



We work toward our mission through the development, marketing and distribution of branded performance apparel, footwear and accessories for men, women and youth.

Our Engineering Innovation

Under Armour gear is engineered in the designs and styles that are fit for wear in nearly every climate as a high-performance alternative to traditional products. Our products are sold worldwide and are worn by athletes at all levels, from youth to professional, on playing fields around the globe, as well as by other consumers with active lifestyles.

Our Products

Under Armour designs and manufactures apparel, footwear and accessories for men, women and youth.

Apparel: Our apparel is offered in a variety of styles and fits intended to enhance comfort and mobility, regulate body temperature, and improve performance regardless of weather conditions. Under Armour apparel replaces traditional fabrics in the world of athletics and fitness with performance alternatives that are designed and merchandised along gear lines.

- HEATGEAR® is designed to be worn in warm to hot temperatures, alone or under equipment.
- COLDGEAR® is engineered to wick moisture from the body while circulating body heat from hot spots to help maintain core body temperature.
- ALLSEASONGEAR® is designed to be worn in between extreme temperatures. It uses technical fabrics to keep athletes cool and dry in warmer temperatures while preventing a chill in cooler weather.

Footwear: Our footwear offerings include football, baseball, lacrosse, softball and soccer cleats, slides and performance training, running, basketball, and outdoor footwear.

Accessories: Under Armour accessories primarily include headwear, bags, and gloves.

Connected Fitness: We offer digital fitness platform licenses and subscriptions, along with digital advertising through our MapMyFitness, MyFitnessPal, Endomondo and UA Record applications.





Our Geographic Operations

Our corporate headquarters are in Baltimore, Maryland. We do business across the world with our operating segments that include North America, Latin America, Europe, the Middle East and Africa (EMEA), Asia-Pacific, and Connected Fitness (the Under Armour Connected Fitness platform powers the world's largest digital health and fitness community).

A large majority of our products are sold in North America. However, we believe our products appeal to athletes and consumers with active lifestyles around the globe. Internationally, our net revenues are generated from a mix of wholesale sales to retailers; sales to distributors; and sales through our direct to consumer sales channels in Europe, Latin America, and Asia-Pacific. In addition, a third-party licensee sells our products in Japan and Korea.

Who Makes Our Products

Many of the specialty fabrics and other raw materials used in our apparel products are technically advanced products developed by third parties. The fabric and other raw materials used to manufacture our apparel products are sourced by our contracted manufacturers from a limited number of suppliers pre-approved by us.

Substantially all of our products are manufactured by unaffiliated manufacturers. In 2016, our apparel and accessories products were manufactured by primary contract manufacturers, operating in 18 countries, with a majority of our apparel and accessories products manufactured in Jordan, Vietnam, China and Malaysia. In 2016, our footwear products were manufactured by primary contract manufacturers, operating primarily in China, Vietnam and Indonesia. All manufacturers are evaluated for quality systems, social compliance and financial strength by our internal teams prior to being selected and on an ongoing basis. Where appropriate, we strive to qualify multiple manufacturers for particular product types and

fabrications. We also seek out vendors that can perform multiple manufacturing stages, such as procuring raw materials and providing finished products, which helps us to control our cost of goods sold. We enter into a variety of agreements with our contract manufacturers, including non-disclosure and confidentiality agreements, and we require that all of our manufacturers adhere to a code of conduct regarding quality of manufacturing and working conditions and other social concerns. We do not, however, have any long term agreements requiring us to utilize any manufacturer, and no manufacturer is required to produce our products in the long term. We have subsidiaries in Hong Kong, Panama, Vietnam, Indonesia, China and Taiwan to support our manufacturing, quality assurance and sourcing efforts for our products. We also manufacture a limited number of products primarily for high-profile athletes and teams, on-premises in our quick turn, Special Make-Up Shop located at one of our facilities in Maryland. See our disclosed [Under Armour Supply Chain List](#).

Our Sustainability Team

At Under Armour, the Sustainability team is primarily responsible for creating, implementing, and operationalizing policies, standards, procedures and structures related to social, environmental, health and safety and

corporate responsibility, which we call Sustainability. The team is led by the Vice President of Sustainability, who is also a Managing Counsel in our Legal Team; the Sustainability team reports to Under Armour's



General Counsel, who is a Senior Vice President, heads Under Armour's Legal Team and reports to our Chief Executive Officer. The Sustainability team is as global as our supply chain, with members who reside in Central America, South-East Asia and in the United States, including those based in Under Armour's global corporate headquarters in Baltimore, Maryland. Our headquarters based team is physically located within our key business units: it moved from our Legal Team's space to the same floor as our Sourcing, Supply Chain, Planning, Manufacturing Excellence, and Testing leaders, managers, and teammates.

While the Sustainability team leads Under Armour's efforts to ensure that workers' and human rights are upheld throughout its supply chain, the team also works closely with many business units and their leadership to address current issues and risks. Among others, these departments include our Supply Chain, Strategic Sourcing, Materials, Logistics, Retail, Corporate Facilities, Planning, and Finance teams. For example, the Sustainability Council, which is comprised of business leaders from units including Sourcing, Supply Chain and Materials meets monthly to review our sustainability strategy, implementation, emerging trends and issues, stakeholder engagement, and responsible purchasing practices, among other topics.

As part of our FLA membership, Under Armour is working to implement the FLA's Principles of Fair Labor and Responsible Sourcing and Production. The Sustainability team exchanges in real time information about suppliers' social and environmental compliance with corresponding and neighboring sourcing personnel. The Sustainability team works with them and Under Armour's new facility onboarding staff as part of an integrated cross-functional structure.

Under Armour's Sustainability team performs a key role in the process by which new suppliers become authorized to make our products. We work with our business teammates to avoid purchasing practices that can create

compliance challenges for our suppliers. Our licensees receive training on the effects of planning and purchasing practices on working conditions, and we expect them to be accountable on these principles. This supports our work aimed at identifying and mitigating risks like human trafficking, forced labor, excessive overtime, and improperly managed worker severance. Under Armour's Sustainability Council for senior leaders and operational managers – and other meetings with our employees, manufacturers, licensees, and others – align Under Armour's Sustainability, Supply Chain, Materials, and other teams. Under Armour's Sustainability Council is charged with periodic reviews of the issues, risks, findings, and trends emerging and related to our assessments of manufacturers' compliance with laws, our Code of Conduct, and the FLA Code and benchmarks. It seeks to incorporate process and operational improvements.

Our staff responsible for planning and purchasing engages in periodic dialogue with Under Armour's Sustainability team as part of an effort to avoid negative impacts on suppliers and their workers. The head of our Sustainability program periodically presents operational and strategic information to our CEO and Board of Directors.

Global Philanthropy

The Under Armour **Give Back** team is dedicated business unit that is separate from, but works with, the Sustainability team. Our Give Back team leads Under Armour's long-standing community engagement, related employee engagement, and philanthropic activities. Under Armour is relentless in our effort to create positive change through volunteerism. We continue building a strong network of engaged Under Armour teammates and connecting them with opportunities to give back in communities around the globe. Through volunteer projects, programs, and partnerships, Under Armour teammates are empowered to be the change in their communities by donating their time and talent.