



UNDER ARMOUR

MODERN SLAVERY STATEMENT

2024

Introduction

Under Armour, Inc. (Under Armour or UA) is a purpose-led, values-based organization and we have a responsibility to act to prevent and, if applicable, remediate modern slavery in our supply chain. As a global brand, we follow the United Nations Guiding Principles on Business and Human Rights. The term “modern slavery” includes enslavement, involuntary servitude, forced or compulsory labor, child labor, human trafficking, debt bondage, and forced marriage. We are committed to continuously improving our programs, policies, and assessment efforts to mitigate risks of modern slavery in our supply chain.

This 2024 Modern Slavery Statement is published pursuant to the Australian Modern Slavery Act 2018 (AUS MSA)¹, the Fighting Against Forced Labour and Child Labour in Supply Chains Act of Canada (SCA), Modern Slavery Act 2015 (UK MSA), and the California Transparency in Supply Chains Act of 2010 (CA TSCA).


This statement has been approved and signed by the Board of Directors of each of Under Armour’s subsidiaries in Australia, UA Australia Pty Ltd (UA Australia), Canada, Under Armour Canada ULC (UA Canada), and the United Kingdom, UA UK Retail Limited (UA UK Retail) and Under Armour UK Limited (Under Armour UK). It summarizes steps taken by Under Armour and its subsidiaries to assess and address risks of modern slavery in our business and supply chain from April 1, 2023 to March 31, 2024 (our Fiscal Year 2024 or FY2024).

Our Values

Our team works to make products that power the performance of athletes for a better world. We expect our suppliers and subcontractors to do business in a manner that aligns with our core values: Love Athletes, Celebrate the Wins, Stand for Equality, Act Sustainably, and Fight on Together. This means that we require each of our suppliers and subcontractors to treat their workers with dignity and respect and provide safe workplace and dormitory conditions.

Structure, Operations, and Supply Chain

Our principal business activities are developing, marketing, and distributing branded performance apparel, footwear, and accessories for men, women, and youth. Our products are engineered in many designs and styles for use in nearly every climate and are worn worldwide by athletes at all levels, from youth to professional, on various playing fields around the globe and by consumers with active lifestyles.

Incorporated as a Maryland corporation in 1996, we have registered trademarks around the globe, including UNDER ARMOUR®, HEATGEAR®, COLDGEAR®, HOVR™, and the Under Armour UA Logo . Substantially all our products are manufactured by unaffiliated third-party

¹The social and labor compliance program and human rights due diligence processes and procedures described in this statement apply equally to UA Australia Pty Ltd (UA Australia) and its operations. Although UA Australia has not met the relevant financial threshold in its most recent reporting period to qualify as a reporting entity under the AUS MSA, we are reporting voluntarily pursuant to this act. UA Australia does not own or control any entities and is submitting this statement on its own behalf.



manufacturers who work directly with us as business partners, or indirectly through Under Armour licensees or an agent.

We publish a [list](#) of strategic and specialty suppliers. This list was last updated in February 2024 and reflects over 90 percent of our supply chain Tier 1 (T1) business volume. It includes our direct T1 suppliers globally by location and is disclosed in alignment with the Transparency Pledge, as it includes the country, address, company name, number of workers and product type of each factory in a searchable spreadsheet format.

Under Armour Entities in Australia, Canada, and United Kingdom:

Entity Name:	UA Australia Pty Ltd	Under Armour Canada ULC	UA UK Retail Limited	Under Armour UK Limited
Approximate Number of Employees:	240+	1,300+	250+	40+
Operations Summary:	<i>UA Australia Pty Ltd (UA Australia) is an indirectly wholly owned subsidiary of Under Armour, Inc. UA Australia provides sales and marketing support service for Under Armour's wholesale business in Australia. UA Australia also operates the Australian Under Armour e-commerce site and Under Armour branded Factory and Brand House retail stores in Australia, selling Under Armour branded apparel, footwear, and accessories.</i>	<i>Under Armour Canada ULC (UA Canada) is an indirectly wholly owned subsidiary of Under Armour, Inc. UA Canada provides sales, marketing, and distribution support services for Under Armour's wholesale business in Canada. UA Canada is also responsible for the operation of the Canadian e-commerce site and Under Armour Factory and Brand House retail stores in Canada, selling Under Armour branded apparel, footwear and accessories.</i>	<i>UA UK Retail Limited (UA UK Retail) is an indirectly wholly owned subsidiary of Under Armour, Inc. UA UK Retail is responsible for the operation of Under Armour Factory and Brand House retail stores in the United Kingdom, selling Under Armour branded apparel, footwear, and accessories.</i>	<i>Under Armour UK Limited (Under Armour UK) is an indirectly wholly owned subsidiary of Under Armour, Inc. Under Armour UK provides sales, marketing, and distribution support services for Under Armour's wholesale business in the United Kingdom.</i>

Fiscal Year 2024 Stats²

- Approximately 15,000 teammates worldwide.³
- Under Armour apparel and accessories products were manufactured by 36 primary contract manufacturers operating in 20 countries.
- Under Armour footwear products were manufactured by 9 primary contract manufacturers operating primarily in 3 countries.
- 440 stores worldwide.
- Approximately 63 percent of apparel and accessories products are manufactured in Jordan, Vietnam, Cambodia, and Indonesia.
- Substantially all footwear products are manufactured in Vietnam, Indonesia and China.

²As of March 31, 2024.

³Our total number of teammates fluctuates throughout the year, with a significant increase in seasonal teammates during the third quarter of each fiscal year.

Notable Policies

Our sustainability strategy encompasses three strategic pillars (Products, Home Field, and Team) and is operationalized through our Sustainability Business Integration model, which has been endorsed by our Executive Leadership Team and shared with the Corporate Governance and Sustainability Committee of our Board of Directors. Our social compliance, labor and human rights due diligence work falls under the Team pillar and is part of our effort to protect the people who create, make, wear, use, promote, and connect to our products. We continually seek opportunities to enhance and strengthen our work in these areas.

The [UA Supplier Code of Conduct](#) reflects the ILO's Declaration on Fundamental Principles and Rights at Work and expressly includes provisions on Forced Labor, Child Labor, Compensation, Hours of Work, Freedom of Association and Collective Bargaining, Nondiscrimination, Harassment or Abuse, Non-Retaliation, Reporting Potential Misconduct, and Sustainable Business Practices. Our Supplier Code of Conduct sets forth expectations for the protection of workers and seeks to mitigate risks, including those related to modern slavery.

The [Under Armour, Inc. Human Rights Commitment](#) outlines our dedication to promoting and respecting the rights of the people who create, make, wear, use, promote, and connect to our products. After partnering with third-party experts to better understand human rights risks across our supply chain, we published the Under Armour, Inc. Human Rights Commitment to formalize our commitments to adhere to international human rights frameworks and to provide a remedy to those impacted by our operations. The Under Armour, Inc. Human Rights Commitment was approved by our Sustainability Leadership Council, our Executive Leadership Team, and the Corporate Governance and Sustainability Committee of our Board of Directors.

Our Responsible Sourcing Policy supports our commitment as a Fair Labor Association Accredited Company and to the Fair Labor Association's Principles of Fair Labor and Responsible Sourcing. Our Responsible Sourcing Policy reflects the complexities of our supply chain and places emphasis on financial and contractual terms, planning, training, communication, and review. We keep our Responsible Sourcing Policy updated through our engagement with the Better Buying Institute's Supplier Voice program. This program allows suppliers to confidentially share their experiences with the policy with the Better Buying Institute. We then meet with the Better Buying Institute to understand supplier feedback and areas for continued improvement.

