

# 2022 PURPOSE PLAYBOOK



## OUR BELIEF

We believe sports have the power to change lives.

## OUR VALUES

Dedication • Optimism • Integrity • Authenticity

## OUR COMMON PURPOSE

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





## ABOUT US

DICK'S Sporting Goods (NYSE: DKS) creates confidence and excitement by inspiring, supporting, and 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 850 DICK'S Sporting Goods, Golf Galaxy, Public Lands, Moosejaw,<sup>1</sup> Going Going Gone! and Warehouse Sale stores, online, and through the DICK'S mobile app. DICK'S also owns and operates DICK'S House of Sport and Golf Galaxy Performance Center, as well as GameChanger, a youth sports mobile platform for live streaming, scheduling, communications, and scorekeeping.

Additional information about DICK'S Sporting Goods' business, corporate giving, sustainability efforts, and employment opportunities can be found on [dicks.com](https://dicks.com), [investors.dicks.com](https://investors.dicks.com), [sportsmatter.org](https://sportsmatter.org), [dickssportinggoods.jobs](https://dickssportinggoods.jobs), and on [Facebook](https://www.facebook.com/dicks), [Twitter](https://twitter.com/dicks), and [Instagram](https://www.instagram.com/dicks).

## CORPORATE GOVERNANCE

We are committed to upholding principles of corporate governance to ensure we conduct business responsibly.

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

Our board maintains three committees:

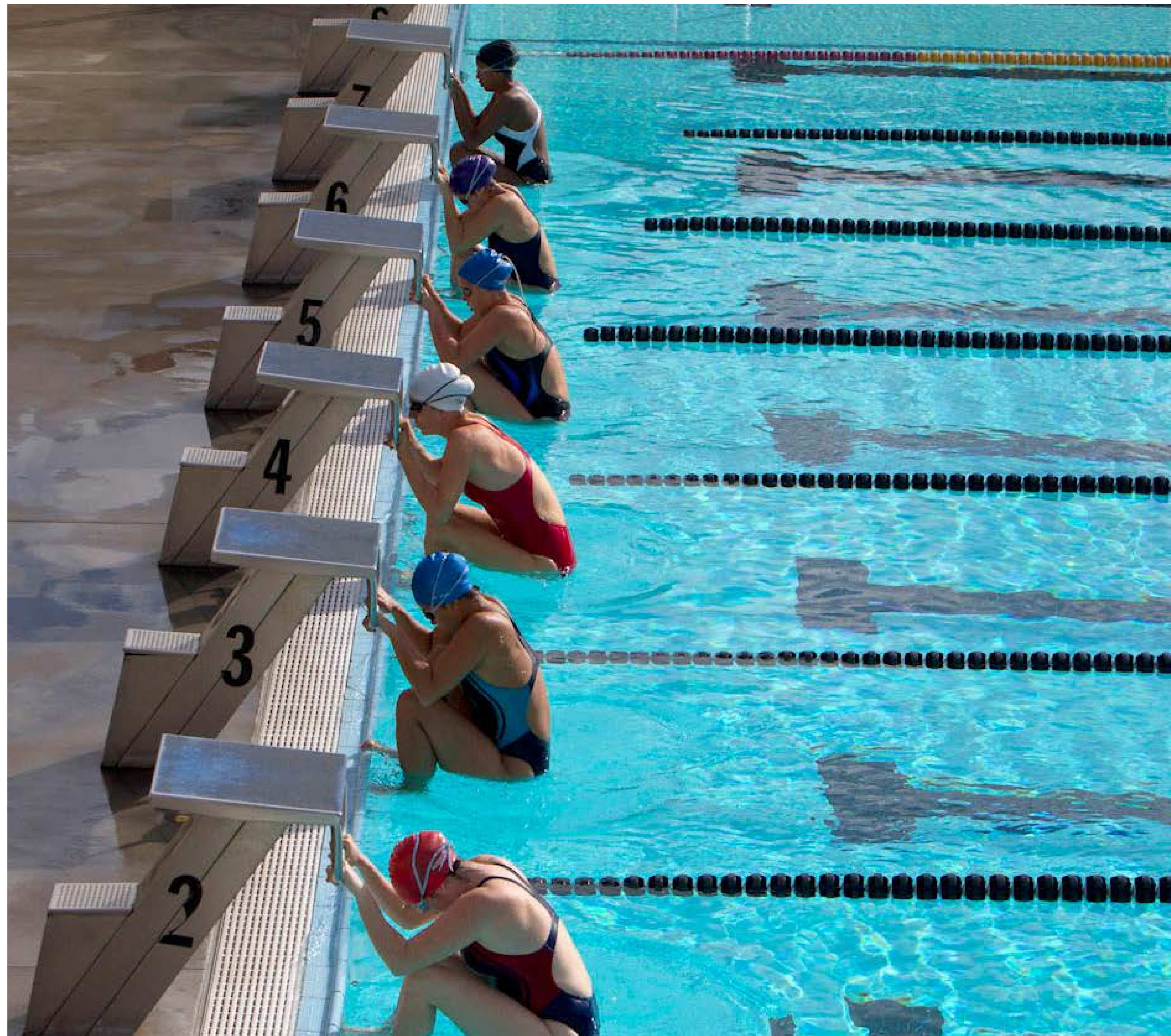
- Audit
- Compensation
- Governance & Nominating

For more information, read:

- [DICK'S Sporting Goods 2022 Annual Report](#)
- [DICK'S Corporate Governance Guidelines](#)
- [DICK'S 2023 Proxy Statement](#),  
Corporate Governance section

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# ABOUT THIS SUSTAINABILITY REPORT & BUSINESS HIGHLIGHTS

This report, our Purpose Playbook, provides a high-level overview of DICK’S Sporting Goods’ sustainability strategy, commitments, activities, and progress in 2022. We have prepared this report with reference to the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) Index.

This report was published in November 2023 and reflects our activities and performance in the fiscal<sup>2</sup> year 2022. Data in this report is reflective of fiscal year 2022, except for emissions and energy consumption data, which is reflective of the calendar year 2022, or unless otherwise noted. Endnotes and a glossary of terms can be found in the Appendix. Please submit questions or feedback regarding this report to [ESG@dcsq.com](mailto:ESG@dcsq.com).

## OPERATIONS AND SUPPLY CHAIN


Headquarters: 345 Court Street, Coraopolis, PA 15108

- More than 50,000 teammates
- One corporate headquarters, which we refer to as our Customer Support Center (CSC)
- Five regional distribution centers (DCs)
- 853 stores<sup>3</sup> in 47 states, including:

 **728 DICK’S Sporting Goods stores**

 **7 Public Lands stores**

 **98 Golf Galaxy stores**

 **15 Going Going Gone! stores**

 **5 Field & Stream stores**

## 2022 SNAPSHOT

- DICK’S Sporting Goods and The DICK’S Sporting Goods Foundation gave more than \$44 million in community and corporate grants, sponsorships, and donations
- Close to 7 million new athletes shopped with us

We refer to ourselves as **teammates** because we work and support each other as a cohesive unit and let our passion and enthusiasm for sports show up in the way we work.

We refer to our customers as **athletes** because we believe there is an athlete inside each of us.

## LETTER FROM OUR PRESIDENT AND CEO

I am proud to share our 2022 Purpose Playbook, which details the many ways our company works to support our communities, our athletes, our teammates, and each other — all while being mindful of our responsibility to help protect our planet.

In 2022, as athletes returned to dugouts, rinks, fields, and courts, we made significant progress against our sustainability strategy while advancing our business.

Our strategy is defined by four pillars: **Leveling the Playing Field** to create an inclusive, equitable workplace for our teammates; **Clearing Hurdles** to ensure all communities have a chance to play sports, learn, and prosper; **Raising the Bar** to provide athletes with innovative, responsible products; and **Protecting Our Home Court** to address our environmental footprint as responsible stewards of the planet and to ensure kids will always have safe places to play.

We hold ourselves accountable by the goals aligned with each pillar. Here are a few key highlights of the progress we made in 2022:

### BUILDING STRONG COMMUNITIES AND ENSURING ACCESS TO SPORTS

- From community partnerships and sponsorships to our Sports Matter program, DICK'S and The DICK'S Sporting Goods Foundation together gave more than \$44 million to provide young people, especially those in under-resourced communities, with opportunities to play sports. We also helped open the doors for the 2022-2023 school year at United at Twin Rivers Elementary

school — a first-of-its-kind partnership between The DICK'S Sporting Goods Foundation and the McKeesport Area School District.

### SUPPORTING DIVERSITY, EQUITY, & INCLUSION FOR OUR TEAMMATES

- We continued to maintain 100% unadjusted pay equity for women at DICK'S for the fourth consecutive year. Through enhanced recruitment efforts, we achieved our target of 50% Black, Indigenous, and people of color (BIPOC) and/or women for entry-level hires for technology. We also added three new Teammate Resource Groups (TRGs) to support the following populations: Veteran and Active-Duty Service members and their families (MILCON), Hispanic & Latine (SomosDSG), and Disabled & Neurodivergent (B.E.E.).

