

2021 PURPOSE PLAYBOOK



OUR BELIEF

We believe that sports make people better.

OUR MISSION

We create an inclusive environment where passionate, skilled, and diverse teammates thrive.

We create and build leading brands that serve and inspire athletes.

We make a lasting impact on communities through sports.

We deliver shareholder value through growth and relentless improvement.

OUR COMMON PURPOSE

We create confidence and excitement by personally equipping all athletes to achieve their dreams.



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ABOUT THIS SUSTAINABILITY REPORT

This report, which we call our Purpose Playbook, provides a high-level overview of DICK'S Sporting Goods' environmental, social, and governance (ESG) commitments, activities, and progress in 2021.

Our Purpose Playbook is organized by four main focus areas: Leveling the Playing Field, Clearing Hurdles, Raising the Bar, and Protecting Our Home Court. We have prepared this report with reference to GRI and SASB.

This report was published in September 2022 and reflects our activities and performance in the year 2021. All data included is reflective of calendar year 2021, unless otherwise noted. Endnotes and a glossary of terms can be found in the Appendix. Please submit questions or feedback regarding this report and our ESG strategy to ESG@dcsg.com.

BUSINESS HIGHLIGHTS

OPERATIONS AND SUPPLY CHAIN

Headquarters: 345 Court Street, Coraopolis, PA 15108

- Five distribution centers (DCs)
- More than 860 total stores in 47 states, including:

 730 DICK'S Sporting Goods stores

 20 Field & Stream stores

 98 Golf Galaxy stores

 2 Public Lands stores

- Approximately 50,000 employees, whom we call teammates

2021 FINANCIALS

- \$12.3 billion in fiscal year 2021 sales (\$2.6 billion e-commerce)
- More than \$30 million in community and corporate grants, sponsorships, and donations
- New customers, whom we call athletes, shopped with us in record numbers — we served 8 million new athletes, with 1 in 4 under 30 years old

CORPORATE GOVERNANCE

DICK'S stockholders elect members to our board of directors.

DICK'S board maintains three committees:

- Audit
- Compensation
- Governance & Nominating

For more information, read:

- [DICK'S Sporting Goods 2021 Annual Report](#)
- [DICK'S Corporate Governance Guidelines](#)
- [DICK'S 2022 Proxy Statement, Corporate Governance section](#)

DICK'S Sporting Goods creates confidence and excitement by personally equipping all athletes to achieve their dreams. Founded in 1948 and headquartered in Pittsburgh, the leading omnichannel retailer serves athletes and outdoor enthusiasts in more than 860 **DICK'S Sporting Goods**, **Golf Galaxy**, **Field & Stream**, **Public Lands**, **Going Going Gone!** and **Warehouse Sale** stores, online, and through the DICK'S mobile app. DICK'S also owns and operates **GameChanger**, a youth sports mobile app for scheduling, communications, live scorekeeping, and video streaming. DICK'S offers its products through a dynamic e-commerce platform that is integrated with its store network and provides athletes with the convenience and expertise of a 24-hour storefront. Driven by its belief that sports make people better, DICK'S has been a longtime champion for youth sports and, together with its Foundation, has donated millions of dollars to support under-resourced teams and athletes through the Sports Matter program and other community-based initiatives.



LETTER FROM PRESIDENT AND CEO LAUREN HOBART

If 2020 was defined by our resilience and compassion in the face of unprecedented challenges, then 2021 was the year we demonstrated how commitment and an unparalleled sense of community drove momentum across all of our sustainability goals.

We are giving more kids a chance to play and learn, knowing the important role sports and well-being can play in a young person's life.

We drove meaningful progress on our climate plan.

We continued to prioritize being a company where caring for our teammates is supported and valued.

I believe our sustainability strategy has become a competitive advantage. Our national brands want to partner with us on programs that help them deliver on their sustainability goals; and together, we can educate and engage our athletes on our collective impact. Our brand values have helped bring a record number of athletes into our ecosystem.

I could not be prouder of our entire team at DICK'S for their dedication, hard work, and for our 2021 accomplishments. Not every day is perfect on our sustainability journey, but our track record gives me so much confidence.

Here's a snapshot of what you'll find in our 2021 Sustainability Report — what we call our Purpose Playbook.

The DICK'S Sporting Goods Foundation surpassed its goal of giving one million kids a chance to play — two years ahead of schedule.

Most local youth sports organizations are run on a shoestring budget, leading to a severe access gap for kids in under-resourced communities. This gap was exacerbated by COVID-19's impact on families and programs. We forged partnerships with local youth sports leagues to identify critical needs where support from DICK'S and our Foundation could make a meaningful impact. We also partnered with Every Kid Sports to cover the registration costs for approximately 19,000 families.

I'm pleased to share we now have a new goal to impact two million kids by 2024.

We reduced our carbon footprint — even as our total store footprint expanded.

In 2021, we continued to retrofit our stores with LED lighting fixtures and completed over 400 projects across more than 300 stores, pacing well ahead of our original plan. Through this program, we were able to reduce these stores' energy intensity by nearly 27% in 2021 compared to 2016 and reduce our energy cost.

Our focus on diversity, equity, and inclusion (DE&I) continues to be an organizational imperative — but more importantly, it reflects the core values of our teammates.

It's hard to propel change if the vision isn't shared across the organization. Our Courtside Teams are great examples of how every corner of the company supports our DE&I strategy. We now have more than 1,500 teammates volunteering to lead these efforts by hosting speaker series events, cultural events, dialogue circles, and more. We also developed our first supplier diversity goal with the support of a multi-disciplinary team that reflected all corners of our organization.

A focus on recycling at our stores and distribution centers is driving significant progress on waste diversion.

Despite supply chain challenges, our team remained committed to reducing waste sent to landfills. We recycled more than 44,000 tons of cardboard, paper, plastic, and metal last year — a 19% increase over 2020, bringing us to a 70% diversion rate.

A workforce that makes things happen.

DICK'S has always been an organization of action. From advocating for common-sense gun reform to supporting girls and women in sports, to being an engaged contributor to the communities we serve, we have a history of focusing every day on values and initiatives that reflect the priorities of all our stakeholders.

Our teammate engagement survey shows an over 80% satisfaction rate — one of our most important markers of progress. We can't be a successful company without having an aligned team.

I want to thank each and every one of our teammates for their energy, effort, and support. We are capable of great things because of our teammates.

In the pages that lie ahead I invite you to learn more about the progress our team achieved this year and our goals for championing even more impact in the years to come.

Sincerely,



Lauren Hobart
President and CEO



OUR APPROACH TO SUSTAINABILITY

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. This Purpose Playbook reflects our commitment to addressing ESG issues and outlines how our strategy is integrated into all aspects of our organization. Our strategy defines our approach under four pillars:



LEVELING THE PLAYING FIELD

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



CLEARING HURDLES

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



RAISING THE BAR

Providing athletes with innovative, responsible products



PROTECTING THE HOME COURT

Addressing our environmental footprint as responsible stewards of the planet

Our Sustainability and ESG team, led by our Chief Sustainability and Communications Officer (CSO), drives our ESG strategy and coordinates across the business. Our CSO provides regular updates on ESG issues to company leadership, and twice annually to the Governance & Nominating Committee of our board of directors. Our cross-functional ESG council meets quarterly to collaborate and share progress.

“ Every athlete needs a gameplan. Our sustainability gameplan will be guided by our inaugural multi-stakeholder ESG prioritization assessment, which we conducted in 2021.

The output of this work helped us reaffirm our commitment to important issues — such as climate, DE&I, and teammate well-being. It also will inform our future strategy to address supply chain responsibility as well as other critical issues impacting our environment.

Our 50,000-plus teammates are the heart and soul of our company and more energized than ever to support DICK’S sustainability efforts and drive change across the company and our communities.

Let’s do this! ”



– PETER LAND, CHIEF SUSTAINABILITY AND COMMUNICATIONS OFFICER



CONTRIBUTING TO THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UN SDGS)

Our sustainability strategy is aligned with the UN SDGs, a set of 17 global goals designed to achieve a more sustainable future for all. We believe we can contribute most to three goals: #5 Gender Equality, #13 Climate Action, and #15 Life on Land.



Gender Equality

To level the playing field, DICK’S is focused on breaking down gender barriers in sports by creating more opportunities, access, and support to women and girl athletes. We do this not only through our community engagement efforts, but also through our product assortment and store leadership roles. In our workplace, we ensure pay parity across the board and have set a goal to increase the number of women in entry-level tech roles.



Climate Action

As a sporting goods and outdoor gear company, climate change is an important issue for DICK’S. We know our owned operations and supply chain not only add to our environmental footprint but are also deeply impacted by the changing climate. In 2021, as a signatory of the “We Are Still In” coalition, we showed our support for the Paris Climate Agreement. We also continued to work toward our goal to reduce our greenhouse gas (GHG) emissions by 30% by 2030.



Life on Land

Similar to climate action, protecting and promoting sustainable use of terrestrial ecosystems and halting biodiversity loss is especially important to DICK’S as more people than ever are seeking to explore outdoor spaces. We also introduced our first Public Lands store in 2021. Public Lands will focus on conservation and access and equity with non-profit partners at the local and national level to help bring this mission to life. We’ll also be donating 1% of both in-store and online sales to conserve and increase access to public lands.

TOP ESG TOPICS IDENTIFIED IN OUR PRIORITIZATION ASSESSMENT

Icons denote how the listed topics align with our approach to sustainability and our strategy Pillars.

- Climate Impact/Greenhouse Gas Emissions
- Diversity, Equity, & Inclusion
- Investing in Youth Sports
- Outdoor Access & Inclusion
- Product Sustainability
- Supply Chain Responsibility & Transparency
- Sustainable Operations
- Teammate Safety, Health, & Well-being
- Training & Development
- Wages & Benefits

Topics are listed in alphabetical order.

OUR ESG PRIORITY TOPICS

We conducted our first ESG prioritization assessment in 2021 to better understand the interconnection between our growing business, social, and environmental strategies, and stakeholder expectations. We conducted this assessment following best practices from the GRI and SASB. Our assessment included topics from past reporting, and we uncovered emerging topics through internal and external stakeholder engagement, competitive benchmarking, and review of the media and industry landscape. We evaluated a number of topics that DICK’S stakeholders care about, and for which DICK’S has some level of influence.

Our prioritization assessment reflects the conversations and evolving experiences of policymakers, our shareholders, regulatory bodies, teammates, and business partners. Feedback reflected prioritization of topics addressing teammate safety, health, and well-being; DE&I; climate action; and investing in youth sports. A new topic that emerged among both internal and external stakeholders is outdoor access and inclusion.

Going forward, these topics will inform our ESG strategy and goals.

STAKEHOLDER ENGAGEMENT

We understand that stakeholder engagement is a critical component of advancing our ESG strategy. In addition to referring to global reporting frameworks, the content of this report was developed with input from DICK’S Sporting Goods’ teammates, suppliers, athletes, and investors.

We are committed to maintaining communications with a broad range of stakeholders to address concerns and obtain feedback to help deliver on our ESG strategy.

We engage with our teammates during on-site visits, through internal communication channels, surveys, and quarterly cross-functional ESG Council meetings. We also prioritize engagement with athletes through surveys. We inform investors and vendors about our ESG priorities. Within communities, we solicit feedback through surveys and by hosting local events.

Across all stakeholders, we share our progress on our ESG areas of focus through our annual Purpose Playbook report, Sideline Reports on our [website](#), social media updates, conferences and industry events, and media outreach.

Icon Key:

Leveling the Playing Field

Clearing Hurdles

Raising the Bar

Protecting Our Home Court

OUR GOALS

We are proud of what we've achieved in 2021. In the pages to follow, we are excited to review our achievements, our progress, and the announcement of two new goals.

Leveling the Playing Field

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

Maintain a median gender pay ratio of 100%



Achieved

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



In Progress

Raising the Bar

Providing athletes with innovative, responsible products

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



Achieved

Attain 100% participation of owned vertical brands in the SAC Higg Facility Environmental Module by 2025



In Progress

Clearing Hurdles

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

Provide one million young people from under-resourced communities with the opportunity to play sports by 2024 (since 2019)



Achieved

NEW

Provide two million young people from under-resourced communities with the opportunity to play sports by 2024 (since 2019)



New Goal

NEW

Achieve \$300 million in annual spend with diverse suppliers by 2025 (Including both direct (Tier 1) and indirect (Tier 2) suppliers)



New Goal

Protecting the Home Court

Addressing our environmental footprint as responsible stewards of the planet

Eliminate single-use, point-of-sale plastic bags in all stores by 2025



In Progress

Reduce greenhouse gas (GHG) emissions for DICK'S operations by 30% by 2030 (versus 2016 baseline)



In Progress

See Glossary for acronym definitions.





LEVELING THE PLAYING FIELD

CREATING AN INCLUSIVE, EQUITABLE, DIVERSE, AND SAFE WORKPLACE WHERE TEAMMATES CAN THRIVE.

HOME



APPENDIX

2021 SUSTAINABILITY REPORT: LEVELING THE PLAYING FIELD



OUR GOALS

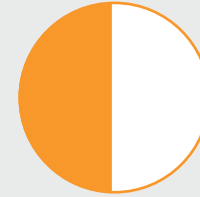
Achieved

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



OUR APPROACH

Our teammates have diverse backgrounds, perspectives, experiences, and skill sets that are critical to our long-term success. We are a team focused on life-long learning and helping our athletes and each other achieve dreams.

We recruit teammates who can bring a range of lived experiences and skill sets to our team, and we work with them to develop and build their capabilities. We strive to create an inclusive culture that supports and encourages our teammates to bring their whole selves to work, a place where everyone feels encouraged to express opinions and share ideas and concerns.

We work hard to keep our teammates safe, healthy, and happy to ensure they can perform at their best. This includes a comprehensive benefits package to support our teammates' health and wellness, meaningful compensation, and a myriad of professional learning opportunities.



DIVERSITY, EQUITY, & INCLUSION

As we mature our DE&I practice across DICK'S, we seek to represent the communities that we serve and work within.

Our approach includes five priorities:

- 1 **Educate & Inspire** ourselves, our teammates, and our communities
- 2 **Hire & Develop** to better reflect the communities we serve
- 3 **Use the Power of our Business** to drive impact and show our commitment to equity
- 4 **Support Civic Action** to help and care for our communities
- 5 **Leverage Insights & Analysis** of experiences with our teammates and athletes

BRINGING OUR STRATEGY TO LIFE — WITH THE HELP OF OUR TEAMMATES

We have policies, procedures, and standards that govern our approach to DE&I, starting with our [Code of Ethics and Business Conduct](#). Our DE&I strategy is overseen by our cross-functional DE&I Council, chaired by our Head of DE&I, who reports to our Chief People & Purpose Officer.

Our DE&I approach is supported by 19 Impact Teams organized around our five strategic DE&I priorities. The Impact Teams' structure helps ensure their work represents teammates at every level of the organization, is supported with the appropriate resources and guidance, and allows visibility to senior management. Throughout this report section, we have included examples of initiatives created and developed through the inspiration and efforts of Impact Teams.



For more information please visit our [DE&I website](#).

DE&I OFFICE

- Comprised of the DE&I teammates whose responsibility is to own, lead, and drive the work forward

DE&I COUNCIL

- Cross-functional strategic team of leaders who inform the work of the DE&I Office
- Led by the Head of DE&I

IMPACT TEAMS

- Teams that own components of DE&I strategy and are accountable for progress
- Each team has an owner, executive sponsor, and representative from the DE&I Council

TEAMMATE RESOURCE GROUPS (TRG)

- Personal network of support for teammates based on identity group
- Each TRG has an executive sponsor and is approved by the DE&I Council

COURTSIDE TEAMS

- Extension of the DE&I Council where by any teammate can be involved and support the efforts around DE&I
- Managed by the DE&I Office, but engaged by DE&I Council, leadership, and Impact Teams
- Members of Courtside Teams can also be a part of TRGs

CONTINUING PROGRESS TOWARD OUR REPRESENTATION GOALS

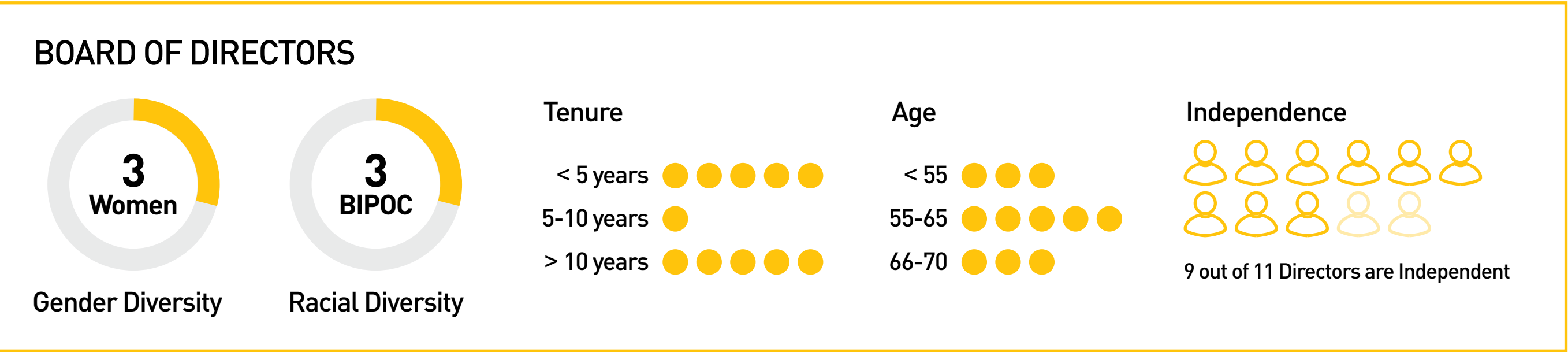
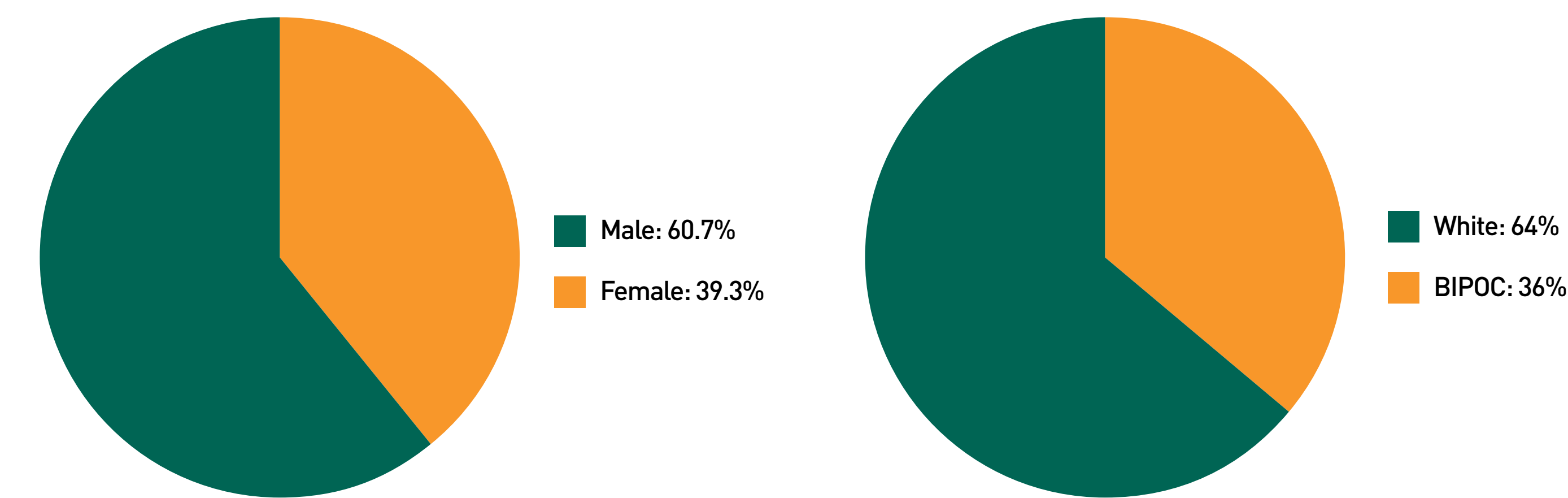
In 2021, we identified an opportunity to better represent BIPOC identities across leadership³ roles. To achieve this goal, we have activated several strategies — from attraction through to development, retention, and promotion.

DICK’S commitment to the female athlete has been several years in the making, and through our DE&I efforts, we are seeking to ensure she feels represented through the leadership across our stores. To achieve this important goal, we are working to develop our internal talent pool to ensure there is a career path for females to advance into leadership roles.

Since 2019, we have sought to create a foundation of diverse technology teammates who can grow into the future leaders of our organization. By expanding the number of campuses, programs, and partnerships from which we recruit, we have attracted and invited a more diverse technology talent pool to our team.

GROWING A DIVERSE WORKFORCE^{1, 2}

OVERALL WORKFORCE



TEAMMATE RESOURCE GROUPS

One of the ways we continuously strive to build inclusion and understanding is through our [Teammate Resource Groups \(TRGs\)](#). Each group helps build meaningful connections through community outreach and volunteerism, mentorship, and professional development; elevate diverse perspectives; support key business goals and priorities; and create spaces for teammates to learn from each other. This year, we added two new TRGs: the Black Leadership Network and Out & Proud.

Black Leadership Network (BLN)

BLN seeks to advance, empower, and advocate for Black teammates at all levels of the company through community, development, and mentorship.

Out & Proud

Out & Proud seeks to represent Pride in both workplace policy and practice, and also provide a resource both personally and professionally to DICK'S LGBTQ+ community.

Mom Squad

The Mom Squad strives to help its members feel prepared and confident while planning for parental leave and upon returning to work.

Women's Influential Network (WIN)

WIN seeks to inspire, support, and advocate for the empowerment of women at DICK'S.

COURTSIDE TEAMS

Our Courtside Teams help to embed our DE&I strategy into the DNA of our organization, raising awareness and hosting events such as Dialogue Circles and speakers of interest.

