

Global Effective Date: May 24, 2018

\* Effective for all teammates globally, and in the Netherlands pending approval of the Works Council

## Data Privacy Policy for Teammates & Candidates

This Data Privacy Policy for Teammates, Candidates, Under Armour (UA) Employed Contractors, and both external and internal Learning Management System (LMS) users is effective as of May 24, 2018

### DATA PRIVACY POLICY OVERVIEW

This Data Privacy Policy for Under Armour Employees (referred to throughout as (“Teammates”), UA Employed Contractors (“Contractors”), Job Applicants (“Candidates”), and LMS users explains how Under Armour, Inc. or the respective Under Armour entity acting as your Employer (“Under Armour,” the “Company” or “we”) handles Personal Data received from Teammates, UA Employed Contractors, and Candidates globally.

If you are based in the EEA, additional terms and conditions will apply, as set forth under the heading [Country/Region-Specific Disclosures](#).

In this Policy, the following terms shall have the following meanings:

**“Personal Data”** is information that can be used to identify you, directly or indirectly, alone or together with other information. This includes such things as full name, email address, phone number, precise location, device IDs, and certain cookie and network identifiers.

**“Teammate Personal Data”** is any Personal Data that is processed as part of an individual’s working relationship with Under Armour. For example, personal data pertaining to a current, past or prospective teammate (Candidate) of Under Armour, as well as Contractors, processed in the context of an employment relationship or potential employment relationship with Under Armour. Such information may include details of any dependents, beneficiaries, or other individuals whose Personal Data has been provided to Under Armour for any purpose, including for any Company benefits plan.

**“Process, Processes, or Processing”** is any operation or set of operations that are performed upon Personal Data, whether done by automatic means or otherwise. It includes collecting, recording, storing, organizing, adapting, altering, retrieving, consulting, using, transferring, disclosing or making available, destroying and/or deleting Personal Data.

Under Armour collects, uses, discloses and processes Personal Data as outlined in this Privacy Policy, including to hire, pay, and manage Teammates.

We may create de-identified data from Personal Data for analytics purposes by excluding data components (such as name, email address, or linkable tracking ID) that makes the data personally

identifiable to you, through obfuscation, or through other means. De-identified data is not subject to this Policy.

## **GENERAL POLICY**

### **HOW DO WE COLLECT PERSONAL DATA?**

We may collect or access Personal Data and Teammate Personal Data in a number of ways, including:

- Directly from the Teammate or Candidate, whether in writing or verbally (e.g., application for employment, Candidate interviews, or benefits documentation).
- Generated by Under Armour in conversations, correspondence, appraisals. For example email correspondence, performance reviews, or employment references.
- Received by third parties so that the third parties may administer the employment application process, background screening, benefits, payroll, or provide other services for employment purposes on behalf of Under Armour.
- Universities, recruiters, and employment websites where you have made your information available to employers (e.g., LinkedIn, indeed, Glassdoor, and ZipRecruiter)
- Through the use of Under Armour offices, computer and telephone equipment, including mobile phone, smart phones and tablet devices, and software, including electronic messaging, e-mail and internet applications. This includes personal devices if logged on to the UA network and using corporate systems (including Jabber, Slack, corporate email, etc.).

### **WHAT TYPES OF PERSONAL DATA DO WE COLLECT?**

#### **Candidates for Employment**

This Data Privacy Policy applies to Candidates who apply for a position at Under Armour by submitting Personal Data through a CV (directly or indirectly) and/or on the [careers.underarmour.com](https://careers.underarmour.com) website. When searching or applying for a job at Under Armour you will be asked to register. At registration, the following Personal Data may be collected: first and last name, email address, phone number, location, city, state, country, postal code, IP address, highest level of education, current job title, current employer, and work history.

We may use third-party providers to administer our online application system and conduct background screenings. Our contracts with these third parties include terms requiring them to protect your Personal Data and only use it for the purpose of fulfilling services to Under Armour. Some of these providers offer you the option to sign up for an account with them directly for job search and related services that are not related to Under Armour. If you sign up with them for an account, your relationship with that provider and the information that you provide to them will be subject to their privacy policy and terms of service.

## **Teammates**

As part of your employment Under Armour collects the following Teammate Personal Data, depending on location (e.g., automobile license plate number is only captured in The United States (U.S.) for parking purposes on campus), including but not limited to: See [country/region section](#) for additional guidance.

