



## **UNDER ARMOUR**

### **MODERN SLAVERY STATEMENT**

*Fiscal Year 2026 (April 1, 2025 – March 31, 2026)*

#### **Introduction**

Under Armour, Inc. (“Under Armour” or “UA”) is committed to promoting and respecting the rights of all people who create, make, wear, use, and promote our products. This Fiscal Year 2026 (“FY2026”) Modern Slavery Statement outlines actions taken to identify, mitigate, and prevent modern slavery and forced labor risks across our operations and supply chain and to address any identified cases. For purposes of this statement, “modern slavery” includes forced labor, slavery, human trafficking, child labor, and other similar conduct.

This statement is published pursuant to the UK Modern Slavery Act 2015, Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the California Transparency in Supply Chains Act. Although UA Australia Pty Ltd does not meet the reporting threshold under the Australian Modern Slavery Act 2018, it chooses to report voluntarily. We prepared a single statement, as we manage the risk of modern slavery in a consistent and integrated manner across our global operations.

This statement has been approved by each of the Boards of Directors of UA Australia Pty Ltd, Under Armour Canada ULC, UA UK Retail Limited, and Under Armour UK Limited.

#### **Structure, Operations, and Supply Chain**

Our principal business activities are the design, development, marketing, and global distribution of branded performance apparel, footwear, and accessories for men, women, and youth. Our performance products are engineered with performance-driven materials and technologies, spanning a wide range of designs and styles for use in diverse climates. Our products are worn by athletes at all levels, from youth to professional, across multiple sports worldwide as well as by consumers who embrace active and performance-oriented lifestyles.

We generate net revenues from the sale of our products to national, regional, independent, and specialty retailers and distributors worldwide. We also generate net revenues through our direct-to-consumer channel, which includes our owned Brand and Factory House stores and e-commerce platforms. We are focused on driving sustainable long-term growth and profitability through increased demand for our core product categories, continued expansion of our direct-to-consumer capabilities, and strategic development of our global wholesale network.

Our strategic priorities are focused on elevating brand positioning, simplifying and scaling our operating model, accelerating innovation, and enhancing global go-to-market execution. Execution of these priorities depends, in part, on our ability to deliver against strategic initiatives across key areas of the business, including North America, our largest market. Our digital strategy is designed to enhance consumer engagement, strengthen brand loyalty, and enable omnichannel experiences across multiple digital touchpoints.



We were 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 ®, and continue to expand our intellectual property footprint worldwide.

Substantially, all our products are manufactured by unaffiliated third-party suppliers. A list of [Tier 1](#) suppliers is publicly available and updated in alignment with the Transparency Pledge.

### Under Armour Entities in Australia, Canada, and the UK

| Entity Name                     | UA Australia Pty Ltd                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Under Armour Canada ULC                                                                                                                                                                                                                                                                                                                                                                                                                                                 | UA UK Retail Limited                                                                                                                                                                                                                                                                                                                                                        | Under Armour UK Limited                                                                                                                                                                                                                            |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Approximate Number of Employees | 170+                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1400+                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 250+                                                                                                                                                                                                                                                                                                                                                                        | 40+                                                                                                                                                                                                                                                |
| Operations Summary              | UA Australia Pty Ltd (“UA Australia”) is an indirect 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 Under Armour’s direct-to-consumer business in Australia, selling Under Armour apparel, footwear, and accessories through the Australian e-commerce site and Under Armour Factory and Brand House retail stores in Australia. | Under Armour Canada ULC (“UA Canada”) is an indirect 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 also operates Under Armour’s direct-to-consumer business in Canada, selling Under Armour apparel, footwear, and accessories through the Canadian e-commerce site and Under Armour Factory and Brand House retail stores in Canada. | UA UK Retail Limited (“UA UK Retail”) is an indirect wholly owned subsidiary of Under Armour, Inc. UA UK Retail operates Under Armour’s direct-to-consumer business in the United Kingdom, selling Under Armour apparel, footwear, and accessories through the United Kingdom e-commerce site and Under Armour Factory and Brand House retail stores in the United Kingdom. | Under Armour UK Limited (“Under Armour UK”) is an indirect 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. |

