

2021 SUSTAINABILITY PERFORMANCE SUMMARY

OUR APPROACH

At DICK'S, we understand the important role we must play in taking care of the planet and its people. By inspiring our teammates and engaging with our athletes, we are determined to change the game for good. Our [2021 Purpose Playbook](#) reflects our commitment to addressing environmental, social and governance (ESG) issues and outlines how our strategy is integrated into all aspects of our organization.



LEVELING THE PLAYING FIELD

Create an inclusive, equitable, diverse, and safe workplace where teammates can thrive.

Goals and Progress

- ★ **ACHIEVED** Maintain a median gender pay ratio of 100%
- 🔄 **IN PROGRESS** Achieve 50% BIPOC and/or women for entry-level hires for technology by 2025
- 🔄 **IN PROGRESS** Increase BIPOC representation in leadership roles by 30% by 2025
- 🔄 **IN PROGRESS** Increase overall representation of women in store leadership to 40% by 2025

Approach

- We have robust [DE&I](#) programs focused on training and [empowerment](#).
- We enlist partners in the recruiting process to reach a diverse candidate [pool](#).
- We have a [zero-tolerance stance](#) on acts of racism and discrimination in our company.
- We conduct annual [pay-equity reviews](#).
- We keep our teammates healthy and happy with [comprehensive benefits](#) and [professional development programs](#). In 2021, we were awarded Fortune's Best Workplaces in Retail.



CLEARING HURDLES

Break down barriers to ensure that all communities have a chance to play sports, learn, and prosper.

Goals and Progress

- ★ **GOAL SURPASSED** Provide one million young people from under-resourced communities with the opportunity to play sports by 2024 (since 2019)
- 🔄 **NEW GOAL** Provide two million young people from underresourced communities with the opportunity to play sports by 2024 (since 2019)
- 🔄 **NEW GOAL** Achieve \$300 million in annual spend with diverse suppliers by 2025 (Including both direct (Tier 1) and indirect (Tier 2) suppliers.)

Approach

- We seek to grow participation in youth sports through [philanthropic](#) and [community support](#) and have surpassed our goal to 'give one million kids a chance to play by 2024 (since 2019). This year we committed to doubling that.
- In 2021, we provided [more than \\$30 million](#) in community and corporate [grants, sponsorships and donations](#).
- We [expand economic opportunities](#) in the communities where we operate, through education, working with diverse suppliers, partnerships, and development programs. In 2021, we launched a new [supplier diversity site](#) so businesses can join our pool of potential suppliers.



RAISING THE BAR

Provide athletes with innovative, responsible products.

Goals and Progress

- ★ **ACHIEVED** Join the AAFA/FLA Industry commitment to Responsible Recruitment
- ★ **ACHIEVED** Meet minimum disclosure standards of the Human Rights Watch Transparency Pledge by 2025 for 100% of vertical brands
- 🔄 **IN PROGRESS** Attain 100% participation of vertical brands, Tier 1 suppliers in the SAC Higg Facility Environmental Module by 2025

Approach

- We are pursuing more [sustainable products](#) that integrate circularity principles, and have a [lower environmental impact](#). We launched an [equipment rental program](#) to help contribute to a more circular economy.
- We work with our vendors to ensure our products are [processed](#) and made in facilities that meet our [high ethical, social and environmental](#) compliance [standards and policies](#).



PROTECTING OUR HOME COURT

Address our environmental footprint as responsible stewards of the planet.

Goals and Progress

- 🔄 **IN PROGRESS** Eliminate all single-use, point-of-sale plastic bags by 2025
- 🔄 **IN PROGRESS** Reduce greenhouse gas (GHG) emissions for DICK'S operations by 30% by 2030 (against our 2016 baseline)

Approach

- We have [publicly reported on greenhouse gas](#) (GHG) emissions since 2018.
- We completed over [400 LED retrofit projects](#) across more than 300 stores, resulting in a 10% reduction in energy consumption (vs. 2019), in support of Scope 1+2 goals.
- We [converted 26% of our stores from single-use plastic bags](#) to paper bags, and piloted more sustainable packaging options, including 100% recyclable mailers and tape.
- We [partner with nonprofits and organizations](#) on climate issues, including the Paris Climate Agreement, and the "We Are Still In" coalition.

DICK'S SPORTING GOODS RESOURCES:

[2021 Purpose Playbook \(GRI, SASB\)](#)

[Policies and Reporting](#)

[Sideline Reports](#)

[Supplier Diversity](#)

[2021 Business Highlights](#)