

October 23, 2024

Dear Academy Sports + Outdoors Vendors,

The holidays are an important time when we share our gratitude with friends, family, business partners, and vendors. We appreciate your partnership and support throughout the year and want to express our thanks for all you do for Academy.

Integrity always is an important part of our core value system here at Academy. In order to keep the integrity of our business relationships without question, it is imperative that all of our Team Members and vendors adhere to Academy's policies regarding gifts, entertainment, and other gratuities, as further covered in Academy's Vendor Code of Conduct which is available at vendor.academy.com.

In limited circumstances, we permit our Team Members to accept certain infrequent gifts or entertainment expenses that are nominal in value, such as holiday gift baskets, vendor trinkets, or flowers. While gift giving is part of the holiday season, there is no expectation or requirement to give gifts to our Team Members. Under no circumstances may our Team Members accept gifts of cash, cash equivalents, gift cards, or other gratuities, regardless of value.

In addition to our policy regarding gifts, entertainment, and other gratuities, Academy has an Aware Line where questions, concerns, and any suspected violations of applicable laws or Academy's policies may be raised via the web at awareline.academy.com or by phone at (888) 503-0808. Reports may be made anonymously where allowed by law.

We wish you and yours a happy holiday season and New Year.

Thank you,

Academy Sports + Outdoors Legal Department