To guide the work of our Courtside Teams, we created a Captains Program at our stores, our DCs, and at district levels in the field. The Captains Program creates a leadership structure within the Courtside Team to help cascade information and enable action at a local level. We also rolled out a 12-week DE&I rotational program in Q4 of 2021 to help store managers deepen their understanding of our DE&I strategy and equip them with the skills and tools to pull the strategy through their stores. The program will include three cohorts of seven store leaders each year. After completing the program, participants will serve as DE&I partners for other store leaders within their district and region. We will track the impact of the program by measuring implementation of DE&I activities, adoption of best practices, and impact to business outcomes, including the athlete experience.

1,500+

Teammates have engaged in our Courtside Teams since inception

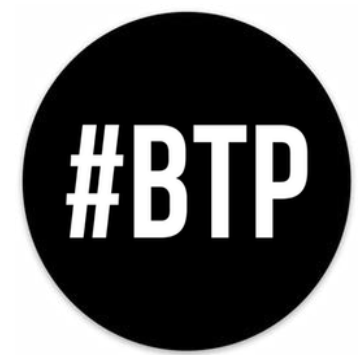


RECRUITING, HIRING, AND DEVELOPING A DIVERSE WORKFORCE

We continue to expand our relationships with relevant non-governmental organizations to reach a more diverse candidate pool. This includes a new partnership with Black Tech Pipeline. As part of our collaboration, we post tech-related positions on its [job board](#). We also work with groups such as Creatives Want Change, which is dedicated to the cultivation of Black creative talent, as well as CodePath, which provides underrepresented minorities and underserved students with no-cost coding courses, mentorship, and career support. We have been a CodePath partner since 2020.

We also continue to work closely with university partners including Historically Black Colleges and Universities (HBCUs) — holding career fairs at North Carolina A&T, Hampton University, and Howard University, and expanding our MBA recruitment from the top 20 HBCU programs.

MEMBERSHIPS AND PARTNERSHIPS



ENLISTING THE SKILLS OF AMERICA'S VETERANS

One of our new recruiting partners is Hiring our Heroes (HoH), which connects service members, their spouses, and veterans with businesses. We kicked off a national partnership with HoH to on-board qualified Fellows to work at DICK'S. The program supports our efforts to recruit mid-career teammates interested in shifting to new areas of professional work and who offer diverse lived experiences.

Veterans bring unique abilities and experiences to the workforce, including hard-to-teach skills like loyalty, dedication, self-motivation, sustained performance under pressure, respect for procedures, and the ability to work as a team. Just ask Darren Burch, District Manager at DICK'S Sporting Goods and former member of the U.S. Marines Corp.

“ In the military, you develop grit and learn how to build and inspire teams — these skills have contributed to my success as a District Manager. ”

We also encourage our teammates who have self-identified as veterans and active-duty service members, and their spouses, to join the Onward to Opportunity Pittsburgh cohort. Conducted by the Syracuse University Institute for Veterans & Military Families, the program offers no-cost certificate training tracks to boost job skills and help advance careers.

DIVERSITY OF OUR INTERNSHIP PROGRAM

We adapted our internship program to make it more flexible with remote working options, and significantly expanded the number of schools from which we recruit from 28 in 2020 to 45. We removed GPA requirements and expanded to accept most majors. In total, we hired nearly 70 undergraduate students for internships across different departments such as merchandising, marketing, retail analytics, communications, engineering, user experience (UX) design, apparel design, and more. Our 2021 class of interns was our most diverse since we launched the program in 2006.

DICK'S SPORTING GOODS INTERNS: CLASS OF 2021

Over 40% of our overall intern population was BIPOC



More than 50% of our tech interns were women



CREATING AN EQUITABLE WORKPLACE



We are committed to equal pay for equal work.

To ensure we stay on track, we invest in analysis programs and work with independent experts to conduct annual pay-equity reviews. This analysis assesses pay on a statistical basis and considers key factors that influence compensation, including but not limited to tenure, role, level, geography, and performance.

Further, we have consistently achieved and maintained 100% unadjusted pay equity for women. For the first time, we are also disclosing our unadjusted race pay equity ratio, which shows 100% unadjusted pay equity for BIPOC teammates as well.

We're proud of our achievement and are committed to maintaining pay equity.⁴

	2019	2020	2021
Female-to-male median pay ratio	100%	100%	100%
Race median pay ratio	Not measured	Not measured	100%

CEO **ACT!ON** FOR DIVERSITY & INCLUSION

DICK’S Sporting Goods is a signatory of the CEO Action for Diversity & Inclusion Pledge — the most significant CEO-driven business commitment to advance D&I within the workplace. In our first “Day of Understanding” as a CEO Action coalition partner, teammates participated in sessions where they discussed allyship, use of pronouns, and the difference between equality and equity.



We are also a signatory to the Outdoor CEO Diversity Pledge, which seeks to advance representation for people of color across the outdoor industry.

STRENGTHENING OUR CULTURE OF INCLUSION

We have zero-tolerance for acts of racism or any kind of discrimination, hatred, or harassment against our teammates or athletes within our workplace. But that is just the starting line. We believe a culture of inclusion is one in which all our teammates:

- Feel welcomed, trusted, respected, and valued as people and teammates.
- Can bring their authentic selves to work and feel safe to express aspects of themselves and perspectives that may be different from their peers.
- Will take action when someone is not being treated equally or with respect.

Creating and maintaining this culture takes consistent, ongoing action and determination. We are working to make this happen through education, dialogue, celebration, and accountability.



ZERO TOLERANCE

Not only do we want our teammates to feel respected and valued for who they are, we want the athletes who come into our stores or visit us online to feel that as well. And we expect them to treat our teammates with the same respect.

Our Zero Tolerance Stance represents a two-way social contract between teammates and our athletes to uphold DICK’S policies against racism, discrimination, or harassment of any kind. This includes taking action when athletes visiting our store are unable to treat our teammates with respect.

This social contract is clearly and publicly communicated on signs posted in our Customer Support Center (CSC), DCs, retail locations, and on the DICK’S teammate intranet.

The DICK’S ethics hotline phone number is stated on each Zero Tolerance Stance poster. If a breach occurs, any athlete or teammate can call the ethics hotline to report the violation. We review all reported concerns and report back to the caller on actions taken. We track data on violations to support a proactive approach to better managing and addressing future violations.

We also conducted training for all teammates to better understand the derailers of inclusion in retail to support a more inclusive shopping experience. And we launched a new partnership with [Open to All](#), a non-profit nondiscrimination campaign focused on the principle that when a business opens its doors to the public, they should be open to everyone.

For more details on how we are working to drive an inclusive shopping experience in our stores, advertising, and products, see [Raising the Bar](#).



DISABILITY INCLUSION

Individuals living with a disability are an underrepresented community of talent that can bring great strengths to the workforce. We are proud to be a corporate partner of [Disability:IN](#), an advocate for disability inclusion and equality. This partnership will not only help us continue to advocate for people with disabilities, but also provide all teammates with educational opportunities and resources to help ensure our workplaces, DCs, and stores are welcoming to everyone.




ADVANCING CAREERS THROUGH LEARNING & DEVELOPMENT

Our goal is to support teammates in achieving their career aspirations and to bring our common purpose to life through relentlessly improving who we are, what we know, and what we do through learning and experiences.

We offer a variety of learning and development opportunities for teammates, ranging from formal leadership and professional development courses, and courses to strengthen technical skills, to a catalog of resources so teammates can learn informally at their own pace. We also work to equip our leaders with the fundamental skills to provide effective feedback and coach their teammates.

Another way we support our teammates is by helping make college education a reality. All salaried teammates with satisfactory performance ratings are eligible for tuition reimbursement. Reimbursements include:

	Up to \$2,500 annually for undergraduate degrees	Up to \$5,000 annually for graduate degrees	Up to \$10,000 annually for our on-site MBA ⁵ program, in addition to a \$30,000 restricted stock award upon graduation
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OUR TEAMMATE DEVELOPMENT PROGRAMS

Our teammates are the backbone of our organization. Creating an environment where they feel safe, supported, and equipped with the tools to succeed is our number one priority. That's why we've doubled down on our teammate development strategy— focusing our efforts on attracting, developing, and retaining talent by building an ecosystem that meets the needs of DICK'S Sporting Goods now and for the future.

With so much great talent coming into the organization, we recognized the opportunity to enhance our career and leadership development. To set our teammates up for success at the start of their journey, we have detailed orientation and on-boarding programs across the enterprise, based on location. Additionally, we deliver our Comprehensive On-Boarding for Retail Excellence (CORE) Program to our field leaders, which helps foster career readiness by focusing on clarification, compliance, and the teammate experience. More than 430 managers participated in CORE this year.

We have also instituted quarterly check-ins with managers to ensure teammates are supported in their development and have a venue to share any challenges on an ongoing basis. These quarterly check-ins aim to ensure teammates are growing, performing, and succeeding by meeting goals, achieving results, developing in their role, and thriving at work.

In addition, we've implemented a targeted development strategy that allows for development for all, and differentiated development for teammates within each talent segment — from our Internship Program all the way through our Executive Leadership Development Program.

Within each of these talent segments we have strategic programs designed to help our teammates grow into their current role and continue to advance their professional development. For example, our Internship Program is designed for undergraduate and MBA students and helps serve as a feeder to our full-time development programs. In 2021, we also partnered with our leaders in technology on a customized leadership journey, focused on the specific development opportunities for the team.

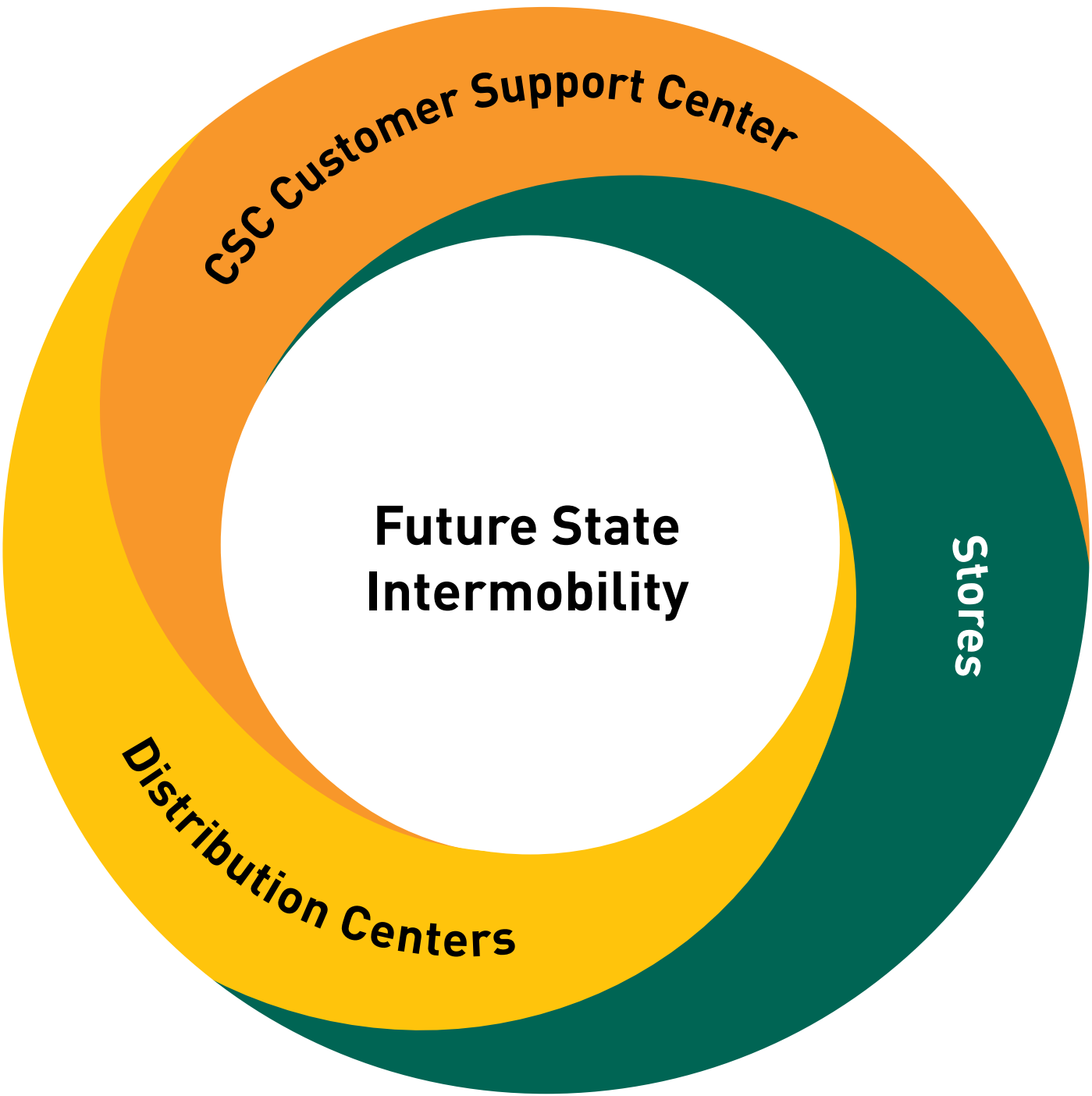
Our Early Talent & Entry Point Programs include teammates from recent college graduates, existing teammates, and members of the military and veterans in functions such as our Career Pathway Program, Merchandise Training Program, Finance Development Program, and the Hiring Our Heroes Program. A new addition to our learning and development strategy this year was the launch of our Store Elevation Program, aimed at helping our Store Leadership Team focus and develop their capabilities to continue to elevate the teammate and athlete experience.



CAREER PATHWAY PROGRAM

Not only do we want our teammates to stay with us, we want them to grow with us. That’s why we introduced our new Career Pathway Program. This program encourages intermobility within DICK’S by creating detailed plans for teammates interested in progressing from roles in our stores and DCs to our CSC. It allows us to bring teammates’ knowledge of our products, processes, and athletes into our CSC teams.

As part of the program, teammates participate in 16 weeks of training to prepare for their desired role. Training includes corporate lifestyle assimilation, role-specific training, cross-functional overviews, and performance feedback and coaching. This year, 10 teammates participated, moving from store roles to CSC roles in business development within our vertical brands, allocation and replenishment, and merchandising. In the future, we plan to expand the program to more departments such as supply chain and technology, as well as the DCs.



“ Coming from the store, you are used to things changing every minute of every day... this really prepared me for the CSC and being able to adapt to the changes. ”



– CHRISTOPHER JENSEN,
GRADUATE OF DICK’S CAREER
PATHWAY PROGRAM

TEAMMATE ENGAGEMENT

We share information with teammates on our business, benefits, and recognition through **DSG Connect**, our teammate communication platform; our new **Sideline Report**, an online platform that highlights the important work of our company and teammates; **GameNotes**, our weekly teammate newsletter; and through town halls, leadership conferences, and special events. We also share information through a teammate-created podcast series.

Each year, we conduct a voluntary and confidential Teammate Engagement Survey and multiple Pulse surveys throughout the year to get feedback on specific topics.

Additionally, DICK'S has had a long-standing open-door policy between managers and teammates to keep discussions flowing. We are committed to creating an inclusive environment where our teammates can thrive and are recognized for their contributions. The strong community formulated around the brand helps our teammates thrive.

One of the best indicators of our progress in creating and nurturing a positive work environment is our consistently strong teammate retention and satisfaction rates.⁶





RECOGNIZING OUR TEAMMATES FOR A GAME WELL PLAYED

- **HIGH FIVE! Program:** Teammates receive gift cards in recognition of going above and beyond – such as being a coach or working as a team.
- **The President's Award:** Stores are eligible for this quarterly award based on their Balanced Scorecard results, which measures store performance across 10 core KPIs spanning four categories: Teammate, Athlete, Financial, and Brand & Operational Excellence. Performance is rolled up into one overall, composite score, which is used to determine the President's Award.
- **Go for the Gold:** Store teams gain recognition by improving the athlete experience and providing excellent service.
- **Service Awards:** Teammates are recognized on a quarterly basis with a lanyard pin, t-shirt, or other token for each service milestone, starting at one year.
- **1% Cards:** Distribution Center teammates give each other cards in recognition for going above and beyond.

TEAMMATE WELL-BEING

We want our teammates to stay in the game. We are committed to fostering an inclusive culture and environment where teammates are supported both at work and at home. We offer a comprehensive benefits package, meaningful compensation, and training programs designed to help our teammates thrive.

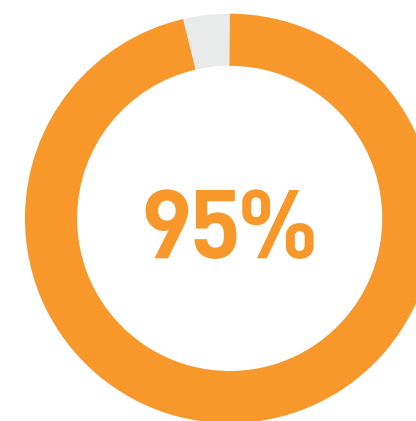
In addition, we're proud of the recognition we continue to receive as a "best place to work." Accolades received this year:



INCLUSIVE BENEFITS FOR ALL

We're proud to have achieved a score of 95 out of 100 on our third submission to the Human Rights Campaign Corporate Equality Index, up from 90 in 2020 and 80 in 2019. This survey evaluates an organization's corporate policies, practices, and benefits pertinent to lesbian, gay, bisexual, transgender, and queer (LGBTQ+) teammates.

We remain committed to ensuring everyone at DICK'S feels welcomed and supported. We continue to educate managers on how to help our transgender and/or transitioning teammates feel safe, supported, and respected, using our Gender Transition Guidelines as a guide to model effective allyship to both teammates and athletes.



Corporate Equality Index score
from Human Rights Campaign

CONTINUED VIGILANCE DURING COVID-19

As COVID-19 continued, we extended our efforts to protect our teammates and create safe workplaces. Efforts included following state and local requirements, encouraging vaccination through paid time off, and other safety measures.



SUPPORTING WORKING PARENTS

At DICK'S we aim to support all parents and family structures. We provide paid parental leave for birth, non-birth, and adoptive parents. We also provide adoption assistance at the beginning of the adoption process to help with the unique and varied circumstances that come with adopting a child. In addition, DICK'S Customer Support Center (CSC) has an on-site childcare center where teammates can enroll their children. Colby Kaufman, Senior Recruiter, has enrolled both of her children at the center. Here is what she has to say about it.

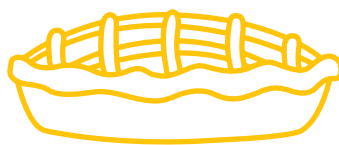
“ Both my girls go to the daycare, and we absolutely love it. We utilize the infant and preschool rooms. The teachers are incredible, and we have noticed such a difference in our three-year-old after she started attending the daycare. She is learning so much and loves going to school each morning.

Having my youngest there as well made the transition back from maternity leave a lot easier. Having the girls close to the office makes me feel better as a mom knowing they are close if I need to visit or see them. The feeding rooms are also really great for new moms so they can spend time with their baby in person. I had the ability to nurse my daughter at the daycare facility rather than having to solely pump at work and send bottles. ”



SUPPORTING BALANCE

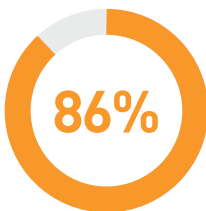
We create opportunities for balance through our **One Simple Thing** program. Teammates can take time out to do something that positively contributes to their mental health or work-life balance. We increased communications about our Employee Assistance Program (EAP) during winter when research shows stress levels peak. Through our EAP, teammates can gain access to grief and counseling support, financial information, wellness advice, legal information and resources, references for child and elder care, and more, to help balance work and life responsibilities.



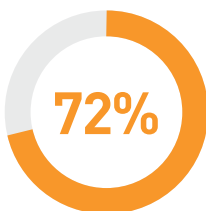
We closed all DICK’S Sporting Goods, Golf Galaxy, Field & Stream, and Public Lands stores, and the company’s distribution centers on Thanksgiving Day so our teammates could spend the holiday with their families.

TURNING FEEDBACK INTO ACTION

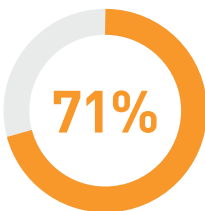
Through discussions with teammates in Dialogue Circles we were inspired to pilot a new program to support teammates in a more holistic manner. What we heard from teammates in Atlanta stores and DC:



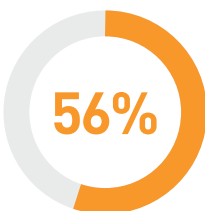
86% want to better understand the benefits that DICK’S offers.



72% want more opportunities to connect with their communities through volunteering.



71% want help achieving financial stability through budgeting, credit management, and home buying.



56% want to advance their careers through specialized training.

This feedback led to the creation of DSG THRIVE, a pilot program that supports teammates’ overall well-being with a focus on mental health and wellness, financial literacy, community involvement, and education access. We plan to roll out the program more broadly in the future.

INTRODUCING THE TEAMMATE RELIEF FUND

When crises or hardships strike, DICK’S teammates are there for each other.

In 2021, we established The Teammate Relief Fund, a public charity that provides financial support to teammates and their immediate families facing unexpected financial difficulty beyond their control. It is available to all DICK’S teammates and funded in part by DICK’S Sporting Goods but primarily through teammate donations.



In fiscal year 2021, the Fund distributed more than \$144,000 in aid to over 100 teammates.

Funding went to help teammates with unexpected challenges such as medical in-patient treatments, car repairs, home repairs, and unforeseen personal expenses. Teammates can apply through the application portal and all applications are reviewed by a review committee comprised of other teammates.



CLEARING HURDLES

BREAKING DOWN BARRIERS TO
HELP ENSURE ALL COMMUNITIES
HAVE A CHANCE TO PLAY SPORTS,
LEARN, AND PROSPER.

OUR GOALS

Goal Surpassed

Give one million kids a chance to play by 2024 (since 2019)



New Goal

Give two million kids a chance to play 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.)



OUR APPROACH

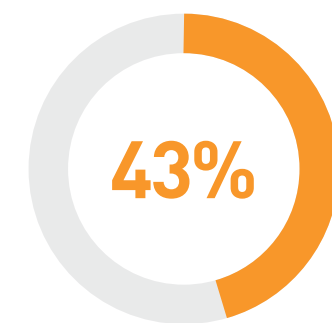
We believe that sports have an important role to play in bringing communities together. Yet many children living in low-income households are missing out on sports activities because of multiple barriers. We are working to change this through our philanthropic and volunteer initiatives.