### FY2026 Snapshot (as of March 31, 2026)

- ~14,100 employees globally (whom we refer to as “teammates”)
- 40 primary apparel and accessories product manufacturers operating primarily in 17 countries
- 7 primary footwear manufacturers operating primarily in Vietnam and Indonesia
- 443 owned/operated stores worldwide
- ~65% of apparel and accessories products are manufactured in Jordan, Vietnam, Indonesia, and Cambodia
- Substantially all footwear products are manufactured in Vietnam and Indonesia



## Governance and Strategy

Our approach to sustainability is built on responsible business practices. Our sustainability strategy is organized into four pillars — product supply, home field, team, and compliance. Our strategy seeks to foster respect for human rights within our company, with our suppliers and their workers, and in communities across our entire supply chain. Our sustainability program is designed to address sustainability-related risks and opportunities, and to monitor, prepare for and comply with regulatory requirements, including public disclosures and transparency requirements. In addition, through our product innovation strategy, we challenge ourselves to improve our existing materials or create new materials that not only deliver a better product for athletes, but also responsibly reduce environmental impacts of our products and operations to support a better world.

Key components:

- Sustainability team manages day-to-day human rights due diligence and stakeholder engagement
- Cross-functional collaboration with key internal stakeholders, including supply chain, product, sourcing, materials innovation, licensing, legal, communications, and investor relations
- President and Chief Executive Officer, Executive Leadership Team, and Sustainability Executive Steering Committee (which includes our Chief Supply Chain Officer, Chief Financial Officer, Chief Legal Officer, Chief Marketing Officer, and Senior Vice President of Design, Innovation, and Development) approve sustainability strategy, including human rights
- Corporate Governance and Sustainability Committee of the Under Armour Board of Directors provides oversight and approves major sustainability policies and disclosures

## Policies and Standards

We maintain appropriate human rights policies applicable to all product supply chain partners, including manufacturers, licensees, agents, and subcontractors. Examples of this are our [Supplier Code of Conduct](#) (which includes forced labor, recruitment, working conditions, and grievance standards) and our [Human Rights Commitment](#) (which defines our broader human rights responsibilities).

We also require adherence to:

- Fair Labor Association and American Apparel & Footwear Association Workplace Code and Benchmarks, inclusive of commitments to responsible recruitment, and
- Institute for Human Rights and Business Dhaka Principles for Migration with Dignity

Our manufacturing agreements require that our suppliers comply with our Supplier Code of Conduct, and violations may be construed as a breach of the manufacturing agreement and could result in required remediation actions and/or termination of the business relationship between UA and the supplier. 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.

## **Areas of Risk**

We believe that the risk of modern slavery in our own workforce is minimal due to the strength of our internal employment policies and procedures. Similar to other companies in the apparel industry, we believe the risk of modern slavery is most prevalent at upper tiers of the supply chain, where we may in certain instances be many levels removed. This statement discusses the steps put in place to address this risk.

## **Human Rights Due Diligence**

We conduct a structured human rights due diligence process focused on identifying, preventing, mitigating, and remediating risks across our supply chain, including those related to modern slavery. This process considers relevant indicators such as recruitment fees, document retention, contract substitution, inadequate worker awareness of wages/benefits, and migrant worker vulnerabilities. Due diligence includes:

- Country-level human rights risk assessments
- Supplier pre-onboarding assessments using the Under Armour Sustainability Assessment Tool and Report
- Engagement with third-party human rights experts for high-risk sourcing countries
- Third-party audits of Tier 1 and select Tier 2 facilities, including the Fair Labor Association assessments, the International Labour Organization's Better Work assessments, and Social Labor Convergence Program

Supplier self-assessments are one component of our broader due diligence framework and are complemented by worker voice mechanisms, grievance data, expert insights, and continuous supplier engagement.

During the reporting year, approximately:

- 97% of Tier 1 suppliers were assessed
- >50% of Tier 2 trims suppliers (by volume) were assessed
- >60% of Tier 2 mills and footwear suppliers were assessed

## **Verification and Certification**

We require our suppliers to implement human rights due diligence practices within their own supply chains and to comply with all applicable laws prohibiting modern slavery. We analyze



sustainability data to identify trends by geography, supplier type, and risk cluster and integrate these results into our vendor scorecard.

We obtain data sets from our supplier assessment approach 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 previously identified issues.

We continue to enhance our cotton traceability measures to capture credible forced labor risks in global cotton production.

