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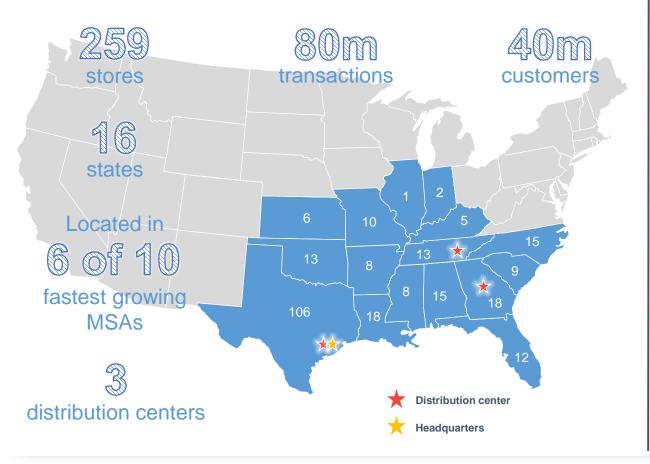
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Highly recognized super-regional sporting goods and outdoor recreation retailer with deep consumer connections and growing omnichannel capabilities



## Fiscal 2020 Highlights

\$5.69 billion

Annual sales

High store productivity – **\$309** sales per sq. ft.

99.5%

of mature stores are profitable<sup>(1)</sup>

100% of stores

with BOPIS capabilities

Powerful annual eCommerce sales growth

+138%

\$607 million<sup>(2)</sup>

Adjusted EBITDA

Free Cash Flow:

\$1 billion of operating cash flow



**Academy Sports + Outdoors is a leading sporting goods and outdoor recreation retailer** 

### **VISION**

To be the BEST sports + outdoors retailer in the country



### **MISSION**

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



### **VALUES**

- Customer focus and service
- **Excellence** in all we do
- Responsible Leadership
- **Initiative** with urgency
- **Students** of the business
- Integrity always
- Positive impact on ourCommunities



### We are a leading player in an industry with significant tailwinds

### **CATEGORY OVERVIEW**



- ~\$70bn total addressable market (1)
- Products include: sporting goods, outdoor recreation products, fan shop, apparel, footwear and others
- Category evolving and consolidating
- Increased demand for sports and outdoor recreation goods across all demographics and geographies
- Shift of customer spend towards inhome health and wellness and entertainment
- Consumers spending more time at and around home



### **ONGOING TREND ALIGNED WITH ACADEMY**

- We estimate ~5 million new customers in 2020
- Customer's shopping more categories and spending more on each trip



- Broad assortment of trending outdoor and sport categories
- Increased use of customer information for engagement and loyalty



- Strong and growing presence in six of the top 10 fastest growing MSAs (2)
- No mall exposure



Market defined by National Sporting Goods Association as the sporting goods and outdoor recreation industry.

### Responsible leadership with integrity is core to our mission to be the best sports + outdoor retailer in the country



### Inclusion

- Committed to providing equal employment and advancement opportunities for all employees
- Complies with all applicable laws and have set forth various internal policies
- Implemented initiatives to benefit team members and their impact on our communities



### Supply Chain

- Provides quality products and maintains compliance with human rights and safety, regulations and standards
- Maintains Academy's brand integrity by complying with industry best practices
- Holds vendors and factories to high standards and best practices



### **Firearm Safety**

- Wage premium paid to firearms team members to attract better talent
- Enhanced background checks for both customers and Firearm Sales Compliance team members
- Complies with all laws and goes above and beyond to uphold firearm safety
- Provide free locking devices and safety information with all firearms purchases



- Donated and supplied crisis preparedness efforts through various natural disasters and crises
- Impacted over 625 organizations and 265.000 individuals across our footprint
- Supports youth sports and activities



### Sustainability

- New stores are built with a variety of LEED or environmentally-friendly fixtures and design elements
  - Lighting: LED lighting; dimming system; daylight harvesting through clerestories and skylights, scheduled lighting
  - LEED certified office building



### Cybersecurity

- Formal cybersecurity program in place that includes standard governance, policy, prevention and response efforts
- Developed a corporate Data Classification policy and a records retention policy















Source: Company information





Chairman, President & CEO

Joined May 2018



**Michael** Mullican

EVP & CFO

Joined Feb 2017



**Steve** Lawrence

EVP & Chief Merchandising Officer

Joined Feb 2019



Sam Johnson

EVP of Retail Operations

Joined April 2017



Sherry Harriman

SVP of Logistics & Supply Chain

Joined April 2018



**Jamey Traywick** 

SVP of Omnichannel

Joined May 2018



Manish Maini

SVP & CIO

Joined June 2017



Bill **Ennis** 

SVP & CHRO

Joined April 2008



Rene **Casares** 

SVP. GC & Secretary

Joined July 2013

## **Prior experience**





meijer

BALLICO O YELMAR

francesca's

**JCPenney** 



SEARS HOLDINGS







Morgan Keegan



ANN INC.





