

AMER SPORTS MATERIAL COMPLIANCE POLICY

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VERSION HISTORY / SUMMARY OF CHANGES

The Amer Sports Material Compliance Policy will evolve with changing regulations and scientific advances. Amer Sports will, but is not obliged to, communicate updates to Suppliers on an annual basis or ad-hoc in case of urgent changes in regulations. These could include chemical testing thresholds or additional program requirements. Please get in touch with your primary sourcing contact to ensure that you have the most recent version of this document.

Version	Major Change
First Version (2013)	Original document published under title “AS01 Amer Sports Worldwide Restricted Substance List for Control and Monitoring of Hazardous Substances”
Update (2019, Version 2.0)	- AS01 replaced by “Amer Sports Materials Compliance Policy” - Added testing procedures and section on animal welfare
Update (2021, Version 3.0)	- Simplified RSL structure for product categories other than Apparel & Gear - Added requirements regarding sandblasting and nano-technology to Ethical Sourcing Requirements for Apparel & Gear products - Reworked penalty provisions for non-compliant materials - Rephrased REACH certification
Update (2021, Version 4.0)	- Added Transparency to Ethical Sourcing Requirements - RSL renewed - Testing guidance simplified
Update (2022, Version 5.0)	- Added 3.7 Chemicals Management requirements - Set MRSL adoption timeline in 2025 for Apparel and Footwear in Appendix B - Added Ethical Policy Compliance Certificate - RSL annually update (changes marked in red) in Appendix H, I, and J
Update (2023, Version 6.0)	- Updated following sections 1.2 Definition 2.2 Liabilities and Responsibilities 3.5 Compulsory Procedure for Non-Compliant materials 3.6 Material Compliance Audits 4.2 Animal Welfare 4.3 Wood and Timber - Added new section – 4.9 Conflict of Terms - Added new section – 5 Certification - Removed Ethical Policy Compliance Certificate to separate policy document - Updated Material Compliance Contacts in Appendix D - RSL annually update (changes marked in red) in Appendix G and H

Update (2024, Version 7.0)	• Updated following sections • 1 Introduction, 3 Material Compliance Testing and Chemicals Management, and Appendix D Major Laws and Regulations for REACH SVHC requirement • 4.2 Animal Welfare • 4.3 Wood-based and Forest derived Materials • 5 Certification • Added new section – 4.4 Polyvinylchloride (PVC) • Removed REACH certificate (Appendix B in previous version) • Updated Material Compliance Contacts in Appendix C • RSL annually update (changes marked in red) in Appendix F and G
Update (2024, Version 7.01)	• Update the section number of 4.10 Conflict of Terms
Update (2025, Version 8.0)	• Updated following sections • 3 Material Compliance Verification and Chemicals, 3.1 General Requirement, 3.2 Sampling and Testing Requirement • 4.2 Animal Welfare • 4.3 Wood-based and Forest derived Materials • 4.8 Environmental Management • Added new section – 4. 9 Biocidal Product Regulation • Updated Material Compliance Contacts in Appendix C • RSL annually update (changes marked in red) in Appendix F, which apply to all Amer Sports products
Update (2026, Version 9.0)	• Updated Chapters 1 and 2 to strengthen focus on material compliance, chemical management, product safety, and supplier accountability. • Clarified material family grouping requirements in Section 3.2 Sampling and Testing Requirements. • Removed Sandblasting, Fair and Safe Supply Chain, Environmental Management, and Transparency & Traceability sections from Chapter 4, as these topics are addressed through other Amer Sports policies, including Supplier Code of Conduct. • Updated Material Compliance Contacts in Appendix C • Integrated guidance previously provided in Appendix G into Appendix F (RSL) and removed the standalone Appendix G. guidelines.

1. INTRODUCTION

Amer Sports is committed to ensuring that its Products are safe, compliant, and responsibly sourced. Amer Sports partners with Suppliers (as defined in Section 1.2) that support these commitments.

To manage material compliance across Amer Sports Supply Chain, Amer Sports has developed this Material Compliance Policy (MCP), which sets out requirements relating to:

- Restricted Substance List (RSL)
- Manufacturing Restricted Substance List (MRSL)
- Substances of Very High Concern (SVHC)
- Testing and Certification Requirements
- Ethical sourcing requirements in addition to Chemicals Management

This Policy defines the material compliance requirements applicable to Suppliers and the methods by which compliance must be verified.

Suppliers are required to review this MCP carefully and maintain effective processes to ensure compliance with its requirements.

This MCP applies to all Amer Sports' Suppliers and Amer Sports Supply Chain partners. Compliance with this MCP is mandatory for all Deliverables supplied to Amer Sports, including products intended for sale or for free-of-charge distribution.

For the avoidance of doubt, this MCP also applies to Materials and Components Suppliers. Such suppliers shall ensure that all materials and/or components shipped or delivered to Finished Goods Suppliers, any Amer Sports entity, or any Amer Sports client comply with the requirements of this MCP.

1.1 AMER SPORTS MATERIAL COMPLIANCE IN A NUTSHELL

According to MCP, Amer Sports requires its Suppliers to

1. Guarantee that each of and all of Deliverables supplied to Amer Sports, Amer Sports Clients or for Amer Sports business are in full compliance with all applicable laws and regulations relating to chemical substances, restricted substances, hazardous materials, material composition, and product safety.
2. Comply with best practice and industry standards and not intentionally use substances contained in the list of restricted substances (RSL, see APPENDIX F) and the REACH SVHC in our Products.¹
3. Improve the chemical compliance and product stewardship performance of supplied materials and components by ensuring that:
 - a. Materials And Components supplied are safe for their intended use and do not pose unacceptable risks to consumers. Throughout their manufacture, incorporation into Amer Sports' products, use, disposal, and other end-of-life management activities, Suppliers shall maintain robust chemical management practices to ensure compliance with applicable laws and regulations, Amer Sports' RSL requirements, and the proactive identification, management, reduction and substitution of

¹ In the future, starting with apparel and footwear, we will also require compliance with ZDHC's or similar list of substances that are restricted in manufacturing processes (Manufacturing RSL (MRSL), see APPENDIX E).

chemicals of concern, hazardous substances, while minimizing toxic releases that may harm human health or ecosystems.

- b. Suppliers shall preferentially select materials and formulations with reduced human health impacts and actively pursue substitution of hazardous substances and chemicals where technically and commercially feasible.

On an annual basis, Amer Sports reviews and updates its MCP, including all its Appendices, in particular Restricted Substance List (RSL), considering developments in applicable laws and regulations across relevant jurisdiction and the expertise of chemical experts. The MCP always sets the strictest standards based on the most restrictive applicable legal requirements globally.

