



Academy[®]
SPORTS+OUTDOORS



HAVE *Fun* OUT THERE

2023
Corporate Responsibility Report

GEARED
FOR
YOU

ACA
DEMY

About This Corporate Responsibility Report

This Corporate Responsibility Report (this Report) details the corporate responsibility efforts and relevant metrics of Academy Sports + Outdoors (Academy, we, us, our, or the Company), as informed by the Sustainability Accounting Standards Board’s (SASB) Multiline and Specialty Retailers and Distributors sector standard and in reference to the Global Reporting Initiative (GRI) 2016 standard. This Report addresses only those business activities for which we generally have complete control or ownership and covers our fiscal year 2023 of January 29, 2023 to February 3, 2024 (2023, fiscal 2023, or FY23), unless otherwise noted.

Forward Looking Statements

This Report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements are based on the Company’s current expectations and are not guarantees of future performance. Words such as “outlook,” “guidance,” “anticipates,” “assume,” “believes,” “continues,” “could,” “estimates,” “expects,” “intends,” “may,” “plans,” “potential,” “predicts,” “projects,” “future,” “will,” “seeks,” “foreseeable,” or the negative version of these words or other comparable words or similar expressions are used to identify these forward-looking statements. In particular, forward-looking statements include, but are not limited to, statements we make about our expectations for our operations and business and our corporate responsibility plans, goals, and targets (including environmental and such

other matters relating to our Team Members). Actual results may differ materially from those in the forward-looking statements due to changes in global, regional, or local economic, business, competitive, market, regulatory and other factors, many of which are beyond the Company’s control. Important factors that could cause actual results to differ materially from those in the forward-looking statements are set forth in the Company’s filings with the U.S. Securities and Exchange Commission (the SEC), including the Company’s Annual Reports on Form 10-K under the caption “Risk Factors,” as may be updated from time to time in our periodic filings with the SEC. Any forward-looking statement in this Report speaks only as of the date of this Report. The Company undertakes no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by any applicable securities laws. In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

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A NOTE FROM OUR CEO

At Academy Sports + Outdoors, we have three Pillars for Corporate Responsibility:

- Empowering our Communities
- Operating with Integrity
- Sustaining our Planet

These pillars are the foundation of our corporate responsibility efforts and guide our operating principles every day. As we grow our physical store count, our goal remains to ensure that we have a positive impact on the communities which we serve and live in. We believe these pillars foster a culture of responsible leadership and integrity that is critical to the future growth of our company while also supporting the long-term interests of all our stakeholders.

A key focus is to hold ourselves and our vendors accountable for acting responsibly. In addition, we encourage our customers and Team Members to “Have Fun Out There” and enjoy all the sports + outdoor activities that they are passionate about, and we believe that our corporate responsibility efforts are key to this enjoyment.

Our corporate responsibility efforts primarily relate to:

- Keeping our customers active and connected with experiences,
- Investing in our Team Members and developing a diverse and inclusive society and workplace,
- Ensuring the quality and safety of our products, workplaces, and retail experience,
- Supporting and giving to our communities,
- Enhancing our governance practices,
- Strengthening our compliance programs,
- Ensuring our data is secure and used responsibly, and
- Improving our environmental impact.

As we move forward, we will continue to review and appropriately enhance the scope of our evolving corporate responsibility efforts.

In this Report, we describe the progress Academy has made since our last report, including our progress on diversity, inclusion, and belonging initiatives, the positive impact that our charitable giving initiatives have, and our environmental impact. We present disclosures that are informed by the Sustainability Accounting Standard Board (SASB) Multiline and Specialty Retailers and Distributors sector standard and reference the Global Reporting Initiative (GRI) standard, and we provide materials that improve the convenience of reviewing our achievements.

Our commitment to meaningful corporate responsibility practices is essential to achieving our vision to be the best sports + outdoors retailer in the country while supporting our mission to provide fun for all. I am proud of what the Academy team has accomplished, and I want to thank all our Team Members for their commitment to operate with excellence in all they do. I am optimistic in our ability to continue making significant progress in our sustainability journey and what we can achieve together.

**We encourage our customers
and Team Members to
“Have Fun Out There” and enjoy
all the sports + outdoor activities
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to this enjoyment.**



Steve Lawrence
Chief Executive Officer

PURPOSE STATEMENT

At Academy Sports + Outdoors, responsible leadership and integrity are values that are fundamental to the way we conduct our business. We believe that practicing corporate responsibility strengthens our accountability and the performance of our Board of Directors (the Board) and executive management team, supports the long-term interests of our stakeholders (including our Team Members, our customers, and their communities), and furthers the achievement of Our Vision to be the best sports + outdoors retailer in the country. We engage in responsible leadership by relying on our Pillars of Corporate Responsibility: Empowering Our Communities, Operating with Integrity, and Sustaining Our Planet. This approach guides our corporate responsibility efforts at all levels, including our strategies, investments, internal and external engagement, and reporting.

PILLARS

Empowering Our Communities

At Academy, it's our Mission to provide fun for all. We embrace diversity, inclusion, and belonging throughout our organization, we invest in our Team Members, and we strive to create safer and stronger workplaces, shopping experiences, and communities. This includes:

- Team Member Growth Opportunities
- Diversity, Equity & Inclusion/Culture
- Community & Workplace Safety & Preparedness

Operating with Integrity

Responsible leadership and integrity are important values at Academy that guide the governance of our Company and instill trust among our customers, Team Members, communities, and other stakeholders. This includes:

- Corporate Governance
- Ethics & Compliance
- Data Security & Privacy
- Vendor Management

Sustaining Our Planet

We're committed to keeping the outdoors fun for generations to come. That's why we're taking a thoughtful approach to our environmental impact — so you can feel good about gearing up for the great outdoors. This includes:

- Climate & Carbon Footprint
- Sustainable Products & Packaging
- Construction Efficiency, Recycling & Waste Management

WE ARE ACADEMY SPORTS + OUTDOORS

Academy Sports + Outdoors is a leading full-line sporting goods and outdoor recreation retailer in the United States. Academy's product assortment focuses on key categories of outdoor, apparel, footwear and sports & recreation through both leading national brands and a portfolio of private label brands.

Our Mission

Provide **FUN FOR ALL** through strong assortments, value, and experience

Our Vision

To be the **BEST** sports + outdoors retailer in the country

Our Values

- **CUSTOMER** focus and service
- **EXCELLENCE** in all we do
- Responsible **LEADERSHIP**
- **INITIATIVE** with urgency
- **STUDENTS** of the business
- **INTEGRITY** always
- Positive impact on our **COMMUNITIES**

ACADEMY BY THE NUMBERS*

Katy, Texas ~22,000

Headquarters Team Members

3 **282**

Distribution Centers Stores

18 **ASO**

States Nasdaq Ticker Symbol

~\$6.2B

Fiscal 2023 Net Sales

~19,700,000

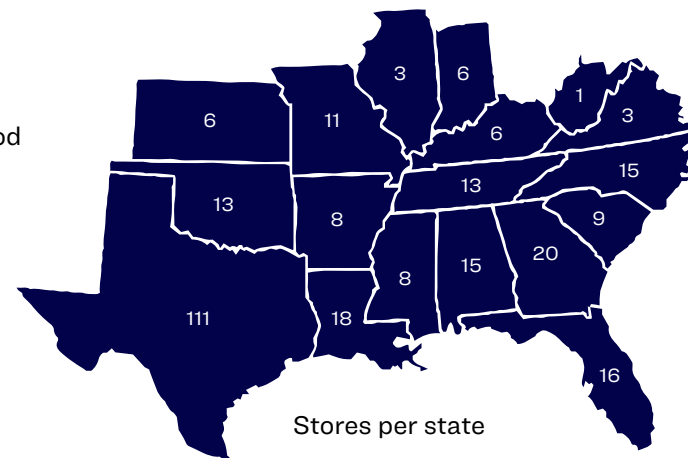
Total Retail Square Footage**

~4,800,000

Total Distribution Centers Square Footage**

~605,000

Total Corporate Offices Square Footage**



* Figures as of fiscal year end February 3, 2024
 **Academy leases its corporate offices, distribution centers, and all but one of its stores.

Our Products

We offer a broad, value-oriented assortment of top national brands and high-quality private label products across 16 footwear, apparel, outdoors, and sports & recreation categories that appeal to all ages, incomes, and aspirations.

Our customers range from beginners to intermediate to advanced athletes, families enjoying outdoor recreation, and enthusiasts pursuing their passion for sports and the outdoors. We carefully curate our products to provide the right assortment and enable our customers to enjoy a variety of sports and outdoors activities, whether they are trying out a new sport, training for health and fitness, tailgating for a sporting event, or hosting a family barbecue. By offering products and information that enable our customers to be smart, responsible, and safe, we promote and encourage safety and responsibility, so that everyone can feel confident and comfortable doing what they love.

Our merchandise consists of national brand products that we purchase and license from authorized vendors, Academy's private label brand products that we contract for manufacture, and exclusive licensed products that we purchase and license from vendors and carry exclusively. We carry some of the most popular national brands, such as Nike, Adidas, Under Armour, The North Face, Carhartt, Columbia Sportswear, YETI and Brooks. Our private label merchandise, which comprises 19 brands including Magellan Outdoors, BCG, Academy Sports + Outdoors, Freely, and Outdoor Gourmet, support and complement our overall merchandising strategy due to limited price point overlap with national brands. Our quality private label brands generate strong brand equity and drive significant customer loyalty, as several of our exclusive products, such as the Magellan Outdoors fishing shirt and the Academy logo folding chair and folding wagon, are top selling items.