Vinson&Elkins



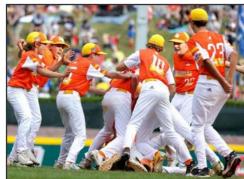
- ✓ Significant public market experience
- ✓ Proven track record driving operational efficiency
- ✓ History of utilizing customer data to improve experience and driving omnichannel strategy



## **Our Differentiated Offering And Strategy**

- Be the POWER MERCHANDISER of sports + outdoors
- Develop a more exciting and productive shopping experience in our STORES
- Create a MEANINGFUL OMNICHANNEL business
- ENGAGE AND COMMUNICATE with our customers to encourage them to shop at and buy from Academy
- Increase the PRODUCTIVITY of all our assets
- Build an industry-leading retail TEAM









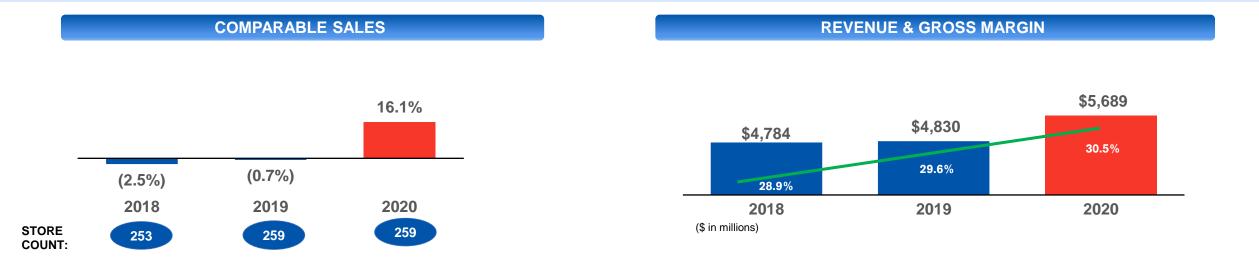


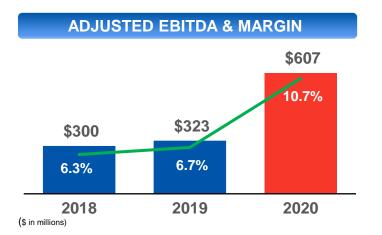
# What we have been up to since our IPO

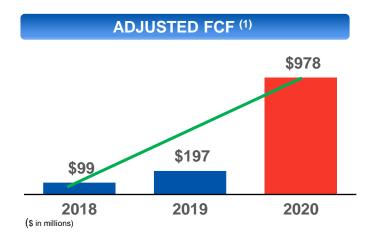
	Our vision at IPO	Where we are
Power merchandise	Be the power merchandiser of sports and outdoors	<ul> <li>✓ Q4 Outdoor &amp; Sports and Recreation divisional sales were up double digits</li> <li>✓ Improving inventory position in most every category except firearms</li> <li>✓ Continued improvements in planning and allocation</li> </ul>
Omnichannel experience	Create a meaningful omnichannel business	<ul> <li>✓ BOPIS and curbside pickup represented ~50% of FY 2020 eCommerce sales</li> <li>✓ Continued improvement of our search and navigation capabilities</li> <li>✓ Improved level of custom content and added services</li> <li>✓ Implemented ship to store order capability</li> </ul>
Loyalty and customer engagement	Engage and communicate with our customers	<ul> <li>✓ Increased targeted marketing as a proportion of sales</li> <li>✓ Continued success with Academy Credit Card Program ~4.5% of 2020 net sales</li> </ul>
Financial performance	Deliver compelling financial results	<ul> <li>✓ Q4 2020 was the 6th consecutive quarter of comparable sales growth</li> <li>✓ Q4 2020 gross margin rate expansion of 420 bps</li> <li>✓ Generated ~\$1 billion in 2020 free cash flow</li> <li>✓ Successful debt refinancing – maturities extended to 2027</li> <li>✓ Reduced net debt / EBITDA to less than 1x</li> </ul>
Leadership changes	Realigne	ed executive management team to support key initiatives

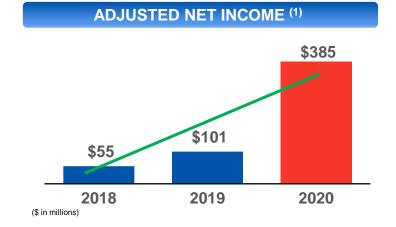


## **Better processes = Better results**











## Key investment highlights and strategies

### **INVESTMENT HIGHLIGHTS**

- 1 We are a leader in one of the fastest growing retail sectors and gaining share
- Broad and complete assortment and value proposition creates a competitive advantage
- 3 Recent Omni-channel initiatives provide significant upside
- 4 Our stores are well positioned in growing markets and support our omnichannel strategy
- 5 Substantial whitespace and in-fill opportunities
- 6 Loyal and highly satisfied customer base
- 7 Comprehensive strategic plan being executed by an experienced management team

### **Strategies**



Be the power merchandiser of sports + outdoors



Develop a more exciting and productive shopping experience in our stores



Create a meaningful omnichannel business



Engage & communicate with our customers to encourage them to shop at & buy from Academy