- ***Identification Data*** (e.g., name, personal mailing address, personal phone number, personal e-mail address, IP Address, national insurance number, social security number, passport/visa, date of birth, citizenship, photograph, automobile license plate number, marital/dependent status, partner and children's name and ages, and emergency contact name and phone number).
- ***Information Concerning Employment*** (e.g., salary, work and compensation history, planned salary, earnings, career development, paid time off, salary grade, performance information including performance appraisal, internal communications regarding performance and attendance records, disciplinary information/records, background screening information, decisions to offer employment, curriculum vitae, résumés, references, language skills, applications, driving records and drug tests where required, employment references and background verification information where legally permitted).
- ***Financial Information*** (e.g., bank account numbers, tax-related information, and salary and compensation related information).
- ***Sensitive Personal Data*** (e.g., culture club affiliation, information that may reveal race, ethnic origin, gender, disability, or veteran status for regulatory compliance and employment equality purposes, religious or philosophical beliefs, trade union membership, social security number, or information that concerns health).
- ***Other Personal Data*** necessary for Under Armour's business purposes that may be voluntarily disclosed by individuals to Under Armour during employment with Under Armour.

## **External LMS Users**

The external LMS is used by Teammates as well as partner and distribution channels to educate their employees on the benefits and appropriate uses of Under Armour products. We make the LMS available on a subdomain of our website [armouru2.underarmour.com](http://armouru2.underarmour.com). This allows retailers to know which of their Teammates or team members have completed training for any particular Under Armour product and which Teammates still require training—on a product by product basis.

To access the external LMS you will be asked to register. At registration, the following Personal Data may be collected: address, first and last name, employee ID, your street address (street address is optional), and the zip code and retailer where you work. We will also collect information about the different training modules you complete.

## **HOW DO WE USE YOUR PERSONAL AND TEAMMATE PERSONAL DATA?**

## Teammates, UA Employed Contractors, and Candidates

We only collect and use Personal Data and Teammate Personal Data that is necessary for the performance of the employment application process and to a teammate's ongoing employment with Under Armour. This may include, but is not limited to, collecting and using Personal Data and Teammate Personal Data for the following purposes:

- *Recruiting and Candidate Management*: In the normal business practices related to the establishment of employment. For example, Teammate's application for employment; background screening information for purposes of determining eligibility for hire, hiring, role, and function in Under Armour; chat/text bot services to inform candidates about job opportunities; employment assessment to determine company and role fit; driving records and drug testing for certain positions identified as presenting a high safety risk; partner and children's name and ages when Under Armour is facilitating benefits coverage or relocation; collection of passport or authorization of work documents to confirm legal authorization to work in country of hire; collection of work history to verify previous employment where legally permitted.
- *Personnel Management*: In the normal business practices related to the maintenance and termination of employment relationships. For example, on-boarding; relocation; teammate management and administration generally (including both during and after employment); career planning; learning management and training; administering benefits; administering personal short or long term compensation programs; conducting disciplinary proceedings; performance management; addressing labor relations issues; Processing health insurance claims; accommodating disabilities; granting medical leaves of absence; communicating with Teammate Candidates and Teammates; and off boarding.
- *Operations Management*: In connection with the establishment, performance and management of business activities of Under Armour. For example, and only where legally permitted, for maintaining and monitoring usage of internal networks and information technology systems; license plate and car information to manage employee parking; monitoring use of work spaces to maximize usability.
- *Security Management*: In order to ensure the security of Under Armour's premises and information held by Under Armour as well as the safety of Under Armour Teammates.
- *Legal and Regulatory Compliance*: In order to obtain and release Personal Data and Teammate Personal Data as required by law or legal process (e.g., tax, health and safety, anti-discrimination laws, subpoena) or judicial authorization; and, to maintain records that can include Personal Data, such as government identifiers, information relating to sickness, maternity or parental leave, pension and retirement, and registering health insurance information where legally required.

There are situations where we may need to process your Personal Data for non-employment purposes. In those cases where the Personal Data or Teammate Personal Data is considered to be particularly sensitive under local law, we will generally obtain your consent prior to processing the information;

however, there may be times when the processing of your Personal Data or Teammate Personal Data is required and explicit consent may not be obtained (e.g., the processing is necessary for administering justice or for exercising statutory, governmental or public functions, processing is necessary for the establishment of legal claims or defenses, or in the vital interest of the Teammate or Candidate, etc.).

### **External LMS Users**

We only collect and use Personal Data that is necessary to manage the education and training of our Teammates and to allow our partner retailers to manage the education and training of their employees regarding Under Armour products. This may include collecting and using Personal Data for the following purposes:

- *Tracking Training Progress and Provide Reports*: We use the Personal Data we collect to keep track of which training modules you have completed and when you have completed them. We share your progress information with the retailer for whom you work. This allows retailers to know which of their teammates or team members have completed training for any particular Under Armour product and which teammates still require training—on a product-by-product basis.
- *Determine Rewards*: We also use the Personal Data to determine the issuance of rewards for completing training modules.
- *Maintain and Improve the Site*: We use the data we collect, including Personal Data, for our internal analytics and to maintain and improve the site. Along these lines, we may use vendors to maintain or operate the site. To the extent such parties have access to data collected by the site, Under Armour requires that the parties only use such data for purposes of maintaining or operating the LMS and for no other purpose.

