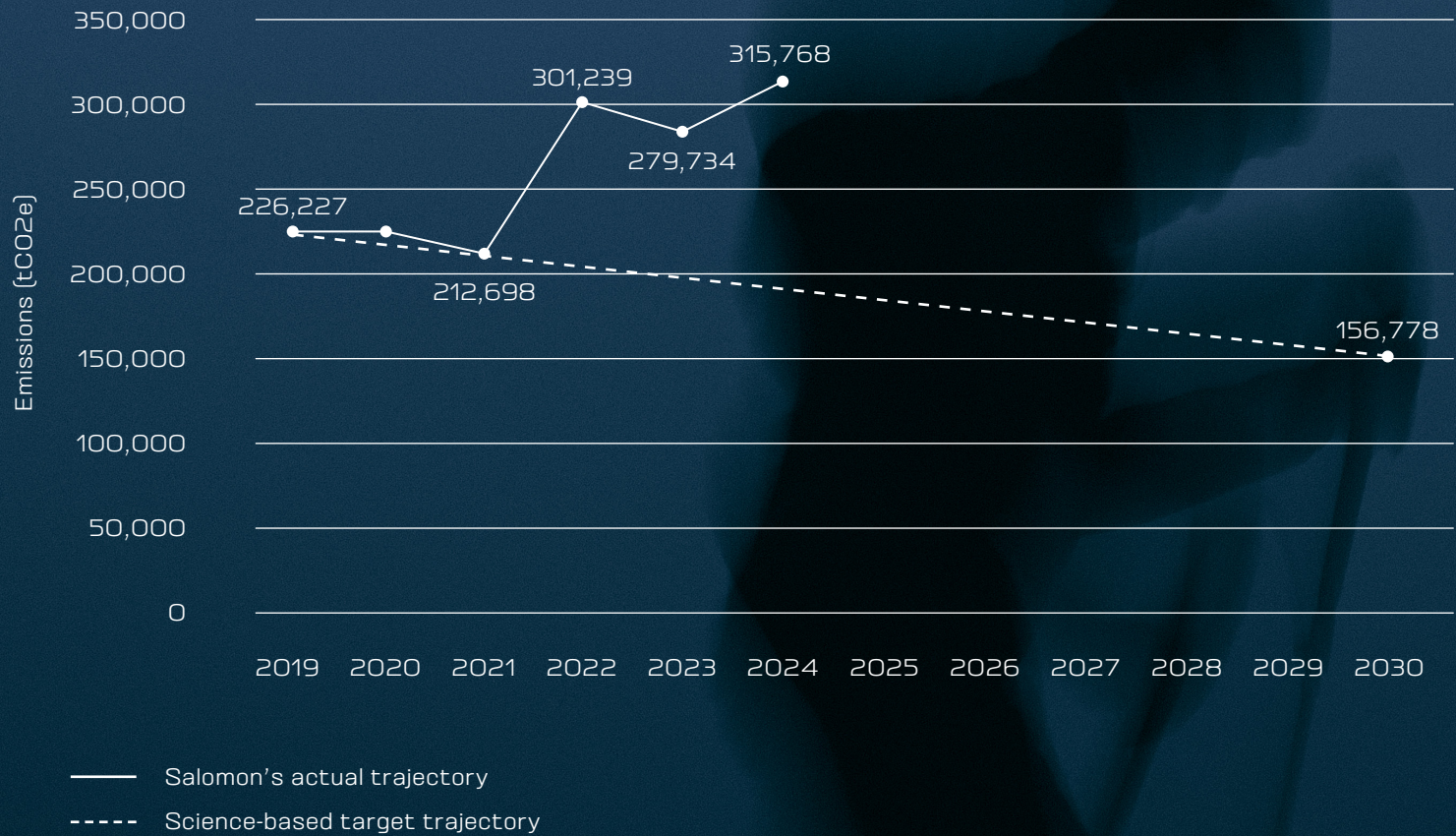
We are integrating climate considerations into business planning by:

- Assessing physical and transition risks and opportunities, in line with the TCFD (Task Force on Climate-related Financial Disclosures)
- Using these insights to inform business modeling and strategic adaptation

OUR 2024 CARBON FOOTPRINT

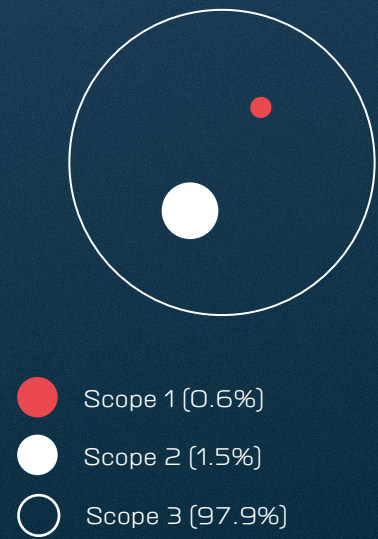
We have published our comprehensive carbon footprint annually since 2019 to illustrate our trajectory toward 2030. In 2024, Salomon emitted 315,768 tCO₂e across all scopes, an increase of 13% compared to 2023.

SALOMON ACTUAL EMISSIONS 2019-2024 & SBTi TRAJECTORY



OUR 2024 CARBON FOOTPRINT IN DETAIL

Scope 3 GHG emissions continue to dominate Salomon's emissions footprint, accounting for around 98% of total emissions with 309,219 tCO₂e.



Every four years, we are required by French regulatory authorities to publish our carbon footprint. Our 2022 carbon footprint has been published on the website BEGES, and can be viewed publicly. This is our latest publication, the next one is scheduled for 2026.



SCOPE 3: BREAKDOWN BY CATEGORY

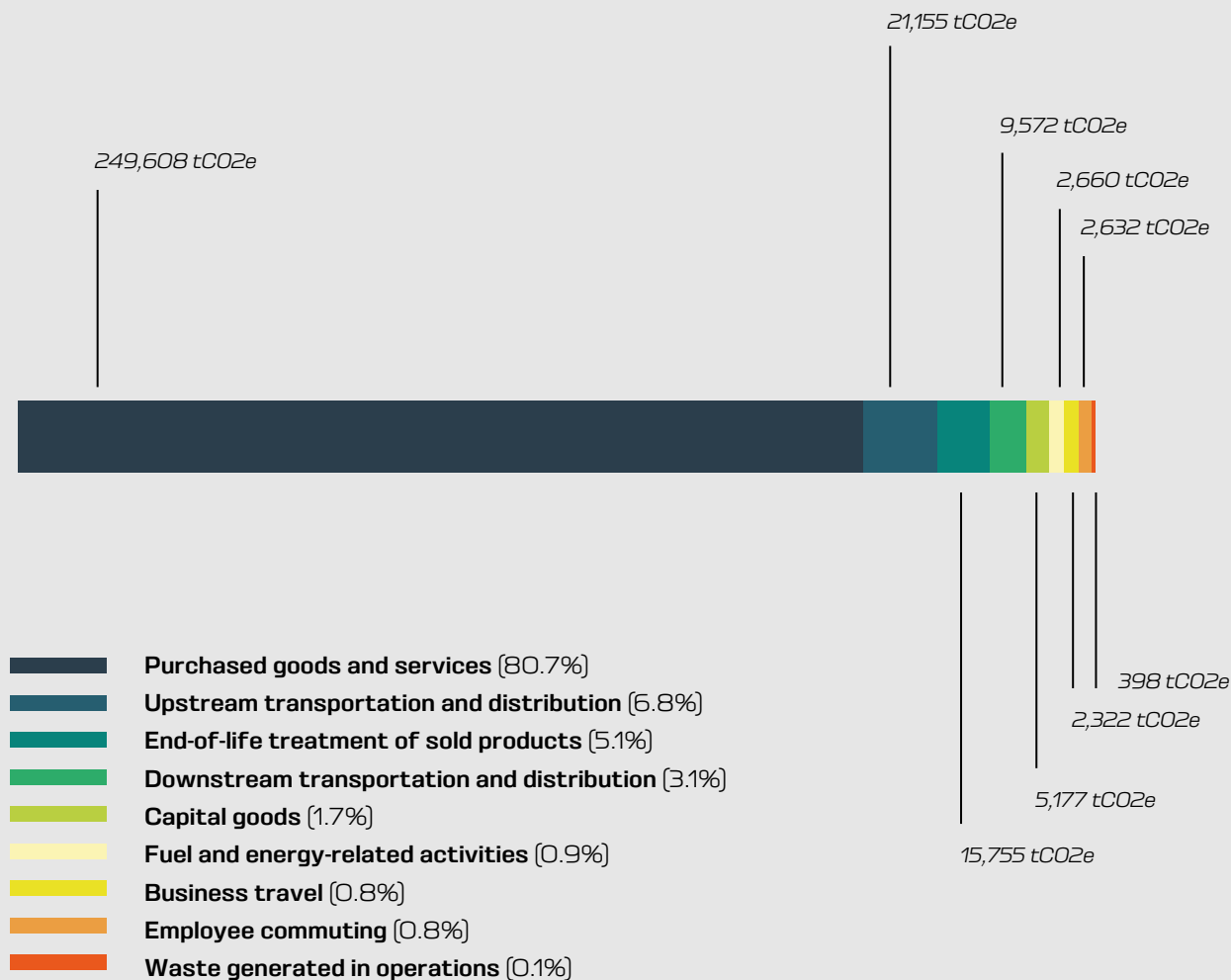
Emissions from purchased goods account for 249,608 tCO₂e, or 80.7% of all scope 3 emissions, and these emissions are mainly related to material consumption and the manufacturing of Salomon sourced products.

The second largest source of emissions is upstream transportation and distribution, which accounts for 21,155 tCO₂e.

EVOLUTION 2023-2024

The increase noticed between 2023 and 2024 on scope 3 is driven by an increase in emissions from the main category, which is **purchased goods and services**. This observation is explained by the increase of the quantities produced in 2024 compared to 2023.

While emissions globally increased in 2024, we still managed to reduce emissions on the second largest source of emissions, **upstream transportation and distribution of goods**. In 2024, these emissions decreased by 7% compared to 2023, we succeeded in reducing the number of products transported by plane, in favor of other less emitting means of transportation.



REDUCING OUR SITES' FOOTPRINT: ANNECY DESIGN CENTER



The Annecy Design Center (ADC Salomon's Headquarters) is the heart of Salomon's operations and accounts for a significant share of our direct environmental footprint. Each product is designed and developed on a site that spans across more than 33,000m² and hosts nearly 850 people¹. As such, the ADC must lead by example in reducing carbon emissions, using sustainable energy, and improving waste management. In recent years, significant efforts have been made to minimize its environmental

impact. A comprehensive plan launched in 2020 to reduce the site's greenhouse gas (GHG) emissions by 2030 is progressing steadily.

In 2024 the ADC's Scope 1 & 2 market-based emissions remained stable overall. Scope 1 emissions increased slightly by 3%, while waste-related emissions decreased by 78% - a drop primarily due to the completion of renovation work on the building.

The site has held ISO 14001 and ISO 50001 certifications since 2017. These internationally recognized standards support environmental protection and energy management through structured policies, objectives, and procedures. ISO 50001 focuses on energy performance, while ISO 14001 addresses broader environmental impact. Both certifications are subject to annual audits and full recertification every three years.

OUR GOALS	2022	2023	2024
50% carbon reduction for scope 1 and 2 by 2030 30% carbon reduction for scope 3 by 2030 vs 2019	Scope 1 & 2: -33% carbon reduction Scope 3: calculation is included within the Salomon scope	Scope 1 & 2: -41% carbon reduction Scope 3: calculation is included within the Salomon scope	Scope 1 & 2: -39% carbon reduction Scope 3: calculation is included within the Salomon's global carbon footprint
Reduction in business travel by 2030	Individual employee goals to be defined	Increase in trips: +46% of km traveled	Slight decrease in trips: -2.5% of km traveled compared to 2023
Conversion to a hybrid or electric vehicle fleet by 2030	New vehicle policy signed off by Salomon CEO	98 vehicles in total, including 15 hybrid vehicles and 8 electric vehicles, i.e. 24% of the fleet	105 vehicles in total, including 28 hybrid vehicles and 10 electric vehicles, i.e. 36% of the fleet
100% renewable electricity by 2021	Goal achieved	Objective achieved and maintained	Objective achieved and maintained
Installation of 35 electric charging stations by 2025	8 charging stations installed	20 charging stations installed	34 charging stations installed and operational
Start offsetting ADC carbon emissions by 2021	2,775 tCO ₂ e offset with REDD+ Verified Carbon Units	3,835 tCO ₂ e offset with REDD+ Verified Carbon Units	Salomon is exploring the expansion of its ADC carbon offset program to include more Scope 3 emissions inherent to its operations.
Installation of photovoltaic panels in 2022	Moved to 2023	The administrative file is currently being examined by the municipal authorities	The installation has been approved by the municipal authorities. Work will begin in summer 2025.

The ADC's carbon offset program accounts for Scope 1 emissions, location-based Scope 2 emissions to better reflect physical reality, and certain Scope 3 emissions related to the ADC's activities, including business travel, FERA (Fuel and Energy Related Activities), employee commuting, and waste.

¹Of the nearly 850 employees based at the site, 691 work for Salomon; the others are employed by Amer Sports or its affiliated brands.

REDUCING OUR SITE'S FOOTPRINT: THE RETAIL STORE GUIDELINES

Reducing Salomon's carbon footprint requires disseminating best practices across every point of sale, all over the world.

A list of these behaviors for store staff, aimed at reducing our carbon footprint, has been developed into the Salomon Sustainable Retail Store Guidelines and shared with retail teams, with three main objectives for 2025:

- 01. Achieving 100% renewable energy**
- 02. Banning the use of single-use plastic items or packaging**
- 03. Involving our consumers in our Change Our Future program**

Three levels of action have been defined so that each point of sale can get involved at its own pace: priority actions to be implemented as soon as possible by the retail teams, actions to be deployed by 2025, and finally actions which, as they are not relevant for all stores, may or may not be carried out by employees concerned with sustainability topics.

There are many levers for action:

- Energy: using LEDs or turning off illuminated signs at night can generate meaningful energy. In the long term, the objective is to switch to 100% renewable energy suppliers
- Concrete actions to raise awareness and reduce waste
- Water: saving water with simple solutions such as installing regulators on toilets or taps
- Premises: location can have a significant impact on reducing the carbon footprint. The notion of 'green building' is addressed in our Sustainable Retail Store Guidelines
- Furniture and equipment: favoring eco-designed options in the stores
- Marketing and training: both must integrate these issues to encourage behavior change in-store, for both employees and customers



REDUCING OUR SUPPLIERS' FOOTPRINT

MEASURING THE ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS

The Worldly tool, developed by Cascale, monitors both the social and environmental performance of our partner factories.

The Facility Environmental Module (FEM) focuses on environmental criteria such as water and energy consumption, waste management, and all factors contributing to climate change. This enables us to track our suppliers' emissions and encourage them to implement improvement measures.

In 2024, 92% (by volume) of our Tier 1 and Tier 2 nominated suppliers conducted self-assessments, with 82% of these assessments verified by a third-party auditors.

Based on the verified results, we engaged 15 suppliers in our continuous improvement plan to address their non-conformities and enhance their environmental performance.

ROOFTOP SOLAR PANEL FEASIBILITY PROGRAM BY CASCALE & GIZ

In June 2023, Salomon joined the 'Rooftop solar panel feasibility program' launched by Cascale and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ). The goal is to help Tier 1 and Tier 2 suppliers install solar panels on factory roofs. Enabling our suppliers to transition to renewable energy is one of the key elements of our decarbonization roadmap.

In 2024, this project was carried out as a three-phase feasibility study:

- On-site feasibility study: assessment of current and future energy demand, site location, electricity costs, and energy efficiency potential.

- Technical optimization: analysis of the potential solar panel system, its size and location on the site.

- Determining the best investment model: business case, cash flow modeling and investment opportunity analysis. The study results will be presented to Cascale, GIZ and the participating brands after which a financial partner will be selected.

Seven Salomon suppliers (one in Bangladesh, one in Cambodia and five in Vietnam) benefited from this program: they received a comprehensive feasibility report, including a return on investment (ROI) analysis to discuss with their top management.

SUPPLY CHAIN DECARBONIZATION PROJECT (SCDP) - BY THE EUROPEAN OUTDOOR GROUP (OEG) & ACT RENEWABLE

Salomon, along with other leading brands, participated in an initiative assessing the renewable energy options available in Taiwan.

Five of Salomon's suppliers benefited from this initiative in 2024. They received a renewable energy feasibility study to analyze their potential for adopting off-site renewable energy. This study included a detailed analysis of off-site renewable energy options and recommendations for the most viable solutions.

