



**Academy<sup>®</sup>**  
**SPORTS+OUTDOORS**

**2021**  
**Environmental, Social,**  
**and Governance Report**



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## ABOUT THIS ESG REPORT

This ESG Report (this Report) details the environmental, social, and governance (ESG) 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 2021 of January 31, 2021 to January 29, 2022 (2021, fiscal 2021, or FY21), 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 progress, plans, and goals (including environmental and such other matters relating to our Team Members). Actual results may differ materially from these expectations 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 Report 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 released. 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.

# A Note from our Chairman, President, and CEO

For more than 80 years, Academy has been devoted to helping people spend more time having fun together while making a positive impact in each of our communities. We are passionate about creating fun for all through broad assortments, value, and experience, while embracing responsible ESG practices.

Responsible leadership and integrity are values that are fundamental to the way we conduct our business. We believe that practicing corporate responsibility strengthens the accountability and performance of our team and supports the long-term interests of our stockholders and other stakeholders. Our commitment to meaningful ESG practices reflects our belief that we must engage in responsible corporate leadership to be our best. The last couple of years have sharpened our resolve to do so in challenging environments while building a strong foundation for the future. I want to thank all of our Team Members for their accomplishments and contributions to our success and ongoing progress.

- Our ESG 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 cybersecurity, and
  - Reducing our environmental impact.

Going forward, we will continue to review and appropriately enhance the scope of our evolving ESG efforts.

In this Report, we describe our significant ESG progress achieved during the dynamic times our company experienced since 2020, when we released our inaugural report. We present enhanced 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 new tear sheets that improve the convenience of reviewing our achievements.

We have already achieved a great deal, but we have more that we can and will do to support the best interests of our communities, Team Members, and stockholders, while realizing our Vision to be the best sports + outdoors retailer in the country. I look forward to sharing our progress with you here and in the future.



**Ken C. Hicks**  
*Chairman, President, and CEO*



**“We are passionate about creating fun for all through broad assortments, value and experience, while embracing responsible ESG practices.”**

# ESG Highlights

## ENVIRONMENTAL

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. Product descriptions and hang tags on select private label styles now denote recycled content. All private brand footwear is packaged in recycled cardboard boxes, while approximately one-third of private label footwear insole boards are made from recycled materials. In addition, we continue to increase the percentage of private label apparel that is made from recycled materials.

As we expand, all new retail locations will be equipped with environmentally friendly facility design elements to conserve valuable natural resources and reduce harmful carbon emissions. Examples include variable speed HVAC systems, automatic sensors and timers to regulate water and electricity usage, LED light fixtures, and clerestories and skylights to harvest daylight.

In 2021, we achieved a landfill avoidance rate of 48%, based on approximately 16,000 recycled tons and savings corresponding to 250,000 trees, 53.5 million kilowatt hours, 167,000 barrels of oil, 103 million gallons of water, and 15,000 tons of landfill. We recently expanded the scope of our recycling program at all of our facilities to include additional materials.

## SOCIAL

We embrace diversity, inclusion and belonging (DIB) throughout our organization and recently expanded DIB programs in our stores, distribution centers and corporate headquarters, including several new Team Member Resource Groups and Academy Networking Groups, which are Team Member-led groups formed to build meaningful connections around diverse cultures and common interests.

50% of our Board of Directors are women or ethnic minorities and two of three Board committees are chaired by women. Our Board recently committed to ensuring 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 is interviewed.

We continue to attract, recruit, develop, and retain Team Members with backgrounds that are representative of our diverse customer base. 60% of our executive officers are women or ethnic minorities. During 2021, we increased the racial and ethnic diversity of our overall management level positions by approximately 10%.

From 2019 to 2021, we invested approximately \$71 million in financial donations, merchandise discounts, and local sports and outdoors partnership and sponsorships. These efforts benefitted more than 1,500 different organizations and 2.7 million individuals across our footprint.

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 safety incidents. From 2019 to 2021, we reduced the annual number of recordable safety incidents by 15% and continue to focus on improving shopping and workplace safety.

We strive to be the most responsible seller of firearms in the country, from our Team Members' training and procedures we use to perform firearms transfers, to how we promote responsible gun ownership. In 2021, we further invested in and implemented technology and processes we use to responsibly transfer firearms.

## GOVERNANCE

During 2021, we added four independent directors. Our Board of Directors is now 80% independent, and all its committees are fully independent. On the date of our 2022 Annual Meeting of Stockholders, we expect our Board will have only one non-independent director.

In 2021, we revised our Corporate Governance Guidelines to outline the lead independent director's responsibilities, reduce the number of outside public company boards on which our directors can serve, and adopt a director mandatory retirement and term limit policy.

In 2021, we revised the Nominating & Governance (N&G) 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. Although the N&G Committee is primarily responsible for ESG oversight, we revised the Compensation and Audit Committees' charters to clarify their ESG oversight and risk management responsibilities. We also revised the Audit Committee's charter to reflect its oversight of our compliance program.

In 2021, we established a formal Enterprise Risk Management (ERM) program with the oversight of the Audit Committee and chartered an ERM Committee of senior leadership to identify, assess and manage our top enterprise risks.