We are also working to expand economic opportunities within the communities we operate through education, working with diverse suppliers, and collaborating with other groups on community development and economic empowerment.

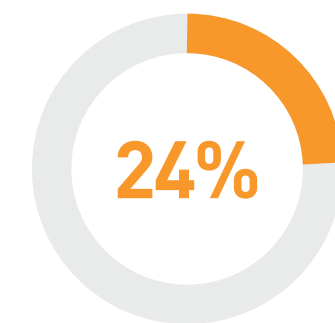


ENSURING EVERYONE HAS A CHANCE TO PLAY

Sports can create lasting friendships and a sense of community – even family. Children learn the value of teamwork, build a strong work ethic, and gain respect for teammates. But access to sports is not enjoyed equally across the United States.



43% of kids ages 6-12 from higher-income families participate in sports.⁷

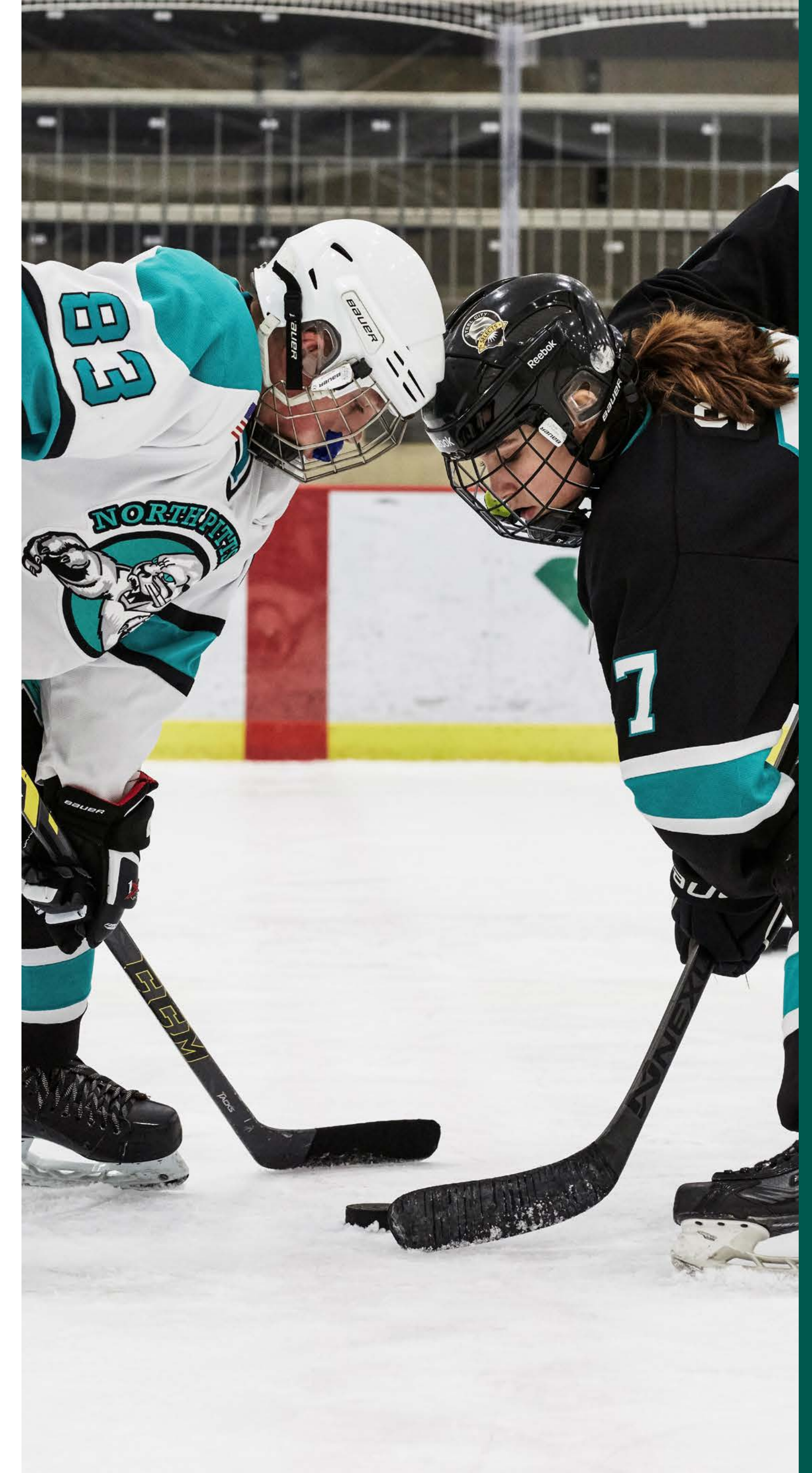


Only 24% of lower-income kids ages 6-12 have the same opportunity.⁷

This gap has widened because of the pandemic. Nearly 44% of families surveyed said their community-based sports program had either closed, merged, or returned with limited capacity after COVID-19.⁸ More troubling, kids from income-restricted homes are quitting sports at six times the rate of kids from high-income homes because of financial costs.⁹

The mission of The DICK'S Sporting Goods Foundation is to inspire and enable youth participation in sports through its signature [Sports Matter](#) program, which provides grants and programming support to under-resourced youth sports programs, 501c3 organizations, and schools to help give all kids a chance to play sports. DICK'S Sporting Goods donates 1% of DSG-branded product sales to the Sports Matter program. In addition, DICK'S supports youth sports programs and community partnerships through corporate sponsorships, partnerships, and in-kind giving.

We rely on our stores and community marketing teams to help forge strong partnerships with local youth sports leagues and identify where support is needed, whether this is helping a Little League team get the equipment they need, or covering the costs of registration.



HITTING IT OUT OF THE PARK

In 2019, The DICK’S Sporting Goods Foundation set a goal to give one million kids a chance to play by 2024. We are proud to have surpassed that goal two years early in February 2022. Now, we are aiming higher with our new goal to impact two million kids by 2024.

KIDS IMPACTED ^{10, 11}	
2019	200,655
2020	200,183
2021	722,501
TOTAL	1,123,339

\$150M

Together, DICK'S and The DICK'S Sporting Goods Foundation have committed more than \$150 million to support youth athletes and schools through awareness, funding, and equipment donations since 2014.

COMING TOGETHER FOR SCHOOLS

Through its collaboration with [DonorsChoose](#), The DICK’S Sporting Goods Foundation is letting everyone show their support for sports. The Foundation matches all donations to Sports Matter school sports projects on the crowdfunding platform throughout the year, and in November 2021, triple-matched donations up to \$200,000. Since our collaboration began in 2015, the Foundation has provided more than \$11 million in funding to over 5,000 schools across all 50 states, supporting over 7,000 teachers.^{10,11} In the past three years alone, over 80% of projects supported were for schools where the majority of students are from low-income households.¹¹

SPORTS MATTER IMPACT IN 2021^{10, 11}

>\$17M GRANT DOLLARS

given to support community youth sports and public school athletic programs in under-resourced communities — double the support provided in 2020

>350K PIECES

of sporting equipment given to young athletes through our Sports Matter Giving Truck

Together this has enabled...

>1,300 SPORTS LEAGUES

across the country to continue playing



Through a \$5 million grant from The DICK’S Sporting Goods Foundation to Every Kid Sports, we covered the registration costs for approximately 19,000 families.^{10, 11} Through Every Kid Sports Pass, qualified families received up to \$150 per season, per child, for participation in the sports of their child’s choice.

GOING WHERE THE ATHLETES ARE: SPORTS MATTER GIVING TRUCK



In 2021, the Sports Matter Giving Truck hit the road for three special, surprise-filled trips, traveling thousands of miles to provide sports equipment — including soccer, volleyball, basketball, boxing, and physical-education products — to more than 100 youth sports organizations in under-resourced communities. During each stop, kids had a chance to meet with real-life sports heroes such as the WNBA Washington Mystic's Elena Delle Donne and the NFL's Kyle Juszczyk of the San Francisco 49ers.

We also handed out gift bags to kids packed by Good Sports with items donated by DICK'S Sporting Goods, including DSG sports bras.

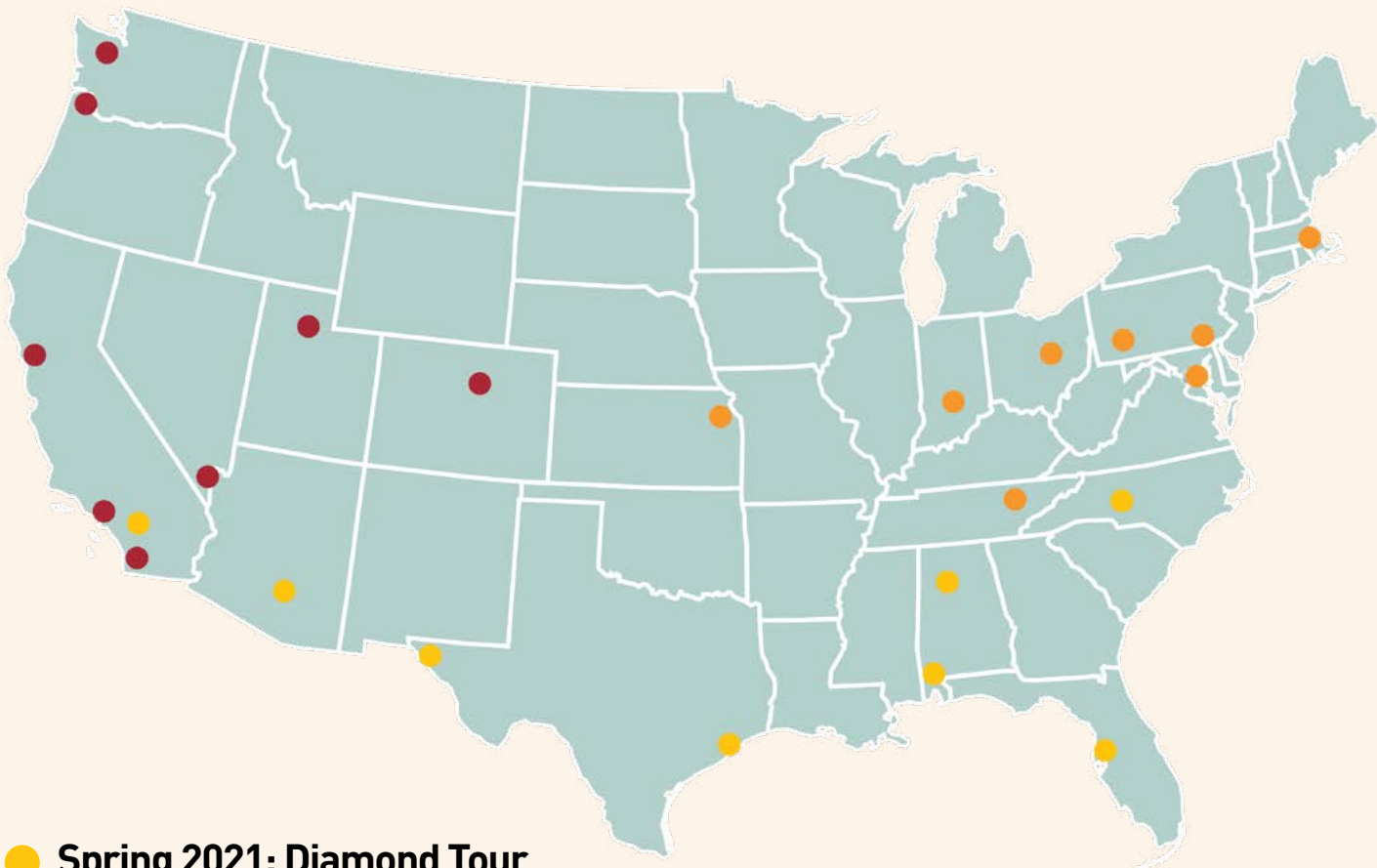
>\$5.5 MILLION¹⁰
worth of equipment now in the hands of kids who need it most

35,000 KIDS¹¹
impacted through donations

110 ORGANIZATIONS
supported throughout the country

>350,000
pieces of equipment donated

CITIES AND TOWNS
visited across the entire US



- Spring 2021: Diamond Tour
- Summer 2021: Let Her Play Tour
- Winter 2021: Gift of Sports Tour



SUPPORTING YOUTH BASEBALL AND SOFTBALL^{10, 11}

In the spring of 2021, the Sports Matter Giving Truck made a special stop in Houston to provide equipment to two leagues as part of the Foundation's five-year, \$500,000 partnership with Little League Baseball and Softball. Through this partnership, Little League has provided grants and supported programs for over 400 leagues, helping more than 22,000 youth athletes. The DICK'S Sporting Goods Foundation also provided individual equipment kits to more than 3,500 Little Leaguers across the country.

“ We have experienced many parents coming to us saying that their child wanted to play, but due to many financial barriers they were unable or unwilling because they didn't want their child feeling left out. Through this donation from DICK'S, we have been able to provide everything a kid needs so that they are able to play with confidence. ”

– HOUSTON LITTLE LEAGUE PARENT

CHAMPIONING WOMEN AND GIRLS IN SPORTS

The drop out rate from sports continues to be higher for girls than for boys.¹² In addition, 73% of girls have concerns about their body when they play.¹³ We want to empower women and girls by providing access to proper equipment and visibility to female athletes who can serve as role models and inspiration.

BREAKING BARRIERS THROUGH OUR FIRST-EVER GIRLS' POWER PANEL

We invited girls ages 13-17 to apply to be part of the company's first-ever Girls' Power Panel. Girls from nearly every U.S. state responded for an opportunity to provide their thoughts on relevant sports topics, product offerings, and ways we can help get more girls and women involved in sports. We ultimately selected 15 athletes for this one-year opportunity. [Read](#) about their individual stories.





CELEBRATING GIRLS IN SPORT

DICK'S and The DICK'S Sporting Goods Foundation partnered with female athletes and [Good Sports](#) to provide youth athletes from girls' sports organizations with their own equipment including a DSG Brand sports bra. The sports bra is often an unprovided piece of equipment for women and girls. This effort is part of The DICK'S Sporting Goods Foundation's commitment to donating 100,000 sports bras to youth athletes in under-resourced communities by 2023.

EMPOWERING GIRLS TO RUN

We teamed with Brooks Running's "Empower Her" sports apparel and footwear collection, designed with input from female athletes to help girls and women feel strong, confident, and empowered to do their best. DICK'S and Brooks together donated \$1 for every pair of socks, \$5 for each apparel item, and \$10 for every pair of shoes in the collection up to a combined total of \$500,000 to The DICK'S Sporting Goods Foundation to support under-resourced girls' running programs across the country. We also donated pairs of running shoes during a special "Empower Her" collection stop on our spring Sports Matter Giving Truck Tour (see page 33). Check out a [video](#) with Boston Marathon winner Des Linden and other special athletes on the tour.

HONORING NATIONAL GIRLS & WOMEN IN SPORTS DAY

DICK'S has supported National Girls & Women in Sports Day since 2020 to recognize the influence of sports for women and girls and build awareness of the continuing struggle for equality for women in sports. We stepped up as a Signature Partner and supporter of the [Women's Sports Foundation](#)-hosted Girls Fest. Girls from elementary to high school tuned in for this 90-minute virtual event with professional and collegiate athletes to engage in a conversation with their peers on sports advocacy and how their generation can lead.

We also partnered with influential athletes such as Candace Parker, Sydney Leroux, and Morgan Simianer, asking each to post a sports photo from when they were younger and describe how sports have positively impacted their lives. The campaign – #StrongerWithSports – motivated more than 1,200 other girls and women to post similar messages, helping to showcase the collective power and strength that girls and women can gain through sports.¹¹

SUPPORTING OUR HOMETOWN TEAMS

Every community in America is unique, but one thing they all share is pride for their hometown team. Sports activities also provide many kids across the country a place to go after school to participate not only in sports but to receive academic support and be part of a community. Funding from The DICK'S Sporting Goods Foundation and DICK'S Sporting Goods supports local sports organizations working to make a difference in the lives of kids, with a focus on those facing funding gaps or in need of an extra hand.

ELEVATING OPPORTUNITIES FOR CHICAGO YOUTH

Thanks to the [OWLS Lacrosse organization](#), lacrosse has taken root in the West Side of Chicago, providing opportunities for kids to experience a team sport in the Windy City. Year-over-year, local Sports Matter grants have helped the program expand, and today it impacts thousands of kids and families. With funding from The DICK'S Sporting Goods Foundation, kids can participate at no cost. Initially founded as an after-school program, it now provides tutoring, academic workshops, and enrichment experiences.

BOOKS BEFORE BOXING

For students between the ages of 8 and 18 in Detroit, [Downtown Boxing Gym](#) is the place to be. Since 2007, the center has provided education, athletics, mentorship, and intervention to empower students to be positive and productive members of society. To date, 100% of the kids who have come through its doors have graduated from high school.¹¹ Through a \$450,000 grant, the DICK'S Sporting Goods Foundation is empowering the center to expand its services to more kids with the construction of a new outdoor sports complex. Check out a [video](#) about the lives Downtown Boxing Gym is impacting.

ENCOURAGING MORE KIDS TO HIT THE RINK

DICK'S is teaming up with the Pittsburgh Penguins to provide training and mentorship opportunities for Black youth hockey players in the Pittsburgh region. Through its support of the new Willie O'Ree Academy — named in honor of the National Hockey League's first Black player and Hockey Hall of Fame inductee — DICK'S is supporting kids participating in a nine-week summer training program. Post summer, kids will meet monthly for educational activities and continue building their skills — all free of charge.



MAKING SPORTS AND OUTDOOR ACTIVITIES INCLUSIVE FOR ALL

We are committed to making sports something in which everyone can participate — including those with disabilities and neurodivergent individuals. We also believe it's important to make sure access to outdoor spaces takes into consideration the needs of all.

SUPPORTING DOWNHILL ADVENTURES FOR KIDS WITH VISUAL IMPAIRMENT

Alyssa Paolicelli's first time down a ski slope began with a burst of excitement and ended in tears — tears of joy due to her incredible accomplishment. Paolicelli was born blind.

After expressing a desire to try skiing, her mom got in touch with [Envision Blind Sports](#), which has been providing sports and physical activity opportunities to blind and visually impaired kids for more than 13 years. DICK'S provided Envision with ski helmets and goggles to help the young skiers properly gear up for their downhill adventure.

After two weekends of instruction, Paolicelli was ready for a full day of guided skiing, the first of what figures to be many days of guided skiing in the future.





EXPANDING PROGRAMMING FOR SPECIAL OLYMPICS ATHLETES

We are a long-time supporter of athletes with special needs through the [Miracle League](#) and the [Special Olympics](#). In 2021, The DICK'S Sporting Goods Foundation provided grants totaling more than \$130,000 to individual leagues and chapters, including Special Olympics Pennsylvania (SOPA).¹⁰

DICK'S was a lead sponsor of the SOPA Spring Unified Fitness Heptathlon Championships, which enables students with and without intellectual disabilities to virtually train in seven exercises of their choice across three disciplines (strength, agility, and endurance). At the end of the season, student athletes and their teams were awarded based on their combined percentage of improvement in their chosen exercises.

Pittsburgh Public Schools and SOPA partner together to offer Unified Champion Schools (UCS) programming in all its high schools. One of the grants provided by The DICK'S Sporting Goods Foundation was a \$30,000 Sports Matter grant to SOPA's "Cities of Inclusion" initiative to expand the UCS program. In addition, SOPA, DICK'S Sporting Goods, and The DICK'S Sporting Goods Foundation are collaborating to create and activate programming through opportunities such as teammate events, run challenges, and more.

CREATING A PATHWAY FOR KIDS WITH AUTISM TO CELEBRATE SPORTS HISTORY

Who doesn't love learning about sports history? During Autism Awareness Month, DICK'S Sporting Goods supported the first-ever Sensory Friendly Days at the [Senator John Heinz History Center and Western Pennsylvania Sports Museum](#). The two-day event offered individuals of all ages with autism spectrum disorders or sensory processing differences the opportunity to explore the museum's exhibits in a comfortable and welcoming environment.

CONNECTING MORE PEOPLE TO THE OUTDOORS

To help more people experience the physical, creative, cultural, and community benefits of getting outdoors, and to support the protection and preservation of public lands now and for future generations, **Public Lands** became a member of 1% for the Planet, a global network of businesses and individuals committed to donate 1% of sales each year. Since opening the inaugural **Public Lands** stores in 2021, 1% of all **Public Lands** sales have been donated to the Public Lands Fund, a new program of The DICK'S Sporting Goods Foundation¹⁴ (see page 67) in Protecting our Home Court). The Public Lands Fund supports local and national organizations that are protecting and preserving public lands and making them more accessible to all.

Based on sales and support from the Foundation, The Public Lands Fund donated more than half a million dollars to 15 grantees in its inaugural year.¹⁰

SUPPORTING OUR COMMUNITIES

We are committed to supporting community and economic development through education, working with diverse suppliers, and collaborating with others. We believe this will help create communities in which everyone — including DICK’S — can thrive.

LENDING A HAND IN TIMES OF NEED

In 2021, communities across the country continued to face grave challenges related to the ongoing pandemic, severe disasters, and medical supplies and blood shortages. We continued our partnership with the American Red Cross Disaster Responder Program, with a pledge of \$250,000 from the DICK’S Sporting Goods Foundation.¹⁰ Our support helps the program quickly respond and support areas that are affected by natural disasters.

As the COVID-19 pandemic continued to impact local communities, DICK’S support didn’t wane. Working with [Allegheny Health Network \(AHN\)](#) we opened our corporate office to host 12 COVID-19 vaccination clinics in March. Altogether, approximately 50,000 single vaccination doses were administered to Pittsburgh-area residents.¹¹ DICK’S teammates volunteered their time to help manage the clinic along with AHN staff. We also donated 15,000 waist packs to help AHN medical staff.





ENGAGING TEAMMATES IN COMMUNITY SUPPORT

We have revolutionized how we engage with our local communities through DICK'S House of Sport concept stores. Stores can feature an outdoor turf field and running track, a rock-climbing wall, a batting cage, golf hitting bays, and a putting green that can be used to provide their communities with new experiences. During the 2021 holiday season, the House of Sport store in Victor, NY, turned their outdoor field into an ice-skating rink that offered daily open sessions, classes, and ice time for hockey leagues.

We encourage our teammates to volunteer and enable the local teams to connect with their communities in ways that are relevant to them.