As part of the same project, these suppliers also conducted a detailed climate diagnosis to identify opportunities for improvement through energy efficiency.

Suppliers acknowledged the group synergies and opportunities created by renewable electricity sourcing. Off-site sourcing can further assist in decarbonizing their operations, especially for suppliers who have already maximized their on-site solar panel installations.

ENERGY EFFICIENCY PROGRAM

In 2024, our team launched an energy efficiency program in collaboration with third-party organizations to conduct comprehensive studies in our suppliers' factories. This initiative aimed to identify and implement on-site improvements that would enhance energy efficiency and reduce environmental impact.

Seven of our Tier 1 and Tier 2 suppliers took part in this initiative. Through detailed assessments, they were able to pinpoint specific areas for improvement and develop actionable plans to enhance their energy efficiency.



INFLUENCING FOR CLIMATE ACTION

Our reputation carries responsibilities, as we have the power to influence both our communities and our industry. That's why we are members of several bodies and play an active role in initiatives to combat the climate emergency.

SUPPORTING INDUSTRY COMMITMENTS

As an industry leader, we are committed to supporting collective efforts through our industry networks:

- Salomon is a member of the Snowsports Industry Association's (SIA) Climate United coalition and signed its Climate Pact in 2021.
- In 2023, Salomon signed the Race to Zero with the European Outdoor Group (EOG).
- In 2024, Salomon actively participated in the Winter Sports Sustainability Network, established by The Federation of the European Sporting Goods Industry (FESI). As a member of their Climate Pact, Salomon engaged in key discussions on topics such as recycling, transparency, compliance and transparency during the biannual Climate and Spring Summits alongside other leading brands. Notably, Salomon co-chairs a working group focused on the development and harmonization of Life Cycle Assessment (LCA) practices.
- As a signatory of the United Nations Fashion Industry Charter for Climate Action (UNFICCA), Salomon continued contributing to the working groups addressing common decarbonization solutions.

CONTRIBUTING TO INTERNATIONAL DIALOGUE

In 2021, Salomon joined Textile Exchange's call for trade policy for eco-friendly fibers at COP26. In 2022, Salomon signed Protect Our Winters' (POW) open letter 'The Outdoor Industry Demands Climate Policy' at COP27.

In 2023, Salomon joined the Outdoor Climate Innovation Initiative (OCII), a collective effort exploring the potential for the outdoor industry as a global climate solution provider. The initiative supports the UNFCCC Innovation Hub and is conducted in collaboration with the EOG, Vaude, Millet, Icebug, the OIA, the Scandinavian Outdoor Group, ISPO and Ortovox.

The OCII supports the Dubai Outdoor Solution Declaration, launched at COP28. This declaration aims to leverage the outdoor sector to help reduce emissions sustainably and support a future where 8-11 billion people can thrive. The first phase will produce a report on the current and potential positive contributions of the outdoor sector.

As part of this, in 2024, Salomon participated in the Climate Change Global Innovation Hub (UGIH) virtual session at Baku COP29 on 'The Outdoor and Sport Industry as Climate Solution Providers' to further advocate with fellow brands.

ATHLETES COMMITTED TO CLIMATE ACTION

Some of our athletes, such as Mike Douglas, Stan Rey, Jessie Diggins or Gaëtan Gaudissard, are involved in climate education and community outreach through organizations like Protect Our Winters and initiatives.

To further support their individual commitments, Salomon has historically partnered with the Canadian and US chapters of Protect Our Winters. In 2024, Salomon extended its partnerships to a global partnership, supporting both North American chapters and European chapters.

Salomon and POW will focus their common work on synergizing joint actions across regions for more impact (such as the Salomon QST Film Festival) and supporting further athlete advocacy as part of the Salomon Sports Pledge.



RESPONSIBLE PERFORMANCE

We are committed to designing high-performing products while minimizing our environmental impact through responsible innovation.

OBJECTIVES

2024 ACHIEVEMENTS

- 01.** Ensure that 100% of our key products reach Level 1 (Champions) or Level 2 (Eco-Designed) by 2030 through responsible sourcing, eco-design, repairability or recyclability initiatives, and collaborative partnerships
- 02.** Ensure that 100% of priority raw materials come from recycled, recyclable or bio-based sources by 2030
- 03.** Eliminate fluorinated chemicals (PFCs, PFOAs, and PFAS) from all new DWR treatments and waterproof membranes by the end of 2025
- 04.** Ensure 100% compliance of our Tier 1 suppliers (of finished products) with our Material Compliance Policy and the Restricted Substances List as part of the annual update implemented in 2023
- 05.** Achieve 100% PVC-free products by 2025

- 01. 12%** of key products (excluding hardgoods) have reached Level 1 or Level 2 of our responsible product framework:
 - Footwear: **10%**
 - Bags: **0.1%**
 - Socks: **9%**
 - Apparel & Accessories: **34%**
- 02. 12%** of our priority raw materials have transitioned to preferred materials (excluding hardgoods)
- 03. 94%** of our products were PFAS-free (at the end of 2024)
- 04. 100%** of our Tier 1 suppliers (of finished products) comply with our Material Compliance Policy and the Restricted Substances List as part of the annual update implemented since 2023
- 05. 99%** of our products transitioned to PVC-free materials by the end of 2024



OUR CIRCULAR VISION

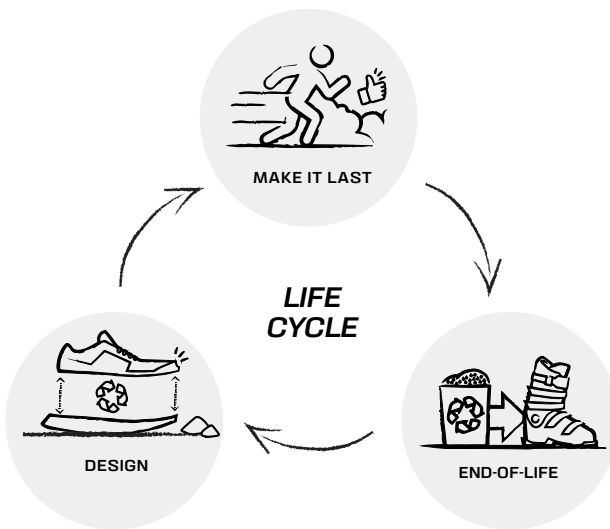
Our circularity strategy is based on the Ellen MacArthur Foundation's principles for circular fashion and is based on three pillars:

01. MADE FROM RECYCLED & RENEWABLE INPUTS:

Choose the most sustainable materials and chemical components possible for product design

02. USED MORE: Ensure product durability through robustness, reparability and proper maintenance

03. MADE TO BE MADE AGAIN: Ensure the end of a product's life marks the beginning of a new cycle



PRODUCT LIFE CYCLE ASSESSMENT: A SCIENCE-BASED APPROACH

Implementing product life cycle assessments (LCA) allows us to accurately evaluate their impacts. This helps us identify where to take effective action to reduce these impacts and provide solutions at each life stage, promoting a circular economy. LCAs also address regulatory transparency needs and meet the expectations of our customers and distributors.

In 2019, we initiated a strategy to deploy life cycle assessments across product ranges, aiming to establish a rapid and automated LCA process by 2025.

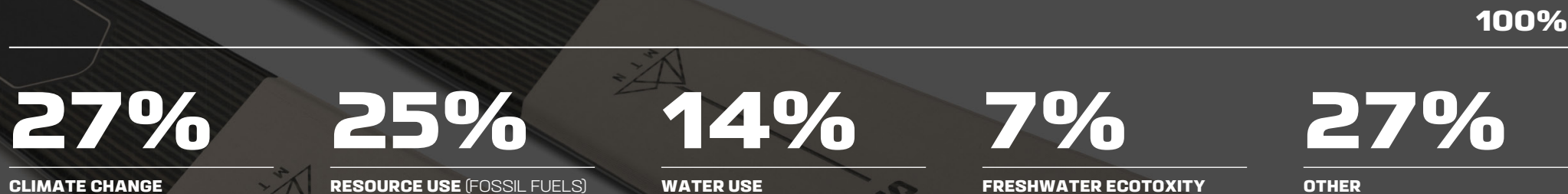
At the end of 2024, 94% of our strategic product categories were covered by LCAs. Concurrently, we have automated the environmental impact measurement of our footwear products. This achievement signifies that our Product Life Cycle Management (PLM) system and our material database, are now equipped to handle new data, including manufacturing processes. These systems are integrated with our LCA tool, Glimpact, ensuring compliance with the Apparel & Footwear Product Environmental Footprint Category Rules (PEFCR).

We are currently in the process of mass-scaling data collection to feed the systems, enabling us to measure the environmental impact of all our footwear models.

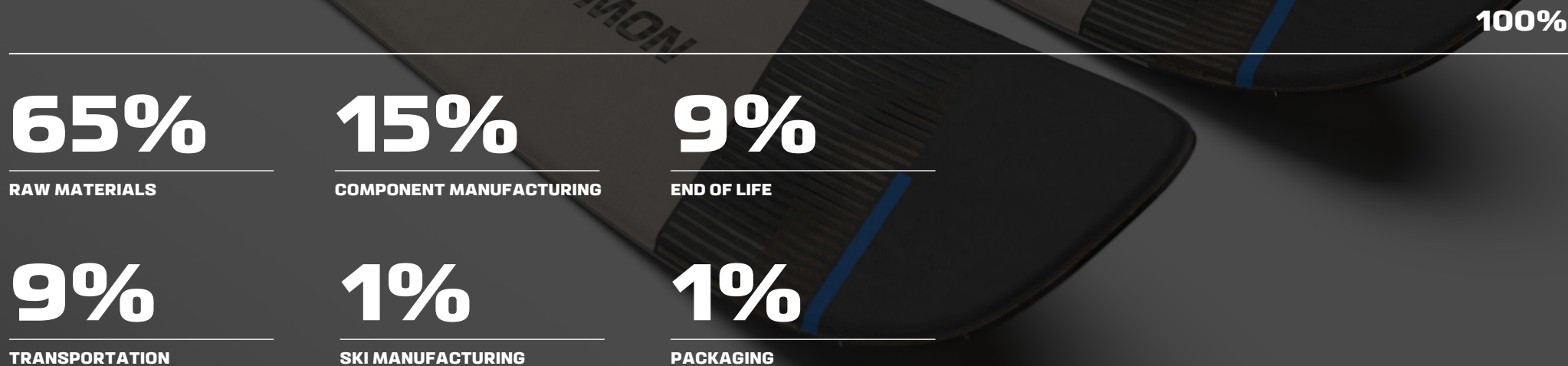
In 2024, we co-developed a scorecard with our partner Quantis, a company specialized in sustainable transformations. This tool strengthens our LCA approach by enabling quick decision-making and performance tracking in our eco-design strategy. The goal is to involve every member of the project team—developers, material specialists, designers, and product managers—in the eco-design process of their products.



BREAKDOWN OF THE MTN 96 CARBON SKI'S IMPACT



CLIMATE CHANGE IMPACT PER LIFE CYCLE STAGE OF THE MTN 96 CARBON SKI



SALOMON'S MATERIALS STRATEGY

Recognizing the significant impact of the raw materials used in the manufacturing of our products, we are actively exploring sustainable alternatives such as recycled, organic, responsible, circular, or next-generation materials. Salomon understands that no single material can fulfill all needs and requirements. Therefore, as part of our eco-design initiative, we use a product scorecard to mandate the inclusion of a diverse mix of preferred materials in our products. This helps reduce our climate impact and reliance on conventional fibers and materials.

WHY PREFERRED MATERIALS?

Using preferred materials in our products is a key eco-design action that helps deliver reduced impacts and increased benefits for climate, nature, and people compared to conventional equivalents.

DEFINITIONS

- **Priority Materials:** Materials used in large quantities (above 10%) that pose significant risks or present innovation opportunities
- **Materials:** Raw material feedstock inputs
- **Preferred Materials:** Fibers and raw materials that deliver consistently reduced impacts and increased benefits for climate, nature, and people compared to conventional equivalents, through a holistic approach to transforming production systems

MATERIALS DATA METHODOLOGY

The material usage report, first introduced in 2023, provides data and insights into the raw materials used in the manufacturing of Salomon products. This data is used to calculate our climate impact and guide actions to deliver reduced impacts and increased benefits for climate, nature, and people. It is calculated by extracting raw material composition for every product from our systems to determine the consumption in weight of all raw materials.

MATERIAL USAGE DATA 2024

This increase was driven by the rise in footwear production, which now represents 87% of all material consumed. The share of recycled fossil-based materials decreased by 2 percentage points to 8%. Renewable materials such as plant or animal materials decreased by 3 percentage points to 5%.

BREAKDOWN OF MATERIAL USED



TEXTILE EXCHANGE BENCHMARK PARTICIPATING SINCE 2023

Salomon's annual participation in the Textile Exchange Benchmark highlights its commitment to sustainable practices and continuous improvement.

As a proud member of Textile Exchange, Salomon participates annually in the Textile Exchange Material Benchmark, a key initiative promoting sustainable materials sourcing in the fashion and textile industry. This benchmark helps companies measure and manage their sustainability efforts, contributing to the goal of reducing greenhouse gas emissions by 45% by 2030.

TEXTILE EXCHANGE BENCHMARK - SALOMON'S PROGRESS

2023 – Establishing: Salomon had a materials strategy in place and was making good progress in priority materials.

2024 – Scaling: Salomon's strategy became integrated and well-resourced, showing clear evidence of acceleration and scale, aligned with Global Goals and Climate+ targets.



MEASURING OUR RESPONSIBLE PERFORMANCE

'Our goal at Salomon is to conciliate performance and responsibility across our entire product range. We strive to implement eco-design practices to create more circular products, while ensuring optimal levels of performance.'

MARC PEYREGNE

Circularity & Eco-Design Lead

OUR RESPONSIBLE PRODUCT FRAMEWORK

To measure our progress, we have defined several levels of responsible performance:

01

LEVEL 01

'Champion': Our champion products lead in terms of more responsible sourcing, eco-design, reparability and recyclability

02

LEVEL 02

'In progress': Products that have made notable progress in their eco-design

03

LEVEL 03

'Basics for all': Basic improvements applicable to all our products, at all levels (materials, chemical components, packaging, etc.)

VISION

LEVEL 1/CHAMPION

The Vision product combines Salomon's expertise in trail running footwear development with insights from the INDEX running shoe range to create a trail running shoe that performs on par with the versatile Sense Ride 5.

Released in the Fall/Winter 2024 season, the Vision trail running shoe was engineered for efficient material consumption and easy separation. It features a unique construction that allows the shoe to be split in two, separating the upper from the bottom unit, making it possible to recycle the latter, ensuring a more virtuous product life cycle. Developed at Salomon's Annecy Design Center, located in the heart of the French Alps, Vision was created in collaboration with ultra-trail running legend François d'Haene. It was thoroughly tested on the trails of the French Alps and inside our laboratories to ensure that its performance matches the Sense Ride 5.

'Every shoe should perform the same or better than our go-to trail shoe, the Sense Ride 5. From this point, we look at every aspect of the shoe where we can reduce its carbon footprint, without reducing the performance. The goal was to create a recyclable shoe that was also versatile enough to accompany runners on daily jogs, longer runs and even races!' explains Romain Berger, Product Line Manager for trail running.

'The main challenge when developing the Vision was to find a way to make a grippy outsole using only TPU [Thermoplastic Polyurethane],' explains Thibaut Poupard, Innovation Program Manager at Salomon. *'Salomon trail running shoes usually use rubber, so we had to look for new solutions and create specific lug shapes and lug placement which were tested both in our testing labs and on the trails in the French Alps. The result is an outsole that performs just as well as a Sense Ride 5!'* The carbon footprint of Vision is 9.2kg of CO₂ eq, which is 54% lower than that of the Sense Ride 5 (19.85kg of



CO₂ eq). In terms of performance, Vision matches Sense Ride 5 in foothold, grip and dynamism, and outperforms it in cushioning and terrain filtering, according to a life cycle analysis and performance tests conducted by the Salomon team. This was calculated by assessing every stage of the life cycle of both shoes, including raw material extraction, component fabrication, assembly, packaging, shipping, usage, and end of life.



François d'Haene

S/LAB PHANTASM 2 MADE IN FRANCE

LEVEL 1/CHAMPION

Salomon was proud to unveil in 2024 the S/LAB Phantasm 2 ASF, the first Made-in-France road running supershoe, produced in the Advanced Shoe Factory 4.0 located in Ardoix, Ardèche. This marks the third model of Salomon shoes to come out of ASF 4.0 since its opening in 2022.