In 2021, we revised our Ethics and Code of Conduct Policy to acknowledge that Academy is committed to ensuring fair and safe working conditions throughout our business, align with the United Nations Human Rights Declaration, acknowledge Team Members' basic rights to assemble as protected under law, and prohibit discrimination based on inherited social status. We also established a Conflict Minerals Policy, and in 2023 we will issue our first conflict minerals report for calendar year 2022 as outlined on the SEC's "Form SD".



# We Are Academy Sports + Outdoors

Academy is one of the leading full-line sporting goods and outdoor recreation retailers in the United States. Originally founded in 1938 as a family business in Texas, Academy has grown to 259 stores across 16 contiguous states.\*

We create an unparalleled shopping experience with one of the widest assortment of sports, outdoors, and lifestyle products and exceptional customer service under one roof. Together with our e-commerce offering, our stores located throughout the South, Southeast, and Midwest allow us to provide our customers the convenience to buy anytime, anywhere, and any way they choose at the everyday value they deserve.

We focus on three essential objectives to do right by our stakeholders:

## Create Possibility

## Showcase Value

## Champion Experience

This focus acts as the true north of our compass, keeping us grounded in delivering great assortment, savings, and expertise that opens up worlds of possibility for our customers, Team Members, and communities. It also reinforces our focus on corporate responsibility and supports our Mission, Vision, and Values.

## Our Mission

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

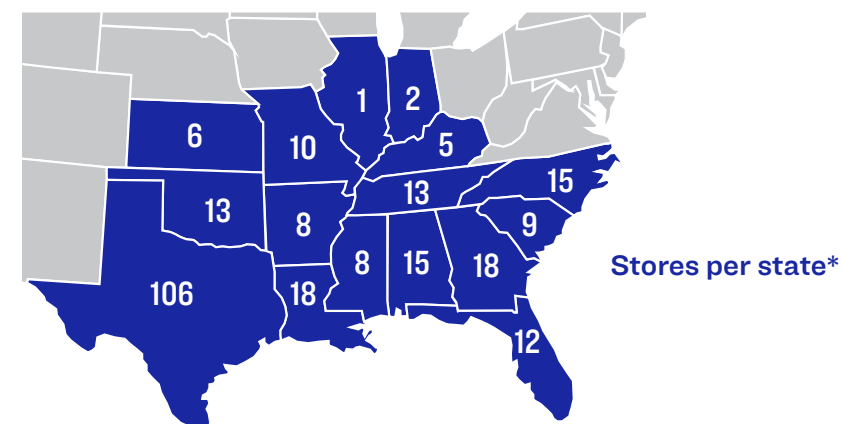
## Our Vision

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**

## Our Footprint



### ACADEMY BY THE NUMBERS\*

## Katy, Texas

Headquarters

~22,000

Team Members

259

3

Stores

Distribution Centers

16

\$6.8B

States

Fiscal 2021 Sales

NASDAQ: ASO

IPO in October 2020

\*As of Fiscal 2021 year end on January 29, 2022



# 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 ship-to-store, curbside pickup, and buy online pickup in-store. And, to improve the digital retail experience, we recently launched our iOS and Android mobile shopping apps and completed the redesign of our website, delivering many significant improvements to our omnichannel environment.

In select stores, we launched enhanced store checkout queuing procedures and leveraged training and technology to reduce overall store checkout time. We're investing the savings 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, and
- Reduced use of flooring materials by using polished concrete floors.

**Academy strives to tailor our retail staff to the unique characteristics and interests of our customers' communities. In each of our stores, we hire Team Members that reflect the diversity and interests of the community they serve and ensure that our Enthusiasts have the first-hand knowledge needed to advise and equip customers with products that suit the customers' specific needs and the nuances of the local environment.**



# Our Products

We offer a broad, value-oriented assortment of top national brands and high-quality private label products across 16 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. The top national brands we carry include Nike, Adidas, Under Armour, The North Face, and Columbia Sportswear. Our private label merchandise, which comprises 20 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 shirts and the Academy logo folding chair and folding wagon, are top selling items.

## 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 rigorous review process to analyze, identify, and address any quality or safety issues.

## OUR PRIVATE LABEL BRANDS





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. 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

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.

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 counts 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. In 2021, we significantly invested in new technology and processes used to responsibly sell and transfer firearms.

**“Our goal is to be the most responsible seller of firearms in the country.”**

— **Ken C. Hicks,**  
Chairman, President,  
and CEO

**Our responsible approach to firearm sales and transfers:**

OUR CORE OBJECTIVES	OUR KEY EFFORTS	
<p><b>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.</b></p>	<p><b>All our firearm Team Members:</b></p> <ul style="list-style-type: none"> <li>• Undergo enhanced background checks*</li> <li>• Receive an additional wage premium*</li> <li>• Complete our proprietary Firearm Sales Certification program on a semi-annual basis*</li> </ul>	<ul style="list-style-type: none"> <li>• Receive ongoing training throughout the year in regard to the ATF regulations and Academy policy and procedures*</li> </ul>
<p><b>We maintain integrity and strict compliance during the sale process to ensure we are only transferring firearms to eligible customers.</b></p>	<p><b>When selling or transferring firearms, we:</b></p> <ul style="list-style-type: none"> <li>• Conduct Federal Bureau of Investigation (FBI) and Point of Contact (POC) customer background checks on all customers before transferring a firearm</li> <li>• Do not transfer a firearm until after we receive a “proceed” from the federal background check system, except where otherwise required by state law**</li> <li>• 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*</li> <li>• Employ a Regional Audit Team to regularly audit and improve our stores’ firearm compliance*</li> </ul>	<ul style="list-style-type: none"> <li>• Audit all firearm sales paperwork*</li> <li>• Cooperate and work closely with federal and local law enforcement agencies on investigations, community safety, and compliance initiatives</li> <li>• 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*</li> <li>• Require approval by a secondary firearm sales certified team lead, store manager, or store director prior to releasing a firearm to a customer*</li> </ul>
<p><b>We encourage, educate, and support our customers on the safe and responsible usage and ownership of firearms during and after the sale process.</b></p>	<p><b>To encourage responsible ownership, we:</b></p> <ul style="list-style-type: none"> <li>• Offer gun safes at a discount and lock boxes at our cost*</li> <li>• Provide free trigger locks or cables for all firearms*</li> <li>• Provide a Firearm Purchase Packet with information on responsible gun ownership*</li> </ul>	<ul style="list-style-type: none"> <li>• Partner with local law enforcement, local ranges, and firearms service providers to host training on the safe and responsible usage and ownership of firearms*</li> </ul>

