



UNDER ARMOUR, INC. GLOBAL HUMAN RIGHTS COMMITMENT

Respecting the human rights of the people who create, make, wear, use, promote, and connect to our products.

MESSAGE FROM OUR CEO

Our vision at Under Armour is to inspire athletes everywhere with performance solutions that they never knew they needed and can't imagine living without. We do this guided by our purpose: We Empower Those Who Strive For More. Fulfilling our purpose and pursuing this vision requires a fundamental commitment to sustainability and responsible and ethical business—these are values that define us, that unite us, and that remind us why we're here.

This Global Human Rights Commitment is a demonstration of our dedication to sustainability and responsible and ethical business. This statement serves as a blueprint for respecting the human rights of all the people we touch through our business—from those who make our products to the athletes everywhere who connect with our brand.

Patrik Frisk

Patrik Frisk
President and Chief Executive Officer, Board Member
Under Armour, Inc.

STATEMENT

At Under Armour, Inc., we are deeply committed to promoting and respecting the rights of the people who create, make, wear, use, promote, and connect to our products. Under Armour is a purpose-led, values-based organization, and respect for human rights is part of our foundational commitment to responsible business practices, including sustainability. Our corporate purpose is: **"We Empower Those Who Strive For More."** Our purpose reflects our core values, "Love Athletes," "Celebrate the Wins," "Stand for Equality," "Fight on Together, and "Act Sustainably." "Act Sustainably" entails respecting and empowering the **People** who make our products, adding value to communities, creating innovative performance **Products**, and protecting our **Planet**, our one and only home field.

We follow the [United Nations Guiding Principles on Business and Human Rights](#) (UNGP), taking responsibility to respect human rights in our operations, our value chain, and in the communities where we operate. As a global brand, we recognize that Under Armour can use its influence to promote and advance human rights fulfillment.

SCOPE

In addition to the UNGP, we adhere to the [Organisation for Economic Cooperation and Development \(OECD\) Guidelines for Multinational Enterprises](#). We are committed to respecting the rights under the [International Bill of Rights](#), which includes the [Universal Declaration of Human Rights](#), the [International](#)



[Covenant on Economic, Social and Cultural Rights](#), and the [International Covenant on Civil and Political Rights](#). We are committed to respecting workers' rights under the [International Labor Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#) and the [ILO's fundamental conventions](#).¹

Additionally, we adhere to the [UN Convention on the Rights of the Child](#), the [Children's Rights and Business Principles](#), the [UN Convention on the Elimination of Discrimination Against Women](#), the [ILO's Violence and Harassment Convention](#), and the [Women's Empowerment Principles](#).² We use these standards as guiding principles to shape our approach to respecting children and women's rights.

FOCUS AREAS

Our Global Human Rights Commitment is informed by a comprehensive assessment of risks across our company's global operations and value chain. We work with third parties and engage stakeholders to identify human rights risks most relevant to our role as an employer, operator, purchaser, designer, innovator, and connector. We then prioritize managing these human rights risks across five focus areas, as outlined below, and regularly consult with external stakeholders, including civil society organizations, to determine where and how we can continue to improve.

Our Operations

Respecting human rights is core to our operations. We respect our employees' rights, whom we refer to as teammates, from our corporate and distribution house teammates to our direct and contracted retail teammates who support our owned retail operations worldwide. Our [Code of Conduct](#) outlines, among others, our commitment to equal employment opportunity, non-discrimination, workplace safety, anti-bribery and anti-corruption, and [environmental sustainability](#). We are also committed to respecting our teammates' health and safety, including maintaining limitations on working hours, and we respect their right to privacy, as outlined in our [Data Privacy Policy for Teammates, Candidates, and Under Armour Employed Contractors](#).

These commitments and policies are complemented by [programs and benefits](#) that support our teammates, their families, and their communities, including maternity and parental leave, healthcare, disability insurance, adoption assistance, adult and childcare resources, tuition reimbursement, paid time off to volunteer, and work-life assistance programs. The development and wellbeing of our employees enable us to achieve our ambitious business goals and sustainability commitments.