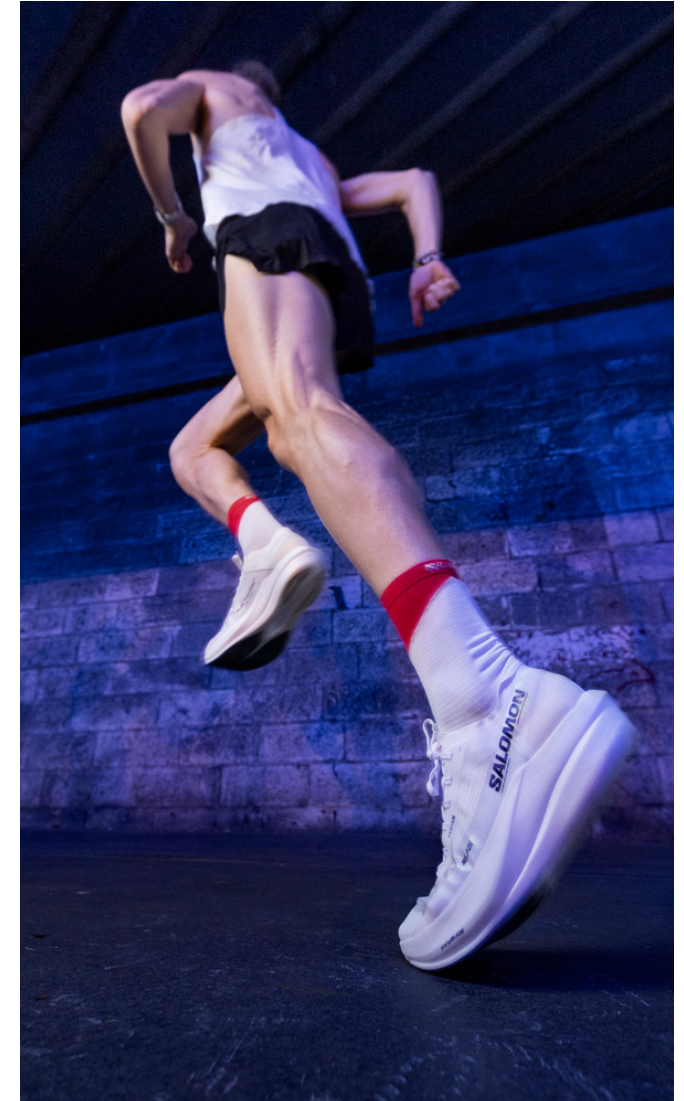
The S/LAB Phantasm 2 is a super-light (219g) racing shoe with a full-length carbon fiber plate and PEBAx foam that provides best-in-class propulsion, paired with a lightweight, breathable Matryx upper produced in the neighboring Chamatex factory, ensuring an optimized manufacturing cycle time. A supershoe made for those who thrive when racing and breaking records, now made in France. The shoe is only available in limited quantities. In 2025, the Made-in-France version will replace the regular S/LAB Phantasm 2 in the European market.

ASF is an ultra-modern footwear factory that produces 500 pairs of shoes every day. 90 people work there across production and engineering roles, crafting footwear using parts that come mostly from France and across Europe. It's a combination of automation, skilled professionals, and the use of Matryx material created right next door at Chamatex. The process to adapt the S/LAB Phantasm 2 for production at ASF took two years, from the original brief to having the shoe on the market. Laurent Coudurier, Research & Development Manager for the S/LAB Phantasm 2 ASF project, explains the challenges they aimed to solve during those 2 years: *'The first challenge, which was finding a super-light, breathable and durable Made-in-France fabric, was easily solved with the help of Chamatex when they designed this new Matryx that blends lightness, nimbleness and high breathability. The second challenge was to design the S/LAB Phantasm 2 so it would fit with the production requirements of an 'automatic' shoe factory.'*



'We started this Made-in-France journey at ASF with the Metacross trail running shoe in 2022, and we have been looking for a way to replicate this success for road running,' explains Gatien Airiau, Global Product line Manager for running footwear at Salomon. *'We took this as a challenge to reduce the distance between the factory where the shoe is produced and the starting line, and we challenged ourselves to kick it off with the fastest shoe in our range! It needs to meet our highest standards for our top-level athletes who are trying to qualify for World Championships and major road events. And they are quite demanding, so there is no margin for error!'*

Swiss athlete Matthias Kyburz wore the S/LAB Phantasm 2 ASF during the marathon at the Paris 2024 Olympics, clearly showcasing one of the pairs made closest to the starting line of the marathon.



BRIGADE INDEX

LEVEL 1/CHAMPION

The first recyclable ski and snowboard helmet on the market.

In early 2024, Salomon introduced the Brigade Index, a helmet built like no other, fully recyclable with no compromises on safety. The Brigade Index is made of 96% polyolefins, a flexible and resistant family of thermoplastics that can be recycled into flowerpots, car bumpers or crates.

The Brigade Index was launched in two colors. The goal of selling it at the same price as the classic Brigade was achieved, and it has generated significant enthusiasm among our retailers.

Of course, this is just the beginning, and the range of recyclable helmets will expand with more colors and even MIPS® versions.



'TRASH IS GOLD': USING OUR WASTE TO CREATE NEW COMPONENTS

LEVEL 2/IN PROGRESS

The project has been led since 2022 by a small group of designers, developers and R&D experts who decided to recover waste materials from Salomon's prototyping center to create new products (skis, sunglasses, snowboards, etc.) and showcase them.

The project is helping to change the perception of waste, showing it can be given a new purpose. This spontaneous and collective work can now be found in the recycled ABS sidewalls of the new Salomon Addikt Pro ski range.

Since the winter of 2024, other skis, including the S/MAX range, have featured recycled edges, representing 12% of our ski models. What's particularly interesting is that this initiative has expanded to other product lines, such as snowboards. In the winter of 2024, 27% of our references had recycled edges. The goal is to increase the number of skis and snowboards with recycled edges and to extend the Trash Is Gold project to other product lines.

'With Trash is Gold, the goal was not only to use recycled materials, but also to challenge our entire approach to design. Instead of imposing a predefined aesthetic on the materials, we allowed them to tell their own story. Every imperfection, every variation is part of the product's identity.'

SYLVAIN MERLIN

Lead Exploration Designer for Salomon, Winter Sports



OUR PROGRESS REDUCING THE IMPACT OF OUR ENTIRE RANGE

LEVEL 3 / BASICS FOR ALL

REMOVING INTENTIONAL PFAS FROM OUR PRODUCTS

Per- and polyfluoroalkyl substances contain fluoride and are most often referred to by their acronyms: PFCs, PFOAs or PFAS¹. These chemicals are widely used in everyday products due to their molecular structure. In the outdoor industry, they have traditionally been used for their waterproofing properties, particularly in water-repellent membranes and finishes.

However, these compounds have been under scrutiny for several years as so-called 'forever chemicals'. Their accumulation in water, air, and food can be harmful to human and animal health, as well as the environment according to several health and environmental protection agencies. Faced with these risks posed by PFAS, the French government voted a law which will ban cosmetics, clothing, shoes, and ski wax containing them starting in 2026. In 2030, all textiles containing PFAS will be prohibited.

Since 2019, Salomon has been committed to eliminating these chemicals, closely following scientific findings and evolving regulations. All our products comply with current local regulations, and we aim to complete our transition to PFAS-free DWR² treatments and membranes globally by 2025.

USING RESPONSIBLE LEATHER

Salomon only sources leather from tanneries certified as 'gold' or 'silver' by the Leather Working Group, a non-profit organization created in 2005 by various stakeholders in the leather industry, including tanners, brands and suppliers of chemicals and machinery. The initiative aims to bring greater transparency to environmental and social practices by implementing an audit protocol.

COLLABORATING FOR RESPONSIBLE MANUFACTURING

Salomon has been a member of the Textile Exchange since 2022. In 2024, we participated in the Textile Exchange Benchmark for the second year (excluding footwear and hardgoods). The objective is to share best practices and encourage industry-wide alignment to help reduce greenhouse gas emissions from textile production.

Since 2022, Salomon has been contributing to a pilot project in the footwear industry with leading brands aimed at extending the Bluesign® standard to footwear. Bluesign® is a system created by the Swiss company Bluesign® Technologies AG in 2000. Rather than focusing on only the final product, it examines the entire textile supply chain to identify ways to reduce its impact on both people and the environment.

The aim of the program is to connect chemical suppliers, textile manufacturers and brands to drive a more transparent, responsible and sustainable textile industry. Salomon is a partner of Bluesign®, which means we adhere to its list of prohibited substances and consider its recommendations in our responsible manufacturing strategy.

¹ The product is not intentionally treated with PFAS and does not intentionally contain PFAS-based membranes; however, it is possible that PFAS may be detected due to the unintentional use of PFAS in material flows, the use of recycled materials containing PFAS, or other sources of PFAS contamination.

² Durable Water Repellent.



SALOMON



CIRCULAR LIFE

We are committed to developing new ways to extend the lifespan of our products. The issue of recyclability is considered from the product design stage and taken into account throughout the entire life cycle.

We are constantly exploring new ways to improve repairability and reusability in order to extend product use for as long as possible and ultimately, to ensure recyclability.

OBJECTIVES

- 01.** Launch a circular pilot program for repair, recycling, second-hand sales, and rentals by 2025
- 02.** Offer at least one repair, recycling, second-hand sale, or rental program for our entire product catalogue by 2030

2024 ACHIEVEMENTS

- 01.** Number of pilot projects launched since 2020: **3** pilot projects launched, covering 3 of the 4 categories (repair, recycling, second-hand, and rentals)
- 02.** % of products offering at least one of these solutions: To be determined



FIRST THINGS FIRST: REPAIR

In 2024, Salomon continued its commitment to sustainability by enhancing its repair services through digitalized solutions for both store staff and consumers. At the Annecy store, products are repaired directly in the headquarters (HQ) prototyping workshop by skilled tailors, while items dropped off at other stores are handled by Green Wolf, our partner based in Annecy. For logistical reasons, shoe resoling is exclusively available in Annecy and performed at our HQ.

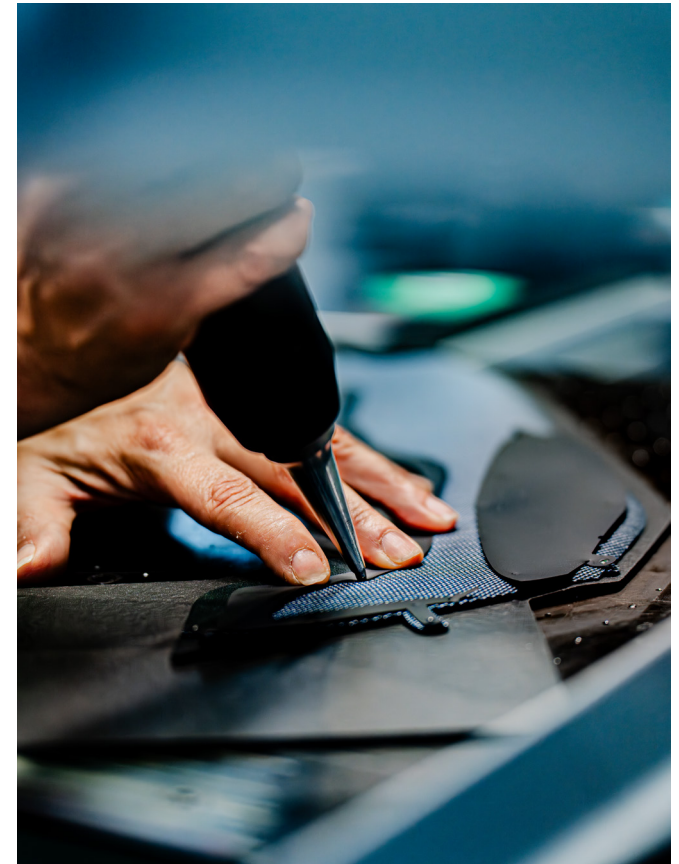
Green Wolf is a repair company specializing in outdoor sports, created in 2015 as the result of a collective initiative launched by Salomon and other members of the Outdoor Sports Valley (OSV). Located in France at the foot of Mont-Blanc, Green Wolf gives clothing, equipment, and accessories a new lease on life. Its services were rolled out in our Annecy, Chamonix, Lyon and Toulouse stores in 2023. For hardgoods (skis, snowboards, etc.), our partners located in ski resorts, such as Sport 2000, provide repair services and order spare parts from us for this purpose. Some spare parts are also available online. We offer many online 'How To' video tutorials on shoes and bags for example, to help those wanting to repair our products.

As part of our retail pilot program in Annecy, Lyon, and Toulouse, we launched a digital repair form integrated into our retail mobility systems. This innovation has significantly improved our ability to gather data on repair volumes, consumer satisfaction, and product defects, offering an elevated repair experience for both staff and consumers.

The benefits of these initiatives are clear. Customers exhibit strong loyalty, returning for additional repairs and making purchases with the confidence that products are repairable.

Over the years, we have seen customer needs evolve, with a growing demand for footwear repairs, not only for resoling but increasingly for small fixes like eyelets, quicklace pockets, and mesh. This is where we must focus our efforts in the future. In 2024, Salomon once again partnered with Green Wolf to set up pop-up repair booths at various events.

This year participants of the Mont-Blanc Ultra-Trail, Mont-Blanc Marathon, the Ultra Spirit of François d'Haene and Paris Eco Trail had the opportunity to extend the life of their running bags and apparel, throughout the events. With approximately 150 repairs at each event, these activations are crucial for raising awareness among athletes and the public about the importance of repairing and maintaining sports equipment.



MAKE RECYCLING POSSIBLE

RECYCLING

Building on the success of the Index range - our first fully recyclable running shoe - Salomon continues to explore more responsible approaches to product development. The iconic XT_PU.RE model has been redesigned for a concept 'XT_PU.RE Textile-to-textile' using primarily recycled and recyclable materials, ensuring the durability, comfort, and performance that characterize the brand remain intact. The upper has been completely reengineered into two pieces, featuring premium recycled PET fibers sourced from complex waste. These materials match the quality of virgin fibers in terms of fit, comfort, durability, and color. Combined with the TPU sole of the original model, this redesign results in a fully recyclable urban shoe.

UNLOCKING INNOVATION THROUGH COLLABORATION

The goal of the project was to continue our partnership with Carbios on the reintegration of yarn from post-consumer waste.

Carbios is a French specialist in the biorecycling of PET (polyethylene terephthalate), particularly PET polyester, the main fiber used in the textile industry with approximately 71 million tons produced in 2023¹. Their revolutionary biorecycling process creates recycled PET (r-PET) that matches the quality of virgin PET, which can be used to produce new textile fibers. It is also a biological process, using no chemical solvents, consuming half as much water, and emitting half

as much CO₂ as producing virgin PET. In 2022, Salomon signed an agreement with Carbios, along with other brands such as On, Patagonia, and PUMA, to develop solutions that increase the recyclability and circularity of their products. Far Eastern New Century (FENC) is a global leader in the PET/polyester industry headquartered in Taiwan, serves global brands with virgin, recycled, and bio-PET/polyester products.

At Salomon, we aimed to see how we could reuse this material in our products while ensuring unchanged usage, design, and performance. This is where the essential collaboration between Carbios and FENC is crucial to obtaining a material of this high-quality.

Salomon teams test to create the upper of this shoe using 100% biorecycled, high-quality polyester fiber. The process began with the treatment of the complex PET waste (coloured, mixed, contaminated) which is currently not recyclable. Using its solvent free biorecycling technology, Carbios broke down this PET waste into its original monomers, PTA and MEG, which were then repolymerized by FENC into fully recycled PET fibers and spun into premium-quality filaments followed by a dyeing process. With its vertically integrated expertise, FENC ensured every step of the process met Salomon's high standards, delivering biorecycled polyester yarns ready for performance and durability.

We know that today, we have achieved what we hoped for, namely reusing this material on one of our iconic shoes at the testing stage. The next steps will be to work on the industrialization of such a process to use it on a large scale.



COMMUNITIES

POSITIVE WORKPLACE

FAIR PRACTICES

FUTURE OF SPORT

INCLUSIVE MOUNTAIN SPORTS

48

59

68

78





POSITIVE WORKPLACE

Our strategic ambition: to become the preferred employer in the sports and outdoor industry.

Our mission: to create an environment where everyone can reach their full potential, perform at their best and contribute to Salomon's success.