\* 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

# 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:

## 1 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.

## 2 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.

## 3 BUILDING CONNECTIONS

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.

**From 2019 to 2021, we invested approximately \$71 million in financial donations, merchandise discounts, and local sports and outdoors partnerships and sponsorships. These efforts benefitted more than 1,500 different organizations and 2.7 million individuals across our footprint.**

## **PARTNERSHIPS AND SPONSORSHIPS**

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

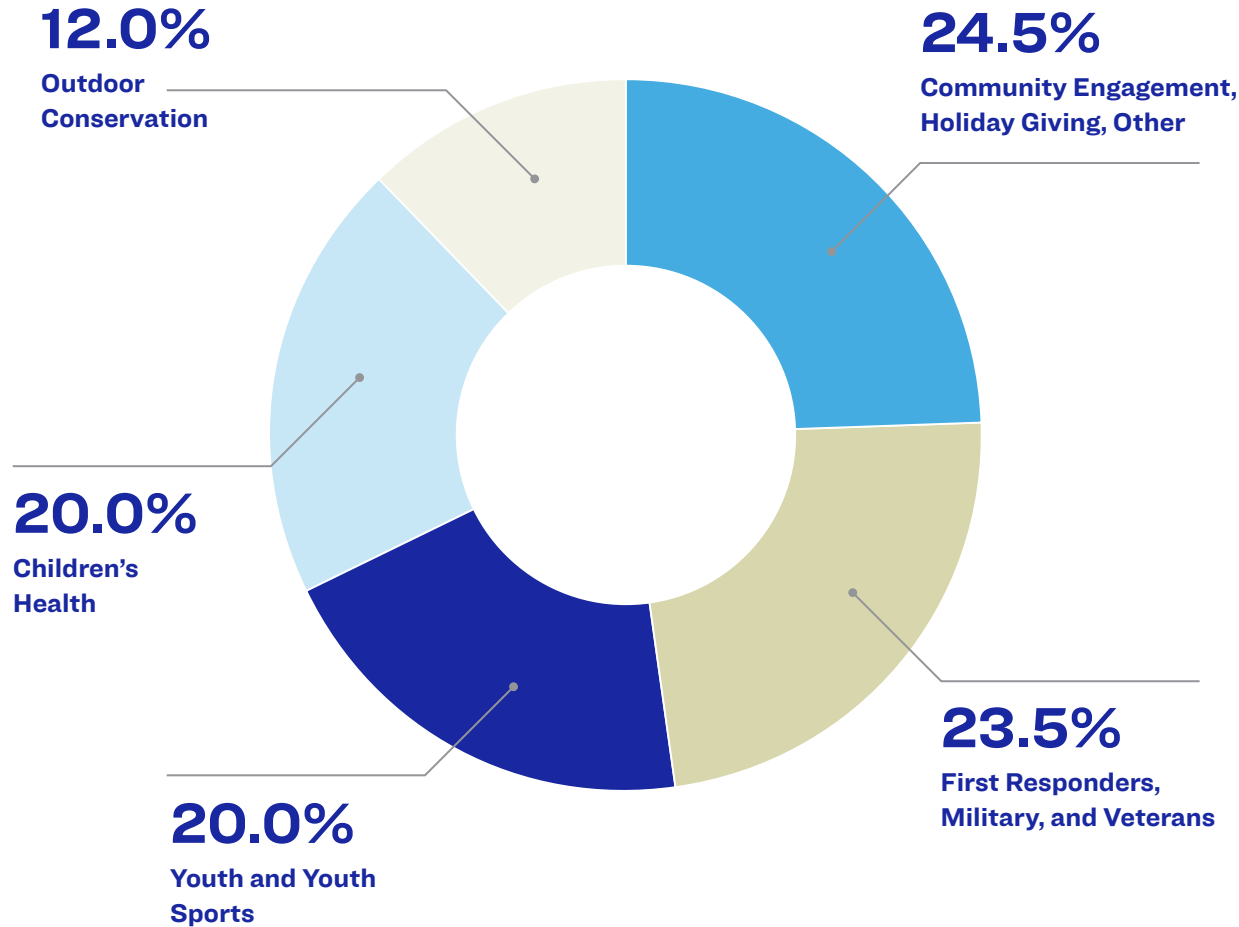


We also maintain exclusive multi-year relationships with collegiate athletic conferences (including the Southwestern Athletic Conference (SWAC), Southern Intercollegiate Athletic Conference (SIAC), and Central Intercollegiate Athletic Association (CIAA)) whose member institutions are composed mostly 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 2021, we invested \$5.1 million in these partnerships in local communities benefiting 400 youth teams sports leagues, and thousands of kids. We routinely support communities together with our partners via in-store events, ticket giveaways, sports clinics, and informational/educational sessions.



