

UNITED STATES SECURITIES AND EXCHANGE  
COMMISSION

Washington, D.C. 20549

INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF  
SECURITIES

## OMB APPROVAL

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

1. Name and Address of Reporting Person* <u>HICKS KEN C</u>  (Last) (First) (Middle) <u>C/O ACADEMY SPORTS AND OUTDOORS, INC.</u> <u>1800 NORTH MASON ROAD</u>  (Street) <u>KATY TX 77449</u>  (City) (State) (Zip)	2. Date of Event Requiring Statement (Month/Day/Year) <u>10/02/2020</u>	3. Issuer Name and Ticker or Trading Symbol <u>Academy Sports &amp; Outdoors, Inc. [ ASO ]</u>	
		4. Relationship of Reporting Person(s) to Issuer (Check all applicable) <input checked="" type="checkbox"/> Director 10% Owner <input checked="" type="checkbox"/> Officer (give title below) Other (specify below) <u>Chairman, President and CEO</u>	5. If Amendment, Date of Original Filed (Month/Day/Year)
		6. Individual or Joint/Group Filing (Check Applicable Line) <input checked="" type="checkbox"/> Form filed by One Reporting Person Form filed by More than One Reporting Person	

## Table I - Non-Derivative Securities Beneficially Owned

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
<u>Common Stock</u>	<u>665,869<sup>(1)</sup></u>	<u>D</u>	

Table II - Derivative Securities Beneficially Owned  
(e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
<u>Stock Options (Right to Buy)</u>	<u>(2)</u>	<u>09/16/2028</u>	<u>Common Stock</u>	<u>164,487</u>	<u>17.14</u>	<u>D</u>	
<u>Stock Options (Right to Buy)</u>	<u>(3)</u>	<u>09/16/2028</u>	<u>Common Stock</u>	<u>82,243</u>	<u>17.14</u>	<u>D</u>	
<u>Stock Options (Right to Buy)</u>	<u>(4)</u>	<u>03/07/2029</u>	<u>Common Stock</u>	<u>220,413</u>	<u>16.57</u>	<u>D</u>	
<u>Stock Options (Right to Buy)</u>	<u>(5)</u>	<u>03/07/2029</u>	<u>Common Stock</u>	<u>108,561</u>	<u>16.57</u>	<u>D</u>	
<u>Stock Options (Right to Buy)</u>	<u>(6)</u>	<u>03/05/2030</u>	<u>Common Stock</u>	<u>276,430</u>	<u>17.3</u>	<u>D</u>	

## Explanation of Responses:

- Includes: (a) 480,157 time-based restricted stock units, and (b) 96,279 performance-based restricted stock units that vest if certain performance criteria and/or Issuer stock price conditions are met.
- These time-based options vest in 48 equal monthly installments beginning on May 5, 2018.
- These performance-based options shall vest in full on February 2, 2022 if certain stock price conditions are met on such date as determined by the Issuer.
- These time-based options vest in 48 equal monthly installments beginning on April 7, 2019.
- These performance-based options vest as follows: (a) 45,233 have vested, and (b) the remaining portion shall vest in 28 equal monthly installments beginning on November 1, 2020.
- These time-based options vest in 48 equal monthly installments beginning on April 5, 2020.

## Remarks:

Exhibit List: Exhibit 24 - Power of Attorney.

/s/ Rene G. Casares,  
Attorney-in-Fact10/02/2020

\*\* 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 5 (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.

POWER OF ATTORNEY

Know all by these presents that the undersigned, does hereby make, constitute and appoint each of Rene Casares, Sarah Green and Janet Morrow, or any one of them, as a true and lawful attorney-in-fact of the undersigned with full powers of substitution and revocation, for and in the name, place and stead of the undersigned (in the undersigned's individual capacity), to execute and deliver such forms that the undersigned may be required to file with the U.S. Securities and Exchange Commission as a result of the undersigned's ownership of or transactions in securities of Academy Sports and Outdoors, Inc. (the "Company") (i) pursuant to Section 16(a) of the Securities Exchange Act of 1934, as amended, including without limitation, statements on Form 3, Form 4 and Form 5 (including any amendments thereto) and (ii) in connection with any applications for EDGAR access codes or any other documents necessary or appropriate to obtain codes and passwords enabling the undersigned to make electronic filings with the Securities and Exchange Commission, including without limitation the Form ID. The Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Forms 3, 4 and 5 with regard to his or her ownership of or transactions in securities of the Company, unless earlier revoked in writing. The undersigned acknowledges that Rene Casares, Sarah Green and Janet Morrow are not assuming any of the undersigned's responsibilities to comply with Section 16 of the Securities Exchange Act of 1934, as amended.

By: /s/ Ken C. Hicks

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Name: Ken C. Hicks

Date: September 16, 2020