Our Retail Experience

At Academy, we don't just connect our customers with great products. We're the starting line for new adventures and memories that last a lifetime.

No matter the season or circumstances, we continuously adapt to our customers' changing needs and create an unparalleled shopping experience.

We love sports and the outdoors as much as our customers do, and we're all about helping them try new things, rekindle old interests, pursue their passions, and maintain important traditions. Our Team Members bring excitement, dedication, and expertise to every interaction, helping our customers to make informed purchases and keeping them coming back for all their sports and outdoors needs.

At Academy, we hire Team Members that reflect the diversity and interests of the community they serve. We staff our stores with Enthusiasts, or Team Members who have a specialized passion for sports and outdoors. Our Enthusiasts live and breathe the active lifestyle and are avid users of the products we sell. They are knowledgeable, attentive, friendly, and focused on ensuring our customers enjoy more sports and outdoors for life. Our Enthusiasts have first-hand knowledge of the communities they serve, allowing them to advise and equip customers with products that suit the customers' specific needs and the nuances of the local environment.

We continuously work to improve our retail experience, both in-store and online. We have transformed our e-commerce capabilities to enable greater omnichannel functionality through options such as our iOS and Android mobile shopping apps, ship-to-store, curbside pickup, and buy online pickup in-store.

In select stores, we offer enhanced store checkout queuing procedures, which are being rolled out to additional stores on an ongoing basis, and leverage training and technology to reduce overall store checkout time.

We're investing in additional training for our Enthusiasts to ensure their product knowledge is current and their service is effective and efficient. We're also improving the in-store experience by completing remodeling projects across our footprint, which will incorporate:

- Reduced height of shelving racks to enable clearer sight lines to all product areas
- New, visual interest points in key product areas such as a fishing reel bar, camping flat, and fitness pad
- Enhanced natural lighting and reduced energy usage
- Reduced use of flooring materials by using polished concrete floors

EMPOWERING OUR COMMUNITIES

At Academy, it's our Mission to provide fun for all. We embrace diversity, inclusion, and belonging throughout our organization, we invest in our Team Members, and we strive to create safer and stronger workplaces, shopping experiences, and communities.

Team Members Growth Opportunities

By living our Values and providing outstanding service to every customer who walks into an Academy store or visits our website, our 22,000+ Team Members put our Vision within reach as we build the best team in retail.

In turn, we strive to provide rewarding careers, benefits, and a workplace culture where Team Members are empowered to be their authentic self, drawing on their unique perspectives, passions, skills, interests, and experiences in their day-to-day jobs. Over 80 years of experience has shown us how taking care of our Team Members improves every aspect of our business. Enthusiastic, empowered Team Members make great ambassadors, which benefits them, our customers, our communities, and our results.

Our Values establish a strong foundation for our culture and represent the key expectations we have of our Team Members. These include the following:

- Customer focus and service
- Excellence in all we do
- Responsible leadership
- Initiative with urgency
- Students of the business
- Integrity always
- Positive impact on our communities

Talent Management

The best way to serve our customers is to invest in top talent, be open to innovation, and have the vision to succeed. We are focused on creating a winning team by recruiting and retaining great people, promoting teamwork, and fostering an enjoyable and rewarding work environment.

We also strive to provide Team Members with opportunities for personal growth, cross functional training and job opportunities, and career advancement. We offer a mix of instructor-led, online, and blended courses in several key areas, including Career Development and Leadership Development. Our wide variety of courses ranges from job specific (i.e., functional) to broad-based leadership training, to safety, security, ethics, and compliance training. We also engage in regular and ongoing feedback, annual performance reviews and annual talent calibration conversations. Succession planning is conducted on an annual basis to identify suitable internal candidates for key positions within Academy.

Our training offerings include courses designed to improve the skills needed for specific roles, as well as those designed for anyone looking to sharpen their knowledge and skills. Examples include our Buyer

Training Program, Executive Training Program, Team Lead Development, Academy Leadership University, Academy Retail University, Presentation Skills, Insights, and Accountability Builder programs, among others.

Our Manager-In-Training course, for example, prepares in-store Team Members for advancement through shadowing experiences and case studies in a high-performance training store environment. We leverage feedback from attendees and leaders to understand the impact of our learning experiences and to continue enhancing our offering.

All Team Members are eligible for our Tuition Reimbursement Program and Professional License/Certification Reimbursement Program, subject to certain requirements. These programs compensate participants for tuition and books at an accredited university or to obtain a professional license or certification.

Benefits

We are proud to offer a competitive value proposition to our Team Members, including comprehensive benefits and compensation packages. Our benefits package is designed to allow Team Members the ability to pick and choose which benefits are the best for their and their family's health and well-being.

Our benefit plans extend to eligible Team Members, their spouses, and dependents. For salaried and full-time hourly Team Members, our benefits include, but are not limited to:

- Medical/Prescription Drug Insurance
- Health Savings Account
- Vision and Dental Insurance

- Life and Accident Insurance
- Long- and Short-Term Disability
- Healthcare Reimbursement Account
- Additional Voluntary Plans (Hospital Indemnity, Critical Illness, Accident, Legal Plan and Pet Insurance)
- Paid Time Off (PTO) plans for Full-Time and Part-Time employees
- Employee Stock Purchase Plan which provides a 15% discount on the lower of the stock price at the beginning or the end of each offering period
- 401(k) Plan with a 6% dollar-for-dollar matching contribution up to the IRS deferral limit
- Discount Marketplace (with travel, entertainment, electronics, and local deals)
- Tuition Reimbursement
- Professional License and Certification Reimbursement
- Medical, family, and bereavement leave
- Fertility benefits
- Free access to caregivers through Care.com
- Free flu vaccinations
- Paid maternity and paternity leave for full-time Team Members
- Dependent Care Flexible Spending Account
- Team Member Resource Groups and Academy Networking Groups
- Team Member Disaster Relief
- Ability to be paid daily
- Subsidized meals at our distribution centers and corporate campus
- 20% discount on most of our merchandise

We recently expanded our benefits and compensation packages by increasing hourly wages in stores and distribution centers. Also, at our corporate and distribution center campus located in Katy, Texas, we provide our Team Members the opportunity to participate

in intramural sport teams, 5K fun walk and run events, subsidized membership to our on-site gym and exercise classes, subsidized cafeteria, “food truck Thursdays,” onsite car wash, a Company holiday party, and other Team Member appreciation events.



Diversity, Equity & Inclusion/Culture

At Academy, we believe the diversity of our Board of Directors, Team Members, customers, and all others with whom we interact enhances the quality of our work environment and our customers’ shopping experience. Academy encourages diversity, inclusion and belonging (DIB) and requires that all Team Members and vendors interact fairly, equally, and respectfully toward others. We encourage Team Members to work together and to value the strengths each Team Member brings to the team.

Our commitment to DIB begins at the top with our Board and senior management. Since our initial public offering in October 2020, our Board has taken actions to build a diverse membership. As of the date of this Report, our Board includes four women and three ethnic minority directors, representing overall Board diversity of 60%. In addition, our Chairman of the Board is an ethnic minority and the Compensation Committee and the Nominating and Governance Committee are chaired by women. Our Corporate Governance Guidelines ensure that women and minorities are reflected in any pool of candidates being considered for a Board position and that at least one woman or one minority candidate should be interviewed. Throughout the organization, we continue to attract, recruit, develop, and retain Team Members with backgrounds that are representative of our diverse communities, because it makes our Company stronger. During 2023, we increased the percentage of our overall management level positions held by racial/ethnic minorities by ~4.5% since fiscal year 2021.

We require all Team Members to complete unintentional bias training to help eliminate biases from hiring, promotions, job assignments, evaluations, and customer service. We believe this training will lead to more opportunities for diverse Team Members, as well as better customer service, all of which will enhance our performance.

We are fully committed to complying with all equal employment opportunity and anti-discrimination laws. We set a clear standard that all aspects of employment (including recruitment, hiring, training, promotion, advancement, remuneration, discipline, and termination) and our work and shopping environment, should be free of harassment (including sexual harassment), discrimination, or other inappropriate or abusive conduct.

Employment decisions should be based solely on ability to perform the job and not on the basis of age, disability, race, color, religion, sex/gender (including sexual orientation and gender identity), age, pregnancy (including childbirth, nursing, and related medical conditions), national, social or ethnic origin or ancestry, citizenship, creed, marital status, familial status, disability, family medical information or genetic information (including testing and characteristics), veteran status, uniformed service member or military status, or any other characteristic protected by federal, state, or local law. Relevant policies, expectations, and requirements are included in our Equal Employment Opportunity and Ethics and Code of Conduct Policies.

We have a DIB Committee composed of a diverse group of cross-functional leadership, which leads the promotion and development

of our ongoing DIB initiatives. In 2023, the DIB Committee expanded to create a senior advisory committee and added two new Team Member Resource Groups (TRGs). The DIB Committee supports seven TRGs and 16 Academy Networking Groups (ANGs), which are Team Member-led and organized groups formed with the purpose of building meaningful connections with fellow Team Members around their diverse cultures and common interests. TRGs and ANG are opportunities for Team Members to actively engage around a central unifying purpose, mission, background or activity.

TRGs celebrate the diversity of our Team Members and promote DIB throughout our organization. TRGs enhance the overall well-being of Team Members and establish mutually beneficial relationships between Academy, our workforce, members of the TRG, and the communities we serve. Academy provides TRGs with executive sponsorship, budgetary support, and other meaningful resources to best enable the TRGs to successfully fulfill their purposes.