2019-2021 Donations



## 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, and teachers:** In 2021, we offered discounts to military, first responders, and teachers as part of key holiday events, which totaled over \$21.4 million in merchandise discounts. We also partnered with over 50 first responder/military organizations to promote fun and safety with an investment of nearly \$400,000, including in-kind and cash donations. As part of Teacher Appreciation Month in August 2021, we hosted over 30 giveback events and donated approximately \$80,000 to teachers, schools and more across our footprint.
- Academy Gives:** Through our *Academy Gives* initiative, we support non-profits that align with our priority areas. For example, during 2019 to 2021, our Team Members volunteered their time and Academy invested over \$450,000 to support National Night Out, a community-building campaign that promotes positive police-community relationships and neighborhood camaraderie. Through a multi-year partnership with St. Jude Children's Research Hospital, during the 2021 holiday season, we sold festive long-sleeved t-shirts and donated a portion of the proceeds to St. Jude. The success of the partnership enabled Academy to donate \$500,000 in support of St. Jude's cause.

## 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 February 2021, Winter Storm Uri brought a severe winter storm and historic cold wave into Texas, Oklahoma, Louisiana, Arkansas, and Mississippi. The storm caused extensive power outages leading to major freeze damage across our footprint. We made sure that all our Team Members were accounted for and offered financial assistance to help those who suffered damages get them repaired. We also worked to reopen our stores as soon as possible so that our customers could get the essential items they needed. In August 2021, Hurricane Ida was a significant storm that caused flooding, loss of power, and structural damage throughout its path in Louisiana and Mississippi. Academy deployed several semi-trailers of bottled water to the area: one that was designated for the Red Cross, and the rest of the supply was based at our stores to provide for the affected communities and our own Team Members. We also provided semi-trailers of bagged ice as well as gasoline for those in need.

In total, Academy gave our Team Members approximately \$1.4 million dollars in financial assistance in 2021. These efforts show Academy's culture of doing what is right, and the lengths that we will go to ensure we take care of our communities.



# Our Team Members

At Academy, we are motivated by our Vision to be the best sports + outdoors retailer in the country.

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

**“We value active-minded Team Members who are hard-working, collaborative, and caring, and who put relationship building above titles and hierarchy. We provide strong training and a wide range of career paths for personal satisfaction. You’ll feel like you’re part of a winning team the second you walk through the door.”**

— Bill Ennis, Chief Human Resources Officer



## 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 all 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, 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

# 500,000+ hours

In 2021, our Team Members completed over 500,000 hours of training.

# 43%

43% of our store management positions were filled via internal promotions in 2021.

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. In 2021, we updated these programs by expanding eligibility to a wider range of educational and vocational opportunities.



## DIVERSITY, INCLUSION AND BELONGING

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 of Directors and senior management. Since our initial public offering in October 2020, our Board has taken actions to build a

diverse membership. Our Board now includes three women and two ethnic minority directors, representing 50% of its current directors. In addition, our Chairman of the Board is an ethnic minority and the Compensation Committee and the N&G Committee are chaired by women. Our Board has also recently updated its Corporate Governance Guidelines to 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. Women and ethnic minorities comprise 60% of our executive officers. Further, throughout the organization, we continue to attract, recruit, develop, and retain Team Members with backgrounds that

## During 2021, the racial/ethnic diversity of individuals in management level positions increased by 10%.

are representative of our diverse communities, because it makes our Company stronger. During 2021, we increased the racial/ethnic diversity of our overall management level positions (i.e., store and corporate managers and above) by 10%.

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 antidiscrimination 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 2021, the DIB Committee expanded our DIB programs in stores, distribution centers, and our corporate headquarters. The DIB Committee also introduced and supports several Team Member Resource Groups (TRGs) and Academy Networking Groups (ANGs), which are Team Member-led and -organized groups



formed with the purpose of building meaningful connections with fellow employees around their diverse cultures and common interests. TRGs and ANGs 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 promote 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 five 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.

Each of our ANGs, which include Academy Cycling Group, Academy Sneakerheads, Cookeville Distribution Center DIY, and Academy Running Club, 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.

**At Academy Sports + Outdoors, we promote a culture of diversity, inclusion and belonging, which should be reflected in the actions and behavior of our Team Members. Diversity is inviting all players to join the team. Inclusion and belonging are when everyone gets to play the game. Every player is key, and we are only successful when everyone has an equal opportunity to play and win.**

Our Diversity, Inclusion and Belonging Committee Statement

## 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, townhalls, and feedback sessions to gather insight on what our Team Members think about their experiences at Academy. In our 2021 engagement survey, our Company survey response rate was 78.7%. 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 strategic, data-driven workforce management system to facilitate flexible scheduling features, like schedule swapping and same-day pay. We also recently launched paid time off for part-time employees.

