

A group of people, likely athletes, are captured in a moment of intense celebration. They are wearing blue and black gear, including jerseys, caps, and knee pads. The scene is filled with a large splash of water, suggesting a victory or a significant achievement. The background shows a clear blue sky and a fence, indicating an outdoor sports setting.

Academy[®]
SPORTS+OUTDOORS

**Responsible Leadership
2024 Tear Sheets**

About These Tear Sheets

These Tear Sheets (Tear Sheets) detail relevant metrics of Academy Sports + Outdoors (Academy, we, us, our, or the Company), as informed by the Global Reporting Initiative (GRI) 2021 standards and by the Sustainability Accounting Standards Board's (SASB) Multiline and Specialty Retailers and Distributors sector standard 2023 (unless noted otherwise). Information included in the following indices reflect updates to the GRI standards from 2016 to 2021 and the SASB standards from 2018 to 2023. GRI offers a comprehensive framework for organizations to report on their sustainability performance and impacts, and SASB supports companies in communicating industry-specific performance metrics. Both frameworks aim to enhance stakeholder engagement and risk management through standardized reporting procedures. The Tear Sheets address only those business activities for which we generally have complete control or ownership and covers our fiscal year 2023, January 29, 2023 to February 3, 2024 (2023, fiscal 2023, or FY23) and fiscal year 2024, February 4, 2024 to February 1, 2025 (2024, fiscal 2024, or FY24), unless otherwise noted.

About Academy Sports + Outdoors

Academy is a leading full-line sporting goods and outdoor recreation retailer in the United States. Originally founded in 1938 as a family business in Texas, Academy has grown to more than 300 stores across 21 states and counting. Academy's mission is to provide "Fun for All" and Academy fulfills this mission with a localized merchandising strategy and value proposition that strongly connects with a broad range of consumers. Academy's product assortment focuses on key categories of outdoor, apparel, sports & recreation and footwear through both leading national brands and a portfolio of private label brands. For more information, visit www.academy.com.

Forward Looking Statements

The Tear Sheets contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements are based on Academy's current expectations and are not guarantees of future performance. Forward-looking statements may incorporate words such as "believe," "expect," "forward," "ahead," "opportunities," "plans," "priorities," "goals," "future," "short/long term," "will," "should," or the negative version of these words or other comparable words. In particular, forward-looking statements include, but are not limited to, statements we make about our expectations for our operations and business and our responsible leadership progress, plans, and goals (including environmental and such other matters relating to our Team Members), and are subject to various risks, uncertainties, assumptions, or changes in circumstances that are difficult to predict or quantify. Actual results may differ materially from these expectations due to changes in global, regional, or local economic, business, competitive, market, regulatory, environmental, and other factors that could affect overall consumer spending or our industry, including the possible effects of ongoing macroeconomic challenges, inflation and higher interest rates, trade policy changes or additional tariffs, geopolitical tensions, or changes to the financial health of our customers, many of which are beyond the Company's control. These and other important factors that could cause actual results to differ materially from those in the forward looking statements include those risks mentioned above and other risks that are set forth in the Company's filings with the Securities and Exchange Commission (the "SEC"), including on form 10-K for the fiscal year ended February 1, 2025 (the "Annual Report") to be filed on March 20, 2025, under the caption "Part I. Item 1A. Risk Factors," as may be updated from time to time in our periodic filings with the SEC. The Company undertakes no obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by any applicable securities laws. Any forward-looking statement set forth herein speaks only as of the publish date of the Tear Sheets.

In addition, historical, current, and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future.

GRI Index

Statement of Use

Academy has reported the information referenced in this GRI context index as informed by the GRI Standards 2021. This means the Tear Sheets draw on certain GRI disclosures and principles for guidance, but not the full requirements to be considered “in accordance with” the GRI Standards.