Amer Sports' sustainability standards go beyond legal requirements, and therefore the Amer Sports (M)RSL includes additional substances which are:

- prohibited or restricted, including through limitations on use, by Amer Sports in our Finished Goods.
- expected to become regulated, restricted, or subject to limitation on use in the future.

Amer Sports focuses on the presence of regulated Chemical Substance in materials, components, and/or Finished Goods, and/or Product manufacturing processes. Suppliers are responsible for ensuring compliance with all applicable substance restrictions, including those relating to production processes and manufacturing facilities. In addition to legal requirements, Amer Sports applies more stringent chemical management standards.

Should you have any questions or concerns about this MCP, please do not hesitate to contact your Amer Sports contact person or Sustainability Team (see APPENDIX C for further details).

1.2 DEFINITIONS

We use the following terminology throughout this document:

Term	Definition
Amer Sports	Amer Sports Corporation, Siltasaarekatu 8-10, FI-00530 Helsinki, Finland, a sporting goods company incorporated in Finland with internationally recognized brands, including all its owned Amer Sports brands and all its parents, subsidiaries and affiliated companies
Amer Sports Clients	Amer Sports' licensees, agents, distributors or other entities to which Amer Sports Products sold and/or delivered
Amer Sports Supply Chain	All vendors, suppliers (including upstream suppliers), production sites, factories, contractors and subcontractors of Amer Sports and all entities in Amer Sports' supply chain
Apparel	All kinds of garments incl. headwear and accessories (see appendix for further details)
Article	Object which is given a special shape, surface or design during production and which determines its function to a greater degree than does its chemical composition. It may be produced from natural or synthetic Raw Materials using individual substances or mixtures
AS01 Policy	Previous name of the Amer Sports Material Compliance Policy
Authorized Testing Institute / Laboratory	Testing laboratory complying with Amer Sports requirements as defined in Section Testing Institutes
Category	Organizational consolidation of multiple brands selling similar Products (also referred to as " Product Category "). Examples: Apparel, Footwear, Winter Sports Equipment, Ball Sports
CAS Number	Unique numerical identifiers assigned by the Chemical Abstracts Service to every chemical described in the open scientific literature (currently including those described from 1957 until the present day) and including elements, isotopes, organic and inorganic compounds, ions, organometallics, metals and other individual chemical components
Chemical Substance	A chemical element and its compounds with constant composition and properties. It is defined by the CAS number
Complex Object	A complex object refers to any object made up of more than one Article. In Complex Objects, several Articles can be joined or assembled together in various manners.
Component	Article used to produce Complex Objects
Deliverables	Deliverables of Materials, Components, parts, Fabrics, Trims, Semi-Finished Goods, Finished Goods, services, prototypes and/or samples (as the case may be)
Detection Limit	Lowest quantity of a substance that can be distinguished from the absence of that substance following a prescribed analytical method
Fabric	Article used to produce Complex Objects
Finished Goods	Complex Object that is intended for sale or distribution through Amer Sports and Amer Sports Clients to end customers or consumers of Amer Sports and Amer Sports brands
Hardgoods	Sports equipment such as skis, snowboards, rackets, golf clubs, etc
Indemnified Party	The respective officer(s), director(s), employee(s), shareholder(s), successor(s), customer(s) and assign(s) of any of Amer Sports and Amer Sports' Clients

Limit	Maximum concentration of a substance in a Material/Component or a homogeneous part of a product expressed in mg/kg unless stated otherwise. The maximum amount of chemical substances permitted in Articles.
MCP	Amer Sports Material Compliance Policy defines the chemicals and ethical sourcing of materials used in our Products and the chemical impacts in product manufacturing
MRS�	Manufacturing Restricted Substance List defines concentration limits for substances in chemical formulation used within manufacturing facilities.
Material	Article used to produce Complex Objects.
Materials And Components	Refers to all Complex Objects and Articles used to make our Products including Fabrics, Trims, Modules, etc
Module	Very complex object made of (or assembled from) Complex Objects and Articles
Positive List	A list of full chemical formulations that comply to a standard
Product	Synonym for a Finished Goods
Raw Material	Substance or mixture used to make Articles
RSL	Restricted Substance List. It defines • restricted and banned substances • concentration limits for restricted substances in Materials, Components, Materials And Components, Semi-Finished Goods or Finished Goods to comply with laws and regulations and/or to drive sustainability
Semi-Finished Goods	Complex Object that is to be used to make Finished Goods and usually not intended for sale / distribution. Exceptionally, some semi-finished goods can be sold as spare parts (e.g. buckles, laces, tennis strings, and batteries).
Several	In the RSL document, several means that the whole substance group is restricted even though not all restricted substances are listed explicitly. The listed examples represent only those substances, which should be considered if substance group is intended for testing
Softgoods	Apparel products, footwear products, accessories such as bags, caps, beanies, etc. and soft parts of hard goods (examples of soft parts of Hardgoods: grip of a golf club, soft parts of ski boot)
Supplier	Any business entities engaged by Amer Sports for the purpose of providing goods or services to Amer Sports, include but not limited to finished goods manufacturing facilities, contractors, subcontractors, licensees, agents and any party running facilities producing components and/or materials for Amer Sports Products in whole or partially. It includes also facilities involved in the distribution and storage of Amer Sports Products. Amer Sports distinguishes its Suppliers along the supply chain as follows: • T1 suppliers: manufacture Finished Goods through Amer Sports • T2 suppliers: produce Materials, Components, Fabrics, Trims, etc
Supplier's Supply Chain Synonym: Supply Chain of Supplier	Supplier's respective subsidiaries, affiliates, production sites, contractors, subcontractors, upstream suppliers and all entities in its supply chain

SVHC	Substances of Very High Concern (SVHC) which are defined in Article 57 of the Regulation (EC) No 1907/2006 (REACH) and include certain substances that may have serious and often irreversible effects on human health and the environment. REACH aims to ensure that the risks resulting from the use of SVHCs are controlled and that the substances be replaced where possible. Amer Sports requires its suppliers to adhere to communication guidelines of Article 33 of the REACH Regulation.
Test methods	Best industry practice test methods or test methods as defined by regulations. Test methods are subject to permanent change and shall always be checked with Amer Sports.
Traces	Technical impurities of a substance subject to a Usage Ban which cannot be avoided technically. Depending on the type of substance and its related manufacturing processes, trace limits may be different in chemical industry and downstream user industry but shall always ensure safety for consumers and environment based on available scientific data.
Trim	Article used to produce Complex Objects
Usage ban	Prohibition of the intentional use of a substance during any stage of production of a Product. Chemical products (e.g. colorants or textile auxiliaries) used for manufacturing Articles must not intentionally contain these substances or substance groups. Aim: avoid release of harmful substances to the environment and to occurrence in the manufactured product by applying the precautionary principle

In this document, where the context so admits, words importing the singular number include the plural and vice versa and words importing gender include the masculine, feminine and neuter genders.