### USING OUR VOICE AND EXPERTISE TO SUPPORT OTHERS

- We signed on to the Mitigate Racial Bias in Retail Charter and work with other retailers to prevent biased experiences and unfair treatment. Within our own business, we launched DSG Ventures, an initiative designed to invest in innovative startup companies. Some of these companies — like [SidelineSwap](#) — are serving athletes and their communities and are directly aligned with our sustainability efforts.

### MITIGATING THE IMPACTS OF CLIMATE CHANGE

- I am very encouraged with the progress we are making to reduce our greenhouse gas (GHG) emissions, minimize waste, optimize resources, and reduce our overall impact on the planet. Since 2016, we have achieved a 28% reduction in our Scope 1 and 2 GHG emissions — notable progress against our goal of 30% by 2030. We have also removed poly bags from ship-from-store (SFS) packaging and increased recycled content in SFS mailers.

All our progress and successes were made possible by the efforts of teammates across the company who bring a tireless winning spirit to everything they do. As we look forward, we do so unified around our goal to do the right thing and to help create a world where athletes can achieve their dreams and sports can change lives.

Sincerely,



*Lauren Hobart*

**Lauren Hobart**  
President and CEO

# OUR APPROACH TO SUSTAINABILITY

## STRATEGY & GOALS

Our sustainability strategy is designed to create enterprise business value and is focused on having a positive impact on our athletes, teammates, communities, business partners, and shareholders.

It is further defined under four intersecting pillars and the goals we set related to them:



### Leveling the Playing Field

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

#### ACHIEVED

Achieve 50% BIPOC and/or women for entry-level hires for technology by 2025 (since 2019)\*

Maintain a median gender-pay ratio of 100%\*

#### IN PROGRESS

Increase BIPOC representation in leadership roles by 30% by 2025 (since 2020)

Increase overall representation of women in store leadership to 40% by 2025 (since 2020)



### Clearing Hurdles

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

#### IN PROGRESS

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

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



### Raising the Bar

Providing athletes with innovative, responsible products

#### IN PROGRESS

Attain 100% participation of owned vertical brands in the Sustainable Apparel Coalition (SAC) Higg Facility Environmental Module (FEM) by 2025



### Protecting Our Home Court

Addressing our environmental footprint as responsible stewards of the planet

#### IN PROGRESS

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

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

\*Achieved within FY22.

See Glossary for acronym definitions.

## STRATEGY & GOALS CONTINUED

We conducted a sustainability prioritization assessment in 2021, which helped us further inform the topics we focus on within each pillar. Our 2022 Purpose Playbook is organized into sections based on topics that make information easy to find and show how each of our pillars work together.

[SEE OUR 2021 PURPOSE PLAYBOOK FOR MORE INFORMATION ON THIS ASSESSMENT, TOPIC DEFINITIONS, AND OUR APPROACH TO STAKEHOLDER ENGAGEMENT >>](#)



We have aligned our sustainability strategy with the United Nations Sustainable Development Goals (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](#). While we are only linking to one example for each of the SDGs, you can find more information for each throughout this report.

Many of our sustainability efforts are managed by a cross-functional team that shapes and drives sustainability strategy, tracks key performance indicators, addresses challenges, and manages progress toward the company's stated goals encompassed in the four pillars above. Management presents sustainability topics to our board and its committees during the course of the year. The Governance & Nominating Committee serves as the primary committee assisting the board in oversight of the company's sustainability work and sustainability strategy.





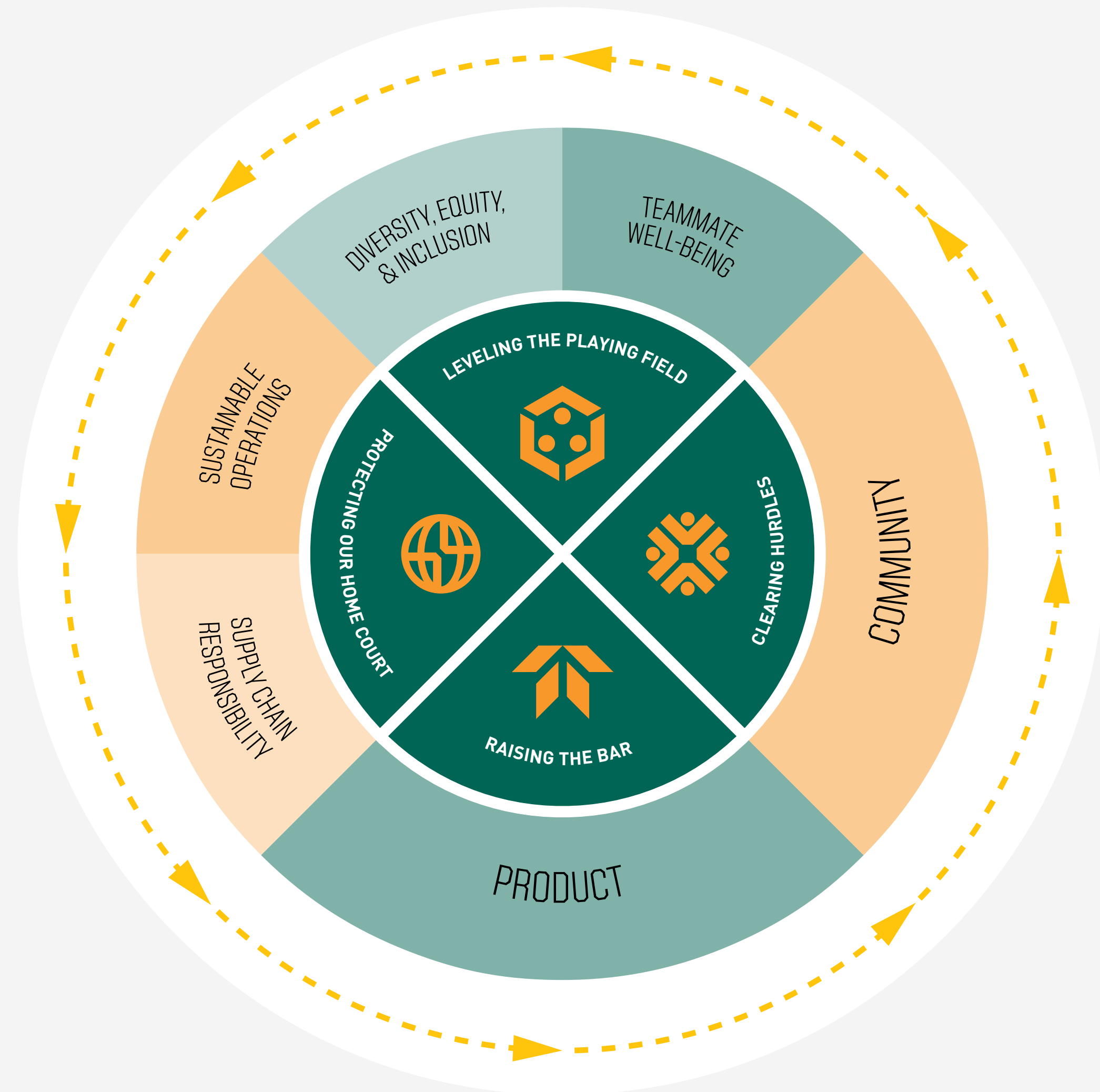
# OUR INTERCONNECTED SUSTAINABILITY PILLARS & TOPICS

Our approach acknowledges the interconnectedness of our priority sustainability topics. Our four pillars help focus and prioritize our efforts aligned with our business and are where we can drive impact, we also try to influence positive change across a variety of areas.

We are proud of the considerable progress and advancing of our sustainability strategy and goals in 2022. This was possible because of our efforts to integrate sustainability into our business strategy and the support of many stakeholders across our organization.

Completing our first in-depth climate-risk assessment aligned with the Task Force for Climate-related Disclosures (TCFD) was also an important milestone.

You can read more about TCFD on page 36.





# TEAMMATE WELL-BEING

No matter where they work or in what role, our teammates are unified in our common purpose to inspire, support, and personally equip all athletes to achieve their dreams — and our company strives to do the same for them.

We support the health, well-being, and safety of our teammates and create opportunities for them to grow, expand, and thrive.



## MAKING WELLNESS AVAILABLE TO ALL

We want our teammates to be the best they can be — at work and at home. This starts with supporting their health and wellness.

Our Team Wellness program promotes physical, mental, and financial health by using a mix of online and in-person resources, as well as team challenges. Here are just a few examples of what Team Wellness offers:

### FINANCIAL HEALTH

- Webinars on topics from managing student debt to retirement planning
- DailyPay, a tool to help teammates meet their savings goals and/or access funds prior to payday
- Safe Harbor 401K program is extended for all teammates 18+

### MENTAL HEALTH

- Webinars on topics such as living with change and suicide awareness
- 24/7 access to our Employee Assistance Program

### PHYSICAL HEALTH

- Active&Fit Direct program, which provides teammates with access to thousands of local gyms, on-demand fitness, and 1:1 well-being coaching for a low monthly rate
- Fun physical health activities, including a mileage mission and push-up challenge

We offer a comprehensive benefits package and meaningful compensation to help teammates thrive.