[Diversity, Equity and Inclusion](#) also play a critical role throughout our operations. We believe Under Armour is at its strongest when different backgrounds, experiences, and perspectives are fully engaged and working together to support our teammates and athletes around the world. We continuously strive to build a more diverse, inclusive, equitable, and values-driven culture where every teammate is engaged, feels a sense of belonging, and can do their best work. Our [Teammate Resource Groups](#) actively support our commitment to creating a diverse, equitable, and inclusive workplace.

¹ ILO's fundamental—also known as “core”—conventions include: Freedom of Association and the effective recognition of the right to Collective Bargaining; Elimination of all forms of forced or compulsory labour; Effective abolition of child labour; and Elimination of discrimination in respect of employment and occupation.

² While we seek to adhere to the Women's Empowerment Principles, we are currently not a member of the Women's Empowerment Principles network.



Our Value Chain

A world-class value chain can only be achieved when every participant shares a commitment to respecting human rights and empowering workers to reach their full potential. Under Armour is committed to ensuring all parties in our value chain are working towards this common goal.

We seek to do business with suppliers, including manufacturers, licensees, agents, and subcontractors, that comply with our [Supplier Code of Conduct](#). This code reflects the ILO's fundamental conventions and sets forth expectations for workers' protection, including provisions on child labor, forced labor, health and safety, hours of work, freedom of association and collective bargaining, non-discrimination, harassment and abuse, fair compensation and sustainable business practices.

We maintain grievance mechanisms to help identify and respond to potential incidents in our supply chain, including the process noted in the *Reporting Potential Misconduct* provision of our Supplier Code of Conduct. We expect our suppliers to provide grievance mechanisms to their workers and we evaluate their effectiveness and compliance with applicable laws, our Supplier Code of Conduct and other standards and requirements through independent audits. When action is required, we seek to work with our suppliers to develop corrective action plans that consider local circumstances and the safety of those actually or potentially affected. We also seek to engage directly and effectively with workers, communities, civil society organizations, and union representatives including in crucial sourcing regions to gather their feedback and follow up on how their feedback has contributed to improvements in our policies and procedures. Additionally, we engage key stakeholders and experts to gather input on issues of heightened importance or immediate risk, including adverse impacts further upstream to which we may not be directly linked but which we may have an opportunity to affect positively.

We are committed to addressing, eliminating, and remediating discrimination in the value chain. We prohibit any form of discrimination against, or violence or harassment toward, workers and are committed to securing a safe and respectful workplace for all. This includes setting high expectations for our suppliers to implement measures that protect migrant workers, who are particularly vulnerable, against any form of abuse or discrimination. Our Migrant Worker Policy and Standards outline additional expectations we place on our suppliers to respect the rights of migrant workers.

We are also committed to continuously improving our performance and reporting related to mitigating risks of modern slavery in our supply chain.³ Each year, we report and describe our activities related to these risks in our annual [Modern Slavery Statement](#). Finally, we respect the lawful exercise of rights by human rights defenders and will neither tolerate nor contribute to threats, intimidation, or attacks against human rights defenders.⁴ We expect our suppliers to make the same commitment.

Our Digital Products

Respecting the human rights of our consumers is critical to earning their business and trust. Our mission is to enrich their ability to achieve their fitness goals by delivering industry-leading performance innovations through physical and digital products and experiences. This includes our digital products,

³ The term modern slavery encapsulates slavery, servitude, forced or compulsory labor, and human trafficking.

⁴ "Human rights defender" is a term used to describe people who, individually or with others, act to promote or protect human rights. Source: UN Human Rights Office.



communities, and platforms, including our websites, applications (e.g., [MapMyRun](#)), and connected products and services. Specifically, our [Privacy Policy](#) outlines how we collect, use, and disclose customers' data. This policy is available in multiple languages, and we take extra steps to respect children's data privacy rights. We will continue to work toward making our privacy policies more easily understandable and accessible.