Focus on expense mgmt., productivity improvements & supply chain mgmt



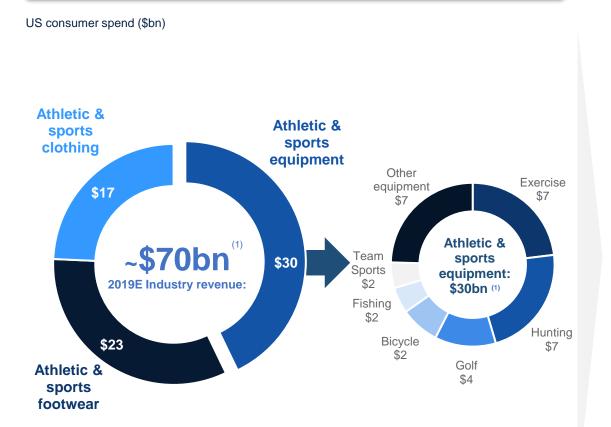
Build an Industry-leading retail team





## Large and growing sector...and we are taking share

### U.S. SPORTING GOODS AND OUTDOOR RECREATION CONSUMER SPEND



### INCREASING PARTICIPATION ACROSS CATEGORIES<sup>(2)</sup>

Hunting	13%
Fishing	9%
Sports apparel (3)	7%
Team sports (4)	5%
Outdoor cooking (5)	3%
Fitness (1)	3%

#### WE ARE GAINING SHARE (6)

Cumulative share of market gained





Source: National Sporting Goods Association; Euromonitor; U.S. Fish & Wildlife Service

(1) NSGA.

Most recent surveys from 2018 NSGA report based on period from 2006 to 2017 and 2016 U.S. Fish and Wildlife Service national survey based on Americans aged +16.

Represents sports apparel sales growth in the US from 2014 – 2018.

<sup>(4)</sup> Team sports participation is an average of change in participation in baseball, basketball, and soccer from 2014 – 2018.

<sup>(5)</sup> Represents outdoor cooking sales growth in the US from 2016 – 2019.

Euromonitor - Retail value of Euromonitor category "Sports Goods Stores" from 2010 - 2019.



# Academy is best positioned in this evolving environment

OUR BIG BOX OFFERS SIGNIFICANT OCCUPANCY CAPACITY AND ALLOWS FOR SOCIAL DISTANCING, BROAD MERCHANDISING AND ONE-STOP SHOP



### WE ARE NOT TETHERED TO MALLS WHERE TRAFFIC IS IN DECLINE

- 1 Consumers expected to spend more time around the house and outdoors (2)
- 2) We are not tethered to declining mall trends (75% decline in May 2020) (1)
- Our BOPIS strategy combined with curbside model is easier to execute and more convenient when the customer does not need to enter a mall

## CONSUMERS EXPECTED TO SPEND LESS ON TRAVEL / EXPERIENCES, MORE AROUND THE HOUSE AND "STAY-CATIONS" (2)

Consumer behavior after COVID-19, relative to pre-crisis



#### **RECENT TRENDS PLAY WELL TO OUR KEY CATEGORIES**

Outdoor

**Outdoor Cooking** 

**Fitness** 











# Our competitive advantage: broad and complete assortment and value

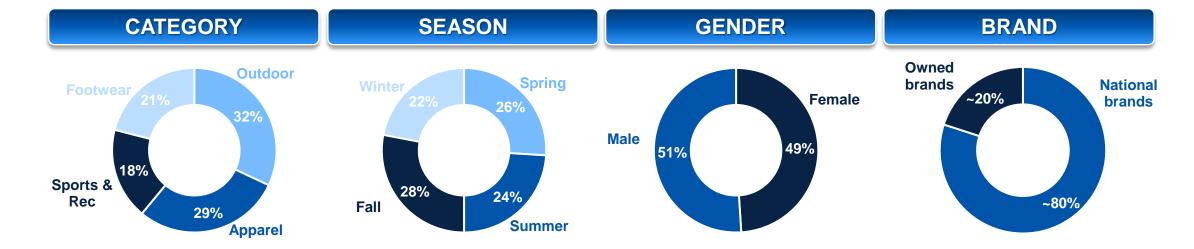


Consumers believe that Academy performs better than Dick's and Bass Pro Shops on price, convenience and value<sup>(2)</sup>



Assortment with regards to the sporting goods and outdoors category.