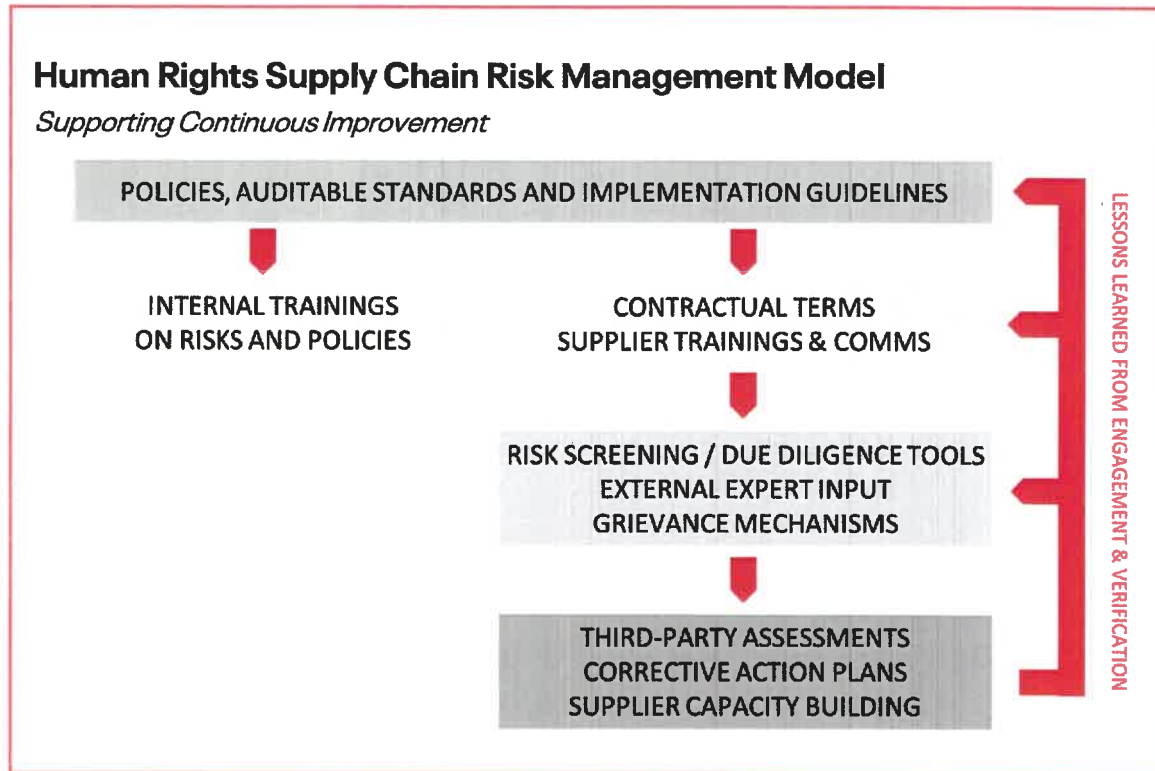
Migrant Worker Policy & Standards

Our Migrant Worker Policy & Standards address topics including the International Labour Organization's indicators of Forced Labour and the Employer Pays Principle, both of which ensure the protection and equitable treatment of migrant workers across the worker employment life cycle. Additional topics include outlining responsible recruitment, ensuring migrant workers retain control of their personal identification documents, and prohibiting free and reduced labor cost programs. This policy builds upon our pre-existing requirement that suppliers comply with the Institute for Human Rights and Business' Dhaka Principles for Migration with Dignity.

We continue to seek to enhance our Migrant Worker Policy & Standards. In FY2023, we re-signed the Fair Labor Association/American Apparel & Footwear Association's Responsible Recruitment Commitment and, with the guidance of third-party experts, revised our Migrant Worker Policy & Standards to better align with the Responsible Recruitment Commitment. In FY2024, we began working with a third-party firm to review and pilot our Migrant Worker Policy & Standards' Supplier Self-Assessment that we plan to introduce at certain facilities with migrant workers in the future.

Areas of Risk and Due Diligence

We remain committed to improving the process, systems, and controls we have in place to identify and address human rights-related risks, including those related to modern slavery. We periodically update these systems based on findings from third-party assessments and engagements with suppliers, external stakeholders, and third-party experts. Updates are also based on information from expert organizations, risk mapping exercises to target salient human rights risks, vulnerable groups, and/or sourcing location risks. See image below for a high-level summary of our systematic approach.