OBJECTIVES

Unleash the best in every team and employee through an innovative corporate culture driven by a common purpose, a powerful employee experience, a growth mindset and an empowered organization

2024 ACHIEVEMENTS

- Engagement survey: **7.9 / 10**
- Gender distribution: **45%** women / **55%** men



OUR PEOPLE & CULTURE STRATEGY

Our strategy is based on 4 pillars:

01. PURPOSE LED & INNOVATIVE CULTURE

We bring our brand's purpose to life and infuse our values into everything we do.

02. EMPOWERED ORGANIZATION

We foster performance, cooperation, and accountability by promoting simple and agile organizations focused on business goals.

03. ACTIVE GROWTH MINDSET

We promote continuous learning: within it lies the power to unlock personal and collective development, igniting the path to sustainable growth.

04. INCLUSIVE & POSITIVE ENVIRONMENT

We offer a fair, inclusive, and diverse work environment where everyone can elevate themselves.

In 2024, we've continued our journey to achieve our ambition of becoming the preferred employer in the sports and outdoor industry by initiating new projects to support our employees' engagement, development and well-being at work, boosting overall performance:

- We launched a continuous listening approach to regularly gather and analyze employee feedback, fostering a positive workplace environment that addresses employees' needs and drives engagement.
- We launched a series of webinars to elevate our manager's leadership skills (the managerial excursion) More than a third of them attended each of the webinars.
- We implemented a language platform to enhance employee skills, foster better communication, collaboration, and global business opportunities. This platform is open to every employee in the world, and more than 450 of them are actively using it in average every month.
- Thanks to the recruitment of a Career and Talent manager, we started to better frame our mobility policy to support employee's career paths within our company and Amer Sports Group.
- We launched a 3-year plan to reshape our headquarters in Annecy, to offer a workplace that enhances collaboration, well-being and pride, while integrating upgraded materials and technology to reduce our environmental footprint.

THE SALOMON FAMILY

Today, 2,135 employees work for Salomon in 30 different countries across our three main regions, Europe, North America, and Asia. The Annecy Design Center (ADC) headquarter is home to 691 employees.

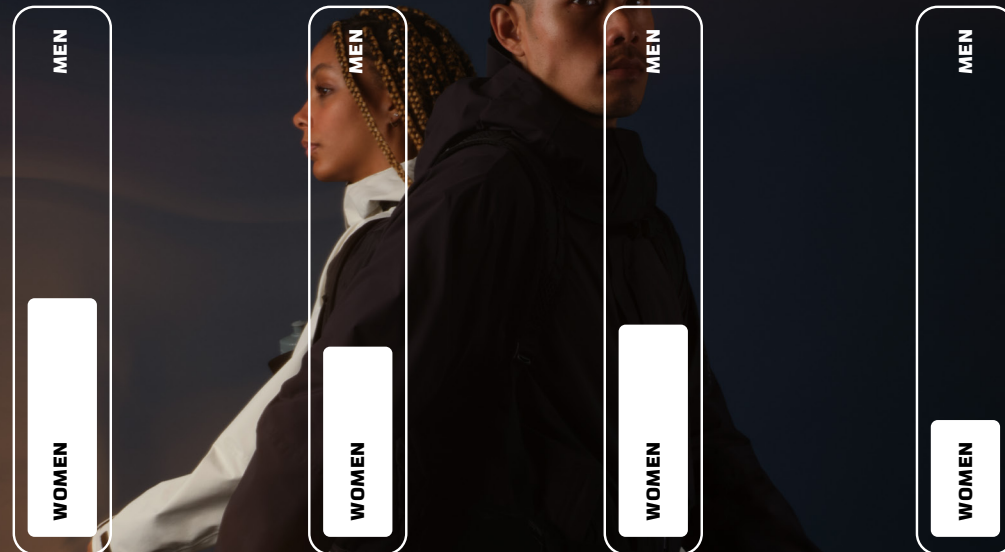
At Salomon, employees have the opportunity for continuous development, reflected in an average seniority of 9 years (excluding retail workforce), an employment tenure of 5 years, decreasing compared to 2023 due to a more dynamic management of mobility, and an 87 % rate of permanent contracts. Diversity is one of our key beliefs = we value life and people's diversity. We play all sports and love cross fertilization to invent new ways.

Historically and culturally, the outdoor industry has been predominantly male, especially in the winter sport equipment. To ensure a more balanced gender distribution at all levels, we closely monitor gender indicators.

We have an ongoing commitment to pay equity that includes a dedicated budget to reduce pay gaps between men and women within the same job category and responsibility level.

As a positive consequence of it, our French gender equality index for 2024 is 88/100, which places us above the require threshold. With nearly 60 different nationalities represented within our workforce, we embrace cultural diversity as a key driver of innovation, creativity, and global collaboration. This richness of perspectives strengthens our teams, enhances problem-solving, and fosters a more inclusive and dynamic work environment. By valuing and leveraging our differences, we create a workplace where everyone feels empowered to contribute and grow.

OUR GLOBAL GENDER INDICATORS



OVERALL GENDER DISTRIBUTION

45% women for 55% men, which is 1.1 pp progression compared to 2023

MANAGERS

(all regions combined)

32% of women in management position, stable compare to 2023

DIRECTORS

(all regions combined)

36% women at director level, improving compared to 2023, with an absolute number of women in director role increasing by 68%

MANAGEMENT COMMITTEE

25% of women, improving compared to 2023



OUR EMPLOYER PROMISE

In 2023, we started the journey to define our employee promise and since then we embed this promise in everything we do for our community.

As a leading employer in outdoor sports, we are committed to offering those who join us an experience that meets today's workplace demands. We aim to foster an employee-employer relationship that effectively addresses current societal challenges.

Our goal is to help everyone unleash the best version of themselves while contributing to building a sustainable and virtuous socio-economic world. Our 2024 priorities were centered on fostering inspirational leadership practices and values, agile and empowering organizational structures, and promoting a culture of innovation and high-performance.

We continuously assess the impact of our commitments through key indicators in our Engagement Survey, measuring employee satisfaction with our employer promise and gathering valuable insights to refine our strategies and enhance the employee experience.

Each pillar underscores our commitment to enhancing the employee experience across 9 critical themes, including sustainability, diversity and inclusion, innovation, and people development.

01. MAKE AN IMPACT

02. INNOVATE CONTINUOUSLY

03. SHAPE YOUR FUTURE

01. MAKE AN IMPACT

At Salomon we work with people driven by passion to make an impactful change toward a more sustainable world, in an environment that allows to elevate yourself.

INSPIRING LEADERS

Our purpose-led culture shapes everything we do. It is championed by inspiring leaders who bring out the best in others, creating an environment where employees can feel heard, be involved in decision-making and learn by experience while gaining valuable feedback.

SUSTAINABILITY

We are leading market transformation with sustainability-driven solutions. We make it our fundamental purpose to unleash the best in our employees and transform them into agents of positive change.

DIVERSITY & INCLUSION

We treat everyone fairly to foster a humanistic workplace that embraces diversity and promotes inclusion. The optimal conditions for our employees to elevate themselves and be at their best.

02. INNOVATE CONTINUOUSLY

Innovation is part of Salomon's DNA and runs through every cell of our organization. Employees can break boundaries, push themselves and explore new experiences, for them and for the entire industry.

AGILE ORGANIZATION & EMPOWERD TEAM

We embrace the complex and unpredictable nature of our environment. We do this by streamlining decision cycles and clearly defining roles and responsibilities, to build empowered teams that are driven by customer-centricity and shaped purpose.

INNOVATION

Innovation is not just about tools and materials. It's a mindset and a culture that is in everything we do! Our innovative approach opens perspectives, brings energy and allows our employees to dream.

KNOWLEDGE

We believe that communities are stronger together. This is why our goal is to unite individual and collective development by sharing knowledge and experience for the greatest agility and reactivity possible.

03. SHAPE YOUR FUTURE

At Salomon employees have the unique ability to shape their own future, by embracing a growth mindset, inspiring learning, career opportunities, and new professional challenges.

PERFORMANCE MANAGEMENT

Because performance is built into everything we do, our pride shows in every finished product with perfect quality and the highest standards of functionality. We share the same appreciation for our teams with recognition, reward and data-driven decisions to help them perform at their peak.

ATTRACTIVENESS

We strive to create a hybrid work environment and culture that empowers employees to embrace their passion for sport while challenging themselves personally and professionally.

LEARNING & CAREERS

We strive to make career paths clear and transparent while offering relevant and exciting training opportunities to encourage mobility, both across the organization and internationally.

DEVELOPING INSPIRING LEADERS

We are committed to creating the conditions for our managers to be at their best and support them in their role as a leader. In 2024, we launched a managerial journey which is a ritual designed to guide and inspire our managers in their day-to-day management practices, whether it's for inspiring others, creating synergies, driving performance, leading transformation, fostering growth, or ensuring the company's social responsibility.

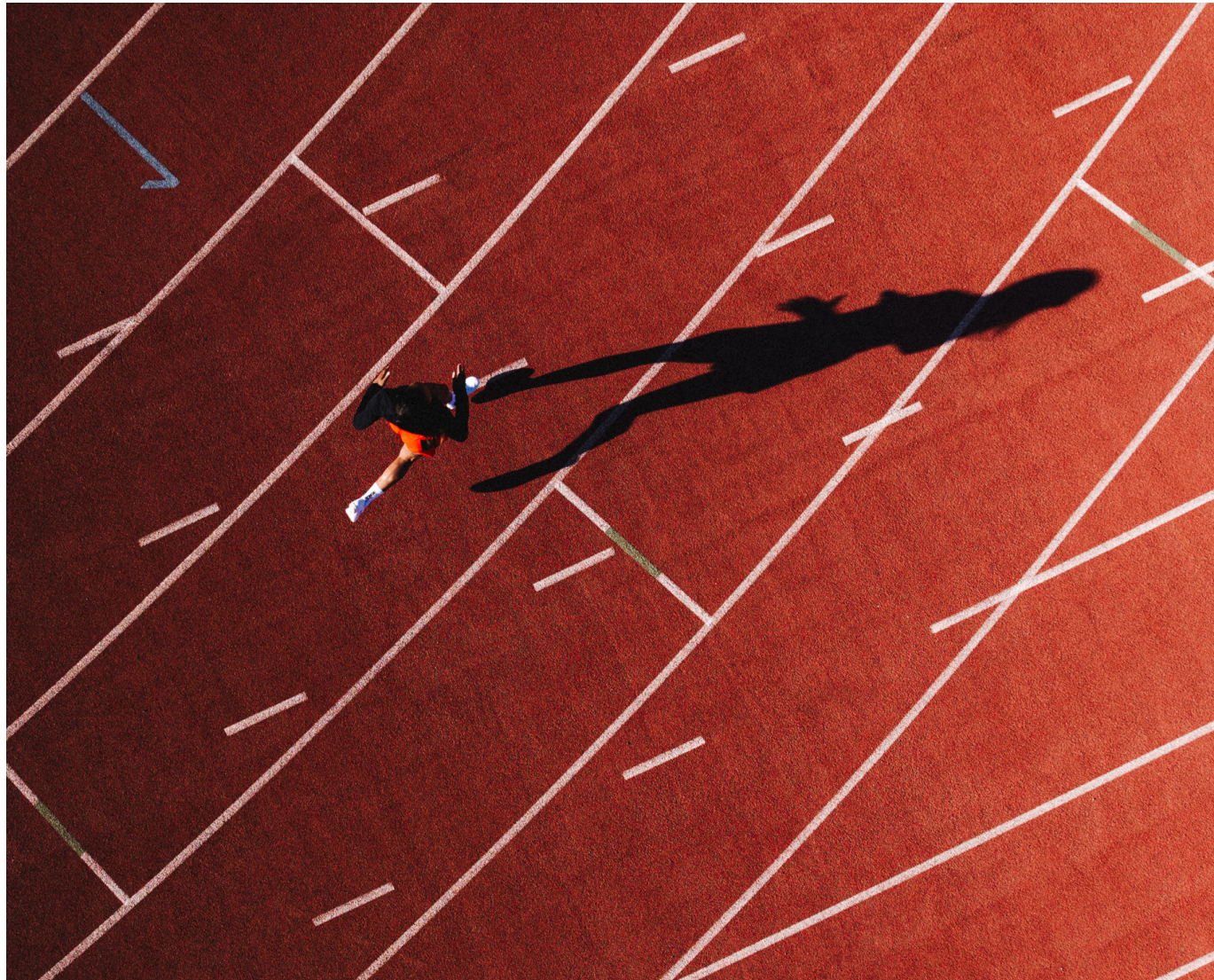
For the first year of this excursion, we invited every quarter managers to participate in an one hour webinar.

In 2024, 3 webinars were offered, on inspiring topics aligned with our people and culture ambition and strategic goals:

- How to build trust? Or how to set the base for high performing team?
- How to make Diversity & Inclusion real? Or how to integrate, recognize and value the power of difference?
- How to navigate change? Or how to turn change into opportunities?

We recorded a very encouraging participation rate, with about one-third of the managers attending each session ! We will continue this initiative in 2025 to further strengthen managerial skills across the organization. The selected themes will be focusing on leadership, performance and engagement.

On top of this managerial excursion, we also offer our managers self-paced e-Learning modules on our Salomon Academy portal. For new managers, we are committed to supporting them during their first weeks through a two-day in-person training program. In 2024, this initiative benefited 16 new managers. The year 2025 will be a pivotal one in this area, with the launch of new training programs, not only for new managers but also for more experienced ones.



TRAIN FOR CHANGE

We are convinced that promoting sustainability within Salomon, and more broadly among our customers, relies on developing knowledge and skills in environmental and community-based transitions. This commitment is exemplified through three pathways:

OUR RESPONSIBLE COMMITMENTS

Launched end of 2024, this home-made e-Learning module aims at training all our current and future employees on the basics of our sustainability strategy at Salomon, and help them to start the journey of becoming agents of positive changes.

SALOMON SUSTAINABILITY BASECAMP

In 2024, we launched a new training program in collaboration with Aircoop, an expert in environmental issues, to further enhance and harmonize the sustainability knowledge and skills of Salomon employees worldwide. Since the launch of both training programs, over 300 employees have been trained on sustainability topics. Our target remains to train 100% of employees by 2025, and we are on track to achieve this goal.

SALOMON SUSTAINABILITY TRAILBLAZERS

In 2024, we expanded our portfolio of specialized training programs to address the specific needs of different roles within the company. This included courses in Responsible Communication, Sustainable Design Masterclasses, Eco-design Marketing, Chemical Management and Recycled Claim Standard. We will continue to build upon this offering in 2025, providing employees with the opportunity to deepen their expertise in key sustainability topics relevant to their profession, allowing them to further enhance their skills and contribute to our sustainability goals.

EDUCATIONAL WORKSHOPS

The Climate Fresk workshop is a key initiative aimed at raising awareness about climate change. Open to all employees, it offers a unique chance to collaborate, brainstorm, and learn alongside colleagues from different departments. In 2024, Salomon trained 5 facilitators. Now, we have inside the company 14 facilitators in total with 185 people trained helping to foster a culture of sustainability and drive positive change within the company educated since the beginning.



BREAKING LANGUAGE BARRIERS IN A CONNECTED WORKPLACE

In a global and interconnected work environment, the ability to communicate across languages is more crucial than ever. To support this need, a language training platform was launched in June 2024, offering unlimited access to all employees worldwide. Every month, more than 450 employees use this opportunity to strengthen their skills in English, French, German, Italian, and Spanish.

With unlimited access to hundreds of diverse resources - videos, texts, interactive exercises - each learner follows a personalized journey, adapted to their level, which is assessed throughout their learning process. In addition, collective courses led by qualified instructors provide further opportunities for effective progress.

Beyond individual development, this initiative is transforming international collaboration by making communication between colleagues from different background more fluid. It fosters diversity, strengthens inclusion, and opens the door to new opportunities on a global scale. By creating an environment where language is no longer a barrier, it actively contributes to better working conditions and seamless teamwork across borders.



EMPOWER, LISTEN, ACT... AND IMPROVE !

OUR COMMITMENT

At Salomon, we want to build a workplace where engagement is not just a goal but a shared responsibility – one that fuels both individual and organizational success. Engaged employees take pride in their work, feel connected to our company and are motivated to contribute at their best. Engagement reflects the experience we create for our people, and this is why it is crucial for us to actively listen to our employees and understand better ways to support them.

WHERE DO WE STAND

Our overall Engagement Score of 7.9 out of 10, places us above our Workday Peakon Employee Voice True Benchmark® (between the 50th and 75th percentile of Consumer Industry companies).

Our first Salomon Employee Engagement Survey in March 2024 confirmed that our people take pride in being part of our organization, while also highlighting a strong desire for more career development and growth opportunities. We are confident that the arrival of our Career and Talent Manager, will enable us to effectively address this matter and drive positive outcomes.

