

EXECUTIVE SUMMARY

Frameworks reported on

SASB

GRI

You don't stand still, and neither do we. But one thing that has not changed since Under Armour (UA) was founded with a single shirt 26 years ago is our purpose of empowering those who strive for more. It's reflected in our core values—to "Act Sustainably," "Celebrate the Wins," "Stand for Equality," "Love Athletes" and "Fight on Together"—which guide and inspire our actions every day and everywhere, both on and off the field.

After unprecedented and mounting calls for change and concern for the future of our planet, we have focused on two of these values in our most comprehensive sustainability and impact report to date: **Stand for Equality** and **Act Sustainably**. These are not just things we do. They are who we are, and they are reflected in our sustainability strategy, **What's Under Matters**, through our three pillars: **Products**, **Home Field** and **Team**.



In this report, we describe our progress toward a more sustainable future—from the materials and processes we utilize to our workplace, interactions with suppliers and relationships with stakeholders. The report addresses our sustainability pillars in the following three sections:





OUR ENVIRONMENTAL IMPACT

PRODUCTS

UA was born on the field and our products have always been known for their performance-focused design, quality and durability. Our performance-led innovation means that we collaborate with partners to improve our existing materials and create new materials that meet our athletes' expectations—all while using circular design principles to expand **our products' sustainability attributes.**

— At the end of 2021, about 40% of fabrics used in our apparel and accessories were made from materials capable of being recycled, including our 100% polyester fabric apparel designs, such as our UA Tech™ tees and UA Microthread, use elastomeric hard yarns, which are engineered for recyclability.

We also continue to improve our environmental performance and business processes through innovative digital technology, such as end-to-end digital fabrication and 3D samples, which reduce material waste. This strategy helps our suppliers save water and energy, decrease shipping emissions and accelerate time to market.

— In 2021, we produced 43% fewer physical samples for the UA sales team compared with 2019.

HOME FIELD

Addressing climate change is central to our sustainability efforts as we work to preserve our home field for the athletes competing on it today, and for generations to come. Our targets shape our focus on a cleaner, more sustainable supply chain, raw material selection, manufacturing and operations.

— In 2020, the Science Based Targets Initiative (SBTi) approved our target to reduce absolute scope 1, 2 and 3 greenhouse gas (GHG) emissions by 30% by 2030 from a 2018 baseline.

— We have also committed to reach net zero¹ emissions by 2050 according to the SBTi's Net-Zero Standard.



OUR TEAM

We want to ensure our business is a positive force in the lives of our employees—whom we refer to as teammates—their families and their communities. Advancing and celebrating diversity, equity and inclusion (DE&I) in our team enhances our culture, drives business success and fosters the creation of innovative products. In 2020, we accelerated our DE&I strategy with even more ambitious goals to increase the number of historically underrepresented teammates.

— **By the end of 2021, of our director level and above positions, 41% were filled by women and 25% were filled by underrepresented groups.**

The well-being of the people who make our products—whom we refer to as our suppliers' workers—is critical to our strategy. Our efforts include engaging with our suppliers to take appropriate actions to progressively realize fair compensation for their employees.

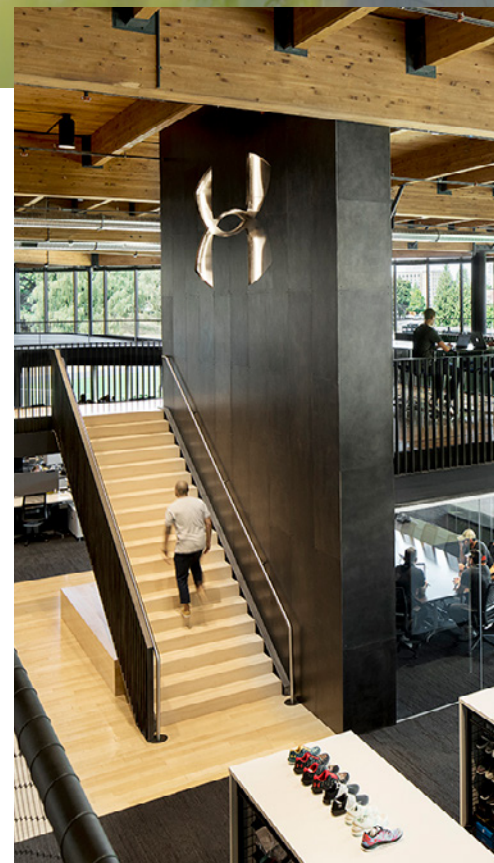
At the same time, we are committed to increasing youth access to sport. We are investing in people and programs that harness the transformational power of sport to support youth around the world who often encounter barriers that prevent their participation.

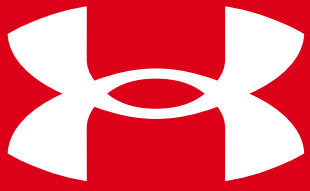




OUR HOUSE

Our sustainability strategy is built on a foundation of strong governance. In this section of the report, which we call “Our House,” we share information about our relationships with our stakeholders, our global partners and our collaborators, as well as the structures we have in place to ensure ethical operations worldwide. In all these efforts, we partner with others who are committed to accelerating social and environmental solutions to benefit our industry’s global supply chain.





UNDER ARMOUR

WHAT'S UNDER MATTERS™

2021 SUSTAINABILITY
& IMPACT REPORT

September 27, 2022



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ABOUT UNDER ARMOUR

OUR HISTORY

Founded in 1996 by former University of Maryland football player Kevin Plank, Under Armour (UA) is a leading inventor, marketer and distributor of branded athletic performance apparel, footwear and accessories. Designed to empower human performance, UA's innovative products and experiences are engineered to make athletes better.

OPERATING GLOBALLY

We develop, market and distribute performance apparel, footwear and accessories for men, women and children around the globe engineered to meet the needs of athletes at all levels, from youth to professional leagues.

OUR SALES & DISTRIBUTION

We generate the majority of our sales through wholesale channels, such as sporting-goods chains, independent and specialty retailers, department store chains and partner-owned branded UA retail stores in certain markets. In some countries where we don't have direct sales operations, independent distributors or licensees sell our products. We also sell directly to consumers via 422 company-owned retail locations globally and our online business.

UNDER ARMOUR BY THE NUMBERS

*Approximate numbers

\$5.7B

In revenue

30

Office locations globally

375+

UA owned and operated brand and factory houses globally

15K*

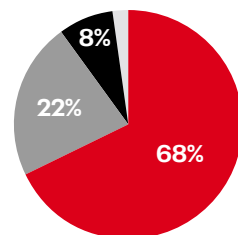
Teammates worldwide

100+

Countries globally where UA is sold

2021 NET REVENUE BY PRODUCT CATEGORY

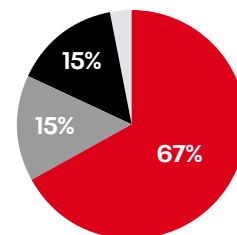
Percent of 2021 total



■ Apparel ■ Accessories
■ Footwear ■ Licensing

2021 NET REVENUE BY REGION

Percent of 2021 total



■ North America ■ Asia Pacific
■ Europe, Middle East & Africa ■ Latin America

OUR PURPOSE

Under Armour (UA) is built on performance, passion and the relentless pursuit of innovation. We drive performance with state-of-the-art products engineered to solve problems and make athletes better. UA was founded in 1996. Since then, we have established our roots in Baltimore, Md., and grown from a start-up to a multibillion-dollar brand with products made, sold and worn worldwide. And we're just getting started.

Across our business, we work as a team to live our purpose—**We Empower Those Who Strive for More.** This purpose applies to the athletes we serve, and to ourselves. We are dedicated to being transparent about our commitments and are pleased to share what we are doing to innovate our products, champion our teammates and suppliers' workers and protect the home we all share.

Everything we do reflects our five **core values**, which guide and inspire our actions every day, everywhere. All five are equal in importance. However, two—**"Act Sustainably"** and **"Stand for Equality"**—have special meaning in our sustainability and impact work and strategy, as they inform how we address environmental, social and governance (ESG) opportunities and challenges.

OUR PURPOSE

We empower those that strive for more

OUR VISION

To inspire you with performance solutions you never knew you needed and can't imagine living without

OUR MISSION

Under Armour makes you better

OUR VALUES



Learn more about our story and our brand through this [video](#).

LETTER FROM COLIN BROWNE, INTERIM PRESIDENT & CEO

At Under Armour (UA), we believe words matter, but actions matter more. Over the last several years we have worked diligently to grow our sustainability program, and we have taken action to support our vision for a more sustainable apparel and footwear industry. Now, we are excited to share that work, as we embrace two of our core values: **Act Sustainably** and **Stand for Equality**. As part of our expanding initiatives to protect people and the planet, I am particularly proud of our continued emphasis on circularity — a topic not only fundamental to UA's future, but to the future of our planet.

Under Armour has an important role to play in solving the global challenges facing our company, industry and society. Addressing them will require a coordinated approach across communities, geographies and industries globally. That's why our new sustainability strategy—**What's Under Matters**—focuses on steps UA can take to help build a circular economy—one that re-uses precious raw materials and thoughtfully considers how to reintroduce materials into the supply chain to create a more responsible, resilient and closed product cycle.

We are upholding our commitment to make athletes better while embracing our responsibility to reduce our environmental footprint. We are doing this by focusing on performance-driven innovations and setting out to develop high-performing

products that use sustainable materials designed for recyclability and more efficient production processes. As we continue this important work, we remain steadfast in our resolve to protect our teammates, communities and the workers in our supply chain.

With our strategy in place, the next phase of our journey has begun. I am inspired every day by the work our team is doing to reach our ambitious targets while being transparent about both our challenges and progress.

For the sake of our athletes, stakeholders and planet, we will continue to rethink, reinvent and reimagine our products and the way they are made. On behalf of Under Armour, thank you for your continued support of our brand and of our work to achieve these ends.

Colin Browne

Interim President
& Chief Executive Officer
Under Armour, Inc.



OUR SUSTAINABILITY STRATEGY: WHAT'S UNDER MATTERS

Our approach to protecting the planet begins with efforts to reduce harmful environmental impacts and use materials that have been recycled or can be recycled again. We are focused on increasing efficiency and reducing negative impacts, particularly in our products. We also aim to pivot to large-scale recycling of products and transition to a decarbonized supply chain while respecting the rights and improving the lives of our teammates and our suppliers' workers.

Our approach reflects our core belief that it's the details, the effort and the underlying decisions that matter. People matter. The process matters. **What's Under Matters.**

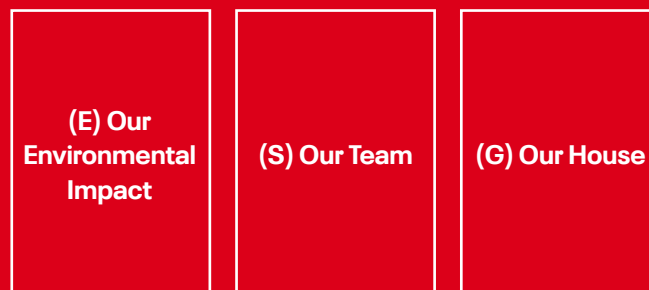
Our sustainability strategy prioritizes three ESG issues, and this report rests on our three pillars—**Products, Home Field** and **Team**. Below we outline the goals we have set to achieve tangible results in these key areas.

"As the world changes around us, Under Armour remains focused... on acting to respect people, on how we design and build our products and on using materials that will keep them in play as long as possible. Our focus reflects our commitment to people and our shared planet - our one and only home field."

Michael Levine, Vice President and Chief Sustainability Officer

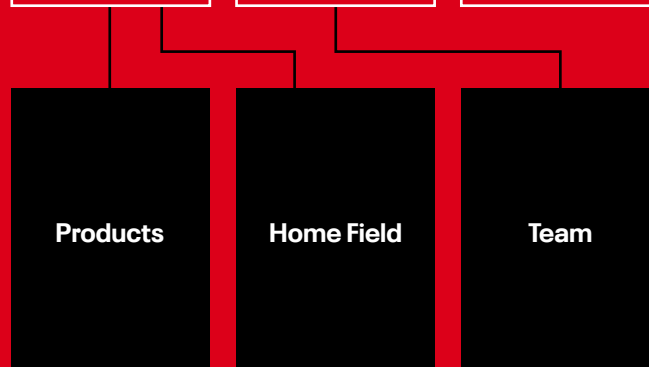
UNDER ARMOUR 2021: SUSTAINABILITY & IMPACT REPORT

Report Framework pillars (ESG)



SUSTAINABILITY STRATEGY: "WHAT'S UNDER MATTERS"

Sustainability Strategic Framework pillars



UNDERSTANDING OUR CURRENT CLIMATE

Scientific data, including in the United Nations Intergovernmental Panel on Climate Change's 6th Assessment Report, has established that the world faces a climate emergency; human activity is warming our global climate.

We share these concerns and are committed to being part of the solution. Our sustainability strategic framework, shown in the diagram to the right, contains our public goals to address climate change, respond to material sustainability and ESG issues, and meet our responsibilities to our stakeholders. We are compelled to understand our impact on, and deliver sustainable value to, the world around us while assessing impending risks and exploring opportunities as our world changes.

Our climate change and renewable energy strategies stem from our **Act Sustainably** and **Stand for Equality** values. Climate change has a disproportionate impact on Black, Indigenous and People of Color (BIPOC) communities and other vulnerable populations.² Our commitment to sustainable development compels us to safeguard current and future generations' right to live on a clean planet. After all, access to sport can only occur if we have a habitable climate, with clean air, water and land and diverse and flourishing natural resources.

PIVOTING TO A CIRCULAR ECONOMY

As we pursue these efforts, we must continue to innovate the way that we make our products. We are working to transition from a linear manufacturing system, in which we make new products out of new raw materials, to a circular manufacturing system, in which we re-use materials from existing products to deliver new, more innovative versions of them. This ambition is reflected in our goals to design and build products out of materials that are, or can be, recycled.

STRIVING FOR MORE

The athletes we serve strive to be better, work harder and perform at the top of their game with drive and passion. Like them, we have set a high bar for our performance. The challenges and opportunities we face demand it.

We are running our business in volatile, uncertain, complex and ambiguous times. Our sustainability strategy's success will be determined significantly by the questions we ask, the decisions we make, the actions we take and the effort we put in.

While our strategy is clear, our future is not. Though we cannot fully control it, we can focus on what we do and how we do it, because **What's Under Matters**.

OUR GOALS

Our Products, Home Field and Team Pillars collectively house 23 goals:



PRODUCTS

Embrace material innovations that will enable less waste and more durability and set the stage for circular systems by 2030.

KEY GOALS

Implement our sustainability and circular principles targeting product sold Fall/Winter 2024, with at least 50% of our products adhering to them by 2027.

Launch a roadmap to ensure recyclability for our apparel and accessories by 2030.

Implement a take-back pilot in one or more regions, expanding circularity solutions globally by 2025.



HOME FIELD

Protect the home we share, always striving to leave our home field better than we found it.

KEY GOALS

Use only recycled polyester in apparel and accessories, reaching at least 35% by 2025.

The uppers in our highest volume footwear series will be made with at least 50% recycled or bio-based materials.

Eliminate 75% of spandex in all our products.

75% of fabric will be made of low-shed materials, as defined by industry leading guidance on fabric shedding that we will work collectively to shape.



TEAM

Champion our teammates and empower suppliers' workers through fairness, respect and inclusivity.

KEY GOALS

Develop chemistry and/or processes that can enable a circular footwear program to be launched in market, at scale, by 2030.

Extend the life of at least 75% of damaged and defective products, as well as reduce manufacturing waste through repair and recycling.

Reduce single-use plastic brand product packaging by 75%, 50% by 2023.

SUPPLY CHAIN TRANSPARENCY • SUPPLIER CODE OF CONDUCT
HUMAN CAPITAL DEVELOPMENT • EFFECTIVE CORPORATE GOVERNANCE
EXTERNAL REPORTING

SUSTAINABILITY MATERIALITY ASSESSMENT

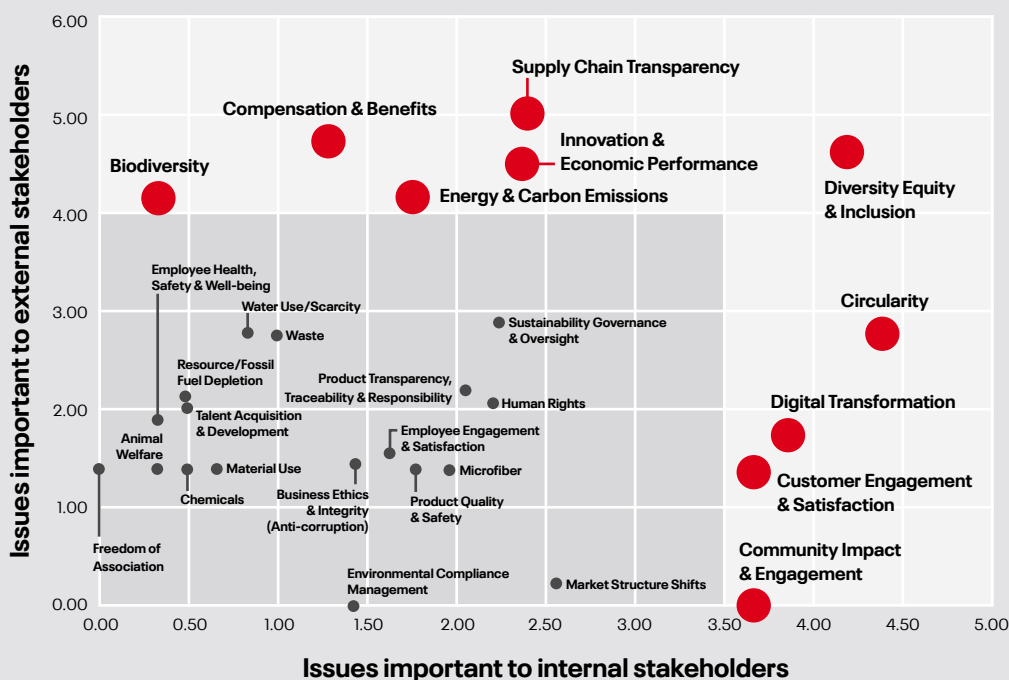
In 2021, we completed a sustainability materiality assessment aligned with the Global Reporting Initiative (GRI)³ to identify and prioritize the sustainability and ESG issues important to our business and key internal and external stakeholders. The assessment helped inform the content of this report and our sustainability strategy, **What's Under Matters**. We are committed to continuing to evolve our understanding of, and approach to, priority sustainability issues while sharing where we stand today.

We then worked to rank, weight and normalize interview results, allowing us to group issues according to their relative priority. While results differed between internal and external stakeholders (see **Exhibit 1**), the process also revealed connections among certain challenges, presenting an opportunity to address them more efficiently. See **Appendix 1** to learn more about the approach to our sustainability materiality assessment and our top 10 material issues.

TOP 10 MATERIAL ISSUES

- | | |
|---|---|
| 1 Supply chain transparency | 6 Energy and carbon emissions |
| 2 Compensation and benefits | 7 Biodiversity |
| 3 Diversity, equity and inclusion (DE&I) | 8 Digital transformation |
| 4 Innovation and economic performance | 9 Customer engagement satisfaction |
| 5 Circularity | 10 Community impact and engagement |

EXHIBIT 1: **SUSTAINABILITY MATERIALITY MATRIX**



³Global Reporting Initiative (GRI) is an independent, international organization providing organizations with a common language to communicate their impact. We began conducting GRI-aligned materiality assessments in 2014 and will continue to do so in the coming years, refining the systems that carry our work forward. For more on GRI, go to <https://www.globalreporting.org/about-gri/>



UNDER ARMOUR

OUR ENVIRONMENTAL IMPACT

OUR JOURNEY STARTED IN 1996 WITH A SHIRT THAT WICKED AWAY SWEAT. SINCE THEN, WE'VE REMAINED FOCUSED ON OUR MISSION: UNDER ARMOUR MAKES YOU BETTER. FROM HOW WE TRAIN TO HOW WE COMPETE TO HOW WE RECOVER BEFORE DOING IT ALL AGAIN.

Designing, manufacturing and distributing our products has an impact on our environment—the home field we all share. Below, we share our goals for both our products and our environmental impact, then detail how we plan to reach them.



PRODUCTS

Embrace material innovations that will enable less waste and more durability, setting the stage for circular systems by 2030.

Innovation lies at the heart of Under Armour (UA)—it is the foundation on which our company was built. We are continuing to push toward a new era of sustainability and performance-led innovation by rethinking the life cycle of our products—from design to manufacture, distribution, sale and beyond—to build a sustainable foundation for the generations that follow.

Embracing circularity means developing and producing products with their end-of-life cycle in mind. Opportunities to embed circularity and reduce the use of natural resources through recirculation exist across our entire supply chain. UA's circularity strategy focuses on the following:

— **Extending playing time.** We are focused on enabling a circular economy by evaluating opportunities to reduce, reuse, repair, resell and recycle resources, as well as considering the life cycle of our products.

— **Collaborating.** We know our strengths and when to ask for help. To increase our impact and accelerate the achievement of our goals, we are collaborating with partners across our global supply chain.

— **Embracing the hard choices.** Achieving circularity will require some difficult decisions. We are developing guiding principles for our teammates to prioritize opportunities, understand trade-offs and make informed decisions when designing and creating our products.

— **Testing, learning and growing.** We are taking an agile test-and-learn approach by identifying and testing circularity solutions, such as our regional take-back pilots, to gain insights on how best to make informed decisions about how we invest our resources.

— **Tracking performance.** We are establishing a common understanding of our current circularity levels and will develop metrics to track our progress and ensure transparency.

— **Celebrating the wins.** We have a lot of work to do, but we will face our challenges head-on and celebrate the victories along the way.



OUR PRODUCT GOALS

Design products to enable a circular system

BY 2023⁴

Implement our sustainability and circular design principles targeting products sold in Fall/Winter 2024, with at least 50% of our products adhering to them by 2027.

BY 2025

Develop chemistry and/or processes that can enable a circular footwear program to be launched in market, at scale, by 2030.