## 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
- Merchandise Discount
- Employee Stock Purchase Plan which provides a 15% discount on the lower of the stock price at the beginning or the end of the 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

**At Academy, we strive to ensure our Team Members have the resources to take care of all aspects of their health – including their finances. To that end, Academy matches 100% of our Team Members’ 401(k) Plan contributions up to 6% of their eligible pay.\***

\*Available after 12 months of service and 1,000 hours worked. Will match up to the IRS limit.

- Medical, family, and bereavement leave
- Paid maternity and paternity leave for full-time Team Members
- Team Member Resource Groups and Academy Networking Groups
- Team Member Disaster Relief
- 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, paid retention bonuses/thank you to all hourly Team Members, launched an employee stock purchase program, increased the amount of PTO that can be rolled over, enhanced our referral bonus program, and improved the supplemental insurance offering to include spinal surgery and pet insurance coverage. In 2021, we paid over \$9 million in thank you and retention bonuses to our hourly Team Members to reward them for their effort and support during a uniquely challenging

year. 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, “food truck Fridays,” onsite car wash, a Company holiday party, and other Team Member appreciation events.



## 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.

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
- COVID-19 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 safety incidents. Our corporate safety team oversees and develops our safety policies, programs, and performance. Together with our 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.

During 2021, we took COVID-19 safety precautions based on Centers for Disease Control guidelines, including requiring all team members in stores, distribution centers, and the corporate office to socially distance; wear face coverings if they were not fully vaccinated or at-risk except when alone, eating or drinking; maintain proper hygiene; stay home if they did not feel well or test positive for COVID-19; and promptly notify their leader if they received a positive COVID-19 test result or developed symptoms of COVID-19. We also provided paid sick leave to those recovering from the illness, encouraged all Team Members to obtain a COVID-19 vaccination and booster, and facilitated several free on-site vaccination events to offer Team Members a convenient way to get vaccinated. We continue to monitor the rapidly evolving situation and expect to continue to adapt our operations to address federal, state, and local requirements as well as to implement standards or processes that we determine to be in the best interest of our customers, Team Members, and communities.



**From 2019 to 2021, we reduced the number of recordable safety incidents by 15% and continue to work on several initiatives to improve shopping and workplace safety.**



# Our Guiding Principles

At Academy, responsible leadership and integrity are important values that guide the governance of our business.

## CORPORATE GOVERNANCE

### BOARD OF DIRECTORS

As detailed in our [Corporate Governance Guidelines](#), our Board of Directors (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 ESG matters. The Board has a dedicated annual strategic planning meeting with senior management and receives quarterly strategic updates during its regular meetings.

Currently, our Chairman of the Board serves as our Chief Executive Officer. We believe this combination of roles benefits the Company, as a combined Chairman/Chief Executive Officer

role helps provide strong, unified leadership for our management team and the Board. The Board also believes that strong, independent Board leadership and oversight are a critical aspect of effective corporate governance. Accordingly, because the role of our Chairman of the Board is combined with that of our Chief Executive Officer, the independent members of the Board have appointed 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. 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 protection risk management programs; reviewing our compliance, ethics and whistleblower programs; and approving related person transactions.

### FY21 Board snapshot

80%

of directors are independent

30%

of directors are women

20%

of directors are racial/ethnic minorities

2 of 3

board committees chaired by women



- 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 (N&G) Committee's** 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 ESG efforts and 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 risk oversight and reports regularly to the Board, summarizing the committee's actions and any significant issues considered or recommendations made by the committee.

Since the beginning of 2021, we have taken important actions to improve our corporate governance. We added four independent directors and the Board now includes eight independent directors, representing 80% of its current membership. On the date of our 2022 Annual Meeting of Stockholders, our Board will have only one non-independent director.

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.

We also revised the Corporate Governance Guidelines and the N&G 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 N&G 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 ESG oversight and risk management responsibilities. We also revised the Audit Committee's charter to reflect its oversight of our compliance program.

## STAKEHOLDER ENGAGEMENT

In 2021, we continued our ESG engagement with all stakeholders and received feedback from employees, vendors, regulators, and shareholders.

The Board values the perspective of all our stakeholders on our business, corporate governance, compensation, sustainability practices, and other ESG matters. The feedback from these stakeholders is aggregated and used to determine next steps in our ESG journey.

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

## ESG OVERSIGHT

ESG oversight is performed by the Board and its committees. The N&G Committee is primarily responsible for monitoring our ESG practices. This includes reviewing our ESG initiatives and progress against general corporate responsibility trends and the views of our stakeholders and making recommendations to the Board, its other committees, and our executive leadership regarding our ESG strategy. The N&G Committee receives quarterly updates from management on ESG matters.

The Compensation Committee oversees ESG matters related to Team Members compensation, benefits, wellness, engagement and training, and succession planning, as well as receiving quarterly updates on our DIB initiatives. The Audit Committee oversees ESG matters related



to compliance (including ethics, whistleblower hotline, and safety), cybersecurity, data privacy, and enterprise risk management. The Board oversees ESG as part of its oversight of our business and strategy.

At the management level, senior leaders comprise a cross-functional team that drives our ESG efforts. The ESG team focuses on identifying key ESG matters that are important to our business and stakeholders, developing initiatives that advance our ESG efforts, and reporting and communicating our ESG progress. The ESG 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 ESG framework and standards.

### ENTERPRISE RISK MANAGEMENT

In 2021, we established a formal enterprise risk management (ERM) program, which 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 quarterly reports of the Company's top enterprise risks prepared and presented by management.

