

A photograph of a majestic, snow-covered mountain range under a clear blue sky. The mountains are rugged with sharp peaks and are partially covered in white snow. The foreground shows a snowy slope. A dark blue diagonal shape overlaps the right side of the image, serving as a background for the text.

DUE DILIGENCE, MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025

Amer Sports is a global group of iconic sports and outdoor brands, united by a shared purpose of elevating the world through sport. Our iconic brands — including Arc'teryx, Salomon, Wilson, Atomic, and Peak Performance — are creators of exceptional apparel, footwear, equipment, protective gear, and accessories that give athletes and consumers the confidence and comfort to excel.

Our vision is to be the best sporting goods company in the world. We are determined to pursue growth conscientiously, without compromising sustainability. By championing some of the world's most recognized and respected sports and outdoor brands, we aim to create long-term value and shape the future of sports.

Among Amer Sports' overall sustainability commitments, we are committed to fair labor practices, safe working conditions, and respect for human rights throughout our value chain. We further express a zero-tolerance approach to modern slavery, human trafficking, child labor, and any form of forced labor such as bonded, prison, indentured, or similar labor, and we actively work to prevent adverse human rights impacts in our value chain, and to improve working conditions.

As this statement sets out, Amer Sports is committed to acting ethically and with integrity and transparency in all business transactions and to implementing effective systems and controls to safeguard against any form of forced labor, modern slavery, or child labor within our business or supply chains.

“At Amer Sports, we have a special role in enabling more sustainable lifestyles, mindful consumption, and the well-being of people. We are driving change and want to be a positive force in the world — to think bigger, go further, and be better.”





OUR BUSINESS

With products sold in more than 100 countries, we have a presence in all major markets. Amer Sports' global operations encompass business functions from product development to product sourcing, manufacturing, and logistics. From end to end, our global supply chain supports the on-time delivery of products in a global, multi-channel setup. We manage and adapt our distribution and transportation landscape, support the development of our vendor network, and continuously optimize our supply chain processes to support the growth of our brands and the entire Group.

The Group's upstream value chain consists of the sourcing of raw materials, components, and finished goods, as well as third-party and owned manufacturing activities. In 2025, approximately 86% of products were sourced from third-party suppliers, reflecting a predominantly outsourced manufacturing model. The supplier base is geographically diversified, with sourcing concentrated in Asia Pacific (68%) and Greater China (27%), and smaller contributions from the Americas (3%) and EMEA (2%).

The Group's own operations include owned manufacturing facilities, distribution centers, and global supply chain coordination activities, located in the United States, Canada, and Europe (primarily for hardgoods). Owned manufacturing is limited but strategically important, primarily focused on technical and hardgoods production.

Our downstream value chain consists of global distribution, logistics, and delivery of products to wholesale partners and end consumers.

“With products sold in more than 100 countries, we have a presence in all major markets.”

POLICIES AND STANDARDS

Our key policies for managing potential impacts on workers in the value chain include the Code of Conduct, the Supplier Code of Conduct, and the Human Rights Policy.

These policies align with international standards, including ILO Conventions and the UN's Universal Declaration of Human Rights, with a particular focus on the rights of women, children, and migrant workers. This commitment is shared across our supply chain to ensure all employees are treated with respect and dignity.

In addition to the policies mentioned above, Amer Sports' Social and Environmental Compliance Benchmarks, Living Wage Commitment, as well as membership in the Fair Labor Association (FLA), further demonstrate our commitment to protecting workers' rights and guide how negative impacts are managed.



CODE OF CONDUCT

Our Code of Conduct (CoC) is key in shaping ethical behavior and compliance across our own operations, guiding the work of our employees, and outlining the principles under which we operate for external stakeholders. It sets clear standards for integrity, accountability, and responsible business practices. The CoC details how we conduct business ethically, respect human and labor rights, promote equal opportunities and safety at work, comply with laws and regulations, prevent fraud, protect intellectual property and customers' data, protect confidential information, prevent corruption and bribery, and consider environmental impacts, among other topics.

Compliance with the CoC is reinforced through our mandatory e-learning program at onboarding and biennially thereafter, regular monitoring, and anonymous reporting through the Ethics and Compliance reporting channels, which include whistleblower protections. The CoC e-learning program is available in 15 languages.