Prioritize recycled and renewable materials and keep resources circulating

BY 2023

Implement a take-back pilot in one or more regions, expanding circularity solutions globally by 2025.

Launch a roadmap to ensure recyclability for our apparel and accessories by 2030.

BY 2025

Extend the life of at least 75% of damaged and defective products, and reduce manufacturing waste through recycling and repair.

Reduce single-use plastic brand product packaging by 75%, 50% by 2023.

BY 2030

Use only recycled polyester in apparel and accessories, reaching at least 35% by 2025.

The uppers in our highest volume footwear series will be made with at least 50% recycled or bio-based materials.

Eliminate 75% of spandex in all our products.

Support innovation that reduces fiber shedding from textiles

BY 2023

75% of fabric will be made of low-shed materials, as defined by industry-leading guidance on fabric shedding that we will work collectively to shape.

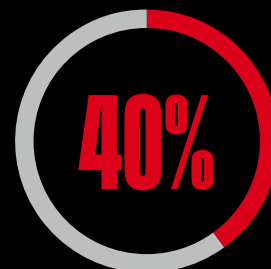
Moving Toward a Circular Economy

The way our suppliers source materials to make our products and their overall actions contribute significantly to our environmental footprint. We know from lifecycle assessments that there are two key ways to reduce environmental impact. The first is by building higher quality, more durable products that are built to last in their original form and can be used by multiple users. The second is designing and engineering more products with materials that can be recycled.

We recognize pivoting to circular systems will require incremental improvements across our industry that take time and commitment from many parties. A circular approach to manufacturing can help the apparel and footwear industry to collectively address the root causes of climate change, biodiversity loss and pollution, while creating opportunities for sustainable growth.

UA's production of durable, well-made apparel has the dual benefit of supporting our athletes' performance and helping further a circular economy. However, many raw materials traditionally utilized in apparel manufacturing that support durability, comfort and functionality, such as polyester fabrics, are blended fibers that are inherently difficult to recycle.

We are partnering with innovators to create materials that meet our athletes' performance needs and expectations while increasing our use of recycled polyester, 100% recyclable elastomeric hard yarns and other more sustainable materials where possible. This way, our products and materials can exist in circulation even longer. In 2021, about 40% of UA's apparel and accessories fabric volume was engineered for recyclability. This figure encompasses products made of UA Microthread, which is not only made of fibers that can be recycled, but also dries fast, doesn't cling and stretches without absorbing sweat.



In 2021, approximately 40% of our fabric volume in UA apparel and accessories was engineered for recyclability

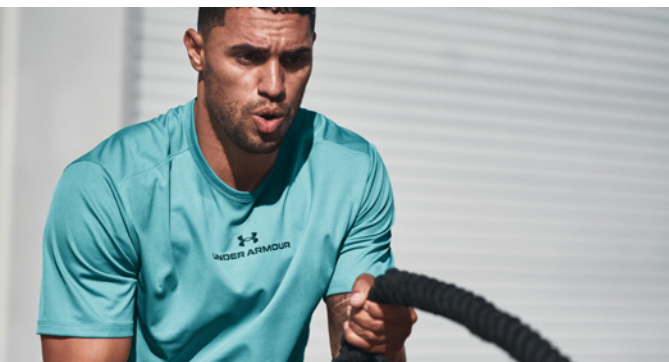


WHAT DO WE MEAN BY "RECYCLING" AND "RECYCLABLE"?

We define **recycling** as the process of reducing a product back to its basic material level, reprocessing those materials and using them in new products, components or other materials.

Informed by the Ellen MacArthur Foundation's Vision of a Circular Economy for Fashion, we define **recyclable** products as those that can be reduced to this basic material level, with materials that can be reprocessed and used in new products, components or materials. Recyclable products must demonstrate that they can be recycled in practice and at scale.

It's worth noting that the lack of recycling infrastructure across the apparel and footwear industry continues to present obstacles to significant growth in delivering recycled products to athletes. In the coming years, the apparel and footwear industry will need to collaborate to build and scale recycling infrastructure to achieve a circular economy. When we refer to a product as being engineered or designed for recyclability, we mean that we believe that product could be considered a "recyclable product" if appropriate infrastructure existed.



Sourcing Raw Materials

A circular approach to producing apparel, footwear and accessories also requires strategically sourcing and selecting raw materials. To this end, we are working to increase our use of:

- Recycled polyester, nylon and recyclable components.
- Redefined stretch yarns that dry faster, are more comfortable to wear and are recyclable.
- Responsible manmade cellulose fibers that are not linked to deforestation and protect biodiversity.
- Certified sustainable materials, such as responsible down and wool.
- Biopolymers made with renewable resources that offer the same comfort and performance in footwear as traditional petroleum-based synthetic fibers.

- Textiles with significantly reduced shedding and increased durability.
- Lower-impact cotton.

INCREASING USE OF RECYCLED POLYESTER

We are committed to increasing our use of recycled polyester to reduce the volume of fibers made from new raw materials in our product portfolio. At the end of 2021, polyester was our most-used material, representing 73% of raw materials in UA apparel and accessory products. It is important to note that while polyester can be recycled repeatedly, some blended-fiber fabrics can make recycling difficult or impossible.

In certain products, we use the REPREEVE® brand of recycled polyester that is traceable through Unifi's UTRUST

certification program and backed by third-party verification. In 2021, we received the REPREEVE Champions of Sustainability award for diverting plastic bottles from landfills and oceans by reusing them in our shirts. As of 2021, we have used more than 25 million yards of recycled material.

From 2018 to 2020, our use of recycled synthetics, including recycled polyester, represented around 2% of the total synthetic yardage we purchased for our products. In 2021, we set a target to increase our use of recycled polyester year-over-year. Based on this new goal, we are forecasting 15% use of recycled polyester content in 2023 for our apparel and accessories.

Through our innovative use of recycled polyester, more than

105 MILLION

plastic bottles have been diverted from landfills to date.



ADVANCING STRETCH HARD YARNS

Elastane, an elastic polymer that gives our apparel stretch, is used in some of our products. However, there is currently limited infrastructure for recycling elastane once it has been incorporated into fabric. It also holds moisture, which can lead to increased odor and energy usage due to increased drying time.

“We’ve been able to work with DuPont and North Carolina State University to solve a key challenge in performance apparel and footwear: Engineer a recyclable stretch yarn that also delivers elite performance in power, moisture management and comfort. This is a huge step forward in our path to circularity and our commitment to performance-driven sustainability. It’s a transformative innovation for us and the textile industry.”

Kyle Blakely, Vice President, Materials and Manufacturing Innovation

In 2014, we challenged ourselves to identify new yarn texturing techniques and polymer developments that reduce the need for elastane, while still providing necessary stretch. As a result, we adopted elastomeric hard yarns, which perform better, dry faster, last even longer and are engineered for recyclability. In 2021, we used approximately two million yards of elastomeric hard yarns in our products. In 2021, 19% of all our stretch fabrics were elastomeric hard yarns used in collections including UA Vanish, UA Microthread and UA Streaker, as well as many of our golf polos.

In particular, we view our Microthread fabric—engineered to reduce our dependence on elastane for fabric stretch—as a game-changer. This technology results in a light, durable and fast-drying fabric that supports performance. Products made from elastomeric hard yarns, such as clothing and certain accessories, can be recycled more easily. Making products from materials that are readily capable of recycling helps to support the transition to a circular economy, as mechanical and chemical recycling become available at scale.





UA LIGHTHOUSE OUR INNOVATIVE RESEARCH & DEVELOPMENT LAB

Our Baltimore innovation lab, UA Lighthouse, was created to develop and test high-performing materials. While the lab still focuses on product performance, our researchers have found ways to support sustainability and performance-led innovation, including reducing the impact of sample testing and shipping.

Our lab has identified ways to help fabric mills arrange for their own testing, saving time and money. For instance, UA Lighthouse researchers developed a simple new technique to test the durability of water-repellent fabrics, allowing mills to use water containers instead of expensive test equipment. This innovation will mean that mills won't have to ship samples elsewhere for testing—avoiding transportation-related emissions.

UA LIGHTHOUSE RESEARCH INNOVATIONS INCLUDE:

- Advanced moisture management.
- Fabric cooling and fabric staining improvements.
- Fiber shedding filtration and testing protocol.
- Fiber softening to use fewer chemicals.
- Microscopy.
- Sustainable water repellents.

RESPONSIBLE MANMADE CELLULOSICS

Manmade cellulosics are regenerated fibers made from the dissolved pulp, or cellulose, of trees. Some cellulosics have contributed to the loss of ancient and endangered forests. Less than 1% of our annual volume of materials contain manmade cellulosics, commonly known as viscose. Most of our cellulosic use is now intentionally limited to fibers produced by Lenzing, specifically their Lenzing Modal® and Tencel® fibers, which the nonprofit organization Canopy⁵ recognizes as not having been sourced from any of the world's ancient and endangered forests.

“At Under Armour, we believe creating sustainable products and relentlessly focusing on performance are perfect complements to one another. Product performance not only delivers quality, comfort and function to our athletes, but it also drives sustainable solutions and vice versa. Our world-class product team continues to advance Under Armour’s goals to create innovative, stylish and sustainable products that help athletes perform their best.”

Lisa Collier, Chief Product Officer

APPAREL AND ACCESSORIES SUPPLY CHAIN TIERS

Tier 1

Manufacturers assembling our finished products, sometimes referred to as “cut and sew” facilities

Tier 2

Textile mills providing fabrics to Tier 1 suppliers

Tier 3

Suppliers providing yarns to Tier 2 textile mills

Tier 4

Suppliers providing raw materials, such as cotton or polyester, to Tier 3 suppliers

FOOTWEAR SUPPLY CHAIN TIERS

Tier 1

Manufacturers assembling our finished products

Tier 2

Suppliers providing materials and components

Tier 3

Suppliers providing ingredients and chemistries (raw material processing)

Tier 4

Suppliers for machinery and technology (agriculture and extraction)

SUSTAINABILITY CERTIFICATION & TRACEABILITY

Sourcing materials that are certified to reputable third-party standards can also support their traceability. UA products include a variety of certified fibers and materials, and we seek to increase these materials in our products over time. See [Appendix 2.1](#) for a breakdown of our certified sustainable raw materials.

Our certification and traceability efforts include:

Cotton traceability

We trace the country of origin for all cotton fiber purchases that we make from our suppliers. Our cotton traceability program was developed to support applicable legal, Supplier Code of Conduct, contractual and sustainability program requirements and commitments, as well as in response to various U.S. trade enforcement actions targeting cotton made with forced labor in global textile and apparel supply chains. This program is also aimed at preventing the use of cotton from a prohibited jurisdiction in our products.

Leather sourcing

We strive to source leather we utilize in golf and football gloves and bags from tanneries certified for following the leading energy, water, waste and chemicals management practices of the Leather Working Group. In 2018, we **formally joined** this multi-stakeholder group to support improvements across the industry through alignment on environmental priorities and a shared assessment methodology, visibility to best practices, and guidelines for continual improvement.

We require our Tier 1 accessories suppliers to source leather from Leather Working Group–approved tanneries. In 2021, 3.5% of the leather used in our products was Leather Working Group–certified at the bronze, silver and gold levels.

Down sourcing

We seek to ensure the humane treatment of animals by sourcing down from manufacturing partners that are certified to the Textile Exchange’s Responsible Down Standard (RDS). RDS helps track that down and feathers come from animals that have not been subjected to unnecessary harm. We hope that supporting RDS will further influence the down and feather industry to implement practices that respect the humane treatment of ducks and geese. From 2019–2021, 100% of the down used in UA products was RDS-certified.

Wool sourcing

The Responsible Wool Standard (RWS) is a Textile Exchange standard addressing the welfare of sheep and the land they graze on. RWS recognizes sheep farming best practices, including taking a progressive approach to managing land and practicing holistic respect for sheep welfare. The standard also aims to ensure a strong chain of custody for certified wool materials as they move through the supply chain. In 2020 and 2021, 100% of the wool used in UA products was RWS-certified.



Reducing Fiber Shedding

Fiber shedding, which can occur during the manufacturing, use and care of apparel and other products made of synthetic and natural materials, may negatively affect the health of both people and the planet. Shedding may occur in the form of microparticles or larger particles that can enter water, air, land and systems when they are made, worn and cleaned. Our goal is to ensure that 75% of our fabrics are made of low-shed materials by 2030, as defined by industry-leading guidance on fabric shedding that we will work collectively to shape.

We expect our efforts to prevent fiber shedding to include:

- Reducing our use of staple synthetics, in which the continuous filament has been cut into discrete sections.
- Developing fleece alternatives that provide comparable comfort, softness and warmth.
- Developing alternative sanding methods to achieve the softness that fleece is known for with less shedding than typical brushing processes.
- Partnering with washing machine manufacturers to develop a water filter to trap fibers shed when fabric is washed.
- Prohibiting flocking—the application of millions of tiny fibers to an adhesive surface.

Verifying a reduction in fiber shedding has historically been difficult. In 2018, we co-created a washing machine filter called the “UA Keeper,” which traps both microfibers and large particles before they can enter waterways when a product is washed. In 2019, we began using this filter to test some of our fabrics for shedding.

“We thank Under Armour for hosting the Conservation X Labs Microfiber Innovation Challenge and Solutions Fair with us. It’s clear to us that UA is focused on innovation and sustainability to solve challenges like microfibers in apparel. The future of the private sector depends on companies like UA realizing they are in the best position to lead efforts to address the parallel challenges around climate change, environmental degradation, and extinction, and that by doing so, they benefit competitively in the market.”

Dr. Alex Dehgan, CEO & Co-Founder, Conservation X Labs
Under Armour and Conservation X Labs hosted the Microfiber Solutions Fair in 2022 to stop plastic pollution from clothing and textiles.

More recently, we co-developed global test methods and standards with the Hohenstein Institute in Germany. The Hohenstein Institute developed a state-of-the-art analysis to understand which types of fiber and material constructions contribute most to fiber shedding, providing a level of detail that will help us, and others in the industry, develop even more sustainable non-shedding textiles. We have implemented this scalable industry evaluation standard with one of our textile mill partners to further develop and promote a global standard to measure and verify reduced fiber loss.

We are in the process of creating a standard testing instrument by partnering with James Heal, a leading testing and measurement firm, with the goal of implementing global shedding standards in the future. We are currently using prototype instruments to support decision-making about the best fabric choices to minimize shedding.

While minimizing shedding is important, we want to take these efforts a step further by creating materials that don’t shed in the first place. Continuous filament resists breaking and shedding and represents a departure from traditional approaches to material construction. Our materials innovation efforts include a focus on developing continuous filament yarns made from solid strands of long synthetic fiber wound together and textured to mimic the feel of natural fibers like cotton.

We believe these groundbreaking fibers, also called continuous filaments and polymers, will offer strong performance while minimizing shedding and provide an alternative to microfiber. For example, we believe the UA Daytona fabric, already available in some collections, could eventually replace fleece. Its continuous filament and permeable layer provide a sweater-like feel and release excess heat to keep athletes comfortable when they are active.

Using Industry Tools to Design Innovative, More Sustainable Products

Apparel and Accessories

The design phase is crucial to a product's total life cycle impact. This is why we take a holistic approach to product design, recognizing that the more problems we address at this stage, the better the product will be for both the consumer and the environment.

In 2020, we began scoring our apparel and accessories materials using the Sustainable Apparel Coalition (SAC) Higg Materials Sustainability Index, which allows us to understand the sustainability profiles of key raw materials. Many of our suppliers use the SAC Higg Facility Environmental Module (FEM), a tool to measure and report their sustainability impacts. Higg scoring includes sustainability product metrics such as the percentage of recycled fibers, reduced finishes, the elimination of chemicals and water use, among other considerations.

Footwear

We aim to manage, monitor and report our materials resource consumption throughout the development and production of our footwear. We direct the origin, makeup and quality of the materials used, ensuring they meet our specifications throughout the footwear life cycle.

We maintain a detailed style code that includes information about the source of a shoe's material and the processes used for printing, embroidery and lamination, among other steps. In addition, the code includes information about how the footwear was tested, approved and certified.

Our sustainability approach is driven by our desire to minimize environmental impact. This is reflected in our focus on introducing sustainable attributes to high-volume materials and products, which we classify as materials and products manufactured and sold in large quantities. Using more environmentally responsible materials on a larger scale better supports our people and planet.

High-volume initiatives are inherently more difficult to scale and implement than low volume initiatives, which is one reason we're proud of our work to incorporate materials with lower impact in elements of products like our UA Charged Assert, one of our highest-volume shoes.

As we work to improve the sustainability of our footwear, we use the following tools and approaches to account for the impact of our materials use:

— In 2020, we started working with a small number of component suppliers to use the FEM and Higg Facility Social & Labor Module (FSLM) tools, which allow us to measure and better manage our environmental and social impact. We are now working to expand the use of these tools with more suppliers.

— In 2021, we began using the Higg Materials Sustainability Index (MSI) for footwear to enable our product teams to select materials with lower environmental impact. Now, when we choose or create a material, we also generate its MSI score, considering factors such as global warming, eutrophication, water scarcity, abiotic resources and chemistry.

— We also use the Environmentally Preferred Material (EPM) Guide—a tool from the Footwear Distributors and Retailers of America (FDRA)—as a complement to the MSI score. Several EPM components improve a shoe's MSI score. For instance, some polyurethane used to make our footwear collars and tongue foams is derived from castor oil, a bio-based resource. Some internal components, such as reinforcements, have a high percentage of recycled content, and some of our key footwear suppliers make their own recycled yarn, then utilize the waste scraps from the process to make more recycled yarn. As of the end of 2021, 88% of our footwear included an EPM component. We are evaluating additional EPM components, such as recycled rubber and water-based adhesive systems, for future use. See [Appendix 2.2](#) for additional data on EPM components in our footwear products.

We are also piloting an initiative with two factories to track shoe component data. This effort includes using the Higg MSI in a trial of environmental product scoring for footwear, including the UA Charged Assert Shoe to better understand its environmental impacts. We aim to apply this approach to other footwear collections.

Managing Water & Chemicals

As of 2017, the apparel and footwear industry was the second most water-intensive industry in the world, according to the World Resources Institute. Apparel manufacturing reportedly accounts for about 20% of industrial water pollution and uses about five trillion liters of water each year for fabric dyeing alone, enough to fill two million Olympic-sized swimming pools.⁶ Apparel, footwear and accessories also use chemicals that must be managed systematically and responsibly. We are committed to working with our suppliers and partners to encourage them to conserve water and safely handle chemicals throughout our product design, development, manufacturing and distribution processes.

DYE INNOVATIONS: FEWER CHEMICALS, LESS WATER, BETTER COLORS

Our innovation team is focused on improving fabric dyeing by working to transition to high-performing, more sustainable dyes. We have continued using solution-dyed fabric to advance performance and reduce emissions in our highest-volume color for a portion of accessories, as well as in some footwear. This process eliminates the need for eight-hour, high-pressure dye cycles to attain certain hues. In solution dyeing, pigment is added to the raw material before the fiber is made, so the color is already in the yarn before the fabric is produced. This approach offers product performance advantages such as brighter colors and greater lightfastness—the number of daylight hours a fabric can receive before fading—as well as environmental benefits, including improved water quality, reduced water use and less water effluent

from mills. We identified certain colors that our primary fabrics can be produced in without wasteful lab dips and thousands of sample shipments—resulting in higher-quality colors, shorter development time and water savings.

COLOR ACCREDITATION PROCESS

We were early to adopt the use of a color accreditation process for textiles to take color straight to production, cutting out the traditional water and dye-consuming process of multiple lab dips and textile samples to develop and approve fabric colors. Our Color Accreditation Program (CAP) advances the digital review and approval of colors, how fabrics and yarns are dyed, and the ways anti-microbial and water-resistance properties are applied to textiles.

In 2013, we partnered with consulting firm Natico to pilot CAP with some of our suppliers. This innovative process results in higher-quality color and eliminates weeks of development time, while reducing both materials use and shipping-related greenhouse gas (GHG) emissions. We have now applied the CAP to all UA color palettes and most solid color developments. This color-approval process is being adopted by other brands, resulting in a positive impact reaching beyond UA products.

USING CHEMICALS WISELY

As part of our aim to ensure our products do not contain chemicals that would be harmful to people or the environment, we have adopted the Restricted Substances List (RSL) from the Apparel and Footwear International RSL Management (AFIRM) Group, which details potentially harmful

chemicals used in footwear and apparel. RSL specifies concentration limit values and suitable test methods. We also collaborate within the AFIRM working group, through which about 40 brands have joined forces to promote safer chemical use in the apparel and footwear industry.

In 2021, we started to use a third-party chemical screening tool to identify hazards associated with chemicals based on toxicology assessments, as well as comparisons to various industry lists, such as the AFIRM RSL and the Zero Discharge of Hazardous Chemicals Manufacturing Restricted Substances List. We are using this screening tool on a limited basis to determine its effectiveness in screening new materials and evaluating innovative fibers, materials, dyes and supplier processes that support sustainable—and circular—chemistry in our products. SAC Higg FEM data will also become an increasingly important component of our evolving, more robust chemical management program.

FLUORINE-FREE DURABLE WATER REPELLENTS

Perfluorinated compounds have been associated with environmental and human health risks. Therefore, we are working to shift our water-resistant products to a fluorine-free durable water repellent technology. Our new silicone-based, water-resistant products aim to keep athletes dry so they can work harder in wet conditions, while staying comfortable. In 2020, we also introduced low-moisture gain (fiber, yarn and fabric) in our Impasse product line materials, which features unique diamond-shaped fibers that fit together to keep water out—keeping athletes dry and light by not carrying extra water from the outside.

BIOCIDE-FREE ANTI-ODOR TECHNOLOGY

We are working to commercialize innovative chemistries that replace metal-based anti-microbial finishes so they cannot be discharged into the environment during garment production and lifespan. We are quickly converting these materials and strive to move away from the use of metal-based anti-microbials by 2025.

See [Appendix 3](#) for additional data on chemical- and water-saving innovations.



