



IMPACT REPORT 2023

SALOMON

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A WORD FROM SCOTT MELLIN, SALOMON'S CHIEF BRAND OFFICER AND SUSTAINABILITY SPONSOR

How have you witnessed the evolution of sustainable development within the company and in the industry?

Salomon and the entire industry come from a space where our connection to the outdoors naturally gives us focus. Core to this truth is that our products are designed and developed to be used for skiing, snowboarding, trail running, hiking, etc. If we do not focus on sustainability, then we are putting our future at risk. We cannot believe that other industries will solve this for us.

A few vanguard companies used to exclusively own sustainability. Now it is spreading across the industry as an everyday consideration and a business fundamental, as witnessed by the importance of the topic in leading trade associations like European Outdoor Group (EOG) and Outdoor Industry Association (OIA).

Back in 2015 we crafted a first vision of our ambition through our first sustainability program. Sustainability is now a core value of our brand, and at the center of our purpose of unleashing the best in people through mountain sports. Most importantly we have anchored it concretely in our company strategy in the past 3 years: carbon footprint is now a company-level KPI, sustainability is our strategic driver of innovation and we have secured dedicated teams and investments across the board.

What was the biggest sustainability achievement in 2023 for Salomon? What is your vision for Salomon in the coming years?

2023 was a record year for Salomon expanding its performance recycling products with INDEX.02, INDEX.03 running shoes and the first recyclable ski helmet in the world. We also delivered the Metacross 1 & 2 to the market, the first ever performance trail running shoe produced in France. 2023 was also marked by

the launch of our new Salomon Foundation to champion inclusivity in the outdoors.

The Salomon Executive Board fully endorsed our ambitions by signing off our new sustainability strategy and its 2030 goals. I'm also very proud that we managed to reduce our carbon footprint by 7% from 2022.

In early 2024, we brought our purpose to life with our call-to-action global campaign - Welcome Back to Earth. My vision is that Salomon has the responsibility and power to inspire people towards a more sustainable future. This will fuel Salomon moving forward as we develop our leadership in sustainable innovation and aim for a regenerative transformation.

In 2023, Salomon faced challenges related to the energy crisis, inflation in the raw material market, and sourcing. In this context, what were the biggest obstacles for Salomon?

2023 was a challenging year: energy and supply have impacted all manufacturing companies and demand planning really became a competition. Salomon managed to thrive, but these challenges are mostly likely to remain and accelerate, as they combine with the growth of our brand and the industry.

Sustainability-related regulations is also a fast-moving landscape translated into legal obligation in many trading areas. Solving this will require strong data management ensuring the accuracy of impact data, but also the traceability and transparency of our sourcing activities. Specific to our outdoor industry, our consumers demand for technical performance forces a heavy reliance on fossil fuel-based materials, and this will remain a challenge to scale material transition and circularity.

What are Salomon's main strengths in this context, and how does our corporate strategy respond to these challenges?

I am convinced that at Salomon we have the people and the ecosystem of partners to unlock radical sustainable innovation, as an enabler of our business transformation. In the context of climate justice, we are building a strong framework for our supply chain partners through the Amer sports group's Fair Labor Association accreditation to address our social impact. We actively pursue partnerships with organizations dedicated to advancing workers' welfare through the implementation of improved wage systems, expanded benefits, comprehensive welfare programs, and additional services aimed at enhancing overall quality of life.

We're on a journey to shape the future of sports, product and culture.





SUSTAINABLY COMMITTED

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WHO WE ARE

OUR PURPOSE

WE EXIST TO UNLEASH THE BEST IN PEOPLE THROUGH MOUNTAIN SPORTS

Born in the mountains

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

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

'What fascinates me most is what I'll do tomorrow.'
- Georges Salomon

Innovation and athletes

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

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

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

From the mountains to the streets

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

Since 2005, Salomon has been owned by Amer Sports, a global group of iconic sports and outdoor brands with Nordic roots and more than 70 years of history. Salomon is the 'hero' brand in the outdoor sports segment, alongside Arc'teryx for technical apparel and Wilson for ball and racket sports.

SALOMON IN FIGURES

Amer Sports Outdoor performance segment, in turnover
+18% compared to 2022

\$1.67B

Distribution countries

160

Years of expertise

76

Non-profit organizations as beneficiaries
of the Salomon Foundation

17

Employees worldwide

1,574

Podiums in alpine skiing, cross-country skiing and
snowboarding combined for the 23/24 winter season

195

Board members

14

2023 HIGHLIGHTS

PRODUCT INNOVATION

Salomon markets its first trail running shoe made in France: The Metacross.

The first model to come out of the Advanced Shoe Factory 4.0, aimed at designing, building, and operating an industrial facility dedicated to the automated production of sports shoes in the heart of the Auvergne-Rhône-Alpes region. We've reduced the carbon footprint of this model by 22.8% compared to its equivalent made in Asia.

In early 2024, Salomon announces the launch of the Metacross 2, an evolution of the first model, as well as the expansion of its innovative range of recyclable products, with the INDEX.03 – a new and even better-performing version of its iconic recyclable running shoe – and the BRIGADE INDEX helmet, a disruptive innovation in the world of winter sports.

THE SALOMON FOUNDATION EXPANDS ITS SCOPE OF ACTION

After nearly 25 years of existence supporting mountain professionals and their families, the Salomon Foundation has expanded by partnering with 17 organizations whose missions align with the brand's: to get more people involved in outdoor activities. The aim is to work with local organizations, making local impacts. This year, the Foundation supported organizations located in Europe, the United States and Mexico.

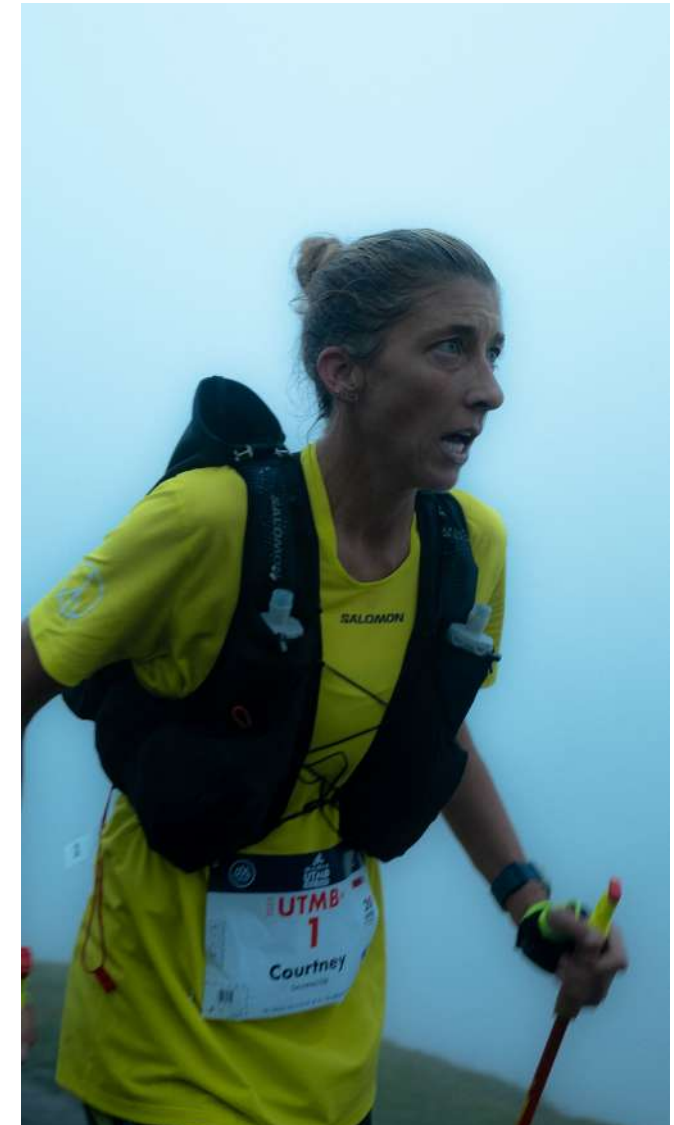
A RECORD YEAR IN 2023 FOR OUR ATHLETES

TRAIL RUNNING

- Courtney Dauwalter, ultra-runner, becomes the first person to win three 100-mile victories in 70 days (HardRock 100, UTMB, Western States)
- Anaïs Quemener wins the Ecotrail (30km) in Paris and achieves many other personal bests
- Pauline Girardet wins the Ventoux Trail (29km) and the Besançon Ultra Trail (20km)
- Sophia Laukli wins the Marathon du Mont-Blanc (GTWS)
- Julie Roux wins the Grand Trail des Templiers, the SaintÉLyon and the Grand Trail de Serre Ponçon
- Lucy Bartholomew wins the Tarawera Ultramarathon by UTMB
- Sarah Legrand joins Salomon's Para-Team

WINTER SPORTS

- Jessie Diggins wins gold at the Nordic World Ski Championships
- Marta Bassino wins gold at the World Super-G Championships
- Sandra Naeslund wins two gold medals at the World Championships for Ski Cross on the same day
- Julia Simon wins gold in Pursuit at the Biathlon World Championships



HOW WE CREATE VALUE

OUR RESOURCES

01. SOCIAL CAPITAL

- 1,574 employees worldwide.
- More than 1 million referenced consumers worldwide spread across 160 countries.

02. INTELLECTUAL CAPITAL

- Sportstyle is the fastest growing collection in the Salomon brand in 2023.
- In trail running, Salomon is the market leader in Germany, 2nd in France and 3rd in the United States.
- We partner with global innovation actors such as Carbios chemical recycling company.

03. CULTURAL CAPITAL

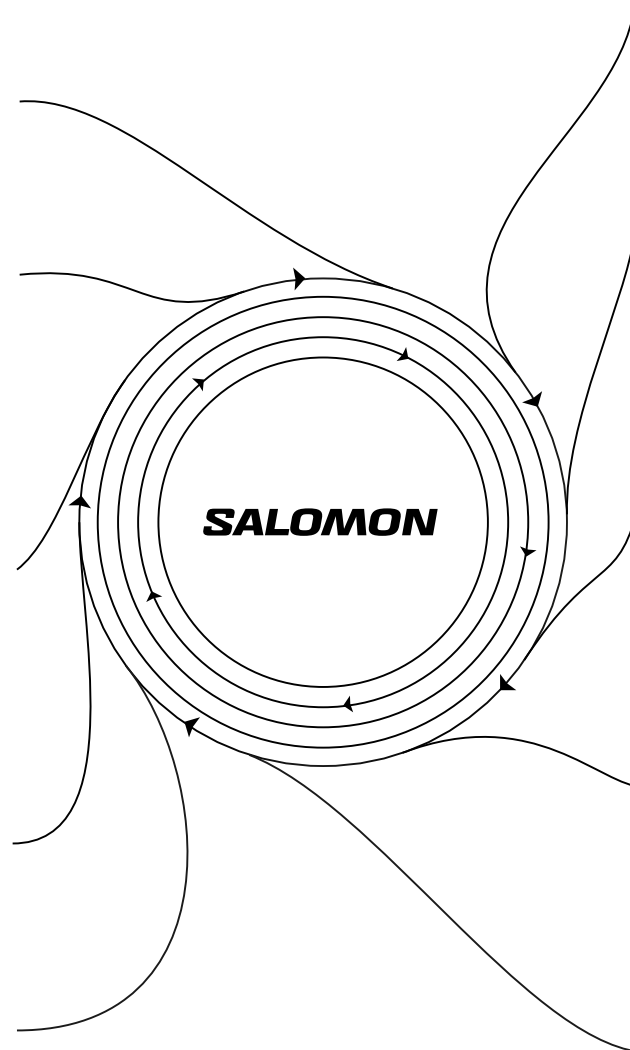
- Company creation in 1947.
- Salomon has developed a series of trail running events that take place in some of the most iconic outdoor destinations around the world called The Golden Trail Series ('GTS'). In 2023, GTS events were broadcasted on Eurosport in 53 countries.

04. PRIMARY RESOURCES

- 102,689,737 megajoules were consumed in 2023 for all our operations (including our own operations, factories, stores, offices and distribution centers) excluding transports.
- 14,000 tons of raw material were consumed in 2023 to manufacture our softgoods (shoes, bags, socks, apparel, etc. excluding winter sports equipment).
- Salomon started in winter sports and expanded its product offering for all types of mountain sports. Mountainous landscapes are a natural resource that several of Salomon's sports depend on.

05. PROPERTY CAPITAL

- 1 headquarter in Annecy (office, design & prototype center).
- 5 wintersports manufacturing facilities owned by Amer Sports (1 in Altenmarkt, Austria, 2 in Romania, 2 in Bulgaria).
- 10 distribution centers.
- 151 brand stores (EMEA, China, Americas and APAC).



OUR ADDED VALUE

01. SOCIAL VALUE

- The first Employee Engagement Survey showed a result of 7.9/10.
- 8 conferences were broadcast to all employees. Topics range from inclusivity in the outdoor world, to biomimicry to the effects of global warming.
- Consumer satisfaction: 76% of Salomon buyers in France and 83% in the USA would likely recommend Salomon to a friend (Source: Survey Brand Tracker Salomon).
- 17 non-profit organizations and 27 mountain professionals received support from the Salomon Foundation in 2023.

02. INTELLECTUAL VALUE

- In 2023, Salomon filed 9 new patent applications.
- Salomon is committed to perpetuating its expertise, drawing on innovative ideas and listening to students and future professionals' expectations by fostering partnerships with several schools, universities and professional training programs such as Savoie Mont-Blanc University, Grenoble Management School, INSA, INSEEC, and the Dauphiné High School.
- Salomon collaborates with the outdoor industry through global and local memberships such as Global Compact, FLA, EOG, FESI, Ellen McArthur Foundation, OSV, iDEE (see appendix page 71).

03. CULTURAL VALUE

- Salomon established a collaboration to become an official partner of the 2026 Milan Cortina Olympic Games. The collaboration between Salomon and Maison Margiela further propelled Sportstyle shoes into the spotlight, especially by being worn by an international star during the Super Bowl halftime show which was viewed by more than 115 million people globally.
- 7 athletes from Salomon's Para-Team benefitted from the Adaptive project and their various prosthesis prototypes, making outdoor sports accessible to amputees.

04. VALUE FOR NATURE

- The Keo Seima REDD+ project, located in Cambodia, aims to protect over 165,000 hectares of tropical forest within the Keo Seima Wildlife Sanctuary. Salomon partnered with Keo Seima to compensate some of the emissions.
- At Salomon, we have established near-term science-based emission reduction targets for 2030, which have been approved by the Science Based Targets initiative (SBTi).
- Our ski factory in Altenmarkt, Austria, is driving ongoing improvements in energy efficiency. We now use local wood chips instead of oil to heat the factory, resulting in a 95% reduction in carbon footprint from heating. This reduction was calculated using lifecycle assessment data from the GaBi Databases.

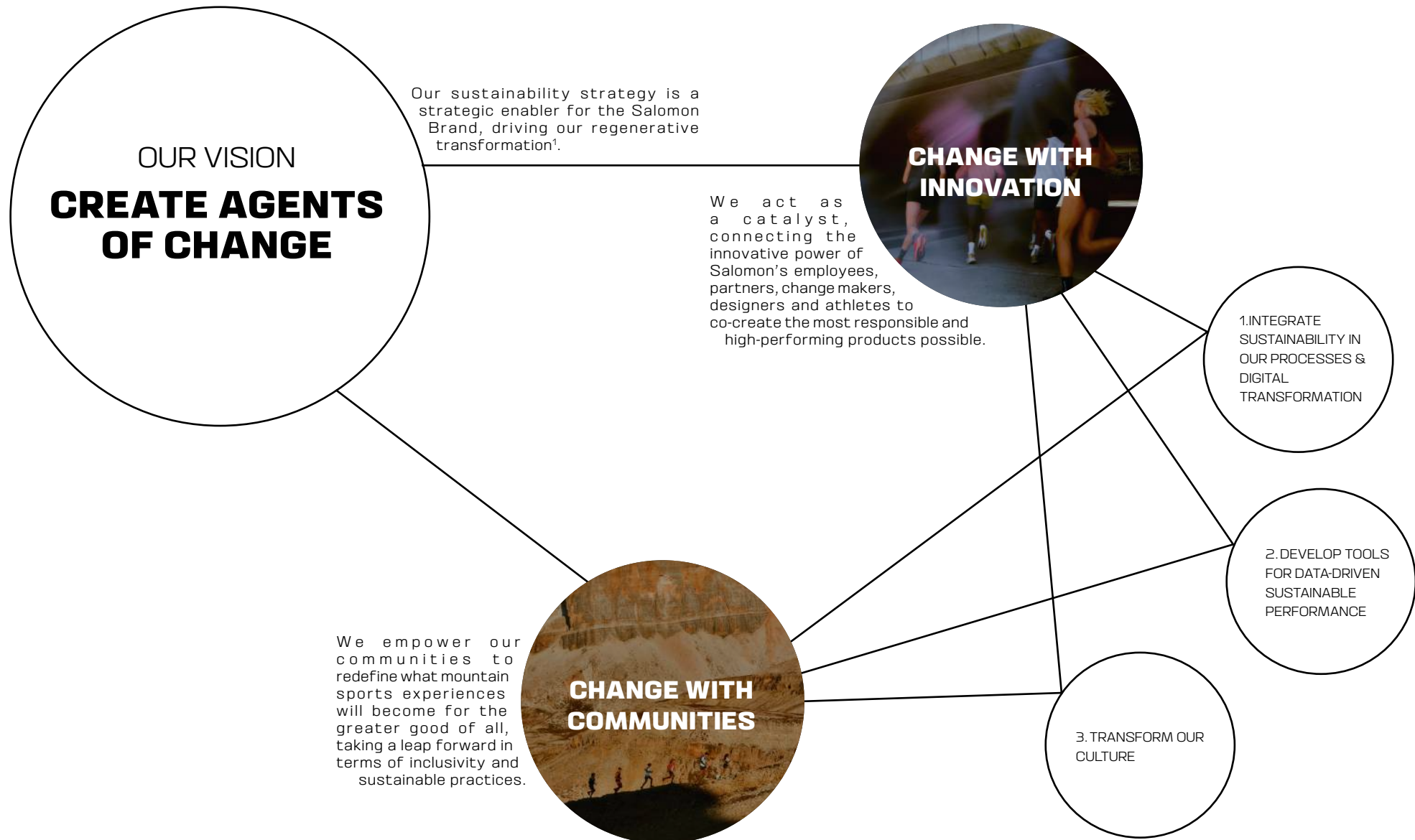
05. FINANCIAL VALUE

- Amer Sports Outdoor performance segment, in turnover is \$1.67B.

06. PROPERTY VALUE

- Salomon's headquarters underwent renovations to create a welcoming forum for employees at the Annecy Design Center.
- 28 additional electric car chargers were installed at the Annecy Design Center.