### **Other Disclosure:**

Subject to [Country-Region](#) related restrictions on disclosure of your information, there are circumstances when we may be required, subject to applicable law, to disclose your Personal Data if: (i) it is reasonably necessary to comply with legal process (such as a court order, subpoena, search warrant, etc.) or other legal requirements of any governmental authority, (ii) it is in connection with threatened or actual litigation we may be involved in, (iii) it is necessary to protect our legal rights or property, or (iv) it is necessary to protect the legal rights or property or physical security of others, or for the prevention or detection of crime and such disclosure is lawful.

## **WHERE & WHY WE PROCESS YOUR DATA**

### **Processing Location**

Personal Data and Teammate Personal Data is processed locally or transferred to the United States and processed globally in the United States. If you are a Candidate or a Teammate from outside the United

States with laws governing data collection and use, please note that you are consenting to the transfer of your information to the United States.

### **Processing for Employment Purposes**

Under Armour will not process Personal Data or Teammate Personal Data for purposes other than the employment purposes as set out in this Policy without first informing Candidates or Teammates and giving them the opportunity to object to such processing. When Sensitive Personal Data is collected, we will not process it for purposes incompatible with those given in this Policy unless the Candidate or Teammate in question has explicitly consented or where such processing is legally permitted as being:

1. Necessary for administering justice or for exercising statutory, governmental, or other public functions;
2. Necessary for the establishment of legal claims or defenses;
3. In the vital interests of the Candidate or Teammate or another person;
4. Required to provide medical care or diagnosis; or,
5. Necessary to carry out Under Armour's legal obligations

**Note to Residents of the European Union:** In order to comply with the requirements of the European General Data Protection Regulation (GDPR) for European Candidates and Teammates, this Privacy Policy outlines the legal basis on which we process your Personal Data and Teammate Personal Data and provides other information required by the GDPR. For further country/region specific information for our European Teammates and Candidates, please refer to the [Country/Region-Specific Disclosures](#) section of this Policy.

## **HOW WE DISCLOSE PERSONAL DATA**

We may disclose Personal Data or Teammate Personal Data to Under Armour affiliates and subsidiaries when they need to process the information for legitimate business or business operational efficiency purposes. In those cases, the information will be protected in accordance with this Policy. Note that we will take reasonable steps to prevent or stop the processing of Personal Data or Teammate Personal Data from an agent or contractor if we discover that their data privacy policies or practices are contrary to this Policy.

### **Transfers to Group Companies and Company Affiliates**

Under Armour may disclose Personal Data or Teammate Personal Data to group companies and Company affiliates where such entities need to process that Personal Data for business or business efficiency purposes (“**Intra Group Transfer**”). Under Armour will ensure that it will protect any Personal Data or Teammate Personal Data disclosed during an Intra Group Transfer in accordance with the provisions of this Policy.

### **Transfers to Agents and Contractors**

Under Armour in connection with our hiring and employment practices, may disclose Personal Data or Teammate Personal Data to third party agents or contractors that supply services to Under Armour that require the processing of that Personal Data or Teammate Personal Data. Under Armour will only transfer Personal Data or Teammate Personal Data where the agent or contractor has provided written assurances to Under Armour that it will protect any Personal Data or Teammate Personal Data disclosed to it in accordance with the provisions of this Policy. If Under Armour has knowledge that an agent or contractor is processing Teammate Personal Data in a manner contrary to this Policy, we will take reasonable steps to correct or stop the processing.

### **Transfers to Independent Third Parties other than Agents and Contractors**

In addition, there may be situations where we are required to share the information if required by law or legal process (e.g., lawful requests by public authorities, including disclosures to law enforcement authorities in connection with their duties or to meet national security requirements), to protect the interests of Under Armour and/or its Candidates or Teammates, if there is an emergency situation involving the health and safety of a Candidate or Teammate, where necessary for Under Armour to perform a contractual obligation owed to a Teammate or for other lawful purposes, or with your consent.

In limited circumstances, Candidates or Teammates may have a right to determine whether their Personal Data or Teammate Personal Data is transferred and/or disclosed to a third party. Concerns regarding the sharing, transfer, and use of Personal Data or Teammate Personal Data should be discussed with the local Human Resources Department.