Our seven TRGs and their objectives include:

- **Black Alliance for Social and Enterprise Success (BASES):** Enriching the experiences of Black Team Members at Academy by facilitating personal and professional growth through meaningful discussions, events, and outreach activities.
- **LGBTQ+ and Allies:** Creating a welcoming forum to support equality of opportunity and experience by participating in peer-to-peer and group mentoring, informational discussions, community outreach events, as well as social networking opportunities.

- **iVamos!:** Providing a space to promote inclusion and belonging for Hispanics and Latinos at Academy, while fostering cultural awareness to positively impact how Academy achieves its strategic priorities.
- **Veterans Engagement Team and Supporters (VETS) at Academy:** Fostering a military/veteran friendly environment at Academy and facilitating a network of Team Members that share an interest in the military community.
- **Women in Leadership (WIL):** Expanding support for women in diverse roles and encouraging women to take an active role in their personal and professional development by providing a forum to build strong relationships through networking, training, and community outreach.
- **Asian American and Pacific Islanders (AAPI):** Foster community, inclusion and belonging for and among Team Members who identify as Asian and Pacific Islander and to educate and promote the diverse cultures and traditions of Asia and Pacific Islands in the United States and abroad.
- **Desi Dhamaka:** Boost Team Members' engagement and promote diversity and inclusion by introducing activities from South Asia and educating them on the Indian subcontinent cultures and traditions. We aim to do this by providing a fun learning environment with with memorable experiences, all while promoting diversity and inclusion.

Each of our ANGs, which include Academy Cycling Group, Academy Sneakerheads, Cookeville Distribution Center DIY, Academy Running Club, Working Parents, Foodies, and Fantasy Football, to name a few, enjoy a special

recreational interest that is commonly shared by the members of the group. ANGs offer another environment where Team Members can meet new people, learn new things, and pursue their interests together.

Team Member Engagement

We create Team Member engagement by focusing on three themes that we identified as a result of our Team Member Engagement Survey: Invest in me, Listen to me, and Lead me. Our Team Members are looking for a future with the organization, want to contribute their ideas for improvement, and are looking to our leadership to instill confidence in the way forward, especially during a challenging retail climate.

We regularly engage with our Team Members on the issues that matter most to them and take action in response to their suggestions and ideas. Periodically, we conduct our Team Member Engagement Survey, town halls, and feedback sessions to gather insight on what our Team Members think about their experiences at Academy. In our 2023 engagement survey, our Company survey response rate was 74.8%. We learned that our Team Members are highly focused on serving customers, understand the jobs they do well and have lots of ideas to share, take pride in the service they provide, and consider their work environment to be fun.

One of the key issues employees raised in the last few years is a desire for work-time flexibility. In response, we implemented a more flexible work schedule in the corporate office, while we continued to enhance our workforce management system flexible scheduling features.

Community & Workplace Safety & Preparedness

Our Communities

As a leading national sports and outdoors retailer, we focus our efforts on providing people with the gear and confidence to be active, have fun, and enjoy life together. We further serve the communities we operate in by supporting local non-profits and responding to crises when needed, such as providing essential supplies and monetary support.

We maximize our impact by forming partnerships and supporting numerous non-profit and community-based organizations throughout our footprint.

We believe whole-heartedly in the power of fun. It's not just something to fill spare time or distract from more important stuff. Fun is the important stuff, especially when it brings families and communities together, and it lies at the center of our commitment to benefit the places where we live and work. And fun is best when it's enjoyed safely, which is why preparing people with the right knowledge and equipment for their chosen activities is fundamental to our Mission.

From pads, helmets, and life jackets to sun and insect protection, our gear and expertise helps make communities safer. We make these items available through a variety of donation and discount programs and sponsorships. We also help our communities prepare for and recover from natural disasters by selling essential products and donating critical supplies.

Our efforts are organized into three priority areas encouraging safety, empowering fun, and building connections.

01 Encouraging Safety
 We encourage safety so that everyone can feel confident and comfortable doing what they love. We help people gear up properly for sports and outdoor activities, and we promote ways to be smart and stay safe.

02 Empowering Fun
 We make it possible for people to enjoy more sports and outdoors activities. We believe being active is an essential part of life. Starting with our assortment, we motivate people to try new things and give them opportunities to enjoy a variety of fun activities.

03 Building Communities
 We create ways for members of the community to connect and have fun with each other. We build connections within the community by supporting events, programs, and organizations that make a positive impact and supporting them in times of need.

Partnerships and Sponsorships

One of the most important ways we support communities is through partnerships with sports teams, conferences, as well as outdoor organizations. Our strong portfolio of partnerships includes many youth leagues as well as professional (NFL, MLB, MLS) and collegiate conferences (SEC and HBCUs - see below), along with major outdoor organizations like Bass Anglers Sportsman Society and the Coastal Conservation Association.

We maintain exclusive multi-year relationships with collegiate athletic conferences (including the Southwestern Athletic Conference (SWAC), Southern Intercollegiate Athletic Conference (SIAC), and Central Intercollegiate Athletic Association (CIAA)) whose member institutions are composed mostly of historically black colleges and universities (HBCUs). Our relationships with SWAC, SIAC, and CIAA support meaningful community initiatives with a focus on grassroots programming, including youth outreach and mentorship programs.

Partnerships and sponsorships represent our largest investment in communities. In 2022 and 2023, we invested over \$9 million dollars in local communities to sports leagues benefiting approximately 800 youth teams and thousands of kids. We routinely support communities together with our partners via in-store events, ticket giveaways, sports clinics, and informational/educational sessions.

During 2022 to 2023, we distributed over \$65 million in financial donations, merchandise discounts, and local sports and outdoors partnerships and sponsorships.

Donations to Non-Profit Organizations

In addition to our sponsorship programs, we support many organizations through direct donations. Key programs for providing this support include:

- **Support for military, first responders, HBCUs and teachers:** During 2022 to 2023, we offered discounts to military, first responders, HBCUs and teachers as part of key holiday events, which totaled over \$41.6 million in merchandise discounts. Also, Academy continued its national partnership with National Police Athletic/Activities Leagues, Inc. (PAL), which allows the Company to activate with participating National PAL member chapters across the Company's footprint to strengthen relationships between law enforcement and the community, along with creating new opportunities for local children in underserved communities to have fun and enjoy sports and outdoor activities safely. As part of Back to School in 2023, Academy hosted 15 giveback events and donated over \$30,000 to teachers and schools across our footprint.
- **Holiday Giving:** During the 2023 holiday season, Academy donated gift cards and Christmas gifts from our stores at over

30 events across our footprint. Also, Academy teamed up with St. Jude Children's Research Hospital for the fourth consecutive year to sell festive t-shirts for the family. For every shirt sold, Academy made the pledge to donate a portion of the proceeds to St. Jude Children's Research Hospital in support of their mission to advance cures, and means of prevention, for pediatric catastrophic diseases through research and treatment. The success of the partnership in 2023 enabled Academy to donate over \$530,000 to St. Jude Children's Research Hospital.

Disaster Relief

One of Academy's core values is making a positive impact on our communities, and that especially means when one goes through a challenging time. In 2023, the Tulsa, Oklahoma, Nashville, Tennessee and Little Rock, Arkansas, communities were faced with significant wind damage and a prolonged power outage due to tornados. Academy deployed a semi-trailer to one of our local stores in each market to provide bottled water for the affected communities and our own Team Members. These efforts show what Academy is all about and the lengths that we will go to ensure we take care of our communities.

Scholarships

Since the beginning of 2020, Academy has committed \$310,000 between two scholarship programs benefiting the post-secondary education of 40+ students in underserved communities across our store footprint. In 2023, Academy donated \$50,000 to the Houston ISD Foundation

benefiting Jack Yates High School, while also donating \$20,000 to the Piney Woods School near Jackson, Mississippi.

In 2023, Academy and Grunt Style collaborated on a merchandise program that donated a portion of select Grunt Style-branded product purchases made in participating Academy stores or on academy.com to Children of Fallen Patriots scholars. The proceeds from the sale of the limited-edition merchandise, as well as a generous donation match from The Grunt Style Foundation, resulted in over \$250,000 that will cover nearly 50 years of college scholarships and educational counseling to the Gold Star scholars in Fallen Patriots' pipeline.

Workplace Health and Safety

The health and safety of our customers, Team Members, and communities is our top priority. We strive to ensure that a safe and hygienic working environment is provided and that occupational health and safety practices that prevent accidents and injuries are promoted. Throughout our stores, distribution centers, and corporate headquarters, we employ policies, procedures, and training to promote safe and healthy work environments.

From 2019 to 2023, we reduced Occupational Safety and Health Administration Incident rates year-over-year at our stores and distribution centers by 32% and 68%, respectively. We continue to work on several initiatives to improve shopping and workplace safety.

Our Team Member Handbook outlines safety expectations, but we also empower our Team Members with knowledge and skills from various safety training courses during the onboarding process and on an ongoing basis through our learning engagement system.

Topics include, but are not limited to:

- Behavior-based safety
- Safety incident reporting
- Emergency evacuation (e.g., fire, natural gas, bomb threats, severe weather)
- Active shooter response
- Hazardous materials
- Ergonomics (e.g., lifting, top stock, carry-out assistance, box cutters)
- Heat safety
- Electrical safety
- Powered industrial truck and pallet jack safety
- Confined space entry
- Parking lot and garage safety

Team Members are also encouraged to suggest improvements to policies and procedures, seek guidance from management when they are unsure, and report incidents or concerns through our ethics hotline (our Aware Line) without fear of retaliation and anonymously, if desired.

