



Sign - On Bonus Agreement

Two Year

This Sign-On Bonus Agreement ("Agreement") is entered into between Academy, Ltd. d/b/a Academy Sports + Outdoors ("Academy") and Naga Venkata Someswara Rao Gonaboyina ("Team Member"), on this 25 day of September, 2025.

WHEREAS, Academy has agreed to hire Team Member in the position of Senior IT Supply Chain Developer for the purpose of such employment as outlined in the executed offer letter to Team Member ("Offer Letter"); and

WHEREAS, Academy has agreed to provide a sign-on bonus to Team Member in connection with Team Member's position as a Senior IT Supply Chain Developer (hereafter referred to as the "Sign-On Bonus"); and

WHEREAS, the parties intend to document the terms and conditions of the Sign-On Bonus to be provided to Team Member and the terms for Team Member's repayment of the Sign-On Bonus to Academy; and

NOW, THEREFORE, in consideration of the mutual promises and covenants set forth herein, the adequacy and sufficiency of which are acknowledged, Academy and Team Member agree as follows:

1. Academy agrees to pay a Sign-On Bonus to Team Member in the total gross amount of \$5,000.00, less all applicable withholdings and deductions. This amount is outlined in the Offer Letter and is contingent on Team Member accepting the position as outlined above.
2. In consideration of Academy's payment of the Sign-On Bonus, Team Member agrees that if Team Member
 - i. voluntarily separates from employment with Academy for any reason, or
 - ii. is terminated or demoted by Academy due to Team's poor job performance, policy violation or misconductbefore completing 24 months of active (uninterrupted) employment from Team Member's actual start date, then a pro rata amount of the Sign-On Bonus shall become immediately due and payable to Academy (hereafter referred to as the "Reimbursable Amount") under the following schedule:

Time Period	Reimbursement to Academy
Separation before completing six (6) months from Team Member's start date.	100%
Separation before completing nine (9) months from Team Member's start date.	75%
Separation before completing twelve (12) months from Team Member's start date.	50%
Separation before completing eighteen (18) months from Team Member's start date.	25%
Separation after completing twenty-four (24) months from Team Member's start date.	None

Team Member shall pay the Reimbursable Amount due to Academy on or before the effective date of Team Member separation from employment, transfer or demotion, as applicable. In order to assure full repayment to Academy, Team Member hereby voluntarily authorizes and directs Academy to deduct the Reimbursable Amount from any paychecks due to Team Member for wages and/or benefits prior to or following Team Member separation from employment, transfer or demotion, as applicable. Any portion of the Reimbursable Amount due to Academy which remains unpaid following such authorized deductions from Team Member's paychecks shall be paid in full to Academy upon Team Member's separation from employment.

3. The parties acknowledge and agree that this Agreement is for the sole purpose of providing a Sign-On Bonus to Team Member and establishing a method for repayment to Academy. This Agreement does not constitute an employment

contract between Team Member and Academy for any specific time period or otherwise alter Team Member's employment status. Team Member further acknowledges that this Agreement does not affect Team Member's obligation to comply with and fulfill Academy's policies and other requirements during the course of Team Member employment.

4. This Agreement shall be interpreted and enforced in accordance with the laws of the State of Texas. All obligations of the parties are and shall be performable in Harris County, Texas. The parties agree that any dispute concerning this Agreement shall be brought only in a court of competent jurisdiction in Harris County, Texas and the parties waive all objections to personal jurisdiction in these courts.

5. This Agreement shall be binding upon and inure to the benefit of the parties hereto, and shall not be deemed to confer any benefits or rights on any third party.

6. If any term or provision of this Agreement is held invalid or unenforceable to any extent, the remaining terms of this Agreement shall not be affected and shall be valid and enforceable to the fullest extent permitted by law.

7. None of the provisions of this Agreement shall be considered waived except when set forth in writing and signed by all of the parties hereto.

8. This Agreement constitutes the entire understanding and agreement of the parties with regard to Academy's provision of a Sign-On Bonus to Team Member and Team Member's obligation for repayment thereof. This Agreement supersedes all prior or contemporaneous discussions, representations, correspondence and agreements, whether oral or written, pertaining to the subject matter of this Agreement.

9. The Sign-On Bonus is considered taxable income to the Team Member.

10. If Team Member fails to comply with Team Member obligations under this Agreement and Academy must commence litigation to enforce its rights under this Agreement, then Academy shall be entitled to recover its costs and reasonable attorney's fees in addition to all sums for which Team Member is obligated under this Agreement.

11. The parties acknowledge and agree that they have reviewed this Agreement and understand the terms and provisions hereof. The parties further acknowledge that they have each entered into this Agreement voluntarily and without coercion or duress.

ACADEMY

Academy, Ltd., a Texas Limited Partnership



William Ennis
EVP Chief Administrative Officer