Generally, risks that arise from our operations and supply chain, which are the focus of our human rights and due diligence activities, can include:

- Child labor
- Forced labor and abuse
- Payment of recruitment fees
- Below standard dormitory/living conditions
- Low oversight of recruitment agencies' recruitment practices
- Passport retention
- Contract substitution
- Employment contracts in languages not spoken/understood by workers
- Low awareness of wage and benefits calculation

Our human rights due diligence process includes a country-level risk model, which evaluates prospective suppliers in new sourcing countries for country-level risks and trends. The country-level risk model tool scores countries against factors including perceived general governance capacity and protection of fundamental human rights as outlined in the International Bill of Rights and with respect to the International Labour Organization's Eight Core Conventions. Where needed, we partner with third-party human rights consultants to better understand human rights risks in particular countries.

Our questionnaire-based supplier assessment tool, the Under Armour Sustainability Assessment Tool and Report (UASATR), is based on the Fair Labor Association's Sustainable Compliance Initiative, the Fair Labor Association/American Apparel & Footwear Association Principles of Responsible Recruitment and the Institute for Human Rights and Business Dhaka Principles for Migration with Dignity. It helps us identify and manage risks that are salient to the apparel and footwear industry. Within the area of forced and compulsory labor, the tool explores questions around the recruitment and employment of migrant workers, possession and control of workers' personal identification documents, wage payment, recruitment fees, deductions from pay, and other expenses. We also work with third-party human rights experts to ensure our assessments are comprehensive and effective in identifying salient human rights risks, including modern slavery.

We use third-party audit firms in connection with our assessment tools. In certain circumstances, these firms identify when suppliers work with recruitment agencies, employment brokers, or intermediaries, and provide additional details about these engagements, such as the type of recruitment fees. The audit firms document any violations of our Supplier Code of Conduct, the Fair Labor Association Codes and Benchmarks or applicable laws so that we can address those, including through remediation plans.

Codes of Conduct

The Fair Labor Association's Sustainable Compliance Initiative is one of the assessment methodologies we use in our sustainability program as part of our efforts to advance workers' rights through a continuous improvement model focusing on employment practices and working conditions. As it relates to this statement, we require product business partners, including manufacturers, licensees and agents and their subcontractors, to comply with standards, applicable laws, codes, commitments and principles, including:

- [Under Armour, Inc. Supplier Code of Conduct](#)
- [Under Armour Global Human Rights Commitment](#)
- The Fair Labor Association Workplace Code of Conduct and Compliance Benchmarks
- The Institute for Human Rights and Business Dhaka Principles for Migration with Dignity
- [Our Migrant Worker Policy and Standards](#)
- The American Apparel & Footwear Association/Fair Labor Association Apparel and Footwear Industry Commitment to Responsible Recruitment

Our manufacturing agreements require that our suppliers follow our Supplier Code of Conduct. Any violation of this Code may be construed as a breach of the manufacturing agreement and could lead to the termination of the business relationship between UA and the supplier. Our Supplier Code of Conduct's Forced Labor provision states the following:

“Under Armour suppliers and their subcontractors shall not use forced labor, whether in the form of prison labor, indentured labor or bonded labor, or other forms of forced labor to make or perform work on Under Armour products or their components or materials or permit their suppliers to do so.”

We also require that our Supplier Code of Conduct and the Fair Labor Association Code be posted and communicated to workers in all facilities that make our products, and our supplier assessment program is designed to confirm compliance with this requirement.

Auditing

Our supplier assessment program leverages the UASATR, which evaluates the management and remediation of supply chain social and labor issues. The program seeks to evaluate the entire “worker life cycle,” beginning with how workers are hired to how and when their employment with the supplier ends. The program also reviews how employers perform their core management and employment functions, including whether effective business processes, policies, and procedures are in place.