The CoC has been adopted by the Board of Directors of Amer Sports, Inc. The Chief Compliance Officer has primary authority and responsibility for its enforcement, subject to the supervision of the Audit Committee of the Board of Directors.

SUPPLIER CODE OF CONDUCT

We are committed to socially responsible sourcing practices through both our suppliers and self-owned production facilities. The Amer Sports Supplier Code of Conduct, together with the vendor and social compliance monitoring program, sets out the core values of our sourcing operations.

“We are committed to socially responsible sourcing practices through both our suppliers and self-owned production facilities.”

We share with our suppliers the commitment to treating employees with respect and dignity by expecting suppliers to adhere to our Supplier Code of Conduct, including local labor laws and regulations relevant to the business. Amer Sports' Supplier Code of Conduct is an integral part of our contracts with all suppliers who confirm by signing that no part of their business operations contradicts the requirements thereof.

Modern slavery, human trafficking, child labor and forced labor form the key focus areas of the Amer Sports Supplier Code of Conduct. Suppliers are regularly audited by third-party auditors commissioned by us to verify their adherence to our Supplier Code of Conduct. Whenever performance gaps are identified in an audit, we work with the suppliers to remediate the issue in the best interest of the workers. We reserve the right to terminate the business relationship with a supplier if there is a violation of this or any other critical issue.





The Supplier Code of Conduct, being an integral part of our responsible operations strategy, is fully aligned with the Fair Labor Association (FLA) Code of Conduct. It includes provisions on legal compliance, child labor, forced labor, and communication with workers among others.

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

The Supplier Code of Conduct was reviewed in 2025, and key updates include strengthened requirements on responsible procurement, traceability and transparency, responsible recruitment, health and safety, and environmental protection. The former name of the policy, the Ethical Policy, was changed to the Supplier Code of Conduct and the revision was approved by the Amer Sports Chief Supply Chain Officer at the beginning of 2025. The new Supplier Code of Conduct is available in 31 languages, and suppliers are required to display it on the factory floor in the languages that workers can understand.

HUMAN RIGHTS POLICY

The Amer Sports Human Rights Policy sets out human rights commitments related to all people across our value chain, including Amer Sports' consumers, athletes we sponsor, ambassadors and members of the communities in which we operate. It provides additional commitments and details on how

our human rights work is implemented across Amer Sports and our brands, covering the entire value chain. Among others, the Amer Sports Human Rights Policy includes the human rights risks and impacts identified as the most salient, as well as governance and implementation measures. The policy strictly prohibits child labor and forced labor in our value chain.

As part of our policy, we are committed to providing for or cooperating in the remediation of adverse human rights impacts resulting from our actions or contributions. It applies to all Amer Sports entities worldwide as we are committed to respecting human rights as set out in the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, the core conventions of the ILO, the Declaration of Fundamental Principles and Rights at Work, and in accordance with local laws. Through the application of the Human Rights Policy, we meet the requirements of the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. The policy is owned by the Senior Vice President, Sustainability and approved by the Amer Sports Board of Directors.

SOCIAL AND ENVIRONMENTAL COMPLIANCE BENCHMARKS

The Social and Environmental Compliance Benchmarks provide detailed information on how employers comply with the Amer Sports Supplier Code of Conduct, and all applicable national and international laws, rules, regulations, and industry best practices.



LIVING WAGE COMMITMENT

We recognize living wage as a basic human right and are committed to progressively striving towards living wages for workers in our finished goods manufacturing. We collaborate closely with our suppliers to ensure that workers are compensated fairly, at a minimum, meeting the local legal requirements. To address wage gaps, we collect and compare data from our finished goods factories against recognized wage benchmarks. We engage with our suppliers, governments, civil society organizations, and unions to foster dialogue and collaboration, driving continuous improvements in our compensation practices. The Amer Sports Living Wage Commitment was approved by the Amer Sports Chief Operating Officer in 2024.

MEMBERSHIP IN THE FAIR LABOR ASSOCIATION (FLA)

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

Through our FLA membership, we have access to support from the FLA to improve our social and labor program, and our audit methodology is aligned with that of the FLA. Selected Amer Sports' finished goods' suppliers are subject to

external independent assessments by the FLA's Sustainable Compliance Methodology (SCI) every year.