FOCUS ON MANAGER'S EMPOWERMENT

We recognize that managers play a crucial role in shaping engagement every day and at the most meaningful level. To empower them in these missions we are committed to equipping them with the right tools and insights to foster a culture of trust and open communication.

OUR APPROACH TO FOSTERING EMPLOYEE ENGAGEMENT IS BASED ON 3 PILLARS:

EMPOWER

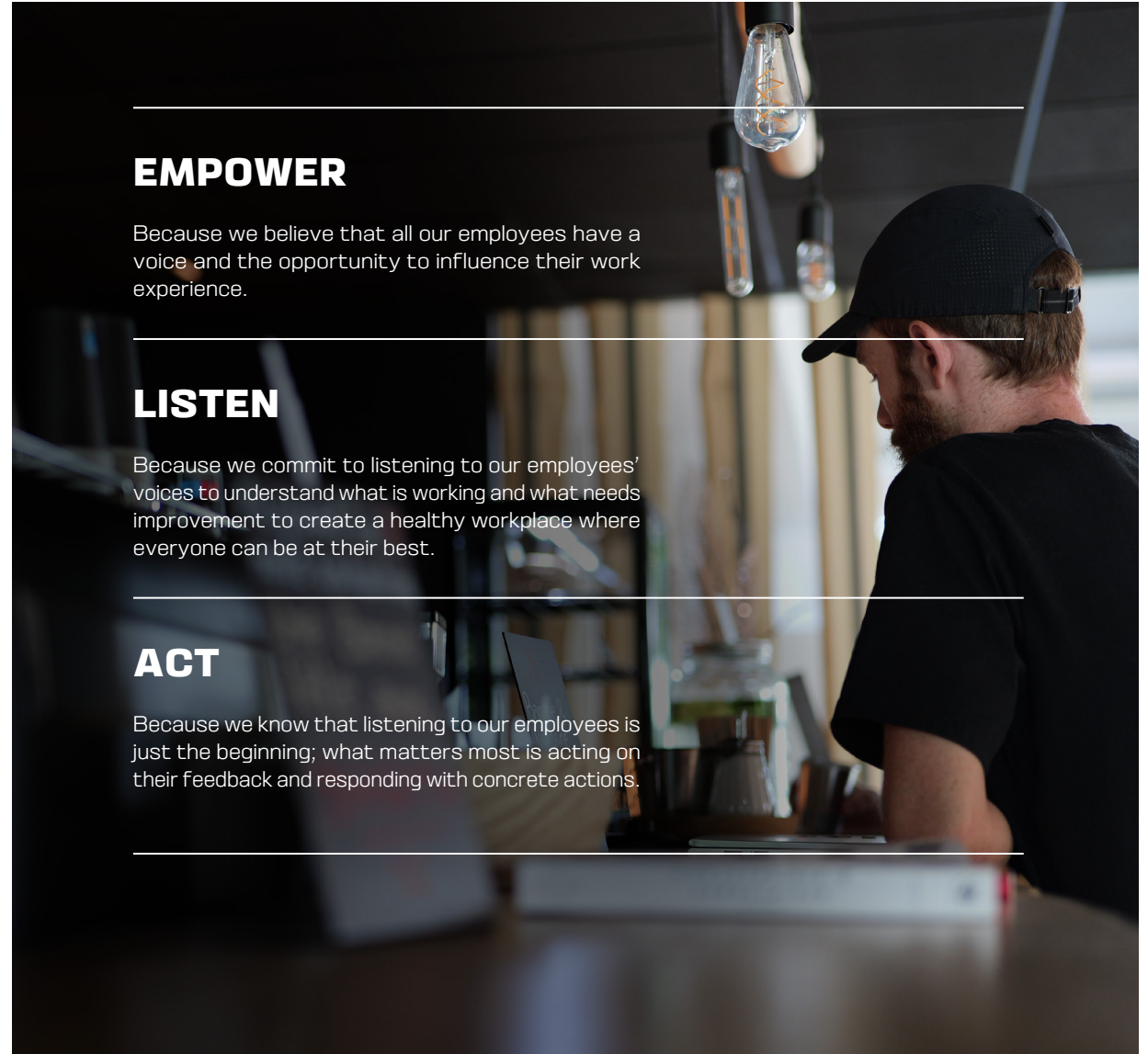
Because we believe that all our employees have a voice and the opportunity to influence their work experience.

LISTEN

Because we commit to listening to our employees' voices to understand what is working and what needs improvement to create a healthy workplace where everyone can be at their best.

ACT

Because we know that listening to our employees is just the beginning; what matters most is acting on their feedback and responding with concrete actions.



INFLUENCING TO CHANGE BEHAVIOR

Aware of our influence on our employees, athletes, customers, and partners, we strive to engage with our communities with the utmost sincerity. We share our progress step by step to pass on our best practices without hiding the challenges we encounter. Today, around 10.2 million people worldwide follow our content ecosystem.

Since 2021, Salomon has explored new ways of engaging its communities towards change, through innovative video formats such as the 'Sustainable stories' series and the 'Changing Tomorrow' video series showcasing people within Salomon and beyond who use sport to make a positive impact.

Salomon is a family of passionate and committed people across the world. Their energy and actions demonstrate Salomon's commitment to its sustainable transformation.



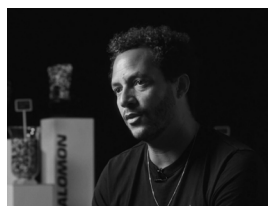
ANNECY, FRANCE

Loïc Pugeat is Ski Boot Testing Manager at Salomon but also a passionate volunteer at the Salomon Foundation. At the end of 2024, Loïc launched a unique initiative to raise funds for the Salomon Foundation by offering ski lessons to Salomon employees in exchange for donations.



CHINA, APAC

Donald Tai, Asia sourcing footwear Director for Salomon. Donald has been working for the company since 1995. The first Chinese employee at Salomon, he has witnessed numerous achievements and challenges in the footwear journey over the years. Especially, he implemented remote home base working for the 3 footwear sourcing centers in China, Taiwan and Vietnam which aim to improve work-life balance for his colleagues. He is also engaged through Salomon Academy for promoting management and technical skills for every collaborator in Asia.



ANNECY, FRANCE

In 2022, Sylvain Merlin, Snowboard Designer, launched the 'Trash is Gold' project with a small team to rethink design using recycled materials. This project led to the Ski Addikt Pro range of skis, proving that circular design can be applied to high-performance products manufactured on a large scale. 'Trash is Gold is much more than just a product; it's a real culture change. It challenges not only our way of creating but also our perception of the value of materials and design. As designers, we should not only follow trends but create new ones, inspire beyond our industry, and prove that circularity is not a constraint but an opportunity.'



OGDEN, USA

Joe Johnson, Alpine Marketing Manager, North America. The Salomon Quality Ski Time Film Tour began four years ago and has since grown from small local venues to a global tour spanning three continents. The event features four ski movies in one night, focusing on compelling stories that connect fans with athletes and filmmakers. Despite never making a profit, the tour donates a portion of ticket sales to Protect Our Winters (POW), having contributed over \$20,000 in the past two years. Joe has been central in establishing and developing this partnership through authentic relations and meaningful projects, setting the ground for the global Salomon x POW partnership launched in 2024.



ANNECY, FRANCE

Three years ago, Charlotte Vernet joined Salomon as a Junior Marketing Assistant with the desire to make an impact. Seeing the unused marketing samples, she saw an upcycling opportunity. She partnered with Redeem Equipment, a company specializing in the circular economy, to transform these materials into bags and wallets, sold at the Salomon store in Annecy. All proceeds are donated to the Salomon Foundation. Charlotte encourages everyone to take initiatives, highlighting the importance of small actions that can have a big impact. 'I realized that these samples could be repurposed, but I wanted to go further—transform them into something completely new.'



FAIR PRACTICES

Aware of our social and environmental impact throughout our value chain, we strive to provide customers with quality products crafted according to practices that uphold the rights and dignity of those who manufacture them.

OBJECTIVES

- 01.** As a participating company in the Fair Labor Association (FLA), Salomon is committed to FLA’s gold standards for improving factory working conditions in its global supply chain
- 02.** Ensure that 100% of our Tier 1 suppliers and strategic Tier 2 suppliers exceed our social compliance standards by 2030

2024 ACHIEVEMENTS

- 01.** FLA’s gold standards implementation: In progress
- 02.** Social compliance:
 - **86%** of Salomon’s Tier 1 achieved an A or B rating
 - **80%** of Salomon’s Tier 2 achieved an A or B rating

A STRATEGY BUILT AROUND 3 PILLARS

Our responsible purchasing policy is a crucial part of our Change Our Future vision. Measuring and understanding our economic, social and environmental impact means, among other things, knowing how our products are designed, and how they are made up from the extraction and production of the raw materials to their assembly in the factory. Our approach to responsible sourcing is supported by a continuous training program that Salomon, Amer Sports and all their supplier partners must follow.

We implement measures to assess risks and opportunities for our materials, and finished products, focusing on traceability, transparency, and collaboration. The Fair Labor Association code of conduct and compliance benchmarks is the baseline standard to which the Amer Sports group adheres. Each brand - including Salomon - can decide to go even further.

Salomon also collaborates with other external stakeholders to continuously improve its responsible purchasing policy:

- **Cascale** (formerly the Sustainable Apparel Coalition), a global non-profit alliance of more than 300 brands, retailers, and manufacturers committed to an industry 'that gives back to the planet more than it takes from it'
- **Better Buying**, a platform that allows suppliers to anonymously evaluate the purchasing policies of companies buying their products so that the buyer knows which practices can be improved [more details next page]
- **Employment Injury Scheme (EIS)**, an initiative by the Government of Bangladesh, the International Labor Organization (ILO) and the German Social Accident Insurance (DGUV), led by GIZ, aims to better compensate workers who are victims of work-related accidents

TRACEABILITY

To ensure the traceability of our materials and products, we maintain detailed knowledge of our supplier network, categorized into several Tiers:

- Factories owned by the group
- Suppliers who assemble finished products, referred to as Tier 1
- Suppliers of materials (fabrics, parts to be assembled, etc.), known as Tier 2

TRANSPARENCY

To ensure the highest level of transparency, we publish the list of our Tier 1 suppliers on the Salomon website annually.

COLLABORATION

Our efforts to improve working conditions in the factories are carried out in collaboration with the Sustainability teams of the Amer Sports group, to which the Salomon brand belongs. Annual audits are conducted in the production units at the group level to identify, target and improve working conditions in the factories associated with Salomon.



TIERS ACROSS OUR SUPPLY CHAIN

TIER 4

Raw material production or extraction: growing natural fibers or production of items for used raw material processing

TIER 3

Raw material processing: processing of intermediate products, such as yarns and granules

TIER 2

Manufacturing: materials, parts, and components to assemble and manufacture

TIER 1

Assembly and manufacturing of final products

TIER 0

Stores, warehouses, offices

END OF LIFE

Reuse, recycle, waste disposal

CONSUMER USE

Care and use of a product

OUR JOURNEY TOWARDS LIVING WAGE

Salomon through Amer Sports recognizes living wage as a basic human right and supports the Global Living Wage Coalition's (GLWC) definition, which is: *'The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.'*

ON OUR JOURNEY TOWARD LIVING WAGES

Salomon has implemented the following actions:

- To improve working conditions beyond legal obligations, Amer Sports became a participating member of the Fair Labor Association (FLA) in 2020 and is committed to adhering to the FLA's gold standards for improving factory working conditions across its global supply chain. That is why at Salomon, we are actively working on responsible procurement practices.
- In 2021, we started to collaborate with Better Buying to gather transparent information about our purchasing practices and to drive positive change towards more sustainable partnerships with our suppliers. We use the results of the Better Buying surveys to identify the areas we need to improve in and prioritize our actions.
- We joined the Employment Injury Scheme (EIS) pilot in 2022, which was initiated by the Government of Bangladesh, ILO and the German Social Accident Insurance. The goal is to close the gap between existing and internationally recognized (ILO) protection nets for workers who have suffered a severe workplace accident to prevent them and their families from falling into poverty.
- In 2022, through Amer Sports, Salomon started participating in a living wage pilot in Vietnam which is a collaboration between FLA, GIZ's Partnership for Sustainable Textiles, and

the Industry for Global Solidarity and the Research Center for Employment Relations. The goal of this pilot is to gradually close the gaps between the current wages and living wage estimates. As part of the program's impact, wages have been increased for some production workers facing significant disparities, training sessions have been conducted, and efforts have been made to enhance awareness regarding the assessment of living wage gaps and the implementation of wage improvement measures.

- In 2023, Amer Sports endorsed the Minimum Wage Pledge for Bangladesh, advocating for fair compensation. The letter calls on the government to ensure that wage levels align with a decent standard of living during the minimum wage review process. Additionally, it emphasizes the necessity of a mechanism that fosters constructive dialogue with labor unions.
- In 2023, Amer Sports signed the Commitment to Responsible Recruitment launched by American Apparel & Footwear Association (AAFA) and Fair Labor Association (FLA).
- In 2024, Amer Sports published the Living Wage Commitment in Finished Goods Manufacturing.



OUR CONTINUOUS IMPROVEMENT PLAN

With the support of Amer Sports, we continue to move forward on our journey towards living wages by:

- Continuing to monitor compensation levels in the factories we already have data for and reporting on the progress year to year with the goal of attaining living wages at strategic finished goods factories by 2030.
- Collecting wage data from new factories following a risk-based approach with the goal of covering 80% of our finished goods factories by 2025.
- Obtaining living wage estimates for all our manufacturing and sourcing regions where we collect factory wage data.
- Working on remediation actions and launching pilots in collaboration with our suppliers, industry associations and civil society organizations to reduce living wage gaps.
- Continuing to engage with different stakeholders to create constructive dialogue in promoting living wages and responsible purchasing practices.

More information on Amer Sports Living Wage Commitment in Finished Goods Manufacturing



REGULAR AUDITS FOR CONTINUOUS IMPROVEMENT

To ensure best sourcing practices, we have implemented a social program based on a strong compliance framework, proactive risk management, and leading industry practices.

Our social and labour compliance program focuses on upholding human rights and improving the working conditions and well-being of workers. This program aligned with the principles of the FLA focusing on factors such as wages, working hours, health and safety, and employee treatment.

We monitor the social and labour performance of our Tier 1 and Tier 2 suppliers annually through a program managed at the group level by the Amer Sports Global Sourcing Sustainability Team.

To avoid audit fatigue among our suppliers, we either conduct our own audit or if available we recognize external audits from the following organizations conducted within the same time frame: SLCP, Better Work, SA8000, Fair Trade, and SCI reports from the FLA. Any supplier accredited by the FLA is also recognized. We partially accept audits from Sedex, BSCI, FWF, and WRAP based on individual vendor assessment and supplementary verified evidence being provided.

For all our Tier 2 suppliers, if the above does not apply, we use a tool called Higg FSLM (Facility Social & Labour Module) which also utilizes the SLCP audit framework and allows vendors to share their audit with the brands they supply.

Audits are managed by the Amer Sports Group and are strictly supervised through a transparent process that results in a score measuring the risk level of non-compliance with those social standards.

Three risk levels are assessed to determine a rating, which influences the frequency of future audits for non-compliant factories. Support procedures and mutual corrective action

plan are agreed when necessary to correct deficiencies. However, if the corrections are not made within the agreed time frame, the relationship between the non-compliant supplier and Amer Sports may be suspended in a responsible manner that respects employees' rights and the FLA principles.

Examples of risk levels:

- Minor risk: Fire extinguishers not sufficiently visible.
- Major risk: No annual health check-ups offered to employees.
- Critical risk: Child labor, fire hazards.