Minimizing Production Waste & Product Packaging

A significant amount of our industry's reported environmental impacts stem from production materials waste and product packaging. While our strategy in this area continues to evolve, we have focused our efforts on two priorities:

- Reducing production waste, particularly through digital transformation and direct manufacturing.
- Minimizing packaging impact, notably through reducing packaging materials and increasing the use of recycled and recyclable materials.

REDUCING PRODUCTION WASTE THROUGH DIGITAL TRANSFORMATION

Physical product samples, long a staple of our industry, are inefficient. They consume raw materials, fuel and other resources required to ship them between our manufacturing partners and design teams. Efficiency is important to us and our athletes, so we're working to reduce the amount of physical product samples we use through digital (3D) product sampling, materials and showrooms.

Digital Prototypes and Samples

Our end-to-end digital creation of product samples and prototypes reduces material use, minimizes cutting room scraps and other waste, reduces water consumption required for the physical sample dyeing process and lowers transportation-related fuel and emissions impact.

We began our digital journey with footwear, in part because developing samples is particularly expensive and time-consuming. Our digitized footwear design process now involves developing photorealistic 3D digital samples of our shoes, as well as each of the materials components, such as the upper fabric and foam sole. We use a digital color library to ensure color consistency and accuracy in our digital samples. In addition, to further our goal of reducing packaging materials, our shoebox labels feature 3D product images applied in an automated process that reduces potential errors in packaging and sales.

In 2020, we accelerated and expanded our digital program across footwear and many of our apparel and accessories collections. As of December 31, 2021, we used digital prototypes and digital sales samples across product styles and colors for 48% of our apparel, footwear and accessories. The majority of our footwear products have digital prototypes and digital sales samples.

Digital samples have reduced our environmental impact in the sales process, and we aim to expand their use to benefit our product manufacturing processes. We are working on digital manufacturing specifications, which could reduce environmental impact and increase efficiency by reducing the need to mail physical samples to our suppliers.

Digital Materials

Textile development can take months or even years, involving trial and error, multiple reviews, numerous lab dips to confirm colors and dyes, and multiple fabric swatches for aesthetic confirmation. Using digital materials—simulating fibers, colors and fabrics in a completely virtual environment—transforms the textile development process. It mitigates the environmental impact by minimizing waste, reducing water usage and increasing supply chain efficiency. Using digital materials, our designers can preview fabric texture, color and drape, and exactly where an image will print, how large it will be and where it will be placed on a garment. As of December 31, 2021, substantially all of the main body fabrics, **the fabric most used in a garment**, in our apparel were digitized.

Digital Showrooms

Digital technology has elevated our sales process by equipping our sales teams with the most up-to-date 3D technologies for key commercial milestones. Our digital showrooms allow wholesale retail partners to view and experience our products in a virtual retail platform, helping replace the need for physical samples. In 2021, we produced 43% fewer physical sales samples than we did in 2019.

Immersive digital showrooms combined with 3D further enhance the sales experience and feature a complete in-store consumer experience, with life-like avatars wearing our digital products. We plan to expand this feature in the future.

DIGITAL TRANSFORMATION BENEFITS

Delivering a better buying experience to our wholesale customers through:

- Cost savings for suppliers and UA
- Earlier fabric preview during the product design process.
- Earlier communication of color and style decisions.
- Faster and more accurate first prototype review from our suppliers.
- Faster product engineering.
- Fewer lab dips for aesthetic purposes, saving on water and chemical usage.
- Fewer samples, less water, reduced waste, lower emissions.
- More efficient technical design for scaling and on-body fit and development.
- Reusable digital assets.

See [Appendix 4](#) for additional data on how digital transformation has reduced physical product samples.

ELIMINATING PRODUCTION WASTE THROUGH DIRECT MANUFACTURING

Production waste can also be eliminated through direct manufacturing, a more efficient approach in which a garment is created directly from a yarn in one step instead of many. For example, the seamless garments made with our high-performance IntelliKnit yarns result in zero-waste construction while providing athletes with lightweight and breathable comfort.

REDUCING PACKAGING & OPERATIONS WASTE

The shipment, storage and display of products results in waste in our corporate offices, distribution houses and retail stores. To reduce that waste, we are increasing recycling, using more sustainable materials in our packaging, and exploring product take-back options. For example, we work with our carton suppliers to ensure that, when possible, cartons used to ship our products are made with recycled content, use minimal new fiber and are fully recyclable. All cartons bought in North America, for instance, are made of 100% recycled content.

We have also worked to optimize product container use for both cases and cartons, tailoring their size to contents. We are striving to collaborate with factories to achieve more efficient packaging. We're also looking to optimize stock-keeping unit locations, so customers receive fewer packages—transported with lower shipping-related impacts—because items in their order are boxed for shipping at the same warehouse. Regarding cartons, we first try to reuse many of the cartons we receive from factories for retail purposes. Those that can't be reused due to damage are recycled.

Making Store Materials & Retail Packaging More Sustainable

Our owned and operated Brand House and Factory House retail stores receive an array of product packaging, including hangtags, wraps used on socks, polybags, footwear boxes and more. In 2019, we began to focus on reducing retail packaging materials waste. In 2020, we worked to optimize the process to create our hangtags to use less paper, and we reduced the amount of material needed to create our footwear boxes. In 2021, 92% of our paper-based retail packaging in our owned and operated stores comprised at least 70% recycled content, and our retail customer-facing polybags included 30% recycled content.

In Europe, we have transitioned our e-commerce shipments to consumers from polybags to paper, which we estimate has eliminated about 1.25 million polybags since 2019. We are also exploring ways to replace more polybags with paper packaging to fulfill e-commerce orders in the United States.

Waste recycled, including cartons, paper, boxes and plastic bags, in our North American distribution houses:

331

metric tons in 2020

172

metric tons in 2021

See [Appendix 5.1](#) for additional data on waste management in our North American offices, distribution houses and among our manufacturing suppliers.

The Importance of Biodiversity

Our industry can have a significant adverse impact on biodiversity, because of factors including:

- Raw materials production, which affects land, water and energy.
- Materials preparation and processing, which uses energy and chemicals.
- A lack of circular systems to extend the use of a product and its materials after its first intended use by consumers.

In addition, millions of trees are reportedly logged each year to make materials for the apparel industry. Forests are logged in Brazil, Canada, Indonesia and other countries to create viscose and other manmade cellulosic from the dissolved pulp, or cellulose, of trees—often using non sustainable manufacturing processes.⁷ We work to identify responsible alternatives to prevent the use of cellulosic materials sourced from ancient or endangered forests or that contribute to biodiversity decline.

Our work to minimize fiber shedding will also help protect biodiversity, since fibers and microparticles can enter the environment when apparel is made, worn, washed and dried. Similarly, our work to increase the circularity of our products will help support biodiversity by extending the use of our products and their materials. Additionally, our focus on advancing sustainability in textile mills, including through increased FEM performance and the Clean by Design initiative, will help protect biodiversity by reducing the environmental impact of materials preparation and processing.



“Apparel Impact Institute has been excited to partner with Under Armour in its work to reduce its supply chain’s environmental impact. By implementing our Clean by Design program, Under Armour, their suppliers and the planet have benefited from collective knowledge gained through more than a decade of data and measurement. A recognized cornerstone for how the industry delivers quantified environmental improvement, Clean by Design is a continuous improvement framework that builds upon 10 best practices to scale improvements in the apparel and footwear supply chain in the areas of energy, water, chemistry and wastewater, and materials.”

Kurt Kipka, Chief Impact Officer, Apparel Impact Institute

HOME FIELD

Protect the home we share, always striving to leave our home field better than we found it.

Our planet is our only home field; it's our collective responsibility to protect and steward it.⁸ We are compelled by our values to run farther and faster toward progress. Yet we also know the challenges and opportunities are bigger than any one company, industry or country. That's why we're committed to partnering with others in a collective effort to renew the precious resources that we and future generations depend upon.

"Our commitment to specific climate targets and milestones allows us to align our business planning with the future we want to see—the best performance imaginable on the cleanest planet Earth possible."

Michael Levine, Vice President and Chief Sustainability Officer

OUR HOME FIELD GOALS

Reduce our GHG footprint and source renewable energy to reach net zero emissions

BY 2030⁹

Reduce absolute scope 1, 2 and 3 GHG emissions by 30%, with net zero emissions by 2050.

Increase renewable electricity in owned and operated facilities to 100%, with an interim goal of 80% by 2025.

Advance low-impact manufacturing and greener chemistry to support healthier people and nature

BY 2025

Scale innovative water-saving materials and technologies to at least 25% of our purchased materials and achieve 20% water savings at strategic mills and Tier 1 suppliers with wet processes.

Eliminate 100% of biocides and fluorine DWR in our products.

Reduce solvent use to cut the volatile organic compounds (VOC) impact of our footwear by 30%.

Source materials with lower impact that care for our home field

BY 2030

Reduce the environmental impact of our materials (measured by MSI score) by 50%.

Implementing Our Climate Action & Environmental Sustainability Strategy

When it comes to our home field, we are striving to drive toward net zero emissions, reduce water use, protect biodiversity, minimize waste, advance chemicals management and source materials that advance the circular economy.

Tackling climate change is central to our sustainability efforts as we work to preserve our home field for the generations of athletes competing on it today, and for generations to come. Along the way, we are working toward making both financial and resource investments in a cleaner, more sustainable supply chain, optimized operations and sustainable raw materials.

SCIENCE-BASED TARGETS

In 2020, the Science Based Targets Initiative (SBTi) approved our target to reduce absolute scope 1, 2 and 3 GHG emissions by 30% by 2030 from our 2018 baseline. Absolute emissions reflect the total amount being emitted, which we aim to reduce even as our business grows. Our target to reduce absolute scope 1 and 2 emissions is consistent with the levels required to limit the rise in global temperatures to 1.5°C—the established goal of the 2015 Paris Climate Agreement.

In 2021, UA joined RE100, a global renewable energy initiative bringing together hundreds of large and ambitious businesses committed to 100% renewable electricity. RE100 will help UA address the Scope 1 and Scope 2 portions of our science-based target. We have set a target of using 80% renewable electricity in our owned and operated facilities by 2025, increasing to 100% by 2030.

GHG CATEGORIES

Scope 1

Direct emissions from owned or controlled sources

Scope 2

Indirect emissions from the generation of purchased energy

Scope 3

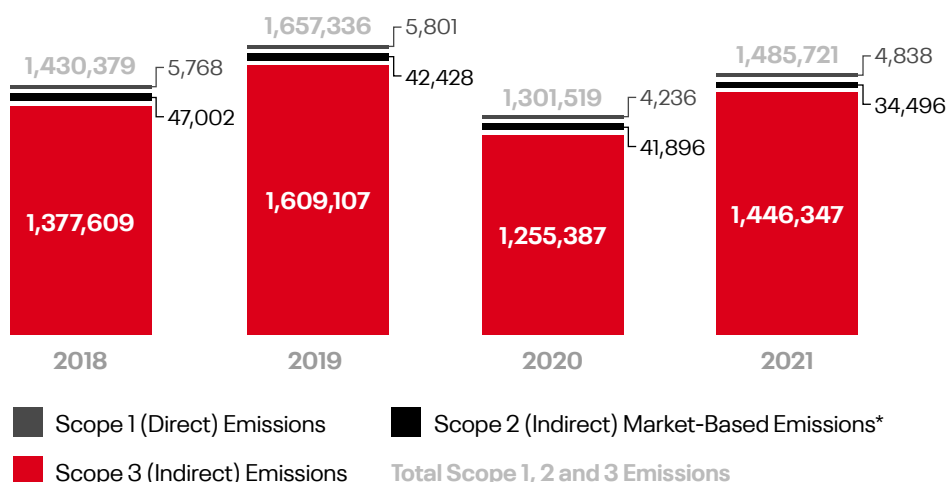
Other indirect emissions in the supply chain, such as from supplier operations

We have also committed to achieving net zero GHG emissions by 2050, aligning to the SBTi's Net-Zero Standard. The standard, launched in October 2021, helps us advance our commitment to the Business Ambition for 1.5°C Campaign.

Based on analysis and calculations completed with our consulting partner

third-party consultants, and in connection with our SBTi application, our 2018 GHG baseline has been established at 1,430,379 metric tons carbon dioxide equivalent (MTCO₂e). This baseline covers scope 1, 2 and 3 emissions and represents a refined calculation from our original baseline of 1,709,539 MTCO₂e.

GHG EMISSIONS (MTCO₂e)



* Under Armour began to use Renewable Energy Certificates (RECs) in 2021. For purposes of presenting consistent year over year data, the Scope 2 emissions above are not inclusive of the 4.7% of electricity from renewable sources. 2021 Scope 2 Market-Based Emissions with RECs totals 32,875 MTCO₂e bringing Total Scope 1-3 Emissions down to 1,484,060 MTCO₂e.

CLEAN BY DESIGN

We're collaborating with partners and working to scale change throughout our industry. Since 2018, we have been one of the Apparel Impact Institute's (Aii) brand partners, helping to enroll textile mills in the institute's Clean by Design environmental program. Our Clean by Design **partnership** aims to help participating textile mills identify and achieve energy, water and chemical use reductions while improving their operational performance.

Since 2018, we have recruited 11 textile mills—the business partners who make the fabric in our apparel, footwear and accessories—to participate in the Clean by Design and/or the advanced Clean by Design+ programs, and seven of those textile mills have completed one of those programs. We understand from the Aii that, on average, energy and/or water efficiency projects participants fully recoup their investment in about 14 months. According to Aii, the Clean by Design and Clean by Design+ programs reduce facility energy use on average by 11%, and 40%, respectively. Even better, Aii advises that thereafter, on average, textile mills begin to realize more than \$40,000 in annual operational savings.

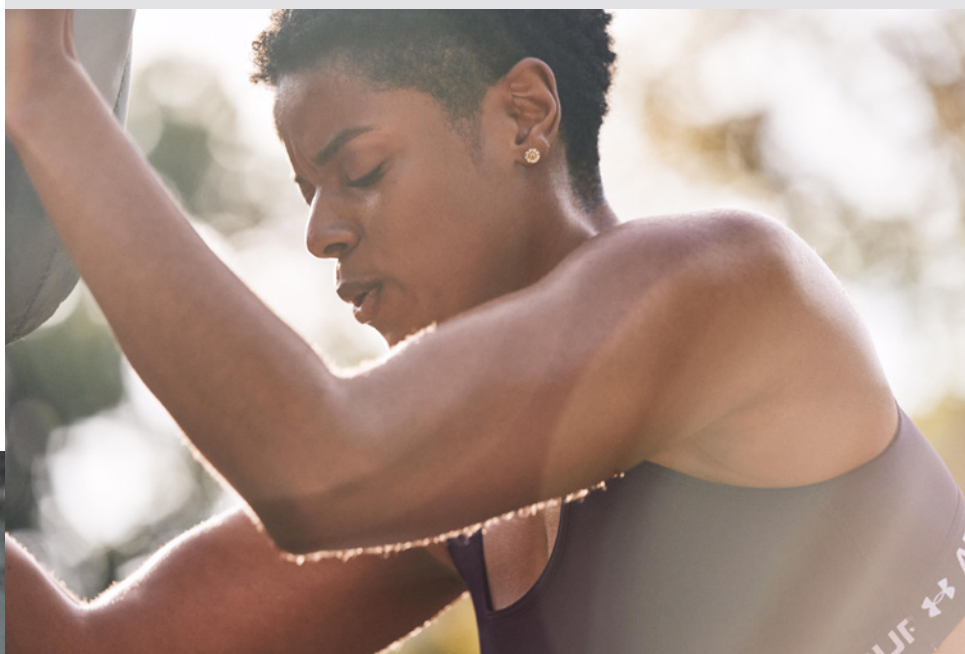
We will continue to engage with our supply chain to enroll more facilities into Clean by Design and Clean by Design+, as well as other Aii programs, such as the Carbon Leadership Project.



PARTNERING FOR ENERGY & SUSTAINABILITY BEST PRACTICES

Since 2015, we have participated in Environmental Defense Fund's (EDF) Climate Corps program, which matches top-tier graduate students with host companies to advance environmental goals and help implement best energy and sustainability management practices. The nine EDF Climate Corps fellows that UA has hosted helped us significantly advance our sustainability program and provided helpful insight into how we can help mitigate climate change and advance positive impacts in our supply chain.

“Working at UA as an EDF Climate Corps Sustainability Fellow was an incredible way to see how a global brand implements sustainable innovation to meet the interests of its customers, investors, employees and partners,” said Anya Shapiro, UA's 2021 EDF Climate Corps fellow. **“After studying circular systems in depth during graduate school, getting the chance to help UA re-envision waste reduction and develop a process to utilize textile and footwear waste from consumers was a dream come true. Seeing so many divisions of the company collaborate to implement something new and impactful was a testament to UA's spirit of innovation and commitment to taking bold action.”**



UNDERSTANDING RENEWABLE ENERGY TOOLS POWER PURCHASE AGREEMENT (PPA)

A financial agreement in which a developer arranges for the design, permitting, financing and installation of a solar energy system on a customer's property at little to no cost.

VIRTUAL POWER PURCHASE AGREEMENT (VPPA)

A financial transaction in which a buyer agrees to purchase a project's renewable electricity for a pre-agreed price but does not own and is not responsible for the power generated by a renewable electricity project.

ACCELERATING OUR USE OF RENEWABLE ENERGY

We have started to make progress in shifting toward renewable energy¹⁰ to power our owned and operated facilities. In 2021, we sourced 5.6% of electricity in our owned and operated facilities from renewable sources like solar energy. We are targeting 80% by 2025 and 100% by 2030.

We are refining our market-by-market global renewable energy procurement plan to help us meet our 2025 and 2030 renewable energy goals. This effort includes evaluating on-site solar opportunities, evaluating PPAs and VPPAs, and actively seeking projects that add new capacity to the grid. To increase our impact, we will also continue evaluating on-site solar opportunities, including at our Port Covington campus, to combine our renewable energy buying power with that of others, including suppliers.

IMPROVING OUR SUPPLY CHAIN

We urge our supply partners to invest in cleaner and more efficient operations processes to reduce our collective environmental footprint. We work with them, and partners throughout the industry, to scale change, address chemical management and reduce water and energy use.

To hold ourselves and our suppliers to our industry's global standard, we use the SAC's Higg Index to measure social and environmental performance. Since **joining the SAC** in 2016, we have asked key suppliers to self-assess their operations annually using the SAC Higg Facility Environmental Module (FEM). The FEM measures seven aspects of facility-level environmental performance and helps suppliers identify opportunities and set targets for sustainability improvements. For example, in 2021, 33 of our Tier 1 suppliers (accounting for about 52% of product volume) and 17 of our Tier 2 suppliers (accounting for about 39% of materials volume) set GHG emissions reduction targets. Additionally, since 2019, we have completed the Higg Brand and Retailer Module (BRM)¹¹ to help evaluate our operations along our global supply chain, identifying both hotspots and opportunities for improvement.

Increasing Supply Chain Accountability

We began providing total FEM score improvement goals for our key suppliers in 2019, using a tiered performance system. In 2020, we launched official targets for total FEM score improvement for all Tier 1 and 2 suppliers.

When we rolled out our score improvement goals in 2020, we also worked

closely with our suppliers to develop action plans aimed at improving their performance and reducing their environmental impact. We also asked our Tier 1 and 2 suppliers with advanced performance on the FEM to identify additional opportunities to target and implement energy and GHG emissions savings and begin transitioning from high to low-emission energy sources, with the ultimate goal of adopting renewable energy sources. In 2021, 21 of our Tier 1 suppliers, representing about 27% of production by volume, and 2 of our Tier 2 suppliers, representing about 3% of production by volume, improved their 2020 FEM scores to meet our annual supplier improvement goals. We continue to encourage more of our suppliers to use the FEM self-assessment tool. In 2021, we received verification of FEM scores for about 78% of Tier 1 and 65% of Tier 2 suppliers by volume. See **Appendix 5.2** and **Appendix 5.3** for additional information on our suppliers' FEM scores and water stewardship data.

We remain committed to sharing best practices to help our suppliers reach their targets and have offered training and guidance for completing FEM self-assessments. We also developed a Renewable Energy Playbook for our suppliers in 2020, which was complemented by web-based trainings that drew more than 200 attendees. The playbook—developed with third-party consultants, our climate and renewable energy strategy and action consultant—outlines potential renewable energy options and procurement guidelines for renewable electricity, biodiesel, biomass, biogas and other renewable fuels.

While we're proud of the progress we are making with respect to implementing supply chain accountability, coordinating efforts and ensuring reliable implementation in this area can be a slow process, sometimes lagging behind our evolving sourcing footprint. That is why we will continue to evaluate the effectiveness and scope of our efforts as our business evolves.

¹⁰ "Renewable energy is energy derived from natural sources that are replenished at a higher rate than they are consumed. Sunlight and wind, for example, are such sources that are constantly being replenished. The United Nations definition of renewable energy can be found here: <https://www.un.org/en/climatechange/what-is-renewable-energy>

¹¹ A comprehensive assessment tool that brands and retailers can use to holistically evaluate sustainability risks and impacts across their organization's entire supply chain, and identify top-priority actions to reduce them.

Our Real Estate Footprint

We aim to efficiently use office space and energy. In our U.S. offices, we have recently completed a transition to a new hybrid working model, which we expect will eventually reduce our office space needs by 40%. This model also provides flexibility to our teammates and reduces commuting-related emissions. In our North American Brand House retail stores, we have begun to evolve our building designs to feature a smaller footprint, from an average of 8,000 square feet to 4,500 square feet for newer stores, which is similar to the size of our stores outside North America.

We are working to optimize the footprint of our owned and operated buildings and incorporating high-impact sustainability principles throughout our corporate offices, retail stores and distribution houses. Our Global Design Standards include best practices and principles from Leadership in Energy and Environmental Design (LEED) and the WELL Building Standard to develop healthier buildings for all occupants.

We also incorporate sustainability features and energy efficiency improvements into our distribution houses, including up-graded LED¹³ and motion-sensor lighting,

energy conservation programming for automated conveyors, thermostat timers and industrial overhead fans, among other measures. We strive to source materials locally and incorporate healthy lighting, strong temperature and humidity controls, natural materials and materials with low volatile organic compounds (VOC) in our construction and retrofit projects. Where possible, we look for real estate with sustainable attributes located near public transportation. In leased spaces, we seek to collaborate with property management to implement energy-saving projects and other sustainable building investments.