[Residents of the European Economic Area](#): Our disclosure is limited to situations where we are permitted to do so under applicable European and national data protection laws and regulations.

A list of types of companies with whom we share data is available [here](#).

## **HOW CAN YOU ACCESS AND UPDATE YOUR TEAMMATE PERSONAL DATA?**

We will use reasonable means to keep Personal Data or Teammate Personal Data accurate, complete, up-to-date and reliable for the intended use.

With some exceptions, you are permitted to review and, where inaccurate, correct Personal Data or Teammate Personal Data. We will amend the Personal Data or Teammate Personal Data or, where we consider the information to be accurate, we may provide the option to include the alternative text that you believe to be appropriate alongside the original information in the file. If it is determined that Personal Data or Teammate Personal Data needs to be updated or corrected, we will make a reasonable effort where practicable to inform relevant third parties that were provided with inaccurate information.

We may not give you the ability to review your Personal Data or Teammate Personal Data where the burden or expense of doing so is disproportionate to the benefit of your ability to review your Personal Data or Teammate Personal Data. Additionally, requests to review personnel files, which are considered confidential information of Under Armour, are responded to in accordance with international, federal, and state law requirements as described further in the Teammate Handbook. Where we do not provide you with the ability to review your Personal Data or Teammate Personal Data, we will give specific reasons for refusing to do so and provide a contact point for further inquiries.

## **DATA RETENTION**

We will retain your Personal Data and Teammate Personal Data for as long as you are employed at Under Armour or as otherwise necessary for our records (e.g., employment verification, tax records). For Candidates who are not selected for employment, we retain information during the interview process and for the appropriate time period following conclusion of that process as required or permitted by law. For information on the specific deletion and data retention please contact [HRPrivacy@underarmour.com](mailto:HRPrivacy@underarmour.com).

We will also retain your Personal Data and Teammate Personal Data as necessary to comply with our legal obligations, resolve disputes, and enforce our agreements. We will also retain Personal Data and Teammate Personal Data for legitimate business purposes. For example, if a Teammate was counselled for a performance issue we would keep the required data associated with the issue.

Where we no longer need to Process your Personal Data or Teammate Personal Data for the purposes set out in this Privacy Policy, we will delete your Personal Data or Teammate Personal Data from our systems.

Where possible we will also delete your Personal Data and Teammate Personal Data upon your request. If you have questions about our data retention practices or want information on how to make a deletion request, please contact us at [HRPrivacy@underarmour.com](mailto:HRPrivacy@underarmour.com).

## **HOW DO WE PROTECT YOUR DATA?**

Under Armour will implement administrative, technical, and physical controls to safeguard Personal Data and Teammate Personal Data against loss, misuse, unauthorized access, theft, modification, disclosure and destruction. Under Armour will restrict access to Personal Data and Teammate Personal Data under its control to those Teammates, agents and contractors of Under Armour who have a legitimate business need for such access. Under Armour will provide training to Teammates and third parties where relevant to promote awareness of Under Armour's requirements and policies surrounding protection and security of Teammate Personal Data.

### **Links to Other Websites**



Please note that this privacy policy does not apply to the practices of companies that we do not own or control or to people that we do not employ or manage. Our services may provide a link or otherwise provide access to third party sites. We provide these links merely for your convenience. We have no control over, do not review, and are not responsible for third party sites, their content, or any goods or services available through the third party sites. Our privacy policy does not apply to third party sites, and any data you provide to third party sites, you provide at your own risk. We encourage you to review the privacy policies of any third party sites that you interact with.

## **HOW DO WE ADDRESS YOUR DATA PRIVACY CONCERNS?**

Under Armour Human Resources is responsible for implementing and overseeing the administration of this Policy. All Teammates whose responsibilities include the collection, use, and processing of Personal Data and Teammate Personal Data are required to adhere to this Policy and any implementing policies. Failure to do so is deemed a serious offense, for which disciplinary action may be taken, potentially resulting in termination of employment. Equally, the misuse of Personal Data or Teammate Personal Data by an individual or organization acting as agent or service provider to Under Armour is deemed a serious issue for which action may be taken, potentially resulting in the termination of an agreement, or other action.

In order to provide you with an opportunity to raise questions or concerns about the processing of your Personal Data or Teammate Personal Data, you may contact Under Armour Human Resources or call the Under Armour Hotline. Any submitted questions or concerns will be considered and responded to in accordance with Under Armour's formal complaints procedures.

For EU and Swiss teammates please see the section [country/region specific disclosures](#) for more information.