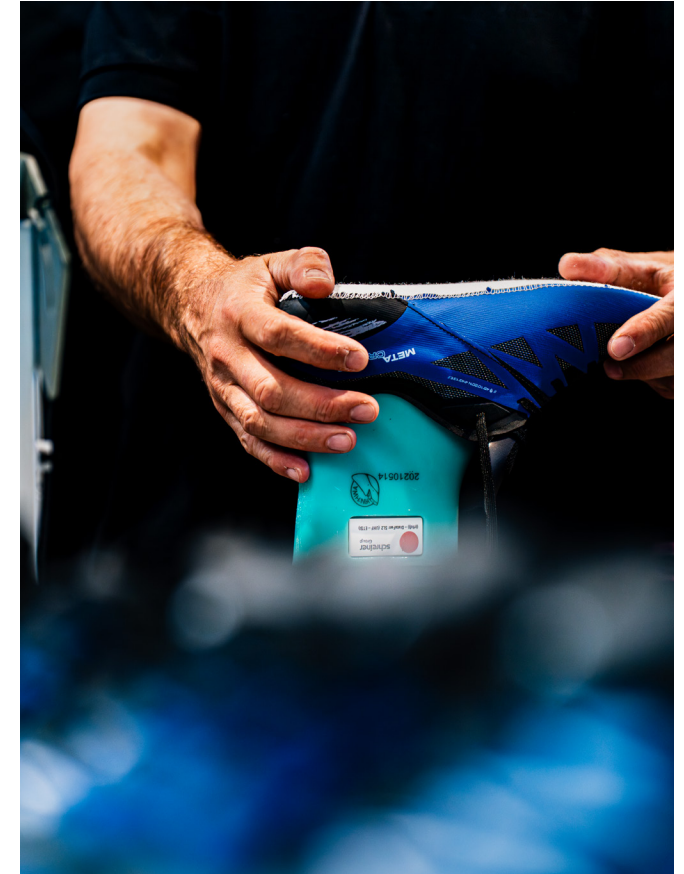
THE GOAL IS TO ENSURE THAT BY 2030:

01. For 'Softgoods'¹: at least 80% of Tier 1 suppliers and Tier 2 strategic suppliers² are rated A or B, and 0% of suppliers rated D or E (in accordance with the audit grid).

02. For 'Hardgoods'³: a minimum of 60% of Tier 1 suppliers and Tier 2 strategic suppliers are rated A or B, and 0% of suppliers rated D or E (in accordance with the audit grid).

¹ A product is considered a 'softgood' if it includes textile materials in its structure (e.g., clothing, bags, accessories).

² According to the definition of Amer Sports, a strategic supplier is a supplier whose turnover attributed to Salomon is greater than 30% of the total production, or whose purchase orders represent more than 80% of our total purchases in this product category and whose annual purchase orders exceed 1 million dollars.

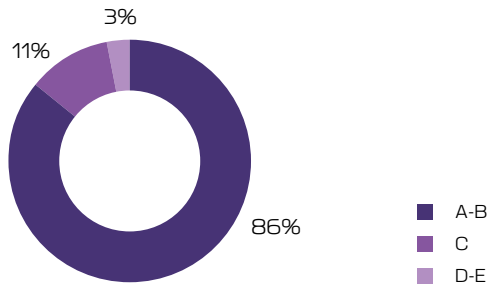


³ A product is considered a 'hardgood' if it is particularly resistant and durable, including little or no textile material (e.g., skis, snowboards, ski boots, protective helmets).

RESULTS OF THE FACILITY SOCIAL & LABOR AUDITS

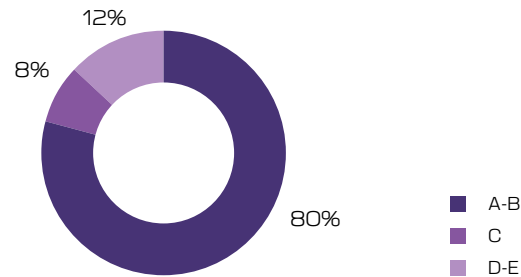
DETAILED SCORING FOR TIER 1 FACTORIES

- **86%** of Salomon's Tier 1 achieved an A or B rating
- **3%** of Salomon's Tier 1 achieved a D or E rating



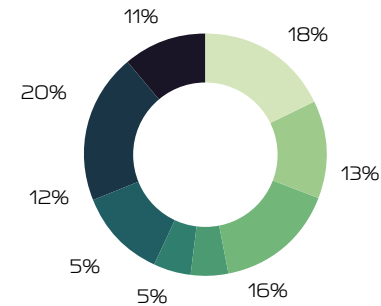
DETAILED SCORING FOR TIER 2 FACTORIES

- **80%** of Salomon's Tier 2 achieved an A or B rating
- **12%** of Salomon's Tier 2 achieved a D or E rating

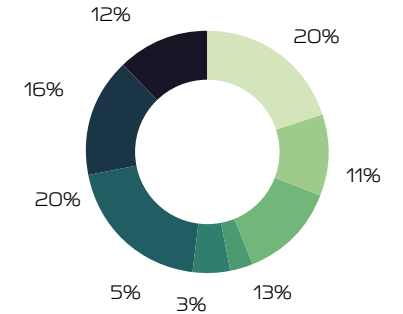


BREAKDOWN OF AUDIT FINDINGS (%)

TIER 1



TIER 2



GRADE	SCORE	DEFINITION	
A	95-100	Mature	Factories with a mature management system to maintain compliance with Amer Sports Ethical Policy.
B	85-94	Good	Factories generally maintain a good compliance level even with an exceptionally small number of medium or minor risk level non-compliances.
C	76-84	Satisfactory	Factories at a satisfactory level of compliance with a small number of medium or minor risk level non-compliances.
D	60-75	Focus needed	Factories meet the barely minimum level of compliance without critical findings or with multiple medium/minor findings. Focus is needed for driving continuous improvement.
E	< 60	Failed / Non-compliant	Factories fail to meet minimum compliance with many findings or with a non-compliant critical finding. Failure in another audit triggers a non-compliance escalation procedure which potentially leads to vendor termination.

- Operation & machine safety
- Environmental & chemical safety
- Monitoring & documentation
- Human rights
- Compensation & benefits
- Working hours
- Fire safety
- Workplace conditions & accommodation

COMPLIANCE WITH MINIMUM STANDARD

Working with Salomon means adhering to its values and ethical guidelines. These principles are formalized in reference documents that apply to all suppliers within the Amer Sports Group and are displayed in a prominent place in our suppliers facilities.

The Group defines the company's core values and how they translate into social, environmental, and legal obligations worldwide for the Group's employees and suppliers.

Available in more than 30 languages, the Supplier Code of Conduct (formerly Ethical Policy) aligns with FLA standards and is displayed at a prominent place in all the Group's production units. It is inspired by human rights principles enacted by the United Nations (UN) and the International Labour Organization (ILO), which include:

- Prohibition of child labor and forced labor;
- Prohibition of all violence, harassment, and discrimination in the workplace;
- Freedom of association and collective bargaining;
- Compliance with working hours and their remuneration;
- Considering health, safety and environmental criteria;
- Prohibition of all forms of corruption.

The Social and Environmental Compliance Benchmark operationalizes the Supplier Code of Conduct, which is expressed in concrete rules that partner producers and distributors, both internal and external to the Amer Sports Group, must follow in the workplace.

The Supplier Code of Conduct Implementation Guide accompanies the application of these principles with all suppliers, who commit to respecting them as soon as a commercial relationship is established.



SALOMON'S ANNUAL SUPPLIER SUMMIT: STRENGTHENING LONG-TERM PARTNERSHIPS FOR SUSTAINABLE IMPACT



Every year, Salomon's sourcing teams organize a supplier summit, inviting all our suppliers to foster collaboration and strengthen our commitment to long-term partnerships, innovation, and sustainable development.

Always held at our headquarters in Annecy, in the heart of the French Alps, the previous summit regrouping our Tier 1 and Tier 2 footwear suppliers took place in September 2023, while the summit for our apparel suppliers was held in July 2024. These summits are more than just business meetings; they are vital platforms for reinforcing the importance of long-term partnerships and shared values.

At Salomon, we believe that sustainable practices are built on strong, enduring relationships with our suppliers. By working closely with them, we ensure that our sustainability goals are met and exceeded. Long-term partnerships are crucial for several reasons:

- **Fostering Innovation:** Continuous collaboration with our suppliers leads to innovative solutions and improvements in sustainable practices.
- **Tackling Global Sustainability Challenges:** Together, we can address complex global sustainability issues that cannot be solved alone.
- **Consistency and Reliability:** Long-term relationships with suppliers ensure a consistent supply chain, reducing disruptions and fostering trust.
- **Shared Values and Goals:** Over time, we align our values and sustainability goals, creating a unified approach to environmental and social responsibility.

Our commitment to these partnerships aligns with the principles of the Fair Labor Association (FLA), which emphasize responsible sourcing and production, protecting workers' rights, and ensuring transparency and accountability. By adhering to these principles, we not only uphold high standards but also contribute to a fair and sustainable global supply chain.

Salomon's supplier summits are a testament to our teams' and suppliers' dedication to sustainability and the importance of long-term partnerships. These events are also a time for teamwork, partnership, and fun. Held in the mountains where Salomon originates, they provide an opportunity for team building and creating lasting memories.

FUTURE OF SPORT

We are committed to promoting more responsible sports practices through our athletes and events.

OBJECTIVES

To fulfill the commitments outlined in our Salomon Sports Pledge charter, aiming to support our athletes and events towards more responsible practices

2024 ACHIEVEMENTS

- More responsible trail events¹ by 2025: **27%**
- % reduction in our athletes' travel carbon emissions: To be determined



¹ It is considered a more responsible event, an event improving year after year regarding the different commitments set by the engagement charter 'Change our Sports Pledge.



INCREASINGLY RESPONSIBLE EVENTS

Each year, Salomon supports numerous events worldwide. To reduce the environmental footprint of each event, we have committed to a charter providing organizational advice for more responsible and inclusive sports practices called Change our Sports Pledge.

In this endeavor, we are supported by an operational team of Salomon employee ambassadors and a team of athlete ambassadors led by Mike Douglas, a former Salomon athlete and Freeski legend who is now deeply involved in environmental advocacy. He founded the Canadian chapter of Protect Our Winters (POW) and served as Chair of the association until 2023.

14 COMMITMENTS WE TAKE TO SUPPORT OUR EVENTS

- 01.** Preserving water by avoiding overconsumption and pollution
- 02.** Prioritizing clean energy by opting for renewable energy
- 03.** Choosing reusable and eco-friendly materials (flags, banners)
- 04.** Choosing responsible race packs with local, fair trade and eco-friendly products, and offering the possibility to donate to an environmental organization funded by Salomon
- 05.** Managing waste according to 'reduce, reuse, recycle' principles
- 06.** Banning plastic goodies (bags, trophies, gifts, water bottles and cups)
- 07.** Offering responsible catering with local, organic, seasonal products, including a vegetarian option
- 08.** Optimizing transport by offering low-carbon solutions and encouraging eco-mobility
- 09.** Banning helicopters for filming and promoting events to foster responsible communication
- 10.** Offsetting the carbon emissions of our events and offering participants the option to offset the carbon emissions of their travel during registration
- 11.** Protecting natural habitats
- 12.** Appointing sustainability managers
- 13.** Promoting diversity and inclusion and optimizing event accessibility
- 14.** Optimizing race calendars

STANDARDIZING EVENT EVALUATIONS

Since 2021, Salomon has been collaborating with AirCoop to develop a methodology and tool to assess the environmental and social impacts of sporting events. In 2024, these were applied to major events such as the Grand Trail de Serre-Ponçon, Ultra Spirit, and the Mont-Blanc Marathon. Criteria related to transport, food, waste, local integration, water, and inclusion are measured to assign an evaluation level and track progress each year. The carbon footprint of each event is also calculated, ensuring a comprehensive approach. We now have a field-tested tool that can be used for smaller in-store events as well.

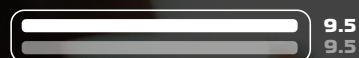
The Golden Trail World Series (GTWS), a global trail running event created by Salomon, is an excellent showcase for promoting our commitments to both sports and responsible practices. This series of races, set in exceptional natural locations, is one of the most emblematic and inspiring trail running events in the world, providing an opportunity to transmit our values. Our goal is to evaluate all key GTWS events to improve their environmental and social impacts.

The methodology used is based on qualitative and quantitative data calculated for 11 criteria: procurement, transportation, food, waste, biodiversity & local integration, energy, housing, water, solidarity & inclusion, mobilization, communication.

The quantitative data is calculated based on 70 provided datapoints, using open-source tools and relies on version 20.0 of ADEME's Base Carbone. This analysis is not a carbon footprint but an estimation allowing to have an order of magnitude. For 2024, the total carbon footprint for this event is estimated to 3,930 tCO₂e (for 9,211 participants) which represents 0.43 tCO₂e per runner. It is a significant progress comparing to last year where the total carbon footprint was estimated to 5,215 tCO₂e (for 10 000 participants) which represents a significant decrease of 17.3% per participant¹.

ENVIRONMENTAL ASSESSMENT OF THE MONT-BLANC MARATHON 2024

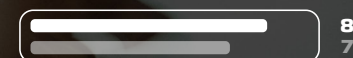
WASTE



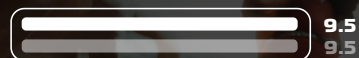
DIVERSITY & INCLUSION



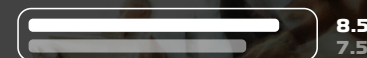
PROCUREMENT



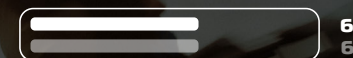
WATER



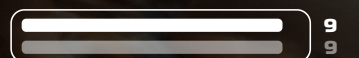
TRANSPORT



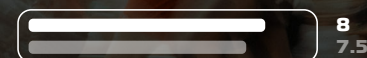
ENERGY



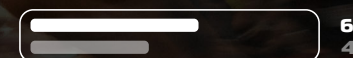
BIODIVERSITY & LOCAL INTEGRATION



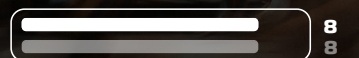
FOOD



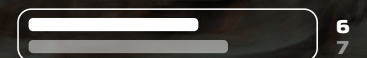
ACCOMMODATION



COMMUNICATION



VOLUNTEERING



No action 1 • 10 • Highly-impactful action

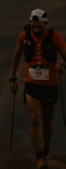
2024
2023

OUR ATHLETES COMMITTED TO CHANGE

Our athletes are the ambassadors of our values and commitments. They are fully involved in our efforts to reduce our impact and serve as spokespersons for our social and environmental ambitions. Approximately 250 athletes are part of Salomon's Team (national and international), which provides them with material support, as well as the opportunity to measure and reduce their impacts (detailed next page).

12 COMMITMENTS WE TAKE TO SUPPORT OUR ATHLETES

- 01.** Measure the individual carbon footprint of each international athlete's travel
- 02.** Reduce the collective carbon footprint of our athletes' travel by 30% by adapting their travel plans or encouraging longer stays for long-distance trips
- 03.** Offset the collective carbon footprint of our international athletes starting in 2022
- 04.** Encourage participation in key local events organized in our epicenters
- 05.** Reduce the amount of equipment used by reusing or donating used gear to other athletes and refusing unnecessary race packs
- 06.** Preserve the environment by avoiding damage to natural sites during sports activities (no waste or destruction)
- 07.** Encourage responsible living by adopting eco-friendly practices
- 08.** Raise public awareness by sharing the efforts of Salomon athletes to reduce their environmental impact
- 09.** Support community's efforts to limit their environmental impact
- 10.** Promote gender and cultural diversity within our teams
- 11.** Support women athletes in achieving their career goals and promote women's empowerment through sports
- 12.** Maintain and repair athletes' equipment



MITIGATING OUR ATHLETES' FOOTPRINTS TO CHANGE SPORTS PRACTICES



Our Sports Marketing and Sustainability teams are implementing methods to measure the individual carbon footprint of our athletes.

In 2021, we ran a first estimation of our international athletes' travel footprint, which amounted to 4,756 tCO₂e. Until 2023, we offset this amount through purchasing Verified Carbon Units from Keo Seima REDD+ project in Cambodia. This initiative was in alignment with Salomon's impact, particularly in Asia, where many of our production facilities are located.

In 2024, we submitted a vote to a group of Salomon athletes, to assess whether they were aligned with offsetting as a mechanism to contribute to their carbon footprint mitigation, or whether they preferred to do so through meaningful environmental partnerships. It was collectively decided the latter, and the budget reserved to offsetting until 2024 is now invested in a global partnership with Protect Our Winters across the globe, supporting both North American chapters (which we had been historically partnering with) and European chapters. Salomon and POW will focus common work on synergizing joint actions across regions for more impact (such as the Salomon QST Film Festival) and supporting further athletes advocacy as part of the Salomon Sports Pledge. In addition, in 2024 Salomon released its Salomon Athletes Carbon Footprint tool for its athletes, developed with Game Earth. Athletes are being onboarded gradually since then.

However changing sports practices is complex and takes time, this is why our roadmap on athletes' impact reduction is long-term and will extend beyond 2025. To support this long-term transformation Salomon has joined in 2024 The Ordinary Project, an initiative launched by the Outdoor Sports Valley aimed at supporting athletes and their sponsors in an engaged and responsible approach. Through a collective support program over one year, this project aims to raise awareness, train, and equip sports stakeholders to become drivers of change in favor of sustainability and social issues.