For more information about our ERM program, please review our latest proxy statement filed with the SEC.

### ETHICS AND COMPLIANCE

At Academy, our 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. We updated our Ethics and Code of Conduct Policy to acknowledge 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**

We take information security seriously and are committed to protecting the information of our Team Members, customers, business partners, and Company from unauthorized access, use, disclosure, or loss, ensuring appropriate controls are effective and align with applicable best practices and industry standards. We use the National Institute of Standards and Technology Cybersecurity Framework as the foundation of our cybersecurity program. Our cybersecurity and data privacy framework accomplishes our commitment through three key measures:

- Risk management through clear accountability and decision-making processes
- Resource management by utilizing information security knowledge and infrastructure efficiently and effectively
- Performance measurement by reviewing and reporting information security objectives and key metrics to ensure that organizational goals are achieved

In addition, we ensure our information security practices are strategically aligned with business strategy through a multi-tiered cybersecurity and data privacy governance model, which is composed of our Cybersecurity Committee of cross-functional senior leadership, Cybersecurity Tactical and Implementation Sub-Committee, and Cybersecurity Operational and Project Workgroups. Our Cybersecurity Committee, supported by the Cybersecurity Tactical and Implementation Sub-Committee, oversees and governs our data security, including oversight of related risks, mitigation and incident response plans, awareness and training programs, and regulatory compliance. Our Cybersecurity Operational and Project Workgroups work together to ensure that reasonable and appropriate actions are taken to protect information assets and resources in the most effective and efficient manner. Our dedicated IT security team regularly analyzes and addresses cybersecurity and data privacy risk throughout the enterprise and keeps our related policies and procedures updated to address evolving risks, regulations, and solutions, including procedures to promptly respond to and, if necessary, recover from a security concern. In addition, our Internal Audit function routinely performs audits on various aspects of cybersecurity and data privacy and reports the results of these audits in its quarterly reports to the Audit Committee.

The Audit Committee has primary responsibility for overseeing risks related to cybersecurity and data privacy, although the full Board also exercises oversight over these risks. As frequently as needed, but at least on a quarterly basis, the Audit Committee or full Board (which includes three directors with cybersecurity expertise) receive detailed reports on cybersecurity and data privacy matters and our Cybersecurity Committee’s activities from our Chief Information Officer, who has primary responsibility for information security. The topics covered include

risk identification and management strategies, risk mitigation activities, results of third-party assessments and testing, team member training and other preparedness activities, and strategy and governance.

We are committed to treating our customers’ personal and financial information with appropriate care and in compliance with applicable law. We continue to invest in people, technology, and processes to protect data and systems, including but not limited to point-to-point encryption, credit card tokenization, credit card chip-and-pin technology, online order transaction fraud detection and prevention, and other customary data security solutions we implement to protect our IT environment. When customers place an online order, we use appropriate physical, electronic, and procedural safeguards to help secure their information. We satisfy the Payment Card Industry (PCI) security standards and requirements, which protect customer payment card information by ensuring that it is processed, stored, and transmitted in a secure manner.

Our privacy policy outlines how we collect, use, protect, and disclose customer personal and financial information. We limit access to customer personal and financial information only to Team Members and partners who use it for the purposes described in our privacy policy. Our service providers with whom we share customer personal and financial information in connection with conducting our business are required to safeguard it by appropriate means and to use personal information only as authorized by us in accordance with our privacy policy. We regularly evaluate the cybersecurity risk of our service providers and suppliers to protect customer information and minimize business disruption. Where applicable, service providers and suppliers are contractually obligated to protect restricted data provided by or received from us.



Our Team Members complete data security and privacy training and receive cybersecurity threat awareness during onboarding. They are required to complete annual cybersecurity training to ensure they know their roles in protecting the data we manage. We also conduct phishing prevention exercises with our Team Members at least quarterly and additional role-based training is provided to targeted Team Members.

We conduct cybersecurity risk assessments and work with cybersecurity vendors to conduct penetration tests and assess our data security maturity. Our IT security team also utilizes several key performance indicators, which have defined objectives and related target goals, to manage the performance of our cybersecurity program. We also engage leading cybersecurity advisors to support us in the event of a cybersecurity concern. Pursuant to procedures set forth in our crisis management plan, our IT security team is responsible for working with our crisis management team and advisors to respond to and manage the resolution of cybersecurity incidents.

## VENDOR MANAGEMENT

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 sound 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 ESG 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.

In 2021, we updated the Vendor Code of Conduct to provide 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.

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.

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 non-compliances 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 guidelines to ensure that we are sourcing our materials responsibly. Recently, we adopted our Conflict Minerals Policy, which can be viewed on our investor relations website, and will issue our first conflict minerals

report for calendar year 2022 on the SEC's Form SD in 2023. 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.

### 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

**Academy has 189 private label brand vendors in 19 countries around the world.**



# Our Environmental Impact

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:

- At least 35% of our private label apparel will be made from recycled materials
- At least 50% of our private label apparel packaging will be made from recycled materials
- At least 50% of our private label footwear insole boards will be made from recycled materials

Through 2021, 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 5% 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

**18,300,000**

Total Retail Square Footage\*

**4,800,000**

Total Distribution Centers Square Footage\*

**605,000**

Total Corporate Offices Square Footage\*

\*Academy does not own its Corporate Offices, Distribution Centers, or any retail space.