OUR SUSTAINABILITY STRATEGY: CHANGE OUR TOMORROW



A 360° TRANSFORMATION STRATEGY



In 2023, the Salomon Executive Board approved our sustainability strategy, Change Our Tomorrow 2030.

This milestone represents a culmination of a two-year process that defined our vision, priorities, ambitions, objectives, and governance. The strategy was developed by the Sustainability Leadership Team, the Sustainability Strategic Committee, and several groups of senior leaders and dedicated employees.

This strategy was inspired by:

Stakeholder Engagement: Through stakeholder mapping, we gained insights into the expectations of our partners and communities.

Materiality Study: Conducted in 2021 and 2022, this study helped us prioritize issues critical to both our company and communities. We focused on our employees, consumers, international athletes, and key business partners.

The UN Sustainable Development Goals: We mapped our priorities and goals against the 17 SDG.

OUR TOP PRIORITIES

Communities:

- New Salomon Foundation: Committing €20M to promote inclusivity in outdoor activities by 2030

Innovations:

- Circular products: Aim to have 100% of our key products eco-designed or circular by 2030
- Climate commitment: Targeting a 30% absolute reduction in CO2 emissions by 2030

STRUCTURING OUR TRANSFORMATION THROUGH OUR KEY IMPACTS

8 Levers

1 transversal lever:

- Purpose & Transparency – Fundamental to how we conduct our business

4 levers addressing our communities:

- Inclusive Participation – Empowering communities [PRIORITY]
- The Future of Sports – Supporting athletes and stakeholders
- Positive Workplace – Providing a supportive environment for Salomon staff
- Fair Practices – Ensuring ethical standards for our supply chain partners' workers

3 levers addressing our focus on innovation:

- Responsible Product Innovation - Prioritizing circular product performance and innovation [PRIORITY]
- Circular Life – Embedding circularity across our operations
- Climate & Nature – Managing our environmental impact sustainably within planetary boundaries [PRIORITY]

3 Enablers

- Integrate sustainability in our processes & digital transformation
- Develop tools for data-driven sustainable performance
- Transform our culture



PURPOSE AND TRANSPARENCY

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

OBJECTIVES

- Foster a new business approach that benefits all stakeholders, supported by an external advisory committee
- Enhance transparency in our practices by publicly disclosing the supply chains of our Tier 1, Tier 2, and critical Tier 3 suppliers by 2030. Introduce environmental labeling for our products by 2025 and social labeling by 2030

2023 INDICATORS

- Environmental labeling coverage: **0% of products**
- Social labeling coverage: **0% of products**



AN AGILE AND CLEAR GOVERNANCE MODEL

The Global Sustainability Department based in Annecy is supported by key representatives from various departments, including Product Development (footwear, clothing, and winter sports equipment), the Salomon Foundation, Human Resources, Finance and Internal Control, Legal, Design and Marketing. Together, they form the Sustainability Leadership Team, which meets monthly to make operational decisions.

The Sustainability Community consists in the core contributors to the sustainability program, who are working on a daily basis for Salomon's responsible transformation.

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

Our sustainability strategy is a strategic enabler for the Salomon Brand driving our regenerative transformation¹.

IMPACT

SALOMON

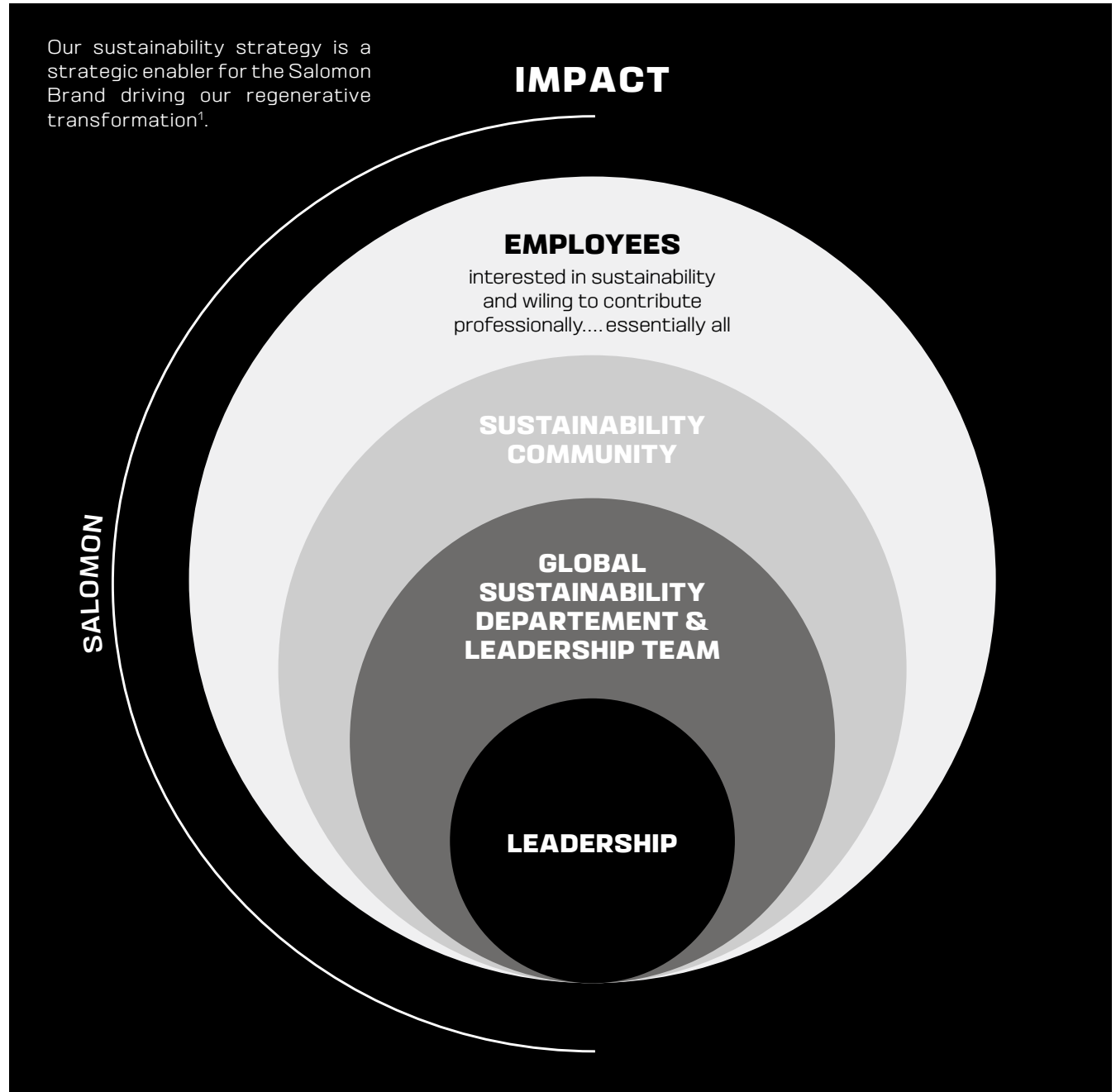
EMPLOYEES

interested in sustainability and willing to contribute professionally....essentially all

SUSTAINABILITY COMMUNITY

GLOBAL SUSTAINABILITY DEPARTEMENT & LEADERSHIP TEAM

LEADERSHIP



THE AGECE LAW: A FIRST STEP TOWARDS GLOBAL TRANSPARENCY

The 'anti-waste law for a circular economy' or AGECE law was passed in France in 2020 with the aim of transforming our linear 'produce, consume, throw away' economy into a circular economy. Better collection, better recycling, better repair, and developing a second life for products are among the ambitions supported by these measures, marking an important first step for our industry, which is resolutely committed to the path of sustainability.

In 2023, we continued our work to implement the law. Since January 1st 2023, it has been mandatory to display the environmental qualities and characteristics of waste-generating products.

To comply with the AGECE law, we published [the environmental characteristics of our products for the Spring-Summer and Autumn-Winter 2023 collections](#). This directory allows you to search by name, reference number, product type, and launch collection.



GOING FURTHER WITH THE DIGITAL PRODUCT PASSPORT (DPP)

The AGECE law enables us to begin a more global process towards the DPP, a secure and unique identity that links information on the entire life cycle of any product to its physical origin: raw materials, water and energy consumption, manufacturing processes, transport details, certifications, care instructions, etc.

This highly detailed digital product data will contribute to improving the efficiency of production systems, the eco-design and recyclability of products, and give consumers more information about their environmental impact.

Although the DPP is currently only a proposal for a European Commission regulation on eco-design for sustainable products, applicable to textiles by 2026, Salomon is keeping a close eye on the situation and is already preparing for the introduction of these digital passports.

WORKING WITH OUR STAKEHOLDERS FOR GREATER TRANSPARENCY

Through an open and continuous dialogue with our stakeholders, especially our suppliers, we strengthen transparency regarding our products and practices.

INCREASED CONTROL OF OUR SUPPLIERS

Our supply chain is a complex network, with suppliers and employees participating in the production of our products worldwide. This is an asset, but also involves social and environmental risks that must be anticipated. We are committed to only working with suppliers who meet all our standards in terms of quality, ethics and respect our principles of transparency.

WHERE ARE SALOMON PRODUCTS MADE?

We produce about 10% of our products in-house and outsource the remaining 90%.

Our outsourced products are manufactured by suppliers around the world, with a significant proportion in Asia. About one-third of Amer Sports' production value is generated in China, while nearly half is produced elsewhere in the Asia-Pacific region and the rest in Europe and the Americas.

The Amer Sports Group, of which Salomon is a part, publishes a [list of our main suppliers of finished products](#) every year. This list also includes some indirect suppliers. The [list of Salomon's Tier 1 suppliers](#) is also available online

WORKING WITH OUR CUSTOMERS

Salomon works with strategic customers who share our values and high standards, such as I-Run and Zalando, to coordinate efforts in terms of product transparency. We maintain regular exchanges on sustainability issues and undertake joint actions, particularly to improve our packaging.

Several years ago, we launched a project with our strategic customers to catalog our common needs, resulting in the creation of a product sustainability information database, updated at each season's launch. In this context, Salomon participated in the SDEX (Sustainability Data Exchange), a project launched by the EOG (European Outdoor Group) that aims to standardize and harmonize product sustainability data in the outdoor sector. The goal is to improve communication between brands and customers and to establish ways to reduce the multiple demands for sustainability data that currently exist.



Salomon x Decathlon

In early 2023, we initiated a project to eliminate individual plastic polybags in almost all shoe pairs delivered to Decathlon. The product and logistics teams from both companies worked together to maintain shoe delivery quality while reducing single-use plastic packaging.

Salomon x I-Run

In 2023, Salomon and I-Run jointly participated in the MaXi-Race du Lac d'Annecy with the Para-Team, with two athletes sponsored by both brands.

INFLUENCING TO CHANGE BEHAVIOR

Aware of our influence on our employees, athletes, customers, and partners, we strive to engage with our communities with the utmost sincerity. We share our progress step by step to pass on our best practices without hiding the difficulties we encounter. Today, nearly 8 million people worldwide follow our content ecosystem.

'Changing Tomorrow' is a video series showcasing extraordinary people within Salomon and beyond who use sport to make a positive impact. Highlighting these 'agents of positive change' aims to inspire and motivate others to build a more responsible future together.

All these great stories feed into a social media strategy based on five pillars: nature, community, product, agents of change, and innovation.

The athletes themselves are on the front line: they embody Salomon's values, not only in sports but in life. Their lifestyles are a source of inspiration for all our stakeholders.

The selection of individuals who align with our commitments follows very specific criteria, including diversity, passion, and environmental sensitivity, both in words and actions.



Patrick Leick, designer at Salomon, worked for nearly two decades with the best outdoor athletes on the planet, creating innovative footwear solutions that have helped them get to the most hard-to-reach places on earth using their own two feet. By being involved in the

Adaptive Project, he has been using his skills to help a new group of athletes with a different set of challenges—Salomon's Para-Team of amputee athletes.



Marie Accambray detailed the actions of the Salomon Foundation, which she directs, and which is now expanding internationally to work alongside organizations that help disadvantaged or excluded people to engage in outdoor sports. Since 1999, the Salomon Foundation has been supporting mountain professionals and their families in the event of accidents, illnesses, or premature deaths.



Salomon professional snowboarder Victor Daviet helped the Afghan national snowboard team flee their country when the Taliban regained power.



Sam Bencheghib, a Salomon ambassador who grew up in Indonesia, founded Sungai Watch to build barriers in rivers to prevent plastic waste from reaching oceans. He shared his ideas with Salomon about the recovery of recycled plastic waste.



Tim Sweeney, Salomon's Global Communications and Public Relations Manager, communicated on the INDEX Brigade, the first fully recyclable helmet in the winter sports sector, created by Salomon Winter Sports employees Nans Girodengo and Lionel Favret.

STRENGTHENING INTERNAL CULTURE, ENGAGEMENT AND SHARED KNOWLEDGE

In 2023, Salomon continued its internal communication efforts on sustainability issues to engage the community of the program's contributors, as well as all employees.

Several events have been offered to employees, ranging from training sessions to the presentation of our sustainability program.



1. SUSTAINABILITY WEEK

September's Sustainability Week fostered discussions and collaboration around Salomon's sustainable initiatives. The event enabled the sustainability team to spread awareness about their strategies and actions, launch a training program on these issues, and interact with stakeholders through on-site and remote events. Simultaneously the participants were able to create a Climate Fresk, joined the World Cleanup Day to combat waste, and contributed to the inauguration of a community garden at our headquarters.

2. SUSTAINABILITY BREAKFAST

The 'Sustainability Breakfast' sessions, held every 2-3 months, expanded beyond teams directly involved in sustainability to include a broader community. By highlighting sustainability topics, everyone must feel concerned and capable of acting at their own level.

3. NEWSLETTER

A monthly newsletter dedicated to responsible transition issues and Change our Tomorrow program update. It was widely circulated in 2023, to engage the sustainability program community, and will be extended to a wider audience in the future.

4. EDUCATIONAL WORKSHOPS

The Climate Fresk is an educational workshop focused on raising awareness about climate issues. Open to all employees, it offers a unique opportunity for team building, brainstorming, and learning alongside colleagues from various departments. Internally trained volunteers were enlisted to promote a culture of change across the company.

5. INTRANET

Salomon's intranet serves as the primary platform for internal communications, featuring dedicated sections on Salomon's sustainability commitments. Yammer, our internal social network, also plays a crucial role in spreading messages related to the Change Our Tomorrow strategy.

COMMUNITIES

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ACTING FOR MORE INCLUSIVE PARTICIPATION

The Salomon Foundation's mission is to support those who transform lives through mountain sports.

Created in 1999, the Salomon Foundation focuses on two main initiatives:

Supporting non-profit organizations:

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

Supporting outdoor sport professionals in need:

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

OBJECTIVE

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

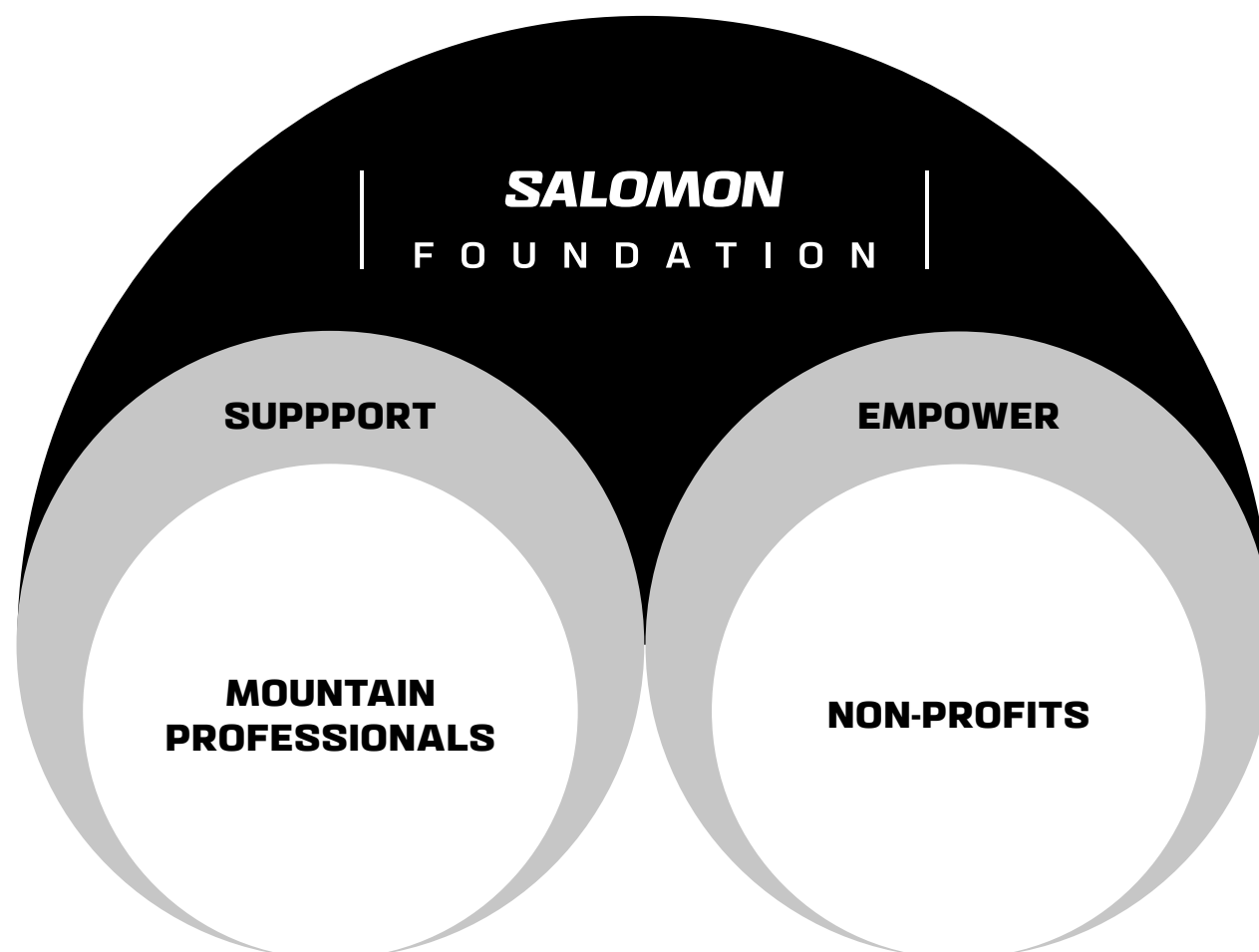
2023 INDICATORS

- **27** mountain professionals helped
- **17** non-profit organizations supported
- **€481,000 spent** (€350,000 for non-profits, €131,000 for mountain professionals)



OUR GOVERNANCE

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



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

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

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

THE SECOND LEVEL IS DIVIDED INTO TWO PARTS:

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

In 2023, we expanded our support for mountain professionals to include refuge keepers and all independent professionals with a state certificate in mountain sports. These professionals are significantly financially vulnerable in the event of an accident.