1.3 NOTES

Chemical substances may be known by different names or synonyms. Supplier are responsible for identifying, verifying and managing any substances referenced in the RSL that are present in their Materials, Components, manufacturing processes, or Deliverables. Amer Sports RSL is based on known and applicable standards at the time of publication, any inaccuracy or omission is not the responsibility of Amer Sports.

This MCP is based on applicable laws, regulations, and industry standards in effect in the countries where Amer Sports Products are sold (see APPENDIX D for selected examples of the most common laws and regulations). The MCP supports both regulatory compliance and Amer Sports' sustainability objectives. All Suppliers must comply with its requirements.

Detection Limit specified in the RSL may vary depending on the current state of the art of analytical methods.

References to the relevance of substances for specific product categories are for information purpose only. Suppliers is responsible for determining the relevance and applicability of each substance to the Deliverables.

2. GENERAL / LIABILITIES AND RESPONSIBILITIES

2.1 GENERAL

This MCP supersedes all previous Amer Sports requirements relating to the control and monitoring of hazardous substances.

Compliance with this MCP is an essential and material condition of every Amer Sports purchase order. Supplier shall maintain and make available to Amer Sports, upon request, records relating to substances used in the manufacture of Deliverables for a minimum of ten (10) years from the date of delivery.

2.2 LIABILITIES AND RESPONSIBILITIES

Suppliers have to acknowledge receipt and agree to comply with MCP (including its updates which shall be effective on date of publishing on Amer Sports Group's official website <https://www.amersports.com/sustainability/ethics-and-compliance/products-and-materials> without further notice).

Consequences of Breach:

In the event of any non-performance with this MCP, or where any Deliverables fails to comply with applicable material compliance, chemical, product safety, import/export, or other regulatory requirements whether national and/or international, including where a Deliverable is prohibited, detained, seized, blocked, recalled or otherwise subject to enforcement action by a competent authority, Amer Sports reserves the following rights to:

1. conduct a business review, which may result in termination of the applicable agreement or business relationship, or the removal of a Supplier, production site, or other Supply Chain entity from Amer Sports' approved/nominated supplier list;
2. immediately terminate the applicable agreement or business relationship, or remove a Supplier, production site, or other Supply Chain entity from Amer Sports' approved/nominated supplier list if the non-compliance is material, repeated, wilful, incapable of remedy or not remedied within the required timeframe; and
3. suspend, reject or cancel any affected orders of Deliverables without liability and require replacement, corrective action, reimbursement, or refund, as applicable.

Supplier shall be liable for all losses, damages, costs, and expenses arising from its non-compliance with this MCP, including any non-compliance by its suppliers, subcontractors, production sites, or other supply chain entities.

Supplier shall indemnify, defend, and hold harmless Amer Sports, its affiliates, customers, and their respective directors, officers, employees, and agents from and against any claims, actions, liabilities, losses, damages, penalties, fines, costs, and expenses (including reasonable legal fees) arising out of or relating to (i) any breach of this MCP, (ii) non-compliant substances found in the Deliverables, or (iii) any inaccurate declaration, certification, representation, or warranty provided by Supplier or its supply chain.

Amer Sports may exercise any rights or remedies under this MCP at its sole discretion.

Upon request, Supplier shall promptly provide samples of any raw materials, components, work-in-progress, pre-produced, un-/Semi-finished or Finished Goods. Supplier shall also permit, and procure permission for Amer Sports or its authorized representative to inspect, any facility of supplier or its subcontractor where Deliverables or their packaging are developed, manufactured, tested, or stored during normal business hours upon reasonable notice. Amer Sports and its authorized representative may collect products or material samples during such inspections.

Materials and Components Suppliers shall also ensure that the materials and components are

- compliant with applicable rules, regulations and standards
- tested according to Amer Sports testing requirements (see Section 3).

Suppliers shall procure and ensure its suppliers, subcontractors, production sites and its other Supply Chain entities involved in the manufacture of the Deliverables comply with this MCP and any amendments or updates thereto. Suppliers are encouraged to procure their suppliers, subcontractors, production sites, and other supply chain entities involved in the manufacture of the Deliverables acknowledge receipt of and accept this MCP in writing and maintain such acknowledgements for record purposes.

Supplier shall maintain and, upon request, promptly provide all records, declarations, certificates, test reports or other documentation necessary to demonstrate compliance with this MCP. Failure to provide such documentation may result in enforcement actions under Section 2.2 and Section 3.5.

Supplier shall monitor applicable legal and regulatory developments relating to materials, chemicals, and product compliance. Where a Supplier becomes aware of new or revised laws, regulations or requirements that may affect Deliverables supplied to Amer Sports, it shall promptly inform Amer Sports.

Supplier shall represent and warrant that all Deliverables comply with all the requirements of this MCP and the applicable Amer Sports RSL.

2.3 VALIDITY PERIODS

Unless specifically mentioned, this MCP including RSL/MRSL are effective for all development, design and production and for each of and all of Deliverables delivered to Amer Sports, Amer Sports Clients or for Amer Sports business as of 01-Oct-2026. The policy is valid until being updated or modified by its latest version.

In this connection, Amer Sports updates MCP and RSL/MRSL periodically and accordingly, reserves the right to update or modify MCP, RSL/MRSL, and/or Product Category specific RSL/MRSL contents at any time by publishing on <https://www.amersports.com/sustainability/ethics-and-compliance/products-and-materials/> for the latest update without further notification. Such latest update shall be effective and binding on the Supplier on its date of publishing. It is the Supplier's responsibility to check the latest update MCP from time to time.

3. MATERIAL COMPLIANCE VERIFICATION AND CHEMICALS MANAGEMENT

All Suppliers providing Products to Amer Sports (including Amer Sports brands) and Amer Sports Clients or for Amer Sports business are required to:

- Comply with the Usage Bans and Detection Limits specified in the RSL, which incorporate the most up-to-date requirements of the countries and regions where we conduct business, as well as Amer Sports' commitments;
- Comply with the communication obligation in EU REACH related to SVHC;
- Provide test results from a third-party accredited test laboratory or agency, or evidence of compliance upon request at their own expense; and
- Notify Amer Sports of any non-compliant materials.
- Maintain an adequate chemical management system to control the quality, safety, and use of chemicals.