### **Remediation and Continuous Improvement**

Whenever gaps are identified, suppliers are required to develop Management Action Plans to address diligence findings. We track remediation progress and offer guidance, standard operating procedures, and resources through a platform that both we and our suppliers have access to. Corrective actions may include:

- Updating policies and management systems
- Training for management and workers
- Strengthening grievance mechanisms
- Improving recruitment practices
- Enhancing documentation and transparency

We prioritize remediation actions that result in tangible improvements for workers. Termination of a business relationship is considered only when good faith remediation efforts fail.

### **Worker Voice**

Our Worker Voice Program, developed with Ulula and Labor Solutions, provides factory workers with 24/7 anonymous reporting via a mobile app and additional communication channels for workers without smart phones. Data informs due diligence, audit scoping, and targeted remediation.

FY2026 achievements include:

- Program operating in 48 facilities across 9 countries
- Coverage of all strategic supplier sites
- Access provided to 115,000+ workers
- ~95% of cases resolved
- Grievance protocols upgraded and additional communication channels integrated



We are accredited by the Fair Labor Association, which affords access to our suppliers' workers to the Fair Labor Association's Third-Party Complaint mechanism.

### **Addressing Grievances**

In addition to the Worker Voice Program, we maintain multiple confidential reporting mechanisms, including a 24/7 multilingual [hotline](#), email channels, and factory-level grievance systems. We have strict nonretaliation protections for our suppliers' workers and our teammates.

During the reporting period, we received four complaints related to supply chain social compliance (specifically, verbal harassment, industrial relations, and migrant worker issues). Three cases are closed and one remains open, with active corrective action plans in progress with the supplier.

To our knowledge, our remediation efforts in response to these allegations related to human rights violations have not resulted in the loss of income to the most vulnerable families.

### **Measuring Effectiveness**

We evaluate the effectiveness of our human rights program through:

- Independent and third-party audits
- Supplier self-assessments
- Management Action Plan completion
- Worker Voice Program data analysis
- Integration of human rights metrics into sourcing and vendor scores

Findings are reviewed regularly and inform continuous improvements to our due diligence and supplier engagement processes.

### **Training, Accountability, and Engagement**

Our sustainability team, reporting to the Vice President, Sustainability and Product Supply Operations, leads the implementation of our human rights program. Cross-functional cooperation, as illustrated by our scorecard, ensures integration of human rights into sourcing decisions.

We actively participate in industry and multi-stakeholder initiatives, including:

- Fair Labor Association
- The Mekong Club
- The Centre for Child Rights and Business (CRIB)
- American Apparel & Footwear Association working groups



These engagements strengthen industry alignment on responsible recruitment, grievance mechanisms, child labor prevention, and living wage initiatives.

We continue to strengthen awareness and build capability across our organization and value chain through targeted training on human rights, modern slavery, forced labor, and child labor risks, including responsible recruitment practices. This approach enhances our teammates' and suppliers' ability to identify, prevent, and address modern slavery risks across our operations and supply chain.

Our Supplier Code of Conduct is a key tool in reinforcing these expectations. It is distributed to all our teammates on an annual basis and provided to suppliers upon the authorization of new factories, ensuring clear communication of our standards from the outset. For existing factories, we assess implementation through our annual evaluations, which include reviewing whether workers have received training on the Supplier Code of Conduct and whether its requirements are effectively put into practice.

### **Looking Ahead**

We plan to continue mitigating risks related to modern slavery by:

- Expanding responsible recruitment practices
- Enhancing supplier guidance on migrant worker protections
- Increasing use of shared audit frameworks, including the Social & Labor Convergence Program and Cascale's Higg Facility Social & Labor Module
- Embedding lessons learned into policies, tools, and processes

### **Approval and Signatures**

This statement was approved by the Boards of Directors of:

- UA Australia Pty Ltd
- Under Armour Canada ULC (in accordance with section 11(4) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*)
- UA UK Retail Limited
- Under Armour UK Limited



Signed on May 31, 2026, by:

**Reza Taleghani**

*Director, of each of the entities listed above*

A handwritten signature in black ink, appearing to be 'Reza', written over a horizontal line.

**Canadian Attestation (Required)**

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this statement on behalf of the Board of Directors of Under Armour Canada ULC. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the fiscal year 2026.

**Reza Taleghani, Director**

*Under Armour Canada ULC*

*May 31, 2026*

A handwritten signature in black ink, appearing to be 'Reza', written over a horizontal line.