

# Amer Sports Group

# Environmental Policy

## **Policy Summary:**

- Employees must comply with all applicable environmental laws, regulations, and Amer Sports environmental commitments, ensuring responsible practices across operations and the value chain.
- We must continuously monitor, report, and improve our environmental performance by reducing emissions, conserving energy, minimizing waste, and embedding circularity and safe chemical management into our processes.
- We always address non-compliance transparently and with precision to uphold our environmental commitments.

## Purpose and scope

Amer Sports is committed to sustainability and environmental protection and integrates responsible practices across operations and value chains. Our Environmental Policy ensures compliance with regulations, fulfillment of commitments, and continuous improvement to minimize environmental impact and support long-term resilience.

The policy is part of the Amer Sports overall governance building on the Amer Sports Code of Conduct and Supplier Code of Conduct, addressing material impacts, risks, and opportunities identified through Enterprise Risk Management (ERM) and the Amer Sports double materiality assessment (DMA). It applies globally to all Amer Sports entities and employees, and we expect our value chain business partners to adopt the same principles.

The Amer Sports Board of Directors is accountable for upholding and regularly reviewing this policy.

## Guiding principles

At Amer Sports, we recognize our unique ability to influence meaningful change and contribute as a positive force in the world. As a global organization, we both shape and are shaped by the environment around us. With this awareness, we commit to the following principles and actions:

- Ensuring compliance with all applicable legal regulations and environmental laws, and meeting local, national, and international standards;
- Integrating environmental sustainability into our operations and corporate strategy while driving continuous improvement;
- Enhancing the monitoring and measurement of our environmental impact, implementing targeted reduction measures and processes, and transparently reporting progress against our sustainability targets;
- Promoting environmental sustainability awareness across corporate leadership, employees, consumers, and business partners, while ensuring our Environmental Policy is effectively communicated throughout all levels of the organization.

The Environmental Policy is guided by Amer Sports' sustainability strategy and by internationally recognized environmental conventions and frameworks, including but not limited to:

- The Paris Agreement
- The Ten Principles of the UN Global Compact
- The United Nations Sustainable Development Goals (SDGs) and the 2030 Agenda
- Greenhouse Gas Protocol

- Science Based Targets initiative (SBTi)
- European Sustainability Reporting Standards (ESRS)
- The Kunming-Montreal Global Biodiversity Framework
- The Zero Discharge of Hazardous Chemicals (ZDHC) and Manufacturing Restricted Substances List (MRSL)

## Key focus areas

Amer Sports' activities generate environmental impacts such as GHG emissions, energy and water use, waste, and resource consumption across our operations and value chain. Understanding these impacts helps us set priorities, targets, and integrate sustainability into decision-making.

Our focus areas, based on ERM and the latest DMA, include climate change, circularity, and pollution, alongside emerging topics as our sustainability maturity grows and business conditions evolve.

### Climate

Amer Sports is committed to reducing greenhouse gas (GHG) emissions across all operations, brands, and functions in line with achieving its validated science-based net-zero target by 2050. We do this by:

- Enabling brands and functions to drive emissions reductions and deliver on climate targets, supported by the Amer Sports Climate Program as a forum for reporting, monitoring, and progress tracking;
- Increasing the use of renewable energy sources at all Amer Sports owned and operated facilities and implementing energy-efficient processes to reduce overall energy consumption;
- Reducing emissions in transportation and distribution by switching to lower-emission transport modes where feasible and improving operational efficiency;
- Collaborating with suppliers to reduce emissions across the Amer Sports value chain;
- Using lower-impact materials and production practices, minimizing production waste, and designing products for longer life;
- Calculating and disclosing our total GHG emissions annually and following the GHG Protocol and SBTi guidance in GHG accounting and treatment of carbon offsets and avoided (product-level) emissions.

### Energy

We are committed to responsible energy consumption across our operations and value chain. We do this by:

- Improving energy efficiency and conserving energy to reduce overall consumption;
- Prioritizing renewable energy, including district heating and cooling when available, and renewable electricity;
- Expanding onsite renewable energy production;
- Using contractual instruments like green tariffs and renewable energy certificates (RECs) where direct investment is not feasible;
- Exploring strategic long-term renewable sourcing options, including power purchasing agreements (PPAs);
- Selecting low-carbon alternatives when renewable energy is not viable;
- Supporting our tier 1 and tier 2 suppliers in transitioning to renewable energy and phasing out on-site coal.

## Waste

We are committed to reducing waste across our operations and improving waste management practices based on applicable regulation on waste management. We do this by:

- Complying with all applicable legal and regulatory requirements for waste disposal and handling;
- Improving tracking mechanisms for waste generation and recycling rates;
- Preventing waste creation wherever possible;
- Reusing products and materials before they become waste;
- Recycling materials to extend their functional life;
- Recovering energy from waste, when reuse or recycling is not feasible;
- Minimizing disposal through landfilling or incineration without energy recovery.