## **ADDITIONAL EXTERNAL LMS DETAILS**

### **Cookies**

We do use strictly necessary security cookies for authentication and session control. We do not obtain advance, opt-in consent for these cookies because they are strictly necessary for the operation of the site. As with any cookies, these may be blocked or deleted by using browser controls or settings.

### **Deletion of Records**

For external users who no longer have a need to participate in the LMS, please contact Xcelerate Media customer support at [armouru2support@xceleratemedia.com](mailto:armouru2support@xceleratemedia.com) to request deletion of your Personal Data from that system. Please be advised that when you contact customer support for assistance with the LMS you will be contacting a third party, Xcelerate Media, 61 W. Bridge Street, Dublin, Ohio 43017, not

Under Armour. Xcelerate Media, Inc. will be handling all LMS support calls and will abide by this Privacy Policy. Xcelerate Media is not an Under Armour entity and does not represent Under Armour.

Please note if you are an employee of a partner or distributor, that we cannot control the deletion of any shared data from employer records.

**If you need any additional assistance please contact customer support at [armouru2support@xceleratemedia.com](mailto:armouru2support@xceleratemedia.com).**

## **Privacy Policy Updates**

This Privacy Policy is subject to revision and changes. You can determine when this Policy was last revised by checking the Effective Date at the top of this policy. We encourage you to periodically review this Privacy Policy to ensure you understand our privacy practices. If you have a registered account with our career site, we may notify you of any changes to our Privacy Policy via email and we may ask you to affirmatively acknowledge and consent to the changes the next time you use visit the site.

## **COUNTRY/REGION-SPECIFIC DISCLOSURES**

### **European Union and European Economic Area (EU/EEA)**

#### **Notice to Teammates Residing in the European Union and Switzerland**

Under Armour will provide this Policy to Candidates and Teammates through appropriate communication channels to inform them about the identity of the respective UA entity acting as controller of Teammate Personal Data, the purposes for which we collect and use their Personal Data and Teammate Personal Data, the types of third parties with which we share their Personal Data and Teammate Personal Data, the choice and means Under Armour offers Teammates and Candidates for limiting the use and disclosure of their Personal Data and Teammate Personal Data, and how to contact Under Armour where they have issues or concerns about their Personal Data or Teammate Personal Data.

Under Armour may hold and may in the future collect Personal Data and Teammate Personal Data for Employment purposes. As an Applicant, you are not legally required to provide us with your Personal Data. However, without such data we will not be able to process your application. As an employee, you are contractually required to provide us with your Personal Data that we need in order to process your employment with us and to comply with our legal duties as an employer. Without your Personal Data we are not able to enter into an employment relationship with you.

## **Data Transfer- Under Armour Privacy Shield Statements**

Under Armour Inc. has self-certified that it complies with the EU-U.S. Privacy Shield Framework (“Privacy Shield”) and the Swiss-U.S.- Privacy Shield regarding the collection, use, and retention of Personal Data from European Union member states and Switzerland.

With respect to Personal Data of EU and Swiss Teammates and Candidates received under Privacy Shield, Under Armour has certified that it adheres to the Privacy Shield Principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability. If there is any conflict between the standards of this privacy policy and the Privacy Shield Principles, the Privacy Shield Principles govern. To learn more about the Privacy Shield program, please visit the [US Department of Commerce Privacy Shield website](#). To view our certification page, please visit the [Privacy Shield List](#).

Under the Onward Transfer Principle, we may remain liable for the processing of European Personal Data that we transfer to our third-party agents or service providers. In some instances, we may also be required to disclose Personal Data to comply with valid requests from public authorities, including for national security or law enforcement purposes.

In compliance with the Privacy Shield, Under Armour commits to resolve your complaints concerning data privacy and our collection or use of your Personal Data. We welcome you to bring any concerns directly to us at [EUprivacy@underarmour.com](mailto:EUprivacy@underarmour.com). Eligible unresolved privacy complaints related to violations of the Privacy Shield Principles can be reported to JAMS, an alternative dispute resolution provider located in the United States and Canada. If you do not receive timely acknowledgment of your complaint, or if your complaint is not satisfactorily addressed by Under Armour, please visit <https://www.jamsadr.com/eu-us-privacy-shield> for information on how to file a complaint with JAMS.

Note that if your complaint is not resolved through either a direct interaction with Under Armour, or JAMS, under limited circumstances, a binding arbitration option may be available before a Privacy Shield Panel.

For the purposes of enforcing compliance with the Privacy Shield, Under Armour is subject to the investigatory and enforcement powers of the United States Federal Trade Commission.

## **Related Restrictions on Our Disclosure of Your Information.**

If you reside in the EEA, we will only share your Personal Data or Teammate Personal Data if we are permitted to do so under applicable European and national data protection laws and regulations.