We continue to focus on developing and driving our safety-first culture through awareness, training, supportive strategies, and actions to reduce the frequency and severity of incidents. Our corporate safety team oversees and develops our safety policies, programs, and performance. Together with our operating leadership, we implement safety practices enterprise wide, including several periodic meetings to discuss progress on safety goals and compliance, as well as periodic in-store safety audits. These efforts seek to embed safety and responsibility throughout the organization by increasing individual accountability for safety results.

We take a rigorous approach to safety in

everything we do, including product planning, store merchandising, backroom operations, vehicle loading and unloading, ladder use, bulk lifting, store and distribution center designs and layouts, distribution, and shipping (including equipment operation and heat safety), and workplace policies and procedures. At our stores, store leadership provides daily safety briefings to Team Members covering various safety topics. Content is provided by our corporate safety team and scheduled on Academy's safety calendar to drive consistency across the organization.

This safety-first culture is further evidenced by our hands-on approach to safety training and education. Before a Team Member is permitted to operate a new piece of equipment, for example, they are required to complete online and in-person training before receiving manager approval. We're also investing in new equipment and additional health and safety training courses to ensure continuous improvement.

Product Safety & Responsibility

Product Quality and Safety

We maintain the high quality of our assortment by maintaining rigorous product quality standards and incorporating customer feedback. We work proactively to understand customers' needs through focus groups and panel studies, partnerships with sports and outdoors influencers, and traditional product testing and reviews, all of which enable us to gather insights that help to inform effective product design and manufacturing.

In addition, we actively monitor the quality and safety of our products, keeping a close eye on customer review data and benchmarking competing products. Private label products that receive a customer concern, low customer review score, or high return rate undergo a review process to analyze, identify, and address any quality or safety issues.

We are committed to ensuring that the products we sell are safe for their intended use, compliant with applicable safety regulations and Academy's policies, and meet or exceed industry standards. Providing quality products and maintaining compliance with regulations and standards is important in keeping our customers and Team Members safe.

To ensure that our private label products meet quality and safety expectations, we maintain standards, policies and procedures; we utilize cross-functional product development, quality assurance, and safety teams; we collaborate and communicate

with our merchandise suppliers; and we test our private label products. We expect our merchandise suppliers to stand behind their products and deliver high quality goods to Academy that meet all our standards and U.S. federal, state, and local requirements for sale, including product safety, labeling, description, instruction, and testing requirements.

Materials entering our supply chain are evaluated for hazardous characteristics to ensure they are effectively tracked, stored, sold, and shipped in accordance with applicable regulations. We partner with a third party for the safe and proper disposal of any damaged or expired materials. Our safety data sheets are available in-store and online upon request and detail our products' chemical properties, any potential health or environmental hazards, as well as guidance for safe handling, storing, and transportation.

We work urgently to remove defective products from our assortment and ensure that product recall notifications are delivered in a timely fashion in accordance with our quality assurance and product safety guidelines and practices. When necessary, private label product safety matters are reported to the Consumer Product Safety Commission (CPSC), while also alerting impacted customers and responding to inquiries and concerns.

Firearm Responsibility

We are deeply committed to ensuring the safe, compliant, and responsible storage, sale, and transfer of firearms. From our Team Members and the procedures we use to conduct firearms sales and transfers, to how we promote responsible gun ownership, we strive

to be the most responsible firearms retailer in the country. As a Federal Firearms Licensee (FFL), we follow, and in most cases exceed, all applicable regulations and regularly review our internal policies and processes to ensure full compliance with the law. Our firearms sales policies, processes, and training clearly set out the procedural steps necessary to ensure that firearms are safely and lawfully transferred to our customers.

Our Responsible Approach to Firearm Sales and Transfers

We focus on three core objectives and take the measures outlined below to ensure the safe, compliant, and responsible storage, sale, and transfer of firearms:

- In our stores, displayed handguns are stored and secured in locked ballistic cases, and locking arms secure all displayed long guns. In our distribution centers, all firearms are stored and secured in contained areas that are monitored at all times by an on-site Team Member. We also employ a variety of strict access controls and intrusion detection and protective countermeasures to secure all firearms.
- Firearm inventories and transactions are tracked in a digital system to minimize human error.
- Inventory is conducted through both physical inventory and electronic counts.
- Records and paperwork are reviewed twice daily and are subject to six different types of audits by four different management levels.
- We monitor laws and regulations on an ongoing basis and regularly review and update our policies, processes, and

training to reflect any changes in the law and Academy best practices.

- We maintain a regular and cooperative relationship with the Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF) to ensure our program remains in strict compliance. In partnership with the ATF, we have jointly conducted Team Member trainings on the safe, compliant, and responsible storage, sale, and transfer of firearms.
- Internal audits ensure accountability and adherence with regulations and Academy protocols.
- Only highly trained Team Members with specialized expertise are assigned to the gun counter to ensure consistent adherence to gun safety regulations and Academy protocols.
- We use technology to support our compliance while providing ongoing improvement to store-level transactional processes. We continue to invest in new technology and processes used to responsibly sell and transfer firearms.

Our Responsible Approach to Firearm Sales and Transfers:

Core Objective	Key Efforts
<p>We entrust the sale or transfer of firearms to Team Members who are qualified and well trained to do so, in a safe, compliant, and responsible manner.</p>	<p>All our firearm Team Members:</p> <ul style="list-style-type: none"> • Undergo enhanced background checks* • Receive an additional wage premium* • Complete our proprietary Firearm Sales Certification program on a semi-annual basis* • Receive ongoing training throughout the year in regard to the ATF regulations and Academy policy and procedures*
<p>We maintain integrity and strict compliance during the sale process to ensure we are only transferring firearms to eligible customers.</p>	<p>All our firearm Team Members:</p> <ul style="list-style-type: none"> • Conduct Federal Bureau of Investigation (FBI) and Point of Contact (POC) customer background checks on all customers before transferring a firearm • Do not transfer a firearm until after we receive a “proceed” from the federal background check system, except where otherwise required by state law** • Empower Team Members to enter customers into our internal denial database system that blocks customers from purchasing a firearm at any Academy location for 30 days or more, when customer ineligibility or behavior call for it based on evaluation training we provide, or when the FBI/POC background check results require* • Employ a Regional Audit Team to regularly audit and improve our stores’ firearm compliance* • Audit all firearm sales paperwork* • Cooperate and work closely with federal and local law enforcement agencies on investigations, community safety, and compliance initiatives • Video monitor firearm transactions at our firearm counter, at the cash register, and during hand-off of firearms to customers as they exit the building* • Require approval by a secondary firearm sales certified team lead, store manager, or store director prior to releasing a firearm to a customer*
<p>We encourage, educate, and support our customers on the safe and responsible usage and ownership of firearms during and after the sale process.</p>	<p>To encourage responsible ownership, we:</p> <ul style="list-style-type: none"> • Offer gun safes at a discount and lock boxes at our cost* • Provide free trigger locks or cables for all firearms* • Provide a Firearm Purchase Packet with information on responsible gun ownership* • Offer Firearm Safety Guidelines for Beginner Gun Owners and Safety Tips for firearm owners via Academy’s website.*

*Not required by federal or state law

** Not required by federal or state law, except that one state in our footprint requires transfer once a “proceed” is not received after three business days

OPERATING WITH INTEGRITY

Responsible leadership and integrity are important values at Academy that guide the governance of our Company and instill trust among our customers, Team Members, communities, and other stakeholders.

Corporate Governance

Board of Directors

As detailed in our Corporate Governance Guidelines, our Board oversees and directs the management of our business and affairs in a manner it considers in the best interests of Academy and our stockholders and in accordance with applicable laws, rules, and regulations. The Board's responsibility is one of oversight and, in performing its oversight role, the Board serves as the ultimate decision-making body of the Company, except for those matters reserved for or shared with our stockholders.

The Board selects our Chief Executive Officer and oversees our executive officers, who are charged by the Board with conducting Academy's business. As part of its responsibility, the Board exercises direct oversight of strategic matters such as strategic planning, budgeting, capital planning, compensation, governance, succession planning, cybersecurity, risk management, compliance, and corporate responsibility matters. The Board has a dedicated annual strategic planning meeting with senior management and receives quarterly strategic updates during its regular meetings.

We do not have a formal policy regarding the combination or separation of the Chairman of the Board and Chief Executive Officer

positions. The Corporate Governance Guidelines provide the Board with the flexibility to combine or separate the positions of Chairman of the Board and Chief Executive Officer in accordance with its determination that utilizing one or the other structure would be in the best interests of the Company and its stockholders at any given time. As part of our previously announced succession process, the Board reviewed its leadership structure and determined that it would be advisable and in the best interest of the Company to separate the roles of Chairman of the Board and the Chief Executive Officer.

The Board also believes that strong, independent Board leadership and oversight are a critical aspect of effective corporate governance. Accordingly, in the event that the role of Chairman of the Board is combined with that of Chief Executive Officer or whenever the Board is chaired by a director who does not otherwise qualify as an "independent director", the independent members of the Board may appoint a lead independent director (or Lead Director), who has a clear mandate, significant authority, and well-defined responsibilities as set forth in our Corporate Governance Guidelines. As a result, because our Chairman of the Board is not independent due to his prior service as an officer of the Company, an independent Lead Director was appointed by our Board in

December 2021 and continues to serve in this role.

We believe that the current Board leadership structure provides appropriate governance and risk oversight. However, the Board will continue to periodically review our leadership structure and make such changes in the future as it deems appropriate.

Board Committees

To assist it in fulfilling its responsibilities, the Board has delegated certain authority to its standing committees: the Audit Committee, the Compensation Committee, and the Nominating and Governance Committee, each of which is composed entirely of independent directors.