[LEARN MORE ON OUR WEBSITE >>](#)

“ I saw the Team Wellness Push-Up Challenge as a way to challenge myself and my cubemate. To get my push-ups in at work, we would do 25 push-ups every 30 minutes. While working from home, I’d continue to do push-ups every chance I could. On the weekends, I even squeezed in some reps on the golf course. ”

– Tyler Grandy, Associate Inventory Planner, Going Going Gone!



## MAKING AN IMPACT THROUGH OUR TEAMMATE RELIEF FUND

2022 marked the one-year anniversary of our [Teammate Relief Fund \(TRF\)](#), a public charity that provides financial support to teammates and their immediate families who are facing unexpected financial difficulties beyond their control. It is available to all DICK'S Sporting Goods' teammates and funded by DICK'S Sporting Goods' corporate donations and teammate personal donations. All applications are reviewed by a committee comprised of other teammates.

**In the fiscal year 2022, the TRF distributed approximately \$500,000 to more than 350 teammates.**

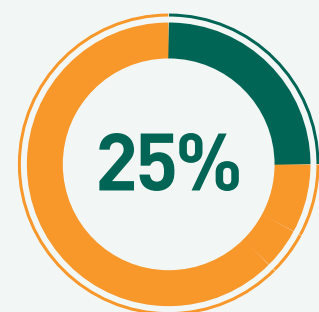
- Funding helped teammates — including those impacted by natural disasters such as Hurricane Ian — with unexpected challenges such as home displacement, loss of household income, and medical expenses.
- Teammates helped raise donations for their fellow colleagues by participating in events such as the ugly sweater contest (see image) and through purchases at a new online teammate store, which sells DICK'S-specific items such as sweatshirts and reusable water bottles, with a portion of sales benefiting the TRF.



# ATTRACTING, HIRING, AND DEVELOPING TOP TALENT

Just as in sports, we work hard to attract, recruit, and hire the best talent in the field. We recruit teammates who can bring a range of experiences and skill sets to our team, including those from underrepresented communities. One way is through our corporate internship programs. In 2022, we recruited interns from 49 colleges and universities — up from just 10 schools in 2017. Of the schools we recruit from, several are historically Black colleges and universities (HBCUs). We welcomed 77 interns who supported functions throughout the company, including merchandising, software engineering, finance, accounting, marketing, data science, apparel design, cybersecurity, communications, sustainability, and legal.

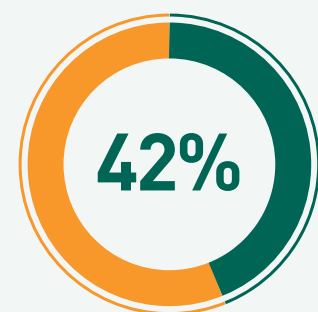
## CLASS OF 2022: INTERN REPRESENTATION



BIPOC MBA interns



BIPOC undergraduate interns



Undergraduate tech<sup>4</sup> interns were women

# SOME OF OUR NEW PARTNERS

We continue to partner with organizations to drive inclusion and create more opportunities for teammates to thrive. While we have varying levels of participation with each, these partnerships help us engage with and better support underserved populations. A few of our new partners include:



[SEE OUR 2021 PURPOSE PLAYBOOK FOR ADDITIONAL PARTNERS >>](#)

### Some key takeaways from our annual engagement survey include:

- Overall teammate engagement has increased over the past five years.
- We performed above market in the teammate satisfaction category compared to other retailers.



## FROM THE LOCKER ROOM TO THE BOARDROOM: SUPPORTING CAREERS OF UNDERREPRESENTED ATHLETES

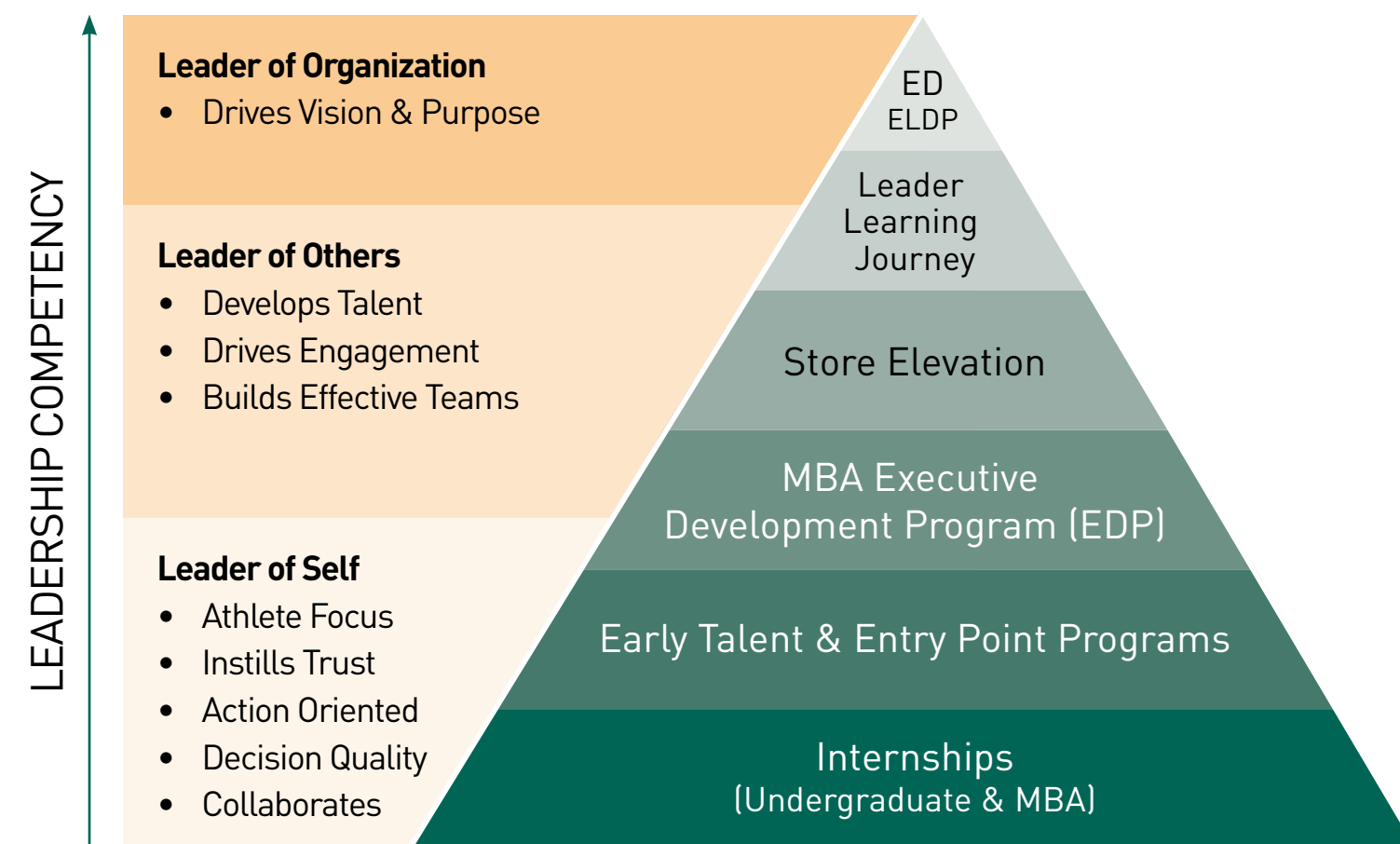
While athletes from underrepresented communities make up 50% of North American sports, they represent only 5% of Fortune 500 executives.<sup>5</sup> In 2022, we joined with the [Make A Play \(MAP\) Foundation](#) in its mission to change this stat and help prepare underrepresented athletes for success. We hosted five MAP fellows in our summer internship program, providing them with experience in a corporate environment and exposure to future careers. We look forward to welcoming future classes of fellows.



# ADVANCING OUR BENCH THROUGH LEARNING & DEVELOPMENT

We support teammates in achieving their career aspirations through a variety of learning and development opportunities — from formal leadership and professional development courses to self-paced learning options. Our motto is “development for all” with differentiated development for specific talent segments. We also work to equip our leaders with the fundamental skills needed to provide effective feedback and coach their teammates. In addition, all salaried teammates with satisfactory performance ratings are eligible for tuition reimbursement.

## OUR TEAMMATE DEVELOPMENT PROGRAMS



We want teammates to excel in their current roles and grow into new ones. College grads enter programs within merchandise, finance, and technology, and we offer internal mobility from our stores to our corporate office through our Career Pathway Program. We support our executives through our Executive Development (ED) offerings such as the Enterprise Leadership Development Program (ELDP) and Executive Education. Veterans are supported through the Hiring Our Heroes Program. Our Store Elevation Program helps our Store Leadership Team develop capabilities to continue to provide excellent teammate and athlete experiences. Additionally, we offer an 18-to-24-month rotational Executive Development Program (EDP) for recent MBA graduates.