4 PILLARS DRIVING OUR ACTIONS



DIVERSITY

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



HEALTH ISSUES

Cimas de la Esperanza supports cancer survivors in overcoming the challenging post-illness period, helping them regain confidence and embark on a new chapter in their lives. The Salomon Foundation supports Cimas de la Esperanza throughout the year in their various high-altitude climbs with cancer survivors.



EDUCATION

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



INCLUSION

Pass'Sport pour l'Emploi uses sports as a tool for reintegration, promoting social inclusion, health, well-being, and employability. The Salomon Foundation provides equipment to coaches and participants of Pass'Sport pour l'Emploi and offers financial support for organizing sports sessions. These sessions help participants regain confidence before starting professional training.

OUR 2024 PERSPECTIVES

We will enhance the visibility of the Salomon Foundation both internally and externally by strengthening our communication efforts.

In 2024, the Salomon Foundation will continue to grow to help more people, aiming to support additional NGOs.

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

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

To develop our second pillar of supporting mountain professionals, we can already rely on a vast mountain community network. To mark our 25th anniversary, we extended our support beyond borders by organizing a Summit of Solidarity in June in Chamonix, with relief funds from Italy and Switzerland. The goal is to learn from each other, gain visibility and help create a new emergency fund for mountain professionals in Courmayeur, Italy.

'As we have done for all these mountain professionals and their families, the goal is to build lasting relationships with these organizations that are changing people's lives through mountain activities all over the world.'

Marie Accambray
Salomon Foundation Director

FINANCIAL RESOURCE MANAGEMENT AND ALLOCATION



The Salomon Foundation specifically targets Italian and French mountain professionals due to their geographic proximity to Salomon's headquarters. €131K has been allocated to support these mountain professionals and their families in 2023.

The Salomon Foundation's support for non-profit organizations is more extensive, with €350K distributed to associations in 7 different countries: France, Italy, Spain, the UK, the USA, Mexico, and India.

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

Moving forward, the Salomon Foundation will focus on increasing its revenue by diversifying its income sources. While the Salomon company will remain the largest contributor, we will also organize several events:

- With employees to raise money during a Foundation Day
- With consumers through charity events

CIMAS DE LA ESPERANZA

In 2023, we supported 17 associations worldwide. Among them was Cimas de la Esperanza in Mexico.



Cimas de la Esperanza was founded by Mateo Dornier in 2020. Mateo, who lost 2 older sisters to leukemia, launched this organization in their honor.

Cimas de la Esperanza supports children and adults cancer survivors, helping them navigate the delicate phase after their illness so they can regain confidence, happiness, and start a new life.

The Salomon Foundation decided to support Cimas de la Esperanza for their incredible energy and their unwavering enthusiasm in making the outdoors accessible to people who have faced hard times. In 2023, the Salomon Foundation funded the climb of Citlaltépetl (Pico de Orizaba) for 16 cancers survivors, as well as various climbs throughout the year in France and Mexico.

This climb was a significant challenge for the survivors, with some having to climb with a 14kg prosthesis to an altitude of 5,670 meters. The solidarity between the able-bodied and the amputees was matched only by the intense emotions experienced at the summit. There is life after cancer.

Financial support: €20,000 (2023)



SHAPING THE FUTURE OF SPORT

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

OBJECTIVE

- To fulfill the commitments outlined in our 'Salomon Sports Pledge' charter, aiming for more responsible athletes and practices

2023 INDICATORS

- More responsible trail events² by 2025: **27%**
- % reduction in our athletes' travel carbon emissions: **to be determined**



INCREASINGLY RESPONSIBLE EVENTS

Each year, Salomon supports more than 200 events worldwide. To minimize the environmental footprint of each event, we have committed to a charter providing organizational advice for more responsible and inclusive sports practices called [Change our Sports Pledge](#).

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

14 COMMITMENTS WE TAKE TO SUPPORT OUR EVENTS

1

Preserving water by avoiding overconsumption and pollution

2

Prioritizing clean energy by opting for renewable energy

3

Choosing reusable and eco-friendly materials (flags, banners)

4

Choosing responsible race packs with local, fair trade and eco-friendly products, and offering the possibility to donate to an environmental organization funded by Salomon

5

Managing waste according to 'reduce, reuse, recycle' principles

6

Banning plastic goodies (bags, trophies, gifts, water bottles and cups)

7

Offering responsible catering with local, organic, seasonal products, including a vegetarian option

8

Optimizing transport by offering low-carbon solutions and encouraging eco-mobility

9

Banning helicopters for filming and promoting events to foster responsible communication

10

Offsetting the carbon emissions of our events and offering participants the option to offset the carbon emissions of their travel during registration

11

Protecting natural habitats

12

Appointing sustainability managers

13

Promoting diversity and inclusion and optimizing event accessibility

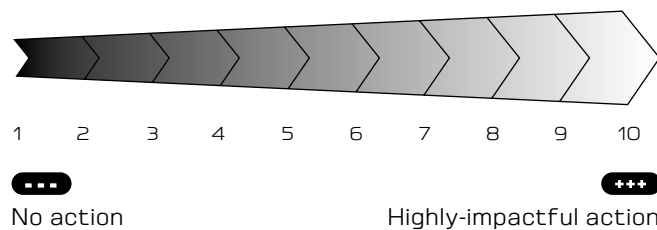
14

Optimizing race calendars

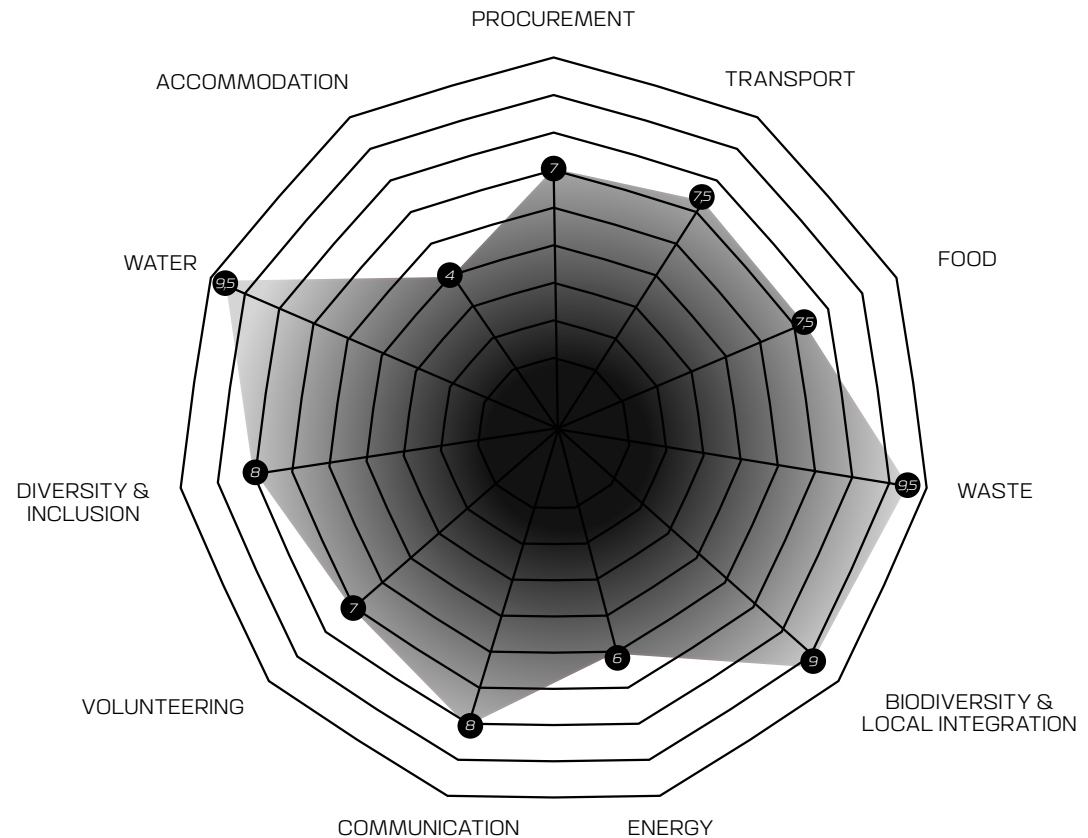
STANDARDIZING EVENT EVALUATIONS

Since 2021, Salomon has been collaborating with AirCoop to develop a methodology and tool to assess the environmental and social impacts of sporting events. In 2023, these were applied to major events such as the Grand Trail de Serre-Ponçon, Ultra Spirit, and the Mont Blanc Marathon. Criteria related to transport, food, waste, local integration, water, and inclusion are measured to assign an evaluation level and track progress each year. The carbon footprint of each event is also calculated, ensuring a comprehensive approach. We now have a field-tested tool that can be used for smaller in-store events as well.

The Golden Trail World Series [GTWS], a global trail running event created by Salomon, is an excellent showcase for promoting our commitments to both sports and responsible practices. This series of races, set in exceptional natural locations, is one of the most emblematic and inspiring trail running events in the world, providing an opportunity to transmit our values. Our goal is to evaluate all key GTWS events by 2025 to improve their environmental and social impacts.



ENVIRONMENTAL ASSESSMENT OF THE MONT-BLANC MARATHON 2023



OUR ATHLETES COMMITTED TO CHANGE

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

12 COMMITMENTS WE TAKE TO SUPPORT OUR ATHLETES

1

Measure the individual carbon footprint of each international athlete's travel

2

Reduce the collective carbon footprint of our athletes' travel by 30% by adapting their travel plans or encouraging longer stays for long-distance trips

3

Offset the collective carbon footprint of our international athletes starting in 2022

4

Encourage participation in key local events organized in our epicenters.

5

Reduce the amount of equipment used by reusing or donating used gear to other athletes and refusing unnecessary race packs

6

Maintain and repair athletes' equipment

7

Preserve the environment by avoiding damage to natural sites during sports activities (no waste or destruction)

8

Encourage responsible living by adopting eco-friendly practices

9

Raise public awareness by sharing the efforts of Salomon athletes to reduce their environmental impact

10

Support community' efforts to limit their environmental impact

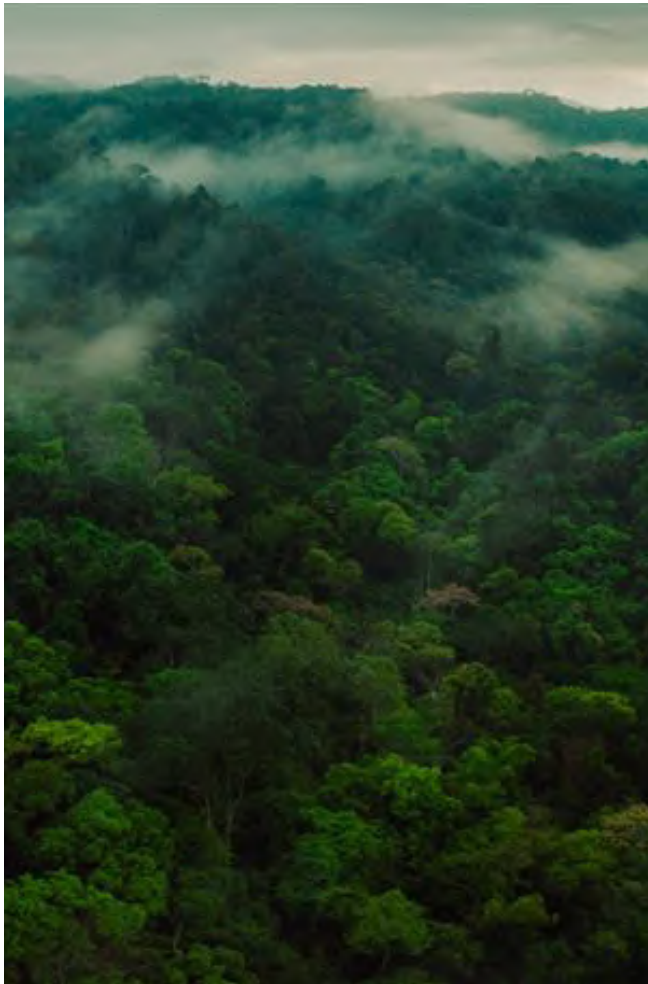
11

Promote gender and cultural diversity within our teams

12

Support female athletes in achieving their career goals and promote women's empowerment through sports

MEASURING OUR ATHLETES' FOOTPRINTS TO CHANGE SPORTS PRACTICES



Our Sports Marketing and Sustainability teams are implementing methods to measure the individual carbon footprint of our athletes. We are committed to reducing the collective carbon footprint of our international team of athletes by 30% by 2025.

We have developed a tool with [Game Earth](#) to enable each athlete to measure their impact. The goal is also to share the results to inspire all our sports communities and contribute to changing everyone's practice.

OFFSETTING OUR EMISSIONS NOW

While our goal is to reduce our impact, we are already offsetting athletes' travel emissions. Our objectives are long-term and will extend beyond 2025.

The [Keo Seima REDD+ project](#) in Cambodia, aims to protect over 165,000 hectares of rainforest within the Keo Seima Wildlife Sanctuary, restore the rich biodiversity of the reserve, and improve the livelihoods of indigenous communities. It is one of Cambodia's most ambitious forest conservation programs. This initiative aligns with Salomon's impact, particularly in Asia, where many of our production facilities are located. Given the significant impact in this region, it is obvious for us to act locally to compensate it, both socially and environmentally.

The 2022 GHG emissions of international athletes' travel emissions has been estimated at 4756 tCO₂e. This amount has been offset in 2023 with purchasing Verified Carbon Units from Keo Seima project.



THE ADAPTIVE PROJECT

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

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

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

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

Building on the experience and success of the first generation of blades, the collaboration between partners continues to evolve, leading to the formation of the first Para-Team, announced in 2023. This team comprises seven athletes who now join the ranks of Salomon ambassadors.

These athletes have competed in various competitions:

- Lucas Liens: a runner and snowboarder, completed the Half-Marathon of Les Sables Wadi Rum in 2022, with his half-brother Mathieu Blanchard, a Salomon elite trail runner, the Blanc du Semnoz trail and the Annecy Maxi-Race Relay in 2023. He is now pursuing a high-level athletic career, with the aim of competing in international Paralympic snowboarding circuits.
- Sarah Legrand: a snowboarding and running enthusiast, participated in the Annecy Femina Race in 2023 and the Salomon Speed Project, a 340-mile women's team race from Los Angeles to Las Vegas, a 340-mile women's team race, connecting Los Angeles to Las Vegas.

In May 2023, the first Sustainable Design Master Class dedicated to inclusion took place, bringing together Salomon designers and the Para-Team to develop several prototypes, thereby expanding the range of sports beyond trail running to include road running, snowboarding, ski touring and even dance. The functional prototypes are currently being produced and field-tested and will be presented in 2024.



‘Since I started dancing again with this blade, my movement and control in my sport have greatly improved.’

Fayçal Toumi
Dancer and runner, Para-Team athlete



TAKING ACTION FOR A POSITIVE WORKPLACE

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

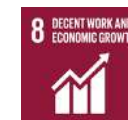
Our mission: to create an environment where everyone can reach their full potential, perform at their best and contribute to Salomon's success.

OBJECTIVE

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

2023 INDICATORS

- Engagement: **7.9 / 10**
- Gender distribution: **43.9% women / 56.1% men**



OUR PEOPLE & CULTURE STRATEGY

Our strategy is based on 4 pillars.



PURPOSE LED & INNOVATIVE CULTURE

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



EMPOWERED ORGANIZATION

We prioritize performance, cooperation, and responsibility by fostering streamlined, agile organizations focused on business goals.



ACTIVE GROWTH MINDSET

We promote continuous learning: it holds the power to unlock personal and collective development, paving the way for sustainable growth.



INCLUSIVE & POSITIVE ENVIRONMENT

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

In 2023, we initiated several key projects to achieve our ambition of becoming the preferred employer in the sports and outdoor industry:

- Launching a continuous listening approach with our employees, allowing us to enhance engagement by addressing their needs;
- Implementing of a new job architecture to provide better visibility on potential career paths, both horizontal and vertical in the future;
- Improving our professional interview processes and launching the Salomon Academy to better equip our employees to take charge of their own development.

THE SALOMON FAMILY

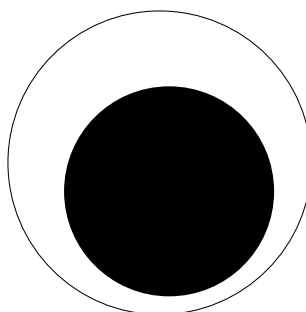
Today, more than 1,574 employees work for Salomon in the three main regions, Europe, North America, and Asia. The Annecy Design Center (ADC) headquarters is home to around 670 employees.

At Salomon, employees have the opportunity for continuous development, reflected in an average employment tenure of 7 years and an 85 % rate of permanent contracts.

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

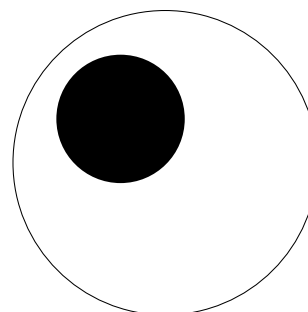
FRENCH GENDER EQUALITY INDEX

94/100, an increase of 7 points compared to 2022.



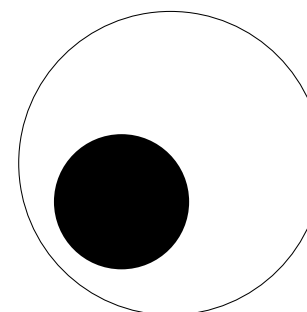
OVERALL GENDER DISTRIBUTION

43.9% women and 56.1% men, maintaining the same distribution as last year.



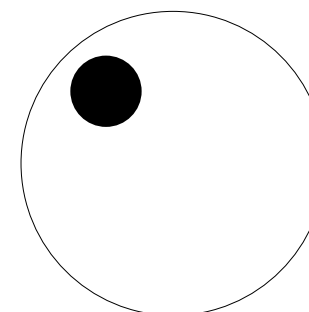
MANAGERS *(all regions combined)*

The trend is improving, with 34% women and 66% men, a 3% increase compared to 2022.



DIRECTORS *(all regions combined)*

35% women for 65% men, a 7% increase compared to 2022.



MANAGEMENT COMMITTEE

20% women and 80% men.

OUR EMPLOYER PROMISE

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

Our goal is to help everyone unleash the best version of themselves while contributing to building a sustainable and virtuous socio-economic world.

In 2023, we carried out an international internal study to better understand the changes our employees are facing and the values essential to building a sustainable future.

Based on this study, along with a benchmark of best practices and current work trends, we defined our employer promise. This promise leverages our unique strengths, such as innovation, while also focusing on areas for improvement and growth, like career development opportunities.

This commitment has been communicated company-wide, permeating all our human resources policies and practices, and forms the cornerstone of a comprehensive cross-organizational action plan.