Amer Sports may carry out further random testing at any point in the supply chain. The outcomes of these random tests take precedence over all prior test results. Suppliers will be accountable for any materials or products that do not comply with the RSL.

3.1 GENERAL REQUIREMENT

Amer Sports communicates the verification, testing requirements for each Category of Products to Suppliers. The tests specified in these testing requirements are mandatory.

The requirements in APPENDIX F provide limits for restricted substances and guidance on materials, components, and packaging testing for all Amer Sports Product. These tables are not intended to replace Amer Sports specific requirements notably regarding CPSIA compliance with respect to lead in paint and lead in children's products or any other Amer Sports specific testing requirements. Their intent is to assist Suppliers in their testing and chemical compliance programs but they shall not release suppliers from their duty to supply Amer Sports products "free from hazardous substances".

Third-party certification programs (such as bluesign®, OEKO-TEX® Standard 100, etc.) can be accepted in place of the RSL testing report; however, prior approval is necessary, and any additional requirements outlined in the Amer Sports RSL must be included and verified by Amer Sports. Suppliers shall be fully responsible for obtaining all necessary knowledge and implementing internal management in order to ensure RSL compliance.

All costs associated with testing of materials and components are the responsibility of Suppliers, unless otherwise stated in written by Amer Sports.

3.2 SAMPLING AND TESTING REQUIREMENT

Amer Sports manages a wide range Product Categories. The timing for sampling and testing Materials and Components may vary depending on the product category, the overall guidelines are established as follows.

1. Amer Sports requests that all Materials and Components /or Finished Goods needed for testing must be taken from the first production lot unless otherwise specified.
2. All sample Materials and Finished Goods used for testing must accurately represent those used or intended for use in the production of Amer Sports Product. If any finishing processes, such as garment washing or dyeing, are applied to the Finished Goods, Suppliers must ensure that the submitted samples are tested after these finishing treatments. The RSL test may be organized by composition family groups when products are manufactured from the same raw materials (e.g., yarns, fibers, or identical blended fabrics). For the

purpose of family grouping, any fiber comprising $\geq 10\%$ of the material may be regarded as a principal composition. Composition families may therefore be represented by combinations of all constituent fibers present at $\geq 10\%$, such as PA+PES+PU, which may also cover simpler subsets including PA+PES and PES+PU, provided the same raw materials and manufacturing processes are used. Virgin and recycled materials are considered distinct materials and shall not be grouped together.

3. Materials, Components, and/or Finished Goods produced at different production sites, Materials manufactured using different finishing or dyeing processes (e.g., different process technologies, formulations, or contamination risk levels) shall be considered separate material families and require separate testing.
4. All testing shall be performed on the final production color. Testing of primary (such as red, yellow, blue) or high-risk colors (e.g. bright shades, fluorescent/neon colors, dark shades, heavily pigmented colors, and high-volume production colors) may be accepted only with prior approval from Amer Sports material compliance managers. (see APPENDIX C).
5. Composite testing may be permitted for specific test items, subject to the laboratory's Detection Limit and applicable RSL restriction limits. The testing laboratory should provide recommendation on its technical expertise. For guidance or approval regarding composite testing, please contact the Amer Sports material compliance managers (see APPENDIX C) or aso.rsl@amersports.com.

CPSIA² is valid for all children's products sold in the United States of America. Any product-specific testing requirement does not affect the validity of this regulation.

If the Materials and Components have a third-party certification, the certification must be current and valid, including the certification number (e.g. bluesign® GUID ID) and/or the certificate document. Supplier is requested to proactively provide Amer Sports with updated certificate information whenever the certification is renewed.

If the RSL compliance certificate is unavailable, the T2 Supplier (including the T1 supplier who sources the component for Amer Sports) must provide a valid test report with the first shipment to the brands or T1 Supplier to prove compliance with the RSL. These test reports are valid until there is a change in the material source or for 13 months, as Amer Sports updates its RSL annually.

Supplier shall be and should always be ready to present or provide applicable certificate / test reports of the materials and components within a maximum of five (5) calendar days upon request by Amer Sports, unless a different timeframe is explicitly specified by Amer Sports in accordance with section 2.2.

For detailed requirements regarding specific Materials and Components, Products, and/or Amer Sports brands at each stage of the product lifecycle, such as development, sales or sales representative samples, and bulk production, please refer to the documents available from your Amer Sports material compliance managers (see APPENDIX C).

3.3 TEST REPORTS

Any analysis carried out by an authorized testing laboratory shall be covered by a report which accurately, clearly and unambiguously presents the test results and other relevant information.

All test reports should include material information as follows:

- Name and address of testing institute(s) involved in the analysis, current accreditation number of the laboratory and identification of the national organism which has accredited the laboratory according to ISO Standard ISO/IEC 17025.

² US Consumer Product Safety Improvement Act, see <https://www.cpsc.gov/Regulations-Laws--Standards/Statutes/The-Consumer-Product-Safety-Improvement-Act>

- Unique identification system of the report (such as serial number) which shall be marked on each page of the report
- Supplier name, address & contact person
- Material / product name & code
- Material / product color (name & code)
- Material composition
- Date of receipt of the product and date of performance of test
- Hazardous substances, for which the material/product has been tested for, detection or reporting limit and corresponding test results
- Test methods used for testing and respective pre-treatment: reference to international standards (ISO / JIS / IEC / CPSC / DIN / ...), used procedure (including digestion methods and test instruments if any)
- Results shall be expressed in SI units according to ISO 1000 standard (ICS 01 060) as milligrams / kilogram ("mg/kg") in samples tested and according to reference standard method.
- Results shall also include results from all quality assurance and quality control (QA/QC) tests, including results from blank test, and a list of reference materials used and their origin. Any details not specified in the reference standard which are optional, and any other factors potentially affecting the results shall also be communicated in the test reports. Any deviation, by agreement or otherwise, from the test procedure shall be specified.

Any corrections or additions to a test report after its issue shall be made only in a further document suitably marked, e.g. "Amendment/Addendum to test report serial number (or as otherwise identified)", and shall meet the relevant requirements of the preceding paragraphs.

3.4 TESTING INSTITUTES

Testing Institutes / Accredited Third Party Assessment Body/third party laboratory must conduct testing according to specified testing procedures.

All testing institutes must:

1. Be accredited to ISO Standard ISO/IEC 17025 entitled "General Requirements for the Competence of Testing and Calibration Laboratories" by national bodies recognized by ILAC (International Laboratory Accreditation Cooperation) or IAF (International Accreditation Forum);
2. Work according to internationally accepted quality control standards include gage calibration and therefore use appropriate validation procedures;
3. Apply for acceptance and registration with the U.S. Consumer Products Safety Commission ("CPSC") by submitting a true copy of the accreditation and scope documents demonstrating compliance;
4. Comply with US Consumer Product Safety Improvement Act requirements in order to be considered an Accredited Third Party Assessment Body as detailed in Section 7.7 of the CPSIA guidelines.

