

ESG AT A GLANCE



DICK'S has a track record of activities in support of the triple bottom line – profits, people, and planet. We understand the importance of creating value for all stakeholders: our teammates, athletes, investors, and society at large. Our work is guided by an environmental, social, governance (ESG) strategy that outlines an agenda covering operations, human capital, product development, supply chain, and community investment. Examples of initiatives, key milestones, and future-looking goals include:

ENVIRONMENTAL

- Publicly reported on greenhouse gas (GHG) emissions since 2018
- In 2016 we implemented an LED replacement strategy to reduce the emissions of our retail locations; in 2020, we were able to complete 167 projects in 128 stores, which resulted in a 25% reduction in energy use
- Committed to a 30% reduction in GHG emissions for DICK'S operations by 2030 (versus 2016 baseline)
- Committed to eliminating single-use plastic shopping bags by 2025
- Committed to having all our vertical brands complete the HIGG Facility Environmental Module by 2025 to understand and improve on the environmental sustainability performance of our manufacturing facilities
- Joined the Outdoor Industry Association Climate Action Corp – committing to measure, plan, and reduce GHG emissions and share progress annually
- Publicly pledged our support for the Paris Climate Agreement and signed “We Are Still In,” a joint declaration in support of climate action, signed by more than 3,900 CEOs, mayors, governors, tribal leaders, college presidents, faith leaders, health care executives, and others
- Reused 80%+ of materials and selected sustainable options for new items for our soon-to-be-open Public Lands stores
- In Public Lands, putting sustainability first by implementing responsible paper practices, not selling any plastic beverage bottles, using sustainable materials for our packaging where possible, and more

SOCIAL

Teammates

- Committed to maintaining a median gender pay ratio of 100%
- Reached approximately 50,000 teammates from across the organization with inclusivity training sessions, investing more than 100,000 hours
- Committed to new recruiting procedures to drive a more diverse workforce, with a focus on leadership positions
- Increased our diverse representation by 50% within our college internship program
- Activated Teammate Resource Groups (TRGs) like the Women's Influential Network (WIN), Mom Squad, and Black Leadership Network
- Partnered with Hiring Our Heroes, a nationwide effort to connect vets, transitioning service members, and military spouses with employment opportunities
- Increased diversity representation on our board of directors
- Paid a 15% pay premium to our frontline teammates in our stores and distribution centers from mid-April through the end of 2020
- Signed the CEO Action for Diversity & Inclusion pledge and the Outdoor CEO Diversity Pledge
- Signed the American Apparel and Footwear Association (AAFA)/Fair Labor Association (FLA) Industry Commitment to Responsible Recruitment – a proactive industry effort to address forced labor risks for migrant workers in the global supply chain
- Committed to the Apparel Industry Transparency Pledge for our vertical brands, with the goal of supporting human rights efforts in our supply chain

- Strengthened our Zero Tolerance Stance on discrimination, which is publicly posted in all stores, and includes an enhanced data collection process for violations
- Identified opportunities for growth and expansion in supplier diversity through talks with diversity leaders

Community

- Banned assault-style rifles and enforced a policy of no firearm sales to people under 21
- Committed to giving 1 million kids a chance to play through philanthropic activities focused on underserved communities
- Made a \$12.5 million investment in the Black Economic Development Fund (BEDF) through the Local Initiatives Support Corporation (LISC)
- Member of the National Minority Supplier Development Council
- Donated disaster relief funds, expanding to personal protective equipment to hospitals and frontline workers
- Partnered with the Beyond Sport Foundation, U.S. Soccer Foundation, Under Armour, Brooks Running, and other organizations to promote diversity, equity, and inclusion in sports
- Since 2014, DICK'S and its Foundation have committed more than \$189 million to support youth athletes

GOVERNANCE

- Through the Board Governance & Nominating Committee, oversaw environmental, social, and governance (ESG) work
- Responded to ESG ratings and rankings including the Fashion Transparency Index (FTI), CDP (Carbon Disclosure Project), and Chief Executives for Corporate Purpose (CECP)

**Last updated July 2021*