Several key initiatives have emerged from this commitment:

- Knowledge management initiatives within Salomon
- Employee engagement in innovation, inclusion, and sustainability initiatives
- Exploration of ways to enhance employee involvement in sports competitions.

The governance framework established convenes key members of the Salomon Executive Board to oversee the management and advancement of these initiatives. We continuously evaluate the impact of these efforts through dedicated indicators in our Engagement Survey, assessing employee satisfaction with our promise and gathering insights to refine our strategies effectively.

Our 2024 priorities are centered on fostering inspirational leadership practices and values, agile and empowering organizational structures, and promoting a culture of high-performance.

1

**MAKE
AN
IMPACT**

2

**INNOVATE
CONTI-
NUOUSLY**

3

**SHAPE
YOUR
FUTURE**

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

THE SUSTAINABILITY TRAINING PROGRAM

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

- **Leadership executive training:** sixteen employees, the executive committee and senior managers paved the way, by attending a 3-day training at Columbia University on topics related to climate science and sustainability.
- **Salomon sustainability basecamp:** to meet the need to enhance and harmonize the sustainability knowledge and skills of all Salomon employees worldwide, we have established a training program: the Base Camp Certificate – launched mid-2023. To date, 80 people have been trained and this program will be rolled out to 100% of employees by 2025.
- **Salomon sustainability trailblazers:** at the same time, it seemed essential for us to address more specific needs according to professions, through a portfolio of trailblazer training programs which will be expanded in 2024. For example, we have proposed training courses in Responsible Communication, Sustainable Design Masterclasses, Eco-design Marketing, and Chemical management training.



EVALUATE YOURSELF TO IMPROVE

In the beginning of 2023, we embarked on a journey to transform the Salomon employee experience.

In February 2023, we asked our employees what matters most to them through the Salomon Experience Barometer. Their insights were essential in shaping our promise as an employer: at Salomon, we empower our employees to be at their best!

In June 2023, we threw the creativity ball in our employees' court, asking them to Hack Their Future and share their thoughts on how to fuel the three pillars of this promise: Make an Impact, Innovate Continuously, and Shape Your Future. They proposed 12 ideas, some of which are already in action, while others have contributed to various roadmaps throughout the company.

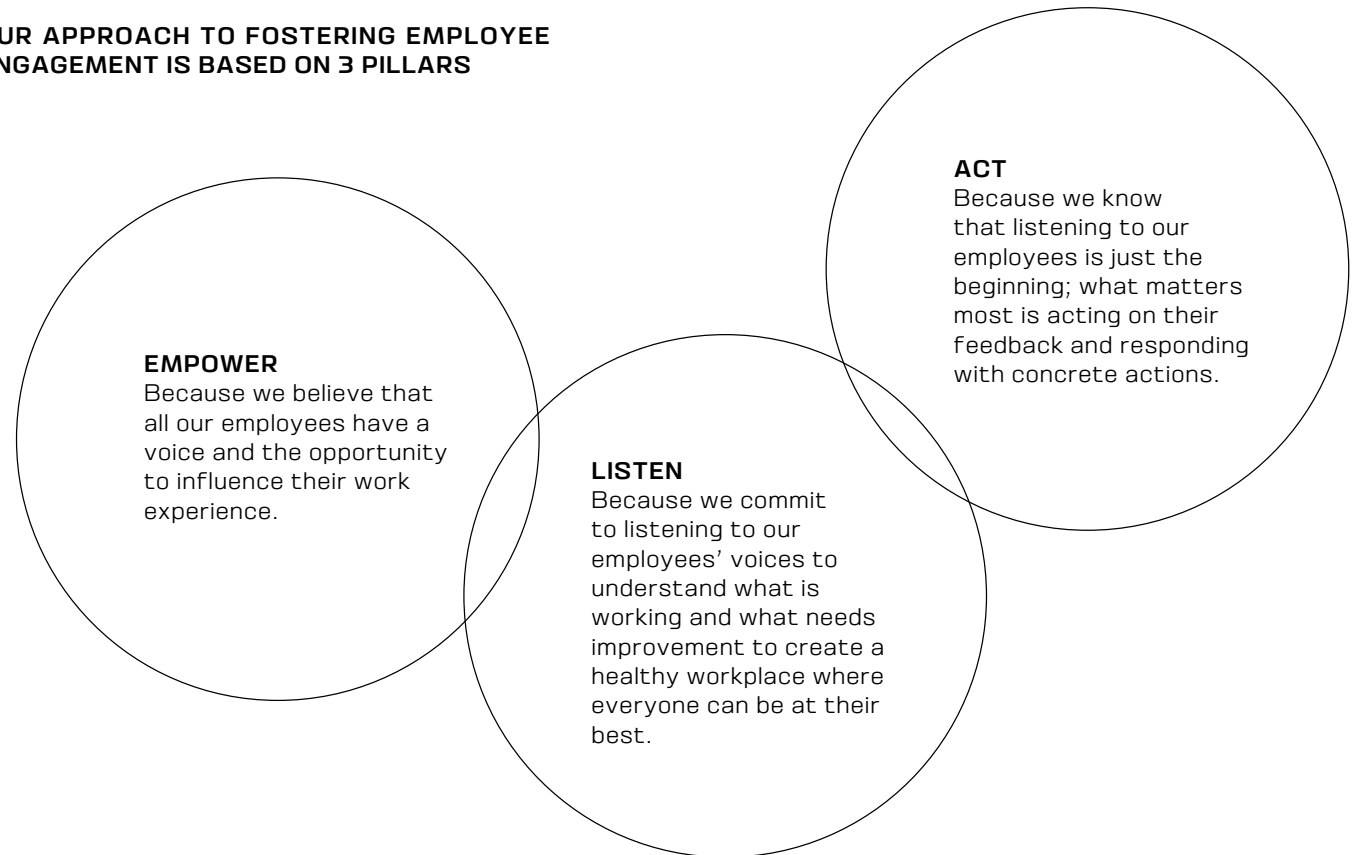
In 2024, we want to ensure that we keep the conversation alive!

March 2024 marks the next step in this transformation: from that day on, we will regularly seek feedback on our employees' overall workplace experience through an anonymous Employee Engagement Survey. We are convinced that to make our employee experience great, we should start by looking at our employees' engagement levels.

Why? Because employee engagement is both a result and a key indicator of an outstanding employee experience.

Listening to our employees through a regular, anonymous Employee Engagement Survey will allow us to learn and understand their actual experience, identify the drivers we should focus on and prioritize, and respond with concrete actions to drive engagement that will unlock their full potential.

OUR APPROACH TO FOSTERING EMPLOYEE ENGAGEMENT IS BASED ON 3 PILLARS



Our first Employee Engagement Survey, held in March 2024, provided us with many insights into the pulse of our organization.

Salomon's first overall Engagement Score is 7.9 out of 10, +0.2 above our benchmark, which places us between the 50th and 75th percentile of Consumer good companies³, and is a promising start for our ongoing efforts to elevate employees' engagement.

THE OUTDOORS FOR EVERYONE

Salomon in North America has made it a priority to be a leader in Diversity, Equity, and Inclusion (DEI). We have invested in partnerships and funded organizations that not only align with our brand vision but work to promote DEI in the outdoors.

For instance, our Canadian team supports 2 different organizations:

- **Brown Girl Outdoor World (BGOW)**: Black, Indigenous, and people of color (BIPOC) are poorly represented, if at all, in outdoor sports and adventures. BGOW is trying to change this by creating adventures specifically for BIPOC. Their goal: 'Change the Narrative Through Adventure, Education, Advocacy, Access, and Opportunities. Salomon partnered with BGOW for three days of ski instruction.
- **Indigenous Women Outdoors (IWO)**: IWO's mission is to ignite a spirit of empowerment, resilience, and connection among Indigenous women by providing them with opportunities to explore and excel in outdoor sports activities. IWO believes that when Indigenous women embrace the natural world as a source of inspiration and connection, they can tap into their inherent strength and cultural wisdom to learn more about themselves and embark on paths to healthier, more enriching lives.

Salomon in USA also supports associations or companies that specifically target access to outdoor sports for BIPOC communities. Women are also in the spotlight with the organization Women Who Explore, which Salomon sponsors.

Salomon equipped five diverse women with hiking gear to support them during their 7-day Tour du Mont Blanc. Together, they faced their fears, empowered each other, challenged expectations, and found freedom from their pasts. As they conquered each challenging day on the

mountain— from breakdowns, to tumbles, personal differences, and shared pain— they confronted their deepest fears and exposed their vulnerabilities to find solace and support in each other.





FAIR PRACTICES

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

OBJECTIVES

- Achieve Fair Labour Association (FLA) accreditation by 2024
- Ensure that 100% of our Tier 1 suppliers and strategic Tier 2 suppliers⁴ exceed our minimum social compliance standards⁵ by 2030

2023 INDICATORS

- Official Fair Labour Association Accreditation: **in progress**
- **90%** of Salomon's Tier 1 achieved an A or B rating
- **72%** of Salomon's Tier 2 achieved an A or B rating



A STRATEGY BUILT AROUND 3 PILLARS

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

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



TRACEABILITY

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

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

TRANSPARENCY

In line with our transparency policy (see page 13), we publish the list of our Tier 1 suppliers on the Salomon website annually.

COLLABORATION

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

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

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



FAIR LABOR ASSOCIATION: TOWARDS ACCREDITATION

Salomon supports the Amer Sports Group's ambition to obtain the Fair Labor Association (FLA) accreditation in 2024, ensuring that all employees are treated with respect and dignity throughout its production chain. Although the project is led by the parent company, the brand implements responsible purchasing practices.

The Fair Labor Association (FLA) is a multi-stakeholder organization created in 1999, which brings together companies, Civil Society Organizations (CSO), and universities with the aim of improving working conditions and protecting workers' rights in each region of production. It supports organizations in implementing an internal Code of Conduct and disseminates the principles of fair work and responsible sourcing. Through its actions and collaborative approach, the FLA has helped improve the lives of millions of employees.

The FLA evaluates companies based on 10 principles of fair work, responsible production, and sourcing. These principles, a full list of which is available online, include:

- Management's commitment to adopt current labor standards
- Establishing a responsible purchasing process
- Training of management bodies and staff on the assessment and correction of violations of labor standards
- Official factory audits
- Setting up confidential reporting channels for employees in the event of violations of their rights
- Collaboration with civil society organizations to improve workers' conditions.

Salomon, like the other brands in the Amer Sports Group, is awaiting the final stages of the accreditation process. This, which will come into effect in 2024, means that we have effective systems in place to protect workers in our supply chain.

To achieve this, training has been given to all those likely to make responsible purchases or have an impact on the supply chain. This aspect is now an integral part of their work, with the approach mentioned in their job description itself.

IN FIGURES

195

employees trained, i.e. 93% of the people involved in responsible purchasing.

100%

of those trained had their job descriptions changed in 2023



REGULAR AUDITS FOR CONTINUOUS IMPROVEMENT

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

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

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

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

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

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

Three risk levels are assessed to determine a rating, which influences the frequency of future audits for non-compliant factories. Support procedures and mutual corrective action plan are agreed when necessary to correct deficiencies. However, if the corrections are not made within the agreed time frame, the relationship between the non-compliant supplier and Amer Sports may be suspended in a responsible manner that respects employees' rights and the FLA principles.

EXAMPLES OF RISK LEVELS

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



THE RESULTS OF THE FACILITY SOCIAL & LABOR AUDITS CONDUCTED IN 2023

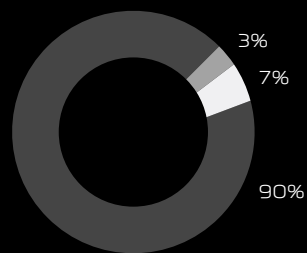
IN FIGURES

· 90% of Salomon's Tier 1 achieved an A or B rating

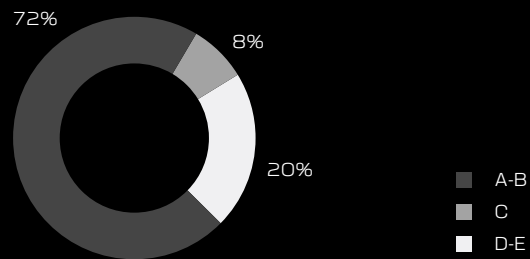
· 72% of Salomon's Tier 2 achieved an A or B rating

· 20% of Salomon's Tier 2 achieved a D or E rating

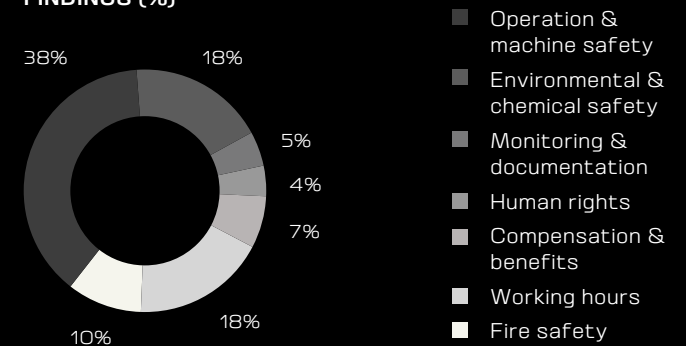
DETAILED SCORING FOR TIER 1 FACTORIES



DETAILED SCORING FOR TIER 2 FACTORIES



BREAKDOWN OF AUDIT FINDINGS (%)



The goal is to ensure that by 2030:

For 'Softgoods⁶': at least 80% of Tier 1 suppliers and Tier 2 strategic suppliers are rated A or B, and 0% of suppliers rated D or E (in accordance with the audit grid).

For 'Hardgoods⁷': a minimum of 60% of Tier 1 suppliers and Tier 2 strategic suppliers are rated A or B, and 0% of suppliers rated D or E (in accordance with the audit grid).

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

COMPLIANCE WITH MINIMUM STANDARDS

Working with Salomon means adhering to its values and ethical guidelines. These principles are formalized in reference documents that apply to all suppliers within the Group.

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

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

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

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

The Ethical Policy Implementation Guide (EPiG) accompanies the application of these ethical principles with all suppliers, who commit to respecting them as soon as a commercial relationship is established.



INNOVATION

DRIVING RESPONSIBLE PRODUCT PERFORMANCE
AND INNOVATION

43

ACTING FOR A CIRCULAR ECONOMY

52

ACTING FOR THE CLIMATE AND THE ENVIRONMENT

57





DRIVING RESPONSIBLE PRODUCT PERFORMANCE AND INNOVATION

We are committed to designing products and responsible innovations that perform well for our users and limit our impact on the environment.

OBJECTIVE

- Ensure that 100% of our key products reach Level 1 (champions) or Level 2 (eco-designed), through responsible sourcing, eco-design, repairability or recyclability initiatives, and collaborative partnerships by 2030

SUB-OBJECTIVES

- Ensure that 100% of priority raw materials come from recycled, recyclable or bio-based sources by 2030
- Ensure that all DWR treatments and waterproof membranes in our new products are free of fluorinated chemicals such as PFCs, PFOAs or PFAS by the end of 2025
- Ensure that 100% of our Tier 1 material suppliers comply with our material compliance policy and the 'Prohibited Substances List' as part of the annual update implemented since 2023
- Achieve 100% PVC-free products by 2025

2023 INDICATORS

- **12,8%** of key products reach Level 1 or Level 2 of our responsible product framework (excluding hardgoods):
 - Footwear: 14%
 - Bags: 0.1%
 - Socks: 9%
 - Apparel & Accessories: 24%
- **17%** of our priority raw materials are preferred materials (excluding hardgoods)
- **77%** of products do not depend on fluorinated chemicals such as PFCs, PFOAs or PFAS^B
- **100%** of our Tier 1 material suppliers comply with our material compliance policy and the 'Prohibited Substances List' as part of the annual update implemented since 2023
- **98%** PVC-free products



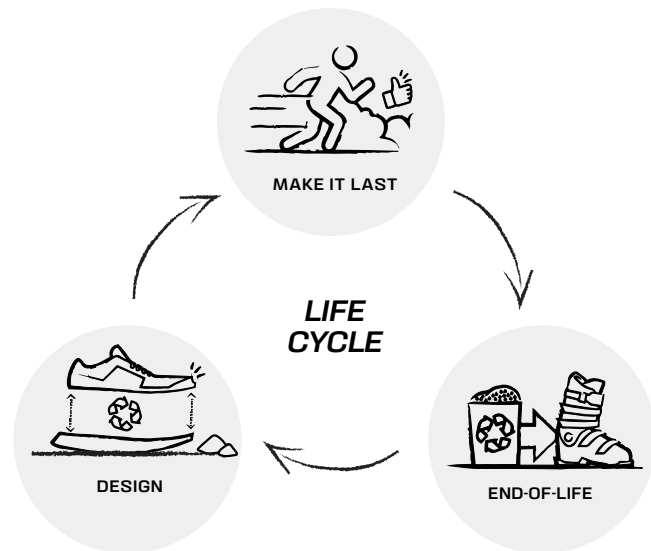
OUR CIRCULAR VISION

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

Made from recycled & renewable inputs: Choose the most sustainable materials and chemical components possible for product design.

Used more: Ensure product durability through robustness, reparability and proper maintenance.

Made to be made again: Ensure the end of a product's life marks the beginning of a new cycle.



PRODUCT LIFE CYCLE ASSESSMENT: A SCIENCE-BASED APPROACH

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

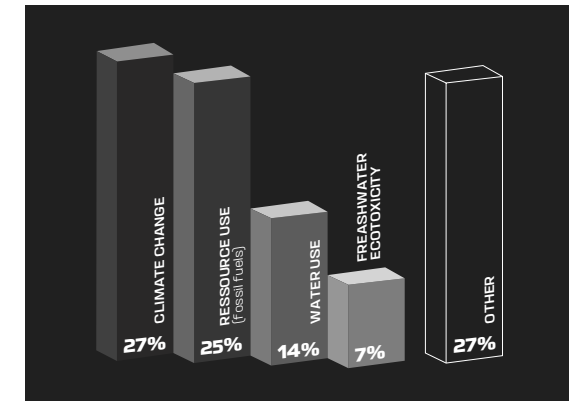
In 2019, we initiated a strategy to deploy life cycle assessments across product ranges, aiming to establish a rapid and automated LCA process by 2025.

The INDEX.01 shoe was the first product to be evaluated in 2020, and we continue to collect data⁹ on existing and new products to measure their impact using a tool called Glimpact. Given the number of models on the market and the diversity of innovations, this ambitious project involves all our product teams. As of 2023, 81% of our strategic product categories were covered by LCAs.

