Energy, Emissions, Water, and Waste

We're an explosive, entrepreneurial brand that is just getting started. Athletes prize efficiency in everything they do: from training, to nutrition, to sleep, to how they compete. Despite Under Armour's size, we seek to reflect and respect our entrepreneurial heritage and mindset. Maximize resources. Make $1 spend like $3: those aren't just words on whiteboards or posters, they are part of the foundation on which we built this house. Under Armour must be resource-efficient to achieve and sustain the growth we seek – and to have the positive impact we want at large scale.

Leased Corporate Real Estate

When possible, we try to incorporate high-impact sustainability criteria throughout our corporate facilities. We look for real estate that is sustainable and located close to public transportation. We also partner with our landlords to implement energy saving projects and broader base building investments. When our design and construction teams lead the work in new building or renovation, we follow our vision for sustainability by including it as part of business decisions. When we have less control over the construction process, Under Armour prefers to use the LEED certification for new construction. This gives us external assurance that sustainability features important to Under Armour are incorporated. For example, Under Armour's new distribution center in Nashville is an important new landmark, and we sought and achieved LEED Silver certification for it.

New Global Headquarters – High Performance Campus

Under Armour is building a new High Performance Campus at Port Covington in Baltimore, Maryland, and we have identified 10 performance areas where we can extend our positive impact both locally and globally. We're currently considering dozens of metrics that align with our values within and beyond sustainability – including the areas of Citizenship and Community, Health and Wellness, Transport and Mobility, Water and Ecology, Energy, and Materials and Waste. Under Armour is reviewing 3rd-party certifications to determine how they could help us as roadmaps to meet our goals for sustainable construction and occupant wellness.

We're planning for some important investments in high-performance systems for Port Covington – and we hope they will achieve significant sustainability impact in energy and water use, among other areas. Beginning with "passive" design, we will aim to reduce energy use by means such as deciding how we position our buildings and influence wind patterns, and the amount of glass the buildings contain. We'll also seek to reuse bay water to reduce energy consumption and environmental impacts related to both heating and cooling these buildings. The water that our campus will draw from the bay would be returned to it cleaner than when it was withdrawn, which is one of the measures we're evaluating as a means of improving and restoring our local ecology. Among our "active" sustainability measures, Under Armour's Port Covington campus will have efficient on-site energy generation and solar power. We're also planning to reuse existing, and buy local, materials when possible. We're building Port Covington at least to the City of Baltimore's adopted version of

the International Green Construction Code (IgCC).

Tide Point Corporate Offices/Current Global Headquarters

Under Armour's current renovations at our Tide Point headquarters are giving a new life to industrial heritage manufacturing buildings. We seek to reduce energy use and associated environmental impacts by including features like LED lighting, low-flow water/plumbing fixtures, and no/low Volatile Organic Compounds (VOC) paint. Since moving into these older manufacturing buildings, we've implemented and continue to install a variety of energy-saving improvements like LED lighting, HVAC efficiency and cooling towers, highly reflective roofs, building envelope retrofits, occupancy and light sensors, and timed power outlets.

Under Armour Distribution Houses

We also pursue sustainability features and annual energy efficiency improvements in our Distribution Houses. For example, we have done lighting upgrades, energy conservation programming for our automated conveyors, setting thermostat timers, and installing an industrial overhead fan among other measures. We have also purchased Renewable Energy Certificates to equal 70% of the designed electrical energy use for our Nashville distribution house.

Under Armour North American Retail Stores

As we built some of our most longstanding stores around mid-2010 to 2012, we started the LEED certification process, but didn't fully complete it, in part because of staff resources along with certification and other expenses. Many of these stores, however, incorporate aspects of LEED criteria at different levels. Since around 2010, we have built the majority of new Under Armour stores largely following LEED Certified specifications, including controlled LED lighting. All of our stores are wired with energy management systems, which enables us to use remote control to set more efficient schedules for lighting and HVAC equipment. Our current required store specifications also include polished concrete floors without dyes and recycled rubber flooring, paint with no Volatile Organic Compounds (VOCs) aimed at protecting occupants against exposure to certain hazardous particles, and wood certified as sustainably harvested by the Forest Stewardship Council (FSC). We also seek to apply this standard to all the international stores we own. We also seek to incorporate into these international stores building products and fixtures that are similar to those in our North American stores when the exact specifications may not be readily available in local markets.

We'll always seek to improve, and we partner with stakeholders to help us identify new opportunities and implement our vision.

For example, we participate in the Environmental Defense Fund's Climate Corps program, which partners with leading companies to identify sustainability opportunities. In 2015 and 2016, we worked with EDF's Climate Corps program by hosting Climate Corps Fellows to further improve our data collection systems and refine our Sustainability path forward. We are looking forward to continuing our engagement with EDF through the upcoming work of our 2017 EDF Climate Corps Fellow.

Waste

It's likely that for Under Armour, like other companies in our business sectors, significant waste impacts relate to product. We're thus continuously looking for improvements in this area. Our Sustainability work is supported by many business unit teammates including, by way of example, a teammate whose full-time role is helping Under Armour use industry packaging best practices – seeking to minimize our environmental impact while ensuring that we don't compromise quality or our customers' experience. Among our recent projects, we've

continued to improve our packaging for Accessories, reduced product plastic bag packaging use and labeling, and revised our specifications for corrugate boxes world-wide. We work with our carton suppliers to ensure that, when possible, our cartons are made with recycled content and use minimal fiber (all cartons bought in North America, for example, are 100% recycled content). All cartons used by Under Armour are fully recyclable, and we require water/soy-based non-toxic inks. Among other benefits, these enhancements resulted in less cartons being shipped from our factories, which reduces emissions. To reduce material use and GHG emissions from transportation, we also ask carton vendors to ship full trailers; exchange/reuse shipping pallets with their key suppliers; and use the latest technologies in the industry to reduce weight while ensuring maximum performance.

Beyond our carton specifications, we've also worked to optimize product container (case and carton) use, tailoring their size to contents; this, too, is part of an effort to avoid wasted packaging materials and associated transportation emissions. We are striving to right-size boxes for order and are also collaborating with our factories on efficient packaging. We're also always looking to optimize stock-keeping unit (SKU) locations. This means our customers get fewer packages with less shipping-related GHG emissions – because the items in their order are boxed at the same warehouse location.

We try to incorporate sustainability throughout our own operations.

At Under Armour Distribution Houses, we recycle cartons, paper, boxes and plastic bags. To reduce our environmental impact, we first try to reuse many of the cartons received from our factories for shipping product to retail; those that we can't reuse are recycled. In our owned North American retail stores, we use recycled hangers whenever possible; upcycle leftover fabric into GiveBack bags through our Give Back program; and transfer and re-use displays between stores. We have also eliminated 75% of the styrene used in our retail signage and moved all signage at the point of purchase to recyclable stock. At Under Armour's Global Headquarters, we aim to make our posters with at least 40% post-consumer material, and our catalogs are printed on 80% recycled content.

As a growing business, we're now able to leverage our volume. We are incorporating sustainability engagement and standards across our business and working to further include sustainability driven purchasing criteria in our purchasing Requests For Proposals (RFPs) – e.g., those for printing suppliers of Under Armour's retail marketing, trims, etc. (such as recycled content and other sustainability features).