OUR REAL ESTATE FOOTPRINT¹²

422 retail stores globally, including more than **195** Factory House and Brand House retail stores in North America.

In the United States:

4 Distribution houses

6 Corporate offices





SUSTAINABLE DESIGN AT **PORT COVINGTON HQ**

When our design and construction teams approach new building or renovation projects, we incorporate our vision for sustainability into design decision-making. For instance, we are embedding numerous sustainable construction principles as we build our new state-of-the-art global headquarters in Baltimore’s Port Covington neighborhood, which is expected to be one of the region’s most environmentally sensitive and sustainable buildings.

In addition to our goal for this building to be a net zero operation, green attributes of our new headquarters include:

- Energy efficient design, including photovoltaic power generation and geothermal heating and cooling.
- Use of mass timber.
- Water reduction technology, including rainwater recapture.
- Eco-friendly, performance landscaping.



PORTLAND OFFICE: **SUSTAINABILITY AT WORK**

Sustainable design doesn’t just apply to new facilities; it is an important component in reimagining existing buildings’ future sustainability. That’s why we used sustainable design principles to renovate a former YMCA in Portland, Ore. The space is now our global innovation hub, which

houses our design, development and innovation teams. We also refurbished the track and field for public use, revitalizing an important community resource.



UNDER ARMOUR

OUR TEAM

CHAMPION OUR TEAMMATES, SUPPLIERS' WORKERS AND COMMUNITIES AS WE STRIVE TO CREATE MORE INCLUSIVE WORKPLACES, INCREASE WORKER WELL-BEING AND TO HELP BUILD STRONGER COMMUNITIES.¹⁴

We are passionate about creating an inclusive culture for our teammates worldwide, protecting the rights and well-being of workers, including our suppliers' workers, and uplifting communities. This passion is intrinsic to our purpose.



OUR TEAM GOALS

Championing diversity, equity and inclusion (DE&I) in our company and communities:

BY MARCH 31, 2023

Achieve 42% of director and above positions filled by women.

Achieve 39% of underrepresented talent at all levels.

BY 2030¹⁵

Break down barriers and create opportunities for millions of youth to engage in sports.

Empowering suppliers' workers, paying fair wages and investing in their well-being

BY 2025

Implement a fair compensation strategy across our supply chain, with pilot initiatives implemented in strategic supplier sites by 2023.

Implement worker voice systems among all our strategic suppliers.

Implement an inclusive well-being program across 65% of strategic suppliers.

OUR TEAMMATES

Our teammates bring different backgrounds, experiences and perspectives to their work, and they are central to driving Under Armour's (UA's) long-term success.

We believe our brand is stronger when our collective team is fully engaged and working together to support our athletes around the world. Having an engaged, diverse and committed workforce not only enhances our culture, but it also drives our business success and helps us deliver the most innovative products.

Our people and culture strategy focuses on creating a winning culture as an inclusive, purpose-driven and values-based brand and a workplace where our teammates can thrive. We aim to attract, develop and retain top talent through a competitive total rewards program, numerous development opportunities and a diverse, inclusive, safe and engaging work environment.

As of December 31, 2021, we had approximately 17,500 teammates worldwide, including approximately 13,000 in our Brand and Factory House retail stores and approximately 1,300 at our distribution houses. About 7,100 of our teammates were full-time. Of our approximately 10,400 part-time teammates, approximately 29% were employed seasonally.



Accelerating Diversity, Equity, Inclusion & Engagement

We have set measurable goals for improving diversity among our team including a commitment to increase the number of historically underrepresented employees throughout our leadership levels by March 2023. We are committed to increasing representation of women and underrepresented teammates in our business's critical areas, particularly in leadership, commercial and technical roles globally.

While our DE&I strategy has been in place for several years, we took the time to reflect on the global outcry for social justice in 2020. As a result, we have accelerated our DE&I strategy for our teammates, our suppliers' workers and our communities.

"At Under Armour, we 'Stand for Equality.' This is one of our core values and it's central to everything we do. Every teammate must participate to make Under Armour a more diverse, inclusive, and equitable workplace. The organization has mobilized to drive our DE&I work forward and we've seen significant progress. Although we aren't yet where we want to be, we remain committed to continued progress."

Jessica Rice, Vice President,
Diversity, Equity and Inclusion

RECOGNITION FOR CULTURE, WORKPLACE AND DE&I EFFORTS

Best Places to Work Corporate Equality Index

We were one of the 767 businesses to earn a 100% rating and the designation for being a 2021 Best Place to Work for LGBTQ Equality.

Above & Beyond Award

We were awarded the B.E.A.T. (Black Employees Achieving Together) for Business Impact for making a significant contribution to the organization's business goals through the UNDR ARMOR x DVNLLN Collection (2021).

Silver Winner The 42nd Annual Telly Awards

Other indirect emissions in the supply chain, such as from supplier operations

Inclusion Index Company

We were among 27 organizations earning a score of at least 70% and listed as a "Leading Organization" on the index (2021).

Best Company for Multicultural Women

We were among 96 organizations leading progress in hiring and promoting women of color (2021).

IMPROVING DIVERSE REPRESENTATION

We are increasing **diverse representation** in our company by advancing diverse talent and focusing on diversity in our external hiring initiatives. In addition to the goals we have set for diverse representation, our commitment to advancing diverse talent includes a focus on retaining underrepresented teammates. We have invested in professional development for our underrepresented and female teammates and incorporated DE&I-related performance metrics into our annual incentive plan for all teammates, including our executives, as described further in our **2022 Proxy Statement**.

Between December 31, 2018, and December 31, 2021, we increased female representation among all teammates globally by 4.0%. In 2021, we increased underrepresented talent among global director and above positions by 6.4% and among all U.S. teammate levels by 7.7%. We have seen great progress with respect to our goals in some of these areas. Still, in others—such as increasing the percentage of Black teammates in director and above positions, which has remained around 8% for several years—we aren't yet where we want to be. We are identifying and addressing the root causes of this challenge and remain committed to advancing our progress. See **Appendix 6** for additional teammate representation data.

In 2020, we established new hiring guidelines aimed at increasing diversity in our hiring process, including tactics to increase the number of diverse candidates applying for each posted job. These tactics include a best practice of having at least one female candidate and a U.S. requirement of having at least one BIPOC candidate in candidate pools for open positions at UA. We also require the hiring panel to be diverse, and each teammate on the hiring panel must have completed our training focused on eliminating unconscious bias in the interview process.

Between December 31, 2018, and December 31, 2021, we saw a:

4%
increase in female
representation at all levels

6.4%
increase in underrepresented
talent among directors and above

Our Talent	2020	2021
All Company Teammates (global)	16,383	17,530
Retail Teammates (global)	11,817	13,069
Distribution Teammates	1,365	1,315
Corporate Teammates	3,201	3,146
Teammates by Employment Type (global)		
Full-time	42%	41%
Part-time	58%	59%
Seasonal	16%	18%
Teammates by Age (global)*		
Under 30 years of age	57%	63%
30 to 50 years of age	36%	31%
Over 50 years of age	6%	6%

*The amounts presented above are as of December 31 of each year. May not add up to 100 due to rounding.

Partnering with Colleges & Universities

Our brand is advanced by fresh ideas and innovation. This is one of many reasons we are committed to recruiting students with diverse backgrounds and experiences. We engage students through college recruiting efforts and our **Rookie Program**—UA's signature internship experience. In the United States, our Rookie Program runs for 10 to 12 weeks in the summer, providing students with an opportunity to gain corporate experience in an area of our business. Rookies work to solve problems and engage with industry experts to make business impact in real time. They also have access to mentors, executive speakers and volunteer programs. We have accelerated our commitment to increasing the diversity of each Rookie class by setting ambitious goals to advance underrepresented groups.

We are deepening our **existing partnerships** with historically Black colleges and universities and Hispanic-serving institutions in the United States with a strategy that includes initiatives both on and off the field. Our goal is to foster meaningful relationships that result in a stronger pipeline of talent into our brand.

ENGAGING OUR TEAMMATE RESOURCE GROUPS

Our **Teammate Resource Groups** (TRGs) amplify business initiatives, provide networking opportunities, support community outreach and promote cultural awareness while fostering inclusion and community. Corporate teammates around the globe have access to—and more than 1,000 participate in—our nine TRGs:

- Abilities
- B.E.A.T. (Black Employees Achieving Together)
- Green Machine
- Latino Alliance
- L.E.A.D. (Leading and Empowering Asian Development)
- Parents for Professional Growth (PPG)
- UA Military Veterans Club (VETS)
- Unified
- W.I.L.L. (Women Inspiring Leading Living)

Read more about our **TRGs**.



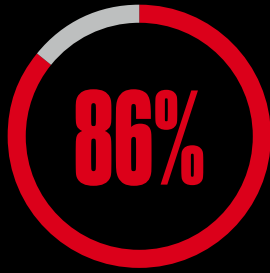
B.E.A.T. (BLACK EMPLOYEES ACHIEVING TOGETHER) TEAMMATE RESOURCE GROUP

B.E.A.T. partnered with the business to bring an authentic and inclusive story to market for Black History Month in 2021. The UNDR ARMOR x DVNLLN Collection was driven by Baltimore artist, community leader and UA teammate Devin Allen. A love letter to Baltimore and manifestation of our purpose, this initiative was driven by talented B.E.A.T. members across UA. The collection, which contributed to access for the next generation through partnerships with Baltimore-based nonprofits, earned a 2021 Silver Telly Award—billed as the world's most significant honor for video and television content—in the Social Impact category.

GREEN MACHINE TEAMMATE RESOURCE GROUP

More than 250 teammates strong as of December 2021, the Green Machine represents 15 departments and four regions across the globe. Among other objectives, the group fosters sustainability innovation by generating ideas and driving the implementation of sustainability priorities and projects.

The Green Machine plans to create additional chapters to connect with more teammates in corporate offices outside of our Baltimore headquarters and U.S. distribution houses.



participation in our 2021 annual employee engagement survey, exceeding global benchmarks.

DRIVING TEAMMATE ENGAGEMENT

Talent acquisition in our industry is competitive. We recognize the importance of eliciting feedback from teammates and regularly seek their input on opportunities to strengthen our culture. In October 2021, in partnership with outside experts, we completed our annual engagement survey, which measures our teammates' overall engagement and allows us to track our progress against the surveys we conducted annually from 2018 to 2020. For our 2021 annual survey, we achieved our highest participation rate yet—86%—exceeding global benchmarks for high-performing companies.

We are pleased to report that company-wide engagement increased by 2 percentage points, to 67%, from our October 2020 survey. By comparison, the average company increase is 1 percentage point.

FOSTERING AN INCLUSIVE & ETHICAL CULTURE

We believe that protecting our house begins with protecting each other. Our mission, **Under Armour Makes You Better**, extends beyond our products to every interaction we have with one another. We aspire to foster a culture of respect and freedom for teammates to be their best selves at work, at home and in their communities.

Our inclusive, ethical culture is built on a foundation of open communication. We require unconscious bias training for all corporate teammates and retail and distribution house managers, including training focused on promoting diversity during our new-hire interview process. Our teammates in director-level positions and above complete frequent trainings on cultural competency and building inclusive environments.

In 2020, we launched a mandatory, recurring global inclusion series to facilitate meaningful dialogue on allyship, anti-racism and racial justice. We have expanded this series to foster inclusion for other dimensions of diversity, recently covering inclusive product creation, retail bias and hybrid working environments. Our TRGs also contribute greatly to our inclusive culture, including by celebrating important societal and cultural topics with interactive presentations known as Teammate Talks.

We also focus our training on inclusive leadership behaviors. For example, we require all teammates around the world at the director level and above to participate in comprehensive training centered on inclusive conversations and promoting empathy and awareness. In 2021, our teammates at the director level and above in the United States also participated in racial equity training to build their practical understanding of structural racism. In addition, each member of our executive leadership team has taken an intercultural development inventory course to understand potential areas of opportunity in their cultural competence.

We believe all teammates deserve to work in a respectful and empowering environment free of harassment or discrimination of any kind. Inappropriate behavior that challenges our values or violates our policies is unacceptable and is not tolerated. Our Code of Conduct outlines our commitment to providing an environment of mutual respect where equal employment opportunities are available to all applicants and teammates. Teammates are encouraged to **Make the Right Call** and report any perceived violations or concerns to our hotline or the Global Ethics and Compliance Team.



Elevating the Teammate Experience

At UA, we are committed to elevating the teammate experience.

INVESTING IN TEAMMATE DEVELOPMENT

Our purpose—empowering those who strive for more—is embodied in our commitment to helping our teammates develop their skills, grow their careers and achieve their goals. We believe our investment in these areas enhances our teammates' engagement, improves the efficiency and productivity of our work, and ultimately drives better results for our business.

We prioritize and invest in a wide range of training and development opportunities for teammates at all levels, including online and instructor-led internal and external programs. All our teammates are encouraged to utilize their access to Armour U, an online learning platform and knowledge database that offers an extensive, regularly updated library of seminars on a variety of topics. We also offer resources to support individual development planning and incorporate development opportunities into teammates' annual goal-setting processes.

BUILDING LEADERSHIP STRENGTH

Through our succession planning efforts, we focus on talent development for key roles, ensuring we have the talent required to execute our long-term plans. We also invest in developing the leadership capabilities of people leaders at all levels, including through trainings on effectively managing, communicating with and driving team performance. In addition, we offer three core training sessions for leaders:

- Our UA Leadership Academy equips new leaders with functional skills and knowledge.
- Our Talent Accelerator Program accelerates the growth of emerging leaders with high potential to be a successor for key roles.
- Our Leading at UA program provides opportunities for senior leaders at the director level or above to practice their strategic and leadership skills.

PROVIDING COMPETITIVE TOTAL REWARDS

Our total rewards strategy provides market competitive and internally equitable rewards designed to allow us to attract, engage and retain a talented, diverse and inclusive workforce. We focus on offering competitive, market-based pay and packages that account for job responsibilities and geographic locations.

Fair and Equitable Compensation

In 2021, we made significant financial investments in compensation across our company. Most notably, we raised our U.S. minimum pay rate for hourly teammate in

the United States and Canada to \$15 per hour (\$15.25 Canadian dollars per hour in Canada) in our distribution houses and retail. As a result, more than 8,000 part-time and full-time teammates—approximately 90% of the retail and distribution house workforce—received a compensation increase.

On the corporate side, we redefined the competitive compensation range for each job, updated our job pricing methodology and reviewed the base compensation positioning of all global corporate teammates. As a result of this work, in October 2021 we made a \$23 million investment into the base compensation of our global corporate teammate population. This investment enhances our ability to compete at a higher level across an expanded external talent pool.

We are also committed to achieving pay equity within all teammate populations. With the assistance of third-party experts, we conduct an annual review of pay equity and market comparison data. When we identify opportunities, we take prompt action to close any gaps.

“Our Retail and Distribution House teammates are the backbone of our brand. Providing fair wages is one of the ways we demonstrate our commitment to ensuring our teammates feel valued and appreciated.”

Tchernavia Rocker, Chief People and Administrative Officer

Strong Benefits

In the United States, where approximately 69% of our workforce was located as of December 31, 2021, the benefits available to full-time teammates in our corporate organization, retail stores and distribution houses include:

—Life, Work, Family

Maternity and parental leave, comprehensive fertility benefits, adoption assistance, child and adult care resources, competitive time-off benefits, 40 hours of additional paid time off each year for volunteer activities performed during working hours, tuition assistance and flexible work schedules.

—Financial Health

Flexible spending accounts and health savings accounts, retirement savings plans, home buying assistance programs, commuter benefits, access to financial consultants and UA merchandise discounts, among others.

—Health & Wellness

Employee Assistance Program, medical/dental/vision insurance, fitness benefits and on-site gyms in some locations, and other innovative **health support options**.

Some of these benefits, including our retirement savings plan, Employee Assistance Program and access to financial consultants, are also available to our part-time teammates. Outside the United States, we provide similarly competitive benefits packages tailored to market-specific practices and needs.

We believe in promoting alignment between our teammates and stockholders. Teammates are eligible to participate in our Employee Stock Purchase Plan, and corporate teammates at certain levels receive restricted stock unit awards as a critical component of their total compensation package. In addition, our Board of Directors has adopted stock-ownership guidelines to align the financial interests of

our executive officers and non-management directors with the interests of our stockholders, as described further in our **2022 Proxy Statement**.

In 2021, to honor World Mental Health Day, we provided corporate teammates with a day off to focus on wellness. This meeting-free day offered corporate teammates opportunities to learn more about self-care and resiliency, participate in meditation and yoga classes, exercise, volunteer or take other steps to invest in their mental health and well-being.

CREATING A SAFE WORK ENVIRONMENT

Everywhere we operate—in our distribution houses, retail stores and corporate offices—protecting our teammates and ensuring their safety comes first. In our retail stores, teammates receive safety training upon onboarding, and pre-shift huddles include safety tips. At our distribution houses, shifts routinely start with safety huddles to provide teammates with relevant tips and advice on avoiding potential hazards.

If an injury does occur, we conduct a root-cause analysis to assess contributing factors and implement practices and policies to prevent similar incidents in the future. We use a centralized incident reporting system and leverage other data, such as hours worked, to closely monitor near misses, injuries and various safety metrics. Since 2018, our key safety metrics have shown meaningful improvement, while also continuing to beat industry averages compiled by the U.S. Bureau of Labor Statistics (where available), reflecting our strong safety practices and outcomes. See **Appendix 7** for additional information on distribution house health and safety performance.

Every month, we share information on health and safety trends from the previous 30 days with distribution house leaders. This information includes updates on safety audits and other proactive measures—such as opportunities to correct improper lifting—as well as reactive indicators after an incident. We compare these indicators with trends over the previous year to drive ongoing improvement. Our distribution house leaders' quarterly business reviews include discussion of security measures and safety metrics.

We also offer various safety initiatives focusing on teammate safety within and outside of the workplace. For instance, in 2021, we piloted 100 Days of Summer Safety in our Nashville, Tenn., distribution house, featuring a different topic each week for staying safe at work and home during the summer months. Teammates viewed and participated in creating videos on firework safety, sunblock use, hydration and other topics.



HEALTH AND SAFETY IN THE COVID-19 PANDEMIC

The COVID-19 pandemic presented unprecedented challenges to our business, communities, athletes and teammates. As we navigated these challenges, we prioritized our teammates' health, safety and overall well-being. Our COVID-19 sick leave policy continues to offer full- and part-time teammates in the United States and Canada additional paid sick time if they are unable to work due to contracting the virus.

At each of our office, retail store and distribution house locations, we follow applicable local, state and national government regulations, laws and guidance. At our distribution houses, which have remained open throughout the pandemic, we implemented government-recommended COVID-19 prevention measures, including reworking all job areas to reduce close contact, implementing daily health

screening questions and temperature checks, enhancing cleaning protocols, requiring face coverings and social distancing, and adding physical distancing barriers and adding increased hand sanitizing stations. Following significant store closures during 2020, most of our Brand and Factory House retail stores reopened in 2021 subject to varying capacity constraints, other operating restrictions and our own Safe Place to Work and Shop protocols.

In 2021, we implemented new COVID-19 vaccine policies and procedures for our corporate teammates in the United States and Canada, as well as incentive programs for our retail and distribution teammates. We offered on-site vaccination clinics at our various facilities to make it easier for our teammates to be vaccinated.

With respect to our corporate teammates, the majority continued to work partially, if not entirely, remotely between March 2020 and July 2022. We offered resources for these teammates to optimize their remote-work environments and manage COVID-19 related challenges and addressed topics such as remote office ergonomics and mental and emotional well-being. In July 2022, many of our corporate offices (including our global headquarters) reopened, with teammates returning to work on a hybrid schedule that includes flexibility to work from home on a specified number of days each week.



OUR SUPPLIERS' WORKERS

Partnering with Our Suppliers

We are committed to respecting the rights of those who create, make, wear, use, promote and connect to our products, as noted in our **Global Human Rights Commitment**. As a purpose-led, values-based organization, respect for human rights is part of our foundational commitment to responsible business practices. We follow the United Nations Guiding Principles on Business and Human Rights (UNGP), taking responsibility for respecting human rights in our operations, our supply chain and the communities where we operate.

A world-class supply chain can only be achieved when every participant commits to respecting human rights, including treating our suppliers' workers with dignity and respect and providing safe workplaces and dormitory conditions. We are committed to ensuring all parties in our supply chain are working toward this common goal. Our supply chain social compliance program is accredited by the Fair Labor Association (FLA), which reflects a level of rigor in our policies and practices, goal-setting and -monitoring efforts, as well as our progress in remediating problems to improve conditions for our suppliers' workers in our global supply chain.

In 2021, our apparel and accessories products were manufactured by 29 Tier 1 suppliers operating in 18 countries, with approximately 67% of our apparel and accessories products manufactured in Cambodia, China, Jordan, Malaysia and Vietnam. Of our 29 manufacturers, 10 produced approximately 65% of our apparel and accessories products. In 2021, our footwear products were manufactured primarily by seven Tier 1 suppliers operating in China, Indonesia and Vietnam.