## **How to exercise your rights**

Under Armour takes steps to keep Personal Data and Teammate Personal Data accurate and up-to-date. If you reside in the EEA, you have certain rights to the Personal Data that we have collected about you.

To exercise your rights to your Personal Data, please contact us at [HRPrivacy@underarmour.com](mailto:HRPrivacy@underarmour.com). Subject to applicable law and in exceptional circumstances only, we may charge for this service and we will respond to reasonable requests as soon as practicable, and in any event, within the time limits prescribed by law.

#### **You have the following rights:**

- **Right of access to your Personal Data (Art. 15 GDPR)**: You have the right to ask us for confirmation of whether we are processing your Personal Data, and access to the Personal Data and related information on that processing (e.g., the purposes of the processing, or the categories of Personal Data involved) to the extent permitted by applicable data protection laws.
- **Right to Correction (Art. 16 GDPR)**: You have the right to have your Personal Data corrected, as permitted by law.
- **Right to erasure (Art. 17 GDPR)**: You have the right to ask us to delete your Personal Data, as permitted by law. This right may be exercised among other things: (i) when your Personal Data is no longer necessary for the purposes for which it was collected or otherwise processed; (ii) when you withdraw consent on which processing is based according to Art. 6 (1) (a) or Art. 9 (2) (a) GDPR and where there is no other legal ground for processing; (iii) when you object to processing pursuant to Art. 21 (1) GDPR and there are no overriding legitimate grounds for the processing, or when you object to the processing pursuant to Art. 21 (2) GDPR; or, (iv) when your Personal Data has been unlawfully processed.
- **Right to restriction of processing (Art. 18 GDPR)**: You have the right to request the limiting of our processing under limited circumstances, including: when the accuracy of your Personal Data is contested; when the processing is unlawful and you oppose the erasure of your Personal Data and request the restriction of the use of your Personal Data instead; or, when you have objected to processing pursuant to Art. 21 (1) GDPR pending the verification of whether the legitimate grounds of Under Armour override your grounds.
- **Right to object (Art. 21 GDPR)**: You have the right to object to our processing of your Personal Data, as permitted by law. This right is limited to processing based on Art. 6 (1) (e) or (f) GDPR, and includes profiling based on those provisions, and processing for direct marketing purposes. After which, we will no longer process your Personal Data unless we can demonstrate compelling legitimate grounds for the processing that override your interests, rights and freedoms or for the establishment, exercise or defence of legal claims.

#### **How we may disclose your Personal Data**

The GDPR and national laws of European Union member states implementing the GDPR permit the sharing of Personal Data relating to users who are residents of the EEA with third parties only under certain circumstances. If you reside in the EEA, we will only share your Personal Data as described in our Privacy Policy under the heading "How We Disclose Personal Data" if we are permitted to do so under applicable European and national data protection laws and regulations.

Under certain circumstances, we may remain liable for the processing of European Personal Data that we transfer to our third-party agents or contractors and the onward transfer thereof.

### **Legal Basis for Processing under the GDPR**

In this section we provide information on the legal basis for our processing of your Personal Data as required by Art. 13 and 14 of the GDPR:

- When you apply for a position at Under Armour by submitting Personal Data on the [careers.underarmour.com](https://careers.underarmour.com) website or in another way, we process such data for recruiting and candidate management purposes on the basis of Art. 6(1)(b) GDPR or national laws implementing the GDPR in your country in accordance with Art. 88(1) GDPR.
- When we collect Teammate Personal Data from you as part of or in the context of your employment, we process such data for personnel management purposes on the basis of Art. 6(1)(b) GDPR or national laws implementing the GDPR in your country in accordance with Art. 88(1) GDPR. For Sensitive Personal Data (including information that may reveal your race, ethnic origin, health data or data on religious or philosophical beliefs) as defined in Art. 9(1) GDPR, we process such data on the basis of Art. 9(2)(b) and (h) GDPR.
- When we collect or use Teammate Personal Data for the purposes of operations management or security management (as described in more detail above under “How Do We Use Your Personal and Teammate Personal Data”), the legal basis is Art. 6 (1)(f) GDPR and our legitimate interest is to properly manage our business operations in relation to your employment and to ensure the safety and security of our premises, personnel and information.
- When we use, process or disclose Teammate Personal Data for the purposes of legal and regulatory compliance (as described in more detail above under “How Do We Use Your Personal and Teammate Personal Data”), the legal basis is Art. 6(1)(c) GDPR or – in case of Sensitive Personal Data – Art. 9(2)(b), (f) or (h) GDPR.
- When we collect Personal Data in connection with your use of the external LMS, we process such data for the purposes of enabling you to use the LMS on the basis of Art. 6(1)(b) GDPR or national laws implementing the GDPR in your country in accordance with Art. 88(1) GDPR. To the extent we are using such data for internal analytics and to maintain and improve the LMS, we process your data on the basis of legitimate interest.