We aim to have factories that make our products assessed on for compliance with our Supplier Code of Conduct and the Fair Labor Association Code on an annual basis. With respect to our T1 facilities, we partner with Fair Labor Association accredited monitoring organizations and assessors to conduct audits using the UASATR. Generally, assessments include in-person inspections and/or interviews, and suppliers are provided a two-week window during which assessments of their facility and related buildings, such as dormitories, could occur. Facilities also complete self-assessments, which are typically verified by third parties, through Cascale’s (formerly the Sustainable Apparel Coalition) Higg Facility Social & Labor Module. We also use the International Labour Organization’s Better Work assessments and Social Labor Convergence Program for certain of our T1 and Tier 2 facilities, including certain mills.

The Fair Labor Association also conducts Independent External Assessments for some of our factories, which results in reports published on the Fair Labor Association’s website outlining any action plans. We also conduct focused migrant worker assessments of suppliers in high-risk sourcing locations. These assessments include an analysis of the recruiting and hiring practices of suppliers and intermediaries. Leveraging this diversified audit approach of industry-wide assessment frameworks, approximately 95% of our Tier 1 suppliers and 51% (by business volume) of our Tier 2 suppliers were assessed in calendar year 2023.

Assessment Remediation

We expect our suppliers’ factories to work to remediate issues raised during assessments or verifications and submit plans with timelines outlining how they will improve conditions and work toward achieving sustainable compliance. For example, with respect to UASATR audits, auditors generate a Management Action Plan that is discussed along with assessment findings with factory management. Utilizing Management Action Plans, we engage with suppliers through a cloud-based platform to track recommendations for improvement and related progress. Once findings and recommendations are uploaded into the platform, UA reaches out to management to support remediation.

The findings report may include country-specific requirements based on human rights due diligence work, as well as requests for actions aimed at building our Supplier Code of Conduct and the Fair Labor Association Code awareness. Such actions may include requiring

management to conduct periodic training sessions on both our Supplier Code of Conduct and the Fair Labor Association Code standards and benchmarks for workers, supervisors and other workers in managerial positions.

Once suppliers receive findings, they are responsible for addressing all findings by reporting short and long-term actions they have taken and must upload supporting documentation for UA's review. Throughout the remediation process, UA is in communication with the suppliers and provides additional guidance, including Management Action Plan Response Guidance, Management Action Plan Response Standard Operating Procedures, and a Frequently Asked Questions document.

In an effort to support scaled-use shared assessments and ensure completion of Cascale's Higg Facility Social & Labor Module, we have a conversion tool that is mapped against our Supplier Code of Conduct and Fair Labor Association Code to include more specific questions on modern slavery risks, particularly on migrant worker issues and challenges, and inform corrective action plans for the UASATR. We work closely to support suppliers as they remediate issues. However, we reserve the right to terminate business relationships depending on the specific case and circumstances.

Worker Voice

We are committed to ensuring that workers' rights to freedom of association and collective bargaining are respected. As part of the UASATR process, prior to factory assessments, we request that third-party assessors consult with worker representatives, unions and federations in certain countries, including China, Cambodia, Malaysia, Jordan and Vietnam, to better understand factory conditions and key concerns, challenges and issues faced by workers in particular regions. Once on site, assessors are required to not only evaluate whether grievance mechanisms are present, but that they are also accessible and effective. Assessors collect information by interviewing workers, reviewing on-site documentation on grievance procedures, submitting grievances and their resolution and may also physically inspect grievance systems. We require factories to identify who is responsible and accountable for developing and implementing written grievance policies and procedures. These systems must enable workers to confidentially report grievances to factories' top management or its human resources teams – without supervisors' knowledge, reprisal, or retaliation.

In FY2024, our Worker Voice Program⁴ reached the following milestones:

- Total program participation reached over 65 supplier facilities in Cambodia, China, Colombia, El Salvador, Georgia, Indonesia, Jordan, Malaysia, the Philippines, Turkey, and Vietnam.
- Total participation from approximately 75% of our strategic supplier sites.
- Access to our anonymous mobile grievance system provided to over 83,000 workers.
- Resolution of nearly 99% of cases recorded by the anonymous mobile grievance system.
- Development of a grievance tracker to assist in documentation of factory cases.