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

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



RISK MANAGEMENT IN RELATION TO ADVERSE IMPACTS

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

To manage the salient country risks, we have implemented third-party audit program including risk assessment metrics for various countries, regions, and industries, covering human rights (e.g., child labor, forced labor, non-discrimination, wages and hours, freedom of association, health and safety), environmental factors (e.g., air quality, carbon intensity, wastewater), and political governance (e.g., corruption, rule of law, transparency). We annually update these metrics to inform our sourcing decisions, prioritizing due diligence obligations and activities.



AMER SPORTS DOUBLE MATERIALITY ASSESSMENT (DMA)

As part of Amer Sports Double Materiality Assessment (DMA), we comprehensively identify sustainability-related impacts and risks, including human rights impacts and risks. The DMA was conducted in 2025 and is reviewed on an annual basis. As part of this process, we systematically assess negative impacts on workers in the value chain, including human rights risks, forced labor, child labor, and other labor related risks.

HUMAN RIGHTS IMPACT ASSESSMENT (HRIA)

Our human rights impact assessment (HRIA) and gap analysis identified the most salient human rights impacts of Amer Sports, assessed how these impacts are currently managed and determined how to further improve our approach to human rights to prevent and mitigate any risks. The analysis found Amer Sports' social compliance program in this area to be robust with plans for continuous improvement, including tackling some sector-wide issues with our key supplier partners.

“Operational processes, and their different phases, can all create adverse impacts on working conditions throughout the entire value chain.”

MONITORING THE EFFECTIVENESS

Our suppliers are managed under a single Global Operations function, which includes integrated and shared platforms for manufacturing, supply chain, and sourcing practices. The Vendor Sustainability team of the Amer Sports Supply Chain function is responsible for monitoring and controlling labor practices and ensuring that they meet the requirements set out in the Amer Sports Supplier Code of Conduct. We publish a list of our finished goods suppliers on Amer Sports' website and update this list regularly. The complete list can be accessed at www.amersports.com/sustainability/ethics-and-compliance/supply-chain-transparency.

All our activities are aligned with Amer Sports' commitment to human rights, in the spirit of internationally recognized social and ethical standards, including the International Labor Organization (ILO) Standards and the United Nations' Universal Declaration of Human Rights. This holds true especially for women, children, and migrant workers. We share this commitment to treat employees with respect and dignity throughout our entire supply chain.

We monitor and aim to continuously improve the social, environmental, and material compliance of our global suppliers. We engage third-party audits to help our sourcing partners comply with industry standards, regulations, and our own expectations regarding health and safety, as well as environmental and social responsibility (see key elements of our audit program below).

DUE DILIGENCE: KEY ELEMENTS OF THE AMER SPORTS AUDIT PROGRAM

We have a third-party audit program to monitor the fulfillment of our suppliers against the requirements of the Supplier Code of Conduct and Social and Environmental Compliance Benchmarks throughout the entire supplier life cycle. This program aims to ensure that manufacturing facilities do not apply modern slavery practices, human trafficking, child labor or any form of forced labor, that employees (including migrant employees) are properly compensated and treated, and that work is performed in a safe working environment without exposure to health hazards. We collaborate with our suppliers for continuous improvements of the program.





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

- New suppliers are audited with the aim of ensuring that minimum requirements are met, and corrective actions are implemented before sample or bulk orders can be placed. Existing suppliers are subject to regular third-party audits, aiming to ensure their compliance with labor regulations, industry standards, and health and safety practices in the workplace.
- If improvement opportunities or needs are identified in an audit or via other means, suppliers' factories conduct a root cause analysis and develop a corrective action plan to address the findings. The audit findings are categorized into different risk levels, indicating the priorities of the corrective actions to be taken. Reaudits are required to verify the improvements, depending on the severity of the improvement needs or opportunities.
- In cases of systemic issues, we collaborate with stakeholders, including industry peers or civil society organizations, in developing joint capacity-building and improvement programs to support vendors in systematic remediation and continuous improvement. The joint capacity building projects we have conducted in recent years include independent workers' surveys, root cause analyses, and improvements to social compliance management systems.

- The Amer Sports Vendor Sustainability team provides training on social and labor standards defined in the Amer Sports Supplier Code of Conduct and audit procedures. Training is conducted during the onboarding process of a new supplier and on a regular basis when any policies and procedures are revised.

We provide details about the key elements of the supply chain audit program, the progress of the audits, our targets, and related key findings in our annual Sustainability Report, which can be found at www.amersports.com/sustainability/reports.