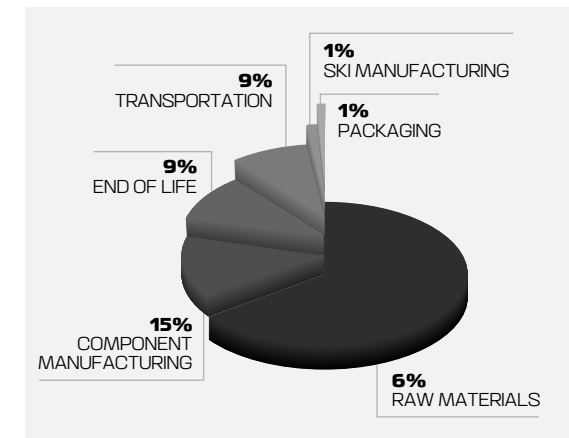
In 2023, Salomon open sourced its life-cycle assessment for skis, snowboards, boots and bindings to contribute to creating a reference that will push the industry toward more sustainable product design.

The same year, Salomon also joined forces with a group of committed hardgoods brands and facilitators¹⁰ aiming to standardize LCA measurements across the wintersports industry.

BREAKDOWN OF A SALOMON MTN 96 CARBON SKI PRODUCT'S IMPACT



CLIMATE CHANGE IMPACT PER LIFECYCLE STAGE OF A SALOMON MTN 96 CARBON SKI



OUR TRANSITION TO MORE RESPONSIBLE MATERIALS

We have defined two levels of criteria for the materials used in the manufacture of our products:

- **Priority materials:** widely used but can present risks, offering opportunities for innovation towards more responsible models. Our priority materials represent 87,5% of material that we consume (excluding hardgoods).
- **Preferred materials:** materials that systematically produce reduced impacts and increased benefits for the climate, nature, animals, and people compared to their conventional counterparts, through a holistic approach to transforming production systems¹¹.

For several years, we have been exploring multiple avenues to switch to the use of preferred materials that avoid deforestation, respect animal welfare, are recyclable, and of natural origin. Our policy in this area is grouped together in a Guide of Preferred Materials aligned with the objectives of our partner, Textile Exchange, covering several criteria: climate, nature, animal, human, and governance.

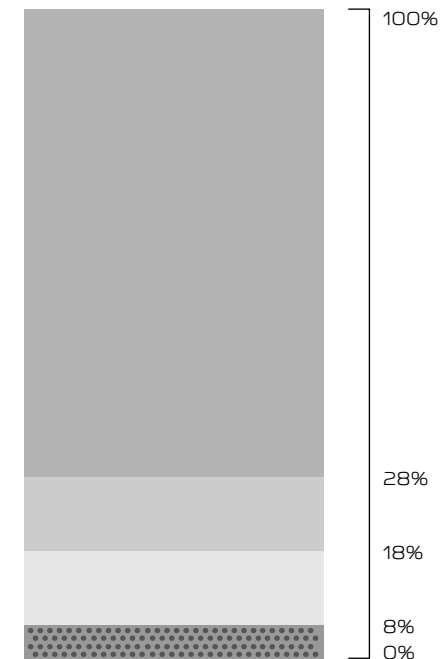
Salomon commits to transitioning 100% of its priority materials to responsible materials by 2030.

This work is carried out in complete transparency, based on a policy made public in a [compliance document](#) (Amer Sports Material Compliance Policy) available online. Amer Sports has also drawn up a list of materials and chemical substances to be banned from supplies, the Restricted Substance List (RSL) included in the material compliance policy.

Since 2022, Salomon has been a member of Textile Exchange. In 2023, the company participated in the 'Textile Exchange Benchmark' for the first time, achieving level 2 – Establishing.

In 2023, Salomon carried out a mapping of the materials used in its softgoods. This mapping will be extended to hardgoods in 2024. Unknown materials are not unknown as such, but not clearly identified in the composition of our products. We have a program to reduce these uncertainties over the next few years.

BREAKDOWN OF MATERIALS USED (SOFTGOODS)



- 72% virgin fossil based materials¹²
- 10% renewable materials¹³
- 10% recycled materials¹⁴
- 8% unknown materials



MEASURING OUR RESPONSIBLE PERFORMANCE

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

Marc PEYREGNE
Circularity & Eco-Design Lead

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

LEVEL 1

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

LEVEL 2

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

LEVEL 3

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



LEVEL 1 / CHAMPION

INDEX. 02 & INDEX. 03

In 2021, we launched INDEX.01, the first fully recyclable running shoe, with a construction optimized for easy disassembly. The way the INDEX.01 is manufactured and the fact that it can be recycled reduces CO2 emissions by 44% compared to a traditional running shoe, i.e. 4.9 kg of CO2 equivalent less for each pair.

Building on this success, the 'Index' shoe family has been expanded in 2023 and 2024 with the INDEX.02 and INDEX.03. The models are increasingly lighter and more comfortable, and still fully recyclable, designed according to two key principles: the use of TPU for the sole block, under its distinctive seam line, and polyester for the upper. As with the INDEX.01, recycled materials from the INDEX.02 and INDEX.03 boots will be used to manufacture Salomon alpine ski boots. To emphasize the importance of recycling, the color coding of the upper and lower part of the shoe signifies the use of only two materials that can (and should) be separated at the end of its lifecycle.



Acquire the INDEX.



Register the product on [Salomon.com](https://www.salomon.com).



Now it's your turn! Slip on your new shoes and enjoy!



Use them for as long as possible. We designed the INDEX to last.



When you feel it's time to give your shoes a second life, visit [Salomon.com](https://www.salomon.com), print a shipping label, and send us your INDEX (it's free).



We collect them at one of our nearby return centers to minimize carbon emissions.



We clean the collected INDEX sneakers and separate the upper (made of recycled polyester) from the sole (made of thermoplastic polyurethane).



Our local partners recycle the TPU and polyester to create new raw materials ready for use in other products! In Europe, where our ski boots are made, we use the recycled TPU to design our next generation of alpine ski boots.



FOCUS ON THE IMPROVEMENTS MADE TO THE INDEX.02 AND INDEX.03 MODEL COMPARED TO INDEX.01

On performance

- Increased lightness, from 288g to 263g and now 249g thanks to improved foam density.
- Optimized sole geometries for improved running performance.
- More comfort: comfort elements added to the upper thanks to improved material toolbox to meet recyclability constraints.
- Enhanced perceived value thanks to more athletic lines.

On customer experience and circularity

- Better traceability: with the integration of a QR code directly on the product, which encourages consumers to take part in the end-of-life product return program.
- A more affordable price (from €200 to €150) due to the greater maturity of the technology and its industrialization.

LEVEL 1 / CHAMPION

METACROSS 2

The first Salomon trail running shoe made in France.

In June 2023, Salomon launched the Metacross¹⁵ within our distribution network specifically via Intersport quickly followed by the launch of the Metacross 2. It marks the debut model from the Advanced Shoe Factory 4.0 (ASF 4.0) founded by the Chamatex Group, of which Salomon is a shareholder. Located in Ardoix, France, this production facility is dedicated to the design, construction, and operation of an industrial 4.0 plant for automated sports shoe manufacturing, situated in the heart of the Auvergne-Rhône-Alpes Region. It has been designed to reduce our carbon footprint, promote ongoing innovation to reduce our impact, and the development of local jobs and expertise.

'By producing the Metacross at the Advanced Shoe Factory 4.0, we are reducing its carbon footprint¹⁶ by 22.8% compared to its equivalent produced in Asia.'

Guillaume Meyzenq
Vice President, Salomon Footwear



LEVEL 1 / CHAMPION

BRIGADE INDEX

The first recyclable ski and snowboard helmet on the market

Early 2024 Salomon introduced the Brigade INDEX, a helmet built like none before, fully recyclable with no compromises on safety. The Brigade INDEX is made at 96% of polyolefins, a flexible and resistant family of thermoplastic that can be recycled into flowerpots, car bumpers or crates.

The Research & Development team at Salomon spent 4 years with experts looking for technical solutions to design a helmet using as few different materials as possible, without compromising on performance or safety. The use of a single material allows the Brigade INDEX helmet to be ground down and recycled at the end of its life without any disassembly.

'Ski and snowboard helmets are a very complex product to recycle because they generally mix so many materials. And because there isn't really a way to separate all those materials at the end of the helmet's life, the helmets often end up in a landfill or burned. We needed to find a way to use the same material for all these parts to create a simple recycling process that doesn't require extra time and resources.'

Nans Girodengo
Research & Development Specialist - Protective team



LEVEL 2 / PROGRESS

‘TRASH IS GOLD’: USING OUR WASTE TO CREATE NEW COMPONENTS

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

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

NOBLE ‘S IONIC+ @ TECHNOLOGY

Introducing a naturally self-cleaning antimicrobial fabric. This renewable citric acid-based solution lasts up to 50 washes and combats microbes that cause bacteria to grow on material. It also eliminates odor-causing bacteria. This innovation has a positive impact on two stages of the product life cycle: production and use.

- Production phase: The citric acid-based antimicrobial/anti-odor formula has been registered with the Environmental Protection Agency (EPA) and all the ingredients have been tested by EPA scientists to ensure that it meets the rigorous criteria to earn the Safer Choice label.
- Use phase: Thanks to their anti-odor and self-cleaning properties, garments stay fresher and can be worn for longer periods of time between washings.



S-CORE 45 TECHNOLOGY

Cross-country ski cores are responsible for 15% of their overall environmental impact. Some Nordic ski ranges now incorporate S-CORE 45 technology, a new Nordic ski core technology that combines the strength of Densolite with the lightness of recycled PET foam and is made from nine recycled plastic bottles that make up 45% of the core’s weight. In short, this technology minimizes the use of raw materials while enhancing the ski’s structural integrity and torsional stiffness.

‘The value of a product can be perceived through the prism of what it was in its previous life.’

Sylvain Merlin
Lead Exploration Designer for Salomon, Winter Sports

LEVEL 3 / BASIC FOR ALL

REMOVING PFAS FROM OUR PRODUCTS

Per- and polyfluoroalkyl substances contain fluoride and are most often referred to by their acronyms: PFCs, PFOAs or PFAS. The molecular structures of these chemicals are used in many everyday products. They have been used in outdoor products due to their waterproofing properties, especially in water-repellent membranes and finishes.

However, these compounds have been controversial for several years as 'persistent chemicals'. Their accumulation in water, air or food is harmful to human and animal health, as well as the environment according to several health and environmental protection agencies.

Since 2019, Salomon has been committed to eliminate these chemicals, closely following the evolution of environmental and health concerns. All our products comply with current local regulations, and we aim to complete our transition to PFAS-free DWR treatments and membranes globally by 2025.

USING RESPONSIBLE LEATHER

Salomon only uses leather in tanneries certified 'gold' or 'silver' by the Leather Working Group, a non-profit organization created in 2005 by various players in the leather industry, such as tanners, brands and suppliers of chemicals and machinery for the sector. The initiative aims to bring more transparency at the environmental and social level by implementing an audit protocol.

PARTNERSHIPS FOR A MORE SUSTAINABLE INDUSTRY

Salomon has been a member of the Textile Exchange since 2022. In 2023, we participated in the 'Textile Exchange Benchmark' for the first time (excluding shoes or equipment). The objective is to share our best practices and encourage alignment that should lead to a reduction in greenhouse gas emissions from the industry.

Bluesign® is a system created by the Swiss company Bluesign® Technologies AG in 2000. It does not focus on the final product but looks at the entire textile supply chain to reduce its impact on both people and the environment.

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

Since 2022, Salomon has been contributing to a pilot project on the footwear industry with leading brands aimed at extending the Bluesign® standard to footwear.





ACTING FOR A CIRCULAR ECONOMY

We are committed to developing new ways to extend the life cycle of our products.

The issue of recyclability is considered from the design stage of products and extends throughout their life cycle. We are constantly thinking about new ways to better repair and reuse our products in order to extend their usage as long as possible, and finally to be able to recycle them.

OBJECTIVES

- To launch a circular pilot program for repair, recycling, second-hand sales, and rentals by 2025
- To offer at least one repair, recycling, second-hand sale, or rental program for our entire product catalogue by 2030

2023 INDICATORS

- Number of pilot projects launched by 2027: **3 pilots projects launched**, out of the 4 categories repair, recycling, second-hand, and rentals
- % of products offering at least one of these solutions: **to be determined**



FIRST THINGS FIRST: REPAIR

We offer our end customer and resellers solutions to encourage them to repair products and extend their lifespan.

Green Wolf is a repair company specializing in outdoor sports, created in 2015 as the result of a collective initiative launched by Salomon & other members of the OSV. An SME located in France at the foot of Mont-Blanc, Green Wolf gives clothing, equipment, and accessories a new lease on life. Its services were rolled out in our Annecy, Chamonix, Lyon and Toulouse stores in France in 2023.



‘There are currently 5 of us at the company. For employees, i.e. menders, the training is long. When the project was launched, the first mender spent a lot of time in companies like Salomon, Patagonia, Millet, Fusalp and Jonathan & Fletcher in order to train in techniques specific to outdoor equipment.’

Fabrice Pairot de Fontenay
Founder of Green Wolf, [interview with HARDLOOP](#)



For hardgoods (skis, snowboards, etc.), our partners located in ski resorts, such as Sport 2000, provide repair services and order spare parts from us for this purpose. Some of them are available [online](#). We offer many online ‘How To’ video tutorials [on shoes](#) and [bags](#) for example, to help those wanting to repair our products.

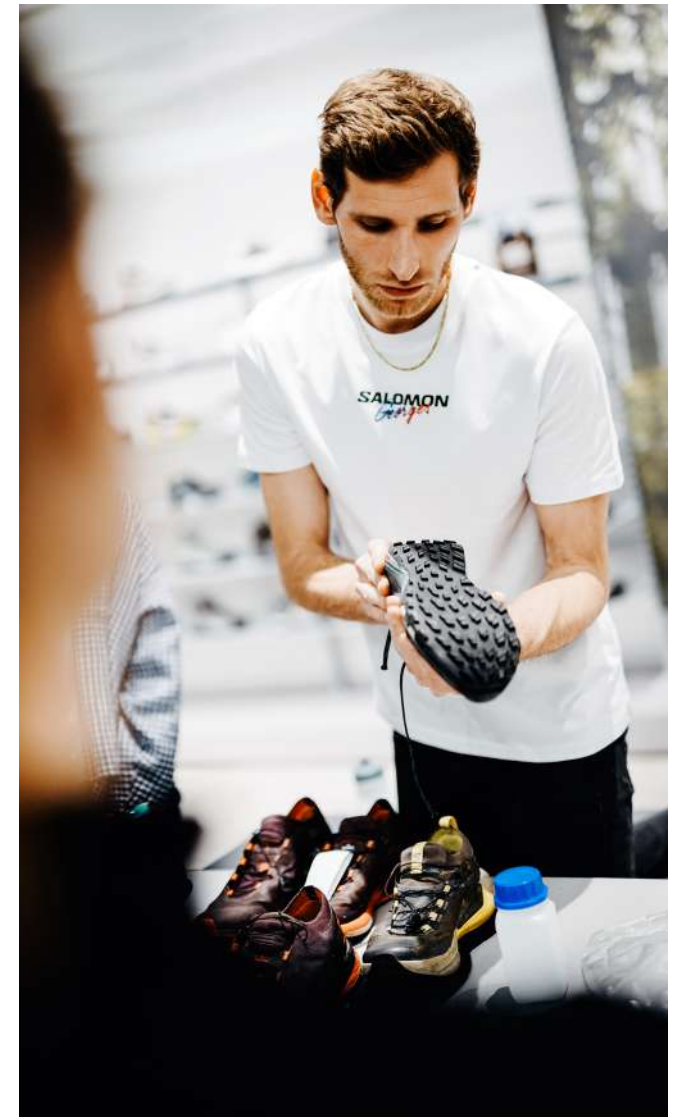
FIRST THINGS FIRST: REPAIR

Resoling is a technique that has been explored for several years as a preferred way of extending the use of shoes. We want to improve the lifespan of our shoes so that athletes can use them for longer, thereby limiting our impact on the environment.

In 2023, we tested a shoe resoling workshop next to the Annecy store, which collects used products directly to have them repaired when possible. When they receive the shoes, they are taken care of by a dedicated team that oversees prototyping future shoe models. To repair it, the old sole is sanded down to preserve the upper part of the shoe. The aim is to preserve the part that is still functional to replace the old sole with a new one. The benefit is twofold:

- First, it is more ecological because if the upper is still in good condition, it extends the life of the shoe, producing a lower carbon impact compared to buying a whole new pair of shoes. A comparison of the carbon footprints between buying a new pair and resoling was carried out on an X Ultra Mid Gore-Tex hiking boot and showed a reduction in the carbon footprint of about one third for resoling.
- Second, it is also cost-efficient as repairing is less expensive than buying a new pair of shoes.

In 2023, pop-up repair booths were set up at certain events where Salomon worked in partnership with Green Wolf again to offer participants of the Ultra-Trail de Chamonix the opportunity to give their equipment a life extension (including t-shirts, jackets, backpacks, hydration vests, etc.) over the course of the day. The same kind of booth was also set up at the Mont Blanc Marathon 2023 to raise awareness among athletes and the public of the importance of repairing and maintaining sports equipment.



MAKE RECYCLING POSSIBLE

Salomon continued to develop its second-hand range in 2023, by recovering winter sports equipment from resorts to resell in outlet stores.

While second-hand works well with equipment such as skis, which are naturally geared towards rental, footwear products pose more of a challenge as they have a more personal fit. Indeed, different specificities such as more pronounced wear due to their use, make them less compatible with second-life or rental models.

RECYCLING

Outdoor products, by their very technical nature, are difficult to recycle. The priority for Salomon is therefore to set up effective recycling systems, which starts with having an eco-design approach when creating products. Innovation is at the heart of our approach, by exploring multiple recycling solutions and involving our stakeholders.



Promoting recycling through communication is another useful way of changing our approach to our products. Salomon offers online advice about how to give your shoes a new lease on life to encourage a culture of recycling.

Finally, to ensure product end-of-life, Salomon contributes to the development of the French ERP scheme for outdoor products as a member of the Strategic Committee of the Ecologic ERP organization for Sports and Leisure Goods since 2020.