THE ADAPTIVE PROJECT

Every year in France, 800 new amputees¹ wish to be able to run again. Unfortunately, a prosthesis for sports costs several thousand euros, is not reimbursed, and does not meet the needs of athletes at all levels.

Worldwide, there are more than one billion people with disabilities², 80% of whom have invisible disabilities which represent 10 million people³ in France. These individuals face significant discrimination in accessing sports. In this context, the start-up HOPPER was founded in 2020 with the aim of democratizing and making running accessible for people with lower limb amputees through the creation and industrialization of a sports prosthesis.

Using an Open Innovation approach, several stakeholders including Airbus and Salomon have contributed to this project. Salomon specifically designed and produced an interchangeable and versatile sole, enabling users to adapt to different terrains, an innovation that has been patented!

This innovative sports blade is suitable for running and significantly more affordable than existing products on the market, making it accessible, versatile, and easy to use. This carbon blade went from concept to reality in less than two years and has been available since 2022. It has now enabled more than 400 people in France to experience the joy of running again under the best conditions.

¹ High Authority of Health, National Commission for the Evaluation of Medical Devices and Health Technologies

² World Health Organization

³ Les handicaps invisibles | Situations de handicap

KEY MOMENTS OF 2024

The year 2024 was marked by several major events that strengthened Salomon's commitment to inclusion and performance in adaptive sports.

PERFORMANCE & INCLUSION SUMMIT - FONT-ROMEU (JANUARY 2024)

This event was organized as a sports challenge bringing together ten teams, each composed of a person with a disability, a high-level athlete, and a professional from the business world. The goal was to test the ski touring prosthesis prototypes jointly developed by Salomon and Airbus. This day highlighted innovation, teamwork, and accessibility, while demonstrating the potential of these new technologies to promote inclusion in sports.

A PROJECT TO ENGAGE SALOMON EMPLOYEES GLOBALLY

- Forums 1 & 2 (January & May 2024): These events introduced the Para Team athletes and showcased conceptual visions and creative explorations around prostheses. Among the innovations presented were running blades with interchangeable soles, as well as prototypes for snowboarding, skiing, and ski touring, along with an adaptive performance outfit (APL).
- The presentation also featured an artistic dimension, including a poetic slam performance by Zoé Besmond de Senneville and Henry, as well as a dance session led by Fayçal and Léana.

The outfit worn by Zoé was the result of a collaboration with Maison Mourcel, a brand specializing in the creation of unique pieces made from recycled materials and clothing.



THE ADAPTIVE PROJECT

PROTOTYPE DEVELOPMENT & TESTING

From January to May, significant development efforts were dedicated to snowboarding, skiing, and ski touring prostheses. The testing phase took place on May 17-18th 2024 at Les 2 Alpes, where Sarah and Luca trialed the snowboard prostheses, while Tanguy and Fayçal tested solutions for skiing and ski touring. These tests continued throughout the 2024-2025 winter season, with Tanguy using the latest version of the ski prosthesis in real-world conditions for the entire season.



THE ADAPTIVE PROJECT

SHARING PUBLICLY OUR PROGRESS TO INSPIRE COLLECTIVE CHANGE

- July 2024 – Champs-Élysées Store Activation: A flagship event presenting the Adaptive Project to the public and highlighting the latest advancements in adaptive sports technology.
- September 2024 – Adaptive Night (Champs-Élysées / Paris 2024 Olympic Games): A special evening dedicated to inclusion in sports, perfectly aligned with the spirit of the Paris 2024 Olympic and Paralympic Games.
- Film Screening at Pathé Annecy – On My Own Two Feet: This documentary follows the ascent of a 3,000-meter summit by Para Team athletes, an inspiring adventure that raised public awareness about adaptive sports.

THE PARA TEAM SALOMON

The Para Team Salomon continued to progress and push boundaries in 2024. The team, consisting of Sarah Legrand, Julien Veyseyre, Boris Girardhi, Fayçal Toumi, Jérôme Bernard, Fabrice Baudet, Luca Liens, and Pol Makuri, played a key role in testing and innovating new prosthetic technologies.

COMPETITIVE ACHIEVEMENTS IN 2024

The Para Team athletes also participated in several prestigious races:

- Maxi Race
- Sierre-Zinal
- UTMB (Ultra Trail Mont-Blanc)
- Finale WGTS (World Golden Trail Series)
- Sainté Lyon

Through these initiatives, Salomon reaffirms its commitment to accessibility and performance in sports, providing individuals with disabilities the opportunity to explore their full potential. The Adaptive Project is more than just a technological innovation—it transforms lives and sets new standards for inclusion in outdoor sports and society.





INCLUSIVE MOUNTAIN SPORTS

The Salomon Foundation's mission is to support those who transform people's lives through mountain sports. Created in 1999, the Salomon Foundation focuses on two main initiatives:

Supporting outdoor sport professionals in need:

We offer assistance to outdoor sports professionals in the event of an accident.

Supporting non-profit organizations:

We provide financial, outdoor products and logistical support to charities around the world that help disadvantaged communities gain access to mountain sports.

OBJECTIVES

Our ambition is to dedicate a cumulative total of €20M to the Salomon Foundation by 2030, promoting greater inclusivity in the outdoors

2024 ACHIEVEMENTS

- **48** mountain professionals and their families helped
- **23** non-profit organizations supported
- **€521,766** spent (€300,970 for non-profit organizations, €220,796 for mountain professionals)



OUR GOVERNANCE

Since 2023, we decided to create an endowment fund to help non-profits and expand our mission beyond supporting mountain professionals.

To manage the Salomon Foundation and support our 2 main missions, we have established a two-tier governance structure:



SALOMON FOUNDATION

01. SUPPORT

MOUNTAIN PROFESSIONALS

02. EMPOWER

NON-PROFIT ORGANIZATIONS

ON THE FIRST LEVEL, WE HAVE A BOARD OF DIRECTORS THAT:

- Defines the budget and strategy
- Approves annual expenses and donations
- Approves annual actions and events

THE SECOND LEVEL IS DIVIDED INTO TWO PARTS:

- An executive committee that determines donations to mountain professionals through the Salomon Foundation, under aegis of the *Fondation de France*.
- The Foundation Team manages relationships with non-profits on a daily basis, answering to their needs and building projects together.

In 2024, we strengthened our relationship with external partners from the mountain community to be more efficient in our answers to mountain professionals.

We also worked with our board of directors and local leaders to broaden our actions with NGOs in new countries. We set up quarterly meetings with our local representatives to track our actions.

4 PILLARS DRIVING OUR ACTIONS

DIVERSITY

Hikeish is a Brooklyn, New York-based organization dedicated to making outdoor activities more accessible, particularly for people of color and minorities. The Salomon Foundation supports this mission by organizing bi-weekly hiking and trail running events in the surrounding areas.

HEALTH ISSUES

Bivouac et moi is a French organization that takes women and men with cancer for an adventure in the mountains, spending 3 days together in the Alps. They organize 10 stays per year, bringing a lot of joy in patient's lives.

EDUCATION

Youth Adventure Trust supports young people through outdoor activities and personalized guidance to enhance their well-being and unlock their potential. The Salomon Foundation aids youth participating in the program by helping them build self-confidence and learn to overcome life's challenges.

INCLUSION

Since 2017, the Italian NGO InYourShoes, founded by Francisco Grimaldi, has been delivering running shoes to future champions in Iten, Kenya. For them, a simple pair of shoes is more than just a training tool — it has the power to transform lives and entire communities.

'Making the outdoors more inclusive and accessible to everyone is driving all our actions. It started 26 years ago with mountain professionals and continue by supporting these organizations that are transforming people's lives through mountain sports all over the world'

Marie Accambray - Salomon Foundation Director

From 44 pairs donated seven years ago to around 1,000 this year, over 300 pairs have been delivered by the Salomon Foundation and Salomon Italia

OUR 2025 PERSPECTIVES

2025 will be a key milestone for the Salomon Foundation. Thanks to an increased support from the Salomon company in term of working force and budget, we will help more NGOs across the world, in new countries where we haven't act so far.

We will also be able to raise more money outside of Salomon through events and donation days. Our goal for this year is to collect 200K€.

Our communication strategy will continue in line with our 2024 actions, to enhance the visibility of the Salomon Foundation and the NGOs we are supporting, both internally and externally. To do so, we set up monthly meetings with communication team.

To empower the charities we are already supporting, we need to deepen our relationships through three main approaches: understanding, collaboration, and visibility.

- **Understanding:** We plan to go and meet most of these organizations and engage directly on the ground to better understand their needs.
- **Collaboration:** We will create connections between supported non-profits to foster partnerships and collaboration.
- **Visibility:** We will improve their visibility by giving them opportunities to present their actions on our social networks and during in-store or community events.



FINANCIAL RESOURCE MANAGEMENT AND ALLOCATION



The Salomon Foundation specifically targets Italian and French mountain professionals due to their geographic proximity to Salomon's headquarters.

€220,796 has been allocated to support these mountain professionals and their families in 2024.

The Salomon Foundation's support for non-profit organizations is more extensive, with €300,970 distributed to associations in 11 different countries: France, Italy, Spain, the UK, the USA, Mexico, Canada, India, Norway, Sweden and Finland.

In the first quarter of 2024, the donation fund was officially launched.

Moving forward, the Salomon Foundation focused on increasing its revenue by diversifying its income sources. While the Salomon company remains the largest contributor, we also organized several events with the Salomon Employees to raise almost €100,000. In December 2024, we also launched in-store donations in France

ENFORMA INSPIRA

In 2024, we supported 23 associations worldwide. Among them was Enforma Inspira in Spain.

Enforma Inspira was founded by Shahid Ashraf in 2020 with the aim of promoting the social integration of young people under guardianship and ex-wardship through sport. It follows people without family references.

Shahid arrived alone to Barcelona when he was 17 years old and thanks to running, he met people and had an easy integration, so he decided to replicate this history with other young boys and girls. It's not only about sports, they can meet different people so they can also share ideas, knowing the city and motivate themselves to continue studying.

The first activities were in Barcelona city, but since the end of 2022, with the help of the Salomon Foundation, they also started running on trails. In 2024, they launched programs in other cities. Now there's a group in Bilbao and Madrid is on the way.

They're training every week, running races and doing other activities like hiking or plogging.

The idea is to continue growing to help more young people and improve their lives through sport. The Salomon Foundation is proud to support Enforma Inspira once again in 2025.

FINANCIAL SUPPORT: €15.000 (2024)
NUMBER OF BENEFICIARIES: 320 (2024)



OUR FUTURE PERSPECTIVES

2025 is a pivotal year, as the mid-term of our Change our Future 2030 strategy.

We will focus our efforts on continued execution of our plan, while assessing our mid-term performance and realigning with our business strategy evolution.

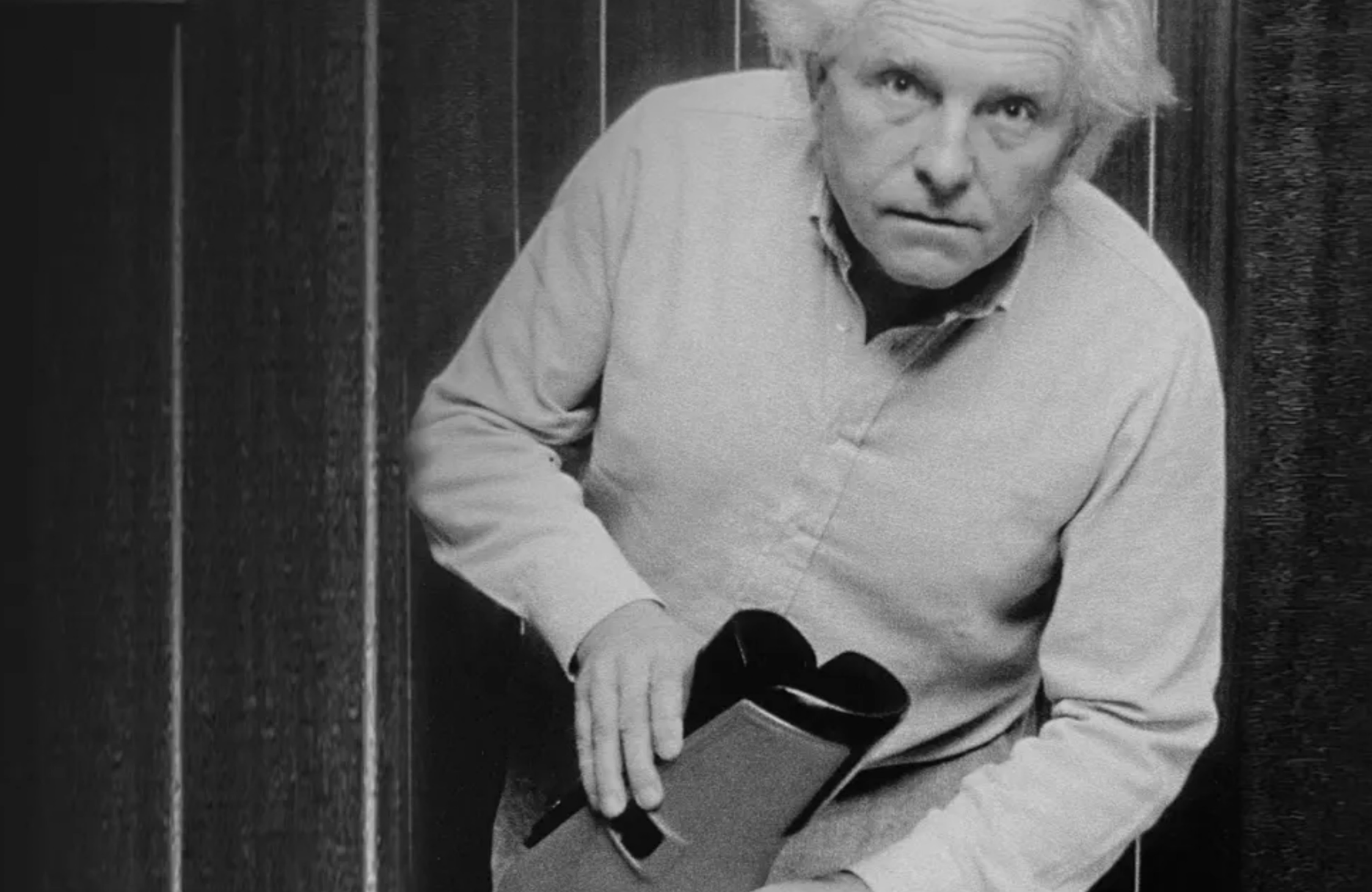
WE WILL:

- 01.** Keep strengthening our internal culture, commitment and shared knowledge
- 02.** Deepen our connections and collaboration with our communities
- 03.** Further integrate our climate strategy into our company's business plan
- 04.** Enhance our impact monitoring and our transparency through consolidated data management and sustainability tools at scale
- 05.** Develop our circularity ambitions by deploying our global eco-design & circularity platform
- 06.** Mutualize efforts on compliance and reporting with our sister brands and Amer Sports Group

'We know we are on a path of transformation. Change takes time, but we are committed to shaping new futures for our business, our industry, and our communities. Join us on this journey of reinvention.'