### **How we address your data privacy concerns**

EU or Swiss Teammates or Candidates who have concerns about the processing of their Personal Data or Teammate Personal Data pursuant to this Policy should contact local Under Armour Human Resources. Any submitted complaints will be resolved in accordance with Under Armour’s formal complaints procedures. Note that if your complaint is not resolved through a direct interaction with Under Armour, under limited circumstances, a binding arbitration option may be available before a Privacy Shield Panel.

If efforts to resolve a concern within Under Armour are unsatisfactory, Teammates or Candidates may contact the relevant local or national data protection authority in the EU or Switzerland. Under Armour will cooperate in the resolution of any such inquiries and will comply with any decision or advice issued by the relevant data protection authorities.

For the purposes of enforcing compliance with the Privacy Shield, Under Armour is subject to the investigatory and enforcement powers of the United States Federal Trade Commission.

### **Right to lodge a complaint before the Data Protection Authority**

We encourage you to contact us directly and allow us to work with you to address your concerns. Nevertheless, you have the right to lodge a complaint with a competent data protection supervisory authority, in particular in the EU Member State where you reside, work or the place of the alleged infringement. You have the right to do so if you consider that the processing of Personal Data relating to you infringes applicable data protection laws.

### **How to contact us or our Privacy Office**

In case of questions about the processing of your Personal Data please contact us at [HRPrivacy@underarmour.com](mailto:HRPrivacy@underarmour.com).

If we are required under applicable law to appoint a data protection officer (DPO), you can contact the DPO that is responsible for your country/region at [EUprivacy@underarmour.com](mailto:EUprivacy@underarmour.com).

## **Korea**

**Required Personal Data Collected** (that is not already listed above): registry of residence (excluding age and gender code), military service information (including veteran information), graduation certificate, as bank account, photo, tax certification of former company, foreigner registration number, high level description of Workmen's comp injury /medical treatment that is needed, medical validation documentation, proof of annual physical.

**Use of Personal Data:** Workmen's compensation, legal and regulatory compliance, recruiting and candidate management, personnel management, security management, operations management

**Optional Personal Data Collected:** travel medical alerts, volunteer affiliations, current precise lat/long, height, weight, BMI, Heart Rate

**Use of Personal Data:** Teammate’s travel preferences for work related travel, participation in volunteer activities as part of Under Armour’s GiveBack program, precise location information related to emergency response and transportation activities, connected fitness information for testing and use of connected fitness platforms and products.

**Provision of Personal Data to a Third Party**

UA Korea provides the personal data as stated in each item below.

**General Personal Data**

	Recipient	Transferred Items	Recipient’s Purposes of Use	Recipient’s Period of Retention and Use
Mandatory Transfer	Under Armour, Inc. and its affiliated entities <sup>1</sup>	Collected general personal data	Legal and regulatory compliance (e.g., by Legal and HR), personnel management (e.g., by HR), operations management (e.g., by IT), and security management (e.g., by Corporate Asset Protection)	Until the purposes of using the personal data have been achieved
Optional Transfer	Under Armour, Inc. and its affiliated entities <sup>2</sup>	Collected general personal data	Personnel Management (e.g., by HR)	Until the purposes of using the personal data have been achieved

**Unique Identification Information**

Unique identification information: an individual’s resident registration number, passport number, driver’s license number, and foreigner registration number.

<sup>1</sup> A list of affiliates of Under Armour: Under Armour Europe BV, UA Global Sourcing Limited, UA Trading (Shanghai) Co., Ltd.

<sup>2</sup> A list of affiliates of Under Armour: MapMyFitness, Inc., MyFitnessPal, Inc., Endomondo Aps.

	Recipient	Transferred Items	Recipient's Purposes of Use	Recipient's Period of Retention and Use
Mandatory Transfer	Under Armour Inc. and its affiliated entities <sup>3</sup>	Collected unique identification information	Law and Regulatory Compliance (e.g., by Legal and HR) Personnel management (e.g., by HR)	Until the purposes of using the personal data are attained

**Sensitive Information**

Sensitive information: Personal Data concerning an individual's ideology, faith, trade union membership, political views or membership in a political party, health or medical treatment information, sexual orientation, genetic information, and criminal records.