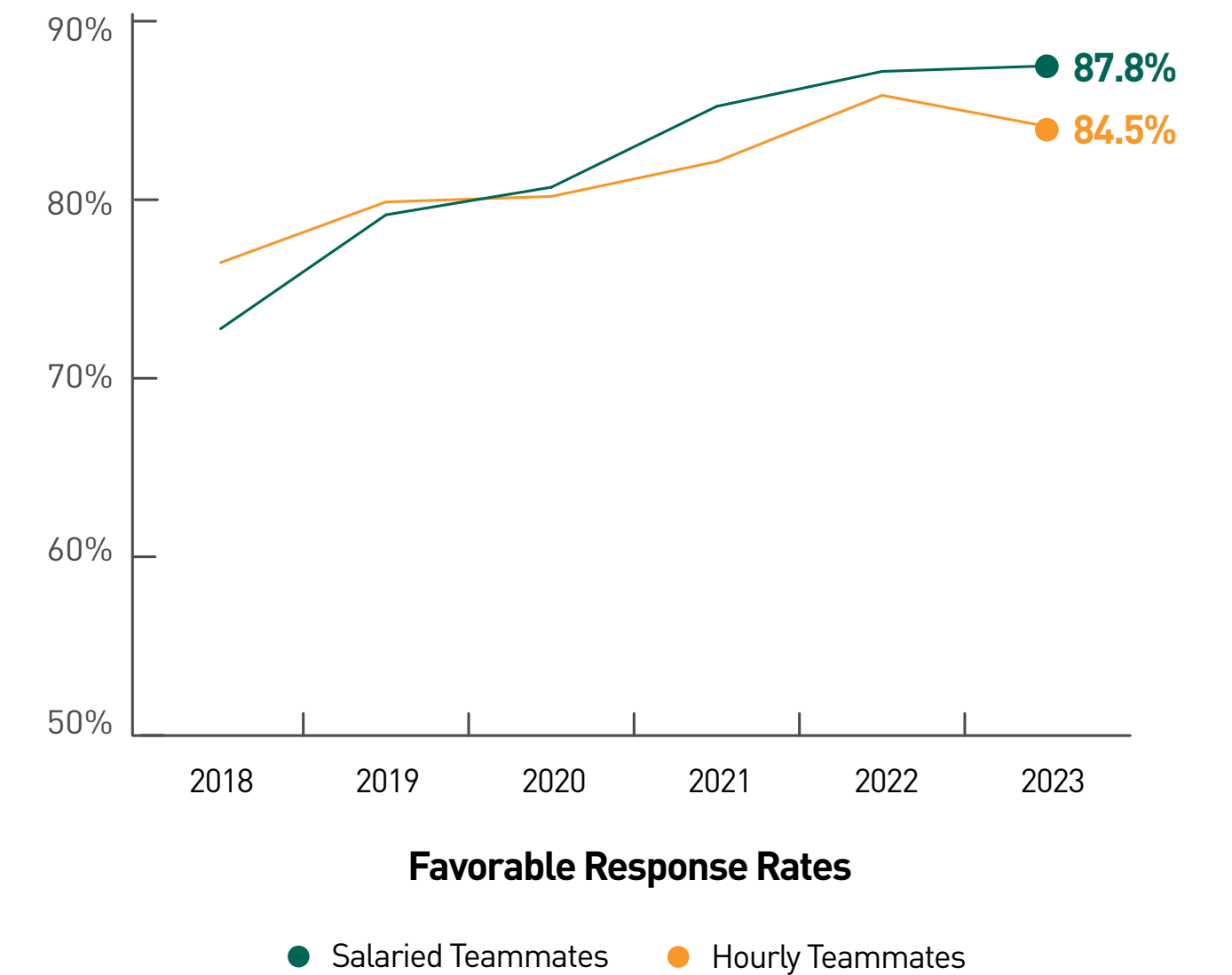
“I appreciate the support I received in the Executive Development Program — it was a terrific opportunity to build relationships and deepen my knowledge of the company while working on dynamic projects tied to rotations through different departments. The program gave me perspective on where I could positively impact the company, which led to a great fit working with DSG Ventures and Emerging Brands after graduation.”

– Jane Roberts, Senior Manager, Business Development. Jane graduated from the University of Michigan’s Ross School of Business.



## DEVELOPMENT CURVE

Feedback from our annual engagement survey during the past five years shows that our teammates — both hourly and salaried — increasingly feel they have opportunities to learn and develop.





# DIVERSITY, EQUITY, & INCLUSION

The best teams are diverse teams. DICK'S is focused on creating an equitable, inclusive, and diverse workforce where all teammates thrive. It's also why we work hard to ensure our products support and represent the diversity of our athletes and that our stores are welcoming to all.





## WORKFORCE

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

Our DE&I 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 DE&I STRATEGY TO LIFE

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. Our DE&I approach is supported by our [Impact Teams](#), responsible for initiating actions that drive DE&I throughout the organization.

In 2022, we further aligned our DE&I strategy, DE&I Council, and Impact Teams with our enterprise business strategy. We also worked to ensure that our DE&I Council and Impact Teams fully represent our core functions and teammates to help weave DE&I into every aspect of our business.

**TO LEARN MORE ABOUT HOW OUR DE&I APPROACH IS SUPPORTED, PLEASE SEE OUR WEBSITE >>**

## GOALS

### ACHIEVED

★ **Achieved 50% BIPOC and/or women for entry-level<sup>6</sup> hires for technology<sup>4</sup> by 2025 (since 2019)\***

★ **Maintain a median gender-pay ratio of 100%\***

### IN PROGRESS

**Increase BIPOC representation in leadership<sup>7</sup> roles by 30% by 2025 (since 2020)**

**Increase overall representation of women in store leadership<sup>7</sup> to 40% by 2025 (since 2020)**

\*Achieved within fiscal year 2022.

### TEAMMATE RESOURCE GROUPS

Through our Teammate Resource Groups (TRGs), DICK’S Sporting Goods’ teammates can unite their shared experiences and unique perspectives in the pursuit of common goals. This year, we added new groups to support the following populations: Veteran and Active-Duty Service members and their families (MILCON), Hispanic & Latine (SomosDSG), and Disabled & Neurodivergent (B.E.E.).



We encourage our teammates to connect with their communities in ways that are relevant to them. In 2022, teammates supported our Hispanic Heritage Month community day, when we invited entrepreneurs from across the Pittsburgh region to share their art, specialties, and products with us to purchase or enjoy. Together with a local artist, our teammates painted a mural that says “we believe in your dreams,” a quote selected by SomosDSG, our TRG supporting Hispanic and Latine teammates.

### COURTSIDE TEAM

Our Courtside Team, which is comprised of teammates, offers all teammates an opportunity to get involved with our inclusion journey. This includes leading Dialogue Circles<sup>8</sup> with fellow teammates and identifying local partnerships or giving opportunities that align with our DE&I strategy. To guide the work of our Courtside Team, our Courtside Captains Program cascades information and enables action within our stores, our DCs, and our corporate office.

### AWARDS

We are proud to be recognized by several leading organizations for being a great place to work.

FORTUNE  
**BEST WORKPLACES IN RETAIL 2022**

GREAT PLACE TO WORK  
**2022 CERTIFICATION**

FORBES  
**BEST EMPLOYERS FOR VETERANS 2022**





## CREATING AN INCLUSIVE WORKPLACE

Nurturing and strengthening inclusive workplaces never stops. It is an ongoing process in which we learn and understand more about each other and build an environment where everyone is comfortable bringing their full selves to work.

We strive to build inclusion through company-wide and local events, including heritage month celebrations, social media campaigns, DE&I training, guest speakers, our first Women's Conference hosted by the Women's Influential Network, and events like Pride marches and our monthlong celebration of veterans. Here are a few highlights from 2022:

- Teammates joined DICK'S Sporting Goods' board member and NFL legend Larry Fitzgerald and the Black Leadership Network for a discussion about his personal journey and the value of mentorship.
- We offered training to help drive education, awareness, and acceptance of gender inclusivity. The training was informed by our Out & Proud TRG. Teammates can also voluntarily choose to self-identify to their preferred gender within our HR data system.

In 2022, we launched **Inclusion Crews**, an opportunity for teammates to come together around a common interest or shared passion such as outdoors, books, or health and wellness. Crews can connect through meetings, community service events, and other activities.

## PAY EQUITY

**We are committed to equal pay for equal work.**

We conduct regular 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.

We have consistently achieved and maintained 100% unadjusted<sup>9</sup> pay equity for women since 2019. We are pleased that our unadjusted race pay-equity ratio remains high at 97%. This is a slight decline vs. last year, which is attributed to an outpaced increase in BIPOC hourly teammates versus teammates at other levels within the organization. We are proud that we have invested in our pipeline and remain confident in our plan to increase our BIPOC representation in leadership roles by 30% in 2025.