GRI GENERAL DISCLOSURES			
GRI Indicator	Description (unit of measure, if applicable)	2024	2023
GRI 2-1: The Organization and Its Reporting Practices	Organizational details	Academy Sports and Outdoors, Inc. Katy, Texas, USA (Nasdaq: ASO) Fiscal 2024 10-K, p. 6-10, 75	Academy Sports and Outdoors, Inc. Katy, Texas, USA (Nasdaq: ASO) Fiscal 2023 10-K, p. 6-10, 78
GRI 2-2: The Organization and Its Reporting Practices	Entities included in the organization’s sustainability reporting	Fiscal 2024 10-K, Exhibit 21.1	Fiscal 2023 10-K, Exhibit 21.1
GRI 2-3: The Organization and Its Reporting Practices	Reporting period, frequency and contact point	These Tear Sheets provide information for the fiscal year ended February 1, 2025, unless otherwise noted. Tear Sheets are expected to be updated annually for the recently completed fiscal year. investors@academy.com	Biannual
GRI 2-4: The Organization and Its Reporting Practices	Restatements of information	None	
GRI 2-5: The Organization and Its Reporting Practices	External assurance	We have not received external assurance.	
GRI 2-6: Activities and Workers	Activities, value chain and other business relationships	Fiscal 2024 10-K, p. 6-13, 15-39 Vendor Code of Conduct 2025 Proxy Statement, p. 89-90 Academy Sports and Outdoors, Inc. went public in October 2020	Fiscal 2023 10-K, p. 6-14, 16-34 Vendor Code of Conduct 2024 Proxy Statement, p. 76-77 Academy Sports and Outdoors, Inc. went public in October 2020
GRI 2-7: Activities and Workers	Employees (# of employees)	About Academy, p. 1 Workforce Data, p. 8 Fiscal 2024 10-K, p. 11-13	Workforce Data, p. 8 Fiscal 2023 10-K, p. 11-14
GRI 2-8: Activities and Workers	Workers who are not employees	Workforce Data, p. 8	
GRI 2-9: Governance	Governance structure and composition	Board of Directors 2025 Proxy Statement, p. 10-24	Board of Directors 2024 Proxy Statement, p. 10-24
GRI 2-10: Governance	Nomination and selection of the highest governance body	2025 Proxy Statement, p. 32-33	2024 Proxy Statement, p. 22

GRI GENERAL DISCLOSURES			
GRI Indicator	Description (unit of measure, if applicable)	2024	2023
GRI 2-11: Governance	Chair of the highest governance body	2025 Proxy Statement , p. 26 Fiscal 2024 10-K , p. 12-13	2024 Proxy Statement , p. 17 Fiscal 2023 10-K , p. 13-14
GRI 2-12: Governance	Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement , p. 24-25, 35-37 Fiscal 2024 10-K , p. 15-39	2024 Proxy Statement , p. 24-26 Fiscal 2023 10-K , p. 16-40
GRI 2-13: Governance	Delegation of responsibility for managing impacts	2025 Proxy Statement , p. 24-25, 35-38 Fiscal 2024 10-K , p. 15-39	2024 Proxy Statement , p. 24-26 Fiscal 2023 10-K , p. 16-40
GRI 2-14: Governance	Role of the highest governance body in sustainability reporting	2025 Proxy Statement , p. 28, 30, 35-37	2024 Proxy Statement , p. 18-21, 24-25
GRI 2-15: Governance	Conflicts of interest	2025 Proxy Statement , p. 30-38, 91 Ethics and Code of Conduct Policy	2024 Proxy Statement , p. 16-21, 78 Ethics and Code of Conduct Policy
GRI 2-16: Governance	Communication of critical concerns	2025 Proxy Statement , p. 35-39 Fiscal 2024 10-K , p. 62-69	2024 Proxy Statement , p. 24-27 Fiscal 2023 10-K , p. 71-72
GRI 2-17: Governance	Collective knowledge of the highest governance body	2025 Proxy Statement , p. 33	2024 Proxy Statement , p. 23
GRI 2-18: Governance	Evaluation of the performance of the highest governance body	2025 Proxy Statement , p. 31, 37	2024 Proxy Statement , p. 21-22
GRI 2-19: Governance	Remuneration policies	2025 Proxy Statement , p. 39-41, 45-73 Fiscal 2024 10-K , Exhibits 10.66 and 97.1	2024 Proxy Statement , p. 27-29 Fiscal 2023 10-K , Exhibits 10.66 and 97.1
GRI 2-20: Governance	Process to determine remuneration	2025 Proxy Statement , p. 39-41, 45-73 Fiscal 2024 10-K , Exhibits 10.66 and 97.1	2024 Proxy Statement , p. 27-29, 34-69 Fiscal 2023 10-K , Exhibits 10.66 and 97.1
GRI 2-21: Governance	Annual total compensation ratio	2025 Proxy Statement , p. 74	2024 Proxy Statement , p. 70
GRI 2-22: Strategy, Policies and Practices	Statement on sustainable development strategy	Purpose Statement and Pillars on our investor relations website at investors.academy.com .	
GRI 2-23: Strategy, Policies and Practices	Policy commitments	Ethics and Code of Conduct Policy Vendor Code of Conduct Anti-Corruption and Anti-Bribery Policy Whistleblower Policy	
GRI 2-26: Strategy, Policies and Practices	Mechanism for seeking advice and raising concerns	Ethics and Code of Conduct Policy Vendor Code of Conduct Anti-Corruption and Anti-Bribery Policy Whistleblower Policy	