Any other testing institutes which have been officially accredited and certified in accordance with ISO/IEC 17025 also can be used for testing. In this case, certificates of the testing institute should be sent to the Amer Sports Testing or Quality Manager or material compliance contacts (see APPENDIX C).

The list of Authorized Testing Institutes/Laboratory accepted by Amer Sports can be obtained from Amer Sports Category specific material compliance contacts.

3.4.1 CONFLICTING RESULTS BETWEEN TESTING INSTITUTES

If there are conflicts due to different results from institutes, even though the Supplier declared the materials at issue were from the same source, Amer Sports will take a further sample for testing it in a neutral testing institute for further decision.

The test then should also provide information about the reason for the contamination, the Raw Material or facts during production.

3.4.2 EXCEPTIONAL EXEMPTION FROM USING EXTERNAL TESTING INSTITUTES

Material and Component Suppliers who want to be exempted from delivering test reports issued by external testing institutes but from their own in-house testing lab need to meet the following conditions:

- Suppliers have to be certified in accordance with quality management standards ISO 9001.
- Suppliers have to operate their own material testing laboratory.
- Testing lab has to be certified in accordance with ISO/IEC 17025.

Official certificates confirming the compliance with these conditions shall be sent to the responsible Amer Sports material manager and the Finished Goods factory / T1 supplier. In case of compliance, test reports issued by the Supplier / Supplier lab shall be sent to the Finished Goods factory / T1 supplier once a year and to be accepted by them, copy to the in-charged Amer Sports Office if requested.

3.5 COMPULSORY PROCEDURE FOR NON-COMPLIANT MATERIALS

If any material is found to be non-compliant with the RSL, Amer Sports generally requires putting the respective materials under quarantine and requires Suppliers to produce replacements at Suppliers' expenses. The general procedure is as follows:

- 1. STOP PRODUCTION**
- 2. QUARANTINE** – non-compliant materials will be quarantined
- 3. COMPLIANT ALTERNATIVE** – a compliant alternative will be found
- 4. REPLACEMENT** – a replacement product (or material or component) will be produced (at Suppliers' expense). Field replacement may also include labor and shipping charges.

Suppliers shall inform their Amer Sports material compliance contacts (see APPENDIX C) in due course about non-compliances. Material compliance contacts will analyze which products and which Suppliers are affected and how to further use, destroy or dispose non-compliant materials. Further details can be found in the testing procedures by category (see Section 3.6).

Continued missing or failure reports from the Supplier will be considered as non-performance, non-compliance and/or breach of the MCP, which will lead to consequence as specified in Section 2.2.

3.6 MATERIAL COMPLIANCE AUDITS

To facilitate Amer Sports to monitor, oversee and ensure compliance effectiveness and efficacy, in general, Amer Sports reserves the right but is not obliged, to test any ordered Finished Goods, Semi-Finished Goods, materials or components at any time and/or any stage of production. In this connection, Supplier agrees that any of Amer Sports and its appointed auditor or representative are permitted to enter any premises of any entity of Supplier and Supplier's Supply Chain to take samples of the products or materials during normal business hours and on reasonable notice.

Amer Sports will audit Suppliers to ensure compliance with the RSL. Any Supplier who fails to provide evidence of compliance may be subject to the compulsory procedure as prescribed in Section 3.5. Depending on the structure of manufacturing process, specific material compliance audit procedures are defined for each Product Category.

Amer Sports reserves the right to perform random tests by itself or by its authorized representatives at any time, the testing Institutes qualification as prescribed in Section 3.4. Quantities/frequency of random tests on materials and products is up to the decision of Amer Sports.

3.7 CHEMICALS MANAGEMENT

An effective chemical management system (CMS) can protect workers, consumers, and environment from harm. Amer Sports requires Supplier facilities to employ a CMS. Suppliers are responsible for maintaining adequate CMS to control the quality, safety, and use of any chemicals to manufacture Amer Sports products wholly or in part.

Suppliers shall maintain a Chemical Inventory List (CIL) and ensure that Safety Data Sheet (SDS) files are available and up to date for all chemicals used in their facilities. Suppliers shall provide corresponding trainings to all responsible staff before handling the chemicals to protect workers and environment from chemical exposure.

Suppliers shall have a documented purchasing policy with goals to meet MRSL conformant procurement. Amer Sports prefers to purchase chemicals from Suppliers who can show responsible care practices, have developed positive lists, or have products listed on the bluesign® Finder, the ZDHC Chemical Gateway, or similar lists from associations or certification bodies.

4. ETHICAL SOURCING REQUIREMENTS IN ADDITION TO CHEMICALS MANAGEMENT

Amer Sports is committed to ethical sourcing practices. In addition to Chemical Management, Amer Sports imposes requirements regarding the source of materials and the conditions under which materials are produced or extracted.

4.1 CONFLICT MINERALS

Conflict minerals are natural resources extracted in conflict zones to finance (military) disputes. The most commonly mined conflict minerals are

- Tin
- Tungsten
- Tantalum
- Gold
- Cobalt

Amer Sports does not ban these materials in general. However, Amer Sports requires Suppliers to conduct due diligence for materials extracted in Western Congo and other possible conflict-affected and high-risk areas to assure origin from smelters and refiners that are certified through e.g. the Responsible Minerals Assurance Process.

Since conflict minerals refer to a combination of a substance and its source (factory, smelter, or refiner), our RSL does not contain conflict minerals as such. Instead, our RSL lists prohibited substances irrespective of their origin of manufacturing / extraction.

4.2 ANIMAL WELFARE

Amer Sports requires that its animal-based materials and components are sourced in a humane, responsible and traceable manner. Amer Sports does not permit the use of Materials and/or Components derived from endangered or threatened species. Suppliers shall respect the five animal freedoms³, ensure animal welfare, and strive for traceability and responsibly sourced materials. These sourcing practices are prerequisites for obtaining certificates according to the Responsible Down / Wool Standards, and the Leather Working Group.

In its Products Amer Sports will accept only:

- Leather or leather parts that originate solely from animals which have been used for meat production; and
- Wool or wool parts that originate solely from sheep which have not been subject to mulesing
- Down and feather that has been plucked from birds that are already dead, bred and slaughtered primarily for meat production.