	2019	2020	2021	2022
<b>Unadjusted female-to-male median pay ratio</b>	100%	100%	100%	102%
<b>Unadjusted race median pay ratio</b>	Not measured	Not measured	100%	97%

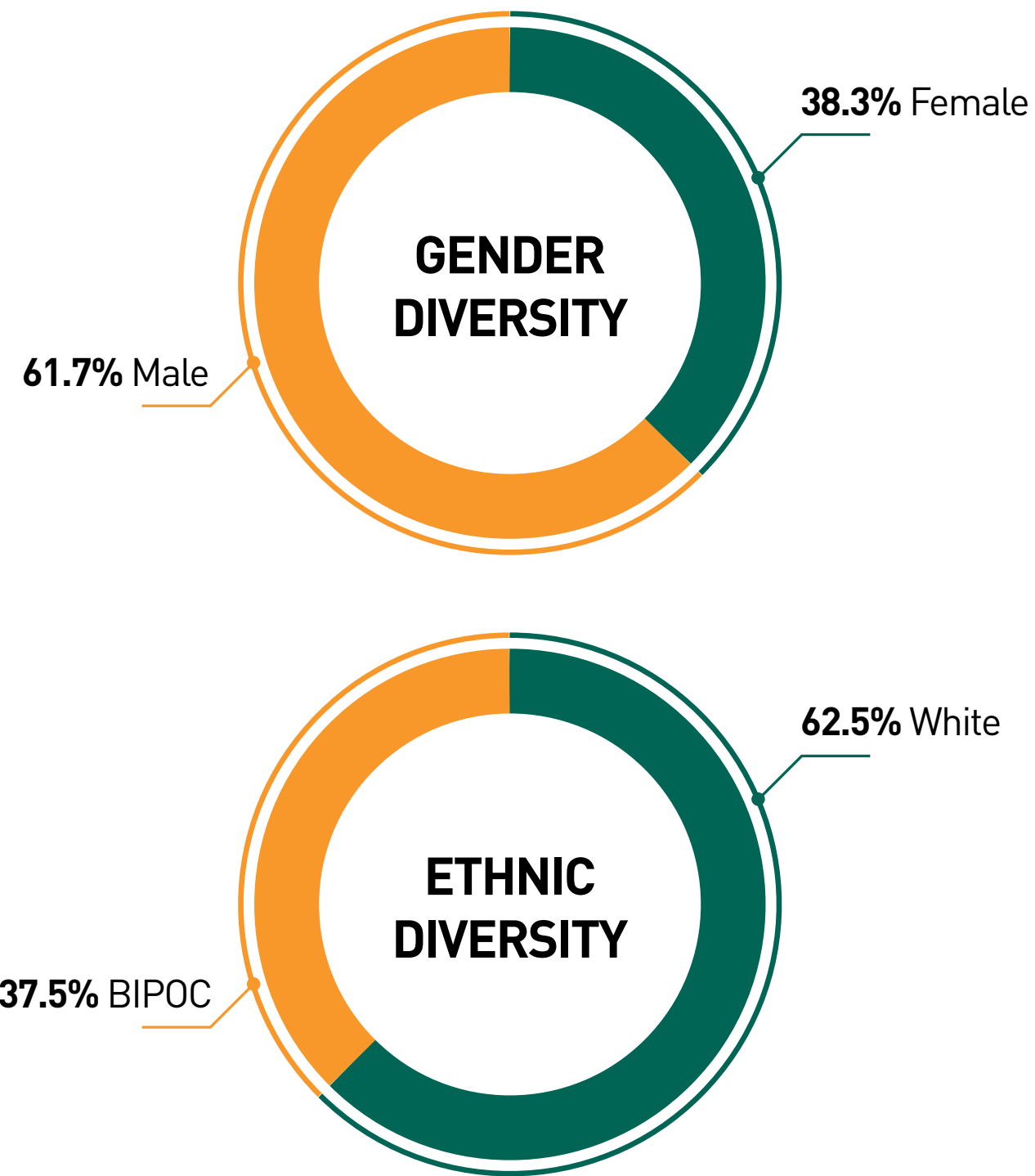


## 2022 WORKFORCE DATA

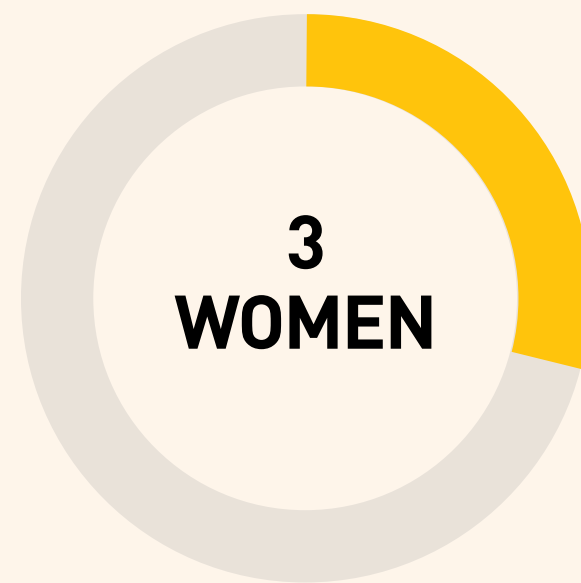
### Moving the Needle on Workforce Representation

At DICK'S, leaders are responsible for reviewing teammate demographic data and building action plans to support inclusive hiring, recruitment, retention, and succession practices that support meeting our representation goals.