CREATING SCHOOLS OF THE FUTURE FOR KIDS TODAY

The health of a community can be measured by the well-being of its youngest residents. And in many communities across the country, the numbers are not what we believe they should be.

An estimated 77% of kids in the United States do not get enough daily physical activity,¹⁵ while 80% of kids who need mental health services do not receive proper care.¹⁶ Within the McKeesport Area School District (MASD) at Twin Rivers Elementary school, located a short distance from our corporate campus, the 2020-21 Pennsylvania System of School Assessment (PSSA) state assessment results showed that roughly 23% of students in grades 3-5 were proficient or above in English Language Arts and roughly 12% of students in grades 3-5 were proficient or above in math. Many of the district's students come from homes living at or below the poverty line.¹¹

Combining the expertise and skills of the public and private sectors, The DICK'S Sporting Goods Foundation established a new long-term partnership with MASD to create a new school model — United at Twin Rivers, which will open in the fall of 2022. Focused on building healthy minds, healthy bodies, and healthy relationships, these efforts were informed through input received during workshops with community members.

The DICK'S Sporting Goods Foundation partnered with MASD to offer a free summer camp to K-8 kids in the district after recognizing the need for kids to have a safe and fun place to spend their summer. The camp provided transportation, food, and a wide range of activities and field trips such as visiting the zoo, museums, and a pool. The kids also got a chance to interact with local professional athletes and artists. The DICK'S Sporting Goods Foundation and MASD continued to provide the summer camp in 2022.



UNITED AT TWIN RIVERS

FOCUS AREAS:



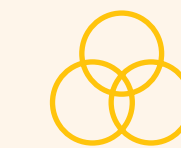
Healthy Mind

Rigorous Academics and Real-World Problems



Healthy Body

Healthy & Active Lifestyle Inspired by Sports



Healthy Relationships

Wrap-around Support for the Whole Family

SUPPORT IN 2021 INCLUDED:

- Launching the McKeesport Area School District & The DICK'S Sporting Goods Foundation first-ever summer camp, a free six-week camp offering various outdoor activities to kids from kindergarten through eighth grade
- Providing professional and personal development to teachers
- Increasing support for students through a staffing grant
- Hosting community events with families including summer picnics, holiday parties, and "Trunk or Treat" for Halloween

SUPPORTING DIVERSE SUPPLIERS

By supporting and expanding our work with diverse suppliers, we are strengthening the economic base of our communities and better reflecting the diversity of the athletes that shop with us.

In 2021, we worked on setting up the groundwork for our first supplier-diversity goal by analyzing procurement opportunities and peer-benchmarking. We are committed to reporting our progress against our goal in future reports.

DICK'S partners with a growing list of organizations to grow business relationships and expenditures with certified minority-, women-, LGBTQ+-, veteran-, and disability-owned businesses. This includes corporate memberships with national certifying agencies, such as [Women's Business Enterprise National Council](#), [National Minority Supplier Development Council](#), [National Veteran Business Development Council](#), and more.

Through our Supplier Diversity Framework, our Supplier Diversity team works closely with buyers and other business partners to expand our sourcing from diverse suppliers. On our procurement and sourcing teams, teammates have been trained to discover and consider diverse-owned brands to be more inclusive with both our product assortment and supplier mix.

We also launched a new [supplier-diversity website](#) and [registration portal](#) through which businesses can join our pool of potential suppliers. In addition, we partner with an online sourcing platform that connects us with more than 200,000 potential brands and their products to expand our network of diverse-owned and operated suppliers.



“ We practice conscious sourcing, working to connect with diverse brands and vendors that meet our standards and help us expand our offerings. Whom we do business with is paramount to ensure we hold true to the values and beliefs of our company and the communities we serve. ”



– RAMON CATANIA, DIRECTOR OF SUPPLIER INITIATIVES

INVESTING IN MINORITY-OWNED BUSINESSES

Many minority-owned enterprises have generally lacked access to the flexible capital they need to grow.

Managed by the Local Initiatives Support Corporation, the [Black Economic Development Fund](#) is an impact-investment fund designed to address economic challenges in Black communities and help close the racial-wealth gap. We have committed to provide \$12.5 million in funding of which we invested \$3.1 million in 2021.¹⁰

SUPPORTING LOCAL ORGANIZATIONS

We are proud to sponsor local organizations in the Pittsburgh area to enhance our community and provide special opportunities for our local teammates:



SLIM PICKINS OUTFITTERS

Texas-based [Slim Pickins Outfitters \(SPO\)](#) is the first Black-owned, woman-run outdoor gear shop in the nation. DICK'S Sporting Goods is proud to be supporting SPO with strategic advice and counsel to lift this start-up in the industry.

SPO was established in the heart of Stephenville, Texas, in 2014 by husband and wife Jahmicah and Heather Dawes (pictured above). For Jahmicah, the seed for SPO was planted after seeing a Black man fly fishing in an advertisement. He was inspired to venture into the business of the outdoors – despite very little representation or precedent for people of color doing so.

SPO was established to connect customers with outdoor experiences and outdoor gear that is well made, functional, and attractive.

“Our vision is to always be community-driven and connected,” said Jahmicah. “We want to remain connected to our customers while driving a new narrative about Black ownership in the outdoor retail space.”

“And to make this success story repeatable for other brands like ours,” added Heather.

Public Lands was honored to bring the collaboration to the next level by becoming SPO's first wholesale partner and selling its apparel in **Public Lands** stores. [Read more](#) about SPO and how DICK'S and **Public Lands** teamed up to collaborate with and support SPO in bringing their vision to life.



RAISING THE BAR

PROVIDING ATHLETES WITH INNOVATIVE, RESPONSIBLE PRODUCTS.

OUR GOAL

<p>Achieved</p> <p>Join the AAFA/FLA Industry commitment to Responsible Recruitment</p>	<p>Achieved</p> <p>Meet minimum disclosure standards of the Human Rights Watch Transparency Pledge by 2025 for 100% of vertical brands</p>	<p>In Progress</p> <p>Attain 100% participation of vertical brands, Tier 1 suppliers in the SAC Higg Facility Environmental Module by 2025</p>
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OUR APPROACH

We are committed to offering sustainable products and brands that reflect the diverse athletes we support. We strive for inclusion and want everyone to see themselves in the products we offer in our stores, online, and through our marketing communications.

At the center of this effort are DICK'S vertical brands, which we design in-house. Examples include DSG, Fitness Gear, Quest, CALIA, VRST, Top Flite, and Alpine Design. We also develop programs and processes with our brand partners and vendors, many of whom have already made significant commitments to sustainable, inclusive athletic apparel and equipment.

We are working to increase the sustainable products we offer — products that are made with less energy and water, use recycled materials, and are made in facilities that support the human rights of their workers. Learn more about what it means for a product to be made of recycled content or [Fair Trade Certified](#) in our [Sustainable Shopping Glossary, developed in collaboration with the Textile Exchange](#).



EVERY TAG MATTERS

Almost all merchandise has them — tags attached to clothing and other products that provide basic information such as size, origin, design details, and care instructions. Once a product is purchased, tags usually end up in the trash.

We moved to 100% recycled Forest Stewardship Council (FSC)-certified paper tags using only soy inks for our VRST, Alpine Design, and CALIA brands.

For Alpine Design and CALIA, we redesigned our tags so that we could use fewer tags per item. This reduced the amount of paper by over 26,435 pounds. And we use either 100% or 50% recycled cords to attach the tags to VRST and Alpine Design items.

PARTNERING TO EXTEND OUR IMPACT

DICK’S is committed to working with brand partners that share our vision for a sustainable future. Here’s just one example:

Socks That Give Back

We teamed up with Smartwool to give back to The Conservation Alliance. With every purchase, **Public Lands** donates \$2 to The Conservation Alliance for every co-branded [Smartwool x The Conservation Alliance sock](#) sold.



SUSTAINABLE PRODUCT ATTRIBUTES

We work to increase the sourcing of the following types of sustainable materials to supply our athletes with sustainable products. These are examples of the types of standards you can find within our products:



Organic Content:

- Organic cotton
- Global Organic Textile Standard (GOTS)
- Regenerative Organic Certified™ (ROC)
- Organic wool
- Textile Exchange (TE) Organic



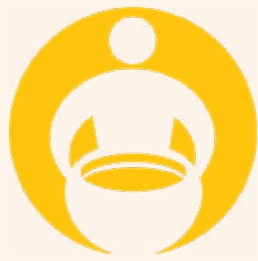
Recycled Content:

- Global Recycled Standard (GRS)
- Recycled wool
- Recycled Claim Standard (RCS)
- Recycled cotton
- Textile Exchange (TE) Recycled



Preferred Fibers:

- Responsible Wool Standard (RWS)
- Cotton Made in Africa (CMiA)
- The Responsible Environment Enhanced Livelihoods Cotton (REEL COTTON)
- Forest Stewardship Council (FSC)
- Responsible Down Standard (RDS)
- Advanced Traceable Down Standard
- Cradle-to-Cradle Certified (material or product)
- OEKO-TEX® Made in Green
- OEKO-TEX® Standard 100
- Better Cotton Initiative (BCI)
- Global Traceable Down Standard



Fair Trade by [Fair Trade Certified™](#)

bluesign®
[bluesign®](#) PRODUCT



[Leather Working Group Certification](#)
(leather from a Bronze-, Silver-, or Gold-rated tannery only)



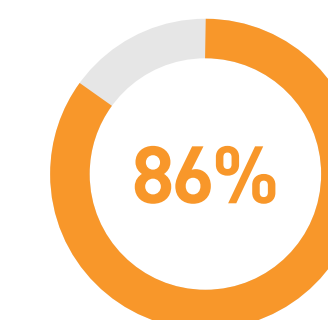
SUPPORTING RESPONSIBLE CONSUMPTION THROUGH RENTAL GEAR

Consumers want options to rent instead of buying some types of sports equipment and gear. The reasons vary — from affordability and the desire to be more eco-conscious about their purchasing, to the ability to try out a higher-priced piece of equipment before deciding it's right for them.

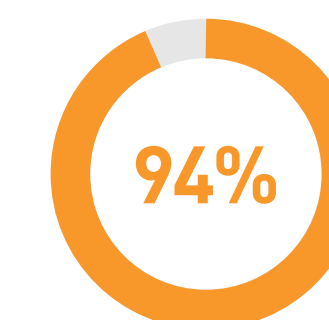
We introduced [DICK'S Sporting Goods rental program](#), which allows consumers to rent camping equipment such as tents, sleeping bags, and personal camp stoves, and backyard games such as volleyball and bocce ball. We also launched a [rental program](#) at our **Public Lands** stores for items such as skis, snowboards, mountain bikes, and paddle boards, as well as the accessories that go with each.

Seeing the positive response and strong interest to engage in a rental program, we look forward to quantifying the impact and expanding the program in the coming years.

In a survey of participants who have used DICK'S rental program:



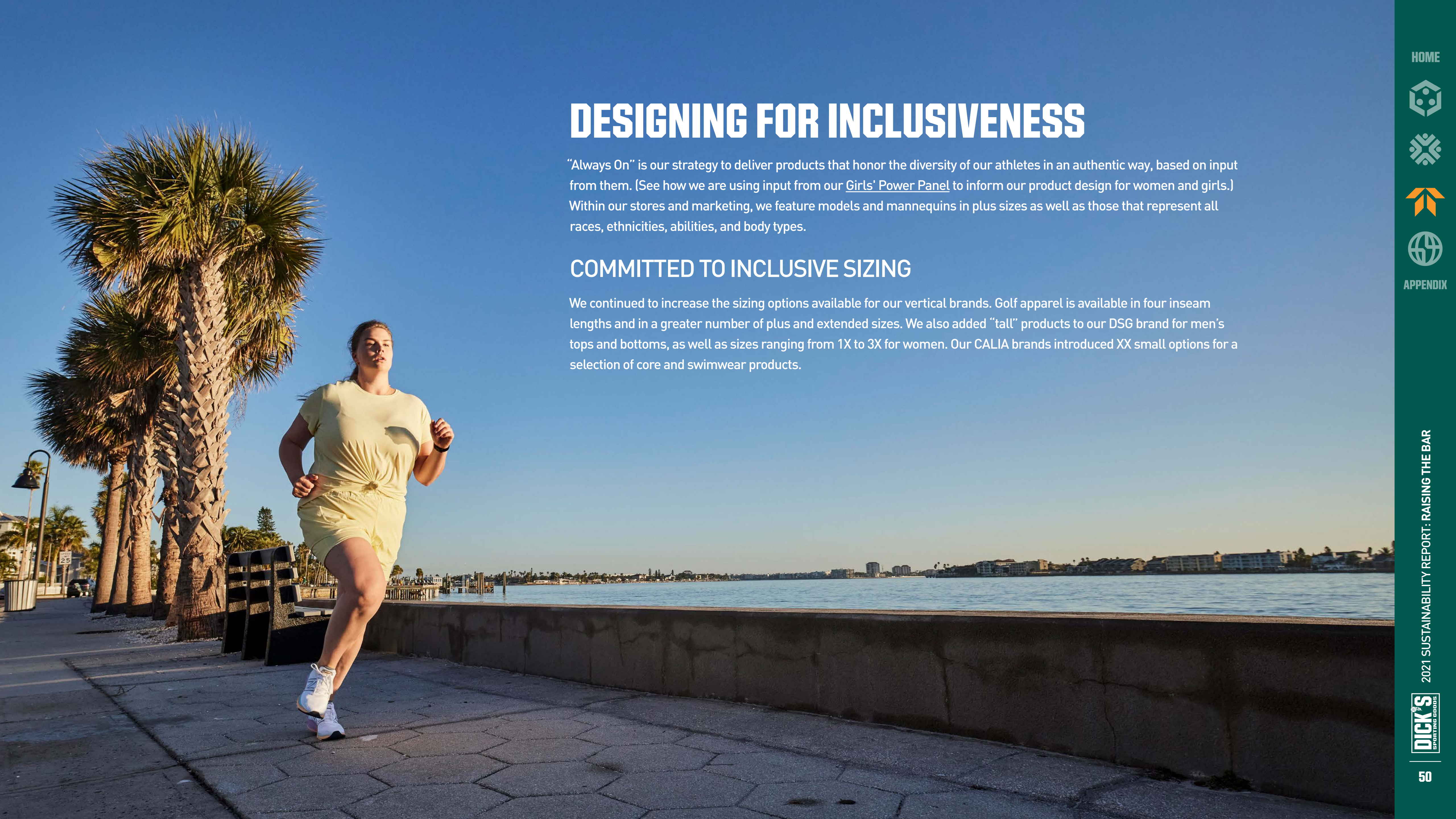
said they were highly satisfied



said they would buy from DICK'S or participate in the program again



average time of equipment rental



DESIGNING FOR INCLUSIVENESS

“Always On” is our strategy to deliver products that honor the diversity of our athletes in an authentic way, based on input from them. (See how we are using input from our [Girls' Power Panel](#) to inform our product design for women and girls.) Within our stores and marketing, we feature models and mannequins in plus sizes as well as those that represent all races, ethnicities, abilities, and body types.

COMMITTED TO INCLUSIVE SIZING

We continued to increase the sizing options available for our vertical brands. Golf apparel is available in four inseam lengths and in a greater number of plus and extended sizes. We also added “tall” products to our DSG brand for men’s tops and bottoms, as well as sizes ranging from 1X to 3X for women. Our CALIA brands introduced XX small options for a selection of core and swimwear products.



CELEBRATING THE DIVERSITY OF AMERICA'S PASTIME

Although baseball is an American pastime, not everyone has enjoyed it on the same level throughout our country's history. In 1920, the National Negro League was formed to give aspiring Black athletes an opportunity to play until the integration of baseball in 1947.

To celebrate the achievements of its players and their contributions to the sport, we launched the Negro League Baseball apparel collection and the Black History Month edition of New Balance 574 lifestyle shoe in select DICK'S stores.

DESIGNING FOR STRENGTH, CONFIDENCE, AND SUSTAINABILITY

Journalist and life-long storyteller Stefania Okolie has added a new role to her resume: women's clothing entrepreneur. DICK'S is proud to offer Solely Fit, Okolie's first line of environmentally-conscious clothing designed for women.

"With design, you're telling the story about a woman's body, and I aim to highlight our power and strength and confidence," said Okolie. "Sustainability is important to me as well, not just for my fabric, but also sustainable working conditions for my team, including ethical working conditions and good wages."

Solely Fit uses sustainable fabrics and local sources and facilities in Los Angeles. [Read](#) more about Okolie's commitment to sustainable fashion for women.



“Each day, we fight for you, advocating for athletic equipment designed specifically for women. We create for you, thoughtfully designing fitness apparel that's centered around your life and all that it demands. We step up our game for you, striving to design store environments and marketing campaigns that reflect you. And this is only the beginning.”

— CARRIE GUFFEY, SENIOR VICE PRESIDENT OF SOFTLINES MERCHANDISING AND VERTICAL BRANDS

[Hear](#) how Carrie keeps girls and women front and center in her work at DICK'S.



ENSURING PRODUCT SAFETY AND QUALITY

Our approach starts with our Product Safety and Regulatory Compliance Program through which we identify, investigate, and eliminate potentially unsafe products and use preventive measures to continuously improve our offerings. We integrate safety into the design of products and test them before they reach our stores to help ensure they meet our standards. We also audit our vendors to ensure proper regulatory testing is conducted and that they comply with all applicable laws, regulatory requirements, and our rigorous standards.

We annually train relevant teammates and a portion of our vertical brands vendors on:

- DICK'S product safety policies, procedures, and requirements
- Changes and updates to program elements
- Applicable state and federal regulatory requirements
- Chemical safety and the restriction of certain substances in our supply chain

Following these processes, we issued 10 product recalls and one safety-related stop sale.

CHEMICAL SAFETY AND MANAGEMENT

We regularly collaborate with teammates and industry peers to evaluate and restrict the use of potentially harmful chemicals. This includes developing action plans to replace ingredients of concern with alternatives that are safer for our athletes, our teammates, and the environment. We also collaborate with industry associations such as the [Sustainable Apparel Coalition \(SAC\)](#).

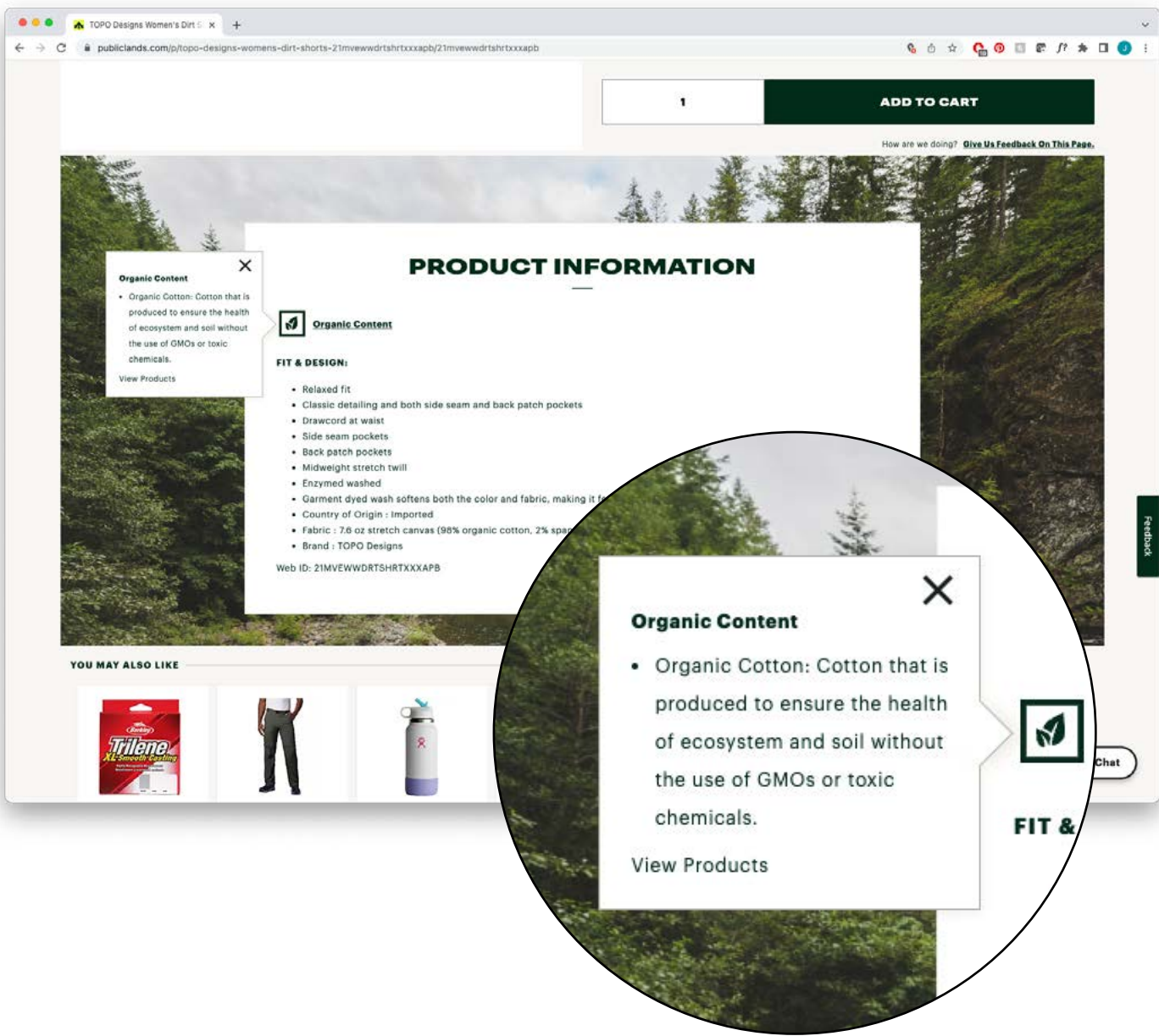
Additionally, our [Restricted Substances List \(RSL\)](#) bans 22 substance categories — including disperse dyes, heavy metals, and volatile organic compounds in DICK’S vertical brands soft-lines.¹⁸ We continually review the chemicals and requirements of the RSL and update them based on legislation and new potential chemicals of concern.