GRI GENERAL DISCLOSURES			
GRI Indicator	Description (unit of measure, if applicable)	2024	2023
GRI 2-29: Stakeholder Engagement	Approach to stakeholder engagement	2025 Proxy Statement , p. 34 Fiscal 2024 10-K , p. 11-12 Purpose Statement and Pillars on our investor relations website at investors.academy.com .	2024 Proxy Statement , p. 23 Fiscal 2023 10-K , p. 11-12
GRI 2-30: Stakeholder Engagement	Collective bargaining agreements	None Fiscal 2024 10-K , p. 11	None Fiscal 2023 10-K , p. 11
GRI 1: Foundation 2021	Requirement 8: Provide a statement of use	Tear Sheets are informed by the GRI Standards.	
GRI 1: Foundation 2021	Requirement 7: Publish a GRI context index	GRI Index	

GRI TOPIC-SPECIFIC DISCLOSURES			
GRI Standard and Indicator	Description (unit of measure, if applicable)	2024	2023
GRI 201: Economic Performance / 201-1	Direct economic value generated and distributed (USD)	Fiscal 2024 10-K , p. 43	Fiscal 2023 10-K , p. 43
GRI 205: Anti-corruption / 205-2	Communication and training about anti-corruption policies and procedures	Purpose Statement and Pillars on our investor relations website at investors.academy.com . Ethics and Code of Conduct Policy Vendor Code of Conduct Anti-Corruption and Anti-Bribery Policy Whistleblower Policy	Ethics and Code of Conduct Policy Vendor Code of Conduct Anti-Corruption and Anti-Bribery Policy Whistleblower Policy
GRI 301: Materials / 301-2	Recycled input materials used (tons)	Environmental Data, p. 9 Product Sustainability & Packaging, p. 11	
GRI 302: Energy / 302-1 and 302-4	Energy consumption within the organization (joules or watt-hours)	Environmental Data, p. 9	
	Reduction of energy consumption (joules or watt-hours)		
GRI 306: Waste / 306-2	Management of significant waste-related impacts	Purpose Statement and Pillars on our investor relations website at investors.academy.com .	
GRI 401: Employment / 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Fiscal 2024 10-K , p. 11-12	Fiscal 2023 10-K , p. 11-13

GRI TOPIC-SPECIFIC DISCLOSURES			
GRI Standard and Indicator	Description (unit of measure, if applicable)	2024	2023
GRI 403: Occupational Health and Safety / 403-8, 403-9, and 403-10	Workers covered by an occupational health and safety management system	Safety Data, p. 12	
	Work-related injuries		
	Work-related ill health		
GRI 404: Training and Education / 404-2	Programs for upgrading employee skills and transition assistance programs	Fiscal 2024 10-K , p. 11-12	Fiscal 2023 10-K , p. 11-13
GRI 405: Diversity and Equal Opportunity / 405-1	Diversity of governance bodies and employees (percent)	Workforce Data, p. 8 Fiscal 2024 10-K , p. 11-12 2025 Proxy Statement , p. 10	Workforce Data, p. 8 Fiscal 2023 10-K , p. 11-13 2024 Proxy Statement , p. 10
GRI 406: Non-discrimination / 406-1	Incidents of discrimination and corrective actions taken (number of incidents)	Fiscal 2024 10-K , p. 42	Fiscal 2023 10-K , p. 43
GRI 418: Customer Privacy / 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We have not experienced a reportable customer data breach.	

SASB Index

Statement of Use

Academy has reported the information referenced in this SASB content index as informed by the SASB Multiline and Specialty Retailers & Distributors Standard 2023. Where data is not currently available, we have indicated its unavailability and are evaluating future disclosure opportunities as our sustainability data systems mature.