## OPERATIONS AND FACILITIES MANAGEMENT

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

### RESOURCE EFFICIENCY

Improvements to our corporate campus, distribution centers, and stores enable us to minimize energy use 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 are working to retrofit 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.

### 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. In addition to recycling cardboard and bagged shrink wrap, we recently expanded the scope of our recycling program to include paper, aluminum, and plastic. 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 2021, our landfill diversion rate was 48%, based on approximately 16,000 recycled tons and savings of approximately 250,000 trees, 53.5 million kilowatt hours, 167,000 barrels of oil, 103 million gallons of water, and 15,000 tons of landfill.

In 2022, we will analyze our greenhouse gas emissions (GHG) for Scope 1 and 2. This analysis will serve as a baseline for reporting our ongoing GHG progress efforts.

**In 2021, we recycled 48% of our waste, including cardboard, plastic hangers, boxes, wood pallets, shrink wrap, and plastic packaging. The impact of our recycling effort amounts to big savings:**

**250,000**

Trees

**53.5 million kWh**

Energy

**167,000 barrels**

Oil

**103 million gallons**

Water

**15,000 tons**

Landfill

# 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
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	Academy Sports and Outdoors, Inc.
102-2	Activities, brands, products, and services	<a href="#">Fiscal 2021 10-K</a> , p. 6-9
102-3	Location of headquarters	Katy, Texas, USA
102-4	Location of operations	<a href="#">Fiscal 2021 10-K</a> , p. 9-10
102-5	Ownership and legal form	<a href="#">Fiscal 2021 10-K</a> , p. 77
102-6	Markets served	<a href="#">Fiscal 2021 10-K</a> , p. 9-10
102-7	Scale of the organization	<a href="#">Fiscal 2021 10-K</a> , p. 6-9, 11-14
102-8	Information on employees and other workers	Workforce Data, p. 33-35 <a href="#">Fiscal 2021 10-K</a> , p. 11-13
102-9	Supply chain	Our Guiding Principles, p. 23 <a href="#">Vendor Code of Conduct</a> <a href="#">Fiscal 2021 10-K</a> , p. 17-26
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. The controlling private equity owner sold out of its remaining shares in Academy in September 2021.

# GRI Content Index

GRI 102: GENERAL DISCLOSURES 2016		
Disclosure	Description	Cross-Reference and Explanations
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	A Note from our Chairman, President and CEO, p. 3
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">Ethics and Code of Conduct Policy</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Anti-Corruption and Anti-Bribery Policy</a> <a href="#">Whistleblower Policy</a> We Are Academy Sports + Outdoors, p. 5
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Ethics and Code of Conduct Policy</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Anti-Corruption and Anti-Bribery Policy</a> <a href="#">Whistleblower Policy</a>
<b>GOVERNANCE</b>		
102-18	Governance structure	<a href="#">Board of Directors</a> <a href="#">2022 Proxy Statement</a> , p. 14
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	Community (Our Communities, p. 10) Customers (Our Retail Experience, p. 6) Employees (Our Team Members, p. 13) Governmental Authorities Shareholders Suppliers (Vendor Management, p. 23)

# GRI Content Index

GRI 102: GENERAL DISCLOSURES 2016		
Disclosure	Description	Cross-Reference and Explanations
102-41	Collective bargaining agreements	None
REPORTING PRACTICE		
102-45	Entities included in the consolidated financial statements	<a href="#">Fiscal 2021 10-K</a> , p. 79
102-48	Restatements of information	None
102-50	Reporting period	This Report provides information for the fiscal year ended January 29, 2022 (Fiscal 21), unless otherwise noted.
102-51	Date of most recent report	October 2020
102-52	Reporting cycle	Biannual
102-53	Contact point for questions regarding the report	<a href="mailto:investors@academy.com">investors@academy.com</a>
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. 26-30
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
<b>ECONOMIC</b>			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	<a href="#">Fiscal 2021 10-K</a> , p. 49
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Our Guiding Principles, p. 21 <a href="#">Ethics and Code of Conduct Policy</a> <a href="#">Vendor Code of Conduct</a> <a href="#">Anti-Corruption and Anti-Bribery Policy</a> <a href="#">Whistleblower Policy</a>
<b>ENVIRONMENTAL</b>			
GRI 301: Materials 2016	301-2	Recycled input materials used	Our Environmental Impact, p. 24
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Environmental Data, p. 35
	302-4	Reduction of energy consumption	Our Environmental Impact, p. 24
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	Our Environmental Impact, p. 24

# GRI Content Index

GRI 200-400: TOPIC-SPECIFIC DISCLOSURES 2016			
Topic	Disclosure	Description	Cross-Reference and Explanations
<b>SOCIAL</b>			
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Team Members, p. 13
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Our Team Members, p. 13
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Our Team Members, p. 13 Workforce Data, p. 33-35 <a href="#">Fiscal 2021 10-K</a> , p. 12 <a href="#">2022 Proxy Statement</a> , p. 9
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<a href="#">Fiscal 2021 10-K</a> , p. 41
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 & DISTRIBUTORS		
SASB Code	Accounting or Activity Metric	Cross-Reference and Explanations
<b>ENERGY</b>		
CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Environmental Data, p. 35
<b>DATA SECURITY</b>		
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Our Guiding Principles, p. 22
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 data breach.
<b>LABOR PRACTICES</b>		
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Workforce Data, p. 35
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	<a href="#">Fiscal 2021 10-K</a> , p. 41