⁴ Developed in 2020 in partnership with Ulula and Labor Solutions, our Worker Voice Program offers our suppliers' workers access to remedy by connecting them with a third-party mobile application to anonymously voice grievances around the clock. The data collected through this system is available to us through a dashboard. We use this data to spot trends at a factory level, help our suppliers make improvements, increase our due diligence efforts, and better customize workers' surveys to gather feedback and information on working conditions.

- Execution of a baseline survey that collected information on demographics, employment status, grievance mechanisms, labor practices, abuse and discrimination, health and safety, forced labor, freedom of association, living wage, ethical behavior, job satisfaction, and well-being.

As we continue to engage with third parties to support factories in resolving cases, we will evaluate expanding the program to high-risk migrant countries by working with brand partners and analyzing social assessment data from our supplier assessment program.

Because we are a Fair Labor Association accredited company, workers and their advocates also have access to the Fair Labor Association's Third-Party Complaint process. This is an additional safeguard tool that supplements other grievance channels. The Fair Labor Association publicly reports on all complaints received, and we cooperate fully with its process.

Verification Certification

We expect our suppliers to have human rights due diligence processes in place with respect to their own suppliers and contractors. Our manufacturing agreements require that materials and components incorporated into our products comply with applicable laws and standards regarding modern slavery and human trafficking in the country or countries in which they are doing business, and where our products are made, sold, and distributed.

Our supplier assessment approach has also created a significant data set that we periodically analyze to identify and address trends in risks, regions, countries and types of suppliers. This data also informs sustainability scores within our vendor scorecard. Our process enables us to enhance and adapt our approach to the issues we have seen over time.

We are deeply concerned by credible reports of forced labor and other abuses associated with the production of cotton. As the reported and specific circumstances may preclude the effective use of third-party audits to assess whether such abuses are occurring, we are employing measures to mitigate the risk of such abuses occurring in, or being linked to, our supply chain. We have undertaken measures to trace the provenance of cotton fiber throughout our directly managed supply chain, across all jurisdictions where production occurs. We regularly communicate to our suppliers our expectations of compliance with our Supplier Code of Conduct, the Fair Labor Association Code, and applicable laws related to forced labor.

Addressing Grievances

Although we require our suppliers to maintain their own worker grievance systems, we remain committed to addressing grievances from individuals, workers and communities. In its 2019 Accreditation Report, the Fair Labor Association highlighted our grievance procedures and demonstrated engagement with civil society and unions in key sourcing regions as strengths of our social compliance approach. We recognize the importance of tailoring our remediation responses to reflect specific facts, local and other circumstances; considering the safety of those potentially impacted; and engaging third parties for support and expertise, if needed. While we work for continuous improvement, and expect the same from our business partners, we reserve the right to take necessary actions, including terminating business relationships with business partners who are found to have violated UA standards and applicable laws and guidelines related to modern slavery.

We are committed to providing access to effective remedy under the United Nations Guiding Principles on Business and Human Rights. When suppliers' workers have effective avenues to express their grievances and concerns, their rights are respected, and they are consequently more valued, engaged and productive. Workers in our supply chain continue to have access to multiple grievance mechanisms, including a hotline and email option, specifically referred to in the *Reporting Potential Misconduct* provision of our Supplier Code of Conduct. Workers who participate in the interview process during assessments and investigations are regularly provided with contact information for UA to enable them to voice issues or concerns, including those that were not addressed during prior audit assessments or investigations. Under our Supplier Code of Conduct, UA suppliers and subcontractors also have a responsibility to implement effective non-retaliation policies, should a worker express a grievance. When issues are reported, we work with our suppliers to support their corrective actions.