# Our all-season, all-gender, broad selection making it a one-stop shop across activities and seasons







# 2) Our power merchandising strategy is yielding results and driving sales growth

### **Optimize space and management**

How we think about categories informs our pricing, floor allocations, marketing and assortment

### **Power categories**

- We are a destination these categories drive customers to stores
- Year-round presence

## **Key player**

- Academy is an important player
- Seasonal business with transitions

### **Expected** businesses

- Businesses that fit the Sports and Outdoors customer
- Fit to seasonal needs
- Secondary floor space

### **Accommodations**

- Offered as convenience to customer to support **Power Businesses**
- Located in high traffic areas

### **Match inventory to customer needs**

- Localized merchandise across categories to match inventory to customer needs
- Robust sports team inventory in "hot" markets
- Equipment tailored to each region i.e. crawfish cookers in Louisiana stores and smokers in Texas locations



### Assortment planning, promotion and pricing

### **BEFORE**



- Unproductive inventory management
- Visually uninspiring
- Limited ability to mark down

### **AFTER**

- Talent upgrades across organization
- Improved space and place planning
- Buying and flow strategies
- New markdown cadence
- Improved localization





15 Source: Company information.



# Our supply chain initiative will reduce costs and increase margins

## Project plan to improve supply chain efficiency

	Initiative Description	Benefits
DC Allocation Improvement	<ul> <li>Move decision to point of domestic shipment</li> </ul>	<ul><li>Lower transportation costs (warehouse transfer costs)</li><li>Lower inventory</li></ul>
Re-organization	<ul> <li>Manage headcount by eliminating non-productive tasks</li> <li>Implementation of productivity incentives</li> <li>Workload evaluation</li> </ul>	<ul><li>Lower overtime spend</li><li>Lower DC labor cost</li></ul>
Domestic Shipping Optimization	<ul> <li>Optimization of mode of transportation to increase intermodal and truckload transportation</li> </ul>	<ul> <li>Lower transportation costs</li> </ul>
Cross Dock Improvement	<ul> <li>Gradual improvement expected in future years</li> </ul>	<ul><li>Lower DC labor cost</li><li>Lower inventory</li></ul>
Multi-stop Implementation	<ul> <li>Shift from DTS to smaller shipments to multiple stores</li> </ul>	<ul> <li>Lower shipping costs due         to fuller, but fewer trucks</li> <li>Higher in-stocks through replenishment frequency</li> </ul>



## Our omnichannel investments have built a strong, profitable and growing business

### **BEFORE - 2014**





**SALES** 

\$105m

**PENETRATION** 

2%

### WHAT WE HAVE DONE









Improved marketing capabilities

**Driving connectivity** with our stores and customers

### TODAY (1)























# 3 Our eCommerce initiatives offer meaningful upside potential

		Implemented initiatives	Initiatives to come	Continuous improvement
Sessions	<b>₩</b>	Connected in-store experience	<ul><li>Mobile App</li><li>Customer 360</li><li>Email Marketing</li></ul>	<ul> <li>Search Engine Optimization</li> </ul>
Conversion Rate		<ul> <li>Improved product information</li> <li>Broader customer product ratings</li> </ul>	<ul><li>Personalized search</li><li>Mobile first checkout</li></ul>	<ul> <li>Faster and more reliable website</li> </ul>
Average Order Value		<ul> <li>Improved how-to content</li> </ul>	<ul> <li>Optimized promotions</li> </ul>	<ul> <li>Product recommendations</li> </ul>
Fulfillment		<ul><li>Ship from store</li><li>BOPIS</li><li>Drop ship</li><li>Curbside</li></ul>	<ul><li>Ship to store</li><li>Stores as fulfillment centers</li></ul>	<ul><li>BOPIS enhancements</li><li>Ship from store enhancements</li><li>Drop ship expansion</li></ul>
Other		<ul><li>New fraud tool</li><li>Additional shipping providers</li></ul>	<ul> <li>Returns optimization</li> </ul>	<ul> <li>Customer service center metrics</li> </ul>

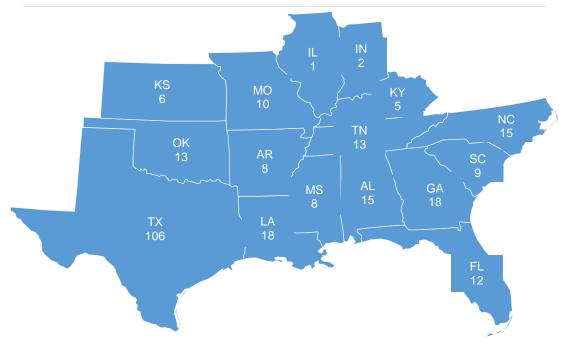


Source: Company information.



# We are well positioned in growth markets

### ATTRACTIVE REGIONAL PRESENCE (1)



### POSITIVE DEMOGRAPHIC TRENDS(4)

Population growth vs. USA average

20bps Higher real GDP growth

### TOP 10 FASTEST GROWING METROPOLITAN STATISTICAL AREAS (MSAs) (2)

Rank	City	2019 population (000)	YoY increase (000) <sup>(3)</sup>	% growth	Academy locations	% of total stores
1	Dallas-Fort Worth-Arlington, TX Metro Area	7,456	117	1.6%	24	9.3%
2	Phoenix-Mesa-Chandler, AZ Metro Area	4,849	99	2.0%	-	-
3	Houston-The Woodlands-Sugar Land, TX Metro Area	6,976	90	1.3%	31	12.0%
4	Atlanta-Sandy Springs-Alpharetta, GA Metro Area	5,945	75	1.3%	10	3.9%
5	Austin-Round Rock-Georgetown, TX Metro Area	2,165	62	2.8%	9	3.5%
6	Seattle-Tacoma-Bellevue, WA Metro Area	3,935	45	1.1%	-	-
7	Charlotte-Concord-Gastonia, NC-SC Metro Area	2,593	44	1.7%	7	2.7%
8	Las Vegas-Henderson-Paradise, NV Metro Area	2,226	41	1.8%	-	-
9	Tampa-St. Petersburg-Clearwater, FL Metro Area	3,155	40	1.3%	-	-
10	San Antonio-New Braunfels, TX Metro Area	2,512	39	1.5%	9	3.5%