# SASB Index

SASB SUSTAINABILITY ACCOUNTING STANDARDS 2018		
SASB Code	Accounting or Activity Metric	Cross-Reference and Explanations
<b>WORKFORCE DIVERSITY &amp; INCLUSION</b>		
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Workforce Data, p. 33-34
CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	<a href="#">Fiscal 2021 10-K</a> , p. 41
<b>PRODUCT SOURCING, PACKAGING &amp; MARKETING</b>		
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. 7
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Our Environmental Impact, p. 24
<b>MULTILINE AND SPECIALTY RETAILER ACTIVITY METRICS<sup>1</sup></b>		
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	(1) 259 retail locations, p.5 (2) 3 distribution centers, p.5
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	(1) Total area of retail space: 18,300,000 sq. ft, p. 24 (2) Total area of distribution centers: 4,800,000 sq. ft, p. 24

<sup>1</sup> As of fiscal 2021 year end (January 29, 2022)

# Workforce Data<sup>1</sup>

RACIAL/ETHNIC COMPOSITION OF BOARD OF DIRECTORS AND WORKFORCE				
	American Indian/ Alaska Native	Asian	Black/African American	Hispanic/Latino
Board of Directors	10.0%	0.0%	10.0%	0.0%
Total workforce	0.8%	1.8%	21.0%	24.7%
Management	0.6%	2.5%	12.8%	16.2%
All other Team Members	0.9%	1.7%	21.7%	25.4%
	Native Hawaiian/Other Pacific Islander	Two or More Races	White	Other <sup>2</sup>
Board of Directors	0.0%	10.0%	90.0%	0.0%
Total workforce	0.2%	2.6%	46.2%	2.7%
Management	0.2%	1.3%	63.5%	2.9%
All other Team Members	0.2%	2.7%	44.7%	2.7%

<sup>1</sup> As of fiscal 2021 year end (January 29, 2022)

<sup>2</sup> Individuals did not select an ethnic group with which they identify

# Workforce Data<sup>1</sup>

<b>GENDER COMPOSITION OF BOARD OF DIRECTORS AND WORKFORCE</b>				
	<b>Total (Absolute)</b>	<b>Women (Percentage)</b>	<b>Men (Percentage)</b>	<b>Not Declared<sup>2</sup> (Percentage)</b>
Total workforce	22,871	44.6%	55.1%	0.3%
<b>EMPLOYEE CATEGORY</b>				
Board of Directors	10	30.0%	70.0%	0.0%
Management	1,787	37.5%	62.5%	0.0%
All other Team Members	21,084	45.2%	54.4%	0.3%
<b>EMPLOYMENT TYPE</b>				
Full time	11,391	47.5%	52.5%	0.1%
Part time	11,480	41.9%	57.7%	0.5%

<sup>1</sup> As of fiscal 2021 year end (January 29, 2022)

<sup>2</sup> Individuals did not select a gender with which they identify

# Workforce Data<sup>1</sup>

RETAIL EMPLOYEE WAGES <sup>2</sup>	
Average hourly wage (USD)	\$13.96
Percentage of retail employees earning minimum wage	0.60%

# Environmental Data

ENERGY	
Total energy consumption (GWh)	300.65
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

<sup>1</sup> As of fiscal 2021 year end (January 29, 2022)

<sup>2</sup> Data is based on state minimum wage requirements

# Corporate Governance Highlights

<b>BOARD COMPOSITION<sup>1</sup></b>	
<b>INDEPENDENCE<sup>2</sup></b>	
Independents	8 Directors (80%)
Independent Lead Director	Yes
Board Committee membership independence	100%
<b>AGE</b>	
Average Age	62 years
≤ 60 years	4 Directors
≥ 60 years	6 Directors
<b>DIVERSITY</b>	
Gender	3 Women (30%)
Ethnic	2 Minorities (20%)
Committee Chair Diversity	2 of 3 Committee Chairs are Women
Overall Diversity	5 Directors who are Women or Minorities (50%)

<sup>1</sup> As of fiscal 2021 year end (January 29, 2022)

<sup>2</sup> On the date of our 2022 Annual Meeting of Stockholders we expect that our Board will have only one non-independent Director.

# Corporate Governance Highlights

NOTABLE PRACTICES	
Shareholder engagement program	Yes
Board oversight of ESG	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)	4 public company boards

# Corporate Governance Highlights

<b>ACCOUNTABILITY</b>	
Annual Board and Committee Performance Evaluations	Yes
Annual evaluation of CEO by independent directors	Yes
Clawback policy	Yes
<b>SHAREHOLDER RIGHTS</b>	
Stakeholder rights plan/Poison pill	No
One-share, one-vote	Yes

# Notable Policies

TOPIC	
Code of business conduct and ethics	<a href="#"><u>Ethics and Code of Conduct and Policy</u></a>
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	<a href="#"><u>Vendor Code of Conduct</u></a>
Anti-corruption and anti-bribery policy	<a href="#"><u>Anti-Corruption and Anti-Bribery Policy</u></a>
Whistleblower policy	<a href="#"><u>Whistleblower Policy</u></a> 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	<a href="#"><u>Conflict Minerals Policy</u></a>



# Academy<sup>®</sup>

## SPORTS+OUTDOORS

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