The [hotline mechanism](#) featured in our Supplier Code of Conduct is monitored 24 hours a day, seven days a week, and available to our teammates and external stakeholders. It provides an option to report anonymously and in local language, depending on the location. Product supply chain business partners, including manufacturers, licensees and their subcontractors are required to post, in prominent areas, our Supplier Code of Conduct in the language understood or spoken by workers at the facility. Additionally, we have a strict non-retaliation policy prohibiting retaliation against any teammate for raising an ethical concern, question, or complaint in good faith. Should the identity of the teammate making the complaint be known, we will monitor any disciplinary action against the teammate to determine if it is retaliatory.

Reported allegations are taken seriously and investigated, whether they come in through the hotline, email, assessors, or other stakeholders. In calendar year 2023, we received five complaints related to supply chain social compliance. Of these complaints, one was related to an alleged workers' severance, two were related to migrant worker issues, one was related to alleged vacations payment, and one concerned alleged worker retrenchment due to low production volume at a licensee subcontracted facility. We have closed two of the four complaints received to date. Of the open cases, one resulted in a third-party investigation and we are currently working with the licensee and subcontracted facility to implement a remediation action plan. In another open case, we are actively engaged and working with other customers to help remediate the issues reported to us. The third open case resulted in a multi-brand collaborative investigation by an experienced third-party firm.

Current Remediated Case Tracker

	2019	2020	2021	2022	2023
Annual Grievances Received	5	7	5	6	5
Open Cases	0	0	0	3	3
Closed Cases	5	7	5	3	2
Data represents grievances lodged by calendar year, not solely those related to modern slavery issues.					

To the best of our knowledge, Under Armour's remediation efforts in response to these allegations related to forced labor and other human rights violations have not resulted in the loss of income to the most vulnerable families.

Measuring Effectiveness

Under Armour condemns modern slavery in all its forms. Our teammates, factories, suppliers, business partners and manufacturers are all responsible for complying with our company standards and procedures regarding modern slavery, including our Supplier Code of Conduct and Migrant Worker Policy & Standards, as well as third-party standards, like the Fair Labor Association Code and American Apparel & Footwear Association/Fair Labor Association Apparel and Footwear Industry Commitment to Responsible Recruitment.

Effectiveness in meeting these standards and procedures is measured primarily through our previously described assessment process. Follow-up data analysis and remediation engagements between partner facility management and UA are also critical for ensuring continuous progress and improvement. We engage third parties to conduct regular audits as part of our efforts to measure and safeguard the well-being, and respect the human rights, of our suppliers' workers who make our products, while aiming to reduce negative social and environmental impacts from the manufacturing of our products.

Accountability, Engagement, and Training

The UA sustainability team, led by our Chief Sustainability Officer, is primarily responsible for creating, implementing, operationalizing and enhancing policies, standards, procedures, and structures including those related to modern slavery, human rights (including the International Labour Organization's Core Labor Standards), and transparency. Our sustainability team reports to our Chief Supply Chain Officer, a reporting structure that bolsters the team's ability to operationalize, integrate, and implement our sustainability goals throughout our business units.

Our sustainability and global product supply teams collaborate closely, seeking to work with manufacturing business partners who strive to perform better on key labor and other human rights performance indicators. With respect to embedding human rights throughout the supply chain, we believe that close collaboration between our sustainability, product supply, and sourcing teams is critical.

Our Responsible Sourcing Policy is an example of collaboration between our sustainability and global product supply teams, designed to support ongoing improvements of workplace conditions for workers in our global supply chain. These two teams have also worked closely together to embed sustainability into our vendor scorecard. This integrated approach provides an opportunity for improved tracking of supplier performance on key labor, modern slavery and human rights-related indicators, and promotes greater cross-functional communication and alignment on sourcing decisions.

We see engaging in public dialogue related to modern slavery as an additional way to learn more about modern slavery and hold ourselves accountable for our commitments. These engagements and our participation in related membership initiatives, such as the Fair Labor Association, the Better Buying Institute, and The Mekong Club, further allow us to learn from other key stakeholders and collaborate with other actors who share our values in relation to combating modern slavery and advancing responsible sourcing. For example, in FY2024, UA teammates participated in three working group sessions with The Mekong Club, covering topics

on responsible recruitment, risk assessment, and purchasing practices. In these sessions, UA teammates engaged with other members of The Mekong Club to discuss these topics, their related challenges, shared experiences, learnings, and solutions.