■ Indicates MSAs in which Academy is present

## 29% of our stores are in the top 5 fastest growing MSAs



Source: Company information; AggData; US Census Bureau. As of end of FY 2020. Top 10 MSA's in numeric growth from 2018 - 2019.

Numeric increase in population from 2017 – 2018.



# The new store expansion opportunity is large

### **OUR EXPANSION STRATEGY**



Fill out existing markets



Balance between new and existing markets



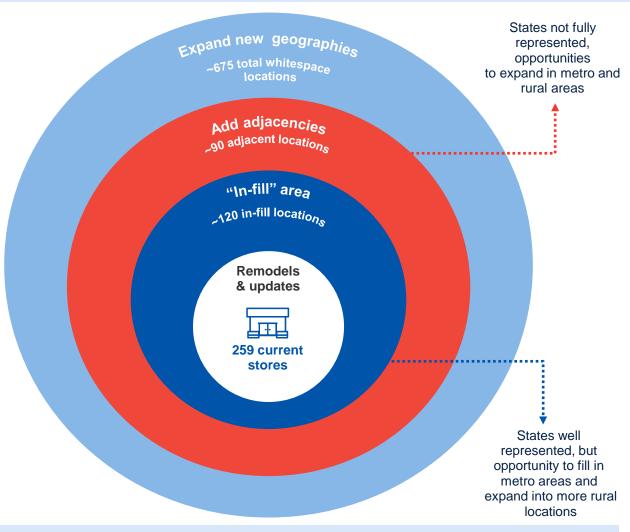
Enter new markets in a meaningful way (start with core sites in center of the retail markets)



Avoid being first in a new development (especially in new markets)



Maximize incremental vs. cannibalistic sales



## Academy has over 850 new location opportunities



# 5) We are thoughtfully reinvesting in existing stores on an ongoing basis

### **OUR IMPROVED STORE REFRESH PROGRAM**

### **BEFORE**

### **AFTER**

Store refreshes, including updating check-out area performed on as-needed basis

Resources spread to keep the entire fleet updated

Improved return on

# investment

### Example refresh actions



Reallocate space to support merchandising strategy



**Update fixtures** to highlight "Power **Businesses**"



Interior and exterior maintenance













21



Source: Company information.



# 6) Positioned to be the best sports + outdoor retailer for everyone





Average age	Average Household size	Average Household income	Gender split
41	3	\$79,000	49% female 51% male



- \$55K salary / full time
- Age: 40
- Loves fishing, golf, outdoor cooking

- Top Products:
  - Fishing gear
  - Golf balls
  - Smoker



- \$70K salary / full time
- Age: 40
- Loves hiking, group classes, kids' sports
- Makes 90% of purchase decisions
- Top Products:
  - Hiking backpack
  - Tech fabric fleece
  - Premium hydration



- Age: 13
- Loves soccer

- Top Products:
  - Soccer balls and equipment
  - Academy apparel



- Age: 6
- Loves bicycle riding, water sports

- Top Products:
  - Bicycle and helmet
  - Bathing suit
  - Swim goggles



- Age: All ages
- Loves his team, her team, the kid's alma mater
- Top Products:
  - Tailgate chair
  - Team tent
  - Hat and Jersey

Academy's broad and complete assortment appeals to all ages, incomes and aspirations, driving significant and consistent year-round traffic



Source: Company information



# 6) We have launched initiatives to increase engage with customers

## **Academy Credit Card**



- 4.5% of sales in 2020
- Cardholders spend more per trip and visit stores more often than non-cardholders



### **Localization Efforts**



- Merchandising and marketing strategy
  - Data-driven insights to strategically mark-down and price relevant products (i.e. beach towels for waterfront towns)
  - - "Hot-Market" items in select locations to capitalize on events and short-term profit gains (i.e. Houston Astros World Series gear)



- Academy sponsored events with professional athletes and influential figures
- Charitable gatherings to support local organizations and causes



### **Personalization**



 On-going touch points with customers through promotion and discount announcements to drive in-store and online traffic