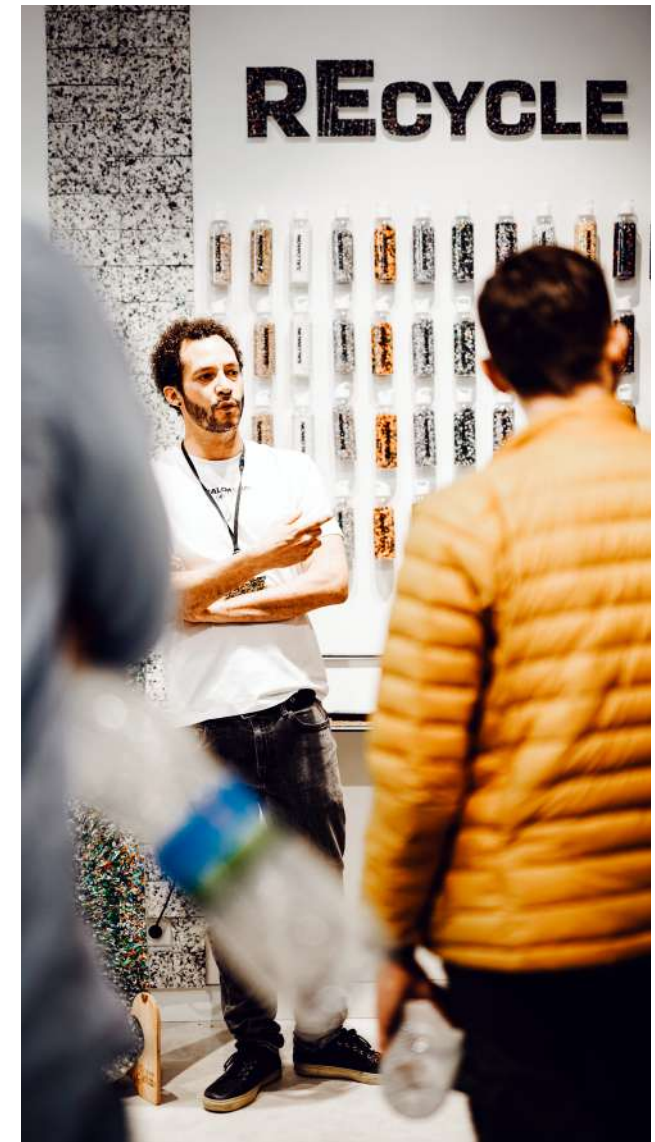
THE RE_SHOES PROJECT

Re_SHOES is a project lead by CETIA, Salomon is taking part of this collaborative project. CETIA is an innovation platform dedicated to improving the recyclability of textile, footwear and leather goods. They support brands, collectors, sorters, and recyclers with designing and deploying innovative industrial solutions to bring their textile, leather and footwear deposit recovery projects to life.

Salomon is a member of the CETIA innovation committee, we decided to join Re_SHOES program in late 2023. Several technologies have been combined to create an automated process that will detect the materials, remove the soles, sort, and prepare materials to be ready for recycling.

'Footwear is often overlooked in recycling efforts in Europe because the technical barriers are very complex to overcome. It's great news that such iconic players are working alongside us to remove technological barriers and transform this industry. We are proud to have been able to bring them together through Re_Shoes.'

Chloé Salmon Legagneur
Director of Cetia



MAKE RECYCLING POSSIBLE

REPURPOSING OUR ADVERTISING MATERIALS WITH REDEEM

Redeem Equipment recovers outdoor sports equipment and materials to give them a new purpose. The Salomon x Redeem project, launched two years ago by a Salomon employee, Charlotte Vernette, reflects the brand's commitment to promoting a circular economy. It involves collecting obsolete advertising banners in stores and upcycling them into fashion items such as tote bags, coin purses and fanny packs, made in Haute Savoie, France. Instead of ending up in the trash, these materials are transformed into durable, stylish, and functional accessories. To ensure this virtuous circle is complete, all profits from sales are donated to the Salomon Foundation, which supports the professional transition of athletes and mountain professionals suffering from physical disabilities due to accidents or illnesses.

'I am very interested in the various sustainability projects carried out at Salomon and I believe that all initiatives should be encouraged and supported to enable us to play a role in the circular economy at our level.'

Charlotte Vernette
Digital Content Production Specialist at Salomon



ADVANCING TEXTILE RECYCLING WITH CARBIOS

Carbios is a French specialist in the biorecycling of PET (polyethylene terephthalate), particularly PET polyester, the main fiber used in the textile industry. Their revolutionary biorecycling process creates recycled PET (r-PET) that matches the quality of virgin PET, which can be used to produce new textile fibers. It is also a biological process, using no chemical solvents, consuming half as much water, and emitting half as much CO2 as producing virgin PET. In 2022, Salomon signed an agreement with Carbios, along with other brands such as On, Patagonia, and PUMA, to develop solutions that increase the recyclability and circularity of their products.

'Our goal in joining this Consortium is to raise awareness about the end of life of textiles and support innovation with the ambition of achieving true circularity in the industry.'

Olivier Mouzin
Footwear Sustainability Project Leader at Salomon

ACTING FOR THE CLIMATE AND THE ENVIRONMENT

We are committed to following a climate-compliant path and reducing the environmental footprint of our sites.

OBJECTIVES

- Achieve our carbon neutrality contribution target trajectory for the Science Based Target Initiative [SBTi¹⁷):
 - 50% absolute reduction in scope 1 and 2 carbon emissions compared to the 2019 baseline
 - 30% absolute reduction in scope 3 carbon emissions by 2030 compared to the 2019 baseline
 - Net zero by 2050¹⁸
- Ensure that 90% of the waste produced by our operations and that of our Tier 1 suppliers is reused or recycled by 2030
- Eliminate 50% of our single-use packaging by 2030
- Use 100% renewable electricity in our own operations by 2027
- Establish a strategy and goal approved by Science-Based Targets for Nature, in line with planetary boundaries

2023 INDICATORS

- Scope 1 & 2 carbon emissions compared to 2022: **+22%**
- Scope 3 carbon emissions compared to 2022: **-8%**
- Percentage of waste generated by our activities or those of our Tier 1 suppliers that is reused or recycled: **to be determined**
- Percentage of single use packaging eliminated: **to be determined**
- Renewable energy in our own operations (including our own factories, headquarters, offices and distribution centers, excluding stores): **9.6%**
- Environmental objectives validated by SBTN¹⁹: **No**



OUR CLIMATE STRATEGY

OUR AMBITIONS

In 2022, Salomon became the first major winter sports brand to set science-based objectives officially approved by the Science Based Targets Initiative (SBTi). In December 2018, Salomon was among the first signatories of [the United Nations Fashion Industry Charter for Climate Action](#) (UNFICCA).

Salomon commits to a 50% absolute reduction in carbon emissions from Scopes 1 and 2 and a 30% absolute reduction in carbon emissions from Scope 3 by 2030 compared to the 2019 baseline, with the goal of achieving net-zero emissions by 2050. This carbon reduction objective aligns scientifically with the Paris Agreement and the goal of limiting global warming to 1.5°C.

OUR STRATEGY

Our strategy is centered around 3 pillars of action:

O1 - Science:
Measuring our impact through science-based data.

O2 - Impact:
Focusing our strategy on high-impact areas.

O3 - Strategic alignment:
Our roadmap defines our strategic actions.

OUR STRATEGY IS ALIGNED WITH UNFICCA'S GUIDANCE

Avoid & Reduce

1. Accountability & Tracking: Annual carbon footprint & dedicated governance
2. Scope 1&2: Headquarters, stores, own factories and offices
3. Scope 3: preferred materials, supplier energy transition, transportation and airfreight circularity

Contribute to carbon neutrality

1. Offset headquarters emissions
2. Offset international athletes' travel
3. Full neutrality contribution plan by 2050

Influence

1. Communicate
2. Advocate through our athletes



In 2023, we conducted a deep-dive assessment of our climate pathway, mapping possible actions against our current trajectory. From this exercise we drew up strategic scenarios to inform Salomon's executive business decisions in our move towards concrete climate action.

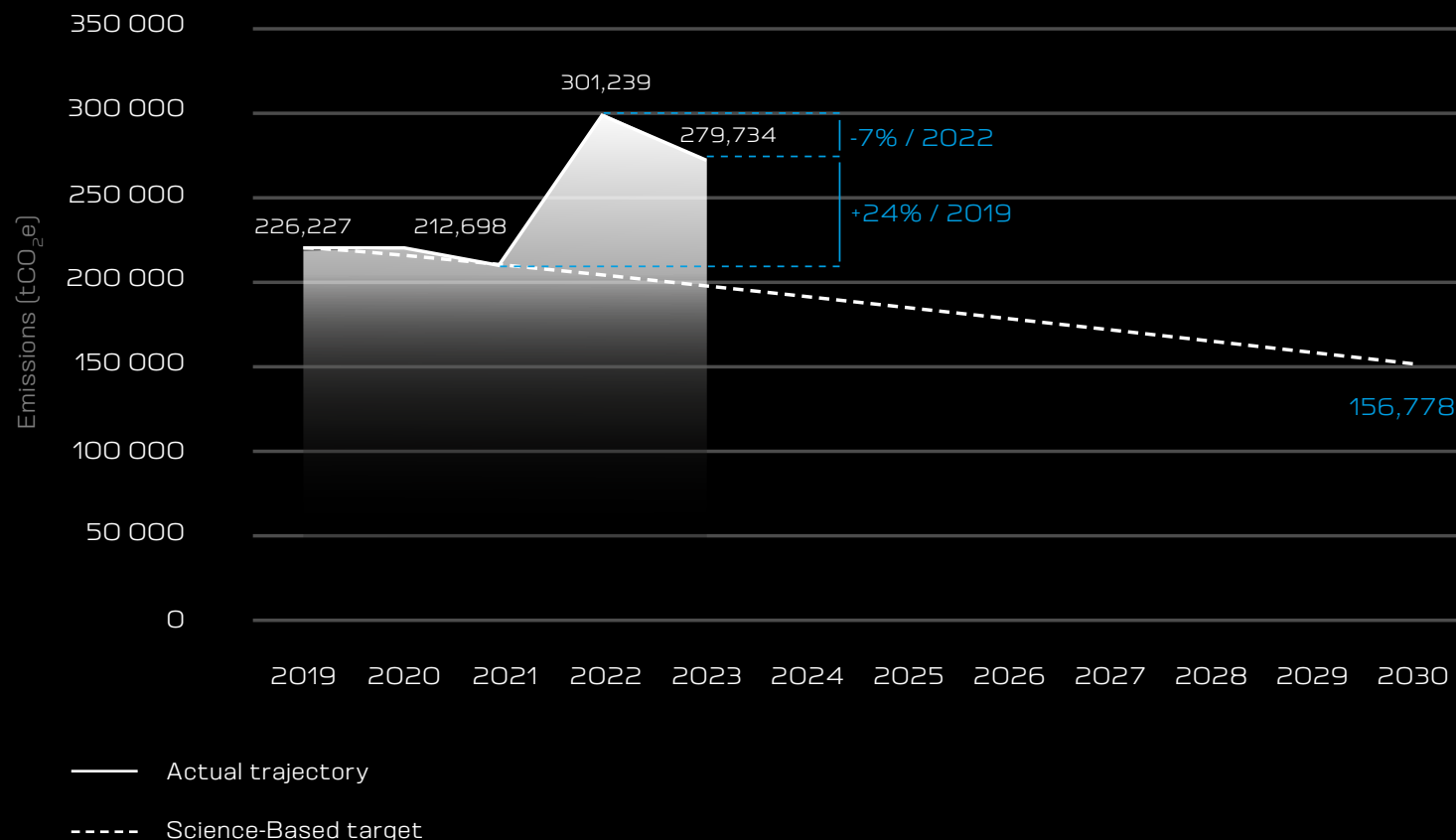
In September 2023, Salomon submitted its Climate Transition Plan to the UNFICCA Charter secretariat, along with 42 other signatories. This resulted in an [aggregated report](#), outlining the progress the fashion industry has made on this subject, which was shared at COP 28. 21 signatories submitted their full emissions pathways from their baseline year to 2030. The aggregated GHG emissions trajectory shows that Scope 3 should be reduced by 32% from 2023 to 2030.

At the group level, Amer Sports is committed to the Paris Agreement and its goal of limiting global temperature rise to 1.5 degrees Celsius. During 2024, Amer Sports expects to have its net-zero targets validated by the Science Based Targets initiative (SBTi). Amer Sports discloses to the CDP climate questionnaire and has successfully received a score of 'B' in the previous two years.

OUR 2023 CARBON FOOTPRINT

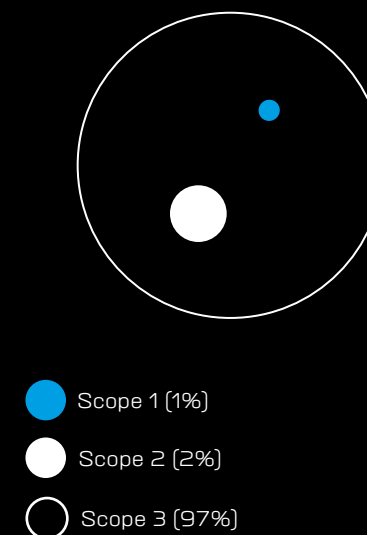
We have published our comprehensive carbon footprint annually since 2019 to illustrate our trajectory toward 2030. After a change of methodology for measuring our transportation impact more precisely, we've decided to recalculate our 2019 baseline for a better comparison with other years. In 2023, Salomon emitted 279,734 tCO₂e across all scopes, a reduction of 7% compared to 2022.

SALOMON ACTUAL EMISSIONS 2019-2023 & SBT



OUR 2023 CARBON FOOTPRINT IN DETAIL

Scope 3 GHG emissions continue to dominate Salomon's emissions footprint, accounting for 97% of total emissions with 271,764 tCO₂e.



Every 4 years, we are required to publish our carbon footprint. Our 2022 carbon footprint has been published on BEGES, and can be viewed publicly on the bilan-ges.ademe.fr. The methodology applied is detailed there.

SCOPE 3: BREAKDOWN BY CATEGORY

Emissions from purchased goods account for 212,131 tCO₂e, or 78% of all scope 3 emissions, and these emissions are mainly related to material consumption and the manufacturing of Salomon products.

The second largest source of emissions is upstream transportation and distribution, which accounts for 22,664 tCO₂e.

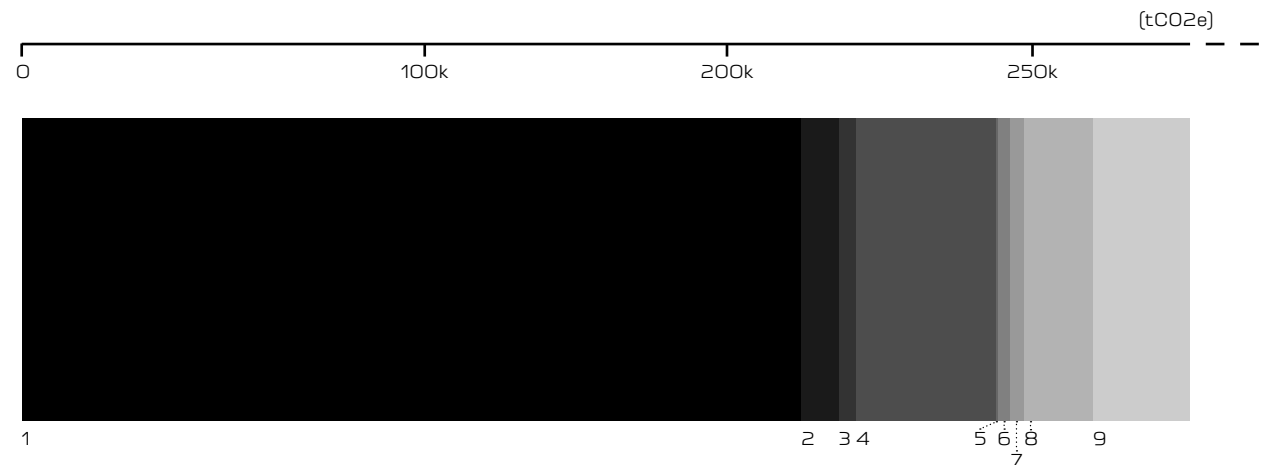
EVOLUTION 2022-2023

The reduction noticed between 2022 and 2023 on scope 3 is driven by a decrease in emissions from the two main categories:

Purchased goods and services: the reduction in emissions from purchased goods comes from a slight reduction in the quantities produced in 2023 compared to 2022.

Upstream transportation and distribution of goods: thanks to increased control and stability of transport in 2023, we have succeeded in reducing the amount of products transported by plane, in favour of other less emitting means of transportation.

In 2023, we evolved our scope 1 and 2 emissions calculation tool, leading to a change in the way the calculation is carried out. This is the main explanation for the 33% increase observed in scope 2, which should otherwise remain stable.



- 1 - Purchased goods and services (78%)
- 2 - Capital goods (1,4%)
- 3 - Fuel- and energy-related activities (0,7%)
- 4 - Upstream transportation and distribution (8%)
- 5 - Waste generated in operations (0,02%)
- 6 - Business travel (0,9%)
- 7 - Employee commuting (0,9%)
- 8 - Downstream transportation and distribution (3%)
- 9 - End-of-life treatment of sold products (6%)

THE SALOMON SUSTAINABLE RETAIL STORE GUIDELINES

Reducing Salomon's carbon footprint also involves disseminating best practices in every point of sale, all over the world.

A list of these behaviors for stores staff aimed at reducing our carbon footprint, to raise awareness about our three main objectives for 2025:

- Achieving 100% renewable energy
- Ban the use of single-use plastic objects or packaging
- Involving our consumers in our Change our Tomorrow program



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

There are many levers for action:

- Energy: using LEDs or turning off illuminated signs at night allows you to make real savings. In the longer term, the objective is to switch to 100% renewable energy suppliers.
- Waste, both in terms of concrete actions to reduce waste and to raise awareness.
- Water, with simple means such as regulators for toilets or taps.
- Premises whose location can have a significant impact in terms of reducing the carbon footprint. The notion of 'green building' is addressed in the guide.
- The furniture and equipment used in the stores, which must tend towards more and more eco-design.
- Marketing and training must take these issues into account to promote a change in in-store behaviour, both on the employee and customer sides.

In 2022, an initial survey was conducted among points of sale to measure the application of these new instructions and to identify the maturity of points of sale on these subjects. It showed the progress made on actions such as turning off illuminated signs at night, or giving the

choice to consumers whether to use a bag or not. There is still room for improvement in waste management, the transition to renewable energies and the establishment of sustainable ambassadors to steer all these actions. It must be renewed every two years.

REDUCING OUR SITES' FOOTPRINT: ANNECY DESIGN CENTER

The Annecy Design Center is the heart of Salomon's operations. Each product is designed and developed by nearly 850 people²⁰, on a site of more than 33,000m². It must be exemplary in terms of carbon emissions, the use of sustainable energy, and waste management. Many efforts have been made in recent years to reduce its impact on the environment.

The plan put in place in 2020 to decarbonize the ADC site by 2030 is well on its way.

Waste production remained stable between 2022 and 2023 except for an increase in exceptional waste due to the work

that was carried out for the renovation of the central forum of the building.

For 2024, the focus will be on mobility with the increase in the installation of electric charging stations, a bicycle repair operation and the donation of 10 bicycles by one of our suppliers available for self-service.

Our site is also ISO 14001 and ISO 50001 certified since 2017, two standards that allow companies to preserve the environment through policies, objectives and procedures. ISO 50001 focuses on energy use, while ISO 14001 focuses on environmental protection. Both are subject to a verification audit every year.