DICK’S vendors and factories are expected to implement the requirements of the RSL. We conduct random testing of our vertical brands for these restricted chemicals on a risk-prioritized basis to monitor compliance with the RSL. We are committed to incrementally increasing the number of vertical brands products tested annually.

TRANSPARENCY OF MATERIALS IN PRODUCTS

We are working to provide our athletes with the information they need to make smart buying decisions.

By adding information about the attributes of our products — including materials used and sustainability attributes — both in-store and online, we are helping athletes and explorers easily identify which products were made using responsible manufacturing and materials. We will increase our product disclosures across our brands as we continue to build upon our strong foundation of responsible chemistry, product safety and quality, and sustainable sourcing.



FIREARMS AND FIREARM SAFETY IN OUR STORES AND COMMUNITIES

We remain committed to our decision made in 2018 to stop selling assault-style rifles and high-capacity magazines and to not sell firearms and ammunition to anyone under 21 years of age.

For our stores that continue the sale of firearms, we maintain robust measures for the safety of our teammates, athletes, and communities. These measures include background checks, teammate firearm training, physical security measures for transport and storage of our inventory, and an electronic inventory management system to maintain chain of custody.

Our firearm safety protocols and store inspections continued to meet the highest level of compliance.

In addition to our actions, we continue to advocate for common-sense gun reform and support a number of gun-violence prevention organizations:



SOURCING RESPONSIBLY

We work with our manufacturers to meet our high standards of product quality and safety as well as ethical, social, and environmental principles. By engaging our partners and cultivating strong relationships, we help mitigate risks and strengthen our supply chain.

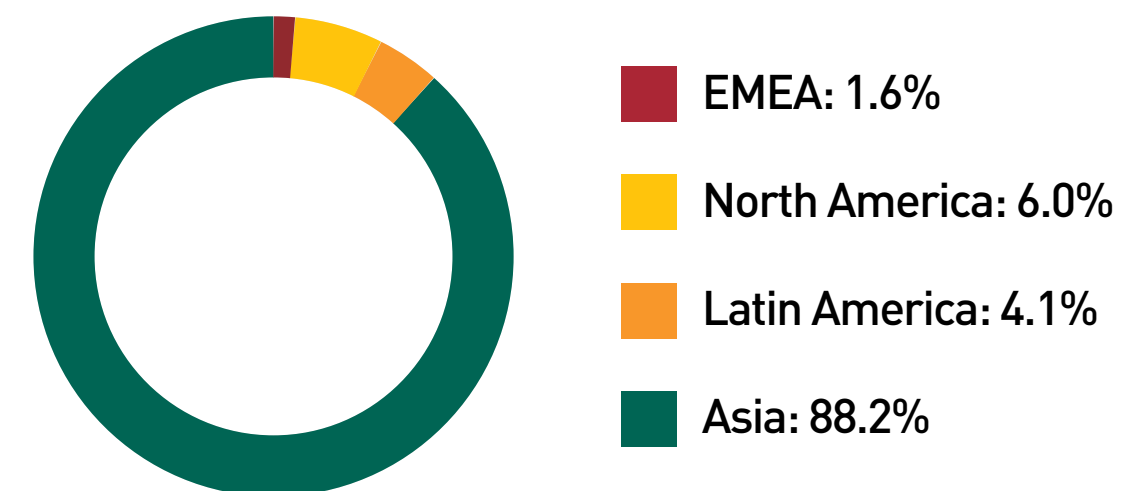
OUR MANUFACTURING PARTNERS¹⁰

365 active factories, including 19 in the United States

23 countries of operation

8% of our factories are high-risk based on Business Social Compliance Initiative (BSCI) criteria

Factories by Region¹



[Access](#) our full list of manufacturing partners.

OUR APPROACH

Our expectations for vendors are outlined in our [Vendor Code of Conduct](#), [Anti-Corruption Policy](#), [Human Rights Policy](#), and other corporate policies. We require all our vendors to comply with our code and policies as a condition of doing business with us. Failure to conduct business in a manner that meets these standards can result in a termination of a vendor's relationship with us.

Vendors and their workers can anonymously report suspected violations to our code to DICK'S Sporting Goods Ethics Hotline at 1-866-814-2749 or via the web at dickssportinggoods.ethicspoint.com. The Ethics Hotline is staffed by an outside company and is available 24 hours a day, 7 days a week.





PROTECTING HUMAN RIGHTS

We respect the human rights of workers throughout our supply chain as defined by our Human Rights Policy and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

We require all our vendors to implement management systems to ensure that each human rights principle included in our Vendor Code of Conduct is applied appropriately, including training and monitoring measures. All vendors are expected to have effective communication and grievance channels in place for workers.

Forced labor is a zero-tolerance issue. As a member of the American Apparel & Footwear Association and signatory to the Fair Labor Association's Commitment to Responsible Recruitment, we are committed to addressing potential forced-labor risks for migrant workers in the global supply chain. Our expectations for responsible recruitment include:

- No worker shall pay for their job.
- Workers retain control of their travel documents and have full freedom of movement.
- All workers are informed of the basic terms of their employment before leaving home.

We set January 31, 2022, as a deadline for all vendors to ensure that no recruitment fee or related costs should be charged to, or otherwise borne by, workers.

Our suppliers are subject to our [Conflict Minerals Policy](#). Although we do not source minerals directly, we encourage our suppliers to examine human rights standards and practices within their supply chains. We use standardized supplier education, training, and questionnaire materials through our Retail Industry Leaders Association (RILA) membership. Our suppliers are encouraged to use smelters and refiners that are certified conflict-free. Full transparency and thorough supply-chain due diligence to identify mineral smelters, when applicable, is required as part of doing business with us.

We are also a signatory to the Human Rights Watch Transparency Pledge and are committed to working with others to advance consistent, comparable disclosure practices across the apparel industry.

We continued our relationship with [Better Work](#), a partnership between the United Nation's International Labour Organization and the International Finance Corporation, to improve working conditions in the garment industry and make the sector more competitive. We participated in virtual meetings with the Central America and Mexico committees, two sub-committees of the non-governmental organization (NGO) America's Group, where we discussed topics like freedom of association, gender-based violence, and childcare.

We prohibit sourcing from the Xinjiang region. If we identify any vendors who have sourced materials for our products from the region, we will terminate our relationship. We continue to work with third-party auditors to conduct due diligence in the Xinjiang region in China to determine if we have supply chain risk for raw material sourcing related to forced labor.

ENSURING COVID SAFETY AMONG FACTORY WORKERS

El Salvador-based Valley Manufacturing is one of our key vendors, producing DICK'S store uniforms, CALIA accessories, Alpine Design thermals, and **Field & Stream** fishing tops. They are also an example of one of our suppliers that went above and beyond to support the health and safety of their workforce during the COVID-19 pandemic.

Once vaccines were available in the country, Valley Manufacturing helped its employees schedule online vaccination appointments, organized buses to and from vaccination sites, and hosted an on-site vaccination clinic. By the end of 2021, over 98% of Valley Manufacturing's 3,900 employees were fully vaccinated.¹¹ The company also helps newly hired employees get vaccinated if they are not already.





MONITORING VENDOR COMPLIANCE

DICK'S audits the social compliance of 100% of our active in-scope Tier 1 factories^{19, 20} located in medium and high risk countries, with the exception of apparel factories that participate in the [Better Work program](#) and self-governed factories that are subject to a separate verification process.

While we use the BSCI Human and Labor Rights Risk indices as a basis to determine countries in which we conduct audits, there are instances when we audit factories outside of this scope based on additional data. For example, since 2020, we have audited factories in Taiwan where there is an increasing risk related to migrant labor.

When non-compliance incidents are identified, we work with vendors to develop corrective action plans. Factories with higher-level risk issues that remain open are subject to continued follow-up audits every 90 days until issues have been fully resolved. We terminate our relationship with factories that do not show improvement on open non-compliance issues after three consecutive audits.

WORKING WITH VENDORS TO STRENGTHEN HEALTH AND SAFETY

Through a vendor questionnaire, we identified workplace health and safety as an area where vendors often face challenges. In December, we worked with a third-party consultant to hold a virtual health and safety summit to help vendors strengthen their performance. Approximately 100 vendors attended. In 2022, we will provide ongoing training for suppliers in the Americas and Asia with a focus on root-cause analysis and management systems.

ENSURING ENVIRONMENTAL COMPLIANCE

As outlined in our Vendor Code of Conduct, we expect our vendors to respond to challenges posed by climate change and act in an environmentally responsible manner. This includes compliance with all applicable environmental laws and regulations.

As a member of the Sustainable Apparel Coalition, we have pledged to use the Higg¹⁷ Facility Environmental Module auditing tool to assess 100% of our vertical brands' Tier 1 suppliers by 2025.

SOCIAL COMPLIANCE RESULTS¹⁰

Of our active vertical brands suppliers, 68% were in scope for social compliance audits, of which 17 factories (under 7%) were noted as high risk. Of these, the most common non-compliance incidents were wage-related, record inconsistencies, and lack of ability to provide copies of worker identification.

	2019	2020	2021
# of active private-brand suppliers in scope for social compliance audits	248	235	245
# of vertical brands suppliers who had full annual audits conducted by DICK’S or a designated third-party	92	101	111
# of vertical brands suppliers who provided audit reports conducted by the Better Work program	19	23	33
# of factories with high-risk violations of those audited by DICK’S or a designated third-party	14	16	17
# of corrective action plans initiated	170	151	175

SELF-GOVERNING STATUS

Our vertical brands vendors and factories can qualify for self-governance status if certain conditions are satisfied. Self-governing factories manage their own social compliance programs and will only be randomly audited on a bi-annual basis. Among the criteria vendors must meet for qualification are the requirements to:

- Develop a Code of Conduct or Workplace Standards consistent with International Labour Organization principles and local laws.
- Conduct annual training of all factory workers producing for DICK’S on its Vendor Code of Conduct.
- Have a designated and certified compliance staff member who can conduct root-causes analysis and manage remediation follow-up as needed within factories.
- Establish a grievance mechanism for workers to share concerns and have access to resolution.
- Create a management/worker committee for discussion and resolution of workplace issues (e.g., labor law, health and safety) on a regular basis.

As of January 2022, 19 factories — more than 7% of our in-scope Tier 1 factories — have been certified as self-governing.

SUPPORTING WORKER-MANAGEMENT COOPERATION

We worked with a third-party to conduct a one-day virtual workshop for 13 factories that have achieved self-governing status to help them strengthen workplace cooperation between worker representatives and management. The training helped teams to:

- Discuss the principles and methods of workplace-related issues of mutual concern with worker representatives.
- Better understand the ideas and methods of consulting worker representatives and finding solutions together.
- Improve communications with workers during meetings.



SECURING AND PROTECTING THE PRIVACY OF ATHLETES' AND TEAMMATES' DATA

The privacy and security of athlete and teammate data is a company-wide priority and critical to DICK'S strategy of being a trusted advisor throughout the athlete and teammate experience. Dedicated cybersecurity and privacy teams and programs exist, in close partnership with Legal and multiple internal teams, to focus on current and emerging data security and privacy matters while implementing and enabling industry-accepted cybersecurity risk and compliance frameworks across the company.

Security and privacy topics are addressed at all levels of the organization, including required teammate training and board-level engagement. We have invested in skilled personnel, recurring training, and numerous technologies to keep pace with current threats, trends, and an ever-evolving compliance landscape.



PROTECTING OUR HOME COURT

ADDRESSING OUR ENVIRONMENTAL FOOTPRINT AS RESPONSIBLE STEWARDS OF THE PLANET.

HOME



APPENDIX

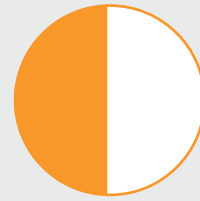
2021 SUSTAINABILITY REPORT: PROTECTING OUR HOME COURT



OUR GOALS

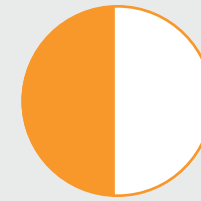
In Progress

Reduce greenhouse gas (GHG) emissions for DICK'S operations by 30% by 2030 (against our 2016 baseline)



In Progress

Eliminate all single-use, point-of-sale plastic bags by 2025



OUR APPROACH

From softball and soccer to basketball and cross-country skiing, our planet is where we play, and we are committed to protecting and preserving it. We are doing our part moving toward a lower-carbon and climate-resilient future with programs that use more renewable energy, increase resource efficiency, reduce waste, and conserve natural resources.

We work to minimize our environmental impact and integrate sustainable business practices throughout our corporate headquarters, stores, and DCs. We remain committed to disclosing our actions and performance through our annual reporting and key disclosures such as CDP (formerly the Carbon Disclosure Project). See page 7 for more information regarding the governance structure that guides our sustainability strategy and initiatives.



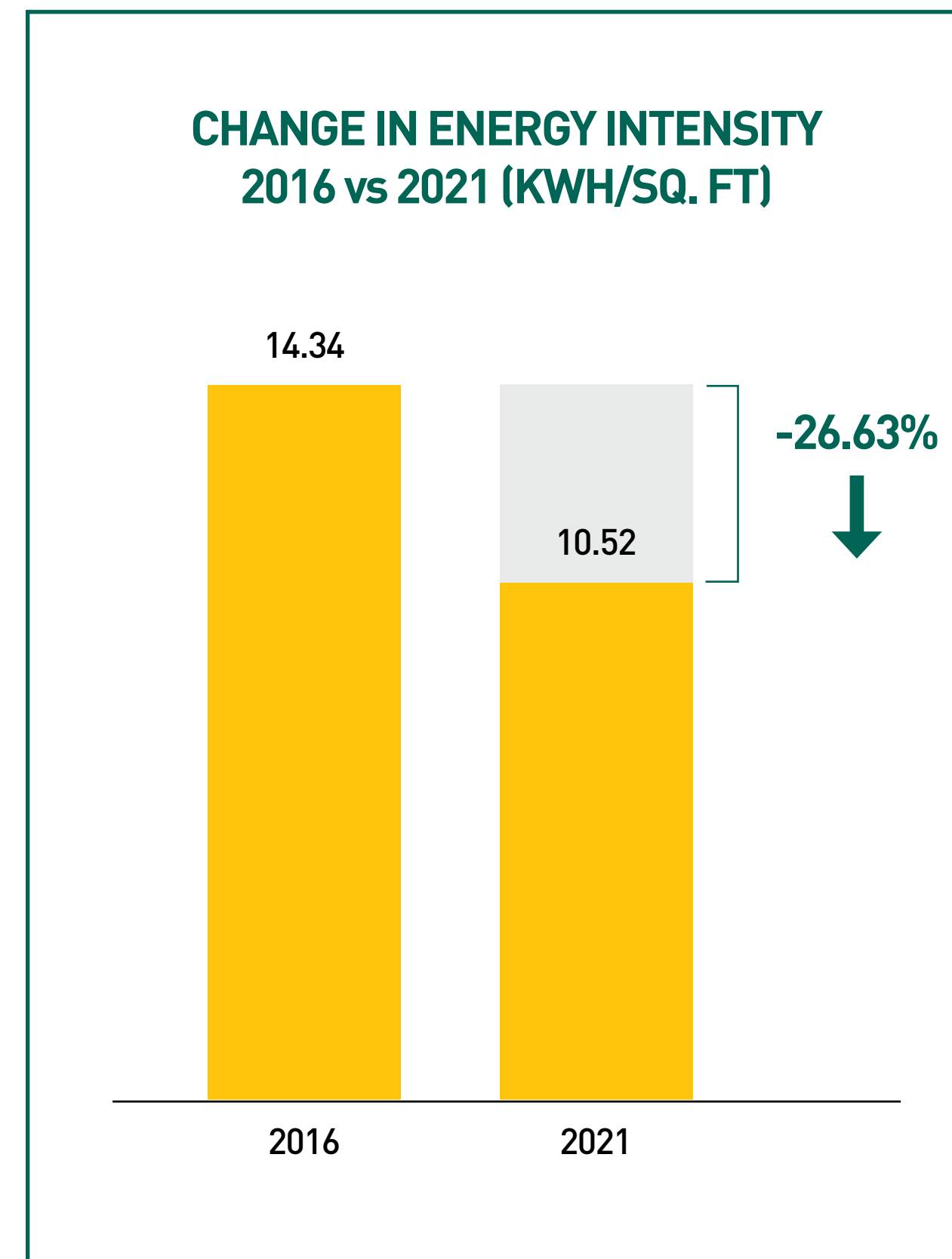
CLIMATE IMPACT/GREENHOUSE GAS

We publish our GHG data annually in our Purpose Playbook and in our CDP submission and have set a goal to reduce Scope 1 & 2 GHG emissions across our operations by 30% by 2030 (against our 2016 baseline).

In 2021, we continued to retrofit stores with LED fixtures, completing over 400 projects across more than 300 stores, resulting in a 10% reduction in energy consumption in these stores compared to 2019.²¹ Additionally, 95% of our stores use energy management systems to aid in managing energy consumption, and follow best practices such as nighttime setbacks, setpoint controls, and occupancy lighting schedules. Through our LED retrofit program and energy-saving initiatives, we have reduced our stores' energy intensity by nearly 27% in 2021 compared to 2016, despite increasing our store footprint by 7%. Our new concept stores, **DICK'S House of Sport** and **Public Lands**, are also important points of application for the inclusion of green building practices.

OUR FIRST-EVER TASK FORCE FOR CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD) ASSESSMENT

In 2022, we will conduct our first TCFD assessment to understand how climate change has the potential to impact our business. Through this assessment, we will identify climate-related risks and opportunities, and conduct an initial qualitative climate-scenario analysis to assess the potential impact based on possible future climate scenarios. We will leverage this assessment to inform our climate management processes and further integrate them into our business.



WORKING TOGETHER FOR PROGRESS

Climate change is not a challenge that one company can solve alone. It will take industries collaborating to make the greatest impact. At DICK'S, we are committed to using our voice to advocate and work with others on climate issues.



We are a member of the [Outdoor Industry Association \(OIA\)](#) Climate Action Corps and continue to support the importance of outdoor recreation.

WE ARE STILL IN

As a signatory of the [“We Are Still In”](#) coalition, we affirm our support for the Paris Climate Agreement.



We joined [BICEP](#), a coalition of brands committed to responsible climate policy.

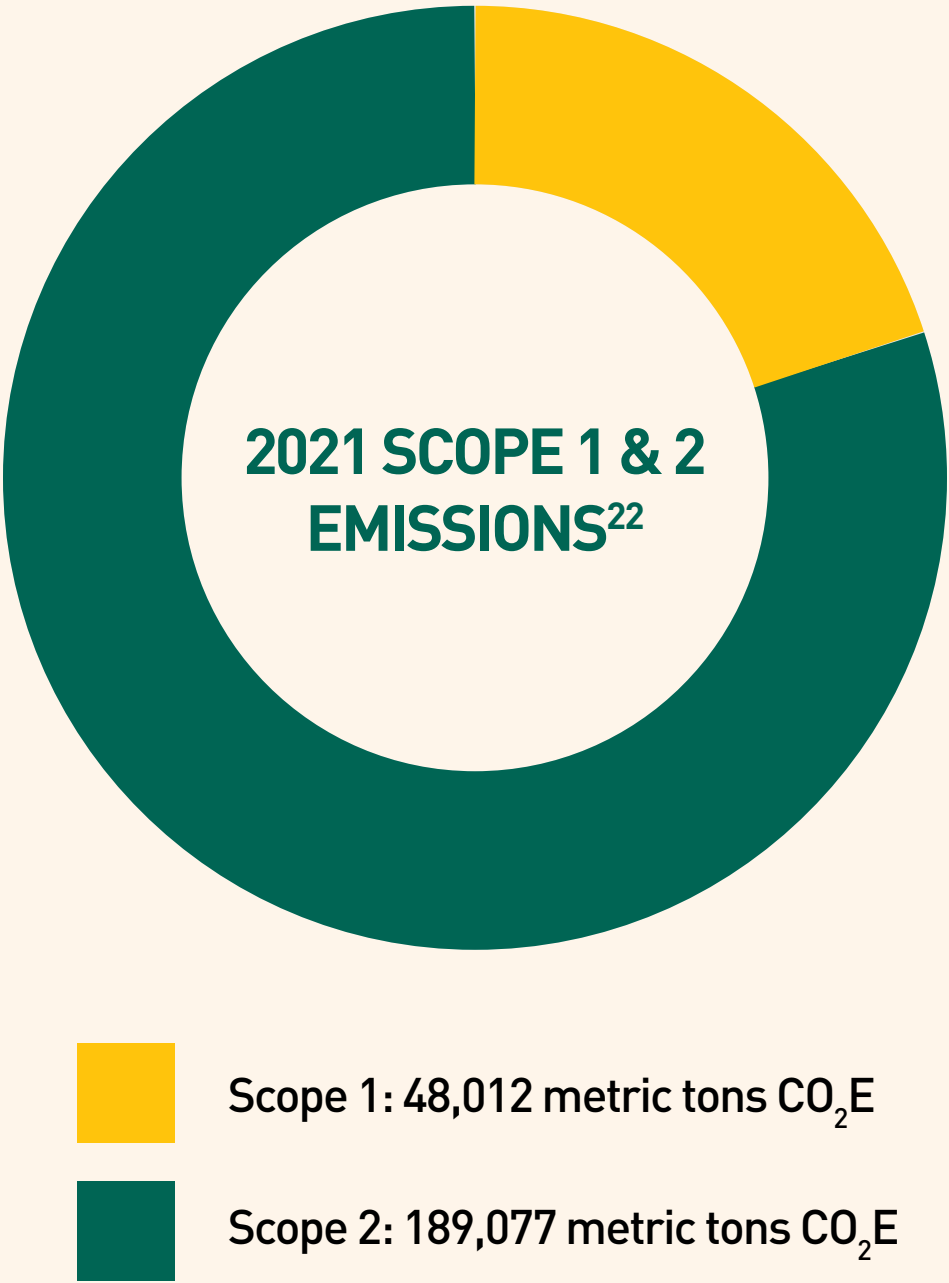


We continue to collaborate with others in the sector to drive progress toward climate action through the [Retail Industry Leaders Association](#).



OUR CARBON FOOTPRINT

As we work to track and manage our GHG emissions, our priority is reducing Scope 1 and 2 emissions where we have the greatest control and, thus, the most direct ability to drive change. Tracking Scope 3 emissions, which are not in our direct control, is significantly more complex, and we are currently working to create a baseline for these emissions. Focusing first on our vertical brand business, we will work with our partners to increase data collection and disclosure reporting.