SUPPLY CHAIN TRANSPARENCY

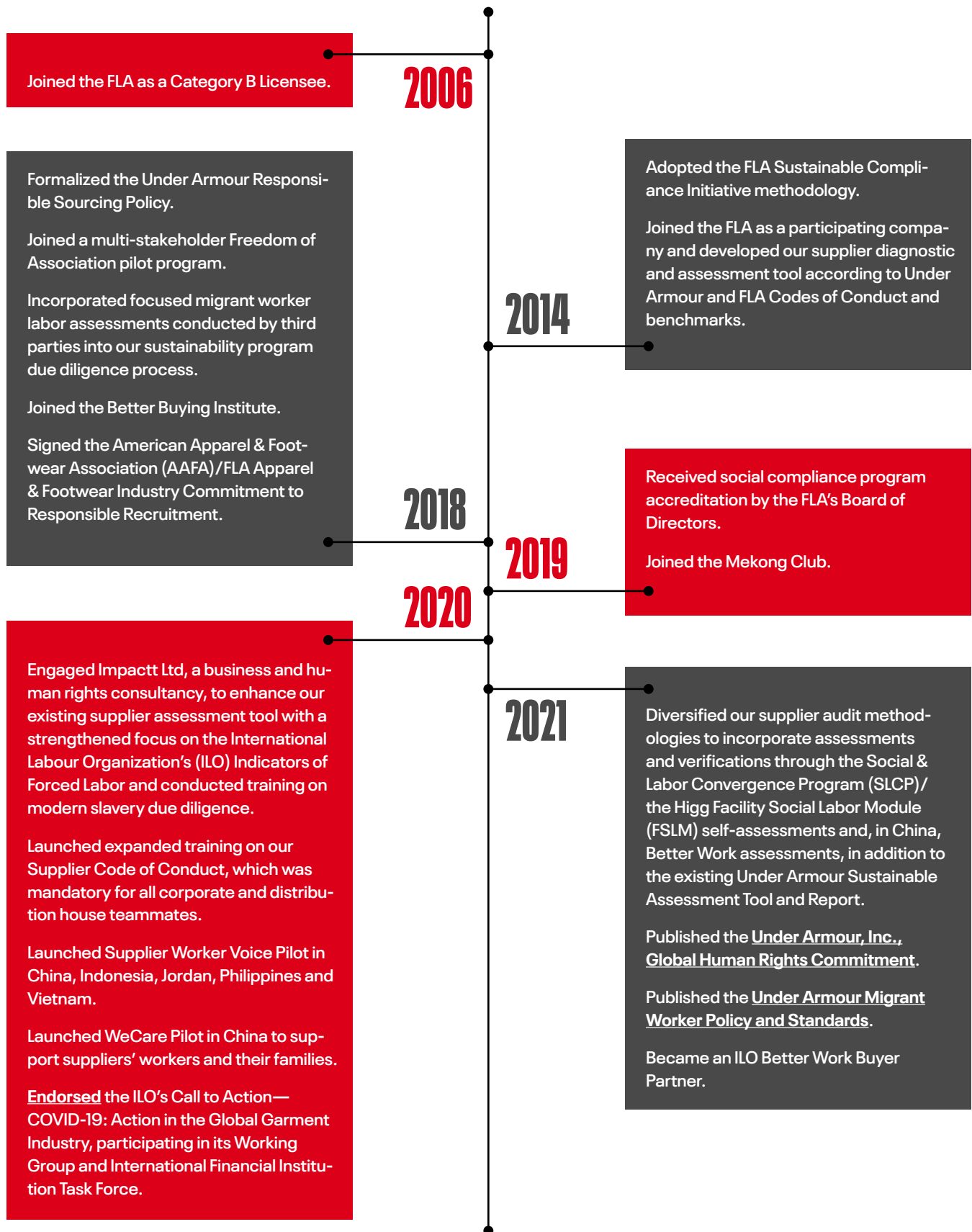
In keeping with our commitment to supply chain transparency, we have published our supplier list since 2017 with a commitment to expand our disclosure over time. Currently, we **publicly disclose** 100% of our Tier 1 suppliers, which account for approximately 90% of our business volume; licensees account for the remainder. Suppliers contracted by an authorized UA licensee are held to the same standards and requirements as our Tier 1 suppliers. We are working toward disclosing our Tier 2 and 3 suppliers in the future.

In 2021, we made progress in mapping suppliers in our footwear supply chain, resulting in greater visibility into which of our Tier 2 suppliers provide footwear components to Tier 1 factories that specifically assemble shoes. For example, we nominated about 99% of our footwear supply chain from Tier 2 purchased by Tier 1. Our work in mapping the Tier 2 suppliers to our Tier 1 suppliers is ongoing.

For more information on our supplier list disclosure and mapping, please see [Our Team - Supply Chain Transparency](#).

KEY MILESTONES IN OUR SUPPLY CHAIN JOURNEY: 2006-2021

Increasing transparency and due diligence:



Sourcing Responsibly

Our Responsible Sourcing Policy supports our commitment, as an FLA-accredited company, to the FLA's Principles of Fair Labor and Responsible Sourcing. Our policy encompasses the scope and complexities of our supply chain, financial and contractual terms, balanced planning, accountability, training, communication and review.

Since formalizing our Responsible Sourcing Policy in 2018, we have engaged in several initiatives to assess our responsible sourcing performance, including applying responsible sourcing principles to address supply chain conditions amid the COVID-19 pandemic. In 2020, we revised our policy to incorporate lessons from the prior two years of assessments and engagements with peers and stakeholders. To gain additional understanding of our sourcing practices, in 2018, we joined the Better Buying Institute, a third-party initiative enabling suppliers to provide anonymous, confidential feedback about our purchasing practices.

Our Responsible Sourcing Policy reflects collaboration among our sustainability, supply chain and other teams, which work closely on our efforts around responsible sourcing and addressing workplace conditions in our global supply chain. For example, we embedded additional ratings related to key labor and suppliers' workers' rights indicators into our supplier scorecard, a tool our global product supply team uses to evaluate supplier performance. This update has allowed us to better track how our suppliers perform against these important metrics and ensure that we are considering these factors in our sourcing decisions.

Responsible Sourcing Training for Teammates

We provide ongoing training programs on responsible sourcing for our global product supply and sustainability teams. For instance, our sustainability team has conducted Responsible Sourcing Policy training for supply chain leaders and teammates in the Asia-Pacific and Latin America regions.

In addition, the sustainability team regularly participates in industry and NGO-led training on a range of topics, including responsible sourcing and purchasing practices, living wages, modern slavery, forced labor, integrating the UN Sustainable Development Goals into supply chains, responsible recruitment and COVID-19's impact on sourcing practices.

Supplier Responsibility

We require our suppliers to comply with our **Supplier Code of Conduct**, which details our expectations for respecting the human rights of and protecting the suppliers' workers in our supply chain, aligns with FLA guidelines, and reflects the core ILO Conventions. It includes provisions on forced labor, compensation, hours of work, freedom of association and collective bargaining, nondiscrimination, harassment or abuse, nonretaliation, reporting potential misconduct and sustainable business practices. Along with the **Under Armour Modern Slavery Statement**, our Supplier Code of Conduct makes clear we will not tolerate any findings associated with slavery, servitude, forced or compulsory labor, human trafficking or other forms of modern slavery in our supply chain.

"Transparency includes more than just reporting facts to the public; it also involves open exchange of information between business partners. By working with Better Buying™, UA is accessing valuable insights from its suppliers about material issues in its supply chain and how the company can collaborate with its suppliers to manage those and capitalize on opportunities as they arise in the future."

Dr. Marsha Dickson, President and Co-Founder, Better Buying Institute

Auditing Suppliers for Continued Improvement

We engage third parties to conduct regular audits as part of our efforts to measure and safeguard the well-being, and respect the human rights, of our suppliers' workers who make our products, while aiming to reduce negative social and environmental impacts from the manufacturing of our products.

Our auditing process begins with our supplier onboarding. If we are sourcing from a new country, our sustainability team conducts a country-level human rights due diligence analysis. Every new Tier 1 supplier must complete our Global Ethics and Compliance Questionnaire and undergo a social compliance audit. The audit evaluates the potential supplier's practices and workplace conditions against our Supplier Code of Conduct, the FLA Workplace Code of Conduct and Compliance Benchmarks, and applicable laws, as well as other applicable UA policies, standards and commitments they agree to comply with when they sign our manufacturing agreement. Our product licensees and their suppliers also agree to comply with these requirements and their Tier 1 suppliers undergo such audits.

We aim to have all UA onboarded and active Tier 1 suppliers audited annually. In 2020, we began to diversify our auditing methodology to include a combination of the Under Armour Sustainable Assessment Tool and Report (UASATR) and the SLCP's Converged Assessment Framework (CAF).

In 2021, we expanded our program to include Better Work Tier 1 audits and audits of some key Tier 2 suppliers. We conducted audits of Tier 2 suppliers that collectively represented about 50% of our business by materials volume. Despite ongoing logistical challenges related to the COVID-19 pandemic, we were able to conduct audits for almost 90% (by volume) of our Tier 1 suppliers.

OUR AUDIT APPROACH

Under Armour Sustainable Assessment Tool and Report (UASATR)

We continue to use the UASATR as a core audit tool to evaluate supplier performance against our Supplier Code of Conduct and compliance with other codes, laws and standards, including those referred to in [Auditing Suppliers for Continued Improvement](#) above. The UASATR aligns with the FLA's Sustainable Compliance Initiative methodology, which assesses suppliers' management systems and working conditions through worker and management interviews, document review, health and safety review, visual inspections and union or worker representative consultations.

Migrant workers are among the most vulnerable of our suppliers' workers in our supply chains, in part because of the labor risks they face. Given the increasing concern around risks of forced labor in certain countries, over the past few years we have expanded the UASATR to include

additional questions aimed at enhancing the auditors' ability to assess and report risks of forced labor, modern slavery, debt bondage and human trafficking. These questions include the ILO Forced Labor Indicators and risks potentially applicable to the recruiting, hiring and employment of migrant workers. We also provided additional teammate and auditor training focused on conducting human rights due diligence and identifying forced labor, modern slavery, and human trafficking risks and indicators, and human rights and legal compliance issues.

The UASATR now includes more than 800 potential audit findings, which measure our suppliers' performance in 10 social and environmental categories:

1. Environmental protection
2. Grievance
3. Health and safety
4. Hours of work
5. Industrial relations
6. Migratory workers
7. Recruiting, hiring, and personal development
8. Terminations
9. Wages and benefits
10. Workplace conduct and discipline

Audit Findings

For each finding in the UASATR, auditors are expected to note the following:

- The pervasiveness of the issue (classified as isolated, frequent or systemic).
- The severity of the issue (classified as minor, major or egregious).
- Whether the finding is new or repeated.

Suppliers' audit performance is scored. Reported findings that are categorized as egregious more significantly affect their performance and are prioritized for action and engagement. "Egregious" category issues could include, but are not limited to:

- Critical, life-threatening health and safety issues and/or issues related to internationally agreed human and labor rights.
- Denial of auditor access.
- Noncompliance with local laws.
- Noncompliance with our Supplier Code of Conduct and/or the FLA Code of Conduct and Benchmarks.
- Physical harassment or abuse of suppliers' workers.
- Unauthorized subcontracting.
- Withholding wage and personal identification.

Beginning in 2020, we activated a new platform to collect, track and analyze audit data; track related issue remediation; and drive supplier performance. This platform allows us to give our suppliers more specific feedback and identify more granularly the risks posed by factories, types of production and countries.

Among our suppliers, the areas of most frequent noncompliance in 2021 were associated with health and safety; recruitment, hiring and personnel development; wages and benefits; and working hours. See [Appendix 8](#) for additional data on our audit findings from 2018 through 2021.

Remediation & Collaboration

Our suppliers are valued business partners with whom we aim to maintain long-term relationships. We work closely to support them as they remediate issues. However, if necessary, we will terminate a supplier relationship depending on the specific facts and circumstances, including if a supplier fails to adequately remedy an issue or monitor its subcontractors to ensure compliance with our standards.

Evolution in Auditing

Realizing the inefficiencies of having suppliers undergo similar audits by different brands, the apparel and footwear industry is shifting toward greater alignment, which will allow brands to leverage shared auditing tools. As a result, our approach to auditing our Tier 1 suppliers is evolving to include other types of audits, including the CAF and the ILO Better Work Assessments.

The CAF measures working conditions in global supply chains through a unified framework—an agreed-upon self-assessment conducted by factories and verified by third-party organizations accredited by the SLCP or the SAC. This unified

framework aims to improve consistency across the apparel supply chain, reduce repetitive audits from multiple brands and facilitate sharing comparable and verified data.

In an effort to support this movement toward shared assessments, we conducted an equivalency measurement and found over 70% of questions in the UASATR were covered by the CAF. We then added the non-overlapping questions from our UASATR as supplemental questions to the CAF. This approach enables us to leverage the unified framework and decrease the burden on our suppliers, while still gathering data that we view as important.

One of the accredited assessments we use to conduct the CAF is the SAC Higg FSLM. Because the FSLM is a supplier's self-assessment, we ask all of our suppliers to have their self-assessments verified by an accredited third party that we have approved.¹⁶ In 2021, 53% of our Tier 1 suppliers (excluding licensees) completed third-party SLCP verification in lieu of our UASATR assessment. In 2022, we expect to increase the number of Tier 1 suppliers evaluated under this approach.

SUPPLIER TRAINING

We host summits and trainings as part of our efforts to more systemically prevent noncompliance issues and improve sustainability performance in our suppliers' facilities.

Tier 1 suppliers

We hold summits to train our Tier 1 suppliers on the UASATR process and address topics including transparency, accountability and root cause analysis.

Tier 2 suppliers

We offer web-based training programs on workplace standards for our Tier 2 suppliers. We also cover key topics such as fire safety, personal protective equipment, chemical safety and risk assessment.

During UASATR assessments, auditors evaluate whether suppliers provide training to their management teams and workers on workplace standards and the nature of the training. If we learn that a supplier does not provide such training, then we engage them to establish it.

ENSURING SUPPLIERS' WORKERS' VOICES ARE HEARD

Effective grievance mechanisms give suppliers' workers access to remedy under the UNGP. When suppliers' workers have effective avenues to express their grievances and concerns, their rights are respected, and they are consequently more valued, engaged and productive. In addition, their feedback can foster improvements in the workplace. We are committed to ensuring that our suppliers' workers have a voice and that suppliers' workers' rights to freedom of association and collective bargaining are respected.

Our suppliers are required to maintain systems that enable their workers to effectively and confidentially report their grievances to top management and human resources teams. As part of our supplier auditing process, we evaluate not only whether grievance mechanisms are present, but also whether they are accessible and effective. Our third-party auditors provide factory personnel with their contact information so grievances and information may be shared, and consult with worker representatives, unions and federations, if available, to understand factory conditions when possible.

Additional Grievance Mechanisms

While we require our suppliers to maintain their own worker grievance systems, our suppliers' workers—and employees of their subcontractors, if any—can also report suspected violations of our Supplier Code of Conduct to our hotline. The hotline is monitored 24 hours a day, seven days a week. It allows for anonymous reporting, depending on location.

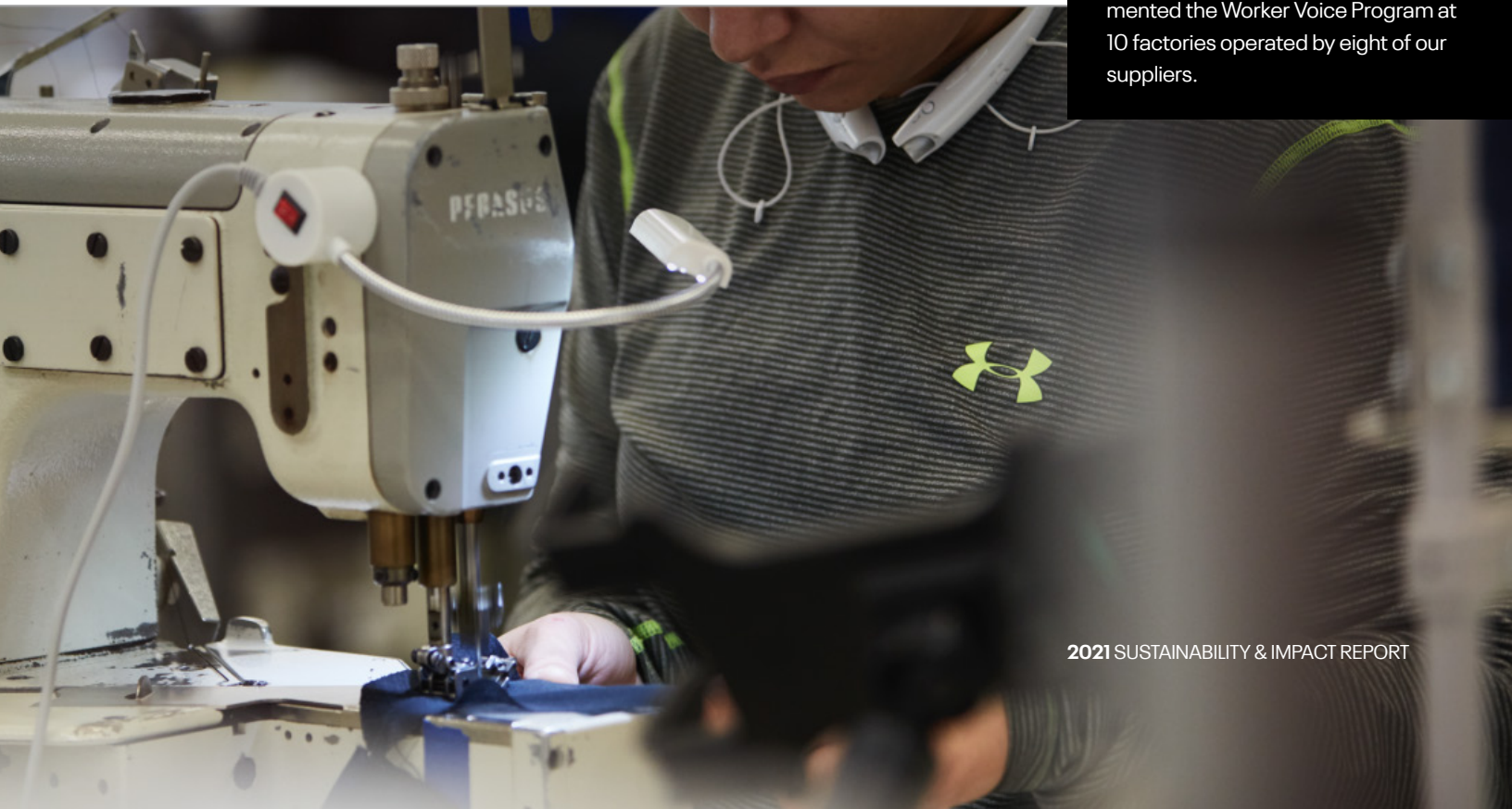
When a concern is reported, we investigate and, where appropriate, act, including requiring suppliers to remedy issues. Our supplier hotline is another channel where we can continually monitor compliance with our Supplier Code of Conduct and help safeguard the people who make our products. These mechanisms are listed in the Reporting Misconduct provision of our Supplier Code of Conduct, which has been translated into over 35 languages. This information is required to be posted prominently in suppliers' facilities and to be addressed in documented facility training on our Supplier Code of Conduct.

WORKER VOICE PROGRAM FOR OUR SUPPLIERS

We believe it is our responsibility to ensure our suppliers are hearing the concerns of their workers. In 2020, we developed a Worker Voice Program in partnership with Ulula and Labor Solutions, organizations that are focused on the rights and well-being of migrant workers in our strategic suppliers' facilities.

The Worker Voice Program connects factories with third-party hotlines and surveys providers to handle grievances. It also collects anonymous survey data about workplace conditions directly and confidentially from suppliers' workers. The output from the hotlines and surveys becomes part of the suppliers' due diligence processes and human resource management systems. We also have visibility into these anonymous grievances through a dashboard that allows us to spot trends at the factory level and further help our suppliers make improvements.

As of December 2021, we have implemented the Worker Voice Program at 10 factories operated by eight of our suppliers.



FAIR COMPENSATION FOR SUPPLY CHAIN WORKERS

We recognize that fair compensation is a fundamental human right, and we remain steadfast in our commitment to ensure that suppliers take the appropriate actions to progressively realize a fair compensation level for their workers. This commitment is reflected in our Supplier Code of Conduct, our Fair Compensation Commitment Statement and our FLA membership.

We have set a goal to implement a fair compensation strategy across our supply chain by 2025, with pilot initiatives implemented in strategic supplier sites by 2023.

Of course, fair compensation exists within a complex environment of considerations and challenges due to the dynamic roles that national and local governments play in setting wages. We recognize that fair compensation will require progressive action over time, and that this is an effort we cannot undertake alone.

We are enhancing our understanding of these issues through activities including:

- Collaboration and stakeholder engagement.
- Compensation data collection and analysis.
- Supplier feedback.

HUMAN RIGHTS DUE DILIGENCE

As outlined in our Supplier Code of Conduct, we prohibit the use of forced labor anywhere in our supply chain, which includes the use of any worker whose cost of labor has been subsidized by any third party, including a government entity. In addition to the human rights due diligence outlined in the [Under Armour Inc. Global Human Rights Commitment](#), we conduct regular human rights due diligence in line with the UNGP and other key standards through our social audits of our Tier 1 suppliers. We also conduct specific forced-labor due diligence on our Tier 1, 2 and 3 suppliers based on current issues facing the industry.

In response to anticipated and realized U.S. trade enforcement actions targeting forced labor in global textile and apparel supply

chains, we have proactively communicated with our suppliers since 2018 to ensure our policy on forced labor is well understood and followed. This policy is rooted in legal compliance requirements, as well as derived, in part, from our Supplier Code of Conduct, the FLA Code of Conduct and our Global Human Rights Commitment, all of which prohibit the use of forced labor anywhere in our supply chain.

Since 2017, we have published an annual [modern slavery statement](#) to summarize the policies and actions taken to address risks of forced labor, modern slavery and human trafficking in our business and supply chain, pursuant to the U.K. Modern Slavery Act 2015, the California Transparency in Supply Chain Act of 2010, and, beginning in 2022, the Australian Modern Slavery Act 2018.

MEETING OUR HUMAN RIGHTS & MIGRANT SUPPLIER WORKER COMMITMENTS

Informed by a comprehensive assessment of human rights risks across our global operations and supply chain, we published the [Under Armour Inc. Global Human Rights Commitment](#) in June 2021. We work with third parties and engage stakeholders to identify human rights risks relevant to our role as an employer, operator, purchaser, designer, innovator and connector. We prioritize managing our human rights risks by categorizing them into five focus areas—operations, supply chain, digital products, communities and the environment. We regularly consult with external stakeholders, including civil society organizations, to determine where and how to continue improving.