- The **Audit Committee's** responsibilities (among others) involve overseeing our consolidated financial statements and the audits thereof, earnings press releases, and earnings guidance; engaging our independent registered public accounting firm; overseeing our accounting, financial reporting, and disclosure practices and controls; overseeing our internal controls regarding financial reporting; overseeing our internal audit function; overseeing our enterprise, information technology, and cybersecurity/data privacy risk management programs; reviewing our compliance, ethics and whistleblower programs; and approving related person transactions.
- The **Compensation Committee's** responsibilities (among others) involve establishing the overall compensation philosophy of the Company, compensation of directors; overseeing executive officer

compensation programs, benefit plans, perquisites, and expense accounts; overseeing talent management, including with respect to talent development and retention, workplace environment and culture, and DIB; overseeing incentive compensation, stock incentive and stock purchase plans; overseeing executive officer succession planning; overseeing our engagement efforts with stockholders on the subject of executive officer compensation; and overseeing compliance with our stock ownership guidelines and clawback policy.

- The **Nominating and Governance Committee's** (Governance Committee) responsibilities (among others) involve overseeing our corporate governance practices; identifying individuals believed to be qualified as director candidates or nominees; recommending directors to serve on the Board's committees; recommending and working with an independent director to serve as Lead Director; overseeing our corporate responsibility efforts and policies and practices regarding political contributions; overseeing our communications with stockholders, proxy advisory firms and other interested parties concerning governance; and overseeing evaluations of the Board and its committees.

Each committee is charged with applicable risk management oversight and reports regularly to the Board, summarizing the committee's actions and any significant issues considered or recommendations made by the committee.

Since our initial public offering in October 2020, we have taken important actions to improve our corporate governance. We revised the Corporate Governance Guidelines to outline the Lead Director’s responsibilities, reduce the number of outside public company boards on which our directors can serve, and adopt a director mandatory retirement/term limit policy. To date, there have been no waivers or exemptions to our mandatory retirement/term limit policy.

We also revised the Corporate Governance Guidelines and the Governance Committee’s charter to provide that women and minority candidates should be included in each search pool of director candidates and that at least one woman or one minority candidate is interviewed.

We further revised the Governance Committee’s charter to reflect its approval of outside directorships, oversight of director engagement, orientation, and education, approval of political contributions, and oversight of stockholder engagement.

We revised the Compensation Committee’s and Audit Committee’s charters to clarify their corporate responsibility oversight and risk management responsibilities.

We revised the Audit Committee’s charter to reflect its oversight of our compliance and cybersecurity programs.

For more information about the Board, its committees, and our corporate governance practices, please review our latest proxy statement filed with the SEC and the tear sheets presented later in this Report.

80%

of directors are independent

40%

of directors are women

30%

of directors are racial/ethnic minorities

2 of 3

board committees chaired by women

Stakeholder Engagement

In 2023, we continued our corporate responsibility engagement with all stakeholders and received feedback from Team Members, vendors, regulators, and shareholders.

In the coming years, we plan to continue refining our corporate governance practices.

Corporate Responsibility Oversight

Corporate responsibility oversight is performed by the Board and its committees. The Board oversees corporate responsibility as part of its oversight of our business and strategy. The Board values the perspective of all our stakeholders on our business, corporate governance, compensation, sustainability practices, and other corporate responsibility matters. Any feedback from our stakeholders including Team Members, customers and investors is used to inform next steps in our corporate responsibility journey.

The Governance Committee is primarily responsible for overseeing our corporate responsibility strategy and initiatives. This includes reviewing and reporting the Company’s progress to the Board on a periodic basis and public reporting related to such initiatives and the potential long- and short-term impacts. Additionally, the Governance Committee considers the views of our stakeholders and makes recommendations to the Board, its other committees, and our executive leadership regarding our corporate responsibility strategy by having regular discussions with management and periodic updates of our corporate responsibility initiatives and progress during committee meetings. As part of its oversight, the Governance Committee is responsible for

overseeing corporate responsibility matters related to governance, investor relations, and political contributions.

The Compensation Committee oversees corporate responsibility matters related to Team Members compensation, benefits, wellness, engagement and training/talent development, and succession planning, as well as receiving periodic updates on our DIB initiatives.

The Audit Committee oversees corporate responsibility matters related to compliance (including ethics, whistleblower hotline, firearms, and safety), cybersecurity, data privacy, and enterprise risk management.

At the management level, senior leaders comprise a cross-functional team that drives our corporate responsibility efforts. The corporate responsibility team focuses on identifying key corporate responsibility matters that are important to our business and stakeholders, developing initiatives that advance our corporate responsibility efforts, and reporting and communicating our corporate responsibility progress. The corporate responsibility team works with the major functions of the Company to align our efforts with general corporate responsibility trends and the views of our stakeholders and report and communicate our progress on these efforts using the leading corporate responsibility framework and standards.

Enterprise Risk Management

Our enterprise risk management (ERM) program is designed to identify, assess, and manage our top enterprise risks. Leaders from our Risk Management and Internal Audit functions administer our ERM program

by regularly identifying our top enterprise risks, including emerging risks; assessing the likelihood of their occurrence, the significance of their potential impact, and the effectiveness of our existing strategies to mitigate their risk; and developing plans with risk owners to monitor, manage, and mitigate these risks.

We also maintain an Enterprise Risk Management Committee (or ERM Committee), composed of senior leaders from certain principal functional areas of the Company, which meets monthly to discuss and address significant new or emerging risks with our ERM team and risk owners. The Company's enterprise risks are assessed annually by the ERM Committee through leadership interviews, surveys, and calibrations based on risk management reviews conducted.

In its oversight of our ERM program, the Audit Committee reviews the Company's processes governing management's assessment and mitigation of the Company's exposure to risk. The Audit Committee stays apprised of significant risks in part through their review of periodic reports of the Company's top enterprise risks prepared and presented by management.

Ethics & Compliance

At Academy, the expectation for ourselves is simple: do the right thing. We have built our reputation as the premier sports and outdoors retailer by adhering to the principles of integrity: honesty, fairness, ethics, compliance, safety, and respect. Our commitment to these principles has created an environment where Team Members enjoy working for us, suppliers and vendors feel confident in partnering with us, and customers develop loyalty that keeps them coming back to Academy.

Our Ethics and Code of Conduct Policy captures the values that drive our business vision and mission, and provides us and our business partners with important direction for the way we and they should conduct business each day. Our Ethics and Code of Conduct Policy acknowledges that Academy is committed to ensuring fair and safe working conditions throughout our business, align with the United Nations Universal Declaration of Human Rights, acknowledge Team Members' basic rights to assemble as protected under law, and prohibit discrimination based on inherited social status.

Our Ethics and Code of Conduct Policy covers the following topics, among others:

- Respectful work and shopping environments
- Diversity and inclusion
- Safety and health
- Discrimination and harassment
- Vendor expectations
- Bribes and improper payments
- Conflicts of interest
- Insider trading

- Antitrust and competition
- Political activity and contributions
- Reporting ethical concerns

We ensure our Team Members are trained to create a workplace and shopping environment that is safe, ethical, respectful, and operating with integrity. We require all Team Members to complete our annual Respect & Ethics training regarding respectful and ethical conduct when representing Academy in the workplace and with our customers and vendors. This training covers not only conduct that may violate the law, but also conduct that runs afoul of Academy's Ethics and Code of Conduct Policy.

One of our Team Members' most important responsibilities is to report any concerns about any possible violation of our policies, procedures or standards, or the law, or any retaliation against employees or other persons who report concerns in good faith, openly, or confidentially and/or anonymously through several available reporting channels, including our whistleblower hotline/Aware Line. In accordance with our Whistleblower Policy, we strictly prohibit retaliation against anyone for honestly reporting a concern. The Aware Line is staffed by an outside company and is available 24/7. Concerns to the Aware Line may be made anonymously. We will review and, when warranted, investigate and take action on each concern.

Violations of the Ethics and Code of Conduct Policy by our Team Members may result in disciplinary actions, up to and including termination.

Data Security & Privacy

The security of our information systems and data is critical to our business as a retailer, and the collection and use of personal information of our customers and Team Members is an important responsibility that we take seriously. We devote significant resources to protecting information systems and data and we are committed to treating our customers' and Team Members' personal information with appropriate care and in compliance with applicable law.

We employ a risk-based approach to securing our environment and data. Our cybersecurity program is based on the National Institute of Standards and Technology Cybersecurity Framework and is designed to accomplish our commitment through:

- 01** Risk management and governance through clear accountability and decision-making processes
- 02** Efficient resource management to leverage our capabilities based on evolving risks and threats
- 03** Technology utilization and automation to protect against new and evolving risks and threats
- 04** Performance measurement based on defined objectives and metrics

Our cybersecurity program is managed through a multi-tiered risk management and governance model. The Audit Committee is responsible for overseeing risks related to cybersecurity and privacy, although the full Board also exercises oversight over these risks. The Audit Committee or full Board receives reports from our Chief Information Officer (CIO) on cybersecurity risks and the activities of our cybersecurity program at least quarterly, including the activities of our Cyber Security Committee. Our enterprise risk management program is led by our Risk Management and Internal Audit teams and is designed to identify, assess and manage our top enterprise risks, including cybersecurity and privacy threats.

Our Cyber Security Committee, chaired by our CIO, has ongoing responsibility for reviewing and managing our cybersecurity and data protection practices and related risks, including mitigation and incident response plans, awareness and training programs, and compliance with applicable standards, laws, and regulations. Our CIO has executive responsibility for cybersecurity and maintains a team of cybersecurity and IT professionals responsible for supporting the Company's cybersecurity program goals and objectives. We leverage the services of a managed security services provider to augment our internal capabilities.

