



NIKE Tax Strategy and Principles

Introduction

NIKE organizes its business in a way that supports international growth and facilitates investments in our brands. NIKE is guided, in all that we do, by our mission “to bring inspiration and innovation to every athlete* in the world” and the NIKE, Inc. (NIKE) Code of Business Conduct and Ethics ([Inside the Lines](#)). We play hard, we play to win, and we play by the rules.

Tax Strategy

NIKE’s tax strategy is to maximize shareholder value in a socially responsible manner by paying all required taxes in jurisdictions in which we operate. This document outlines NIKE’s tax principles which are the core of our tax strategy. These principles enable NIKE to align our commitments to our shareholders with our obligations to the tax authorities and communities around the world in which NIKE operates.

Tax Principles

1. Be Responsible

NIKE is responsible to, abides by and respects the laws of each country. We comply with the tax rules and reporting obligations in the jurisdictions in which we operate. We respect the letter of each country’s law and its underlying intent. Our payments to governments include excise remittances, import duties, corporate income taxes, VAT, payroll and other taxes. Our tax positions are in line with and support our business operations in the communities where we conduct business.

*If you have a body you are an athlete

2. Be Accountable

NIKE is accountable. NIKE tax affairs are managed and reported to ensure compliance with local and international tax laws and guidelines. Our intercompany transactions are in accordance with the arms-length standard as required by the Organization for Economic Cooperation and Development (OECD) and other intergovernmental tax agencies.

Because NIKE is committed to doing the right thing, we have the tools in place to drive adherence to the business code of ethics and provide both relevant training and opportunities for employees to raise any issues of concern regarding our tax policy, and otherwise, confidentially.

3. Manage Risk

We manage NIKE's tax risk through rigorous control processes to help achieve business results in areas critical to the company's success. Our tax position supports how our business operates. We evaluate all transactions prior to execution to minimize tax risk. This ensures the creation of value which is in the best interest of our stakeholders and protects the NIKE brand.

4. Rigorously Comply

NIKE prepares and publicly discloses consolidated financial statement data in accordance with Generally Accepted Accounting Principles as adopted by the U.S. Securities and Exchange Commission. This financial information is available on our website along with information about our supply chain and sustainable innovation. The availability of this information provides key insights into the way NIKE conducts its business. NIKE complies with all filing obligations in the jurisdictions in which NIKE conducts business and has filing obligations. NIKE engages with tax authorities to provide requested information as required by relevant tax laws.

5. Maintain Cooperative Relationships

NIKE is cooperative and maintains professional and constructive relationships with tax authorities. NIKE respects the rights of governments to set their own tax rules, policy and rates of taxation. When material tax uncertainties exist, NIKE seeks counsel from external advisors and engages with the taxing authorities to gain certainty on taxation within the jurisdiction. This certainty is obtained by providing a full accounting of the facts and engaging in an open dialogue as appropriate.