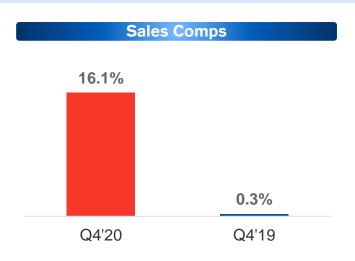


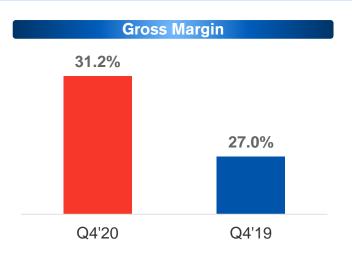


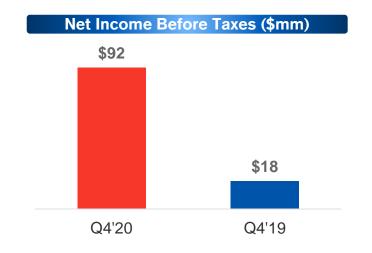
# **BY THE NUMBERS**

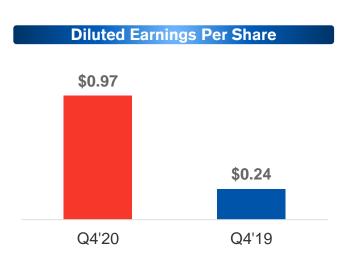
## **Q4 2020 Highlights**











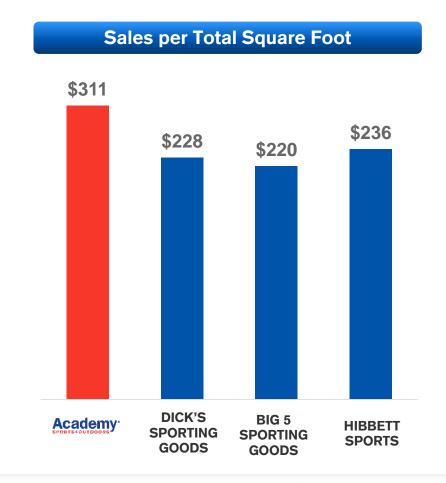
In Q4 2020, Academy achieved record sales, record gross margins and record earnings



Source: Company information

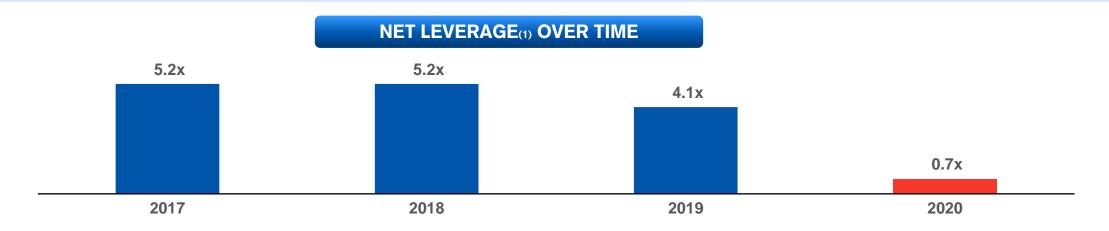
# **ASO** is outperforming peers in key metrics







## ASO has made significant strides in strengthening its balance sheet



### **OBSERVATIONS**

- Academy has significantly reduced leverage since fiscal 2017
  - Leverage reduced from 5.2x to 0.7x
  - o In 2020, total net debt reduced by \$1 billion using strong free cash flow
- Solid cash position with more than sufficient liquidity in the near-term
  - o Current liquidity as of end of Q4 2020 is \$1.1 billion, including \$378m in cash and \$719m ABL availability

### **CAPITALIZATION AS OF Q4 '20**

\$ in millions	Maturity	Rate	Current	xEBITDA <sup>(4)</sup>
Cash			\$378	
ABL facility (2)	Nov – 25	L + 125 – 175 bps	-	
Term Loan <sup>(3)</sup>	Nov – 27	L + 500 bps with a floor of 75 bps	\$400	
Senior Secured Notes	Nov – 27	600 bps	\$400	
Net debt			\$408	0.7x