Amer Sports' Suppliers shall **not** use plants or animal materials derived from animals, wild-caught animals and wild animals reared in farming environments, particularly those species identified by the

- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES⁴)
- International Union for Conservation of Nature (IUCN⁵)

³ (1) freedom from hunger and thirst; (2) freedom from discomfort; (3) freedom from pain, injury or disease; (4) freedom to express normal behavior; (5) freedom from fear and distress.

⁴ See <http://www.cites.org/eng/disc/species.php>

⁵ See <http://www.iucnredlist.org/>

Amer Sports requires that animal-based materials shall **not** be sourced from the Amazon biome or deforestation area, and **no** animal fur shall be used.

Table 1 outlines the minimum requirements for down, wool, and leather across all Amer Sports Product Categories / Amer Sports brands and the certificates that have to be provided prior bulk production.

Table 1: Animal Welfare Material Requirements

	Amer Sports Minimum Requirements
Down	- No live-plucking - No force-feeding
Wool	Originates from sheep not subject to mulesing
Leather	Leather originates solely from animals used for meat production

For down, wool and leather, Amer Sports Apparel and Footwear Suppliers must provide the certificates specified in **Table 2**. Amer Sports encourages Suppliers of all other brands to follow these standards too.

Table 2: Required Certificates for Down, Wool and Leather

Standard	Certification Requirements
Responsible Down Standard (RDS)	Applicable to Arc'teryx, Peak Performance, Salomon, Atomic, and Armada Apparel products
Responsible Wool Standard (RWS)	Applicable to Arc'teryx, Peak Performance, Salomon, and Atomic Apparel products
Leather Working Group (LWG)	Applicable to Arc'teryx Apparel products Applicable to Salomon and Arc'teryx Footwear

All above-mentioned ethical principles also apply to mohair wool sourced from Angora sheep. Amer Sports will require Suppliers to adhere to Textile Exchange's Responsible Mohair Standard (RMS) and accepts comparable standards. Additionally, Amer Sports prohibits the use of exotic leather.

4.3 WOOD-BASED AND FOREST DERIVED MATERIALS

As far as sourcing of Wood-based and Forest derived Material is concerned, Amer Sports is committed to ensure and collaborate with Suppliers to use forest materials from well-managed forests that protect natural resources and biodiversity by adhering to the following principles:

- Prioritizing the use of recycled and next generation feedstocks where appropriate, using responsible virgin materials as a secondary option.
- Prioritizing the use of certified sustainable sources (like FSC, PEFC).
- Ensuring fiber is not sourced from illegal logging.
- Eliminating material (wood, timber, rubber, pulp, pulp fiber, etc) sourcing from ancient and endangered forests, or from areas that are not deforestation-free endangered, species habitats and other controversial sources.

Amer Sports is committed to compliance with the U.S. Lacey Act that has two major components:

- A ban on trading plants or plant products taken in violation of the laws or regulations of the country from which they are sourced.
- A requirement to declare the scientific name, value, quantity, and country of harvest origin for some products.

For further details, see original publication⁶ from the United States Department of Agriculture.

Particleboard and plywood Suppliers are required to be compliant with CARB and TSCA Title VI.

Additionally, Amer Sports continues to track evolving regulations and guidance, including country of origin risk guidance from sources such as the European Union Regulation on Deforestation-free Products (EUDR).

Suppliers are expected to verify that all materials are compliant with above mentioned Wood-based and Forest derived material requirements, standards, regulations and provide evidence when required.

4.4 POLYVINYLCHLORIDE (PVC)

Since Amer Sports is aware of the negative environmental impacts and concerns from Polyvinyl chloride (PVC), we commit to eliminate PVC from Amer Sports brands' products and packaging and to investigate safer alternatives to PVC in favor of more sustainable and low-impact plastics.

4.5 NANOTECHNOLOGY

According to International Organization for Standardization's definition that has been adopted by the EU through the Commission Recommendation of 18 October 2011 on the definition of nanomaterial (2011/696/EU), a nanomaterial is defined as a "material with any external dimensions in the nanoscale or having internal structure or surface structure in the nanoscale. The term nanoscale is defined as size range from approximately 1 nm to 100 nm"^{7,8}

Due to the uncertainty of risk associated with using nanomaterials and to ensure that any potentially negative impacts to consumers and the environment related with the use of nanomaterials are minimized or ideally totally mitigated, Amer Sports currently requires the application of nanomaterials within all its Apparel Products to be evaluated and approved prior use. This requirement applies to final Products and/or materials or components where nanomaterials are intentionally applied to or remains as residuals after manufacturing.

⁶ See <https://forestlegality.org/policy/us-lacey-act>

⁷ See <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:32011H0696>

⁸ As one nanometer is one-billionth of a meter, nanomaterials are 10 times smaller than the diameter of a human hair.

Prior to the use of nanomaterials in a specific Amer Sports Products or any of its components/materials, the following criteria must be met

- Comply with legislations
- Disclose the reason for using nanomaterials
- Disclose detailed technical information on nanomaterials intended to be used by filling out the questionnaire listed in APPENDIX B

Based on the information provided, Amer Sports will conduct a risk and toxicity review prior approval. If Suppliers do not provide the required information the specific case will be considered as high risk and hence not be approved.

4.6 BIOCIDAL PRODUCT REGULATION

Biocidal products are regulated in many countries and regions and may be subject to authorization, registration, approval, notification, labeling, or other regulatory requirements before being manufactured, imported, sold, distributed, or placed on the market. According to the EU Biocidal Products Regulation (BPR), Regulation (EU) No. 528/2012, biocidal products and their active substances must receive approval before being used or placed on the EU market. The EU BPR is one example of such regulatory frameworks.

Biocidal treatments refer to any substance or mixture, consisting of, containing, or generating one or more active substances, with the intention of destroying, deterring, rendering harmless, preventing the action of, or otherwise exerting a controlling effect on, any harmful organism by any means other than mere physical or mechanical action. This includes any substance or mixture used to control bacteria, fungi, mold, and other microorganisms commonly targeted for odor control and hygiene.

All treated products shall contain only active substances that are permitted, approved, or otherwise authorized for their intended use under applicable regulations.

Biocides must not be applied to Amer Sports products unless explicitly requested and approved by Amer Sports brands.

Suppliers are required to inform Amer Sports and provide comprehensive details on the chemical composition and concentration of any biocidal substances, whether naturally derived or synthetically made, used in products or treated articles. Full disclosure ensures transparency, safety, and compliance with applicable regulations. Any active biocidal substance used in Amer Sports products must comply with the Biocidal Products Regulation.