During FY2024, we continued our membership with The Centre's Child Rights in Business Working Group. This membership included three working group sessions that informed participants on the latest trends and developments on child rights, national laws and regulations covering child labor and child protection, labor risk hotspots, remediation and monitoring best practices to support knowledge sharing, and collaboration and engagement on child rights.

Under Armour sustainability teammates participated in four external training sessions organized by The Mekong Club and The Centre for Child Rights and Business. These trainings primarily focused on supply chain due diligence and preparing for compliance with various frameworks, and the due diligence process in relation to international recruitment, among other topics. Additionally, in partnership with The Mekong Club, we held training sessions for Vietnamese suppliers on forced labor indicators.

Teammates also participated in the Joint-Association Forced Labor Working Group, Social Responsibility Committee, and NY Fashion Act Working Group, all led by the American Apparel & Footwear Association. These working groups provided information on industry trends, emerging legislation, and challenges around forced labor legislation.

Leadership Participation

Our sustainability program works across our organization and involves the participation of cross-functional business leaders including leaders from sourcing, management supply chain, supply planning, materials innovation, digital, licensing, category, legal, communications, and investor relations. We have a Sustainability Leadership Council, composed of our Chief Sustainability Officer, Chief Financial Officer, Chief Supply Chain Officer, Chief Product Officer, and Chief Legal Officer. The SLC's scope and work includes reviewing and approving key sustainability strategies and goals related to human rights. The SLC also aims to incorporate the results of our sustainability program and related due diligence efforts into business processes and drive enterprise and business unit level accountability and operational improvements. The SLC periodically reviews reports on issues, risks, findings, and trends related to manufacturer compliance with laws and labor-related codes and benchmarks.

Additionally, the Under Armour Board of Directors has delegated primary oversight of sustainability to the Corporate Governance and Sustainability Committee, which, among other responsibilities, oversees UA's significant strategies, programs, policies and practices relating to sustainability (including environmental and human rights issues and impacts) and corporate responsibility.

Looking Ahead

We plan to continue addressing and mitigating the risks of modern slavery in our supply chain by further embedding important learnings referenced throughout this statement into our policies, tools, and sustainability program and responsible recruitment practices.

We also plan to engage with our supply chain business partners on human rights due diligence best practices. This includes supporting suppliers' compliance with our Migrant Worker Policy & Standards, which helps ensure that workers do not pay recruitment fees at origin or destination

countries and that original travel document and personal IDs are not retained by facilities. We are also gearing up to pilot our Migrant Worker Policy & Standards' Supplier self-assessment at certain facilities with migrant workers, expand our Worker Voice program and empower strategic suppliers to improve their own grievance systems. We plan to continue to use a diversified auditing methodology by incorporating other audits, such as those by Better Work and Cascale's Higg Facility Social & Labor Module coupled with third-party verification, in addition to using our UASATR.

Signatures

The principle governing body of each of our subsidiaries in Australia, Canada, and the United Kingdom is the entity's Board of Directors. This statement has been approved by the Board of Directors of each of UA Australia Pty Ltd, Under Armour Canada ULC, UA UK Retail Limited, and Under Armour UK Limited, and was signed below by a director of each entity on 31 May 2024.

David E. Bergman, Director
*UA Australia Pty Ltd, Under Armour Canada ULC,
UA UK Retail Limited, and Under Armour UK Limited*

A handwritten signature in black ink, appearing to read 'D. Bergman', written over a horizontal line.

Attestation (Canada)

In accordance with section 11(4)(a) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act of Canada, this Statement was approved by the Board of Directors of Under Armour Canada ULC.

David E. Bergman, Director
Under Armour Canada ULC
31 May 2024

A handwritten signature in black ink, appearing to read 'D. Bergman', written over a horizontal line.