SASB Multiline and Specialty Retailer & Distributors Standard 2023			
SASB Topic and Code	Description (unit of measure, if applicable)	2024	2023
Energy / CG-MR-130a.1	(1) Total energy consumed (gigajoules(GJ)), (2) percentage grid electricity (percentage (%)), (3) percentage renewable (%)	Environmental Data, p. 9	
Data Security / CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Fiscal 2024 10-K, p. 40-41	Fiscal 2023 10-K, p. 41-42
Data Security / CG-MR-230a.2	(1) Number of data breaches, (2) percentage that are personally data breaches (%), (3) number of customers affected	We have not experienced a reportable customer data breach.	
Labor Practices / CG-MR-310a.1	(1) Average hourly wage (presentation currency), and (2) percentage of in-store and distribution center employees earning minimum wage, by region (%)	Workforce Data, p. 8	
Labor Practices / CG-MR-310a.2	(1) Voluntary, and (2) involuntary turnover rate for in-store and distribution center employees (%)	This information is not currently disclosed.	
Labor Practices / CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Fiscal 2024 10-K, p. 42	Fiscal 2023 10-K, p. 43
Workforce Diversity & Inclusion / CG-MR-330a.1	Percentage of (1) gender, and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees (%)	Workforce Data, p. 8	
Workforce Diversity & Inclusion / CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination (presentation currency)	Fiscal 2024 10-K, p. 42	Fiscal 2023 10-K, p. 43
Product Sourcing, Packaging, & Marketing / CG-MR-410a.1	Revenue from products third-party certified to environmental or social sustainability standards (presentation currency)	This information is not currently available.	

SASB Multiline and Specialty Retailer & Distributors Standard 2023

SASB Topic and Code	Description (unit of measure, if applicable)	2024	2023
Product Sourcing, Packaging, & Marketing / CG-MR-410a.2	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Product Sustainability & Packaging, p. 11 Conflict Minerals Policy	
Product Sourcing, Packaging, & Marketing /CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Our Environmental Impact, p. 9 Purpose Statement and Pillars on our investor relations website at investors.academy.com .	
Multiline and Specialty Retailer Activity Metrics / CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	<u>2025 Proxy Statement, Academy By the Numbers</u> (1) 303 retail locations (2) 3 distribution centers	<u>2024 Proxy Statement, Academy By the Numbers</u> (1) 282 retail locations (2) 3 distribution centers
Multiline and Specialty Retailer Activity Metrics / CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers (square feet)	<u>Fiscal 2024 10-K, p. 42</u> (1) Total area of retail space: 20,600,000 sq. ft. (2) Total area of distribution centers: 4,800,000 sq. ft.	<u>Fiscal 2023 10-K, p. 42</u> (1) Total area of retail space: 19,700,000 sq. ft. (2) Total area of distribution centers: 4,800,000 sq. ft.

Workforce Data¹

RACIAL/ETHNIC COMPOSITION OF BOARD OF DIRECTORS AND WORKFORCE								
	American Indian/Alaska Native		Asian		Black/African American		Hispanic/Latino	
	2024	2023	2024	2023	2024	2023	2024	2023
Board of Directors ²	10.0%	10.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%
Total workforce	0.9%	0.9%	2.1%	2.1%	19.8%	19.5%	23.4%	23.8%
Management	0.8%	0.7%	3.0%	2.9%	12.3%	13.1%	16.2%	15.6%
All other Team Members	0.9%	0.9%	2.0%	2.0%	20.6%	20.1%	24.1%	24.6%
	Native Hawaiian/Other Pacific Islander		Two or More Races		White		Other ³	
	2024	2023	2024	2023	2024	2023	2024	2023
Board of Directors ²	0.0%	0.0%	10.0%	10.0%	80.0%	80.0%	0.0%	0.0%
Total workforce	0.2%	0.2%	3.0%	2.8%	46.9%	46.9%	3.7%	3.8%
Management	0.3%	0.2%	2.7%	1.9%	59.8%	60.6%	5.1%	5.0%
All other Team Members	0.2%	0.2%	3.0%	2.9%	45.6%	45.6%	3.6%	3.7%