UNDER ARMOUR, INC. GLOBAL HUMAN RIGHTS COMMITMENT

At Under Armour, Inc., we are deeply committed to promoting and respecting the rights of the people who create, make, wear, use, promote, and connect to our products. Under Armour is a purpose-led, values-based organization, and respect for human rights is part of our foundational commitment to responsible business practices, including sustainability.

Migrant Workers

In January 2021, we published our **Migrant Worker Policy & Standards** to comprehensively address the additional risks migrant workers face and to reflect the continued evolution of our sustainability program to address these risks. We developed the policy to communicate our requirements with respect to our suppliers' employment of migrant workers. These requirements were designed to ensure that migrant workers' rights are respected, protected and treated equitably throughout our supply chain and across their employment life cycle.

We also require our suppliers to practice responsible recruitment to ensure migrant workers obtain work free of coercion, deception, fees and debt. In addition, we are developing a self-assessment tool for our suppliers to compare their operations against the standards outlined in our policy and identify any gaps for improvement.

Gender Equality in the Supply Chain

Women represent the majority of workers at many of our suppliers. Together with other brands in our industry and the Swedish International Development Co-operation Agency, we are driving collective action for gender equality by working with the Empower@Work initiative.

Building on the expertise of organizations such as Business for Social Responsibility, CARE International and ILO Better Work, and supported by brand collaboration, Empower@Work facilitates programs that promote equality for women who work in global supply chains, aiming to benefit approximately 190 million women. In the coming years, Empower@Work plans to train suppliers on equitable workplace policy and human resource management systems, and advocate for policies that align with equitable workplace goals.

FROM OUR MIGRANT WORKER POLICY AND STANDARDS

Migrant workers must:

- Not pay for their job.
- Retain control of their personal identity documents.
- Have freedom of movement.
- Be informed of the basic terms of their employment before leaving home.
- Live in well-maintained housing (if provided, secured, referred to, or arranged for, directly or indirectly, by the supplier).
- Have access to the equivalent clean, safe and healthy living and working conditions afforded to local residents, including in the event of natural, manmade or global health crisis.
- Enjoy demonstrably effective and anonymous grievance systems, without retribution and with demonstrated responsive actions by their employers.
- Have access to remedy for any issues faced.
- Be repatriated fairly, rapidly and at the employer's expense.

SUPPLIERS' WORKER WELL-BEING

In addition to auditing our suppliers' workplaces, we aim to tangibly improve the lives of our suppliers' workers. To that end, we are creating an inclusive well-being program for suppliers' workers and their children, which we aim to make available to 65% of strategic suppliers by 2025.

As part of this effort, we have partnered with The Centre for Child Rights and Business (The Centre) to pilot and deploy WeCare, which offers programs that suppliers can implement to support their workers and suppliers' workers' families. Throughout 2021, we supported a pilot led by The Centre in two supply chain factories in western China, following a 2020 needs assessment.

Program offerings included the creation of a child-friendly space (CFS), a safe on-site environment for suppliers' workers' children to learn and play while being close to their parents. During the 2021 pilot, 27 children and 29 suppliers' workers used the CFS; 89% of participants reported satisfaction. WeCare also offered migrant parent training sessions, an on-site family activity day and, for select participants, free smart watches to facilitate communication between parents and their children. Across the two factories, over 350 suppliers' workers, 20 factory staff and 450 children benefited from the WeCare program.

In addition to improving the well-being of suppliers' workers and their children, the WeCare program positively influenced suppliers' workers' sentiment towards their workplace with 94% of participants reporting they would recommend their factory to family or friends. We plan to expand WeCare to other strategic suppliers as we work toward our 2025 goal.

WOMEN'S EMPOWERMENT PRINCIPLES

In November 2021, we signed the Women's Empowerment Principles, formalizing our commitment to advancing gender equality worldwide and committing to continue working collaboratively with like-minded organizations to foster business practices that empower women. As part of our continued work, we will evaluate our current policies and practices to look for ways to improve, especially concerning gender equality for women and human rights protections in our supply chain.

OUR COMMUNITIES

Empowering Our Communities

We believe that community is the ultimate team. Over the past two decades, we have championed the transformative power of sports in our hometown, Baltimore, where we have invested in people and programs supporting the development of underserved youth. Now, we're beginning to expand these programs beyond our backyard, seeking to ensure young athletes have access to sport.

Our desire is to build long-term, collaborative relationships that help our community partners sustain the impact they have made—and empower them with the resources to do more than they ever thought possible. By leveraging our unique expertise in the power of sport along with the perspectives we've gained from co-creating programs with committed partners, we look forward to broadening our reach and deepening our impact in the years to come. In these pages, we're sharing a few highlights from our community programs and partnerships.

Curry Brand: Investing in Young Athletes & Coaches

Golden State Warriors superstar Stephen Curry is regarded as one of the best basketball players of all time. In December 2020, we partnered with him to develop the **Curry Brand**, which we launched to impact youth in Oakland, California, focusing on three specific areas:

- People, with a focus on training coaches.
- Places, creating safe places to play.
- Programs, directly supporting youth athletic programs and ensuring kids have the equipment they need to play.

In our first year, we invested in 47 programs, which we estimate has provided improved access to over 30,000 youth in the Oakland area. This included training more than 750 coaches in the Oakland Unified School District and Oakland Parks, Recreation & Youth Development. Participation among girls has doubled within middle school basketball programming since 2019. We plan to use Oakland as the model for expanding the Curry Brand to have global touchpoints with a focus on people, places, and programming.

Project Rampart: Elevating Student Athletes

Project Rampart is our commitment

to fortify Baltimore City Public Schools student-athletes with the support and resources they need to excel. Through a council of student-athletes who advise and consult with us on how to direct our support, we are focused on academic and leadership development, equipping coaches and students with new on-field performance apparel, transforming athletic facilities into safe and inspiring spaces and supporting coaches with specialized programming and development tools through the Positive Coaching Alliance.

Since launching Project Rampart in 2017, we've enabled more than 2,100 hours of student-athlete leadership development opportunities for young athletes, outfitted 9,500 Baltimore City students in new Under Armour uniforms and trained every coach in Baltimore City Public Schools.

2018-2021 PROGRESS - PROJECT RAMPART

62,142

student athletes reached

24

participating schools

46

facilities renovated

1,306

coaches trained in schools

13,000

uniforms provided to students and coaches

228

students involved with Student Athlete Coalition

68

professional development events for student athletes

Building Bridges Through Basketball

Building Bridges Through Basketball, our partnership with the Junior NBA and the Ross Initiative in Sports for Equality (RISE), uses basketball to unite youth and law enforcement in cities across the United States. The award-winning 10-week community-leadership program, which is part of the NBA Voices initiative, features weekly sessions combining basketball training with a leadership and cultural competency curriculum.

In 2020, we supported Building Bridges Through Basketball Chicago. In partnership with the Chicago Police Department

and local Union League Boys & Girls Club, the program brought together youth and law enforcement from three neighborhoods for basketball clinics, conversations and leadership activities to explore identity, diversity and stereotyping and provided skills training on empathy, conflict resolution and teamwork. In 2021, we committed to launching the program nationally and expanding to 10 additional markets.

She Who Plays Partnership

Through our work with She Who Plays, a program of the nonprofit organization Good Sports, we are working to directly

benefit girls in athletics. This partnership, now in its seventh year, has provided almost 185,000 pieces of equipment, apparel and footwear to impact programs serving more than 1.4 million student-athletes across all 50 states since 2014. In 2021 alone, the initiative provided more than 150,000 pieces of athletic equipment, benefiting nearly 20,000 students.

We are continuing this commitment and are providing funding of \$1 million in new sports and fitness equipment through She Who Plays and the Girls Opportunity Alliance, a program that seeks to empower the development of adolescent girls.

“Sport has the potential to be the ultimate unifier, and a vehicle for inspiring change on issues of race and social justice. In 2022, a grant from Under Armour expanded Building Bridges Through Basketball from three to thirteen U.S. cities through 2024. When organizations like Under Armour, who are committed to action, get behind this work, they play an essential role in bridging diverse communities and achieving long-term impact. Equipping youth and officers with the tools to address these complex issues together can not only create shifts in knowledge and attitudes, but also change behaviors that lead to systemic change.”

Diahann Billings-Burford, CEO, RISE



Volunteering

In addition to our commitments to collaborating with our partners, we engage our teammates in our community endeavors, since they are our greatest asset to support our communities around the world. Our teammates now each receive 40 hours of paid time off annually to dedicate to volunteering—the equivalent of more than a working week—up from 32 hours per year previously. In late 2020, we launched the Community Action House, an online portal that directly connects our

community partners to our teammates globally, empowering our teammates to increase their volunteering by making opportunities more accessible.

By increasing our teammates' paid volunteer hours and creating a central hub to connect them to volunteer opportunities, we hope to achieve an ambitious volunteer target. Our goal is that their collective efforts will total one million hours by 2030.



We provide 40 hours of time to every teammate to volunteer each year. Our goal is that, by 2030, their collective efforts will total one million hours.

PROGRESS (2018-2021)

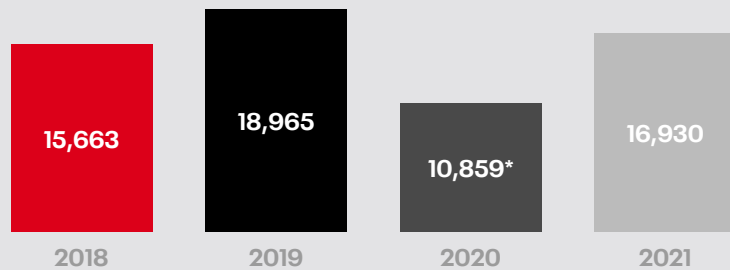
UA Give Back teammate
volunteer hours

60,000+

Number of organizations
supported

1,391

Hours volunteered by teammates



*In-person volunteering hours decreased in 2020 due to the COVID-19 pandemic.

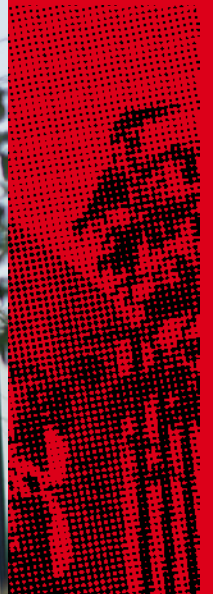


UNDER ARMOUR

OUR HOUSE

WE ACT WITH INTEGRITY, BUILDING ON A FOUNDATION OF STRONG ETHICS, GOVERNANCE AND STAKEHOLDER ENGAGEMENT.

Teammates rely on each other to do the work and do it well. We have built the policies, processes and structures to ensure that our teammates, suppliers and stakeholders know where we stand when it comes to ethical behavior and appropriate oversight of everything we do. These shared principles allow us to deliver on what we've set out to achieve.



Acting with Ethics & Integrity - Anti-Corruption, Antitrust and Competition

Our brand and our team are built on integrity, and we are committed to fairness and honesty in our dealings with our customers, suppliers, teammates, consumers and competitors. We comply with antitrust and competition laws worldwide and conduct business free from corrupt practices.

We also comply with applicable anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA) and U.K. Bribery Act, meaning that no Under Armour (UA) personnel may offer, accept, pay, promise to pay, or authorize the payment of anything of value to or from a government official or commercial partner for business advantage. Anti-corruption laws and regulations apply in every country where we do business, and we expect every teammate, office and agent, regardless of location, to comply at all times.

UNDER ARMOUR CODE OF CONDUCT

Our **Code of Conduct** educates our teammates on making the right call as we work to live our purpose, vision, mission and values through our responsible business practices. It helps protect our ethical and inclusive culture by creating clear expectations and processes around many ethics and integrity topics, including speaking up about a concern, safeguarding data privacy, protecting company assets, dealing with the media, accepting gifts, record keeping, complying with prevailing laws and dealing with conflicts of interest.

Our Code of Conduct has been translated into 19 languages and applies globally to all teammates. Every teammate is responsible for understanding and complying with our Code of Conduct, in addition to our other policies and the laws, rules and regulations of the countries where we do business.

All teammates receive Code of Conduct training when they join UA and complete

a refresher training every other year, with additional specialized training required for some teammate roles and responsibilities. For instance, we offer annual anti-corruption training or require policy acknowledgment for all corporate teammates, and we provide antitrust training annually for a subset of corporate teammates.



REPORTING A CONCERN

Our Code of Conduct emphasizes the importance of every teammate speaking up when they have an ethical concern and details the resources available to those who make a report. Teammates who see or hear about a situation that may violate the Code of Conduct, the Supplier Code of Conduct, any other UA policy or the law are encouraged to raise a concern through one of the following channels: our global ethics and compliance team, their manager, a human resources business partner, any senior leader on our human resources team or our hotline. Our hotline allows our teammates to make an online report or find a local phone number, and both the hotline and website allow for anonymous reporting, depending on location.

Within each business unit, teammates also have a dedicated compliance champion to raise concerns. Our Whistleblower Policy specifically protects from retaliation any teammate who speaks up in good faith.

PRODUCT COMPLIANCE & COMMUNICATION PRACTICES

We closely monitor and comply with marketing communications and product labeling regulations in the countries where we operate. Our intellectual property team reviews our communications materials for compliance, educates our teammates about any new requirements for endorsements or marketing claims, and works to ensure that product claims are vetted and substantiated.

We also rely on regular collaborations among our product marketing and supply chain specialists to support consistent and informed communications about new products. We recently expanded this process to include teams that review innovation projects, provide input on product-testing protocols, build test plans and review test results. This process brings together our innovation, product and marketing specialists for even stronger alignment on product test results, performance attributes and communications.

As we expand into new markets, we continue to improve and refine our labeling processes. This effort includes collaborating with other brands, both individually and through trade organizations, to monitor a dynamic labeling landscape and share knowledge to foster labeling consis-



Ensuring Product Integrity

Since our founding, quality, durability and performance have been pillars of UA products and their materials.

Throughout the development and manufacturing process, product safety is paramount. To guard against the risk of defective or harmful products, we have product safety policies and practices that specify safety, chemical and flammability standards for all of our apparel, footwear and accessories. In addition, materials and product samples undergo rigorous testing in keeping with standardized material and product testing specifications, procedures and regulations. In-house testing experts assess and regularly moni-

tor the integrity of our products, beginning before production and in collaboration with our suppliers.

We have also implemented sophisticated measures to help prevent product counterfeiting.

INCLUSIVE PRODUCT & MARKETING PRACTICES

It's vital that our consumer-facing communications and marketing reflect our internal values and focus. This is one of many reasons we are committed to products and marketing that celebrate the diversity of athletes around the world. We

have set internal standards in our go-to-market process that span design, product creation and marketing, and reflect inclusive product collections and marketing representation across race, ethnicity, gender, body size and other attributes.

Our commitment to inclusivity extends to a set of creative controls we have implemented to prevent the inadvertent use of inappropriate language in naming conventions and marketing copy. In addition, our Cultural Screening Panel—a diverse, cross-functional group of our teammates—reviews specific products to help ensure we are standing for equality.



Governing Sustainability

SUSTAINABILITY GOVERNANCY STRUCTURE



Sustainability at UA isn't a one-off or limited initiative; it's a team effort that involves all of us.

OUR SUSTAINABILITY TEAM

Our sustainability team is responsible for creating, implementing and operationalizing the vision, strategy, policies, standards, procedures and structures related to labor, human rights, health and safety, environment and transparency. Our UA sustainability teammates have expertise in environmental management, human rights due diligence, supply chain social and labor compliance, worker well-being, stakeholder engagement, intra- and inter-sector collaborations and sustainability data analysis.

Located in the United States, Central America, Europe and Southeast Asia, our sustainability teammates regularly and strategically interact with teams across the enterprise, regions and supply chain, which allow us to integrate sustainability principles and practices into our business operations. The sustainability team is led by our chief sustainability officer, who reports directly to our chief people and administrative officer.

SUSTAINABILITY LEADERSHIP COUNCIL

Our Sustainability Leadership Council (SLC) provides further direction and accountability for sustainability at UA. The SLC includes our chief people and admin-

istrative officer, chief product officer, general counsel and corporate secretary, and chief sustainability officer. It reviews and approves key sustainability strategies and goals. The SLC also aims to incorporate the results of our sustainability program and related due diligence efforts into business processes and drive enterprise and business unit level accountability and operational improvements. The SLC regularly reviews reports on issues, risks, findings and trends related to manufacturer compliance with laws and labor-related codes and benchmarks.

Governing Diversity, Equity & Inclusion

Driving meaningful, sustainable change in diversity, equity and inclusion (DE&I) requires the participation of all our teammates, as well as investment in and dedicated resources for both strategy and execution. Our DE&I operating model ensures DE&I is integrated into every level of the organization, and our DE&I team is led by the vice president of diversity, equity and inclusion. This team is responsible for the strategic execution of DE&I across all our organizational functions including retail, distribution and corporate.

The DE&I team is supported by our Global Teammate Equity and Accountability Movement (T.E.A.M.) Council. T.E.A.M. Council members include a cross-functional group of leaders, nominated by the executive leadership team, who support the creation and management of DE&I goals specific to their department. T.E.A.M. Council members manage business unit-specific councils focused on activating and amplifying inclusive business practices specific to their respective functions. DE&I goals are embedded into the annual incentive plan for all teammates, including executives.

In addition to our DE&I team and councils, our nine Teammate Resource Groups (TRGs) are integral to the execution of our DE&I strategy. These teammate-led groups create community, provide support and promote career and professional development. For more information on our TRGs and DE&I strategy, please see [Our Team - Teammates](#).

Each member of our executive leadership team supports the creation of specific DE&I goals and owns progress within their departments. In addition, our annual incentive plan for all teammates, including executives, incorporates performance measures in support of our DE&I goals.

ENVIRONMENTAL, SOCIAL & GOVERNANCE TASK FORCE

Our Environmental, Social and Governance (ESG) Task Force, which includes leaders from environmental, social and governance teams across the company, was created to ensure that we holistically consider, and are accountable for, sustainability and ESG at UA. The ESG Task Force meets regularly to discuss and collaborate on key issues and initiatives related to the environment; social and labor; DE&I; community impact and other ESG topics.

BOARD OVERSIGHT: SUSTAINABILITY & DE&I GOVERNANCE

Our Board of Directors has a longstanding commitment to overseeing sound, effective corporate governance. Our strong corporate governance practices are codified in our [Corporate Governance Guidelines](#) and other key documents, demonstrating our board's commitment to enabling an effective structure for the successful oversight of our business, including our long-term objectives. For more information on our corporate governance practices, see our most recent [proxy statement](#).

The Corporate Governance and Sustainability Committee of our Board of Directors, which meets at least quarterly, oversees our company's significant strategies, programs, policies and practices relating to sustainability, including environmental and human rights issues and impacts, as well as corporate responsibility. The Human Capital and Compensation Committee of our Board of Directors, which also meets at least quarterly, reviews with management our key human capital management strategies and programs, including those relating to DE&I. Both committees consist entirely of independent directors and regularly report to the full Board of Directors on these matters. For more information, see our [committee charters](#).



Safeguarding Data Privacy & Security

We recognize the trust our athletes, consumers and teammates place in us to protect and respect individuals' personal information. We are committed to safeguarding the privacy of their personal data. Our head of global privacy and chief information security officer, with the support of the Audit Committee of our

Board of Directors and executive leadership team, work in close partnership to drive this commitment into our culture and ways of working. Our **Privacy Policy** describes how we collect, protect and process personal data through our websites and apps, in our stores and at our events and experiences.



Engaging with Stakeholders

Our stakeholders include our athletes, teammates, shareholders, communities, suppliers, business partners, customers, consumers and more. We value all our stakeholders' insights, ideas and feedback, and we seek their input to strengthen our approach and make sure we are covering the whole field.

HOW WE ENGAGE

We continually engage with our stakeholders through conversations, focus groups, interviews, surveys, social media and our investor relations website—striving to proactively share information that matters to them in addition to providing information by request.

EXAMPLES OF STAKEHOLDERS, ENGAGEMENT METHODS & TOPICS RAISED¹⁷

Stakeholder Group	Examples of Engagement Methods	Examples of Key Topics Raised
Communities and non-governmental organizations	<ul style="list-style-type: none"> • Interviews • Partnerships and sponsorships • Volunteering events 	<ul style="list-style-type: none"> • Climate and greenhouse gas (GHG) emissions • Circularity • Chemicals • Digital transformation • Energy efficiency • Human rights • Transparency
Consumers	<ul style="list-style-type: none"> • Focus groups • Product feedback • Sector and company research • Social media • Surveys 	<ul style="list-style-type: none"> • Consumer engagement and satisfaction • Climate and GHG emissions • DE&I • Data privacy and security • Digital transformation • Human rights • Product performance • Supply chain transparency • Waste
Government	<ul style="list-style-type: none"> • Industry associations • Ongoing government relations and meetings • Regulatory tracking 	<ul style="list-style-type: none"> • Human rights • Human capital management • International trade • Supply chain transparency • Taxes

Stakeholder Group	Examples of Engagement Methods	Examples of Key Topics Raised
Peers/industry	<ul style="list-style-type: none"> • Company research • Conferences, meetings, collaborations • Industry associations • Surveys 	<ul style="list-style-type: none"> • Biodiversity • Compensation and benefits • Circularity • Climate and GHG emissions • Data privacy and security • DE&I • Innovation & economic performance • Supply chain transparency
Shareholders	<ul style="list-style-type: none"> • Annual meetings • Direct conversations • Earnings calls • Investor days • Securities and Exchange Commission filings 	<ul style="list-style-type: none"> • Climate and GHG emissions • Business ethics and integrity • Compensation and benefits • Financial impacts and opportunities • Social, labor and environmental compliance • Supply chain transparency
Suppliers	<ul style="list-style-type: none"> • Audits • Direct conversations • Supplier Code of Conduct • Training 	<ul style="list-style-type: none"> • Health, safety, and well-being • Human rights and labor relations • Supply chain transparency
Teammates	<ul style="list-style-type: none"> • Engagement surveys • Global town halls • Hiring and exit interviews • One-on-one and group meetings • Teammate Resource Groups • Training • Volunteering activities 	<ul style="list-style-type: none"> • Circularity • Community impact and engagement • DE&I • Digital transformation • Employee engagement and satisfaction
Wholesale customers	<ul style="list-style-type: none"> • Direct communication • Surveys • Webinars and summits 	<ul style="list-style-type: none"> • Climate and GHG emissions • DE&I • Digital transformation • Product quality and safety • Supply chain transparency

ADDITIONAL ENGAGEMENT & PARTICIPATION

To provide further visibility into our sustainability practices, we participate in additional publicly available platforms, modules and rankings. These include the **CDP** Climate Change and Water Security disclosures, a global disclosure system for investors,

companies, cities, states and regions to manage their environmental impacts, and the Sustainable Apparel Coalition Higg Brand & Retail Module, which helps brands and retailers assess sustainability risks and impacts and drive improvements.