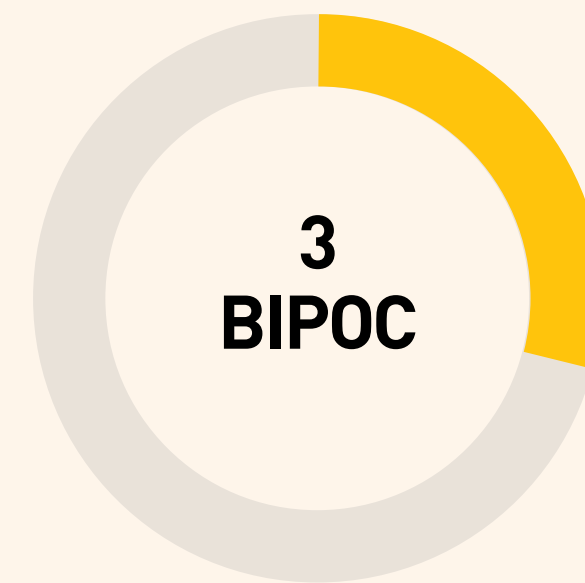
### OVERALL WORKFORCE <sup>10, 11</sup>



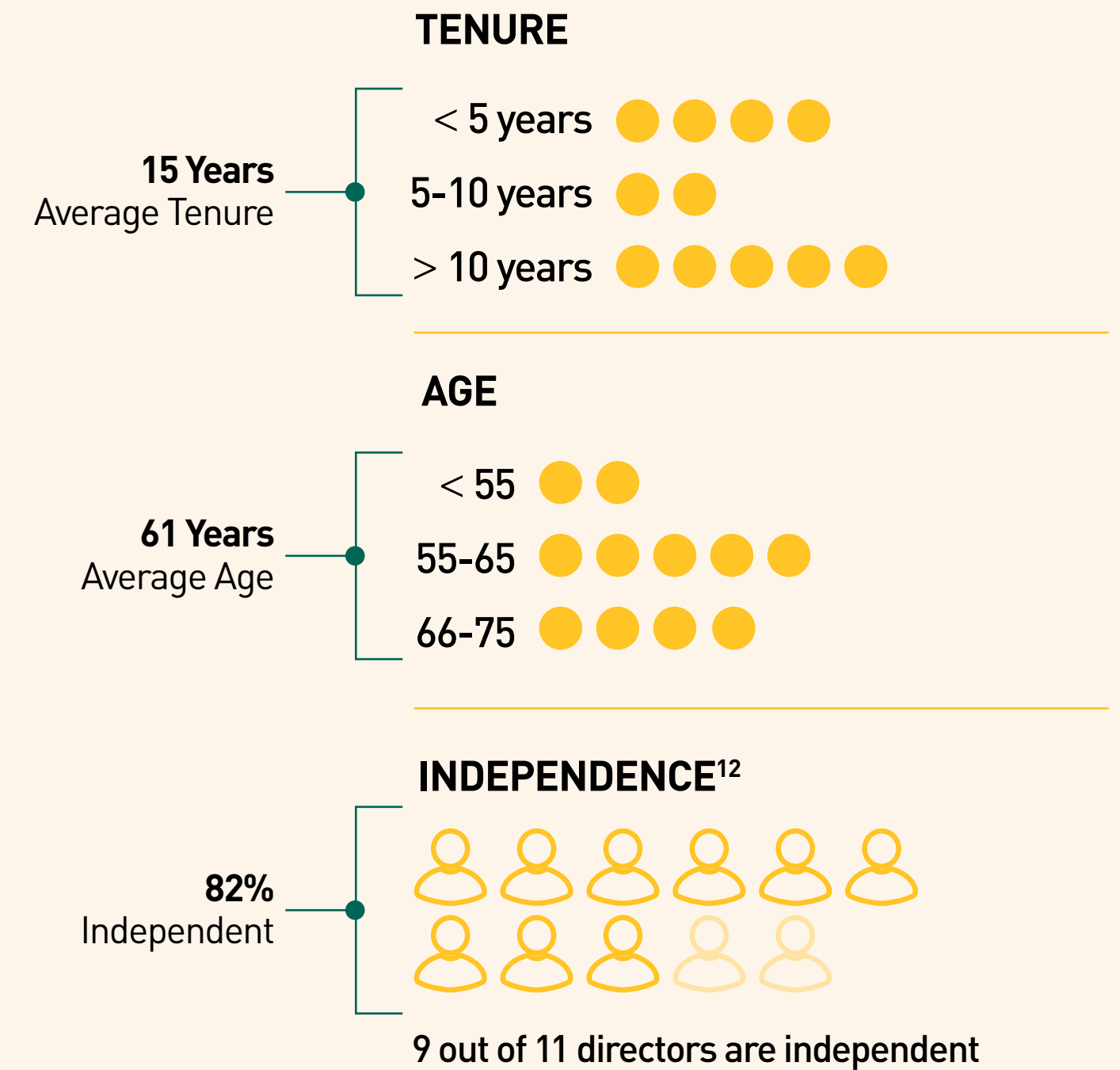
### BOARD OF DIRECTORS



GENDER DIVERSITY



RACIAL DIVERSITY



## PROTECTING OUR TEAMMATES

We are committed to treating our teammates with integrity and respect and work to ensure we have a safe and inclusive culture and workplace environment. DICK'S is an Equal Employment Opportunity employer and has a zero-tolerance stance related to acts of racism or any kind of discrimination, hatred, or harassment against our teammates or athletes. We emphasize a culture where teammates know that they must report any situations of discrimination or harassment via the appropriate channels.

**FOR MORE INFORMATION, PLEASE SEE OUR TEAMMATE CODE OF ETHICS AND BUSINESS CONDUCT >>**





## EMBRACING INCLUSIVITY IN OUR PRODUCTS AND STORES

“Always On” is our strategy to deliver products that honor the diversity of our athletes in an authentic way, based on input from them and our teammates.

Our Impact Teams help elevate the needs of our communities, whether through the celebration of a merchant in that community or by showcasing a product that celebrates a community.

Within our stores and marketing, we feature models and mannequins in all sizes, body types, and with different abilities.

## CONTINUING OUR COMMITMENT TO REDUCING RETAIL BIAS

To further foster inclusive shopping experiences for all athletes, regardless of their race or ethnicity, we signed on to the [Mitigate Racial Bias in Retail Charter](#). An initiative of the Open to All coalition, the charter creates a forum for companies to learn from each other as we implement strategies to prevent racially biased experiences and unfair treatment. We are one of 60 other retail partners committing to take practical actions to make retail an inclusive environment. We are planning to train store teammates and empower them with the understanding that they can make a difference in each athlete’s experience.

# COMMUNITY

In addition to providing physical and mental health benefits, sports have the power to change our perspectives, our character, and our communities for the better.





## 2022 GIVING

DICK'S Sporting Goods<sup>13</sup>

>\$29M

The DICK'S Sporting Goods Foundation

>\$13M

Sports Matter

>\$2M

Education

>\$350K

Public Lands Fund

Total: More than \$44M

Helping athletes achieve their dreams is what we do. We give back and look to create more opportunities and access to sports and the outdoors, so more kids have a purpose and a place to belong.

### PHYSICAL HEALTH

Student-athletes who play team sports are less likely to smoke cigarettes.<sup>14</sup>

### MENTAL HEALTH

Just a few hours of walking per week have been proven to significantly lower the risk of depression.<sup>15</sup>

### ACADEMICS

Student-athletes are more likely to get higher grades and aspire to attend college.<sup>16</sup>

### FUTURES

The overwhelming majority of women in corporate leadership roles grew up playing sports.<sup>14</sup>



## HELPING TO BUILD STRONG, INCLUSIVE COMMUNITIES

Through DICK'S Sporting Goods and The DICK'S Sporting Goods Foundation, we are committed to partnering with local sports teams, leagues, and athletes through corporate sponsorships, partnerships, and in-kind giving. Many of our giving efforts are identified by our teammates and community marketing teams to support the athletes who shop at our stores. In 2022, with the help of our community marketing teams, we supported more than 11,900 community organizations and donated over 290,000 items such as sports bras, soccer balls, and baseball bats.

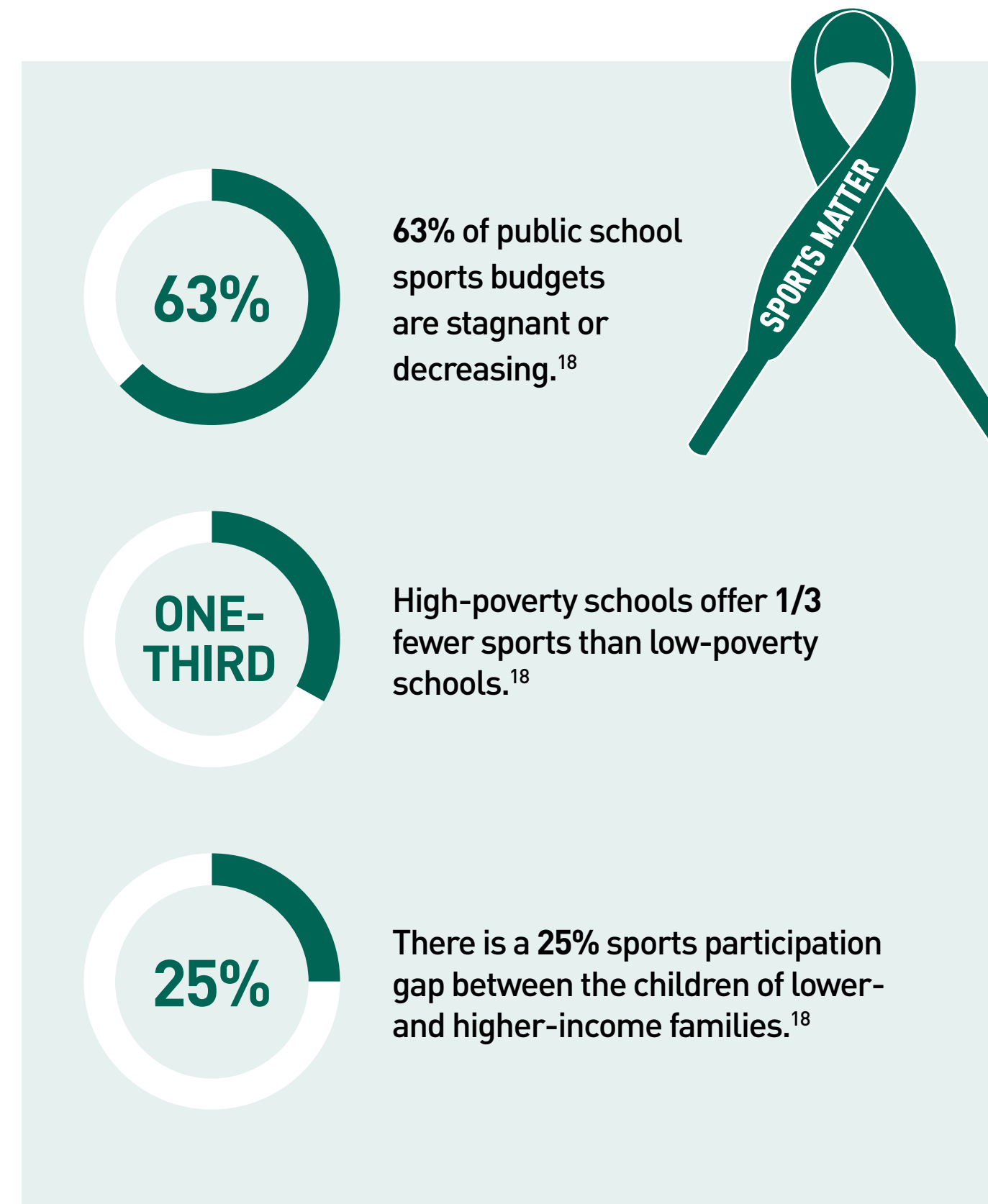


# SPORTS MATTER: IN PLACES WHERE ACCESS TO SPORTS IS IN JEOPARDY, WE STEP IN TO MAKE SURE THE GAME DOESN'T STOP

There is a youth sports funding crisis in the United States that predominately impacts under-resourced communities. We are committed to addressing it through The DICK'S Sporting Goods Foundation's Sports Matter Program.

**From building safe spaces to play to covering costs to keep leagues running and families playing, The DICK'S Sporting Goods Foundation is there to help ensure under-resourced kids have equal access to the benefits of sports, regardless of who they are, where they live, or what barriers they face.**

The DICK'S Sporting Goods Foundation created the Sports Matter Program in 2014, which provides grants and programming support to under-resourced youth sports programs, 501c3 organizations, and public schools to help give all kids a chance to play sports. Since 2019, the Sports Matter Program has helped more than 1.6 million<sup>17</sup> young athletes in all 50 states.



