

**STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

OMB APPROVAL	
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Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

1. Name and Address of Reporting Person <sup>†</sup> <u>Johnson Samuel J</u>  (Last) (First) (Middle) C/O ACADEMY SPORTS AND OUTDOORS, INC. 1800 NORTH MASON ROAD  (Street) KATY TX 77449  (City) (State) (Zip)	2. Issuer Name and Ticker or Trading Symbol <u>Academy Sports &amp; Outdoors, Inc. [ ASO ]</u>	5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below)  President
	3. Date of Earliest Transaction (Month/Day/Year) 03/20/2026	
4. If Amendment, Date of Original Filed (Month/Day/Year)		

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transaction Code (Instr. 8)		4. Securities Acquired (A) or Disposed Of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common Stock	03/23/2026		M		1,933	A	(1)	99,166	D	
Common Stock	03/23/2026		F		1,012	D	\$51.98	98,154	D	

**Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transaction Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date (Month/Day/Year)		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	V	(A)	(D)	Date Exercisable	Expiration Date						Title
Restricted Stock Units <sup>(2)</sup>	(3)	03/20/2026		A		36,552		(4)	03/20/2036	Common Stock	36,552	\$0	36,552	D	
Restricted Stock Units <sup>(2)</sup>	(3)	03/20/2026		A		36,552		(5)	03/20/2036	Common Stock	36,552	\$0	36,552	D	
Restricted Stock Units <sup>(2)</sup>	(3)	03/23/2026		M			1,933	(6)	03/21/2033	Common Stock	1,933	\$0	0	D	

**Explanation of Responses:**

- Restricted stock units convert into one share of Issuer common stock, par value \$0.01 per share ("Common Stock") on a one-for-one basis.
- Granted under the Company's 2020 Omnibus Incentive Plan.
- Each restricted stock unit represents a contingent right to receive one share of Issuer Common Stock.
- On March 20, 2026, the Reporting Person was granted 36,552 performance-based restricted stock units ("PRsUs"). These PRsUs vest if certain preestablished performance metrics related to the Company's (i) adjusted pre-tax income, (ii) return on invested capital, and (iii) adjusted free cash flow over a 3-year period beginning on February 1, 2026 and ending on February 3, 2029, are achieved and certified by the Issuer's compensation committee (which, if any, may vary from 0% to 200% of the number shown above), subject to the Reporting Person's continued service with the Issuer through each applicable vesting date.
- On March 20, 2026, subject to the Reporting Person's continued service, the Reporting Person was granted 36,552 time-based restricted stock units that vest in three equal installments beginning on the first anniversary of the grant date.
- On March 21, 2023, subject to the Reporting Person's continued service, the Reporting Person was granted 5,798 time-based restricted stock units that vest in three equal installments beginning on the first anniversary of the grant date.

**Remarks:**

/s/ Gary Holland, Attorney-in-Fact 03/23/2026

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.