Teaming for Change

Addressing sustainability is a team effort. It takes all of us at UA, plus collaboration with other external stakeholders. The challenges we face reflect complex, global issues that we can't solve alone. That's

why we are working for change in partnership with our suppliers, fellow brands and other key partners who share our vision of a more sustainable industry and world. We seek sustainability collaborations that

reflect our values and goals, and that can accelerate social and environmental solutions to benefit our industry's global supply chain, including the people who work in it, and our shared planet.

KEY PARTNERS

We work with the **Fair Labor Association (FLA)** as an FLA-accredited company to improve working conditions for the people who make our products, support innovation and advance leading practices related to labor, health, and safety. We also serve on the FLA's Board of Directors and Executive Committee and have previously served on its Audit and Manufacturing Committees.

We are a member of the **Sustainable Apparel Coalition (SAC)**, a global, multi-stakeholder nonprofit alliance for the fashion industry. The SAC is made up of over 250 leading apparel, footwear and textile brands, retailers, suppliers, service providers, trade associations, nonprofits, nongovernmental organizations and academic institutions working to reduce environmental impact and promote social justice throughout the global supply chain.



SELECTED SUSTAINABILITY MEMBERSHIPS

Organization/Initiative	Focus	Participation	Year Joined
AFIRM	Reduction of harmful substances in the apparel and footwear supply chain	Member	2015
America is All In	U.S. climate change agenda	Signatory	2021
Apparel Impact Institute Clean By Design	Climate change, energy efficiency, and water reduction	Partner	2018
CDP (formerly the Carbon Disclosure Project)*	Climate change	Participant – Climate Change and Water Security responses	2016
Environmental Defense Fund Climate Corps	Climate change	Collaborator, sponsor of Climate Corps Fellow	2015
Fair Labor Association	Supply chain workers' rights	Affiliate, board member, accredited company	Accredited in 2019
International Labor Organization (ILO), International Organization of Employers (IOE), International Trade Union Confederation (ITUC) Call to Action in the Global Garment Industry	Supply chain workers' rights and well-being	Endorser, task force member	2020
ILO Better Work	Supply chain compliance and workers' rights	Member	2021
Leather Working Group	Environmental improvements in the leather industry	Member	2018
RE100	Renewable energy	Member	2021
Science Based Targets Initiative	Climate change	Participant (with approved science-based targets)	2021
Sustainable Apparel Coalition (SAC)	Environmental impacts, social justice in the value chain, sustainable sourcing	Member	2016
Women's Empowerment Principles	Equality and empowerment for women	Signatory	2021

*We plan to complete a Task Force on Climate-Related Financial Disclosures (TCFD) climate scenario analysis and expand our CDP disclosure on climate and water.

OUR CONSUMERS

Our consumers connect with our brand through our products, innovative digital platforms, online and in-person retail experiences, social media and the athletes, teams and leagues we sponsor. We study our consumers extensively through surveys, focus groups, social media and direct feedback to create solutions for their evolving needs.

We also ensure our online and in-person communications remain responsive to changing needs and priorities. For instance, soon after we activated **The Only Way is Through brand campaign** in early 2020—a mantra speaking to the hard work that athletic performance demands—the onset of the COVID-19 pandemic shifted consumer needs as they adjusted to life in quarantine. We quickly expanded this campaign with a focus on mental health and wellness. We aimed to inspire people to continue with their workouts and training at home via encouraging social media posts and digital engagement.

Communicating with our consumers also includes providing information about our sustainability strategy and progress, as well as sustainability features of our products. As we expand our product marketing and communications related to sustainability, we remain centered on authenticity. We strive to demonstrate our credibility and transparency as we report on our sustainability strategy, initiatives and progress. To this end, we publish **our Tier 1 supplier list**. Additionally, we are committed to appropriately substantiating statements about our sustainability initiatives prior to publicly communicating them. Through these approaches and others, we aim to deepen our relationship with consumers and live up to their evolving expectations.





UNDER ARMOUR

OUR REPORT

Our 2021 Sustainability and Impact Report represents the most comprehensive, aggregated set of disclosures around our sustainability goals and performance. Unless otherwise stated, data presented covers the 2021 calendar year, from January 1, 2021, to December 31, 2021, with additional data included from other calendar years, where available, to support year-over-year comparisons.



Reporting Frameworks

This report has been prepared in alignment with the Global Reporting Initiative (GRI) Standards, along with the Value Reporting Foundation's SASB Standards. The performance tables include the material GRI disclosures and SASB metrics included in the report, along with their locations.

Aligning this report with these frameworks allows us to report on specific aspects of our sustainability strategy, initiatives and performance in a comparable format that provides additional confidence in the quality, completeness and accuracy of our reporting, and reflects feedback from our stakeholders.

While we have chosen to align this report with the frameworks above, we are closely following several global initiatives intended to consolidate sustainability reporting tools and practices. We support the continued integration of reporting frameworks and believe this approach offers the potential to strengthen and harmonize reporting practices across brands.

Report Scope

This report includes topics significant to our stakeholders and the sustainable growth of our company, as determined through our 2021 sustainability materiality assessment as described above in **Sustainability Materiality Assessment**. See **Appendix 1** to learn more about our approach to our Sustainability Materiality Assessment and our top 10 materiality issues. The scope of this report covers our business operations, which includes our corporate offices, Brand and Factory House retail stores owned and operated by us, and distribution houses, unless otherwise indicated.

More information about leased properties is available in our most recent Annual Report. Where available and relevant, data for licensee operations—those third parties to which we grant the right to manufacture, distribute and/or sell Under Armour (UA) branded items—has also been included, as noted. Unless otherwise noted, data presented in this report covers Under Armour, Inc. and our wholly owned subsidiaries as well as our operations in Thailand which we operate through a joint venture.

We have applied an internal data substantiation process to verify the completeness and accuracy of the data presented in this report. Energy and climate data was verified by third-party consultants. In addition, we engaged third-party specialists to review key performance data presented in this report, with the aim of preparing our sustainability data collection, validation and reporting systems for future assurance.

What We Mean When We Say

Brand & Factory House retail stores

These include our owned and operated retail stores where we sell our products directly to consumers. Through our Brand House retail stores, consumers experience the full premium expression of our brand. Factory House retail stores support inventory management by allowing us to sell a portion of our excess, discontinued and out-of-season product inventory.

Distribution houses

These include the distribution centers we operate in the United States and an international distribution hub in Panama.

Geographic segments or regions

For our financial reporting and this report, our business operations are grouped into four geographic segments: (1) North America, consisting of the United States and Canada; (2) Europe, the Middle East and Africa (EMEA); (3) Asia-Pacific; and (4) Latin America. Any reference to “Under Armour” means a collective reference to the global operations in all regions of Under Armour, Inc., our subsidiaries and our corporate operations consolidated for financial reporting, unless otherwise indicated.

Partners & Partnerships

Our use of the terms “partner,” “partnership” or derivative terms in this report does not mean or imply a formal legal partnership or other legal relationship with any third party and is not meant in any way to alter the terms of our relationship with any third parties.

Substantially all

We mean amounts estimated to be in excess of 85%.

Suppliers

Tier 1 suppliers and independent third parties that have a direct contractual relationship with us to produce and manufacture our apparel, footwear and accessories products. All UA suppliers operate their businesses, manage their facilities and are expected to maintain compliance with our Supplier Code of Conduct.

Trademarks

We maintain registered trademarks around the globe, including UNDER ARMOUR®, HEATGEAR®, COLDGEAR®, HOVR® and the Under Armour UA Logo, and have applied to register many other trademarks. All trademarks and trade-names appearing in this 2021 Sustainability and Impact Report are the property of their respective holders.

Under Armour, UA, the company, us, we, our

Unless specified, these terms refer to Under Armour, Inc., and our subsidiaries consolidated for financial reporting.

Disclaimer and Forward-Looking Statements

The information and opinions contained in this 2021 Sustainability and Impact Report and the sustainability reporting on our website are provided as of the date and such statements are made and are subject to change without notice. Under Armour does not undertake any obligation to reflect events or circumstances after the date on which any statement is made or to reflect the occurrence of unanticipated events. This report and the related information on our website represents current Under Armour's policies and intentions and is not intended to create legal rights or obligations. This report may contain or incorporate by reference public information not separately reviewed, approved or endorsed by Under Armour, and no representation, warranty or undertaking is made by Under Armour as to the accuracy, reasonableness, or completeness of such information. Inclusion of information in this report is not an indication that the subject or information is material to Under Armour's business or operating results. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment or expectation set forth in this report can or will be achieved.

Some of the statements contained in this report and the sustainability reporting on our website constitute forward-looking statements. Forward-looking statements relate to expectations, beliefs, projections, estimates, future plans and strategies, anticipated events or trends, and similar expressions concerning matters that are not historical facts, such as statements regarding our goals, targets, commitments, future planned initiatives and the timing and effectiveness of any of the foregoing, including those relating to the environment, human capital matters, social and labor issues, and community impact; the development and introduction of new products, technologies and ways of working; our assumptions and the implementation of our sustainability strategies; the future impacts of our investments and initiatives; and the standards and expectations of third parties. In many cases, you can identify forward-looking statements by terms such as "may," "will," "should," "expects," "plans," "anticipates," "believes," "estimates," "predicts," "outlook," "potential," or the negative of these terms or other comparable terminology. The forward-looking statements contained in this report and on our website

reflect our current views about future events and are subject to risks, uncertainties, assumptions and changes in circumstances that may cause events or our actual activities or results to differ significantly from those expressed in any forward-looking statement. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future events, results, actions, activity levels, performance or achievements. Readers are cautioned not to place undue reliance on these forward-looking statements. A number of important factors could cause actual results to differ materially from those indicated by the forward-looking statements, including our assumptions not being realized, scientific or technological developments, evolving sustainability strategies, evolving government regulations, and the risks and uncertainties set forth in the "Risk Factors" section of our most recent Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q filed with the U.S. Securities and Exchange Commission.

Thank you for reading our 2021 Sustainability and Impact Report. Input from our stakeholders helps us understand how we may protect people and the planet better and helps us see the whole field better.

Please contact us at sustainabilityreport@underarmour.com with questions or for more information.

SASB Table

In developing this report, we have referenced the IFRS Foundation's SASB Standard for the Apparel, Accessories & Footwear industry (2022).

Topic	Accounting Metric	Category	Unit of Measure	Code	Response/Reference
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1	Our Environmental Impact > Products > Managing Water & Chemicals, page 19
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-AA-250a.2	Our Environmental Impact > Products > Managing Water & Chemicals, page 19
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	CG-AA-430a.1	We do not disclose this information but are evaluating ways to address and disclose it in the future. For more information on our suppliers' water stewardship performance please see Appendix 5.3: Water Stewardship, page 87
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	Appendix 5.2: Environmental Engagement in the Supply Chain, page 86

Topic	Accounting Metric	Category	Unit of Measure	Code	Response/ Reference
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	We currently disclose this information as approximate percentages but are evaluating ways to further address and disclose in the future. To see our current data, please see Our Team > Our Suppliers' Workers > Auditing Suppliers for Continued Improvement, pages 43-47
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	Appendix 8: UASATR Noncompliance Findings - 2018 to 2021, page 92 Our Team > Our Suppliers' Workers > Our Audit Approach, page 43
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	n/a	CG-AA-430b.3	We do not currently disclose this information but are evaluating ways to address it in the future. For more information on our approach to measuring the social and environmental performance of our suppliers, please see: Our Team > Our Suppliers' Workers > Our Audit Approach, page 43 Appendix 8: UASATR Noncompliance Findings - 2018 to 2021, page 92

Topic	Accounting Metric	Category	Unit of Measure	Code	Response/ Reference
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	n/a	CG-AA-440a.3	<p><u>Our Environmental Footprint > Our Products > Sourcing Raw Materials, page 12</u></p> <p><u>Under Armour 2021 Annual Report > Risk Factors, page 12</u></p>
	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Metric tons (t)	CG-AA-440a.4	<p><u>Appendix 2.1: Certified Sustainable Raw Materials for Apparel and Accessories, page 82</u></p> <p><u>Appendix 2.2: Footwear – Environmentally Preferable Materials, page 82</u></p>
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1		Quantitative	Number	CG-AA-000.A	<p><u>Supplier Disclosure (Tier 1 Suppliers)</u></p> <p><u>Our Team > Our Suppliers' Workers > Supply Chain Transparency, page 40</u></p>

GRI Index

Under Armour, Inc. has reported in accordance with the GRI Standards for the period January 1, 2021 - December 31, 2021.

Disclosure Number	Disclosure Name	Category
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
2-1	Organizational details	<p>Legal Name: Under Armour, Inc. Headquarters: Baltimore, Md.</p> <p><u>Under Armour 2021 Annual Report, pages 1-5</u></p> <p><u>Introduction-About Under Armour, page 2</u></p>
2-2	Entities included in the organization's sustainability reporting	<u>Our Report > Report Scope, page 64</u>
2-3	Reporting period, frequency and contact point	<p>Contact: <u>sustainabilityreport@underarmour.com</u></p> <p><u>Our Report, page 63</u></p>
2-4	Restatements of information	There is no restatement of information from prior reporting periods.
2-5	External assurance	Third-party specialists reviewed key performance data presented in this report, with the aim of preparing our sustainability data collection, validation and reporting systems for future assurance
2-6	Activities, value chain and other business relationships	<p><u>Introduction > About Under Armour, page 2</u></p> <p><u>Under Armour 2021 Annual Report > Business, pages 1-7</u></p> <p><u>Our Environmental Impact > Products, pages 9-23</u></p> <p><u>Our Environmental Impact > Home Field, pages 24-29</u></p> <p><u>Our Team > Our Suppliers' Workers, pages 40-47</u></p>
2-7	Employees	<p><u>Introduction > About Under Armour, page 2</u></p> <p><u>Appendix 6: Representation, page 88</u></p> <p><u>Under Armour 2021 Annual Report > Human Capital Management, page 7</u></p>

Disclosure Number	Disclosure Name	Category
2-8	Workers who are not employees	<u>Under Armour 2021 Annual Report > Human Capital Management, page 7</u>
2-9	Governance structure and composition	<u>Under Armour 2022 Proxy Statement > Board Leadership Structure, page 16</u> <u>Our House > Governing Sustainability, page 55</u> <u>Our House > Governing Diversity, Equity & Inclusion, page 56</u>
2-10	Nomination and selection of the highest governance body	<u>Under Armour 2022 Proxy Statement > Identifying and Evaluating Director Candidates, page 19</u>
2-11	Chair of the highest governance body	<u>Under Armour 2022 Proxy Statement > Board Leadership Structure, page 16</u>
2-12	Role of the highest governance body in overseeing the management of impacts	<u>Under Armour 2022 Proxy Statement > Role of Board in Risk Oversight, page 21</u> <u>Our House > Governing Sustainability, page 55</u> <u>Our House > Governing Diversity, Equity & Inclusion, page 56</u>
2-13	Delegation of responsibility for managing impacts	<u>Under Armour 2022 Proxy Statement > Environmental, Social and Governance Oversight, page 22</u> <u>Under Armour 2022 Proxy Statement > Role of Board in Risk Oversight, page 21</u> <u>Our House > Governing Sustainability, page 55</u>
2-14	Role of the highest governance body in sustainability reporting	The Corporate Governance and Sustainability Committee of the Board of Directors has reviewed and approved the publication of this report
2-15	Conflicts of interest	<u>Under Armour Code of Conduct, pages 21-22</u>
2-16	Communication of critical concerns	<u>Our House > Acting with Ethics & Integrity - Anti-Corruption, Antitrust and Competition, page 52</u> <u>Under Armour Code of Conduct, pages 6-7</u>
2-17	Collective knowledge of the highest governance body	<u>Our House, page 51</u> <u>Under Armour 2022 Proxy Statement-Identifying and Evaluating Director Candidates, page 19</u>

Disclosure Number	Disclosure Name	Category
2-18	Evaluation of the performance of the highest governance body	<u>Under Armour 2022 Proxy Statement-Identifying and Evaluating Director Candidates, page 19</u>
2-19	Remuneration policies	<u>Our House, page 51</u> <u>Under Armour 2022 Proxy Statement > Compensation of Directors, page 24</u> <u>Under Armour 2022 Proxy Statement > Executive Compensation - Compensation Discussion and Analysis, page 27</u>
2-20	Process to determine remuneration	<u>Under Armour 2022 Proxy Statement > Role of Board in Risk Oversight, page 21</u> <u>Under Armour 2022 Proxy Statement > Compensation Decision-Making Process, page 30</u> <u>Our House > Engaging with Stakeholders, page 58</u> <u>Under Armour Human Capital and Compensation Committee Charter</u>
2-21	Annual total compensation ratio	<u>Under Armour 2022 Proxy Statement > CEO Pay Ratio, page 50</u>
2-22	Statement on sustainable development strategy	<u>Introduction > Our Sustainability Strategy, pages 5-6</u> <u>Our House, pages 51-62</u>
2-23	Policy commitments	<u>Under Armour Code of Conduct</u> <u>Under Armour Supplier Code of Conduct</u> <u>Under Armour Inc. Global Human Rights Commitment</u> <u>Under Armour Modern Slavery Statement</u>
2-24	Embedding policy commitments	<u>Our Environmental Impact > Products > Sourcing Raw Materials, page 12</u> <u>Our Team > Our Teammates, pages 32-39</u> <u>Our Team > Our Suppliers' Workers, pages 40-47</u> <u>Our House > Acting with Ethics & Integrity - Anti-Corruption, Antitrust and Competition, page 52</u>

Disclosure Number	Disclosure Name	Category
2-25	Processes to remediate negative impacts	Our House > Acting with Ethics & Integrity, page 52 Under Armour Code of Conduct, pages 6-7
2-26	Mechanisms for seeking advice and raising concerns	Our House > Acting with Ethics & Integrity, page 52 Under Armour Code of Conduct, pages 6-7
2-27	Compliance with laws and regulations	Under Armour 2021 Annual Report > Risk Factors, page 12
2-28	Membership associations	Our House > Selected Sustainability Memberships, page 61
2-29	Approach to stakeholder engagement	Our House > Engaging with Stakeholders, page 58
2-30	Collective bargaining agreements	Under Armour Supplier Code of Conduct Our Team > Our Suppliers' Workers, page 40
MATERIAL TOPICS		
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Sustainability Materiality Assessment, page 7 Appendix 1: Our Sustainability Materiality Assessment Approach & Top 10 Materiality Issue Definitions, page 80
3-2	List of material topics	Sustainability Materiality Assessment, page 7 Appendix 1: Our Sustainability Materiality Assessment Approach & Top 10 Materiality Issue Definitions, page 80
3-3	Management of material topics	Introduction > About Under Armour, page 2 Under Armour 2021 Annual Report > Management's Discussion and Analysis of Financial Condition and Results of Operations, page 29
201-1	Direct economic value generated and distributed	Introduction > About Under Armour, page 2 Under Armour 2021 Annual Report > Management's Discussion and Analysis of Financial Condition and Results of Operations, page 29

Disclosure Number	Disclosure Name	Category
201-2	Financial implications and other risks and opportunities due to climate change	<p><u>Under Armour 2021 Annual Report > Risk Factors, page 12</u></p> <p><u>Our House > Governing Sustainability, page 55</u></p> <p><u>Our Environmental Impact > Home Field, pages 24–29</u></p>
201-3	Defined benefit plan obligations and other retirement plans	<p><u>Under Armour 2021 Annual Report > Other Employee Benefits, page 81</u></p> <p><u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u></p>
201-4	Financial assistance received from government	<u>Under Armour 2021 Annual Report > Provision for Income Taxes, page 87</u>
GRI 301: Materials 2016		
3-3	Management of material topics	<u>Our Environmental Impact > Products, pages 9–23</u>
301-1	Materials used by weight or volume	<p>We do not currently disclose this information by weight but are evaluating ways to further address and disclose it in the future. For more information on the materials used to produce and package our products, please see:</p> <p><u>Our Environmental Impact > Products, pages 9–23</u></p> <p><u>Appendix 2.1: Certified Sustainable Raw Materials for Apparel and Accessories, page 82</u></p> <p><u>Appendix 2.2: Footwear – Environmentally Preferable Materials, page 82</u></p>
301-2	Recycled input materials used	<p><u>Our Environmental Impact > Products, pages 9–23</u></p> <p><u>Appendix 2.1: Certified Sustainable Raw Materials for Apparel and Accessories, page 82</u></p> <p><u>Appendix 2.2: Footwear – Environmentally Preferable Materials, page 82</u></p>
301-3	Reclaimed products and their packaging materials	<u>Our Environmental Impact > Products > Minimizing Production Waste & Product Packaging, page 21</u>

Disclosure Number	Disclosure Name	Category
GRI 302: Energy 2016		
3-3	Management of material topics	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
302-1	Energy consumption within the organization	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
302-2	Energy consumption outside of the organization	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
302-3	Energy intensity	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
302-4	Reduction of energy consumption	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
GRI 304: Biodiversity 2016		
3-3	Management of material topics	<u>Our Environmental Impact > Our Products > The Importance of Biodiversity, page 23</u>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We do not currently disclose this information but are evaluating ways to address and disclose it in the future.
304-2	Significant impacts of activities, products and services on biodiversity	<u>Our Environmental Impact > Our Products > The Importance of Biodiversity, page 23</u>
304-3	Habitats protected or restored	We do not currently disclose this information but are evaluating ways to address and disclose it in the future.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We do not currently disclose this information but are evaluating ways to address and disclose it in the future.
GRI 305: Emissions 2016		
3-3	Management of material topics	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>