To track performance and progress, the Amer Sports Vendor Sustainability team regularly monitors public sources and internal reporting channels for any reports related to modern slavery practices in our business and supply chain. We track the effectiveness of the implementation of all the actions taken to cease, prevent, and mitigate adverse impacts in our supply chain.

We employ a social labor scoring and grading system to track the performance of our suppliers related to human rights including forced labor, child labor, freedom of association, abuse and harassment, discrimination, compensation, working hours, and health and safety. The scores are part of both strategic vendor development plans and regular monthly performance review cycles adopted by Amer Sports Global Sourcing function. The performance data is also reported to the Amer Sports Global Leadership Team of Executive Committee on a quarterly basis during quarterly business reviews.



TRAINING

We take care of training our own employees and those who work in our supply chains. In addition to the basic classroom training, we provide a variety of e-learning programs to our employees. The training programs are based on our business conduct and policies.

We provide training to our employees on the essentials of the Code of Conduct. Every Amer Sports employee is responsible for their own behavior, acting with integrity, and observing the highest standards of business ethics. All Amer Sports employees are required to take part in a mandatory Code of Conduct training. The Code of Conduct e-learning program, which was updated in 2024, is available in 15 languages

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

The Amer Sports Vendor Sustainability team managing the supply chain audit program is trained on international social standards (e.g., SA8000). The team also provides orientation training to procurement/buying teams on responsible purchasing practices and social labor requirements including modern slavery, human trafficking, child labor, or any form of forced labor.

Additionally, we have implemented a comprehensive sustainability training program. The aim of the training program is to increase general awareness of sustainability and related specific topics, such as human rights and the circular economy. The training program is mandatory for all non-operative employees working in office roles, while being recommended for all Amer Sports employees.

PREVENTION AND REMEDIATION

We are committed to preventing child labor and forced labor within our supply chain by enforcing rigorous screening and monitoring processes (see also the section on [the key elements of our audit program](#)). Suppliers are trained to implement robust human resources management systems and hiring practices, including age document verification, to ensure compliance with ethical labor standards. Additionally, private worker interviews are conducted during third-party on-site audits, allowing direct feedback from employees to identify any potential risks of forced labor. If any cases of child labor or forced labor are identified, Amer Sports implements effective remediation procedures aligned with ILO standards. This includes conducting a root cause analysis to understand the underlying factors and taking corrective actions to eliminate such practices, ensuring a responsible and ethical supply chain.





GRIEVANCE PROCESS AND REPORTING CHANNELS

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

We provide direct feedback channels for our suppliers' employees. If there is a violation of any standards of the Supplier Code of Conduct, employees are encouraged to bring issues to our attention by emailing vsl@amersports.com in English or in their native language. To ensure accessibility and understanding, the Supplier Code of Conduct is posted on the factory work floors in the language understood by workers. The Supplier Code of Conduct is available in 31 languages on our company's website. We will keep all information strictly confidential, and employees are free from retaliation because of issues raised.

Additionally, we have a whistleblowing channel, which is a confidential and anonymous reporting line operated by an external partner, and available to external stakeholders at www.amersports.com/sustainability/ethics-and-compliance/whistleblowing/

CONTINUOUS IMPROVEMENT

In 2025, Amer Sports strengthened its Social Labor Program by resolving critical findings, improving supplier management systems, and advancing corrective action follow-up. We enhanced supplier capability through targeted training, reinforced compliance with the updated Supplier Code of Conduct, and aligned sourcing decisions with social performance. These efforts supported continuous improvement, stronger due diligence, and progress toward our 2030 social responsibility goals.



Declaration and approval of this statement

This statement has been published pursuant to the UK Modern Slavery Act 2015, Australia Modern Slavery Act 2018, Canada Fighting Against Forced Labor and Child Labor in Supply Chains Act 2023, the Netherlands Child Labor Due Diligence Act 2019, California Transparency in Supply Chains Act 2010, France Duty of Vigilance Law 2017, Norway Transparency Act 2022, and Mexico Forced Labor Statute 2023.

It sets out the measures that Amer Sports, Inc. and its subsidiaries (“Amer Sports”) have taken during the 2025 financial year (1 January 2025 – 31 December 2025). This statement was approved by the Board of Directors of Amer Sports, Inc. on May 7, 2026.

James Zheng
CEO
Amer Sports



www.amersports.com