## GOAL

### IN PROGRESS

**Provide two million young people from under-resourced communities with the opportunity to play sports by 2024 (since 2019)<sup>17</sup>**

- Number of kids reached: >1.6M

**In 2022:**

- Grant dollars awarded: >\$13M
- Number of leagues supported: >1,500

### Teaming Up for Good

We give back through innovative partnerships with leading brands. For example, for each box of Sports Matter Special Edition Callaway Chrome Soft Truvis Green Golf Balls purchased, DICK'S Sporting Goods donates \$2 to The DICK'S Sporting Goods Foundation. Also, DICK'S Sporting Goods donates 1% of DSG-branded product sales to The DICK'S Sporting Goods Foundation.

Additionally, athletes can support the Sports Matter Program by rounding up their purchases in stores.

[LEARN MORE ON OUR SPORTS MATTER WEBSITE >>](#)



## ADDRESSING FOUR CORE BARRIERS TO YOUTH SPORTS ACCESS

We focus our efforts on the four main barriers that hinder under-resourced youth organizations from accessing sports. Below are just a few examples.

### EQUIPMENT

#### SPORTS MATTER DAYS

In 2022, the Sports Matter truck stopped in three cities — Atlanta, Chicago, and Houston — to provide under-resourced athletes with a Sports Matter Day: a day of sports sampling, healthy food, and fun. We were able to give each city 10,000 bags of sports equipment for youth athletes to keep them in the game.

**In 2022, our partnership with [Good Sports](#) and [DonorsChoose](#) provided over 31,000<sup>17</sup> youth with equipment they need to play sports.**

### LOCAL LEAGUE COSTS

#### KEEPING KIDS ACTIVE

We're giving back in our own backyard of Pittsburgh with a [\\$90,000 Sports Matter grant](#) that will help youth sports organizations that were unable to fundraise during the COVID-19 pandemic but still made it their mission to coach kids. "This is where people need help in the community," said Pittsburgh Council President Theresa Kail-Smith when the grant was announced. "[This will] literally keep around 10,000 kids off the streets and into productive, positive activities."

**In 2022, we helped cover costs for over 1,500<sup>17</sup> leagues across the United States.**

### INFRASTRUCTURE

#### BUILDING A FIELD FOR DREAMS

With a \$100,000 grant, we are helping Jerome High School in Idaho build its first-ever softball field on campus. [Watch](#) here to see the team find out the good news. For the past three years, we have also partnered with the [U.S Soccer Foundation](#) to build 15 soccer mini-pitches in under-resourced communities.

### REGISTRATION FEES

#### HELPING KIDS GET IN THE GAME

Through our funding to [Every Kid Sports](#), we help cover registration fees for income-restricted families across the country.

**We helped cover the costs of registration for over 6,000<sup>17</sup> kids across the United States last year.**

## HELPING OUR PARTNERS GROW

In 2022, The DICK'S Sporting Goods Foundation and our partner [Beyond Sport](#) offered coaches participating in the Houston Sports Matter Day fully funded leadership training courses to provide them with tools to deepen their local impact. The first course was an in-person workshop titled "Coaching with Empathy." Additional courses will cover fundraising, governance, and stakeholder engagement.



## CHAMPIONING WOMEN & GIRLS IN SPORTS



DICK'S Sporting Goods and The DICK'S Sporting Goods Foundation are committed to building a future where every girl and woman can play, be active, and realize their full potential.

- Nationally, girls were more likely to have never played and less likely to be currently playing sports compared to boys.<sup>19</sup>
- Sport dropout rates were higher among girls than boys (36% girls vs. 30% boys).<sup>19</sup>



**Keeping Girls Running:** For three years — and running! — we've teamed with [Brooks Running's "Empower Her" sports apparel and footwear collection](#) to support under-resourced running programs across the country. In 2022, 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 for a combined total of \$500,000 to The DICK'S Sporting Goods Foundation.



**Giving Girls a Voice:** In 2022, our [Girls' Power Panel](#), which includes 17 girls ages 13-17, visited our headquarters for a day of educational sessions, product reviews, volunteering, and fun. The panel gives girls a voice to provide insights on sports issues, [input on product offerings](#), and initiatives for the company.



**Giving Girls Their Shot:** In 2022, DICK'S continued to serve as the official Sporting Goods Retail Partner of the WNBA. To help inspire girl ballers, we also partner with Nike on [It's Her Shot](#), a series of free special events for girls ages 8 to 18.



## YOUTH EDUCATION

**We seek to help every athlete be their very best, and we also stand behind their families and their communities.** That is exactly the motivation that led to a first-of-its-kind partnership between The DICK'S Sporting Goods Foundation and the [McKeesport Area School District \(MASD\)](#).

For more than 600<sup>17</sup> elementary-aged children in McKeesport, Pennsylvania, fall 2022 brought not only autumn colors, but also a brand-new school and learning experience.

MASD staff, families, and community members worked together with The DICK'S Sporting Goods Foundation to co-design an entirely new school model — United at Twin Rivers — focused on building healthy minds, bodies, and relationships for more than a year. Key features include:

- **Ready to Learn:** This social-emotional approach helps ensure all students can enter the classroom ready to learn.
- **Midday Block:** Devoted time for learners to refuel and energize their bodies — whether through simple breathing exercises, or just free play.
- **Tiger's Den:** This community resource center, supported by The DICK'S Sporting Goods Foundation, offers free laundry, Wi-Fi, and showers, as well as a clothing and a food pantry for students and families.
- **Summer Camp:** This free six-week summer camp provides kids with a safe, enriching experience when school is on break.



In December, our teammates and the McKeesport Fire Department distributed kids' coats, hats, and gloves donated by Columbia Sportswear and DICK'S Sporting Goods.

We are working on making an impact across:

- **Increasing attendance**
- **Improving staff engagement**
- **Increasing physical activity for the students**

[LEARN MORE ABOUT UNITED AT TWIN RIVERS IN THIS SHORT VIDEO >>](#)

# CELEBRATING AND PROTECTING PUBLIC LANDS FOR ALL

We are proud advocates for public lands, the outdoors, and communities.

As a proud member of 1% for the Planet, our Public Lands stores donate 1% of sales to the Public Lands Fund. Through the Public Lands Fund, we provide grants to nonprofit organizations that protect and maintain public lands and improve access and equity in the outdoors.





**Keeping It Local**

It takes the collective effort of an entire community to create a more sustainable and accessible outdoors. Public Lands employees, whom we refer to as guides, and CSC teammates regularly volunteer with local conservation projects and invite Public Lands customers, whom we call explorers, to join them in giving back to the local land and community. This includes taking time to clean up trails, remove invasive plant species, and plant trees. For more information, visit our [website](#).

Last year, we launched our guide-led grant program with the Public Lands Fund. Guides from all Public Lands stores nominated organizations to receive a total of \$40,000 in grants. Eight local organizations dedicated to preserving public lands and creating a more accessible and inclusive outdoors were selected.



Photo credit: By Tiffanie Page. Courtesy of Outdoor Afro.

**Making Waves Through Our Grantees**

The Public Lands Fund supported 23 nonprofit grantees with a total of \$377,000 in grants during 2022. These grantees included national not-for-profit organization [Outdoor Afro](#) and its [Making Waves program](#). In 2023, Making Waves aims to help up to 1,000 Black children and their caregivers learn how to swim within Outdoor Afro’s sphere of influence.

**Climate Advocacy**

Public Lands became a member of the [Protect Our Winters \(POW\) Brand Alliance](#) to protect the places we live and lifestyles we love from climate change. POW brings together athletes, scientists, creatives, and businesses to advocate for climate policy.

**Making the Outdoors Inclusive for All**

We invited the community and our guides to a fireside chat called “Black in the Outdoors.” The discussion focused on how we can all create safer experiences for people of color in the outdoors by removing barriers of entry, investing in extra equipment, treating everyone with kindness, and championing voices of people of color in the outdoors. We were joined by community leaders and representatives from the Outdoor Inclusion Coalition and Slim Pickins Outfitters, the first Black-owned, woman-run outdoor gear shop in the nation.

Public Lands also partnered with Slim Pickins Outfitters and other diverse-owned businesses like Woosah Outfitters, Tough Cutie, and Black Folks Camp Too to offer product collections. These partnerships enabled us to offer an assortment of merchandise reflective of our communities and further support our mission to create an inclusive outdoor experience.



# SUSTAINABLE OPERATIONS

Our planet is where we live and play, and we are committed to protecting and preserving it. That's why we are focused on reducing our energy consumption, increasing resource efficiency, reducing waste, and conserving natural resources.





## CLIMATE-CHANGE RISKS AND OPPORTUNITIES

Our planet’s temperature is rising.<sup>20</sup> These impacts are being felt through extreme-weather events with consequences that affect individual lives and communities.

This year, for the first time, we have chosen to align our climate-rated disclosures to the Task Force on Climate-related Financial Disclosures (TCFD), a guiding framework with common principles centered around governance, strategy, risk management, and metrics and targets.