	Recipient	Transferred Items	Recipient's Purposes of Use	Recipient's Period of Retention and Use
Mandatory Transfer	Under Armour Inc.	Collected sensitive data	Workmen's Compensation (e.g., by Insurance), Law and Regulatory Compliance (e.g., by HR)	Until the purposes of using the personal data are attained

**Delegation of Personal data Processing Services**

A list of companies UA Korea delegates personal data processing services can be found [here](#).

**Data Retention**

Under applicable Korean law, your Personal Data must be retained for the following periods:

- Records regarding contracts or the cancellation of contracts, and records on payment and provision of goods:

---

<sup>3</sup> A list of affiliates of Under Armour: Under Armour Europe BV, UA Global Sourcing Limited, UA Trading (Shanghai) Co., Ltd.



- Reason of retention: Act on Consumer Protection in Electronic Commerce Transactions, etc.
  - Retention period: five years
- Records on customer complaints or dispute resolution:
  - Reason of retention: Act on Consumer Protection in Electronic Commerce Transactions, etc.
  - Retention period: three years
- Communications confirmation data
  - Reason of retention: Communications Privacy Protection Act
  - Retention period: three months
- Records on electronic financial transactions
  - Reason of retention: Electronic Financial Transaction Act
  - Retention period: five years

Unless otherwise obligated to preserve your Personal Data by applicable laws and regulations, UA Korea will retain and use your Personal Data until the above purposes of collection and use are satisfied but no longer than 5 years from the date of the termination of the employment relationship.

#### **Measures to Ensure Safety of Personal data**

UA Korea shall take the following technical, administrative and physical actions required to ensure the safety of personal data in accordance with Article 29 of the Personal Information Protection Act (PIPA):

- Minimize the number of teammates handling personal data and provide training for them.
- Conduct a periodic self-review of personal data protection activities.
- Establish and implement an internal management plan.
- Encrypt personal data.
- Implement technical measures against data breach.
- Control access to personal data.
- Retain log-in records and prohibit forgery and alteration of log-in records.
- Adopt locking system for document security.
- Control access from unauthorized persons.

#### **Destruction of Personal Data**

UA Korea will take commercially reasonable and technically possible measures to make the Personal Data irrecoverable or irreproducible as follows:

- Electronic files that contain Personal Data will permanently be deleted using a technical method which makes the files irrecoverable; and

- Any other records, print-outs, documents or any other recording media will be shredded or incinerated.

In the event that the processing/retention period has expired, but Personal Data is required to be retained continuously for reasons including those described above, the relevant personal data and personal data files will be stored/maintained separately from other Personal Data, to the extent technically possible.

### **Rights and Obligations and How to Exercise Such Rights**

An employee may make the following requests as an information principal: (i) access to his/her Personal Data, (ii) correction or deletion of his/her Personal Data, or (iii) suspension of processing of his/her Personal Data.

When requested as above, UA Korea will check whether the requesting party is the information principal or an authorized representative. Under Armour may reject such a request if there is a justifiable reason for rejection under applicable laws or a reason equivalent thereto.

### **Cookies**

UA Korea may use cookies, including, but not limited to, session/persistent cookies and web beacons, for a certain websites of UA Korea. A cookie is a file which saves the history of a visited website from a computer and informs UA Korea of the history.

Once you access this website, UA Korea may use cookies for purposes of statistics by analyzing frequency of access, visit time, etc., tracing you, and obtaining information on event participation and frequency of visits, etc.

You have an option to install cookies. You may accept all cookies, or instruct the web browser to send a notice at the time of installation of cookies, or refuse to accept all cookies by adjusting the relevant function in the web browser of their own business computer.

An example of the installation method (in the case of Internet Explorer): The tool button on the upper part of the web browser > Internet Option > Personal Data.

### **Data Privacy Officer, etc.**

Teammates may file complaints related to protection of their personal data to the UA Korea Data Privacy Officer. Under Armour will address any filed complaints promptly.

Name:	David Song
Department/Title:	Privacy Officer (Korea)
E-mail:	<a href="mailto:koreaprivacy@underarmour.com">koreaprivacy@underarmour.com</a>

### **How to Contact Us**

If you have any questions, comments, or concerns about how we handle your Personal Data, then you may contact us at [koreaprivacy@underarmour.com](mailto:koreaprivacy@underarmour.com) write to us or call us at:

**Under Armour Korea Ltd.**

Attention: Data Privacy Officer

Under Armour Korea LTD.

464, Gangnam-daero, Gangnam-gu

Seoul, Korea, 06123

+82-2-570-5001

### **Amendments to this Privacy Policy**

If the UA Korea makes any amendment to this Privacy Policy, UA Korea will inform you of the contents and effective date of such amendments in a timely manner, according to the relevant laws and regulations, such as the Personal Information Protection Act, etc.