

**JOI Grievance Mechanism for Conflict Minerals, and Slavery and Human Trafficking:**

Johnson Outdoors Inc.'s ("JOI") Conflict Minerals, and Slavery and Human Trafficking grievance mechanism allows interested internal or external parties to voice concerns regarding the circumstances of mineral extraction, trade, handling and export in a conflict affected and high-risk area, as well as voice concerns regarding slavery and human trafficking in JOI's supply chain.

Any concerns or information regarding our Conflict Minerals policy, process or findings, as well as any concerns or information regarding slavery and human trafficking may be communicated by sending written correspondence to:

Johnson Outdoors Inc.  
555 Main Street,  
Racine, WI 53403  
USA  
Attn: Lori Strangberg, Corporate Controller  
Or sending email correspondence to:  
[lori.strangberg@johnsonoutdoors.com](mailto:lori.strangberg@johnsonoutdoors.com)

This is an open reporting mechanism that allows JOI to receive any additional relevant information that may not have been identified through its due diligence process in supply chain transparency related to Conflict Minerals.

Any information may be reported anonymously.