We continue to invest in people, technology, and processes to protect data and systems based on our continuous assessment of risk and changes to our technology environment and business processes. We use appropriate physical, electronic, and procedural safeguards to help secure customer

information when placing online orders. We satisfy the Payment Card Industry-Data Security Standard to protect customer payment card information during processing, storage, and transmission.

Our Team Members are required to complete cybersecurity training during onboarding and regularly thereafter. We provide additional cybersecurity training to Team Members based on their role or in response to evolving risks and changes to our cybersecurity program. We also conduct phishing prevention exercises with Team Members at least quarterly and provide additional phishing prevention training to Team Members based on the risk associated with their role. We participate in National Cybersecurity Awareness Month.

We use scanning, testing, and assessments to measure our cybersecurity program performance against defined objectives and guide the planning of our cybersecurity initiatives. We leverage the services of advisors and consultants to support our cybersecurity program activities. In addition, our Internal Audit function and external assessors review various aspects of our cybersecurity program, and the results are reported to the Audit Committee. We have processes in place to evaluate the cybersecurity and general IT risk of our service providers and suppliers, including the protection of personal information and business continuity and disaster recovery measures to prevent and mitigate negative effects to operations. We maintain a Cyber Security Incident Response Plan and crisis management plan to respond to cybersecurity and data incidents.

We are committed to ensuring compliance with applicable privacy laws and regulations. Our privacy policy describes how we collect, use, sell, share, or disclose personal information. We have processes in place to allow customers to exercise their rights under applicable data privacy laws. We limit access to and use of personal information for the purposes described in our privacy policy. We require service providers and partners with whom we share personal information to safeguard it by appropriate means and use it only as authorized by us. We are making additional investments to enable us to use personal information in the operation of our business in a responsible manner consistent with evolving and applicable legal requirements. We continue to monitor the regulatory and risk landscape in order to update our risk management framework and practices. We participate in the Retail Industry Leaders Association Privacy Leaders Council.

Vendor Management

As of April 2024, Academy has approximately 200 private label brand vendors in 18 countries around the world. We expect our Team Members to conduct business responsibly, and we expect our more than 1,200 vendors to do the same. To that end, our vendors are required to integrate responsible human and labor rights management practices and establish standards in accordance with internationally accepted principles on human and labor rights. Additionally, vendors must also comply fully with all applicable regulations and legal requirements relevant to the conduct of their businesses in their countries of operations.

We promote vendor corporate responsibility through our Vendor Code of Conduct, which sets forth requirements that all vendors must comply with to do business with Academy. The Vendor Code of Conduct provides guidelines for vendors to act in a highly ethical and professional manner, respect the rights of their employees, minimize their impact on the environment, provide a safe and healthy workplace, and follow all applicable laws and regulations. The Vendor Code of Conduct Policy covers essentially the same topics as our Ethics and Code of Conduct Policy but is geared toward the significant role that vendors play in supporting our business. If a Vendor does not comply with the Vendor Code of Conduct Policy, Academy may impose consequences up to and including penalties, termination of business, and the pursuit of all available legal remedies.

Our Vendor Code of Conduct covers the following topics, among others:

- Diversity and inclusion
- Discrimination and harassment
- Wages and benefits
- Working hours
- Forced labor and human trafficking
- Underage or juvenile workers
- Safety and health
- Trade compliance
- Environmental and sustainability
- Security
- Product safety and quality
- Conflicts of interest
- Anti-corruption and anti-trust
- Conflict minerals
- Reporting ethical concerns

Our Vendor Code of Conduct provides broader protections for human rights and discrimination throughout our supply chain, by covering our alignment with the United Nations Universal Declaration of Human Rights and the adoption of our Conflict Minerals Policy.

Vendors are expected to raise any good faith concerns and report to Academy through several reporting channels, including Academy's Aware Line whistleblower hotline, all activity which may be a violation of applicable laws or may fail to comply with our Vendor Code of Conduct or any agreement with Academy.

Our Global Sourcing and Factory Compliance teams are tasked with assessing factory performance in accordance with our Vendor Code of Conduct. We work with a third party to screen new factories and audit our current factories on an ongoing basis using robust

industry-specific assessment criteria. Annual audits are semi-unannounced and conducted within a negotiated timeframe. Factories are required to respond to any noncompliance by addressing immediately or committing to a corrective action plan with defined time constraints, though we always reserve the right to disqualify a supplier if conditions warrant.

We also adhere to strict requirements to ensure that we are sourcing our materials responsibly. Our Conflict Minerals Policy and SEC filings on Form SD can be viewed on our investor relations website. Our Conflict Minerals Policy supports the Dodd-Frank Act's humanitarian goal of ending the violent conflict in the Democratic Republic of Congo and other covered countries, enabling transparency in our supplier relationships, establishing responsible supplier relationships, and minimizing the environmental and social footprint of our supply chain. Academy does not purchase conflict minerals directly from any source and only purchases finished products from its suppliers. Academy is, therefore, dedicated to working only with those suppliers that share our commitment regarding the sourcing of metals and minerals contained in our products. We expect our suppliers to avoid the use of conflict minerals that may finance or otherwise benefit armed groups in the covered countries. We further expect our suppliers to cooperate fully in our conflict minerals program, so that we may determine whether any such conflict minerals that may be used in our private label products originated in the covered countries. Violation or non-compliance of our Conflict

Minerals Policy could result in penalties, up to and including termination of the business relationship.

Academy is committed to ethical business practices in all its global sourcing operations. We conduct business with a diverse pool of international vendors and we expect our business partners to comply with all laws and regulations applicable to their businesses, both in the United States and internationally. Academy will not knowingly conduct business with, or purchase materials and/or products produced by trafficked or slave labor. Academy works with a third party to screen new vendors and audit our current vendors on an ongoing basis using robust industry-specific assessment criteria to ensure we are in compliance with the Uyghur Forced Labor Prevention Act (UFLPA).

SUSTAINING OUR PLANET

We're committed to keeping the outdoors fun for generations to come. That's why we're taking a thoughtful approach to our environmental impact – so you can feel good about gearing up for the great outdoors.

Climate & Carbon Footprint

Our Hutto, Texas store, which opened in November 2023, became the first Academy location to feature a solar panel system. These panels cover ~25% of the store's roof and provide power for daytime operations. The store is expected to reduce its overall projected energy consumption by ~37% in calendar year 2024, which would result in ~\$21,500 in savings.

The store also features green elements, similar to all of our newer locations, including:

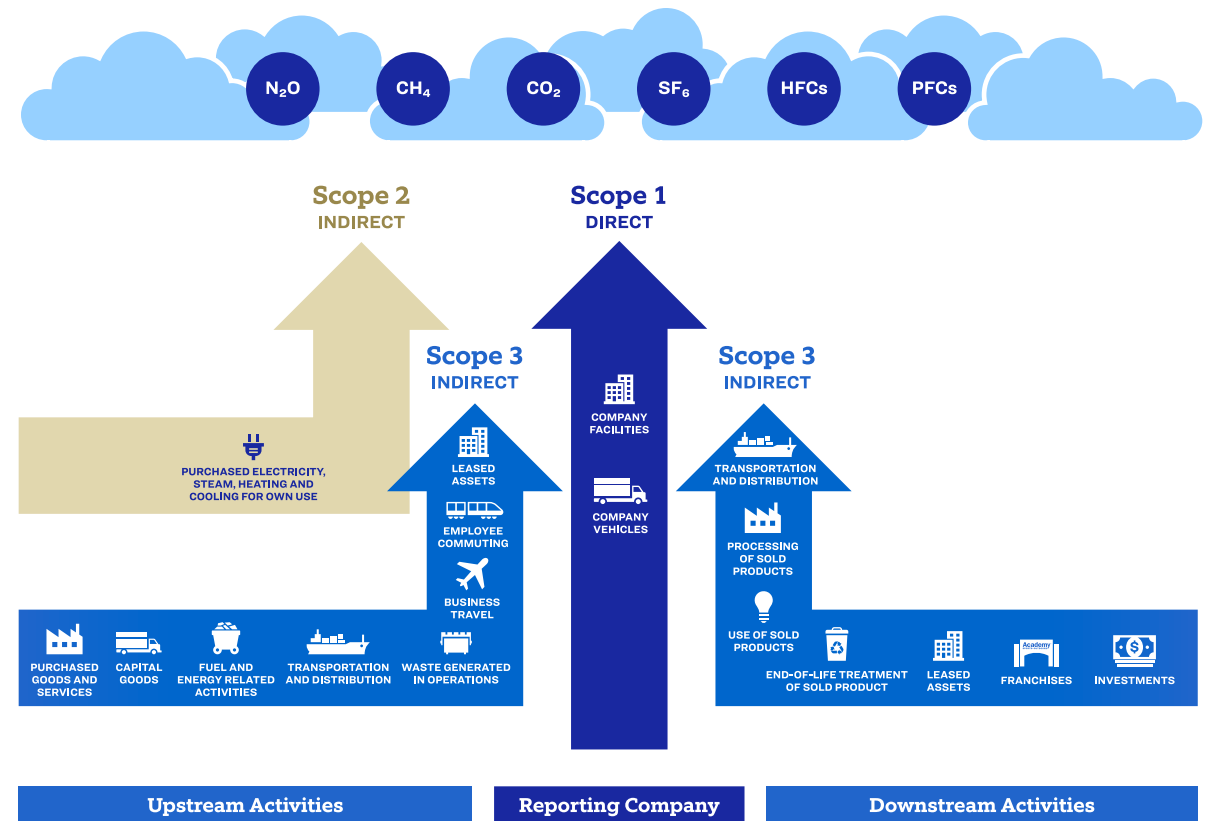
- Daylight harvesting via skylights and clear story windows (primarily on ground-up construction)
- Low water usage in our restroom fixtures
- Use of exposed polished concrete floor to reduce material waste and promote better air quality
- High efficiency HVAC units to reduce electricity usage and improve air quality

2023 Greenhouse Gas Emissions (GHG) Emissions Inventory

In 2022, we conducted our first comprehensive GHG emissions baseline inventory for our stores, distribution centers, and corporate offices. That baseline inventory includes Scope 1 and Scope 2 GHG emissions for calendar year 2021, calculated in accordance with *The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard*¹. This report reflects an update for 2023.