2021 CARBON FOOTPRINT²²

SCOPE 1			
	CONSUMPTION	UNIT	2021 EMISSIONS METRIC TONS CO ₂ E
Refrigerants ²³	10,323	Pounds	9,347
Transportation	572,995	Gallons	12,370
Heating Fuels	4,937,958	Therms	26,295
Total Scope 1			48,012

SCOPE 2			
	CONSUMPTION	UNIT	2021 EMISSIONS METRIC TONS CO ₂ E
Electricity	515,852	MWh	189,077
Total Scope 2			189,077

SCOPE 3 ²⁴			
	CONSUMPTION	UNIT	2021 EMISSIONS METRIC TONS CO ₂ E
Domestic Transport	71,299,380	Vehicle-Mile	107,960
International Transport	1,220,826,172	Ton-Mile	55,575
Business Travel	--	--	2,359
Waste ¹⁰	62,677	Tons	14,107
Transmission and Distribution Losses	--	--	63,641
Water	111,268,579	Gallons	177
Total Scope 3			243,819

Total Scopes 1 & 2			237,089
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CHANGE IN TOTAL GHG EMISSIONS VS. 2016 BASELINE²²

	2016 EMISSIONS METRIC TONS CO ₂ E	2021 EMISSIONS METRIC TONS CO ₂ E	% Change of Total Emissions
Scope 1	33,799	48,012	+42%
Scope 2	294,751	189,077	-36%
Total Scopes 1 & 2	328,550	237,089	-28%

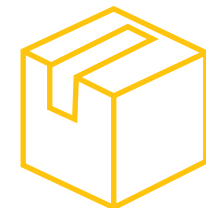
REDUCING WASTE

One of the most common environmental impacts of the retail sector is waste. It is also one of the areas we are working to make a significant difference, specifically in single-use plastic bags.

Retail single-use plastic bags are commonly made of polyethylene, a plastic sourced from fossil fuels. In their creation, fossil fuel-derived plastic bags contribute to climate change and GHG emissions. Once created, a bag will persist for hundreds of years, causing harm multiple times over. Once it finally breaks down, it's not necessarily gone and can leave behind harmful microplastics.²⁵

It is estimated that in the United States, people use 100 billion plastic bags per year — and less than 10% are recycled.²⁶ At DICK'S, we are working to change this and have committed to eliminating all single-use point-of-sale plastics from our stores by 2025.

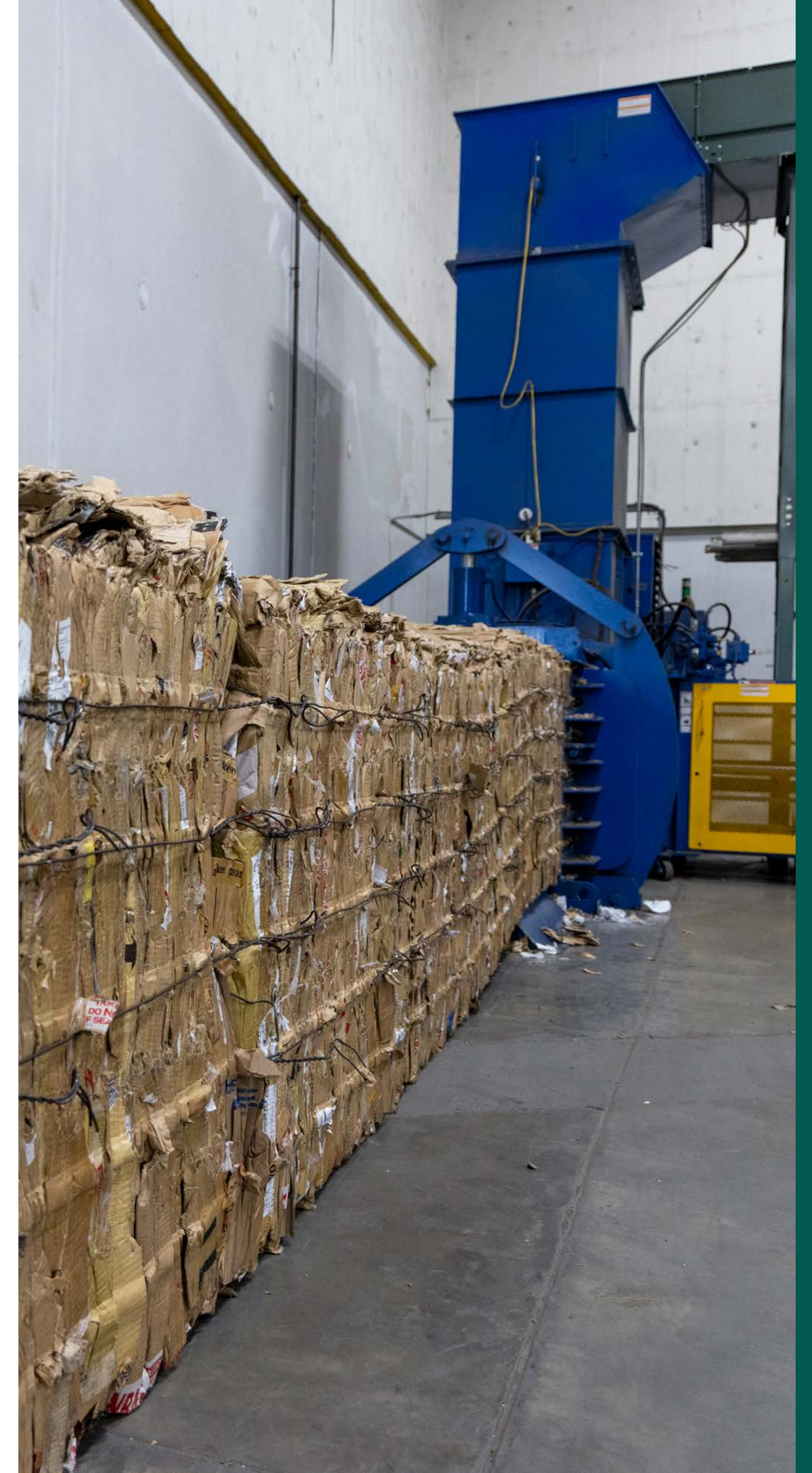
By the end of 2021, we had converted 26% of our stores from single-use plastic to paper. Additionally, we are exploring a variety of alternative options, including reusable bags. Every new store opened in 2021 only uses FSC-certified, 100% recyclable paper bags at checkout.



We've piloted packaging that uses 100% recyclable, water-based tape on shipping boxes. The mailers are 100% recyclable and made from 90% recycled material.

Beyond plastic bags, we are revamping how athletes receive products — including eliminating plastic in packaging and plastic tape on shipments. We also stopped including paper packing slips in packages shipped to athletes.

We began a new package approach to online orders designed to reduce packaging waste. Known as “right-sized packaging,” the approach uses technology from our partner [Packsize®](#) to customize packaging for shipments of varying shapes and sizes, creating the perfect fit. Previously, we used boxes that came in 30 different standards. Now, we can fit the item being shipped — from a hockey stick to a soccer ball — without extra corrugated packaging or tape. Watch this [video](#) to see the new technology in action at one of our distribution centers.





ADDITIONAL WAYS WE ARE REDUCING WASTE

We piloted used gear trade-in events in partnership with [SidelineSwap](#), the world's largest online marketplace for new and used sporting goods. At the SidelineSwap events at participating DICK'S locations, athletes could trade in their used sports gear for store credit toward their next purchase. Athletes also had the option to donate all or a portion of their trade-in value to select local sports organizations. Items that did not qualify for trade-in were donated or recycled responsibly.

RE-INVENTING THE RETAIL PLASTIC BAG

We are working with other retailers through the [Consortium to Reinvent the Retail Bag](#), a multi-year collaborative to identify, test, and implement innovative new design solutions to replace single-use plastic retail bags. As the Consortium's lead Sports & Outdoors sector partner, we are proud to be advancing solutions for the industry as part of its Beyond the Bag Initiative.

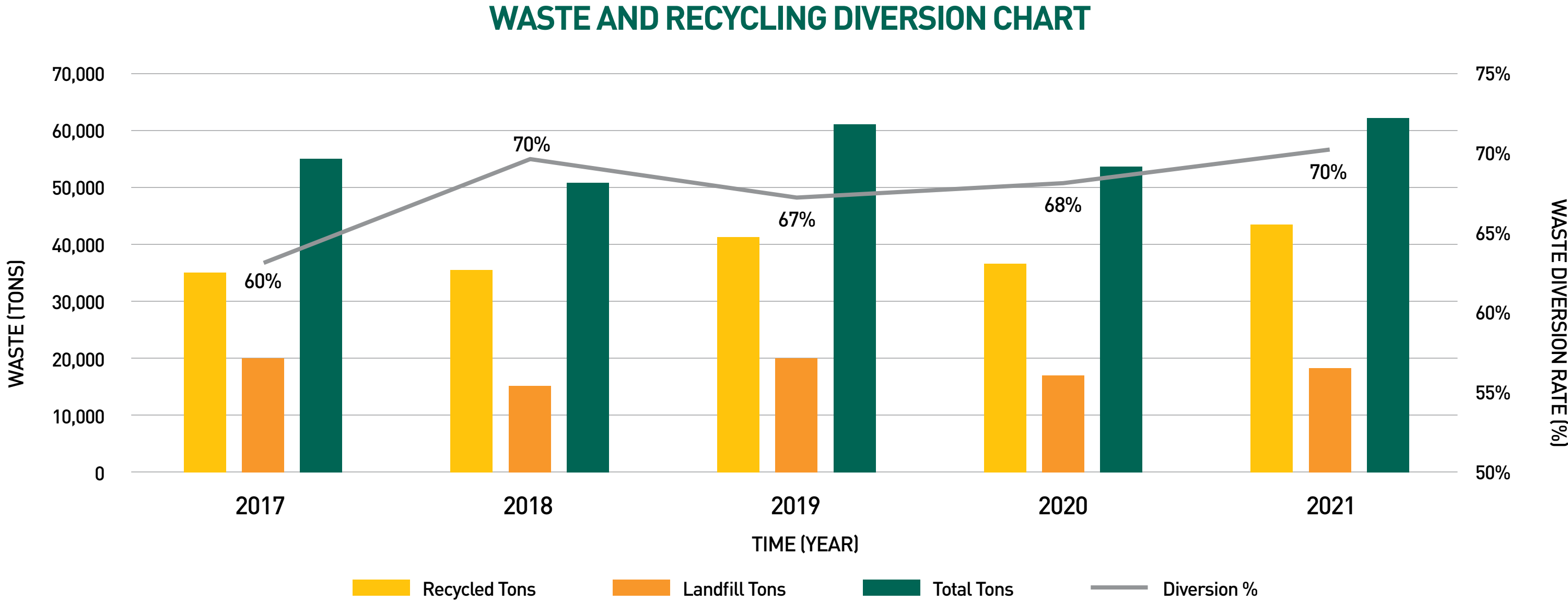
The initiative selected nine #BeyondtheBag challenge winners from over 450 submissions for innovative and promising alternatives to single-use plastic bags. Ideas ranged from reusable packaging systems to technology that incentivizes consumers to make the sustainable choice, to bags derived from seaweed or agricultural waste. The winners will work with the Consortium to prototype, refine, and test the viability of their designs to scale as long-term solutions. We are excited to see these winning solutions piloted in the industry for DICK'S and other retailers to learn from.



WASTE DIVERSION PROGRESS

In 2021, our business grew and so did our diversion rate. We were able to divert 70% of our total waste from landfills. We recycled over 44,000 tons of cardboard, paper, plastic, and metal¹⁰ — this is a 19% increase over our 2020 recycling tonnage and a 6% increase over 2019.

We will continue to focus on reducing our trash streams, ongoing recycling efforts, and increased teammate communications across our stores, distribution centers, and customer service centers on what to recycle, how to recycle, and the importance of keeping recycling out of landfills.



COMPANY-WIDE TONS OF TOTAL WASTE BY CATEGORY ^{10, 22}					
	2017	2018	2019	2020	2021
Total Tons of Waste	61,383	51,368	61,513	54,312	62,677
Landfill Tons	24,449	15,587	20,005	17,336	18,627
Recycled Tons	36,934	35,781	41,508	36,976	44,050

SUPPORTING CONSERVATION AND ACCESS FOR ALL

Established in 2021 as a program of The DICK'S Sporting Goods Foundation, The Public Lands Fund provides grants to local and national non-profit organizations that protect and maintain public lands, break down the barriers of access to outdoor experiences, and improve access and equity in the outdoors. Below are some of the organizations we supported in an effort to preserve public lands.

OUTDOOR ALLIANCE

The **Outdoor Alliance** brings together outdoor enthusiasts to advocate for conservation, recreation, and equitable access to public lands and waters. The Public Lands Fund supported their work with policy experts and national recreational user groups to support policies that protect public lands and waters, advance climate policy, and create more equitable access to the outdoors.



Venture Outdoors works to inspire, educate, and equip outdoor users through programming that removes barriers and creates access to outdoor experiences. Funding supported Venture Outdoors' Youth Outdoor Learning Lab, which connects kids to outdoor experiences in a fun and educational way.



The **Trust for Public Land** creates parks, greenspaces, and preserves with the goal of everyone in the United States being within a 10-minute walk to a public greenspace. Funding supported the establishment of its Community Schoolyard Initiative in Pittsburgh, which addresses park inequity by transforming mainly blacktop schoolyards to community greenspaces.

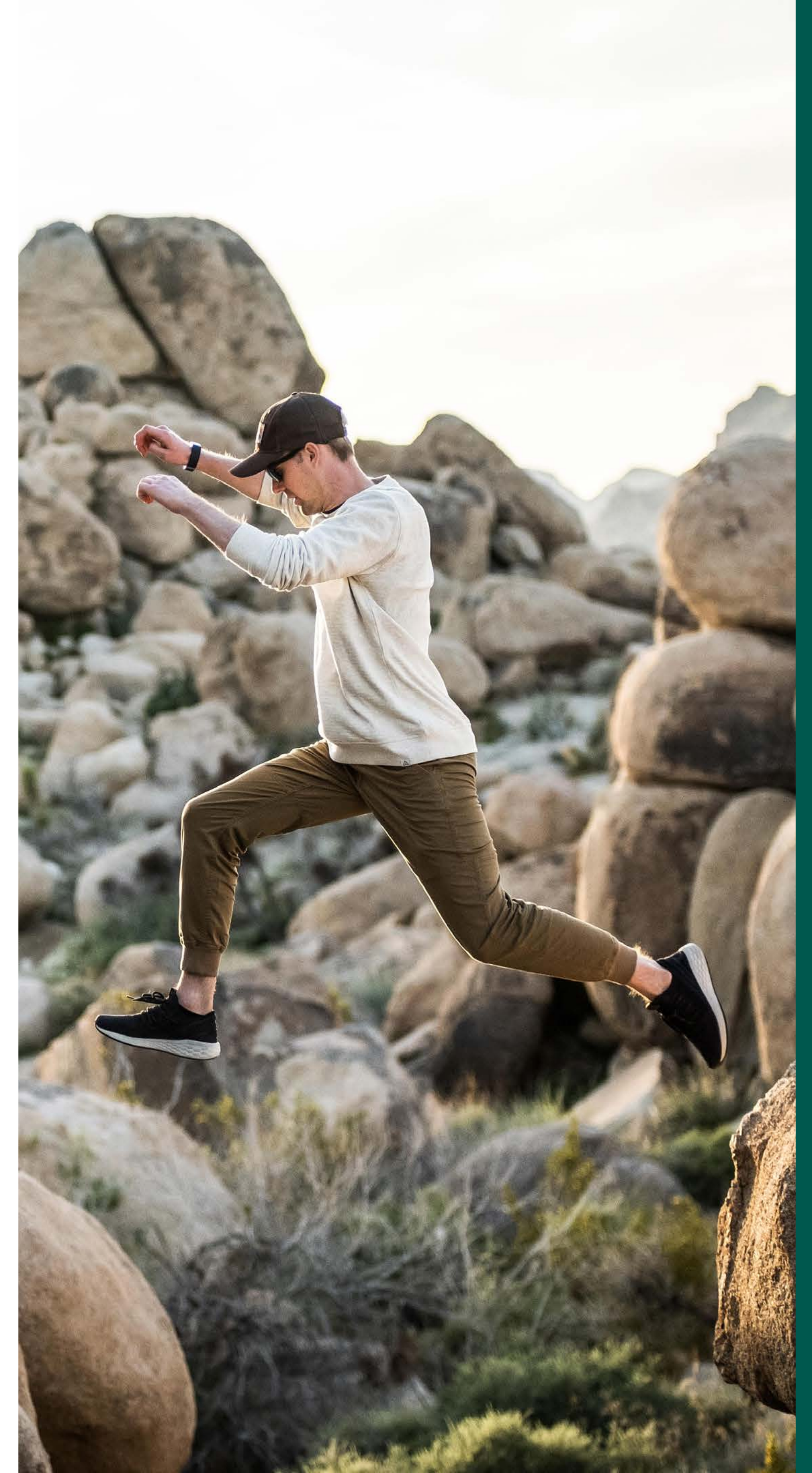
For information on grants dedicated to making public lands more inclusive and accessible, please visit the [Public Lands website](#).

CONSERVATION WITH DIVERSITY IN MIND

The [Student Conservation Association \(SCA\)](#) is America's conservation corps, working to protect and restore national parks, marine sanctuaries, cultural landmarks, and community green spaces in all 50 states. The SCA builds the next generation of conservation leaders by providing paid service and stewardship jobs for youth and young adults on U.S. public lands.

The Public Lands Fund provided the SCA with a \$100,000 grant to expand their work in Pittsburgh, to include a BIPOC young adult crew. Through its support, the SCA hired five self-identified Black young adults to serve in its community program.

In Fall 2021, the crew of five focused on four Pittsburgh parks and green spaces. They built a 20-foot three-stringer bridge, improved 1,095 feet of trail, removed 50 square feet of invasive plants, and completed five Wilderness First Aid certifications.¹¹



APPENDIX

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APPENDIX

2021 SUSTAINABILITY REPORT: APPENDIX



GRI CONTENT INDEX

This GRI Content Index has been prepared with reference to the GRI Standards: Core option. The majority of disclosures use the 2016 standards, except where these standards have expired — in those cases we reference the updated 2018 or 2020 standard as advised by the GRI.

GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 101: FOUNDATION 2016 (NOTE — GRI 101 DOES NOT INCLUDE ANY DISCLOSURES)				
GENERAL DISCLOSURES				
GRI 102: General Disclosures 2016	102-1	Name of the organization	DICK’S Sporting Goods, Inc.	
	102-2	Activities, brands, products, and services	DICK’S Sporting Goods is a sporting goods retailer offering an extensive assortment of authentic, high-quality sports equipment, apparel, footwear, and accessories. DICK’S also owns and operates Golf Galaxy, Field & Stream, Going, Going Gone!, and Public Lands specialty stores, as well as GameChanger, a youth sports mobile app for scheduling, communications, live scorekeeping, and video streaming. Business Highlights, p.4, 2021 Sustainability Report	
	102-3	Location of headquarters	345 Court St, Coraopolis, PA 15108	
	102-4	Location of operations	DICK’S operates in 47 states within the United States. Business Highlights, p.4, 2021 Sustainability Report	
	102-5	Ownership and legal form	DICK’S Sporting Goods was established in 1948 and trades on the New York Stock Exchange (NYSE) using the ticker DKS. Business Highlights, p.4, 2021 Sustainability Report	
	102-6	Markets served	Markets: United States Business Highlights, p.4, 2021 Sustainability Report	
	102-7	Scale of the organization	DICK’S employs approximately 50,000 teammates across 47 states in the United States. This includes more than 860 stores for DICK’S Sporting Goods, Golf Galaxy, Field & Stream, Going, Going, Gone!, and Public Lands specialty stores. We operate five distribution centers (DCs) and one Customer Support Center (CSC). Business Highlights, p.4, 2021 Sustainability Report	
	102-8	Information on employees and other workers	Information on our employees, who we call teammates, can be found throughout the Leveling the Playing Field section of this report. Leveling the Playing Field, p.11, 2021 Sustainability Report	
	102-9	Supply chain	Business Highlights, p.4, 2021 Sustainability Report	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-10	Significant changes to the organization and its supply chain	Business Highlights, p.4, 2021 Sustainability Report; 2021 DICK'S Sporting Goods Form 10-K	
	102-11	Precautionary principle or approach	DICK'S Sporting Goods does not have an official policy as it pertains to the precautionary principle.	
	102-12	External initiatives	Industry partnerships and memberships can be found in Protecting Our Home Court on p.62. Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; Our Goals, p.10, 2021 Sustainability Report;	
	102-13	Membership of associations	Industry partnerships and memberships can be found in Protecting Our Home Court on p.62. Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; Our Goals, p.10 2021 Sustainability Report	
	102-14	Statement from senior decision-maker	Letter from President & CEO Lauren Hobart, p.5-6; and Message from CSO Peter Land, p.7, 2021 Sustainability Report	
	102-15	Key impacts, risks, and opportunities	Key impacts, risks, and opportunities can be found in our 10-K on pages 10-23. 2021 DICK'S Sporting Goods Form 10-K	
	102-16	Values, principles, standards, and norms of behavior	Our Belief, p.2, 2021 Sustainability Report	
	102-17	Mechanisms for advice and concerns about ethics	Anonymous reporting of suspected violations can be submitted to the DICK'S Sporting Goods Ethics Hotline at 1-866-814-2749 or via the web at dickssportinggoods.ethicspoint.com. Our Approach to Sustainability, p.7, 2021 Sustainability Report; Sourcing Responsibly, p.54, 2021 Sustainability Report; DICK'S Sporting Goods Anti-Corruption Policy ; DICK'S Sporting Goods Code of Conduct	
	102-18	Governance structure	<div> <div>Board of Directors:</div> <ul style="list-style-type: none"> • Edward W. Stack • William J. Colombo • Mark J. Barrenechea • Emanuel Chirico • Anne Fink • Larry Fitzgerald, Jr. </div> <div> <div>Board Committees:</div> <ul style="list-style-type: none"> • Governance and Nominating Committee • Compensation Committee • Audit Committee </div> Corporate Governance Guidelines DICK'S Sporting Goods Proxy Statement 2022	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-19	Delegating authority	<p>Many of our ESG efforts are managed by a cross-functional team that shapes and drives ESG strategy, tracks key performance indicators, addresses challenges, and manages progress toward the company’s stated goals covering operations, human capital, product development, supply chain, and community investment. Management presents ESG topics to our board and its committees during the year. The Governance & Nominating Committee serves as the primary committee with board oversight of the company’s ESG strategy.</p> <p>DICK’S Sporting Goods Proxy Statement 2022</p>	
	102-20	Executive-level responsibility for economic, environmental, and social topics	<p>Our Sustainability and ESG team drives our ESG strategy and coordinates across the business, led by our CSO. Our CSO provides regular updates on ESG issues to Our Chief People and Purpose Officer and our CEO and Executive Chair, and twice annually to the Governance & Nominating Committee of our board of directors. Our cross-functional ESG council meets quarterly to share progress and collaborate.</p> <p>Our Approach to Sustainability, p.7, 2021 Sustainability Report; DICK’S Sporting Goods Proxy Statement 2022</p>	
	102-21	Consulting stakeholders on economic, environmental, and social topics	<p>We understand that stakeholder engagement is a critical component of advancing our ESG strategy. In addition to referring to global reporting frameworks, the content of this report was developed with input from DICK’S Sporting Goods’ executives, suppliers, customers, and investors.</p> <p>We are committed to maintaining regular and open communications with a broad range of stakeholders to address concerns and hear feedback to help deliver on our ESG strategy.</p> <p>Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; DICK’S Sporting Goods Proxy Statement 2022</p>	
	102-22	Composition of the highest governance body and its committees	Growing a Diverse Workforce, p.14, 2021 Sustainability Report	
	102-23	Chair of the highest governance body	<p>Mr. Edward W. Stack serves as the Executive Chairman and Mr. Lawrence J. Schorr serves as the Lead Director.</p> <p>DICK’S Sporting Goods Proxy Statement 2022</p>	
	102-24	Nominating and selecting the highest governance body	<p>The Governance & Nominating Committee will consider director candidates properly submitted by our stockholders. The Governance & Nominating Committee will take steps necessary to evaluate a prospective nominee and will make a recommendation to the full board. The board then determines the nominees after considering the recommendations and report of the Governance & Nominating Committee. More information on the process can be found in our proxy statement.</p> <p>DICK’S Sporting Goods Proxy Statement 2022; p.15</p>	
	102-25	Conflicts of interest	<p>Non-management directors are expected to avoid any action, position, or interest that conflicts with an interest of the company or gives the appearance of conflict. If an actual or potential conflict of interest develops, the director should immediately report the matter to the chairman and the chairperson of the Governance and Nominating Committee for evaluation. More information can be found in our corporate governance guidelines and in our proxy statement.</p> <p>Corporate Governance Guidelines; p.6 DICK’S Sporting Goods Proxy Statement 2022</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-26	Role of highest governance body in setting purpose, values, and strategy	ESG is part of DICK'S Sporting Goods' business strategy and is embedded across functions to ensure sustainability and social responsibility are operationalized at every level. Our ESG-related activities are led by our CSO and Chief People & Purpose Officer alongside our President and CEO who drives our company values and missions. DICK'S Sporting Goods Proxy Statement 2022 ; p.20	
	102-27	Collective knowledge of highest governance body	Our CSO regularly engages with the board of directors and its Governance and Nominating committee to share and discuss ESG trends, progress against goals, strategic initiatives, and potential risks and opportunities. DICK'S Sporting Goods Proxy Statement 2022 ; p.20	
	102-28	Evaluating the highest governance body's performance	To appropriately evaluate and continue to improve the effectiveness of the board, our directors annually undertake an evaluation of the board's performance and the performance of its standing committees. More information can be found in our proxy statement. DICK'S Sporting Goods Proxy Statement 2022 ; p.15	
	102-29	Identifying and managing economic, environmental, and social impacts	In 2021, we conducted an ESG prioritization assessment to better understand the interconnection between our growing business, social and environmental strategies, and stakeholder expectations. Our 2021 prioritization assessment reflects the conversations and evolving experiences of our policymakers, shareholders, regulatory bodies, teammates, and business partners. Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report	
	102-30	Effectiveness of risk management processes	The Audit Committee is responsible for overseeing management's development of, and adherence to, guidelines and procedures for risk management and compliance. DICK'S Sporting Goods Proxy Statement 2022 ; p.17	
	102-31	Review of economic, environmental, and social topics	Our CSO regularly engages with the board of directors and its Governance and Nominating committee to share and discuss potential ESG risks and opportunities. DICK'S Sporting Goods Proxy Statement 2022 ; p.20	
	102-32	Highest governance body's role in sustainability reporting	This report has been reviewed and approved by DICK'S Sporting Goods CSO, Peter Land.	
	102-33	Communicating critical concerns	Our CSO regularly engages with the board of directors and its Governance and Nominating committee to communicate critical concerns. DICK'S Sporting Goods Proxy Statement 2022 ; p.20	
	102-34	Nature and total number of critical concerns		The nature, total number, and mechanisms of critical concerns is confidential.



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-35	Remuneration policies	Our proxy statement provides more details on our remuneration policies, including our compensation philosophy and compensation practices used to align our executive compensation program with interests of the company and our stakeholders. DICK'S Sporting Goods Proxy Statement 2022 ; p.23-24	
	102-36	Process for determining remuneration	The Compensation Committee sets base salaries for named executive officers after examining market data provided by our independent executive compensation advisor and comparing them against peers from the retail industry. The pay elements that we utilize are crafted to motivate our executives to drive the company to develop and evolve by offering both short-term and long-term incentive awards, which include a mix of both time- and performance-based vesting requirements, each of which aligns the interests of our executives with our stockholders and encourages focus on growth over both the short- and long-term. Overall, a considerable portion of the compensation payable to our named executive officers is “pay-at-risk.” DICK'S Sporting Goods Proxy Statement 2022 ; p.31	
	102-37	Stakeholders' involvement in remuneration	DICK'S Sporting Goods Proxy Statement 2022 ; p.31	
	102-38	Annual total compensation ratio	DICK'S Sporting Goods Proxy Statement 2022 ; p.31	
	102-39	Percentage increase in annual total compensation ratio	DICK'S Sporting Goods Proxy Statement 2022 ; p.31	
	102-40	List of stakeholder groups	DICK'S Sporting Goods maintains open communication with stakeholders including customers, policymakers, shareholders, teammates, NGOs and advocacy groups, etc.	
	102-41	Collective bargaining agreements	None of our active workforce is covered under collective bargaining agreements. This does not include contractors.	
	102-42	Identifying and selecting stakeholders	Our 2021 prioritization assessment included a wide range of stakeholders, which we identified to help reflect the conversations and evolving experiences of our customers, NGOs and advocacy group partners, shareholders, teammates, and business partners and vendors. Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report	
	102-43	Approach to stakeholder engagement	As part of our 2021 reporting process, we conducted a prioritization assessment in which we interviewed and surveyed stakeholders. We share our progress and maintain regular and open communications with stakeholders to address concerns and hear feedback to help deliver on our ESG strategy and focus areas through our annual Purpose Playbook report, Sideline Reports on our website, social media updates, at conferences and industry events, and via media outreach Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-44	Key topics and concerns raised	<p>In 2021, we conducted a prioritization assessment following best practices from the GRI and SASB. Our assessment included topics from past reporting, and we uncovered emerging topics through internal and external stakeholder engagement, competitive benchmarking, and review of the media and industry landscape. We evaluated a number of topics that DICK’S stakeholders care about, and for which DICK’S has some level of influence.</p> <p>Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report</p>	
	102-45	Entities included in the consolidated financial statements	<p>DICK’S Supporting Goods, Inc. and subsidiaries</p> <p>2021 DICK’S Sporting Goods Form 10-K</p>	
	102-46	Defining report content and topic boundaries	About this Sustainability Report, p.4, 2021 Sustainability Report; Forward-Looking Statements, p.88, 2021 Sustainability Report	
	102-47	List of material topics	<p>Our top ESG topics identified, in alphabetical order, in our most recent prioritization assessment</p> <ul style="list-style-type: none">• Climate Impact/Greenhouse Gas Emissions• Diversity, Equity, & Inclusion• Investing in Youth Sports• Outdoor Access & Inclusion• Product Sustainability• Supply Chain Responsibility & Transparency• Sustainable Operations• Teammate Safety, Health, & Well-being• Training & Development• Wages & Benefits <p>Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report, ESG Priority Topic Definitions, p. 86-87, 2021 Sustainability Report</p>	
	102-48	Restatements of information	A previous version of the Playbook had stated incorrect management data, which has been updated to reflect more accurate data.	
	102-49	Changes in reporting	There were no significant changes from previous reporting periods or in our list of ESG priority topics and topic boundaries.	
	102-50	Reporting period	About this Sustainability Report, p.4, 2021 Sustainability Report	
	102-51	Date of most recent report	July 27, 2021	
	102-52	Reporting cycle	Annual	
	102-53	Contact point for questions regarding the report	<p>Please submit questions or feedback regarding this report and our ESG strategy to ESG@dcsg.com.</p> <p>About this Sustainability Report, p.4, 2021 Sustainability Report</p>	
	102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared with reference to the GRI Standards: Core option.	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 102: General Disclosures 2016	102-55	GRI content index	The GRI Standards Content Index is included on these pages.	
	102-56	External assurance	We did not seek external assurance for this report.	
TOPIC SPECIFIC STANDARDS				
GRI 302: ENERGY 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>Our VP of Facilities is responsible for managing our energy, water, waste, and related carbon consumption for all our facilities. The team has an energy manager who collects and analyzes the utility information. This team is responsible for implementing energy efficiency efforts such as LED lights in our stores. This team also conducts waste audits to support our teammates in meeting our waste diversion goals.</p> <p>Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; Our Approach to Sustainability, p.7, 2021 Sustainability Report</p>	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	<p>Consumption of purchased or acquired electricity: 515,852 MWh</p> <p>Please see available chart on p.63. For more information please see our CDP submission.</p> <p>Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
	302-4	Reduction of energy consumption	<p>As we continue to invest in energy efficiency, we have reduced our emissions despite the continued growth of our business.</p> <p>Please see available chart on p.63.</p> <p>Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
GRI 305: EMISSIONS 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>Our emissions are a result of our direct operations, which include direct and indirect sources, and from our value chain. We developed our first inventory in 2018 and use a baseline year of 2016. We are currently collecting additional scope 3 data and hope to share more in the future. In 2020 we established a goal to decrease our GHG emissions by 30% by 2030. To meet our goal, we are moving toward a lower-carbon and climate-resilient future with programs that use more renewable energy, increase resource efficiency, reduce waste, and conserve natural resources. We work to minimize our environmental impact and integrate sustainable business practices throughout our corporate headquarters, stores, and DCs.</p> <p>Protecting Our Home Court, p.60, 2021 Sustainability Report; Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report; Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our Approach to Sustainability, p.7, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 305: Emissions 2016	305-1	Direct (scope 1) GHG emissions	<p>Our scope 1 greenhouse gas emissions include (metric tons of CO₂e):</p> <p>CO₂ N₂O CH₄ HFCs</p> <p>Total scope 1: 48,012</p> <p>Please see available chart on p.63. For more information please see our CDP submission. Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
	305-2	Indirect (scope 2) GHG emissions	<p>Our scope 2 greenhouse gas emissions include (metric tons of CO₂e):</p> <p>Electricity: 189,077</p> <p>Please see available chart on p.63. For more information please see our CDP submission. Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
	305-3	Other indirect (scope 3) GHG emissions	<p>Currently we are disclosing business travel and transportation logistics, waste, and water, but we are hoping to fully disclose scope 3 in the coming years. We are expanding supplier engagement to obtain data that will assist us in calculating our scope 3 emissions.</p> <p>Please see available chart on p.63. Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
	305-5	Reduction of GHG emissions	<p>Our 2021 Carbon Footprint for scope 1 and 2 greenhouse gas emissions shows a 28% reduction compared to our 2016 baseline.</p> <p>Please see available chart on p.63. Climate Impact/Greenhouse Gas, p.62, 2021 Sustainability Report</p>	
GRI 306: WASTE 2020				
GRI 306-1: Management Approach 2020	306-1	Waste generation and significant waste-related impacts	<p>In 2021, we achieved a 70% diversion rate of our total waste stream from going to landfills. We recycled cardboard, paper, plastic, and metal.</p> <p>Reducing Waste, p.64, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report</p>	
GRI 306-2: Management Approach 2020	306-2	Management of significant waste-related impacts	<p>We partner with our facilities, vendors, and industry partners to manage and decrease the use of single-use plastic and improve packaging design to reduce packaging-related waste.</p> <p>Reducing Waste, p.64, 2021 Sustainability Report</p>	
GRI 306: Waste 2020	306-3	Waste generated	<p>Please see available chart on p.66. Reducing Waste, p.64, 2021 Sustainability Report</p>	
	306-4	Waste diverted from disposal	<p>Please see available chart on p.66. Reducing Waste, p.64, 2021 Sustainability Report</p>	
	306-5	Waste directed to disposal	<p>Please see available chart on p.66. Reducing Waste, p.64, 2021 Sustainability Report</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 401: EMPLOYMENT 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>We recruit teammates who can bring diverse-lived experiences and skill sets to our team, and we work with them to develop and build their capabilities. We strive to create an inclusive culture that supports and encourages our teammates.</p> <p>We work hard to keep our team safe, healthy, and happy to ensure they can perform at their best. This includes a comprehensive benefits package to support our teammates’ health and wellness, meaningful compensation, and a myriad of professional learning opportunities.</p> <p>Leveling the Playing Field, p.11, 2021 Sustainability Report; Promoting Teammate Well-being, p.26, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report</p>	
	401-1	New employee hires and employee turnover	<p>Our teammates are the backbone of our organization and we’ve expanded our teammate development strategy, focusing on attracting, developing, and retaining talent.</p> <p>Our Teammate Development Programs, p.22, 2021 Sustainability Report</p>	DICK’S Sporting Goods is not currently disclosing the number of new employee hires or employee turnover rate.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	At DICK’S, our teammates are our most valuable resource, and our success depends on protecting our teammates. We want our teammates to stay in the game. To support them and ensure a safe workplace, we prioritize their health, safety, and well-being through comprehensive benefits packages and safety trainings and policies.	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	<p>We strive to minimize work-related injuries and illness, and we continue to do so by observing the following:</p> <ul style="list-style-type: none"> • Following all applicable health and safety laws and regulations. • Complying with all company policies and safety procedures in our local facilities. • Conducting ourselves in a safe manner. • Taking all reasonable precautions when handling dangerous or unsafe equipment and materials. <p>Teammates must immediately report anything that jeopardizes the health and safety of our workplace.</p> <p>Code of Ethics and Business Conduct, p.14-15</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 404: TRAINING AND EDUCATION 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>We strive to set up our teammates for success by creating an environment where they feel supported, safe, and equipped with the tools they need to succeed. After going through our comprehensive on-boarding process, our teammates have access to leadership and professional development programs at all levels. These programs are designed to help our teammates grow into their current roles and further develop skills needed to advance their careers.</p> <p>We work to equip our leaders with the skills needed to provide effective feedback and to coach their teams.</p> <p>All salaried teammates with satisfactory performance rates are eligible for college tuition reimbursement for undergraduate and graduate degrees.</p> <p>Advancing Careers Through Learning & Development, p.21, 2021 Sustainability Report; Our Teammate Development Programs, p.22, 2021 Sustainability Report; Diversity, Equity, and Inclusion, p.13, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report</p>	
	404-2	Programs for upgrading employee skills and transition assistance programs	<p>We offer a variety of learning and development opportunities for teammates, ranging from formal leadership and professional development courses and courses to strengthen technical skills, to a catalog of resources so teammates can learn informally at their own pace. We also work to equip our leaders with the fundamental skills to provide effective feedback and coaching to their teammates.</p> <p>We support our teammates by helping make college education a reality. All salaried, full-time teammates with satisfactory performance ratings are eligible for tuition reimbursement.</p> <p>For more information on our development programs please visit the sections listed below.</p> <p>Our Teammate Development Programs, p.22, 2021 Sustainability Report; Advancing Our Careers Through Learning & Development, p.21, 2021 Sustainability Report; Diversity, Equity, and Inclusion, p.13, 2021 Sustainability Report</p>	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>DICK’S is an Equal Employment Opportunity employer. We are committed to giving equal employment opportunities to qualified individuals, regardless of race, color, creed, religion, ancestry, national origin, citizenship, age, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), physical or mental disability, medical condition, marital status, domestic partnership status, veteran status, military status, gender identity or expression, sexual orientation, genetic characteristics or information, family care or medical leave status, and any other category protected under federal, state, or local law. We do not discriminate against teammates based on these protected characteristics.</p> <p>DE&I at DICK’S is led by the DE&I Council, a cross-functional group of leaders at all levels who are instrumental in helping us develop and execute our DE&I strategy and ensure we hold the company accountable.</p> <p>Leveling the Playing Field, p.11, 2021 Sustainability Report; Diversity, Equity, and Inclusion, p.13, 2021 Sustainability Report; Stakeholder Engagement, p.9, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Please see workforce demographic data in the available charts. Growing a Diverse Workforce, p.14, 2021 Sustainability Report	
	405-2	Ratio of basic salary and remuneration of women to men	Creating an Equitable Workplace, p.18, 2021 Sustainability Report	
GRI 406: NON-DISCRIMINATION 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>We have zero-tolerance for acts of racism and discrimination based on personal characteristics or beliefs, such as race, color, creed, religion, ancestry, national origin, citizenship, age, sex (including pregnancy, childbirth, breastfeeding, and related medical conditions), physical or mental disability, medical condition, marital status, domestic partnership status, veteran status, military status, gender identity or expression, sexual orientation, genetic characteristics or information, family care or medical leave status. We have put strong related policies in place including an anti-discrimination/anti-harassment policy and a whistleblower policy and are continuously working with our teammates to introduce new training and practices to address racism and discrimination. We also require that all partners and vendors not discriminate in recruitment or employment practices, and that they implement effective measures to protect teammates against discrimination.</p> <p>Teammates are empowered to report discrimination or harassment occurrences to their Human Resources Business Partner, manager or another leader, compliance, the ethics hotline, or any of the other outlets identified in our Code of Conduct. All reports are investigated by our compliance team.</p> <p>Human Rights Policy; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Creating an Equitable Workplace, p.19, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics</p>	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	We investigate and address all allegations of discrimination.	
GRI 408: CHILD LABOR 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>We strictly forbid employment of children who are less than 15 years old, or less than the age for completing compulsory education in the country of manufacture, where such age is higher than 15. Child labor and other human rights risks are monitored through our social auditing program, and our Human Rights Policy outlines specific remediation of the issue, should child labor be discovered in the supply chain.</p> <p>Human Rights Policy; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Child labor and other human rights risks are monitored through our social auditing program, and our Human Rights Policy outlines specific remediation of the issue should child labor be discovered in the supply chain. Human Rights Policy ; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics	
GRI 409: FORCED OR COMPULSORY LABOR 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	We strictly forbid the use of forced labor, whether in the form of prison labor, indentured labor, trafficked labor, bonded labor, or otherwise. No partners, employees, or subcontractors may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. Forced labor and other human rights risks are monitored through our social auditing program. Human Rights Policy ; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We are committed to working with our supply chain partners and industry experts to help prevent, identify, and swiftly eradicate forced labor in our global manufacturing supply chains. In 2020, the U.S. government sanctioned Xinjiang Product and Construction Corps (XPCC) and its subsidiary businesses for mistreatment and coercive labor practices involving Uyghur and other minorities around the Xinjiang Province. In response, we issued a memo informing suppliers of the sanction and the immediate actions they were to take. At DICK’S, we treat forced labor as a zero-tolerance issue. In 2021, we continued to communicate with our suppliers regarding the sanctions and Uyghur workers. We have also participated in AAFA & FLA’s Commitment on Responsible Recruitment. Human Rights Policy ; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics	
GRI 412: HUMAN RIGHTS ASSESSMENT 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	Within our supply chain, we use BSCI Human and Labor Rights Risk indices as a basis to determine countries in which we conduct audits, focusing where the risk is higher. In our Human Rights Policy, we outline related procedures and practices as they support our business and govern our relationships with our private brand manufacturing partners and teammates. It encompasses responsible recruitment, child and forced labor, anti-discrimination, wages and benefits, and working hours. Human Rights Policy ; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics	
412-3; Human Rights Assessment 2016	412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Our merchandise vendors are contractually required to comply with the standards set forth in our Human Rights Policy and Vendor Code of Conduct. Human Rights Policy ; Our ESG Priority Topics, p.9, 2021 Sustainability Report; Protecting Human Rights, p.55, 2021 Sustainability Report; Monitoring Vendor Compliance, p.57, 2021 Sustainability Report; Code of Business Conduct and Ethics ; Vendor Code of Conduct	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>At DICK’S, we strive to go beyond mandatory compliance by working to hold our manufacturers accountable for and helping them meet our high standards of product quality and safety, as well as ethical, social, and environmental principles. By engaging our partners and cultivating strong relationships, we help mitigate risks and strengthen our supply chain.</p> <p>Our expectations for vendors are outlined in our Vendor Code of Conduct, Anti-Corruption Policy, Human Rights Policy, Global Sourcing Compliance Guidelines, and other corporate policies. We require all our vendors to read, understand, and comply with our code and policies as a condition of doing business with us. Failure to conduct business in a manner that meets these standards can result in the termination of the vendor’s relationship.</p> <p>Sourcing Responsibly, p.54, 2021 Sustainability Report</p>	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	<p>DICK’S audits the social compliance of 100% of our active in-scope Tier 1 factories located in medium and high risk countries, with the exception of apparel factories that participate in the Better Work program and self-governed factories that are subject to a separate verification process.</p> <p>While we use the BSCI Human and Labor Rights Risk indices as a basis to determine countries in which we conduct audits, there are instances when we audit factories outside of this scope based on additional data. For example, in 2020, we began an in-depth audit of factories in Taiwan where there was an increasing risk related to migrant labor. Based on the results, it was decided to include Taiwan in the audit scope in 2021.</p> <p>When non-compliance incidents are identified, we work with vendors to develop corrective action plans. Factories with higher-level risk issues that remain open are subject to continued follow-up audits every 90 days until issues have been fully resolved. We terminate our relationships with factories that do not show improvement on open non-compliance issues after three consecutive audits.</p> <p>Monitoring Vendor Compliance, p.57, 2021 Sustainability Report</p>	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>Our Product Safety and Regulatory Compliance Program identifies, investigates, and eliminates potentially unsafe products and uses preventive measures to continuously improve our offerings. We integrate safety into the design of products and test them before they reach our stores to help ensure they meet our standards. We also audit our vendors to ensure proper regulatory testing is conducted and that they comply with all applicable laws, regulatory requirements, and our rigorous standards.</p> <p>Ensuring Product Safety and Quality, p.52, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Reports; Stakeholder Engagement, p.9, 2021 Sustainability Report</p>	



