



## Keep minding, keep playing. Together.

Salomon has never been an extroverted company. We could even be considered secretive at times. But this has never prevented us from being a responsible company. Being 100% connected to mountain sports since the first day of our existence in 1947 has made us very respectful of our playground – nature. In addition, our social programs have long been a clear focus and 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 million euros since its inception and has supported more than 300 professionals and their families,
- 82% of our employees are shareholders, which makes them more responsible and engaged toward the impact of their actions on the future of our company,
- Wellbeing at the office has always been a point of focus. We are proud to offer to our 900 employees at the Anney Design Center a Precor fitness center and a yoga room for their daily sport activities,
- We have completed systematic yearly social audits at all of our partner factories since 2007,
- We manage and proactively update a Restricted Substances Lists specific to our core product categories,
- Salomon is a bluesign® System Partner since 2013 and is committed to the use of more sustainable textiles chemistry,
- Salomon is a Sustainable Apparel Coalition (SAC) member since 2016 and is an active participant in the Higg Index roll out.

We firmly believe that Salomon has a role to play in the development of the outdoor sports community by supporting grassroots participation efforts on local levels. Moreover we want to protect our outdoor playground and to preserve our natural shared resources. After all, there is no playing without the playground.

We aim to delivering ambitious business targets, but I confirm our intent to deliver this growth while reducing our environmental impact and contributing to social development. Specific targets and key performance indicators for this bold intention are being developed and will form the basis for ongoing communication with our stakeholders.

Our choice moving forward is clear.

We commit therefore to a collective decision 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 its business more sustainable and allowing social development. And we are just at the start of our journey toward more transparency of our activities and related impacts.



**Jean-Marc PAMBET**  
Salomon CEO

