

LETTER FROM OUR CEO

Annecy, September 2019



Play-Minded: Salomon Sustainability Program

As a company, Salomon has never been an extrovert. At times, we might have even been considered secretive, but this has never prevented us from being a responsible company. Being 100 percent connected to mountain sports since the first day of our existence in 1947 in Annecy in the French Alps has made us very respectful of our playground – nature. In addition, our social programs have long been a clear priority within our head office, development centers, factories and sales organizations.

A few examples that illustrate our existing commitment toward sustainability:

- **The Salomon Foundation** was created in 1999 in order to support mountain professionals and athletes injured during their professional sport activities. It has distributed more than 1.2 million euros since its inception and has supported more than 350 professionals and their families
- We have completed yearly systematic **social audits** at all of our partner factories since 2007 using third-party audits
- We manage and annually update **Restricted Substances Lists** specific to our core product categories
- Salomon has been a **bluesign® System Partner** since 2013 and is committed to the use of more sustainable textiles chemistry
- Salomon has been a **Sustainable Apparel Coalition (SAC)** member since 2016 and is an active participant in the **Higg Index** roll out
- Salomon's global headquarters at the Annecy Design Center (ADC) has been **ISO14001** and **ISO50001** certified since 2017 (energy, water and risks management)
- Salomon signed the **United Nations Fashion Industry Charter for Climate Action** in December 2018 and has committed to reduce its carbon emissions by 30% by the year 2030

We aim to deliver ambitious business targets, but I clearly confirm our intent to deliver this growth while reducing our environmental impact and contributing to social development. Thus, the **Salomon Play-Minded Program** is addressing our company's immediate and long-term objectives and intentions in several areas relating to operating a more sustainable business. The Program has four key areas of focus: **the Toys** (the products themselves), **the Playmakers** (the people who create the products we use to play outdoors), **the Playground** (the places where we practice these sports), and **the Players** (the people who make up the communities of our outdoor sports).

The Salomon Play-Minded Program has outlined an ambitious plan **with 9 objectives through 2025 covering these four key areas.**

We are committed to make Salomon more open and more transparent toward our key stakeholders: consumers, retail partners, media, professional organizations and our communities.

We aim to be a responsible and proactive player making our business more sustainable and we encourage our stakeholders to do so as well.

We are just at the start of our journey. Please join us.

Jean-Marc PAMBET
Salomon CEO