GENDER COMPOSITION OF BOARD OF DIRECTORS AND WORKFORCE								
	Total (Absolute)		Women (Percentage)		Men (Percentage)		Not Declared ³ (Percentage)	
	2024	2023	2024	2023	2024	2023	2024	2023
EMPLOYEE CATEGORY								
Board of Directors ²	10	10	40.0%	40.0%	60.0%	60.0%	0.0%	0.0%
Total workforce	22,035	21,647	46.0%	45.2%	54.0%	54.8%	0.0%	0.0%
Management	1,986	1,959	39.0%	38.9%	61.0%	61.1%	0.0%	0.0%
All other Team Members	20,049	19,688	46.7%	45.8%	53.3%	54.2%	0.0%	0.0%
EMPLOYMENT TYPE								
Full time	10,329	10,417	48.5%	48.2%	51.5%	51.8%	0.0%	0.0%
Part time	11,706	11,230	43.8%	42.4%	56.2%	57.6%	0.0%	0.0%

Retail Employee Wages ⁴		
	2024	2023
Average hourly wage (USD) ⁵	\$18.73	\$18.13
Percentage of retail employees earning minimum wage ⁶	0.46%	0.21%

¹ As of fiscal 2024 year end (February 1, 2025), unless noted otherwise herein.

² For fiscal 2024 as of May 5, 2025; for fiscal 2023 as of April 19, 2024.

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

⁴ Retail Employees includes hourly store and distribution center Team Members.

⁵ Excludes overtime.

⁶ Data is based on federal, state, or municipality minimum wage requirements.

Environmental Data

ENERGY

	2024	2023
Total Energy Consumption (GWh)	319.33	310.66
Electricity consumption (GWh)	291.47	283.75
Fuel consumption (GWh) ¹	27.86	26.91
Percentage electricity consumption from grid electricity	99.94%	100%
Percentage electricity consumption from renewable sources	0.06%	Percentage from renewable resources not determined at the time of report publication

Greenhouse Gas Emissions²

GHG EMISSIONS (in MTCO_{2e})³

	Stores ⁴		Distribution Centers (DCs) ³		Corporate ³		Totals	
	2024	2023	2024	2023	2024	2023	2024	2023
Scope 1 - Direct GHG Emissions ⁵	8,597	7,391	2,903	3,100	471	670	11,972	11,161
Scope 2 - Indirect GHG Emissions (market-based) ^{6,7}	92,218	91,908	17,132	17,386	1,210	1,795	110,559	111,089
Scope 2 - Indirect GHG Emissions (location-based) ⁵	87,415	89,260	16,411	17,026	1,163	1,710	104,989	107,996
Total GHG Emissions⁸	100,815	99,299	20,035	20,486	1,681	2,465	122,531	122,250

¹ Fuel consumption includes natural gas, diesel, and propane.

² The *Greenhouse Gas Protocol* is a comprehensive framework of globally accepted GHG emissions accounting standards used to measure, manage, and track GHG emissions over time. It is the de facto standard used universally across the vast majority of corporations that report a GHG emissions inventory.

³ Metric tonnes of carbon dioxide equivalent (MTCO_{2e}) is the standard unit of all GHG inventory measurements. One metric tonne is defined as 1,000 kilograms. All other greenhouse gases in our inventory, such as methane and nitrous oxide, are converted to equivalent emissions of carbon dioxide based on their warming potential as defined by the Intergovernmental Panel on Climate Change.

⁴ 298 stores (as of fiscal 2024 year end); 282 stores (as of fiscal 2023 year end), 3 distribution centers and 3 corporate office facilities.

⁵ GRI 305: Emissions 2016 Disclosure 305-1 Direct (Scope 1) GHG Emissions.

⁶ GRI 305: Emissions 2016 Disclosure 305-2 Energy Indirect (Scope 2) GHG Emissions.

⁷ Market-based accounting method is the Company's primary Scope 2 emissions tracking approach.

⁸ Calculated using market-based Scope 2 emissions, using an operational control boundary, and including all emissions sources that fall within the operational control boundary.