GRI STANDARD	DISCLOSURE #	DISCLOSURE TITLE	RESPONSE	OMISSION
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	<p>We annually train our teammates and vertical brands vendors on:</p> <ol style="list-style-type: none"> 1. DICK'S product safety policies, procedures, and requirements 2. Changes and updates to program elements 3. Applicable state and federal regulatory requirements 4. Chemical safety and the restriction of certain substances in our supply chain <p>Following these processes, we issued 10 product recalls and one safety-related stop sale in 2021. See all product recalls.</p> <p>Ensuring Product Safety and Quality, p.52, 2021 Sustainability Report</p>	
GRI 418: CUSTOMER PRIVACY 2016				
GRI 103-1 – 103-3: Management Approach 2016	103-1 – 103-3	Management approach	<p>Privacy and the security of athlete and teammate data is a company-wide priority and critical to DICK'S strategy of being a trusted advisor throughout the athlete and teammate experience. Dedicated cybersecurity and privacy teams and programs exist, in close partnership with Legal and multiple internal teams. They focus on current and emerging data security and privacy matters, while implementing and enabling industry-accepted cybersecurity risk and compliance frameworks across the company.</p> <p>Securing and Protecting the Privacy of Athletes' and Teammates' Data, p.59, 2021 Sustainability Report; Our ESG Priority Topics, p.9, 2021 Sustainability Report</p>	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>We identified 0 material data security breaches in 2021.</p> <p>2021 DICK'S Sporting Goods Form 10-K</p>	



SASB INDEX

INDUSTRY: MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS

SASB TOPIC	DISCLOSURE CODE	SASB METRIC	DICK'S SPORTING GOODS RESPONSE
Energy Management in Retail & Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	<p>Total energy consumed: 2,456,892 GJ Percentage grid electricity: 100% Percentage renewable: 0%</p> <p>We are focusing on reducing our energy consumption and deploying energy-saving initiatives. We have identified and are exploring opportunities for renewable energy, as reported in our 2021 CDP Climate Change Questionnaire, and in the Protecting our Home Court section of the 2021 Purpose Playbook.</p>
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	<p>We have dedicated cybersecurity and privacy teams and programs that work in close partnership with Legal and multiple internal teams to focus on current and emerging data security and privacy matters, while implementing and enabling industry-accepted cybersecurity risk and compliance frameworks across the company.</p> <p>As with most retailers, we collect, receive, store, manage, transmit, and delete confidential athlete data, including payment card and personally identifiable information, in the normal course of customer transactions, as well as other confidential and sensitive information, such as personal information about our teammates and our vendors, and confidential company information. We also work with third-party vendors and service providers that provide technology, systems, and services that we use in connection with the collection, storage, and transmission of this information.</p> <p>We have implemented and regularly review and update our systems, processes, and procedures to protect against unauthorized access to or use of data, and to prevent data loss.</p> <p>For more information please see our 2021 Form 10-K, p. 15-16, and in the Raising the Bar section of the 2021 Purpose Playbook.</p>
	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	<p>We regularly review and update our implemented systems, processes, and procedures to protect against unauthorized access to or use of data, and to prevent data loss. We have no knowledge of any material data security breaches to date.</p> <p>For more information please see our 2021 Form 10-K, p. 15-16.</p>
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	<p>We offer our teammates competitive salaries and wages, along with offering comprehensive health and retirement benefits to those eligible, which include all full-time hourly and salaried teammates. We are committed to equal pay for equal work when establishing and maintaining wages. Currently, we do not disclose metrics around average wage and the percentage of teammates earning minimum wage.</p> <p>For more information please see our 2021 Form 10-K, p. 8.</p>

SASB TOPIC	DISCLOSURE CODE	SASB METRIC	DICK'S SPORTING GOODS RESPONSE												
Labor Practices	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	<p>We focus on retaining our talent through our learning and development programs, opportunities for career growth, and comprehensive benefits, in addition to competitive salaries and wages, described in the Leveling the Playing Field section of the 2021 Purpose Playbook.</p> <p>We offer a variety of learning and development opportunities for teammates and work to equip our leaders with the fundamental skills to provide effective feedback and coach their teammates. We have multiple programs to recognize our teammates' achievements and help create a nurturing and positive environment.</p>												
	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	<p>We did not have any material monetary losses from legal proceedings in 2021 associated with labor law violations. We do not expect that any proceedings that we and our subsidiaries are involved in, that are incidental to the normal course of our businesses, will have a material adverse effect on our financial position or results of operations.</p> <p>For more information please see our 2021 Form 10-K, p. 19, 25.</p>												
Workforce Diversity & Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	<p>We report annually on our workforce demographics data with racial/ethnic as well as gender diversity breakdowns in the overall workforce. DICK'S Sporting Goods is not currently disclosing leadership demographics data.</p> <table><tr><th colspan="2">OVERALL WORKFORCE¹</th></tr><tr><td>Male</td><td>60.70%</td></tr><tr><td>Female</td><td>39.3%</td></tr><tr><td colspan="2"> </td></tr><tr><td>White</td><td>64.0%</td></tr><tr><td>BIPOC</td><td>36.0%</td></tr></table> <p>¹ Workforce demographic data is as of 1/1/2022.</p>	OVERALL WORKFORCE ¹		Male	60.70%	Female	39.3%			White	64.0%	BIPOC	36.0%
	OVERALL WORKFORCE ¹														
Male	60.70%														
Female	39.3%														
White	64.0%														
BIPOC	36.0%														
	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	<p>We did not have any material monetary losses from legal proceedings in 2021 associated with employment discrimination. We do not expect that any proceedings that we and our subsidiaries are involved in, that are incidental to the normal course of our businesses, will have a material adverse effect on our financial position or results of operations.</p> <p>For more information please see our 2021 Form 10-K, p. 19, 25</p>												



SASB TOPIC	DISCLOSURE CODE	SASB METRIC	DICK'S SPORTING GOODS RESPONSE
Product Sourcing, Packaging, & Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	<p>Although DICK'S does not report revenue generated from third-party certified products, we are working to increase sourcing of sustainable materials in our branded and vendor products from the following types of sustainable materials: organic content, recycled content, preferred fibers, Fair Trade certified, and Leather Working Group certification.</p> <p>For more information see the Raising the Bar section of the 2021 Purpose Playbook.</p>
	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	<p>We regularly collaborate with teammates and industry peers to evaluate and restrict the use of potentially harmful chemicals. Our Restricted Substances List (RSL) bans 22 substance categories in DICK'S vertical brands' soft-lines. We continually review the chemicals and requirements of the RSL and update them based on legislation and new potential chemicals of concern.</p> <p>All DICK'S vendors, factories, and material suppliers are expected to implement the requirements of the RSL. We conduct random testing of our vertical brands for these restricted chemicals on a risk-prioritized basis to monitor compliance with the RSL.</p> <p>For more information, see our Restricted Substance List document.</p>
	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	<p>We have set a goal to eliminate all single-use point-of-sale plastics from our stores by 2025, and are collaborating with nonprofits and other retailers to reduce the impacts of our plastic use and explore alternatives. By the end of 2021, we had converted 26% of our stores from single-use plastic to paper.</p> <p>Internally, we have a cross-functional team leading the exploration and implementation of strategies to reduce the impacts throughout the value chain of the various types of packaging that we use. Conducting industry benchmarking and research, we are able to pilot projects so that new solutions can be vetted operationally, and potentially expanded to help to reduce our impact. This year, we made changes to eliminate plastic in packaging and plastic tape on shipments, and leveraged a partner's technology solution to improve the fit of our shipment packages and eliminate the need for additional corrugated packaging or tape.</p> <p>For more information please see the Protecting our Home Court section of the 2021 Purpose Playbook.</p>
Activity Metric	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	<p>Retail locations: 860 stores in 47 states</p> <p>Distribution centers: 5 distribution centers</p>
	CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	<p>Retail space: 42,400,000 sq. ft</p> <p>Distribution center space: 3,781,000 sq. ft.</p>



ESG PRIORITY TOPIC DEFINITIONS

TEAMMATE HEALTH, SAFETY & WELL-BEING	Teammates are DICK’S employees who work in our stores, DCs, and at our corporate headquarters, which we refer to as our Customer Support Center (CSC). Teammate Safety, Health, & Well Being refers to our ability to create and maintain a safe and healthy workplace environment that is free of injuries, fatalities, and illness (both chronic and acute). Additionally, this topic further captures how we work to improve the health of our workforce through technology, training, workplace culture, regulatory compliance, monitoring and testing, and personal protective equipment.
DIVERSITY, EQUITY & INCLUSION (DE&I)	DE&I refers to our ability to foster an inclusive workplace culture in stores, DCs, and at the CSC, that promotes the representation and participation of different groups of individuals, including age, race and ethnicity, ability and disability, gender identity, religious expression and affiliation, cultural expression and identity, and sexual orientation. This topic also refers to our ability to champion DE&I in the community to help athletes and teammates feel represented, included, and safe.
WAGES & BENEFITS	Fair wages refers to a company’s ability to set compensation at a level that is both fair and live-able and provide equal pay for equal work regardless of gender identity and expression. Benefits refers to providing a comprehensive benefits package that includes health and wellness benefits, resources and support, and meaningful compensation for salaried regular teammates, full-time hourly teammates, and part-time teammates.
CLIMATE IMPACT / GREENHOUSE GAS	Refers to a company’s efforts to minimize and reduce its carbon footprint and negative environmental impacts associated with GHG emissions by operating in an environmentally responsible manner. GHG are defined, per the Kyoto Protocol, as: carbon dioxide (CO2); methane (CH4); nitrous oxide (N2O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and Sulphur hexafluoride (SF6).
PRODUCT SUSTAINABILITY	Refers to increasing product sustainability attributes and reducing negative impacts throughout the product value chain. This could include sustainable design, reduced water and energy use in manufacturing, increased usage of sustainable materials, responsible sourcing, ethical manufacturing and fair treatment of workers, chemical safety and management, and product sustainability industry collaboration.
TRAINING & DEVELOPMENT	Training and development includes training and upskilling teammates through leadership and professional development programs and courses designed to strengthen technical skills, in addition to performance and career development and transition assistance programs.
SUPPLY CHAIN RESPONSIBILITY & TRANSPARENCY	Refers to supply chain compliance and transparency in holding our manufacturers accountable while providing them assistance in working toward meeting high standards in product quality and safety, ethics, governance, social, and environmental aspects.
INVESTING IN YOUTH SPORTS	This topic refers to our efforts to inspire and enable youth participation in sports through strategic grants, investments, and programming from DICK’S Sporting Goods and The DICK’S Sporting Goods Foundation .
SUSTAINABLE OPERATIONS	Refers to operational strategies, programming, and policies to support economic and environmental objectives and goals.



OUTDOOR ACCESS & INCLUSION	Outdoor access and inclusion refers to building a more equitable and inclusive outdoors and removing the barriers that many underserved, low-income, racially and ethnically diverse, and disabled communities face when it comes to accessing the outdoors.
CHAMPIONING WOMEN & GIRLS IN SPORTS	Refers to empowering women and girls in sports through strategic investments and providing access to proper equipment and visibility to female athletes who can serve as role models and inspiration.
PRODUCT QUALITY & SAFETY	Refers to a company’s efforts to maintain high standards of quality and safety across the lifecycle of a product or service, and their adherence to customer health, government safety regulations, and voluntary codes.
ATHLETE SAFETY	Athletes are how DICK’S Sporting Goods refers to its customers. Athlete Safety refers to mechanisms and safeguards put in place to protect the well-being of athletes in our stores and on the field through store safety policies and procedures, including chemical safety and management programs.
PACKAGING	Refers to sustainable packaging initiatives focusing on durability, circularity, recycling, and reduction of virgin raw material and packaging materials across the value chain.
DATA PROTECTION & PRIVACY	Addresses the management of risks related to collection, retention, and use of sensitive, confidential, and/or proprietary customer or user data.
RACIAL JUSTICE	Racial justice is defined as the systematic fair treatment of people of all races, resulting in equitable opportunities and outcomes for all, including the presence of deliberate systems and supports to achieve and sustain racial equity through proactive and preventative measures.
CORPORATE GOVERNANCE & TRANSPARENCY	Refers to having robust corporate governance standards guiding the approach and management of our company that commit us to a high standard of accountability, transparency, fairness, responsibility, and anti-corruption.
COMMUNITY & HOMETOWN ENGAGEMENT	Refers to our engagement and relationships with local entities, groups, organizations, and businesses to facilitate and provide needed support through giving or programmatic work.
BUSINESS RESILIENCE	Refers to our ability to proactively identify risks and implement findings to mitigate or adapt to disruption in order to maintain continuous business operations, while safeguarding teammates, assets, the environment, and brand.
PUBLIC LANDS & STEWARDSHIP	Refers to the protection, preservation, and revitalization of public land ecosystems for native species health, and the enjoyment and encouraged use by the public and future generations.
DISASTER RELIEF	Refers to financial support, physical assistance, or mitigation in response to destruction, damage, or loss due to natural disasters, public health crises, or other extreme events for communities and teammates in need.



FORWARD-LOOKING STATEMENTS

We caution that any forward-looking statements (as such term is defined in the Private Securities Litigation Reform Act of 1995) contained in this report involve risks and uncertainties and are subject to change based on various important factors, many of which may be beyond our control. Accordingly, our results may differ materially from those expressed or implied in any such forward-looking statements. You should not place undue reliance on forward-looking statements as a prediction of actual results. These statements can be identified as those that predict, forecast, indicate, or imply future results, performance, or advancements and by forward-looking words such as “believe,” “anticipate,” “expect,” “estimate,” “predict,” “intend,” “plan,” “project,” “goal,” “will,” “could,” “may,” “might,” or any variations of such words or other words with similar meanings. Forward-looking statements contained in this report include, among other things, our objectives, commitments, and goals; our assumptions and expectations; and the scope and impact of corporate responsibility risks and opportunities.

Our position or perceived lack of position on social, environmental, and public policy or other sensitive issues, and any perceived lack of transparency about those matters, could harm our reputation with certain groups or our customers, which could adversely affect our financial performance. Furthermore, we may not be able to achieve the objectives and goals identified in this report within the expected time frame or at all. Factors that could cause actual results to materially differ from those indicated in forward-looking statements are described under Risk Factors in our Annual Report on Form 10-K for the year ended January 29, 2022, filed on March 23, 2022, and our Quarterly Report on Form 10-Q for the quarter ended July 30, 2022, filed on August 24, 2022. The forward-looking statements contained herein speak only as of the date made, and we undertake no obligation to update any such statements.



ENDNOTES

1. Numbers may not total “100” due to rounding.
2. Workforce demographic data is as of 1/1/2022.
3. Leadership is defined as any teammate with a direct report.
4. DICK’S Sporting Goods measures unadjusted pay gaps. An unadjusted pay gap provides raw figures on the average differences in pay whereas an adjusted pay gap measures the pay gap after adjusting for various factors such as type of occupation, education and experience that might influence the pay gap. According to [JUST Capital](#), unadjusted pay gaps can reveal if employees of color are underrepresented in higher paying positions and provoke conversations about equity in opportunity and career advancement for people of color.
5. MBA program offered through the Katz Graduate School of Business at the University of Pittsburgh, that takes place on-site at the CSC.
6. Based on responses to our Teammate satisfaction Index, which measures how energized teammates feel and how excited they are to work at DICK’S.
7. The Aspen Institute. “State of Play 2021 | Ages 6–12 Data, 2020.” The Aspen Institute Project Play, 2021, www.aspenprojectplay.org/state-of-play-2021/ages-6-12.
8. The Aspen Institute. “State of Play 2021 | Pandemic Trends.” The Aspen Institute Project Play, 2021, www.aspenprojectplay.org/state-of-play-2021/pandemic-trends.
9. The Aspen Institute. “Survey: Low-Income Kids Are 6 Times More Likely to Quit Sports due to Costs.” The Aspen Institute Project Play, 14 Jan. 2020, www.aspenprojectplay.org/news/low-income-kids-are-6-times-more-likely-to-quit-sports-due-to-costs#:~:text=Youth%20ages%206-18%20from%20low-income%20homes%20quit%20sports.
10. Data is reported in fiscal year.
11. To report this data, we rely on partners to provide impact numbers.
12. Nicole, Zarrett, et al. “Keeping Girls in the Game: Factors That Influence Sport Participation.” Women’s Sports Foundation, Mar. 2020, www.womenssportsfoundation.org/wp-content/uploads/2020/02/Keeping-Girls-in-the-Game-Executive-Summary-FINAL-web.pdf.
13. Scurr, Joanna, et al. “The Influence of the Breast on Sport and Exercise Participation in School Girls in the United Kingdom.” Journal of Adolescent Health, vol. 58, no. 2, 1 Feb. 2016, pp. 167–173, pubmed.ncbi.nlm.nih.gov/26802991/, 10.1016/j.jadohealth.2015.10.005.
14. Donations are based on purchase price, excluding taxes or other charges.
15. Centers for Disease Control and Prevention. “Physical Inactivity.” Centers for Disease Control and Prevention, 25 Sept. 2019, www.cdc.gov/chronicdisease/resources/publications/factsheets/physical-activity.htm.
16. Centers for Disease Control and Prevention. “Improving Access to Children’s Mental Health Care.” Centers for Disease Control and Prevention, 19 July 2019, www.cdc.gov/childrensmentalhealth/access.html.
17. Higg is a platform that enables us to collect environmental and social data from our Tier 1 and 2 vendors in order to better understand, measure, and manage our impact.
18. Soft-lines refers to merchandise that is “soft” such as apparel and shoes.
19. In-scope refers to those hard-lines and soft-lines factories producing for DICK’S vertical brands (e.g., Calia, VRST, DSG, Field & Stream, Quest, Fitness Gear, Top Flite, Primed, Maxfli, Walter Hagen, Lady Hagen, Slazenger, etc.) that are not part of the Better Work program but are identified as high-risk countries or at-risk due to other factors and are audited by the DICK’S Compliance Team or third parties commissioned by DICK’S. Initial and annual audits are semi-unannounced.



20. Tier 1 suppliers include Final Assembly & Export Factories.
21. We are choosing not to compare our 2021 consumption against the prior year as stores where closed during the months of March through May.
22. All data rounded to nearest whole number.
23. We've updated our GHG inventories to include fugitive emissions associated with the refrigerants used to cool our facilities. Emissions reported in previous years' playbooks will be inconsistent with the new, more comprehensive data presented here. Refrigerants data reported is based on data supplied to DICK'S by our vendors.
24. This represents a subset of our Scope 3 emissions. We are currently in the process of baselining the emissions associated with the production of DICK'S branded products and expect to release that baseline data in next year's playbook.
25. Closed Loop Partners, and IDEO. "A New Way Home - Assessing the Design Opportunities to Replace Today's Single-Use Plastic Retail Bag." Closed Loop Partners, 2020, <https://www.closedlooppartners.com/wp-content/uploads/2020/07/A-New-Way-Home-Beyond-the-Bag-Report.pdf>.
26. United States Environmental Protection Agency. "Advancing Sustainable Materials Management: 2016 and 2017 Tables and Figures." Environmental Protection Agency, November 2019, https://www.epa.gov/sites/default/files/2019-11/documents/2016_and_2017_facts_and_figures_data_tables_0.pdf.



GLOSSARY

ACRONYM	TERM DEFINED
AAFA	American Apparel & Footwear Association
AHN	Allegheny Health Network
BCI	Better Cotton Initiative
BIPOC	Black, Indigenous, and people of color
BLN	Black Leadership Network
BSCI	Business Social Compliance Initiative
CDP	Carbon Disclosure Project
CMiA	Cotton Made in Africa
CORE	Comprehensive On-Boarding for Retail Excellence
CSC	Customer Support Center
CSO	Chief Sustainability Officer and Communications Officer
DCs	Distribution Centers
DE&I	Diversity, Equity, and Inclusion
EAP	Employee Assistance Program
ESG	Environmental, Social, and Governance
FLA	Fair Labor Association
FSC	Forest Stewardship Council
GHG	greenhouse gas emissions
GOTS	Global Organic Textile Standard

ACRONYM	TERM DEFINED
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
HBCUs	Historically Black Colleges and Universities
HIGG	Higg is a platform that enables us to collect environmental and social data from our Tier 1 and 2 vendors in order to better understand, measure, and manage our impact.
HoH	Hiring Our Heroes
LGBTQ+	Lesbian, gay, bisexual, transgender, and queer
MASD	McKeesport Area School District
NGO	non-governmental organizations
PSSA	Pennsylvania System of School Assessment
RCS	Recycled Claim Standard
RDS	Responsible Down Standard
REEL	Responsible Environment Enhanced Livelihoods
RILA	Retail Industry Leaders Association
ROC	Regenerative Organic Certified
RSL	Restricted Substances List
RWS	Responsible Wool Standard
SAC	Sustainable Apparel Coalition

ACRONYM	TERM DEFINED
SASB	Standards and Sustainability Accounting Board
SDGs	Sustainable Development Goals
SOPA	Special Olympics Pennsylvania
SPO	Slim Pickins Outfitters
TCFD	The Task Force on Climate-related Financial Disclosures
TE	Textile Exchange
TRG	Teammate Resource Groups
UCS	Unified Champion Schools
UN	United Nations
vertical brands	DICK’S defines vertical brands as privately-owned brands owned and exclusively manufactured by DICK’S Sporting Goods.
WIN	Women’s Influential Network

