

# 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 zero<sup>1</sup> 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.