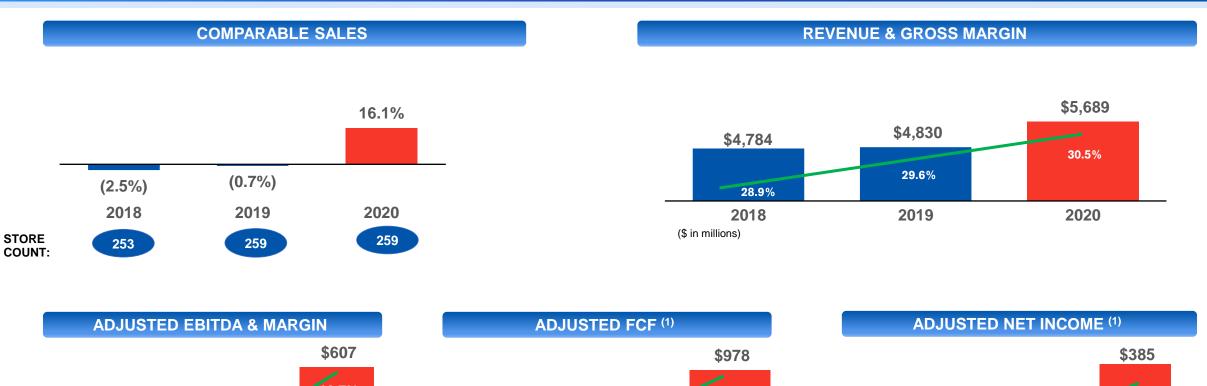


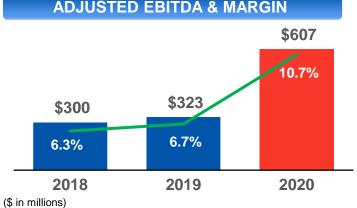
Net leverage = Net Debt / Adj. EBITDA. Net Debt = Total Debt - Cash.

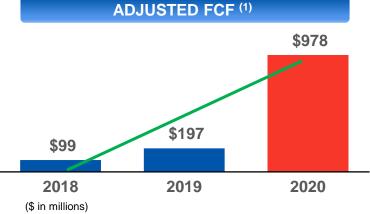
As of Q4'20, there were \$20.1m letters of credit outstanding, all of which were issued under the ABL facility

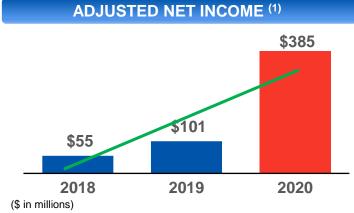
The amounts above do not reflect deferred loan costs related to the Term Loan. Represents Adjusted EBITDA for FY20. Reconciliation can be found n 2020 10-K.

## The strategies put in place have accelerated performance











## **Key take-aways**

### **INVESTMENT HIGHLIGHTS**

We are a leader in one of the fastest growing retail sectors and gaining share

Broad and complete assortment and value proposition creates a competitive advantage

Recent Omni-channel initiatives provide significant upside

Our stores are well positioned in growing markets and support our omnichannel strategy

Substantial whitespace and in-fill opportunities

Loyal and highly satisfied customer base

Comprehensive strategic plan being executed by an experienced management team

### **Strategies**



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Create a meaningful omnichannel business



Engage and communicate with our customers to encourage them to shop at and buy from Academy