## Circularity

We are committed to embedding circularity into how we operate our business. This includes preferred material input, design for products and materials to be used longer, and with responsible end in mind. Including:

- Embedding circular principles into product development and design;
- Sourcing preferred key materials where feasible;

- Developing and testing new circular business models;

## Chemicals

We are committed to ensuring safe and responsible chemical use in our products and operations to prevent pollution, minimize environmental impacts and reduce risks to employees. We do this by:

- Complying with all applicable legal and regulatory requirements for the use, handling, and disposal of chemical substances;
- Collaborating with stakeholders to adopt safer alternative chemicals in product manufacturing and operations, partnering with suppliers to effectively manage chemical emissions and effluents, and ensuring responsible chemical management throughout our supply chain;
- Working toward the elimination of hazardous substances across all product categories and operational processes;
- Aiming to strengthen chemical management across our sites. Including developing protocols for onboarding our suppliers, routine testing and verification of chemical compliance, and risk assessments. For details, please refer to the Amer Sports Material Compliance Policy.

## Other environmental impacts

While not categorized as material in our DMA, we acknowledge the following as emerging topics. We are committed to increasing our understanding and minimizing our negative impacts, and complying with all applicable legal and regulatory requirements related to them.

- Water – sustainable water management across all owned and operated sites as well as throughout our global supply chain;
- Biodiversity and ecosystems – advancing climate and circularity efforts that address key drivers of environmental loss, and working to align our efforts with international frameworks to reverse biodiversity loss and deforestation;
- IT – leveraging IT systems and AI to help reduce the environmental footprint of our business, while responsibly managing the impacts these technologies create.

## Implementation, monitoring and governance

### Implementation

All Amer Sports employees and entities must comply with the commitments in this policy. Business unit leaders ensure employees understand their responsibilities. The sustainability strategy and targets, approved by the Board of Directors' Nominating and Governance Committee, set the group's ambition. Functions and brands implement actions to advance environmental sustainability and reduce negative

impact. These actions must meet group-level baselines and may exceed them based on business context and customer expectations.

Amer Sports has established multiple internal working groups dedicated to various sustainability topics, such as climate action, circularity, and environmental compliance. These groups bring together cross-functional expertise to drive implementation, monitor progress, and ensure alignment with our sustainability goals across the organization. These working groups work in parallel with and in support to brands and functions internal teams, who are in charge of operationalizing the implementation of actions, including assigning dedicated resources and budgets to meet set expectations.

## Operational practices

At Amer Sports' own manufacturing locations and distribution centers, we follow all applicable local regulations and requirements related to environmental management and pursue opportunities for enhanced environmental performance where feasible. We encourage efforts to strengthen environmental management practices across our owned sites, while recognizing that the specific approaches may differ depending on local context and the level of operational maturity. Where feasible, we support alignment with internationally recognized frameworks, such as ISO 14001, as a way to promote consistency and effectiveness over time. Environmental considerations are integrated into planning for new sites and acquired or leased assets are assessed for EMS integration over time.

## Monitoring and governance

At Amer Sports, we monitor environmental progress through measurable targets, KPIs, and regular tracking of implementation efforts. These targets are informed by the results of the DMA, and environmental risk assessment is embedded in the ERM process to guide business planning and strategy. Each quarter, brands and group functions report progress on defined KPIs and sustainability initiatives to the Board of Directors' Nominating and Governance Committee. These processes enable performance evaluation, identify areas for improvement, and ensure transparency and accountability across operations and the value chain. Insights from this process inform decision-making and drive continuous improvement. Progress toward public targets is disclosed in the annual sustainability report, and all communication about environmental information adheres to the Amer Sports Responsible Communication and Marketing Policy.

## Remediation

Continuous monitoring, guided by clearly defined KPIs, enables early detection of non-compliance and underperformance across both operations and supply chains. When issues arise, Amer Sports deploys targeted mitigation measures, ranging from operational adjustments to supplier engagement and corrective investments. We reinforce preventive strategies through updated risk assessments, employee training, and policy improvements to reduce future risks. We uphold accountability through transparent reporting, internal audits, and governance oversight, ensuring responsible parties are held to corrective actions. This integrated approach supports Amer Sports' commitment to environmental integrity, resilience, and continuous improvement.

## Communication

To ensure effective implementation and alignment, we communicate the Environmental Policy systematically across all levels of the organization. This includes formal dissemination through internal communication channels and on the Amer Sports website. Formal training will be made available to build awareness and ensure the policy reaches all levels of the organization.

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