Scope 1 emissions include the reporting company's direct emissions from assets it owns or controls, such as combustion from heating, generators, and vehicles/equipment, as well as fugitive GHG leakages including refrigerants released from HVAC systems. Scope 2 emissions include indirect emissions associated with the reporting company's consumption of purchased energy, such as electricity, heat, or steam, across the entire organization. Scope 3 emissions, which are not included in this updated inventory, include all other indirect emissions that are associated with activities and/or assets not owned or controlled by the reporting company. These emissions can occur upstream and/or downstream in the reporting company's supply chain.

Although we have not measured our Scope 3 emissions yet, we expect that our Scope 3 emissions will represent a significant portion of our carbon footprint, as is the case with similar retailers. Accurately gathering, calculating, and reporting on Scope 3 emissions is a complex process given the number of vendors/suppliers in our supply chain and our business model, where Academy sells products manufactured by third parties. Given this complexity, we are taking a considered approach to Scope 3 emissions, aiming to better improve our understanding of emissions resulting from upstream and downstream activities before measuring them.



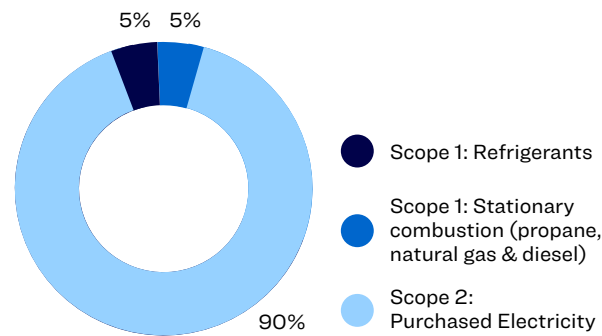
¹ The Greenhouse Gas Protocol is a comprehensive framework of globally accepted GHG emissions accounting standards used to measure, manage, and track GHG emissions over time. It is the de facto standard used universally across the vast majority of corporations that report a GHG emissions inventory.

Greenhouse Gas Emissions¹

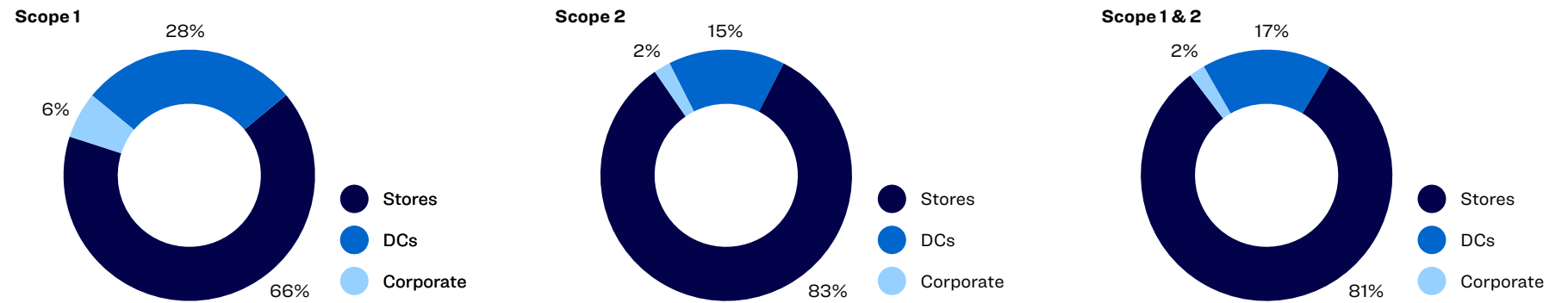
2023 GHG Emissions (in MTCO _{2e}) ²				
	Stores ³	Distribution Centers (DCs) ³	Corporate ³	Totals
Scope 1 - Direct GHG Emissions ⁴	7,391	3,100	670	11,161
Scope 2 - Indirect GHG Emissions (market-based) ^{5,6}	91,908	17,386	1,795	111,089
Scope 2 - Indirect GHG Emissions (location-based) ⁵	89,260	17,026	1,710	107,996
Total GHG Emissions⁷	99,299	20,486	2,465	122,250

2023 GHG Emissions Intensities ^{8,9}		
Activity	Units	Intensity
Scope 1 & 2/Square Footage	MTCO _{2e} /SqFt	0.0049
Scope 1 & 2/Revenue	MTCO _{2e} /Revenue \$ (millions)	19.8481

2023 GHG Emissions by Source Type



2023 GHG Emissions by Facility Type (Stores, DCs, and Corporate)



¹The Greenhouse Gas Protocol is a comprehensive framework of globally accepted GHG emissions accounting standards used to measure, manage, and track GHG emissions over time. It is the de facto standard used universally across the vast majority of corporations that report a GHG emissions inventory.

²Metric tonnes of carbon dioxide equivalent (MTCO_{2e}) is the standard unit of all GHG inventory measurements. One metric tonne is defined as 1,000 kilograms. All other greenhouse gases in our inventory, such as methane and nitrous oxide, are converted to equivalent emissions of carbon dioxide based on their warming potential as defined by the Intergovernmental Panel on Climate Change.

³282 stores, 3 distribution centers and 3 corporate office facilities.

⁴GRI 305: Emissions 2016 Disclosure 305-1 Direct (Scope 1) GHG Emissions.

⁵GRI 305: Emissions 2016 Disclosure 305-2 Energy Indirect (Scope 2) GHG Emissions.

⁶Market-based accounting method is the Company's primary Scope 2 emissions tracking approach.

⁷Calculated using market-based Scope 2 emissions, using an operational control boundary, and including all emissions sources that fall within the operational control boundary.

⁸GRI 305: Emissions 2016 Disclosure 305-4 GHG Emissions Intensity.

⁹Emissions-intensity values were calculated using our square footage and annual revenue as reported in our 2023 Annual Report on Form 10-K.

Sustainable Products & Packaging

We are committed to being an environmentally responsible corporate citizen, and we seek opportunities to minimize our environmental impact and capture associated cost savings where possible.

Product Sustainability

Guided by our Product Sustainability Roadmap, we are reducing the environmental impact of our products and packaging by increasing the recycled materials used in our private label products and the recyclability of our private label products themselves. We've set measurable goals for our Product Sustainability Roadmap. By the end of 2024, we aim to – and are on track to achieve – the following targets:

35%

of our private label apparel will be made from recycled materials

50%

of our private label apparel packaging will be made from recycled materials

50%

of our private label footwear insole boards will be made from recycled materials

Sustainable

iconography and messaging will be added to packaging

Through 2023, we continued to drive progress against our Product Sustainability Roadmap to achieve the following results:

- Product descriptions and hang tags on select private label styles now denote recycled content
- All private brand footwear is packaged in recycled cardboard boxes
- More than 15% of our private label apparel is made from recycled materials
- Approximately one-third of our private label footwear insole boards are made from recycled materials
- Continue to increase our use of recycled materials in private label apparel

Construction Efficiency, Recycling & Waste Management

Operations and Facilities Management

We continued to find ways to reduce the environmental impact of our facilities and operations.

Resources Efficiency

Improvements to our corporate campus, distribution centers, and stores enable us to minimize energy use (including a decrease in consumption from fiscal year ends 2022 to 2023) and associated emissions, use water more efficiently, and divert waste from landfills. For example, one of our corporate campus buildings is certified LEED Silver. As we expand, all new retail locations will be equipped with environmentally friendly facility design elements that help conserve resources and reduce harmful carbon emissions, including, among others:

- Variable speed HVAC systems
- Automatic sensors and timers to regulate water and electricity usage
- LED lighting and dimming systems
- Daylight harvesting via clerestories and skylights

Occupancy and vacancy sensors
In addition, we have retrofitted lighting fixtures in existing facilities to LED in order to reduce energy use. We are also working with a third party to manage our energy use and find opportunities to increase efficiency and are exploring opportunities to use renewable energy in our facilities and update building management systems.

Retail and Distribution Waste

Recycling is one of the most effective ways to divert waste from landfills. Academy centrally manages procedures related to stormwater pollution prevention permits and compliance, as well as hazardous materials management.

We have also been working to increase recycling programs in our retail and distribution facilities and have formalized a recycling procedure that details the process of identifying recyclables, the supplies needed for proper recycling, and facility-specific procedures. Additionally, we have partnered with our specialty waste vendor to develop a personalized, innovative, and sustainable waste disposal and recycling solution for hazardous wastes generated at our distribution and retail facilities. Improvements to our operations enable us to minimize energy use and associated emissions, use water more efficiently, and divert waste from landfills.

In 2023, we recycled 55% of our waste, based on approximately 17,309 recycled tons, including cardboard, plastic hangers, boxes, wood pallets, shrink wrap, aluminum and plastic packaging.