MARIE-LAURE PIEDNOIR

Salomon Global Sustainability & Impact Director



'I am fascinated by what I will do tomorrow'

GEORGES SALOMON

APPENDIX

STAKEHOLDERS' NEEDS AND EXPECTATIONS	86
STAKEHOLDERS MAPPING	89
GLOSSARY	90
CORRESPONDENCE TABLE FOR THE SUSTAINABLE DEVELOPMENT GOALS	94
METHODOLOGICAL NOTES	95

STAKEHOLDERS' NEEDS AND EXPECTATIONS

STAKEHOLDERS	DESCRIPTION	LEVEL OF COMMITMENT	NEEDS AND EXPECTATIONS	ACTIONS TO MEET THEIR NEEDS AND EXPECTATIONS
Employees and representative bodies of the personnel	Employees, employee representative bodies, trade unions, directors representing employees, apprentices, interns	To commit	<p>Training and development of skills offer and attractive career paths (with a context of 'war of talent')</p> <p>Empowering the work organization, attractive remuneration and benefits</p> <p>Balance of private life/professional life</p> <p>Quality social dialogue and respect for fundamental rights</p> <p>Diversity & Inclusion policies</p>	<p>Internal actions for promoting soft mobility</p> <p>Company restaurant to avoid commuting</p> <p>Locker and fitness room</p> <p>Electric car charging stations</p> <p>Sustainability approach connected to their personal values</p> <p>Headquarters forum renovation</p>
Athletes and Influencers	Athletes and influencers sponsored by the brand	To commit	<p>Relevant support for the career paths and aspirations of our athletes and influencers, both in terms of sports expertise, high-performance equipment, and support for their values and commitments.</p>	S2A: service to athletes Salomon Sports Pledge
Consumers, Clients and Retailers	Clients, consumer associations, influencers, retail actors	To commit	<p>Benefit a personalized customer experience and meet everyone's expectations</p> <p>Quality and responsibility standards in line with the outdoor sports sector</p> <p>Privileged exchange with a world - renowned brand</p> <p>Transparency, pedagogy and reliability of the information</p> <p>AGEC Law, European environmental directives, US PFAS laws</p>	<p>Customer Relationship Management (CRM) Program</p> <p>Launching of S/+ loyalty program</p> <p>Implementation of products sustainability information on the website Salomon.com</p> <p>Process for managing retailer sustainability requests for Marketing and Sales teams</p>
Shareholders and Financial community	Institutional investors, financial analysts, market authorities (AMF, Euronext, etc.), individual shareholders, financial and extra-financial rating agencies	To satisfy	<p>Relevance and coherence of the strategy</p> <p>Financial performance and value creation</p> <p>Return on investment (stock performance, dividends, share buybacks, etc.)</p> <p>Equal access to information, accurate, precise, and sincere financial communication</p> <p>Increased expectations on ESG</p>	<p>Measurement of the annual emission of CO2 (since 2007)</p> <p>Provision of information to Amer Sports Group in the context of IPO for SEC requirements & investors ESG dialogue</p>

STAKEHOLDERS' NEEDS AND EXPECTATIONS

STAKEHOLDERS	DESCRIPTION	LEVEL OF COMMITMENT	NEEDS AND EXPECTATIONS	ACTIONS TO MEET THEIR NEEDS AND EXPECTATIONS
Peers and Professional association	Competitors, business federations, multi-party coalitions, professional and sectoral organizations/associations	To inform	<p>Maintain a constructive dialogue with every actors and promote collaborations on topics of general interest</p> <p>Raising awareness among private sector actors on various issues (e.g., biodiversity, climate)</p> <p>Evolve the fashion sector towards best practices</p>	<p>Participation in various bodies and conferences of the sports industry actors (OSV, EOG, SIA, SAC, UNFICCA, FESI, USC, etc.)</p> <p>Creation of a collective dynamic around Winter Sports (PEF-CR Hardgoods, etc.)</p>
Suppliers and Commercial partners	Direct suppliers of the group, their subcontractors, suppliers of primary raw materials, craftsmen and corporations, service providers, models	To commit	<p>Support and assistance</p> <p>Respect of payment deadlines and fair commercial conditions</p> <p>AGEC law and European environmental directives, US PFAS law</p>	Charter of local responsible purchasing
Collaboration partners (including schools and universities, actors of Innovation)	Internal schools, courses specialized in fashion, design and craftsmanship, universities, academic partners, think tanks, incubators	To satisfy	<p>Support the preservation of the exceptional craftsmanship</p> <p>Professional integration</p> <p>Mentoring, coaching, feedback...</p> <p>Transparent participation in public debate</p> <p>Support for the innovation and start-up ecosystem</p> <p>Exchange of the best practices</p>	<p>Python innovation projects with notably students</p> <p>Active Recruitment of interns/apprentices</p> <p>USMB sponsor</p> <p>Founding member of the USMB open innovation chair</p>
Civil Society, Local Communities and NGOS	Local authorities (elected officials, administration...), associations and NGO, press and social medias, opinion leaders, public interest foundations	To inform	<p>Local anchoring and proximity, participation in the economic dynamics with positive impact on the individuals and society</p> <p>Reduction of environmental footprint</p> <p>Transparency and reliability of the information</p> <p>AGEC law and European environmental directives, US PFAS law</p>	<p>Regular meetings with our neighbors and town hall</p> <p>Active participation in thematic environmental meetings with other industrialists</p> <p>Salomon Foundation</p> <p>Founding member of associations (OSV, Mouv'Eco, IDEE)</p>

STAKEHOLDERS' NEEDS AND EXPECTATIONS

STAKEHOLDERS	DESCRIPTION	LEVEL OF COMMITMENT	NEEDS AND EXPECTATIONS	ACTIONS TO MEET THEIR NEEDS AND EXPECTATIONS
Public Authorities and Regulators	Regulators and standardization bodies, government bodies, International organizations (UN, ILO...)	To satisfy	Regulatory compliance Transparent participation in public debate	Regular regulatory monitoring



STAKEHOLDERS MAPPING

NGOs WORKING GROUPS / EXPERT ORGANIZATIONS INDUSTRY PARTNERS

- American Apparel & Footwear Association (AAFA)
- Brown Girl Outdoor World (BGOW)
- Cimas de la Esperanza
- Hikeish
- Indigenous Women Outdoors (IWO)
- La Fresque du Climat
- Pass'Sport pour l'Emploi
- Protect Our Winters (POW)
- Sungai Watch
- Youth Adventure Trust
- Casiopeea
- Riders For Refugees
- Snowboarders of Solidarity (SOS)
- Level Up 'Au-delà des limites'
- Enfance & montagne
- Yambi
- Apprentis d'Auteuil
- Bivouac et Moi
- Comme Les Autres
- Snowcamp (Switch 180)
- Opening Up The Outdoors
- EnForma Inspira
- Gruppo Verbanese Sciatori Ciechi
- Sport Senza Frontiere
- In Your shoes
- Hope
- Aldrig Ensam
- Ridderrennet
- Rise Up

- Better Buying
- Bluesign®
- Cascale (previously SAC)
- Climate United Coalition
- Ellen McArthur Foundation
- European Outdoor Group (EOG)
- Fair Labor Association (FLA)
- Federation of the European Sporting Goods Industry (FESI)
- Wordly (previously Higg Index)
- iDEE
- Leather Working Group (LWG)
- Outdoor Climate Innovation Initiative (OCII)
- Outdoor Industry Association (OIA)
- Outdoor Sports Valley (OSV)
- Snowsports Industry Association (SIA)
- Textile Exchange
- Union Sport et Cycle (USC)
- United Nations Framework Convention on Climate Change (UNFCCC)
- United Nations Fashion Industry Charter for Climate Action (UNFICCA)
- UN Global Compact
- Zero Discharge of Hazardous Chemicals (ZDHC)

- 2BPolicy
- AirCoop
- Carbios
- CETIA
- Chamatex Group
- Citeo
- Ecologic
- Game Earth
- Gesellschaft für Internationale Zusammenarbeit (GIZ)
- Glimpact
- Green Wolf
- Hopper
- PEFTrust
- Redeem
- Refashion
- TerraCycle
- United Repair Center
- Woolmark Performance Challenge - The Woolmak company
- World Federation of Sporting Goods Industry (WFSGI)

This list is not exhaustive.

GLOSSARY

ACRONYM	DEFINITION
ABS	Acrylonitrile butadiene styrene, or ABS, is an industrial thermoplastic polymer combining 3 different monomers.
LCA	Life Cycle Assessment is a systematic process used to evaluate the environmental impacts associated with all stages of a product's life cycle, from raw material extraction, production, and use, to disposal or recycling. The goal of LCA is to quantify the effects on the environment, such as energy consumption, water usage, waste generation, and emissions, and to identify opportunities for improving sustainability.
ADC	Annecy Design Center
Bio-based	Bio-based materials are derived from renewable organic matter (biomass), of plant or animal origin.
Biodiversity	The variety of life in a particular habitat, including species diversity, ecosystems, and genetic diversity.
Circularity	The concept of designing, sourcing, producing, and recycling textiles in a closed-loop system to minimize waste and environmental impact
Climate change	Long-term changes in the Earth's climate, including shifts in temperature, precipitation, and extreme weather events, largely attributed to human activities.
Community	Groups of people living in proximity, often with shared interests and characteristics, whose well-being can be affected by various factors, including economic and environmental changes.
DEI	Diversity, Equity, Inclusion - a business is required to implement all three aspects to reap the full benefits of a diverse, equitable and inclusive workforce contributing a range of skills, knowledge, and experience.
DWR treatment	Durable Water Repellent treatment is a chemical coating applied to fabrics and materials to enhance their ability to repel water.
EPA	Environmental Protection Agency
Gender Equality Index	The index makes it possible to advance equal pay within companies, by objectively measuring the pay gap between women and men, while highlighting their areas for improvement. It is scored out of 100 points, and measured using 4 to 5 indicators depending on whether the company has fewer or more than 250 employees.



GLOSSARY

ACRONYM	DEFINITION
GHG	Based on their origin, we classify greenhouse gas (GHG) emissions into Scopes 1, 2, and 3. This classification helps to establish a company's or product's carbon footprint. <ul style="list-style-type: none"> • Scope 1: Direct GHG emissions from the combustion of fossil (oil, gas, coal, etc.) and renewable fuels (biofuels, biomass, etc.) • Scope 2: Indirect emissions resulting from the production of purchased energy consumed by the organization (e.g., electricity and district heating/ cooling). • Scope 3: Indirect emissions resulting from the organization's activities but occurring outside of its direct control, such as purchased goods and services, transportation and logistics, waste, etc.
Hardgoods	For Salomon, any particularly resistant and durable product that does not include any or little textile material (e.g. skis, snowboards, ski boots, protective helmets) is considered 'hardgoods.
Human rights	The fundamental rights and freedoms inherent in all individuals, including the right to life, liberty and security, as well as the right to be free from discrimination.
PFCs, PFOAs or PFAs	Per- and polyfluoroalkyl substances are substances that contain fluoride and are most often referred to by their acronyms: PFCs, PFOAs or PFAS.
Planetary Boundaries	The planetary boundaries framework formulates limits to the impact of the anthroposphere on Earth system by identifying a scientifically based safe operating space for humanity that can safeguard both Earth's interglacial state and its resilience. The planetary boundaries framework identifies nine processes that are critical for maintaining the stability and resilience of Earth system as a whole: climate change, novel entities, v ozone depletion, atmospheric aerosol loading, ocean acidification, modification of biogeochemical flows, freshwater change, land system change, biosphere integrity.
Preferred Materials	Materials that systematically produce reduced impacts and increased benefits for the climate, nature, animals, and people compared to their conventional counterparts, through a holistic approach to transforming production systems.
Priority Materials	Widely used materials but can present risks, offering opportunities for innovation towards more responsible models.
PVC	In chemistry, PVC is a plastic material called polyvinyl chloride or polyvinyl chloride.
Recyclable	Able to be collected, processed and reused as a raw material in the production of new goods.
Recycled PET	Polyester or PET (Polyethylene terephthalate) is a petroleum-based material that can be recycled.



GLOSSARY

ACRONYM	DEFINITION
Regenerative Transformation	The regenerative economy is opposed to the conventional idea that economic growth inevitably requires the intensive exploitation of natural resources. On the contrary, it promotes sustainability, resilience, and well-being.
RSL	Restricted Substances Lists is a compilation of chemicals and substances that are regulated or banned due to their potential risks to health, safety, and the environment. Industries, especially in manufacturing and production, utilize RSLs to ensure their products comply with legal and safety requirements, and to avoid using harmful substances in their materials.
SBTi	The Science Based Targets initiative (SBTi) is a collective initiative born from the collaboration between several institutions – the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), and the World Resources Institute (WRI) – aimed at assisting companies in reducing their CO2 emissions through a methodology aligned and consistent with the recommendations made by the IPCC (Intergovernmental Panel on Climate Change).
SBTN	Science Based Targets for Nature (SBTN) is a global initiative aimed at setting clear and measurable scientific goals for the conservation and restoration of nature, similar to the Science Based Targets (SBT) that have been set for climate.
SDEX	The Sustainability Data Exchange (SDEX) tool was developed collaboratively between the European Outdoor Group (EOG) and the Bundesverband der Deutschen Sportartikel-Industrie (BSI) and was launched in July 2023. The project addresses the problematic situation around the exchange of sustainability data at product level between brand and retail.
Social impact	The effect that economic, environmental, or other activities have on communities, including social well-being, health and cultural aspects.
Softgoods	For Salomon, any product that includes textile materials in its structure (e.g. clothing, bags, accessories) is considered ‘softgood’.
Sustainability	The practice of meeting current needs without compromising the ability of future generations to meet their own needs, considering economic, environmental, and social factors.
Traceability	The ability to track and trace the origin, production, process, and distribution of a product, ensuring transparency and accountability.



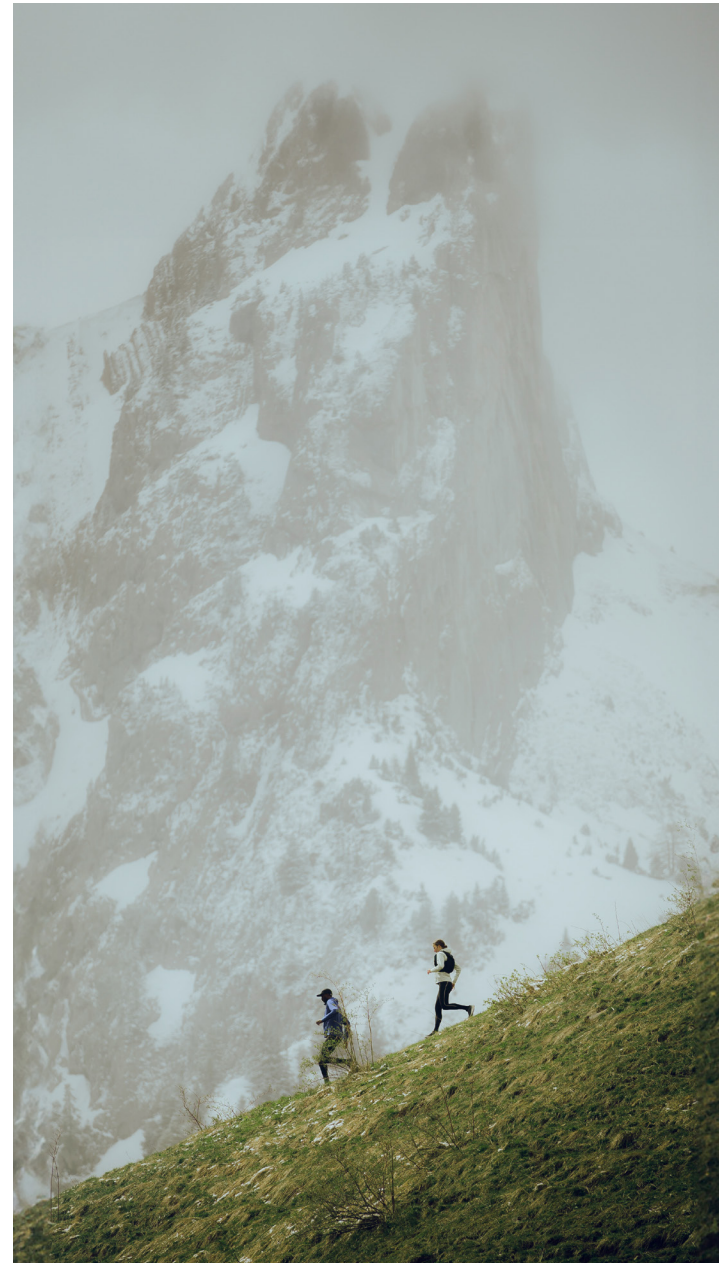
GLOSSARY

ACRONYM

DEFINITION

UNFCCC

The United Nations Framework Convention on Climate Change is an international environmental treaty adopted in 1992 at the Earth Summit in Rio de Janeiro. The primary objective of the UNFCCC is to stabilize greenhouse gas concentrations in the atmosphere at a level that would prevent dangerous anthropogenic interference with the climate system. The treaty sets out a framework for negotiating specific international agreements (protocols) that may set binding limits on greenhouse gases.



CORRESPONDENCE TABLE FOR THE SUSTAINABLE DEVELOPMENT GOALS



METHODOLOGICAL NOTES

OUR CARBON FOOTPRINT:

- Calculated using the 'Greenhouse Gas Protocol': A Corporate Accounting and Reporting, a Standard (Revised edition, 2004) and ISO 14064-1 (2006).
- Reviewed by the third-party South Pole Carbon Asset Management Ltd.

OUR REPORTING BOUNDARIES:

- Reported indicators track Salomon activities for FY2024, from January 1st to December 31st 2024.
- When 2024 data is not available, 2023 or 2022 data may be referred to.

Sustainable Development Goals (SDG) framework from the United Nations has been used to assess and map our goals against the 17 SDGs.



SALOMON