Disclosure Number	Disclosure Name	Category
305-2	Energy indirect (Scope 2) GHG emissions	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
305-3	Other indirect (Scope 3) GHG emissions	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
305-4	GHG emissions intensity	This information is found in our CDP Climate Disclosure, which will be published by the end of calendar year 2022.
305-5	Reduction of GHG emissions	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
305-6	Emissions of ozone-depleting substances (ODS)	This information is found in our CDP Climate Disclosure, which will be published by the end of calendar year 2022.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	This information is found in our CDP Climate Disclosure, which will be published by the end of calendar year 2022.
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u>
308-1	New suppliers that were screened using environmental criteria	<u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u> <u>Appendix 5.2: Environmental Engagement in the Supply Chain, page 86</u>
308-2	Negative environmental impacts in the supply chain and actions taken	<u>Our Environmental Impact > Products, pages 9-23</u> <u>Our Environmental Impact > Home Field > Implementing Our Climate Action & Environmental Sustainability Strategy, pages 25-27</u> <u>Our Team > Our Suppliers' Workers > Our Audit Approach, page 43</u> <u>Appendix 8: UASATR Noncompliance Findings - 2018 to 2021, page 92</u>

Disclosure Number	Disclosure Name	Category
GRI 401: Employment 2016		
3-3	Management of material topics	<u>Our Team > Our Teammates, page 32</u>
401-1	New employee hires and employee turnover	We do not currently disclose this information publicly due to confidentiality constraints associated with market competition.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u>
401-3	Parental leave	We do not currently disclose this information but are evaluating ways to address and disclose it in the future.
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	<u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u> <u>Our Team > Our Suppliers' Workers, pages 40-47</u>
403-1	Occupational health and safety management system	<u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u> <u>Our Team > Our Suppliers' Workers, pages 40-47</u> <u>Under Armour Code of Conduct</u> <u>Under Armour Supplier Code of Conduct</u> <u>Under Armour Modern Slavery Statement</u> <u>Under Armour Global Human Rights Commitment</u>
403-2	Hazard identification, risk assessment, and incident investigation	<u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u> <u>Our Team > Our Suppliers' Workers > Auditing Suppliers for Continued Improvement, page 43</u> <u>Appendix 8: UASATR Noncompliance Findings - 2018 to 2021, page 92</u>
403-3	Occupational health services	<u>Our Team > Our Teammates > Elevating the Teammate Experience, page 37</u> <u>Our Team > Our Suppliers' Workers, pages 40-47</u>

Disclosure Number	Disclosure Name	Category
403-4	Worker participation, consultation, and communication on occupational health and safety	Our Team > Our Teammates > Elevating the Teammate Experience, page 37 Our Team > Our Suppliers' Workers, pages 40-47
403-5	Worker training on occupational health and safety	Our Team > Our Teammates > Elevating the Teammate Experience, page 37 Our Team > Our Suppliers' Workers, pages 40-47
403-6	Promotion of worker health	Our Team > Our Teammates > Elevating the Teammate Experience, page 37 Our Team > Our Suppliers' Workers, pages 40-47
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Our Team > Our Teammates > Elevating the Teammate Experience, page 37 Our Team > Our Suppliers' Workers, pages 40-47
403-8	Workers covered by an occupational health and safety management system	Our Team > Our Teammates > Elevating the Teammate Experience, page 37 Our Team > Our Suppliers' Workers, pages 40-47
403-9	Work-related injuries	Appendix 7: Distribution House Health & Safety Performance, page 91
403-10	Work-related ill health	Appendix 7: Distribution House Health & Safety Performance, page 91
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Our Team > Our Teammates > Accelerating Diversity, Equity, Inclusion & Engagement, page 33 Our House > Governing Diversity, Equity & Inclusion, page 56
405-1	Diversity of governance bodies and employees	Appendix 6: Representation, page 88
405-2	Ratio of basic salary and remuneration of women to men	Our Team > Our Teammates > Elevating the Teammate Experience, page 37
GRI 413: Local Communities 2016		
3-3	Management of material topics	Our Team > Our Communities, page 48

Disclosure Number	Disclosure Name	Category
413-1	Operations with local community engagement, impact assessments, and development programs	<u>Our Team > Our Communities, page 48</u>
413-2	Operations with significant actual and potential negative impacts on local communities	We do not currently disclose this information but are evaluating ways to address and disclose it in the future.
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	<u>Our Team > Our Suppliers' Workers, page 40</u>
414-1	New suppliers that were screened using social criteria	<u>Our Team > Our Suppliers' Workers > Our Audit Approach, page 43</u>
414-2	Negative social impacts in the supply chain and actions taken	<u>Our Team > Our Suppliers' Workers > Our Audit Approach, page 43</u> <u>Appendix 8: UASATR Noncompliance Findings – 2018 to 2021, page 92</u>
Customer Engagement & Satisfaction		
3-3	Management of material topics	<u>Our House > Teaming for Change > Our Consumers, page 62</u>
Digital Transformation		
3-3	Management of material topics	<u>Our Environmental Impact > Products > Managing Water & Chemicals, page 19</u> <u>Our Environmental Impact > Products > Minimizing Production Waste & Product Packaging, page 21</u> <u>Appendix 4: Digital Transformation Benefits, page 84</u>

Additional Sustainability Performance Data

APPENDIX 1

Our Sustainability Materiality Assessment Approach & Top 10 Materiality Issue Definitions

The 2021 sustainability materiality assessment took place in three phases:

Phase 1: we conducted a comprehensive peer analysis and reviewed our internal materials, policies and reports.

Phase 2: we conducted in-depth interviews with internal and external stakeholders.

- Internal stakeholders included teammates from 18 areas across the organization, including sustainability, sourcing, product and materials innovation, people, community impact, consumer insights, real estate, retail, operations, legal, finance, investor relations, government relations, and others.
- External stakeholder interviews included leaders and experts in environmental, social and governance (ESG), sustainability, and the apparel and footwear industry, representing six organizations—Ceres, the Fair Labor Association, the Sustainable Apparel Coalition, Global Fashion Agenda, Better Buying Institute, and Leadership & Sustainability.

Phase 3: we analyzed the findings and developed our top 10 priority issues.

Top 10 Materiality Issue Definitions

- 1. Supply Chain Transparency** – provide detail for the names, addresses, and other important information about UA's key suppliers manufacturing UA branded products, workforce/labor composition, and related health and safety standards.
- 2. Compensation & Benefits** – establish fairness around financial incentives, salaries/payments, and benefits (such as medical, dental and financial) provided to employees.
- 3. Diversity, Equity & Inclusion (DE&I)** – ensure diversity of expertise, background, and ideas through the demographic composition of UA's workforce and board members (i.e., gender, race, ethnicity, ability or disability, veteran status, age); promote justice, impartiality, and fairness within the procedures, processes, and distribution of resources in order to ensure UA as a welcoming place to work.
- 4. Innovation & Economic Performance** – foster UA's ability to drive long-term, sustainable growth and acquire new consumers while remaining competitive by prioritizing and leverage entrepreneurship, innovation, creativity and thought leadership for better business results.
- 5. Circularity** – keep products and materials in use and out of landfills while regenerating natural resources. Circular products and business models examine the total cycle costs and impacts of a garment, including raw material sourcing, manufacturing, processing, assembly, marketing, reuse or recycling and end-of-life disposal.
- 6. Energy & Carbon Emissions** – increase renewables and proactively measure external operations outside of UA's own operations as an effective way to decrease greenhouse gas (GHG) emissions and help curtail climate change. Apparel and footwear manufacturing are energy-intensive processes, and stakeholder engagement to address and reduce industry energy usage has increased in recent years.

7. **Biodiversity** – increase recycled fibers in the supply chain to help decrease the effects of resource depletion and the impact on the ecosystem quality, because the world's forests, swamps, plains, lakes and other habitats continue to disappear as they are harvested for human consumption. Increasing recycled fibers in the supply chain will help decrease the effects of resource depletion and the impacts on ecosystem quality.
8. **Digital Transformation** – prioritize digital channels, which are an increasingly important sales and marketing channel (e.g., e-commerce and digital community) and enable new logistics and sales fulfillment options through digitization to create innovative consumer acquisition, and inventory management to create a more resilient supply chain.
9. **Customer Engagement & Satisfaction** – evaluate the degree to which consumers are satisfied with UA's products and the likelihood they will continue to use them and recommend them to their peers (e.g., customer loyalty/affinity).
10. **Community Impact & Engagement** - create a substantial, lasting impact on communities worldwide.

APPENDIX 2.1

Certified Sustainable Raw Materials for Apparel and Accessories¹⁸

Certified Sustainable Raw Materials	2018	2019	2020	2021
Recycled Polyester ¹⁹ (% of Synthetic Yards Bought)	2.3%	2.4%	2.3%	2.7%
Responsibly Sourced Viscose, Rayon, Modal ²⁰ (% of total)	28%	63%	63%	100%
Leather Working Group (Bronze-, Silver- and Gold-Certified Leather % of Yards Bought for Accessories)	--	--	4.6%	3.5%
Responsible Wool Standard-Certified Wool (% of Yards Bought)	--	--	100%	100%
Responsible Down Standard-Certified Down (% of Yards Bought)	--	100%	100%	100%

APPENDIX 2.2

Footwear - Environmentally Preferable Materials

Footwear - Environmentally Preferable Materials	2020	2021
% of Products Containing One or More Environmentally Preferable Materials	89%	88%
% of Products Containing Recycled Polyester	76%	65%
% of Products Using Low-Impact Production Methods	9%	25%

¹⁸ The table represents raw materials used in UA apparel and accessories.

¹⁹ Includes all recycled synthetics, including a majority of polyester and a small amount of nylon. REPREVE® is a trademark of Unifi, Inc.

²⁰ This includes sustainable certified cellulose defined by fiber content, with "sustainable" referring to Lenzing Modal® and Tencel® fabrics produced by Lenzing, and the balance being rayon from other manufacturers.

APPENDIX 3

Chemical- and Water-Saving Innovations

Chemical- and Water-Saving Innovations	2018	2019	2020	2021
Mills Accredited Through Color Accreditation Process (%) ²¹	95%	93%	94%	94%
Materials with Solution-Dyed, EcoFast Technologies (% of Yards Purchased) ²²	0	0	0.5%	0.4%
Materials with Fluorine-Free Durable Water Repellent (% of Yards Purchased) ²²	6%	3.6 %	24%	45%
Biocide-Free Anti-Odor Technology (% of Yards Purchased) ²²	0.5%	0.5%	1.8%	7.7%
Volatile Organic Compound (VOC) Index for Footwear (grams/pair)	TBD	TBD	32	25

²¹Biocide-free anti-odor technologies are innovative approaches to manage the odors caused by sweat without the use of antibacterial substances. We do not have a data baseline for tracking our use of more sustainable anti-microbial finishes for odor management and fluorine-free DWR over time. Therefore, the percentages here reflect the overall percentage of fabric yards purchased in the indicated years, not the percentage use increase over time.

APPENDIX 4

Digital Transformation Benefits

	Unit	2018	2019	2020	2021
Sales - Physical Sample Quantity (All Business Units)	Count	--	485,221	363,624	279,833
Sales - % Reduction in Physical Samples (All Business Units)	%	--	--	25%	23%
Sales - % Increase in Digital Samples Representation of Total Line (All Business Units)	%	--	9%	40%	48%

APPENDIX 5.1

Waste Management²²

Waste Management		Unit	2018	2019	2020	2021
North America Corporate Offices and Distribution Houses						
Total Waste	Metric tons		2,848	2,180	1,895	482
Total Recycling and Composting	Metric tons		5,704	5,678	4,437	4,320
Recycling and Composting (% of Total Waste)	%		66.7%	72.2%	70.1%	89.9%
North America Corporate Offices						
Total Waste	Metric tons		2,728	2,019	1,564	310
Total Recycling and Composting	Metric tons		454	515	205	61
Recycling and Composting (% of Total Waste)	%		14%	20%	12%	17%
North America Distribution Houses						
Total Waste	Metric tons		5,250	5,163	4,232	4,259
Total Recycling and Composting	Metric tons		120	161	331	172
Recycling and Composting (% of Total Waste)	%		98%	97%	93%	96%
Manufacturing Suppliers						
Hazardous Waste (Includes only Verified FEM Data)	Metric tons	Tier 1: 5,710 ²³ ; covering 35% of Tier 1 volume Tier 2: 7,048; covering 27% of Tier 2 volume	Tier 1: 20,980 ²⁴ ; covering 71% of Tier 1 volume Tier 2: 6,978; covering 78% of volume	Tier 1: 17,860 ²⁴ ; covering 78% of Tier 1 volume Tier 2: 10,705 covering 78% of Tier 2 volume	Tier 1: 19,643 ²⁴ ; covering 78% of Tier 1 volume Tier 2: 26,981 covering 75% of Tier 2 volume	

APPENDIX 5.2

Environmental Engagement in the Supply Chain

Tier 1: Higg FEM Performance	Unit	2018	2019	2020	2021
Total Percentage of Tier 1 Factories with a Higg FEM self-Assessment, and percentage verified	%	Participation (completed self-assessment): 64.9% Verification: 24.6%	Participation (completed self-assessment): 83% Verification: 65.5%	Participation (Completed Self-Assessment): 84% Verification: 75%	Participation (completed self-assessment): 98% Verification: 78%
Average Tier 1 Higg FEM Level Achieved (Verified) ²⁴	Score	1.05	1.12	1.40	1.65
Tier 1: Higg FEM Levels Achieved (Verified), by Region	Unit	2018	2019	2020	2021
Americas ²⁵	Count	Latin America: 0.50	Latin America: 0.54	Latin America: 1.06	Latin America: 0.97
		North America: 0.29	North America: 0.29	North America: 1.57	North America: N/A
Europe, Middle East, Africa (EMEA)	Count	1.5	1.21	1.56	2.03
Asia-Pacific	Count	1.07	1.16	1.40	1.64
Tier 2: Higg FEM Performance	Unit	2018	2019	2020	2021
Total Percentage of Tier 2 Factories with a Higg FEM self-Assessment, and percentage verified	%	Participation (Completed Self-Assessment): 73% Verification not requested	Participation (Completed Self-Assessment): 74.3% Verification: 56.4%	Participation (Completed Self-Assessment): 77.3% Verification: 62.7%	Participation (completed self-assessment): 85.7% Verification: 65.1%
Average Tier 2 Higg Level Achieved, of a Maximum Three Levels (Verified)	Score	1.09	1.27	1.44	1.56

APPENDIX 5.2 (CONTINUED)

Environmental Engagement in the Supply Chain

Tier 2: Higg FEM Levels Achieved (Verified), by Region	Unit	2018	2019	2020	2021
Americas	Count	Latin America: 1.29	Latin America: 1.28	Latin America: 1.71	Latin America: 1.71
		North America: 1	North America: N/A	North America: 1.71	North America: 2.14
EMEA	Count	N/A	1.71	1.61	1.82
Asia-Pacific	Count	1.06	1.2	1.38	1.48

APPENDIX 5.3

Water Stewardship

Water Stewardship	Unit	2018	2019	2020	2021
Facilities with Verified Total Data Freshwater Use - Factories ²⁶	m ³ (Cubic Meters)	Tier 1: 1, 1,175,366.5 ²⁷ ; covering 35% of Tier 1 volume Tier 2: 1,234,997.6; covering 27% of Tier 2 volume	Tier 1: 2,857,429 ²⁸ ; covering 71% of Tier 1 volume Tier 2: 2,747,540.6 covering 78% of Tier 2 volume	Tier 1: 2,207,636 ²⁸ ; covering 78.29% of Tier 1 volume Tier 2: 2,462,092; covering 78.31% of Tier 2 volume	Tier 1: 1,037,982 ²⁸ ; covering 78% of Tier 1 volume Tier 2: 5,217,405; covering 75% of Tier 2 volume
Strategic Suppliers Located in High-Stress Water Basins	%	Tier 1: 56% (31/55) Tier 2: 23% (6/26)	Tier 1: 36% (39/108) Tier 2: 15% (6/39)	Tier 1: 35% (36/102) Tier 2: 12% (5/42)	Tier 1: 28.5% (18/63) accounting for 26.8% of Tier 1 volume Tier 2: 8.3% (3/36) accounting for 10.4% of Tier 2 volume
Suppliers with an Implemented Water Improvement Plan ²⁸	Count	30	48	45	60

APPENDIX 6

Representation^{29, 30, 31}

Diverse Representation	2018	2019	2020	2021
U.S. Corporate Teammates (excluding Retail and Distribution Centers)				
Women	48.4%	50.5%	52.6%	52.3%
Men	51.6%	49.5%	47.4%	47.7%
U.S. Teammates (Including Retail and Distribution Centers)				
Women	47.3%	48.8%	50.9%	50.7%
Men	52.7%	51.2%	49.1%	49.3%
Black or African American	15.7%	16.8%	16.4%	16.9%
Hispanic or Latino	19.2%	19.4%	20.1%	23.0%
Asian	7.1%	7.5%	6.9%	7.0%
Two or more races	4.6%	4.6%	4.1%	3.7%
Native Hawaiian or Pacific Islander	0.5%	0.5%	0.5%	0.4%
American Indian or Alaskan Native	0.2%	0.2%	0.2%	0.1%
White	52.8%	51.0%	51.7%	48.6%
U.S. Corporate Teammates (excluding Retail and Distribution Centers)				
Women	45.1%	45.6%	47.1%	53.0%
Men	54.9%	54.4%	52.9%	47.0%
Black or African American	9.6%	11.1%	12.1%	7.7%
Hispanic or Latino	7.2%	7.1%	6.9%	4.2%
Asian	6.8%	7.3%	6.8%	5.1%
Two or more races	2.8%	3.0%	2.9%	2.1%
Native Hawaiian or Pacific Islander	0.3%	0.3%	0.3%	0.2%

APPENDIX 6 (CONTINUED)**Representation**

Diverse Representation	2018	2019	2020	2021
U.S. Corporate Teammates (excluding Retail and Distribution Centers)				
American Indian or Alaskan Native	0.3%	0.3%	0.3%	0.1%
White	73.0%	70.9%	70.7%	42.3%
Director and Above Teammates				
Women	35.1%	38.2%	38.5%	40.8%
Men	64.9%	61.8%	61.5%	59.2%
Black or African American	7.3%	7.8%	7.4%	6.6%
Hispanic or Latino	3.2%	5.0%	6.8%	4.8%
Asian	7.0%	5.3%	5.5%	6.4%
Two or More Races	2.2%	1.8%	1.8%	1.8%
Native Hawaiian or Other Pacific Islander	0.0%	0.0%	0.3%	0.7%
American Indian or Alaskan Native	0.5%	0.5%	0.6%	0.2%
White	79.7%	79.6%	77.5%	62.6%
U.S. Vice President and Above Teammates				
Women	25.3%	27.4%	28.8%	36.1%
Men	74.7%	72.6%	71.2%	63.9%
Black or African American	6.0%	2.7%	8.2%	8.3%
Asian	4.8%	2.7%	5.5%	9.7%
Hispanic or Latino	0.0%	2.7%	1.4%	2.8%
Two or More Races	1.2%	0.0%	1.4%	1.4%
White	88.0%	91.8%	83.6%	77.7%

APPENDIX 6 (CONTINUED)**Representation**

Diverse Representation	2018	2019	2020	2021
U.S. Senior Vice President and Above Teammates				
Women	15.4%	20.7%	19.2%	25.0%
Men	84.6%	79.3%	80.8%	75.0%
Black or African American	0.0%	3.5%	11.5%	12.5%
Asian	0.0%	3.5%	3.8%	4.2%
White	100.0%	93.0%	84.6%	83.3%
Board of Directors				
Women	—	22.2%	20.0%	22.2%
Men	—	77.8%	80.0%	77.8%
Black	—	11.1%	20.0%	11.1%
Not Specified	—	—	—	22.2%
White	—	—	—	66.7%
U.S. Ethnicity				
White	52.8%	51.0%	51.7%	48.6%
Hispanic or Latino	19.2%	19.4%	20.1%	23.0%
Black of African American	15.7%	16.8%	16.4%	16.9%
Asian	7.1%	7.5%	6.9%	7.0%
Other	5.3%	5.3%	4.8%	4.5%

APPENDIX 7

Distribution House Health & Safety Performance

Distribution House Health & Safety Performance					
Metric	2018	2019	2020	2021	Industry Average (Bureau of Labor Statistics)
Total Case Incident Rate (TCIR)	3.23	1.62	0.73	1.40	4.80
Lost-Time Incident Rate (LTIR) (per million hours)	0.70	0.86	0.21	0.84	--
Days Away / Restricted or Transfer (DART)	6.61	3.39	2.02	3.55	3.70

DEFINITIONS

TCIR

Number of work-related injuries per 100 full-time workers during a one-year period.

LTIR

Number of lost-time injuries per 100 worker years (equivalent to 2,000 hours worked for each of 100 workers).

DART

Number of recordable injuries and illnesses per 100 full-time employees that resulted in days away from work, restricted work activity, and/or job transfer.

APPENDIX 8

UASATR Noncompliance Findings – 2018 to 2021

Employment Function	2018	2019	2020	2021
Health & Safety	1,566	2,304	1,066	1,540
Recruitment, Hiring & Personnel Development	416	519	426	486
Wages & Benefits	240	361	278	400
Hours of Work	255	300	877	365
Environmental Protection	294	429	290	223
Employment Function	2018	2019	2020	2021
Workplace Conduct & Discipline	208	214	196	223
Termination & Worker Retrenchment	108	119	102	174
Grievance System	87	112	81	95
Industrial Relations	122	121	99	124
Migratory Workers	12	6	10	41
Other	384	35	0	2
Egregious Issues ³² and Closing of Management Action Plans ³³	2018	2019	2020	
Total Egregious	274	303	267	
Total Egregious Closed	3	5	121	
Total Egregious Closed Rate	1%	2%	45%	