239,786
Trees

90,761,002
Gallons of water

55,877,437
kWh Energy

19,750
Tons from the landfill

152,068
Barrels of oil

GRI Content Index

The Global Reporting Initiative (GRI) is an independent, not-for-profit entity that provides a comprehensive set of sustainability reporting standards that allow organizations to understand and report their sustainability impacts. The following index provides a cross-reference location guide for relevant sustainability data provided in this Report. This Report applies the 2016 version of the GRI Standards. Note that “2016” refers to the Standards’ issue date and not the date of information contained within this Report. More information about GRI may be found [here](#).

GRI 102: General Disclosures 2016		
Disclosure	Description	Cross-Reference and Explanations
ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Academy Sports and Outdoors, Inc.
102-2	Activities, brands, products, and services	Fiscal 2023 10-K, p. 6-9
102-3	Location of headquarters	Katy, Texas, USA
102-4	Location of operations	Fiscal 2023 10-K, p. 9-10
102-5	Ownership and legal form	Fiscal 2023 10-K, p. 78
102-6	Markets served	Fiscal 2023 10-K, p. 9-10
102-7	Scale of the organization	Fiscal 2023 10-K, p. 6-9, 11-14
102-8	Information on employees and other workers	Workforce Data, p. 24-25, Fiscal 2023 10-K, p. 11-14
102-9	Supply chain	Operating with Integrity, p. 12-16, Vendor Code of Conduct, Fiscal 2023 10-K, p. 16-34
102-10	Changes to the organization’s size, structure, ownership, or supply chain	Academy Sports and Outdoors, Inc. (Nasdaq: ASO) went public in October 2020, Fiscal 2023 10-K, p. 6, 2024 Proxy Statement, p. 76-77
Strategy		
102-14	Statement from senior decision-maker	A Note from our CEO, p. 3
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Ethics and Code of Conduct Policy, Vendor Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Whistleblower Policy, We Are Academy Sports + Outdoors, p. 4
102-17	Mechanisms for advice and concerns about ethics	Ethics and Code of Conduct Policy, Vendor Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Whistleblower Policy

GRI Content Index

GRI 102: General Disclosures 2016		
Disclosure	Description	Cross-Reference and Explanations
Governance		
102-18	Governance structure	Board of Directors 2024 Proxy Statement, p.16
Governance		
102-40	List of stakeholder groups	Community (Our Communities, p. 8), Customers (Our Retail Experience, p. 5), Employees (Team Member Growth Opportunities, p. 6), Governmental Authorities Shareholders Suppliers (Vendor Management, p. 16)
102-41	Collective bargaining agreements	None
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	Fiscal 2023 10-K, Exhibit 21.1
102-48	Restatements of information	None
102-50	Reporting period	This Report provides information for the fiscal year ended February 3, 2024, unless otherwise noted.
102-51	Date of most recent report	May 2022
102-52	Reporting cycle	Biannual
102-53	Contact point for questions regarding the report	investors@academy.com
102-54	Claims of reporting in accordance with the GRI Standards	This Report references the GRI Standards.
102-55	GRI content index	GRI Content Index, p. 20-22
102-56	External assurance	We have not received external assurance for this Report.

GRI Content Index

GRI 200-400: Topic Specific Disclosures 2016			
Topic	Disclosure	Description	Cross-Reference and Explanations
ECONOMIC			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	Fiscal 2023 10-K, p. 46
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Operating with Integrity, p. 12-16, Ethics and Code of Conduct Policy, Vendor Code of Conduct, Anti-Corruption and Anti-Bribery Policy, Whistleblower Policy
ENVIRONMENTAL			
GRI 301: Materials 2016	301-2	Recycled input materials used	Sustainable Products & Packaging, p. 19
GRI 302: Energy 2016	301-1	Energy consumption within the organization	Sustaining Our Planet, p.17-19
GRI 302: Energy 2016	301-4	Reduction of energy consumption	Sustaining Our Planet, p.17-19
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Construction Efficiency, Recycling & Waste Management, p. 19
ENVIRONMENTAL			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our Communities, p. 6-7
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Our Communities, p. 6-7
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Empowering Our Communities, p. 7, Workforce Data, p. 24-25, Fiscal 2023 10-K, p.12 , 2024 Proxy Statement, p. 9-10
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Fiscal 2023 10-K, p. 43
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not experienced a reportable customer data breach.

SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent, not for profit entity whose standards guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards enable businesses around the world to identify, manage, and communicate financially-material sustainability information to their investors. This Report applies the Multiline Retailers & Distributors Standard. More information about SASB may be found [here](#).

SASB Sustainability Accounting Standards 2018 Multiline and Speciality Retailers and Distributors		
SASB Code	Accounting or Activity Metric	Cross-Reference and Explanations
ENERGY		
CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Environmental Data, p. 25
DATA SECURITY		
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Data Security & Privacy p. 15
CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	We have not experienced a reportable customer
LABOR PRACTICES		
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Workforce Data, p. 25
CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	This information is not currently disclosed.
CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Fiscal 2023 10-K, p. 43
WORKFORCE DIVERSITY & INCLUSION		
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Workforce Data, p. 24-25
CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Fiscal 2023 10-K, p. 43
PRODUCT SOURCING, PACKAGING & MARKETING		
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	This information is not currently available.
CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Our Products, p. 5
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Sustainable Products & Packaging, p. 19
MULTILINE AND SPECIALTY RETAILER ACTIVITY METRICS¹		
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	(1) 282 retail locations, p. 4, (2) 3 distribution centers, p. 4
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	(1) Total area of retail space: 19,700,000 sq. ft, p. 4 (2) Total area of distribution centers: 4,800,000 sq. ft, p. 4

¹As of fiscal 2023 year end (February 3, 2024)

Workforce Data¹

Racial/Ethnic Composition of Board of Directors and Workforce				
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/Latino
Board of Directors ²	10.0%	0.0%	20.0%	0.0%
Total workforce	0.9%	2.1%	19.5%	23.8%
Management	0.7%	2.9%	13.1%	15.6%
All other Team Members	0.9%	2.0%	20.1%	24.6%
	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Other ³
Board of Directors ²	0.0%	10.0%	80.0%	0.0%
Total workforce	0.2%	2.8%	46.9%	3.8%
Management	0.2%	1.9%	60.6%	5.0%
All other Team Members	0.2%	2.9%	45.6%	3.7%
Gender Composition of Board of Directors and Workforce				
	Total (Absolute)	Women (Percentage)	Men (Percentage)	Not Declared ⁴ (Percentage)
EMPLOYEE CATEGORY				
Board of Directors ²	10	40.0%	60.0%	0.0%
Management	1,959	38.9%	61.1%	0.0%
All other Team Members	19,688	45.8%	54.2%	0.0%
EMPLOYMENT TYPE				
Full time	10,417	48.2%	51.8%	0.0%
Part time	11,230	42.4%	57.6%	0.0%

¹As of fiscal 2023 year end (February 3, 2024), unless noted otherwise herein.

²As of April 19, 2024

³Individuals did not select an ethnic group with which they identify

⁴Individuals did not select a gender with which they identify

Workforce Data¹

Retail Employee Wages ³	
Average hourly wage (USD)	\$18.13
Percentage of retail employees earning minimum wage	0.21%

Environmental Data

Energy	
Total energy consumption (GJ)	283.28
Percentage electricity consumption from grid electricity	100%
Percentage electricity consumption from renewable sources	Percentage from renewable resources not determined at the time of report publication

Corporate Governance Highlights

Board Composition ^{1,2}	
INDEPENDENCE	
Independents	8 Directors (80%)
Independent Lead Director	Yes
Board Committee membership independence	100%
AGE	
Average Age	60 years
≤ 60 years	5 Directors
≥ 60 years	5 Directors
DIVERSITY	
Gender	4 Women (40%)
Ethnic	3 Minorities (30%)
Committee Chair Diversity	2 of 3 Committee
Overall Diversity	6 Directors who are Women or Minorities

¹As of fiscal 2023 year end (February 3, 2024), unless noted otherwise herein

²As of April 19, 2024

³Data is based on state minimum wage requirements

Corporate Governance Highlights

Notable Practices	
Shareholder engagement program	Yes
Board oversight of Corporate Responsibility	Yes
Board oversight of corporate strategy and risk	Yes
Enterprise risk management program	Yes
Stock ownership guidelines for executive officers and directors	Yes
Continuing education for directors and orientation of new directors	Yes
Management succession planning	Yes
Mandatory retirement	Earlier of 75 years old or 15 years of service
Independent director private meeting sessions	Yes
New director search process will interview at least one woman or one minority candidate	Yes
Maximum director public board service limit (including Academy's Board)	Yes
Accountability	
Annual Board and Committee Performance Evaluations	Yes
Annual evaluation of CEO by independent directors	Yes
Clawback policy	Yes
Shareholder Rights	
Stakeholder rights plan/Poison pill	No
One-share, one-vote	Yes

Notable Policies

Topic	
Code of business conduct and ethics	Ethics and Code of Conduct and Policy
Human rights policy	Academy is committed to ensuring fair and safe working conditions throughout our business and aligns with the United Nations Universal Declaration of Human Rights. Please see our Ethics and Code of Conduct Policy and our Vendor Code of Conduct for more information.
Vendor and supply chain policies	Vendor Code of Conduct
Anti-corruption and anti-bribery policy	Anti-Corruption and Anti-Bribery Policy
Whistleblower policy	Whistleblower Policy , We have a 24/7 Aware Line for whistleblowers that is completely anonymous, so that our Team Members, vendors, and other stakeholders can conveniently report concerns without fear of reprisal or retaliation. Aware Line: 888-503-0808 / awareline.academy.com
Conflict minerals policy	Conflict Minerals Policy