Our Goals	2022	2023
50% carbon reduction for scope 1 and 2 by 2030 vs 2019	Scope 1 & 2: -33% carbon reduction	Scope 1 & 2: -41% carbon reduction
30% carbon reduction for scope 3 by 2030 vs 2019	Scope 3: calculation is included within the Salomon scope	Scope 3: calculation is included within the Salomon scope
Reduction in business travel	Individual employee goals to be defined	Increase in trips: +46% of km traveled Individual employee goals to be defined
Conversion to a hybrid or electric vehicle fleet	New vehicle policy validated	98 vehicles in total, including 15 hybrid vehicles and 8 electric vehicles, i.e. 24% of the fleet
100% renewable electricity by 2021	Goal achieved	Objective achieved and maintained
Installation of 35 electric charging stations by 2025	8 charging stations installed	20 charging stations installed
ADC Carbon Offsets in 2021	2,775 tCO ₂ e were offset with REDD+ Verified Carbon Units	Verified Carbon Units retirement ongoing
Installation of photovoltaic panels in 2022	Moved to 2023	The administrative file is currently being examined by the municipal authorities



IMPROVING OUR SUPPLIERS' FOOTPRINT

MEASURING THE ENVIRONMENTAL PERFORMANCE OF OUR SUPPLIERS

The Worldly tool (formerly Higg Index), developed by Cascale (formerly the Sustainable Apparel Coalition), which monitors the social performance of our partner factories, is also used to measure their environmental performance.

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

ROOFTOP SOLAR PANEL FEASIBILITY PROGRAM BY CASCALE & GIZ

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

After extensive communication with our key suppliers, three of our Tier 1 suppliers have expressed interest and have joined the program, which will last about a year and a half. They will therefore benefit from a free feasibility study to find out the options for installing solar panels at their factories and help them choose a partner through a technical, economic and political analysis.

The program is divided into 3 phases:

- On-site feasibility study: assessment of current and future energy demand, site location, cost of electricity, and energy efficiency potential.
- Technical optimization: analysis of the potential solar panel system, its size and location on the site.
- Determining the best investment model: business case, cash flow modeling, and determining investment opportunities. Finally, the results of the study will be presented to the client and a financial partner will be chosen.

So far, the 3 suppliers have provided information on 4 factories, including their annual energy consumption. The next step is for GIZ to visit the sites to carry out the studies.

SUPPLY CHAIN DECARBONIZATION PROJECT (SCDP) BY EOG & ACT RENEWABLE

Salomon, along with other leading brands, is participating to this initiative assessing the renewable energy options available in Taiwan.

Following a supplier mapping exercise to identify common suppliers among participating brands, five of Salomon's suppliers were selected to benefit from this three-phase initiative:

- Phase 1: Detailed analysis of off-site RE options, including data collection, review, and analysis.
- Phase 2: Feasibility study for three options, leading to recommendations and the selection of the best option.
- Phase 3a: Implementation pilot through the CIER

(Chung-Hua Institution for Economic Research) program.

- Phase 3b: Implementation pilot through the Power Purchase Agreement (PPA) approach.

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



OUR EXTERNAL INFLUENCE

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

SUPPORTING INDUSTRY COMMITMENTS

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

- Salomon is a member of the Snowsports Industry Association (SIA) Climate United coalition and signed SIA's Climate Pact in 2021.
- In 2023, Salomon signed the Race to Zero with the European Outdoor Group (EOG).
- In 2023, Salomon actively participates in the Winter Sports Sustainability Network, established by FESI. As a member of their Climate Pact, Salomon engages in key discussions on topics such as recycling and transparency during the biannual Climate and Spring Summits alongside other leading brands. Notably, Salomon co-chairs a working group focused on the development and harmonization of Life Cycle Assessment (LCA) practices.
- As a signatory of the United Nations Fashion Industry Charter for Climate Action (UNFICCA), Salomon met fellow brands in Bonn, Germany, in February 2023 to discuss how to work together to drive down emissions. This was an opportunity to take stock of the progress made by the Charter's working groups and discuss common decarbonization solutions.

CONTRIBUTING TO INTERNATIONAL DIALOGUE

In 2021, Salomon joined Textile Exchange's call for trade policy for eco-friendly fibers at COP26.

In 2022, Salomon signed Protect Our Winters' open letter 'The Outdoor industry demands climate policy' at COP27.

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

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

ATHLETES COMMITTED TO CLIMATE ACTION

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



IT'S A JOURNEY



'We know we are on a path of transformation. Change takes time, but we are committed to transforming our business, our industry, and our communities for the better.'

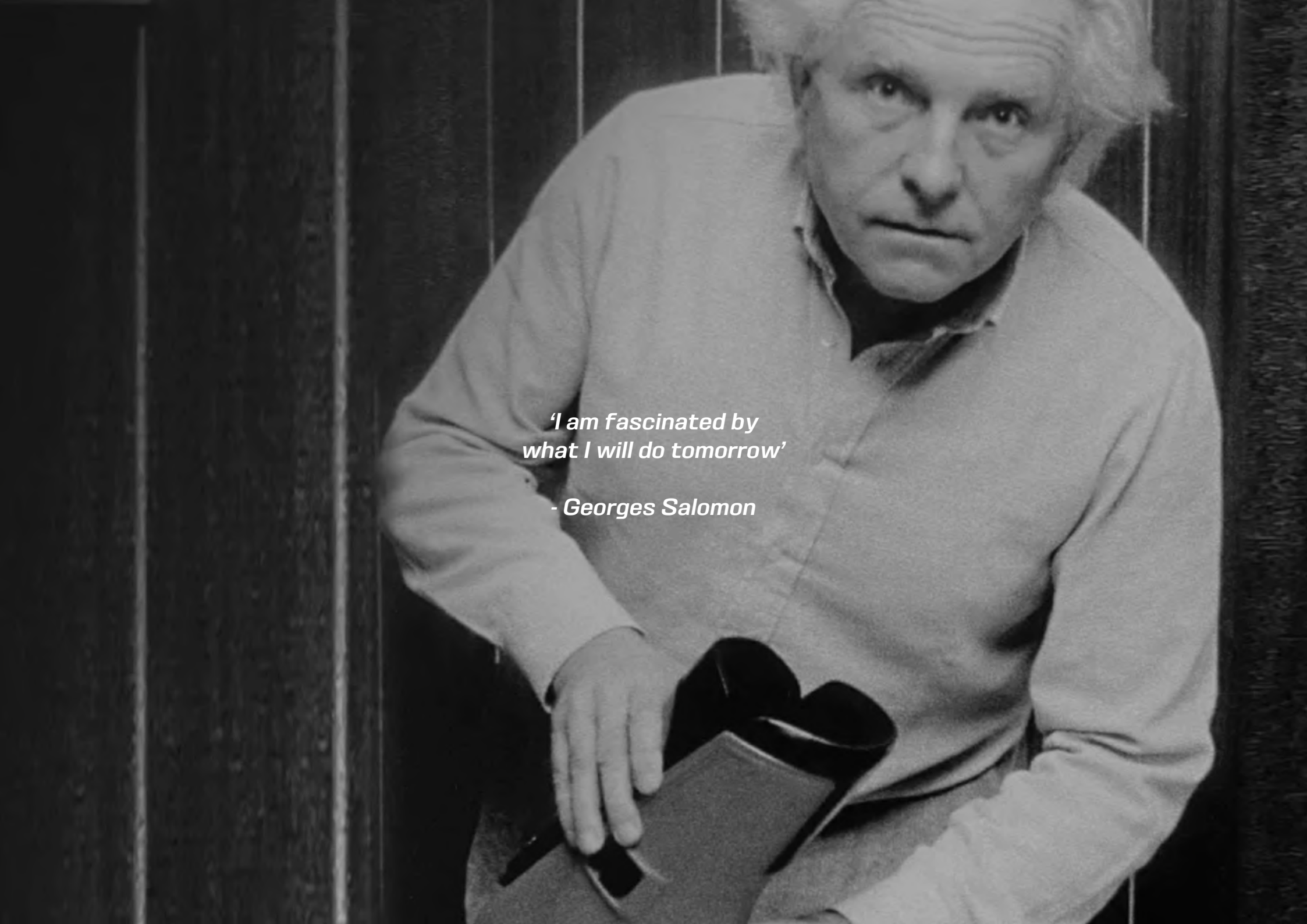
Join us on this journey.'

Marie-Laure Piednoir
Salomon Global Sustainability & Impact Director

In the coming year, we will focus on rolling out and executing our Change our Tomorrow 2030 strategy, and on accelerating our efforts to prepare our mid-term transformation.

We will:

- 1** Strengthen our internal culture, commitment and shared knowledge
- 2** Deepen our connections and collaboration with our communities, especially with our athletes
- 3** Enhance our transparency through open dialogue with all our stakeholders
- 4** Measure and improve our social and environmental performance using scientific processes and tools
- 5** Consolidate our climate strategy
- 6** Develop our circularity approach with new principles, new innovations, new business models and scaling up our circular product offer

A black and white photograph of an elderly man, Georges Salomon, with white hair and a serious expression. He is wearing a light-colored, long-sleeved button-down shirt. He is leaning forward, resting his hands on a dark, rectangular object, possibly a book or a folder. The background is dark and textured, with vertical lines suggesting a wall or a curtain.

*'I am fascinated by
what I will do tomorrow'*

- Georges Salomon

A man in a light blue short-sleeved button-down shirt and dark trousers stands in a field of dry, golden-brown grass. Behind him are three large, vertical, rectangular panels that appear to be made of a translucent, slightly textured material. Each panel displays a different landscape scene: the left panel shows a misty, mountainous landscape; the middle panel shows a similar landscape but with a more pronounced rainbow or light effect; the right panel shows a close-up of a waterfall. The background beyond the panels is a clear blue sky and distant, rocky mountain peaks.

APPENDIX

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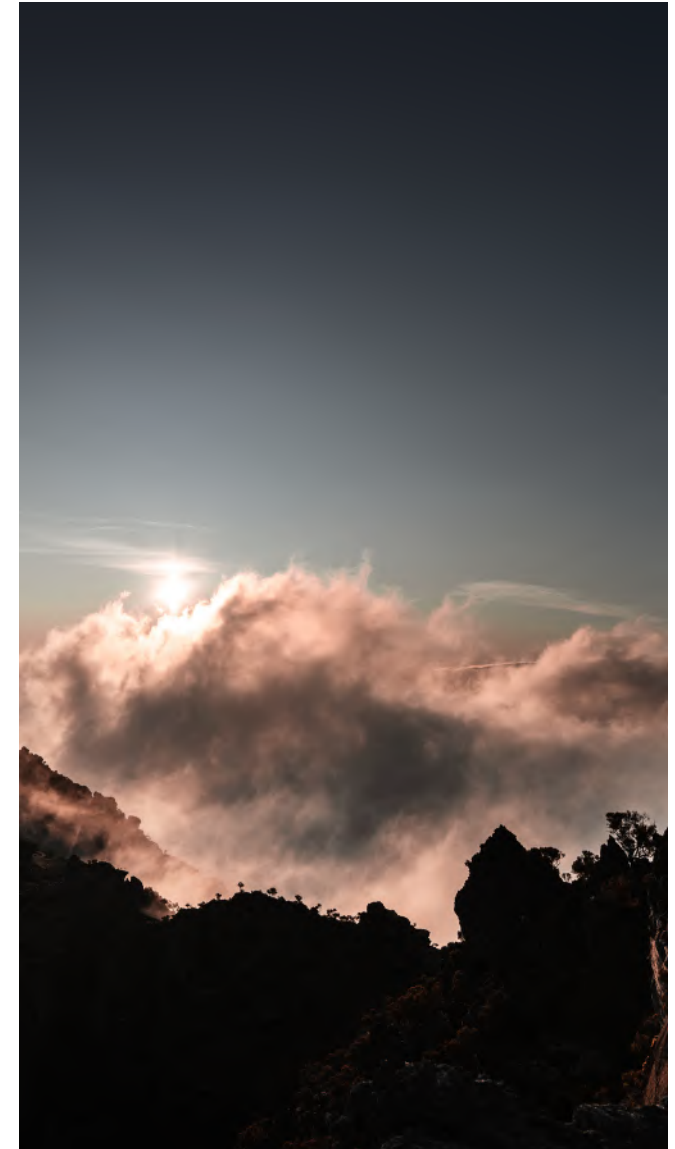
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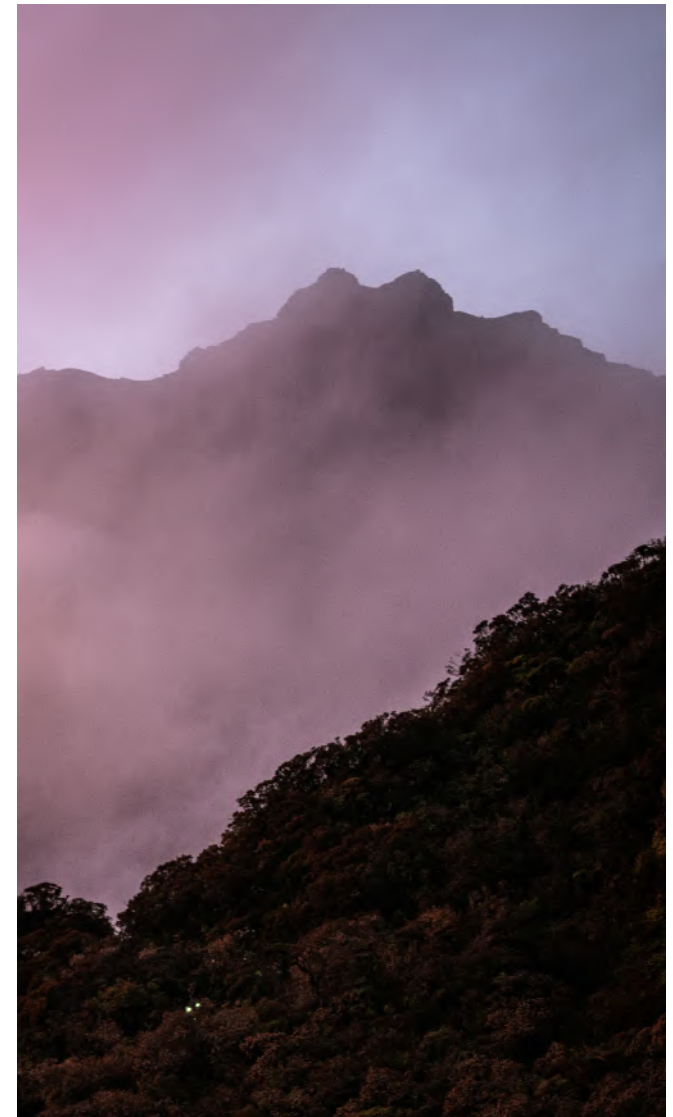
LIST OF KEY PERFORMANCE INDICATORS

OBJECTIVES	INDICATORS
LEVER 01 - PURPOSE AND TRANSPARENCY	
Foster a new business approach that benefits all stakeholders, supported by an external advisory committee.	-
Enhance transparency in our practices by publicly disclosing the supply chains of our Tier 1, Tier 2, and critical Tier 3 suppliers by 2030.	-
Introduce environmental labeling for our products by 2025 and social labeling by 2030.	Environmental labeling coverage: 0% of products. Social labeling coverage: 0% of products.
LEVER 02 - ACTING FOR MORE INCLUSIVE PARTICIPATION	
Our ambition is to dedicate a cumulative total of €20M to the Salomon Foundation by 2030, promoting greater inclusivity in the outdoors.	27 mountain professionals helped. 17 non-profit organizations supported. €481,000 spent (€350,000 for non-profits, €131,000 for mountain professionals)
LEVER 03 - SHAPING THE FUTURE OF SPORT	
To fulfill the commitments outlined in our 'Salomon Sports Pledge' charter, aiming for more responsible athletes and practices.	More responsible trail events by 2025: 27% % reduction in our athletes' travel carbon emissions: to be determined
LEVER 04 - TAKING ACTION FOR A POSITIVE WORKPLACE	
Unleash the best in every team and employee through an innovative corporate culture driven by common purpose, a powerful employee experience, a growth mindset and an empowered organization.	Engagement: 7.9 / 10. Gender distribution: 43.9% women / 56.1% men
LEVER 05 - FAIR PRACTICES	
Achieve Fair Labour Association (FLA) accreditation by 2024.	Official Fair Labour Association Accreditation: in progress.
Ensure that 100% of our Tier 1 suppliers and strategic Tier 2 suppliers exceed our minimum social compliance standards by 2030.	90% of Salomon's Tier 1 achieved an A or B rating. 72% of Salomon's Tier 2 achieved an A or B rating.



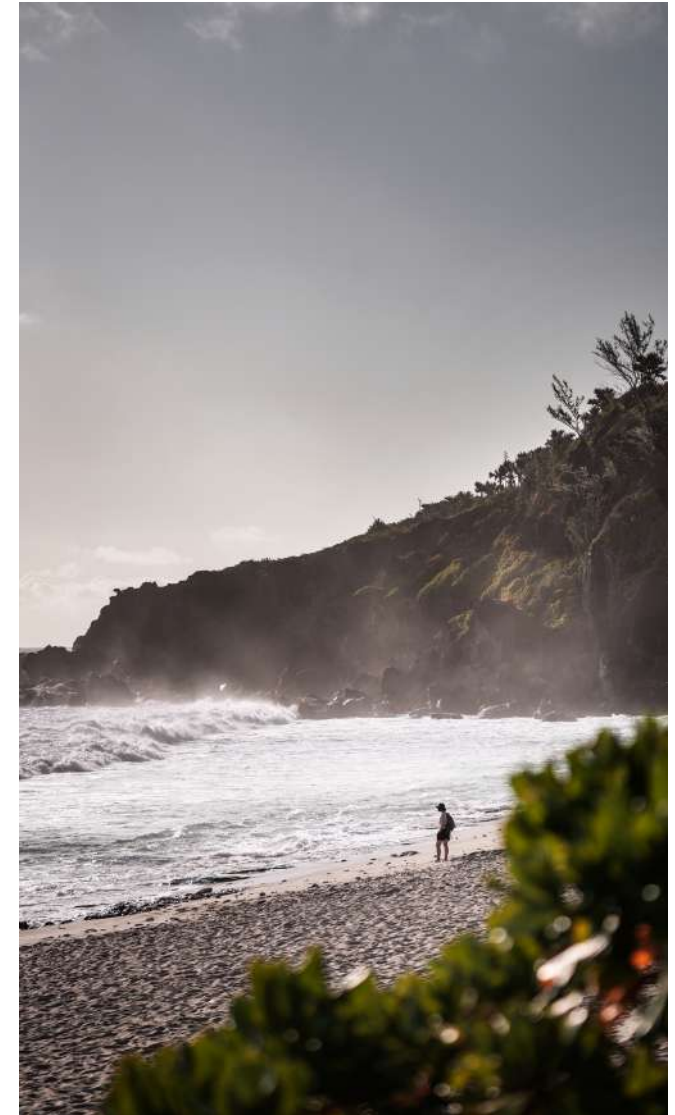
LIST OF KEY PERFORMANCE INDICATORS

OBJECTIVES	INDICATORS
LEVER 06 - DRIVING RESPONSIBLE PRODUCT PERFORMANCE AND INNOVATION	
Ensure that 100% of our key products reach Level 1 (champions) or Level 2 (eco-designed), through responsible sourcing, eco-design, repairability or recyclability initiatives, and collaborative partnerships by 2030.	12,8% of key products reach Level 1 or Level 2 of our responsible product framework (excluding hardgoods): <ul style="list-style-type: none"> · Footwear: 14% · Bags: 0.1% · Socks: 9% · Apparel & Accessories: 24%
Sub-objectives	
Ensure that 100% of priority raw materials come from recycled, recyclable or bio-based sources by 2030.	17% of our priority raw materials are preferred materials (excluding hardgoods).
Ensure that all DWR treatments and waterproof membranes in our new products are free of fluorinated chemicals such as PFCs, PFOAs or PFAS by the end of 2025.	77% of products do not depend on fluorinated chemicals such as PFCs, PFOAs or PFAS.
Ensure that 100% of our Tier 1 material suppliers comply with our material compliance policy and the 'Prohibited Substances List' as part of the annual update implemented since 2023.	100% of our Tier 1 material suppliers comply with our material compliance policy and the 'Prohibited Substances List' as part of the annual update implemented since 2023.
Achieve 100% PVC-free products by 2025.	98% PVC-free products.
LEVER 07 - ACTING FOR A CIRCULAR ECONOMY	
To launch a circular pilot program for repair, recycling, second-hand sales, and rentals by 2025.	Number of pilot projects launched by 2027: 3 pilots projects launched, out of the 4 categories repair, recycling, second-hand, and rentals.
To offer at least one repair, recycling, second-hand sale, or rental program for our entire product catalogue by 2030.	% of products offering at least one of these solutions: to be determined.