Our Communities

We envision a world in which all individuals and communities reach their full athletic performance potential. To be a force for good, Under Armour works with local communities to improve the underlying conditions that may lead to many human rights risks. We provide resources, including funding, to invest in community-based organizations and initiatives aligned with our vision of a world in which all communities reach their potential. We also invest in our Teammate Resources Groups to support community outreach programs, and we create volunteering opportunities for our teammates to share their time, energy, and skills on issues that matter most to them, whether it is on [youth education, LGBTQ rights, sustainability, or other community impact issues](#).

Our Environment

We recognize the value and scarcity of the natural resources involved in the design, manufacturing, and distribution of our products. Negative impacts on the environment, such as climate change, excess water withdrawal, chemical usage, wastewater discharge, improper waste disposal, and lack of circular systems, all have the potential to disrupt human rights fulfillment. We are committed to a science-based approach to climate action, including engagement throughout our value chain with a range of environmental performance improvement programs to promote the understanding and effective management of potential adverse environmental impacts. Our success depends on creating products and taking actions, measured through science-based targets, that are efficient, cyclical, and aligned with the planet's needs.

Credible information indicates that climate change-related risks, including increased flooding, susceptibility to sea level rise, increased temperatures and pollution, and lack of tree cover, may disproportionately affect the people who make our products (or their components and materials), as well as life in the communities where our products are made or used.

REMEDY

We seek to avoid unsuspecting complicity in human rights abuses or impacts against individuals, workers, and communities; and we are committed to cooperating and working with our teammates, vendors, suppliers, contractors, licensees, agents, and other relevant parties to remedy adverse impacts that we may have caused, to which we may have contributed, or to which we may be directly linked. This includes promoting dialogue and implementing sustainable solutions, such as capability building initiatives, as needed or necessary.

We are committed to providing access to effective remedy. We provide grievance mechanisms across multiple channels—including our [Under Armour Hotline](#), which is monitored 24 hours a day, seven days a week, and is available in various languages—for anyone to raise grievances or report any behaviors or situations, anonymously if desired depending on location, that violate or appear to violate our Global Human Rights Commitment or Code of Conduct. No retaliation will be taken against any worker employed by a third-party manufacturer or teammate for raising a concern, question, or complaint in good faith. We also will not obstruct access to judicial and non-judicial, third-party mechanisms.



COMMUNICATION AND TRAINING

Our policies and standards, including our Global Human Rights Commitment, are universal across our operations and value chain, regardless of geography. We will regularly communicate our Global Human Rights Commitment to all significant parties across our operations and value chain—including local communities and potentially affected stakeholders—to increase awareness and understanding of our human rights commitments. This will include communicating our commitment through forms accessible to our stakeholders, such as posting our commitment on our global website, our intranet, and inserting references to our approach in our contracts with business partners, suppliers, and other third parties, including athletes and teams who wear and promote our products. We will also regularly communicate updates on our human rights performance through our [sustainability website](#) and annual [Modern Slavery Statement](#).

Functional leads will be responsible for developing and implementing Global Human Rights Commitment training and awareness-raising activities on human rights risks relevant to their respective functional areas. All Under Armour teammates will be required to read and comply with our Global Human Rights Commitment.

GOVERNANCE AND ACCOUNTABILITY

Our President and Chief Executive Officer, Executive Leadership Team, and Sustainability Leadership Council—which is composed of our Chief Operating Officer, Chief Product Officer, Executive Vice-President, General Counsel, and Corporate Secretary, and Chief Sustainability Officer—are responsible for approving Under Armour’s strategies and goals related to sustainability, including human rights and related due diligence. Our sustainability team, led by our Chief Sustainability Officer, is responsible for directing the implementation and day-to-day management of our human rights program, including reporting to, and regularly engaging with, internal and external stakeholders to improve continuously our human rights policies and practices.

The [Corporate Governance and Sustainability Committee](#) of Under Armour, Inc.’s Board of Directors provides board-level oversight of effective strategies, programs, policies, and practices related to sustainability, including human rights. The Corporate Governance and Sustainability Committee receives regular updates from our Chief Sustainability Officer on these matters. The Committee also reviews and approves significant sustainability and corporate responsibility policies and reports, including this Global Human Rights Commitment.