GHG EMISSIONS INTENSITIES^{1,2}

Activity	Units	Intensity	
		2024	2023
Scope 1 & 2/Square Footage	MTCO ₂ e/SqFt	0.0046	0.0049
Scope 1 & 2/Revenue	MTCO ₂ e/Revenue \$ (millions)	20.6629	19.8481

GHG EMISSIONS BY SOURCE TYPE

	Percentage	
	2024	2023
Scope 1: Refrigerants	5%	5%
Scope 1: Stationary combustion (Propane, natural gas & diesel)	5%	5%
Scope 2: Purchased Electricity	90%	90%
Total	100%	100%

LANDFILL AVOIDANCE & ENVIRONMENTAL IMPACT (for Stores, DCs, and Corporate)³

	2024	2023
Trash (metric tonnage)	13,276.91	13,974
Items Recycled (metric tonnage)	23,281.68	17,309
Trees Saved	298,030	239,786
Energy Saved (kWh)	74,867,097	55,877,437
Barrels of Oil Saved	167,270	152,068
Water Saved (gallons)	104,056,698	90,761,002
Landfill Avoidance (metric tonnage)	23,807	19,750
Landfill Avoidance (percentage)	63.7%	55.3%

¹ GRI 305: Emissions 2016 Disclosure 305-4 GHG Emissions Intensity.

² Emissions-intensity values were calculated using our square footage and annual revenue as reported in our 2023 and 2024 Annual Reports on Form 10-K.

³ For calendar years 2023 and 2024.

Product Sustainability & Packaging

PRODUCT SUSTAINABILITY TARGETS	TARGET BY END OF 2024	2024 ACHIEVEMENT
Percentage of our private label apparel will be made from recycled materials	35%	43% (8% over target)
Percentage of our private label apparel packaging will be made from recycled materials	50%	97% (47% over target)
Percentage of our private label footwear insole boards will be made from recycled materials	50%	80% (30% over target)

Safety Data

SAFETY STATISTICS		
	2024	2023
Workers covered by occupational health and safety (OHS)	100%	100%
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000
Store and Corporate Team Members		
Number and rate of fatalities as a result of work-related injuries	0	0
Number and rate of recordable work-related injuries	346 Occupation-Related Injuries (ORI), 3.69%	387 ORI, 3.26%
Number of hours worked	18,745,873	23,707,393
The number of fatalities as a result of work-related ill health	0	0
The number of cases of recordable work-related ill health	0	0
DC Team Members/Contractors		
Number and rate of fatalities as a result of work-related injury	0	0
Number and rate of recordable work-related injuries	3 ORI, 2.44%	3 ORI, 1.67%
Number of hours worked	360,133	245,586
The number of fatalities as a result of work-related ill health	0	0
The number of cases of recordable work-related ill health	0	0

Corporate Governance Highlights

BOARD COMPOSITION¹	
INDEPENDENCE	
Independents	8 Directors (80%)
Independent Lead Director	Yes
Board Committee membership independence	100%
AGE	
Average Age	61.5 years
≤ 60 years	4 Directors
≥ 60 years	6 Directors
DIVERSITY	
Gender	4 Women (40%)
Ethnic	3 Minorities (30%)
Committee Chair Diversity	2 of 3 Committee Chairs are Women
Overall Diversity	6 Directors who are Women or Minorities (60%)
NOTABLE PRACTICES	
Shareholder engagement program	Yes
Board oversight of Responsible Leadership	Yes
Board oversight of corporate strategy and risk	Yes
Enterprise risk management program	Yes
Stock ownership guidelines for executive officers and directors	Yes
Continuing education for directors and orientation of new directors	Yes
Management succession planning	Yes
Mandatory retirement	Later of 75 years old or 15 years of service
Independent director private meeting sessions	Yes
New director search process endeavors to include a broad pool of highly qualified candidates, from a range of backgrounds, perspectives, and experiences	Yes
Maximum director public board service limit (including Academy's Board)	4 public company boards

¹ As of May 5, 2025.

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

Notable Policies

Ethics and Code of Conduct and Policy
Statement on Human Rights: Academy is committed to fair and safe working conditions throughout our business and aligns with the United Nations Universal Declaration of Human Rights. Please see our Ethics and Code of Conduct Policy and our Vendor Code of Conduct for more information.
Vendor Code of Conduct
Anti-Corruption and Anti-Bribery Policy
Whistleblower Policy We have a 24/7 Aware Line for whistleblowers that is completely anonymous, so that our Team Members, vendors, and other stakeholders can conveniently report concerns without fear of reprisal or retaliation. Aware Line: 888-503-0808 / awareline.academy.com
Insider Trading Policy
Conflict Minerals Policy
Non-Employee Director Compensation Policy
Policy Relating to Recovery of Erroneously Awarded Compensation