



GLOBAL HEADQUARTERS

555 Main Street | Suite 329
Racine, WI 53403 USA
262.631.6000

johnsonoutdoors.com

Date: September 2023

To: Johnson Outdoors Inc. Manufacturers and Suppliers

From: David W. Johnson and Terry Troutman, Johnson Outdoors Inc.

Subject: Authorization to Release Information;
Update in Supplier Statement of Basic Standards

Dear Valued JOI Supplier:

Johnson Outdoors Inc. (JOI) routinely acquires existing supply chain information on components and sub-assemblies that we incorporate into our products to ensure that our supply chain information is current and correct. These efforts have been undertaken in order to comply with various worldwide environmental and supply chain laws, rules, orders and regulations, including: Directive 2011/65/EU Restriction of Hazardous Substances (EU RoHS2); Regulation (EC) No 1907/2006 Registration, Evaluation, Authorisation of Chemicals (EU REACH); Directive EU 2018/851 Amended EU Waste Framework Directive (EU SCIP); Dodd-Frank Wall Street Reform and Consumer Protection Act, Section 1502 (US Conflict Minerals Rule); Safe Drinking Water and Toxic Enforcement Act of 1986 (Proposition 65); United States Toxic Substances Control Act (TSCA); Uyghur Forced Labor Prevention Act (UFLPA), and others.

JOI has established an internal project group chaired by senior management and is committed to implementing all relevant processes to manage its corporate compliance program and activities. An external compliance expert, The GoodBye Chain Group (GCG), supports this project team in acquiring this information on our behalf. This document serves as a formal authorization for GCG to contact you and acquire any necessary information.

In order to comply with various environmental and supply chain requirements, JOI is requesting your assistance and cooperation in order to complete our due diligence activities and ensure that our products meet compliance obligations. Depending on your position in JOI's supply chain, you may receive initial and/or ongoing requests for data information, including but not limited to: full material and substance composition of parts and components; written declarations of compliance for parts and components; Reasonable Country of Origin Inquiry (RCOI) and request for the Conflict Minerals Reporting Template (CMRT); Proposition 65 substance information; other supply chain transparency information including sourcing from regions under UFLPA. We request your cooperation in furnishing any requested information in a timely manner.

JOI understands that the evolving landscape of environmental and supply chain compliance requirements may necessitate training and support. In addition to requesting and collecting information on our behalf, GCG is also authorized to provide education and training to JOI suppliers as needed. For assistance in completing any requested forms, fulfilling requests, or for general training on compliance issues for which JOI requests information, please contact GCG via email at DCsupport@goodbyechain.com or via phone at +1-888-422-4246 x 800 (US and Canada). International calls may be made to +1-719-404-1831 for assistance.

In order to communicate clear and consistent expectations and requirements for ongoing compliance, JOI published an updated Supplier Statement of Basic Standards. Compliance with this Statement is a requirement of all JOI suppliers and will be invoked on all purchase orders. This Statement is a dynamic statement and may be changed periodically by JOI to include changes to existing legislation and emerging legislation.



The Statement specifies that at times, JOI may not alert suppliers to these changes, and it is the suppliers' responsibility to review the Statement to ensure ongoing compliance.

Please note that this Statement includes compliance requirements for existing laws and updates to laws that may affect your obligation to provide specific information upon request.

The Statement may be found at the following URL: <https://www.johnsonoutdoors.com/legal> .

If you have questions regarding this Statement, please contact your JOI buyer's representative.

Please be aware that you may be contacted by JOI or GCG's data collection support team (DCSupport) to confirm receipt, understanding, and compliance with this Statement.

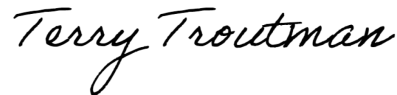
Ongoing commitment to providing socially and environmentally conscious products is a core component of JOI's critical business objectives. If you have any further question regarding JOI's compliance programs, please do not hesitate to contact us. Any questions regarding specific compliance issues may be addressed directly to GCG.

Thank you for your cooperation in this matter.

Sincerely,

A handwritten signature in black ink, appearing to read "David W. Johnson", with a long horizontal flourish extending to the right.

David W. Johnson
Vice President and Chief Financial Officer

A handwritten signature in black ink, appearing to read "Terry Troutman", with a long horizontal flourish extending to the right.

Terry Troutman
Vice President – Operations & Supply Chain