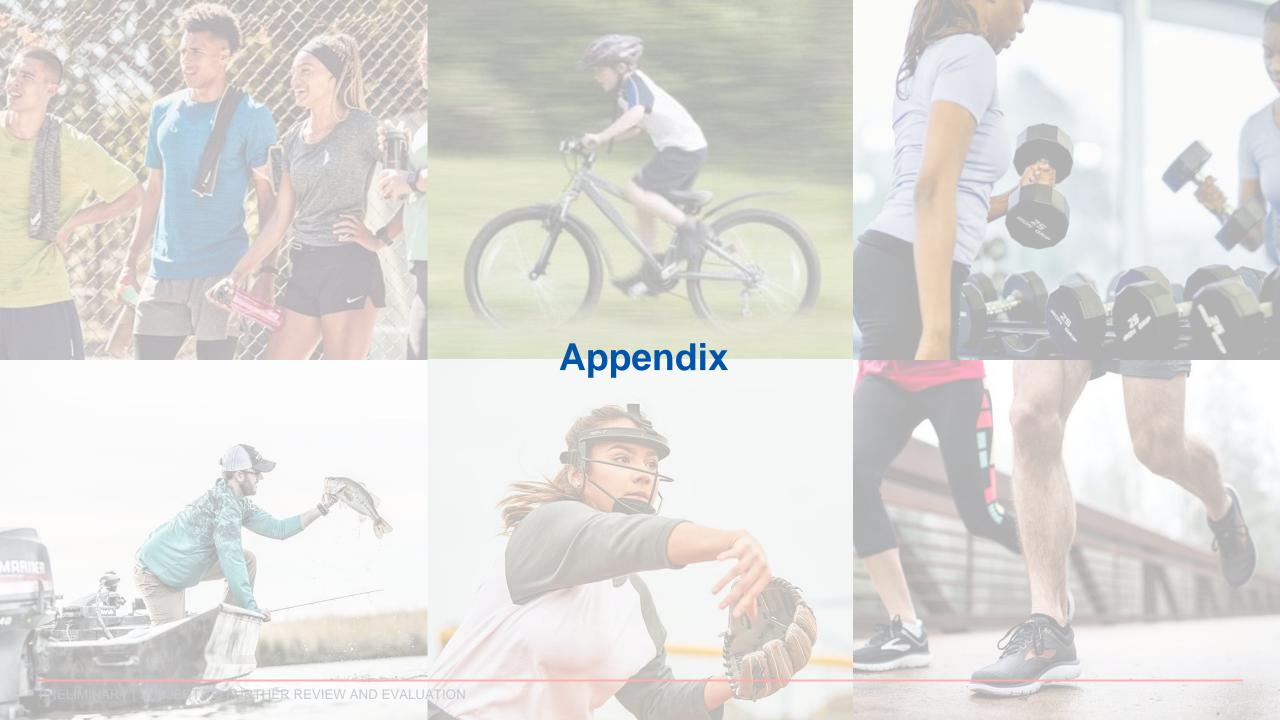


Focus on expense mgmt., productivity improvements; supply chain mgmt



Build an Industry-leading retail team





## Selected GAAP to non-GAAP Reconciliations: Adjusted EBITDA

We define "Adjusted EBITDA" as net income (loss) before interest expense, net, income tax expense and depreciation, amortization and impairment, further adjusted to exclude consulting fees, private equity sponsor monitoring fees, equity compensation expense, gain on early extinguishment of debt, net, severance and executive transition costs, costs related to the COVID-19 pandemic and other adjustments. We describe these adjustments reconciling net income (loss) to Adjusted EBITDA in the following table.

	Thirteen Weeks Ended							
		January 30, 2021	February 1, 2020			January 30, 2021		February 1, 2020
Net income	\$	91,522	\$	17,738	\$	308,764	\$	120,043
Interest expense, net		16,027		24,136		86,514		101,307
Income tax expense		30,031		903		30,356		2,817
Depreciation and amortization		25,763		28,561		105,481		117,254
Consulting fees		91		84		285		3,601
Private equity sponsor monitoring fee		_		939		14,793		3,636
Equity compensation		4,568		2,009		31,617		7,881
(Gain) Loss on early extinguishment of debt, net		4,249		_		(3,582)		(42,265)
Severance and executive transition costs		2,434		192		6,571		1,429
Costs related to the COVID-19 pandemic (1)		_		_		17,632		_
Other (2)		3,698		2,656		8,592		7,111
Adjusted EBITDA	\$	178,383	\$	77,218	\$	607,023	\$	322,814



Source: Company information.

Includes temporary wage premiums, additional sick time, costs of additional cleaning supplies and third party cleaning services for the stores, corporate office and distribution centers, accelerated freight costs associated with shifting our inventory purchase earlier in the year to maintain stock and legal fees associated with consulting in local jurisdictions.

Represents amounts that management believes are not representative of our operating performance, including investment income, installation costs for energy savings associated with our profitability initiatives, legal fees associated with a distribution to members of New Academy Holding Company, LLC and our 2020 Equity Plan, store exit costs and other costs associated with strategic cost savings and business optimization initiatives.

## **Selected GAAP to non-GAAP Reconciliations: Adjusted Net Income**

We define "Adjusted Net Income (Loss)" as net income (loss), plus consulting fees, private equity sponsor monitoring fees, equity compensation expense, gain on early extinguishment of debt, net, severance and executive transition costs, costs related to the COVID-19 pandemic and other adjustments, less the tax effect of these adjustments.

	Thirteen Weeks Ended			Fiscal Year Ended					
	January 30, 2021		Fel	bruary 1, 2020	<b>J</b> a	nuary 30, 2021	February 1, 2020		
Net income	\$	91,522	\$	17,738	\$	308,764	\$	120,043	
Consulting fees		91		84		285		3,601	
Private equity monitoring fee		_		939		14,793		3,636	
Equity compensation		4,568		2,009		31,617		7,881	
(Gain) Loss on early extinguishment of debt, net		4,249		_		(3,582)		(42,265)	
Severance and executive transition costs		2,434		192		6,571		1,429	
Costs related to the COVID-19 pandemic (1) Other (2)		— 3,698		<u> </u>		17,632 8,592		— 7,111	
Tax effects of these adjustments		(27)		(11)		(136)		33	
Adjusted Net Income		106,535		23,607		384,536		101,469	



ource: Company information

<sup>(1)</sup> Includes temporary wage premiums, additional sick time, costs of additional cleaning supplies and third party cleaning services for the stores, corporate office and distribution centers, accelerated freight costs associated with shifting our inventory purchase earlier in the year to maintain stock and legal fees associated with consulting in local jurisdictions.

Represents amounts that management believes are not representative of our operating performance, including investment income, installation costs for energy savings associated with our profitability initiatives, legal fees associated with a distribution to members of New Academy Holding Company, LLC and our 2020 Equity Plan, store exit costs and other costs associated with strategic cost savings and business optimization initiatives.

## Selected GAAP to non-GAAP Reconciliations: Adjusted Free Cash Flow

We define "Adjusted Free Cash Flow" as net cash provided by (used in) operating activities less net cash provided by (used in) investing activities. We describe these adjustments reconciling net cash provided by operating activities to Adjusted Free Cash Flow in the following table.

	January 30, 2021		February 1, 2020		January 30, 2021		February 1, 2020		
Net cash provided by operating activities	\$	154,379	\$	168,913	\$	1,011,597	\$	263,669	
Net cash used in investing activities		(19,354)		(14,204)		(33,144)		(66,783)	
Adjusted Free Cash Flow	\$	135,025	\$	154,709	\$	978,453	\$	196,886	_
									_

**Thirteen Weeks Ended** 

**Fiscal Year Ended** 