Any active biocidal substance used in Amer Sports products shall comply with applicable biocidal regulations in the jurisdictions where the products are manufactured, imported, sold, distributed, or placed on the market, including but not limited to the EU Biocidal Products Regulation (EU) No. 528/2012. Suppliers shall maintain documentation demonstrating such compliance and provide it upon request.

4.7 CONFLICT OF TERMS

In the event of a conflict between the terms of this MCP and the terms of any agreement signed between Supplier with any entity of Amer Sports, the terms and conditions of this MCP shall prevail.

5. CERTIFICATION

5.1 MCP

Amer Sports requires all Suppliers to certify their compliance to the MCP by executing MCP certificate [APPENDIX A] by sending / uploading it to its respective Amer Sports office/ platform.

5.2 NANOMATERIAL QUESTIONNAIRE (IF APPLICABLE)

Suppliers of products that may contain nanomaterials shall provide risk assessment of nanomaterial questionnaire [APPENDIX B]. See Section 4.5 for the definition of nanomaterials.

APPENDIX A. AMER SPORTS MATERIAL COMPLIANCE CERTIFICATE [SIGNATURE PAGE]

We hereby acknowledge receipt of the Amer Sports Materials Compliance Policy (the "MCP") for the control and monitoring of hazardous substances and all contents of the MCP are acknowledged, accepted, confirmed, and agreed. We also acknowledge and agree that the latest updates of the MCP shall be effective and binding on us from its date of publishing on Amer Sports official website⁹. It is our responsibility to check the latest update MCP from time to time.

As far as our products are concerned, we certify that the products or any Deliverables shipped or delivered to Amer Sports or any of its subsidiaries, affiliates, licensees, agents and distributors and/or Amer Sports Suppliers or any entities of Amer Sports Supply Chain are free of those "hazardous substances" listed in the MCP, and which may be amended by Amer Sports from time to time.

The undersigned warrants and represents that he/she is an owner, director, officer or otherwise authorized signatory to agree to, certify and sign this certificate on behalf of the company below.

Acknowledged, certified, and agreed by:

Company: _____ Company Stamp: _____

Address: _____

Country: _____

Position: _____

Name: _____

Signature: _____ Date: _____

To be sent to the appropriate Amer Sports contact person as specified in APPENDIX C and to the Vendor Sustainability Team.

⁹ See <https://www.amersports.com/sustainability/ethics-and-compliance/products-and-materials/> for the latest version of MCP

APPENDIX B. RISK ASSESSMENT OF NANOMATERIALS

Suppliers of products that may contain nanomaterials shall provide this questionnaire. See Section 4.5 for the definition of nanomaterials.

Introduction

Please provide as detailed answers as possible using all of your available information for each endpoint section below. Please write your answers per endpoint on a separate document which you enclose.

If there is no information available, please indicate with (X) below.

If the endpoint is irrelevant, please indicate with (X) below and provide a written explanation in the “comments” column regarding why this particular endpoint is irrelevant.

Characteristics of Nano-Sized Materials

Nanomaterial Information / Identification	No data available	Irrelevant	Comments
Nanomaterial name			
CAS Number			
Structural formula/molecular structure			
Composition of Nano material (including degree of purity, known impurities or additives)			
Basic morphology			
Description of surface chemistry (e.g. coating, modification...)			
Major commercial uses			
Known catalytic activity			
Method of production (e.g. precipitation, gas phase...)			
Other relevant identification data			

Nanomaterial Information / Identification	No data available	Irrelevant	Comments
Agglomeration/ aggregation			
Water solubility/ Dispersibility			
Crystalline phase			
Dustiness			
Crystallite size			
Representative Electron Microscopy (TEM) picture(s) (if available, please enclose).			
Particle size distribution – dry and in relevant media			
Specific surface area			
Surface chemistry (where appropriate)			
Photo catalytic activity			
Pour density			
Porosity			
Octanol-water partition coefficient, where relevant			
Redox potential			
Radical formation potential			
Other relevant Physical-Chemical Properties and Material Characterization information (please specify if available).			

Environmental Fate	No data available	Irrelevant	Comments
Agglomeration/ aggregation			
Dispersion stability in water			
Biotic degradability			
Ready biodegradability			
Inherent biodegradability			
Simulation testing on ultimate degradation in surface water			
Soil simulation testing			
Sediment simulation testing			
Sewage treatment simulation testing			
Identification of degradation product(s)			
Abiotic Degradability and Fate			
Adsorption- desorption			
Adsorption to soil or sediment			
Bioaccumulation potential			
Other relevant environmental fate information (please specify if available)			

Environmental Toxicology	No data available	Irrelevant	Comments
Effects on pelagic specie (short term/long term)			
Effects on sediment species (short term/long term)			
Effects on soil species (short term/long term)			
Effects on terrestrial species			
Effects on microorganisms			
Effects on activated sludge at WWTP			
Other relevant information (please specify if available)			

Mammalian Toxicology	No data available	Irrelevant	Comments
Pharmacokinetics/ Toxicokinetics (ADME)			
Acute toxicity			
Repeated dose toxicity			
Chronic toxicity			
Reproductive toxicity			
Developmental toxicity			
Genetic toxicity			
Experience with human exposure			
Other relevant test data (please specify if available)			

Material Safety	No data available	Irrelevant	Comments
Flammability			
Explosivity			
Incompatibility			

Source: (OECD, Series on the Safety of Manufactured Nanomaterials No. 27, LIST OF MANUFACTURED NANOMATERIALS AND LIST OF ENDPOINTS FOR PHASE ONE OF THE SPONSORSHIP PROGRAMME FOR THE TESTING OF MANUFACTURED NANOMATERIALS: REVISION, 1st of December 2010)

CONFORMITY STATEMENT

The undersigned is an owner, director, officer or otherwise authorized to agree to and sign this certificate on behalf of the company below to hereby confirm that the information provided in this document is consistent with the current state-of-the-art for

Product: _____

Acknowledged and agreed:

Company: _____

Company Stamp:

Address: _____

Country: _____

Position: _____

Name: _____

Signature: _____

Date: _____

APPENDIX C. AMER SPORTS MATERIAL COMPLIANCE CONTACTS

Category / BU	Brand	Contact Person	E-mail Address
Ball Sports / R&D and Quality	Wilson, Louisville Slugger, DeMarini, EvoShield, Atec	Bob Thurman	Bob.Thurman@wilson.com
Ball Sports / Sourcing	Wilson, Louisville Slugger, DeMarini, EvoShield, Atec	Inflates: Alan Davenport; Baseball: Lee Poole; Golf: Jean-Pierre Degembe; Rackets/ Tennis/ Shuttlecock: Michael Russack	Alan.Davenport@wilson.com; Lee.Poole@wilson.com; Jean-Pierre.Degembe@wilson.com; Michael.Russack@wilson.com
Footwear / Sourcing	Wilson	Martin Huang	Martin.Huang@wilson.com
Apparel / Sourcing	Wilson Sportswear	Crystal Zhou	Crystal.Zhou@wilson.com
Softgoods / Quality	Salomon	Frank Pautet	Franck.Pautet@salomon.com
Softgoods / Sourcing	Salomon	Celine Mazars	Celine.Mazars@amersports.com
Apparel / Footwear / Quality	Arc'teryx	Tamzyn Jones Oliver Henkel	Tamzyn.Jones@arcteryx.com Oliver.Henkel@arcteryx.com
Apparel / Sourcing	Salomon	Heddy Hou	Heddy.Hou@salomon.com
Apparel / Quality	Salomon	Tommy Chen	Tommy.Chen@salomon.com
Apparel / Quality	Wilson Sportswear	Marc Su	Marc.Su@wilson.com
Apparel / Sourcing	Atomic, Armada	Chris Sha	Chris.Sha@amersports.com
Apparel / Material Developing	Salomon, Atomic, Armada	Eve Chang	Eve.Chang@amersports.com
Apparel	Peak Performance	Selma Jakobsson Terence Lo	selma.jakobsson@peakperformance.com Terence.Lo@peakperformance.com
Apparel	Ball Sports (Wilson, EvoShield)	Terence O'Brien Harish Uppala	Terence.Obrien@wilson.com Harish.Uppala@wilson.com
Winter Sports Equipment	Salomon	Gilles Renaud-Goud	Gilles.Renaud-goud@salomon.com
Winter Sports Equipment	Atomic, Armada	Helmut Holzer	Helmut.Holzer@atomic.com

For enquiries, please email to: aso.rsl@amersports.com

Legal Contacts

Region	Contact	E-mail Address
EMEA	Jutta Karlsson	Jutta.Karlsson@amersports.com
	Anna-Catherine Bénard-Lotz	anna-catherine.benard-lotz@amersports.com
Asia	Alice Kung	Alice.Kung@amersports.com
Americas	Terence O'Brien	Terence.Obrien@amersports.com

APPENDIX D. MAJOR LAWS AND REGULATIONS

For better understanding, we have included the official regulations related to each of the substances asked to be tested. The main ones are listed below:

- **EU REACH Regulation:**

Registration, Evaluation, Authorisation, and Restriction of Chemicals (REACH) is a European regulation regarding safe use of chemicals. The European Chemical Agency (ECHA) manages the list of substances restricted under REACH Annex XVII, as well as the list of Substances of Very High Concern (SVHC). Suppliers must be aware of the SVHC list as it is regularly updated and expanded, the latest updated list is available on ECHA website (<https://echa.europa.eu/candidate-list-table>).

- **EU POP Regulation:**

Persistent Organic Pollutants (POPs) are not easily biodegradable in the environment. They bio-accumulate through the food chain and pose a risk to human health and the environment. These substances are transported far from their sources, beyond national boundaries (transboundary pollution), even in areas where they have never been produced or used. The European Union POP regulation's objective is to take measures to eliminate or/and reduce the waste of POPs in the environment.

Note: when a substance is being added on the POP list its correspondent entrance will be removed from REACH.

- **California Proposition 65 (CP65):**

California Proposition 65 requires a warning label on products if the concentration of chemicals listed in this legislation (see <https://oehha.ca.gov/proposition-65/proposition-65-list>) exceed certain risk-based health limits. These limits are referred to as safe harbor levels and can be accessed via <https://oehha.ca.gov/proposition-65/general-info/current-proposition-65-no-significant-risk-levels-nrsls-maximum>. Phthalates, Formaldehydes, Flame-Retardants, and the Heavy Metals Lead and Cadmium are high-risk substances listed in CP65. Since these substances are potentially contained in our products we also have included them in our RSL (see APPENDIX F). In general, Amer Sports requires suppliers to be compliant with California Proposition 65. If suppliers detect substances listed in CP65 in our products or materials/components to manufacture our products, suppliers are urged to contact Amer Sports so we can replace these substances prior market introduction or add a CP65-compliant warning label to these products.

We have added the most significant/risky materials to our RSL.

- **Washington State: Children's Safe Products Act:**

The US State of Washington's Children's Safe Product Act (WA CSPA) is a toxic reporting regulation. The Washington State Department of Ecology maintains a list of Chemicals of High Concern to Children (CHCC). Suppliers must be aware of the CHCC list as it grows and changes. A current list of CHCCs is posted on the Washington State of Department of Ecology's CSPA website.

APPENDIX E. MANUFACTURING RSL

To eliminate hazardous chemicals out of products and processes and promote safer alternatives, starting with apparel and footwear in 2025, we started adopting the Manufacturing Restricted Substances List (Manufacturing RSL (MRSL)) which referring to the MRSL developed by ZDHC or similar list.

The MRSL addresses hazardous substances that are potentially used, discharged into environment and workers may be exposed during manufacturing process, it does not replace RSL and should be communicated to raw material suppliers.

The MRSL applies to chemicals used in Materials, Components, or Finished Goods manufacturing processes facilities, there should be no intentional use of the MRSL substances in facilities in the production, any intentional use of MRSL substances is not allowed.

There are different measures and tools for finding MRSL compliant formulations. The bluesign® Finder is one of the tools, a web-based search engine to help textile manufacturers find bluesign® bluepass chemical products which can be a support in sourcing MRSL compliant formulations.

For more details of ZDHC MRSL, please refer to <https://mrsl.roadmaptozero.com/>.

APPENDIX F. AMER SPORTS RESTRICTED SUBSTANCE LIST (RSL)

To support responsible product stewardship and regulatory compliance, Amer Sports regularly updates its Restricted Substances List (RSL) to incorporate new legal requirements, industry developments, and company-specific restrictions on chemicals and materials.

Compliance with this RSL is determined based on the concentration of restricted substances relative to the applicable restriction limits and requirements specified herein. The source of a restricted substance, whether intentionally added or unintentionally present through contamination, recycled content, processing aids, or background impurities, does not in itself determine compliance. Any applicable regulatory exemptions, derogations, or specific provisions shall be considered when assessing compliance.

This RSL may be revised periodically to address regulatory developments and evolving business requirements. Amer Sports will communicate updates to suppliers and relevant business partners through established compliance communication channels. Suppliers are responsible for ensuring compliance with the latest version of this document, which is available on the Amer Sports website:

<https://www.amersports.com/sustainability/ethics-and-compliance/products-and-materials>

**SALOMON****Wilson**

PeakPerformance®