LIST OF KEY PERFORMANCE INDICATORS

OBJECTIVES	INDICATORS
LEVER 08 - ACTING FOR THE CLIMATE AND THE ENVIRONMENT	
<ul style="list-style-type: none"> · Achieve our carbon neutrality contribution target trajectory for the Science Based Target Initiative (SBTi): · 50% absolute reduction in scope 1 and 2 carbon emissions compared to the 2019 baseline · 30% absolute reduction in scope 3 carbon emissions by 2030 compared to the 2019 baseline · Net zero by 2050 	<ul style="list-style-type: none"> · Scope 1 & 2 carbon emissions compared to 2022: +22% . · Scope 3 carbon emissions compared to 2022: -8%.
Ensure that 90% of the waste produced by our operations and that of our Tier 1 suppliers is reused or recycled by 2030	Percentage of waste generated by our activities or those of our Tier 1 suppliers that is reused or recycled: to be determined.
Eliminate 50% of our single-use packaging by 2030	Percentage of single use packaging eliminated: to be determined.
Use 100% renewable electricity in our own operations by 2027	Renewable energy in our own operations (including our own factories, headquarters, offices and distribution centers, excluding stores): 9.6%.
Establish a strategy and goal approved by Science-Based Targets for Nature, in line with planetary boundaries	Environmental objectives validated by SBTN: No.



STAKEHOLDERS MAPPING

NGOs

- American Apparel & Footwear Association (AAFA)
- Brown Girl Outdoor World (BGOW)
- Cimas de la Esperanza
- Hikeish
- Indigenous Women Outdoors (IWO)
- Keo Seima Wildlife Sanctuary
- La Fresque du Climat
- Pass'Sport pour l'Emploi
- Protect Our Winter (POW)
- Sungai Watch
- Women Who Explore
- World Wildlife Fund (WWF)
- Youth Adventure Trust

WORKING GROUPS / LABELS

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

INDUSTRY PARTNERS

- 2BPolicy
- AirCoop
- Carbios
- CETIA
- Chamatex Group
- Game Earth
- GIZ
- Glimpact
- Green Wolf
- Hopper
- PEFTTrust
- Redeem
- Woolmark Performance Challenge - The Woolmark Company
- World Federation of Sporting Goods Industry (WFSGI)



STAKEHOLDERS' NEEDS AND EXPECTATIONS

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

STAKEHOLDERS' NEEDS AND EXPECTATIONS

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

GLOSSARY

ABBREVIATION	DEFINITION
ABS	Acrylonitrile butadiene styrene, or ABS, is an industrial thermoplastic polymer combining 3 different monomers.
ACV	Life Cycle Assessment
ADC	Annecy Design Center
Bio-based	Bio-based materials are derived from renewable organic matter (biomass), of plant or animal origin.
Biodiversity	The variety of life in a particular habitat, including species diversity, ecosystems, and genetic diversity.
Circularity	The concept of designing, sourcing, producing, and recycling textiles in a closed-loop system to minimize waste and environmental impact
Climate change	Long-term changes in the Earth's climate, including shifts in temperature, precipitation, and extreme weather events, largely attributed to human activities.
Community	Groups of people living in close proximity, often with shared interests and characteristics, whose well-being can be affected by various factors, including economic and environmental changes.
Consumer satisfaction	Salomon Brand Tracker survey, based on 716 respondents rating.
DEI	Diversity, equity, inclusion
DPP	Digital Passport Product: A digital product sheet that provides information about the lifecycle of a product. This could include the materials used, the environmental impact of the product, ownership, how to dispose of the item responsibly, or important warranty or maintenance information. https://fr.euronews.com/next/2024/04/03/passeport-numerique-des-produits-de-lue-quelle-definition-et-quel-impact
DWR treatment	Durable Water Repellent treatment
EPA	Environmental Protection Agency
Gender Equality Index	The index makes it possible to advance equal pay within companies, by objectively measuring the pay gap between women and men, while highlighting their areas for improvement. It is scored out of 100 points, and measured using 4 to 5 indicators depending on whether the company has fewer or more than 250 employees. https://www.info.gouv.fr/actualite/les-resultats-de-lindex-de-legalite-professionnelle-2023#:~:text=La%20note%20moyenne%20d%C3%A9clar%C3%A9e%20par,les%20femmes%20et%20les%20hommes
GHG	Greenhouse gases
Hardgood	'Hardgood' is any particularly resistant and durable product that does not include any or little textile material (e.g. skis, snowboards, ski boots, protective helmets)
Human rights	The fundamental rights and freedoms inherent in all individuals, including the right to life, liberty and security, as well as the right to be free from discrimination.



GLOSSARY

ABBREVIATION	DEFINITION
PFCs, PFOAs or PFAs	Per- and polyfluoroalkyl substances are substances that contain fluoride and are most often referred to by their acronyms: PFCs, PFOAs or PFAS.
Preferred Materials	Materials that systematically produce reduced impacts and increased benefits for the climate, nature, animals, and people compared to their conventional counterparts, through a holistic approach to transforming production systems.
Priority Materials	Widely used but can present risks, offering opportunities for innovation towards more responsible models.
PVC	In chemistry, PVC is a plastic material called polyvinyl chloride or polyvinyl chloride. https://www.novethic.fr/lexique/detail/pvc.html#:~:text=En%20chimie%20le%20PVC%20est,un%20physicien%20fran%C3%A7ais%2C%20Victor%20Regnault
Recyclable	Able to be collected, processed and reused as a raw material in the production of new goods.
Recycled PET	Polyester or PET (Polyethylene terephthalate) is a petroleum-based material that can be recycled. https://www.wedressfair.fr/matieres/pet-recycle
Regenerative transformation	The regenerative economy is opposed to the conventional idea that economic growth inevitably requires the intensive exploitation of natural resources. On the contrary, it promotes sustainability, resilience and well-being. https://bigmedia.bpi-france.fr/news/approche-regenerative-en-entreprise-pour-aller-plus-loin-que-la-rse-et-la-decarbonation
RSL	Restricted Substance List
SBTi	Science Based Target Initiatives https://sciencebasedtargets.org/
SBTN	Science Based Target Network https://sciencebasedtargetsnetwork.org/
SDEX	Sustainability Data Exchange
Social impact	The effect that economic, environmental or other activities have on communities, including social well-being, health and cultural aspects.
Softgood	Any product that includes textile materials in its structure (e.g. clothing, bags, accessories) is considered 'softgood'.
Sustainability	The practice of meeting current needs without compromising the ability of future generations to meet their own needs, considering economic, environmental and social factors. https://www.un.org/en/academic-impact/sustainability
Tracability	The ability to track and trace the origin, production, process, and distribution of a product, ensuring transparency and accountability.
Transparency	Being open and permitting access to information about a product or process, allowing stakeholders to make informed decisions and hold managers accountable.
VCU	Verified Carbon Units



CORRESPONDENCE TABLE FOR THE SUSTAINABLE DEVELOPMENT GOALS²¹



No poverty



Good health and well-being



Quality Education



Gender equality



Affordable and clean energy



Decent work and economic growth



Industry, innovation and infrastructure



Reduced inequality



Sustainable Cities and Communities



Sustainable consumption and production



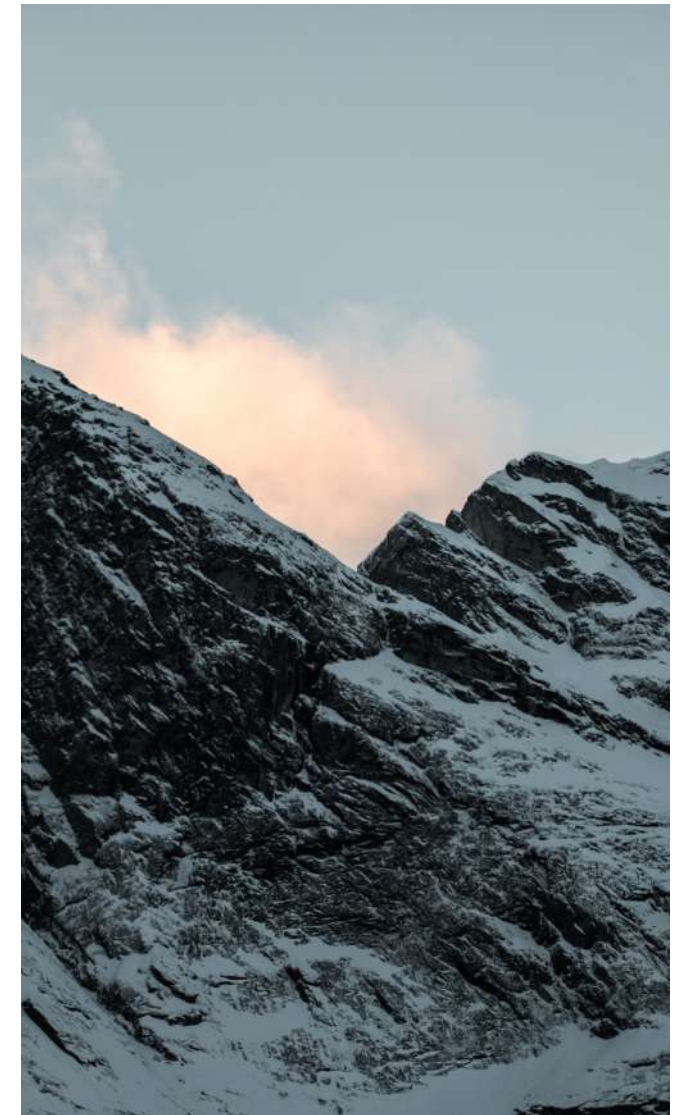
Climate Action



Partnerships for the Goals

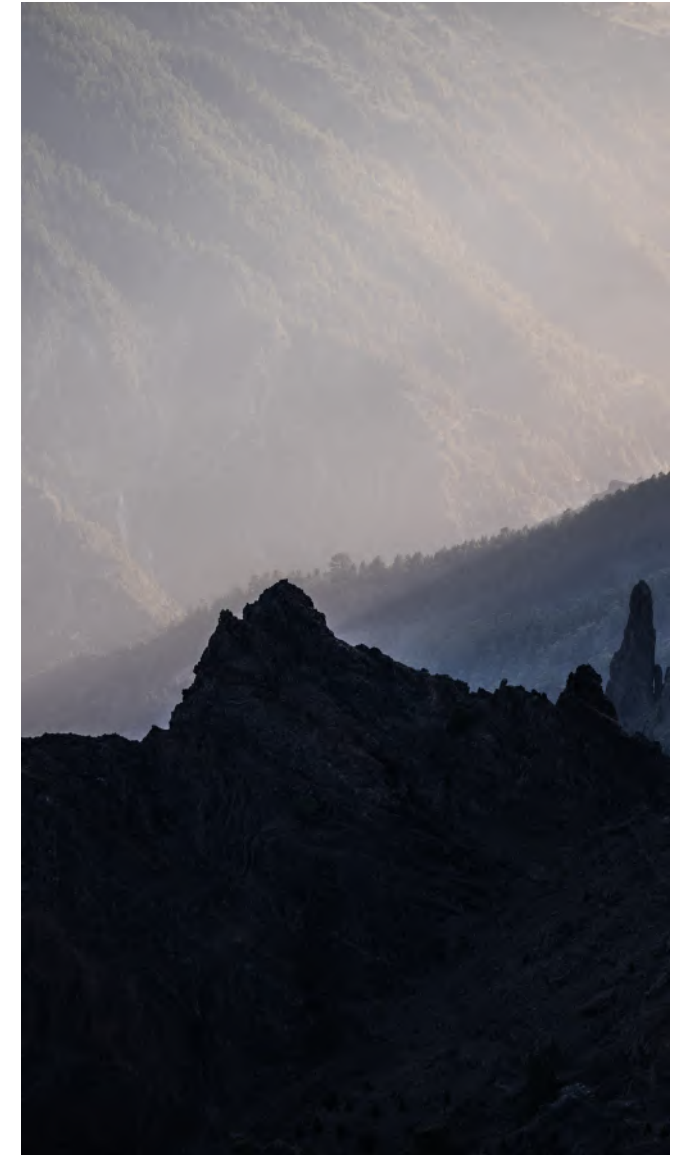
FOOTNOTES

N°			PAGE
1	Regenerative transformation	https://bigmedia.bpiFrance.fr/news/approche-regenerative-en-entreprise-pour-aller-plus-loin-que-la-rse-et-la-decarbonation	12
2	More responsible sports events	It is considered a more responsible event, an event improving year after year regarding the different commitments set by the engagement charter 'Change our Sports Pledge.'	23
3	Consumer goods companies	Based on the Workday Peakon Employee Voice database, the largest employee engagement database in the world.	34
4	Strategic suppliers	According to the definition of Amer Sports, a strategic supplier is a supplier whose turnover attributed to Salomon is greater than 30% of the total production, or whose purchase orders represent more than 80% of our total purchases in this product category and whose annual purchase orders exceed 1 million dollars.	36
5	Minimum social compliance standards	This implies a 100% audit of our Tier 1 and Tier 2 suppliers.	36
6	Softgoods	A product is considered a 'softgood' if it includes textile materials in its structure (e.g., clothing, bags, accessories).	40
7	Hardgoods	A product is considered a 'hardgood' if it is particularly resistant and durable, including little or no textile material (e.g., skis, snowboards, ski boots, protective helmets).	40
8	PFAS	The product is not intentionally treated with PFAS and does not intentionally contain PFAS-based membranes; however, it is possible that PFAS may be detected due to the unintentional use of PFAS in material flows, the use of recycled materials containing PFAS, or other sources of PFAS contamination.	43
9	Data collection	https://www.salomon.com/fr-fr/winter-sports-life-cycle-assessment	44
10	Brands and facilitators	Brands are Atomic, Décathlon, Elan, Elevate, Fischer, Head, Oberalp, Petzl, Rossignol, Tecnica group. They are helped by facilitator: 2BPolicy, Glimpact and PEFTrust.	44



FOOTNOTES

N°			PAGE
11	Preferred materials	Materials that systematically produce reduced impacts and increased benefits for the climate, nature, animals, and people compared to their conventional counterparts, through a holistic approach to transforming production systems. https://textileexchange.org/faq/what-is-the-definition-of-a-preferred-fiber-or-material/	45
12	Virgin fossil based materials	Materials derived from finite sources, including fossil fuels or inorganic substances, whose extraction and use may exceed planetary boundaries.	45
13	Renewable materials	Materials originating from living organisms, such as plants or animals, capable of naturally renewing within planetary boundaries.	45
14	Recycled materials	Materials processed from recovered products or waste, contributing to a circular economy and respecting planetary and social boundaries.	45
15	Metacross	https://www.salomon.com/fr-fr/stories-guides/trail-running/news-salomon-lance-la-metacross-sa-premiere-chaussure-de-trail-running	48
16	Metacross carbon footprint	Life Cycle Analysis Study conducted by Aircoop in 2023.	48
17	SBTi	The Science-based Targets Initiative (SBTi) is a collective initiative born from the collaboration between several institutions – the Carbon Disclosure Project (CDP), the United Nations Global Compact (UNGC), and the World Resources Institute (WRI) – aimed at assisting companies in reducing their CO2 emissions through a methodology aligned and consistent with the recommendations made by the IPCC (Intergovernmental Panel on Climate Change). https://sciencebasedtargets.org/	57



FOOTNOTES

N°			PAGE
18	Carbon Emission Reduction Targets by Scope	<p>Based on their origin, we classify greenhouse gas (GHG) emissions into Scopes 1, 2, and 3. This classification helps to establish a company's or product's carbon footprint.</p> <p>Scope 1: Direct GHG emissions from the combustion of fossil fuels (e.g., oil, gas, coal).</p> <p>Scope 2: Indirect emissions resulting from the production of purchased energy consumed by the organization (e.g., electricity and district heating/cooling).</p> <p>Scope 3: Indirect emissions resulting from the organization's activities but occurring outside of its direct control, such as purchased goods and services, transportation and logistics, waste, etc.</p>	57
19	SBTN	<p>Science-based Targets for Nature (SBTN) is a global initiative aimed at setting clear and measurable scientific goals for the conservation and restoration of nature, similar to the Science-Based Targets (SBT) that have been set for climate.</p> <p>https://sciencebasedtargets.org/</p>	57
20	Annecy Design Center employees	The site hosts 669 Salomon employees, with the rest being employees of the Amer Sports group or other brands within the group.	62
21	Sustainable Developments Goals	https://sdgs.un.org/fr/goals	76



METHODOLOGICAL NOTES

Our carbon footprint was calculated:

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

Our reporting boundaries:

- Reported indicators track Salomon activities for FY2023, from January 1st to December 31st 2023.
- When 2023 data is not available, 2022 or 2021 data may be referred to.
- Due to publication date, events and data covering FY2024 have been added where relevant for forward-looking perspective.

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



A person wearing a white jacket and a backpack is hiking through a dense forest of tall, thin trees. The forest floor is covered in green moss and ferns. The lighting is soft and dappled, creating a serene atmosphere. The person is positioned in the lower right quadrant of the frame, looking towards the right.

SALOMON

September 2024

Salomon S.A.S
14, chemin des croiselets Z.A. Les Croiselets 74370 METZ-TESSY FRANCE