### CLIMATE GOVERNANCE

Like our broader sustainability efforts, climate is managed by a cross-functional team that collaborates on strategy, goal setting, measuring performance, and implementing solutions that help mitigate our climate impact and take advantage of opportunities. Management’s presentations on sustainability topics to the board and its committees include climate-related topics. The Governance & Nominating Committee is the primary committee assisting the board in oversight of the company’s climate strategy and progress as part of broader sustainability work.

## CLIMATE STRATEGY AND RISK MANAGEMENT

In 2022, we conducted our first in-depth climate-risk assessment aligned to TCFD standards, the leading framework used by organizations to assess and disclose climate-related risks and opportunities.<sup>21</sup> Our assessment explored both physical and transitional risks and their impacts to the business, including stores, DCs, factories, and ports, as well as legal and policy, market, reputational, and technology-related risks.

This work included a definition of two climate scenarios<sup>22</sup> informed by the Intergovernmental Panel on Climate Change (IPCC) Shared Socioeconomic Pathways for physical risks<sup>23</sup> and the International Energy Agency (IEA) 2021 World Energy Outlook scenarios for transition risks.<sup>24</sup>

We analyzed risks and opportunities over the short term (present-2030), medium term (2030-2040), and long term (2040-2050). The time horizons selected were informed by the IEA analysis. We identified these risks based on research, peer benchmarking, and workshops with stakeholders across the organization, as well as a third-party climate consultant. We plan to continue to update this assessment and mature our approach over time.

We are developing a company-wide strategy to transition to a low-carbon economy aligned with our business priorities, which will include specific climate metrics and targets, in addition to our existing goal. We are continuously evaluating additional opportunities for carbon reductions across all our business activities to make progress on our 2030 GHG emissions reduction goal that was set in 2020 (see page 37) and tied to our Scope 1 and 2 emissions.

RISK TYPE	CLIMATE-RELATED RISK DEFINITION	MITIGATION STRATEGY	TIME HORIZON <sup>25</sup>
<b>Physical Risk (Acute)</b>	Heavy precipitation due to hurricanes, typhoons, and severe storms on our supply chain (e.g., ports, factories) and on our owned-and-operated stores and DCs can cause flooding, property damage, and soil erosion, and lead to disruptions in logistics and business operations.	Business continuity plans for operations and supply chain, including redundancy where relevant; flexible leasing strategy (approximately three-quarters of our DICK'S Sporting Goods stores will be up for lease renewal at our option over the next five years, which provides us with the opportunity to relocate, close, or renegotiate lease terms for these stores); casualty insurance coverage	Present–2030
<b>Transition Risk (Market)</b>	The cost of energy sources (fossil fuels) and wholesale electricity prices due to global policy transitions and regulatory shifts can increase our direct and indirect costs for our facilities and fleet, as well as impact the cost of goods and services.	Investment/planning to support efficient use of fuel and energy for operations and logistics, enhancing our alternative energy procurement strategy, and ongoing engagement with fleet providers and suppliers/brand partners	Present–2030
<b>Transition Risk (Market)</b>	Changing costs and availability of nylon and polyester as a key raw material for product manufacturing can increase expenditures and/or cause business disruptions.	Continuously evaluating our sourcing strategies to reduce virgin raw material usage and identify efficiencies in our materials sourcing across lines while continuing to build strong partnerships with suppliers	2030–2040
<b>Transition Risk (Technology)</b>	A change in supplier business models to more sustainable practices can pressure DICK'S to adapt, which may require investment, or create a potential increase in reputational, supply chain, and operational challenges.	Continuously incorporating ongoing environmental, social, and governance (ESG) risk identification and management into our business practices to be able to anticipate/mitigate risks before they are realized	2030–2040
<b>Physical Risk (Chronic)</b>	Rising mean temperatures and heat waves to stores and DCs can negatively impact athlete and teammate well-being and increase operational costs related to both.	Continuously evaluating our buying strategies, as well as maintaining comfortable indoor environments in our stores and DCs and supporting a fully functional eCommerce environment so we can best support our teammates while meeting our athlete's needs	2030–2040

[LEARN MORE ABOUT THE RISK TYPES AND DEFINITIONS USED IN THE TCFD IN OUR ENDNOTES >>](#)



## GOAL

### IN PROGRESS

#### Reduce GHG emissions for DICK'S Sporting Goods' operations by 30% by 2030 (versus 2016 baseline)

- Progress: Achieved a 28% reduction in Scope 1 and 2 emissions, 93% toward our target<sup>26</sup>

In 2022, we continued implementing energy-efficiency initiatives, completing over 600 projects in more than 400 stores. These enhancements contributed to a 6% reduction in electricity consumption at these stores compared to 2021. Beyond our stores, we have completed LED retrofit programs across our five DCs.

Over 90% of our stores use energy management systems to reduce energy consumption and follow best practices such as nighttime setbacks, setpoint controls, and occupancy lighting schedules. We are also installing new components on our heating and cooling units to drive further energy savings. As we open our new stores, we're incorporating energy-efficiency best practices.

Through our LED retrofit program and energy-saving initiatives, we have reduced our stores' electricity usage intensity by nearly 32% since 2016.



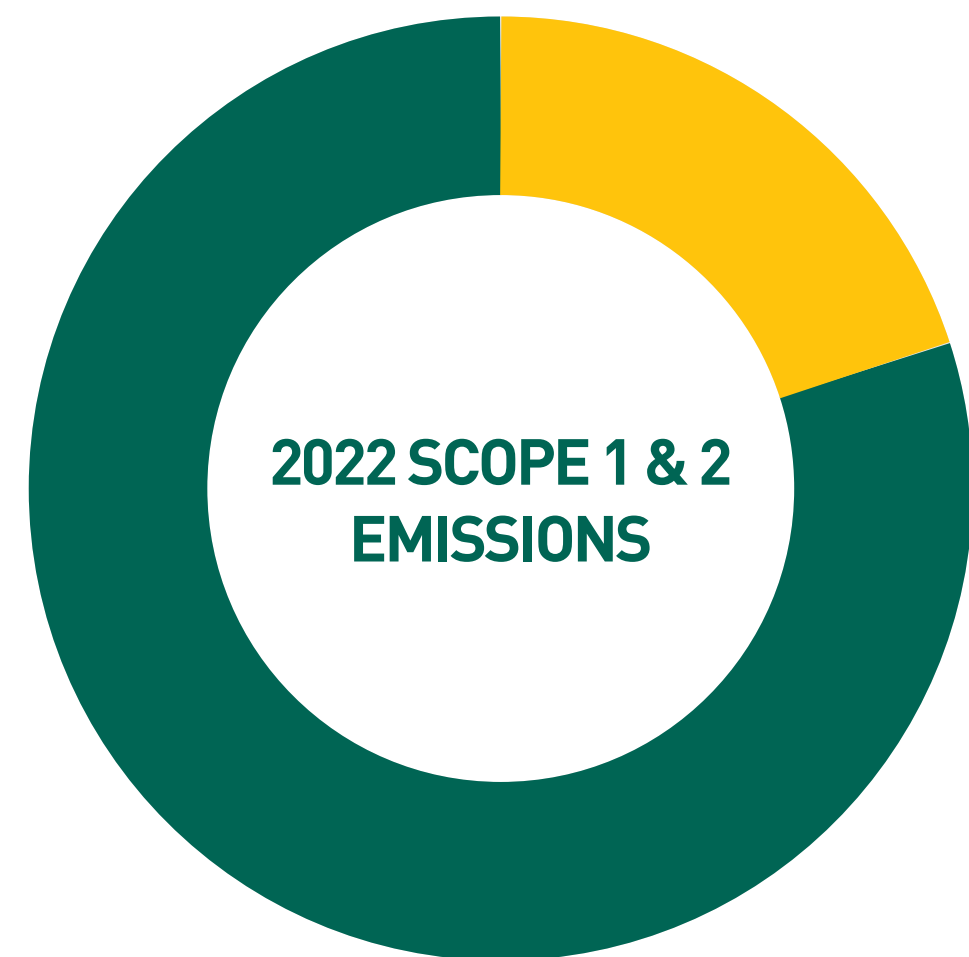
## UNDERSTANDING AND REDUCING SCOPE 3 EMISSIONS

We are working to understand all 15 Scope 3 categories, and in the meantime are focused on where we can make the biggest impact. To better understand and manage Scope 3 emissions related to products, we are focusing first on our private brands (which we call vertical brands) by rolling out the [Sustainable Apparel Coalition](#) (SAC) Higg<sup>27</sup> Facility Environmental Module (FEM) to all our Tier 1<sup>28</sup> vendors by 2025 (see page 42). This includes how we move our products around and how we manufacture our own products.

We modified our inventory-return process from our stores back to our regional distribution centers, saving more than 150,000 miles and reducing 298 metric tons (MT) of CO<sub>2</sub>e. We also partnered with over 30 vendors to transition from using pallet-loaded trucks to floor-loaded trucks, allowing for more efficient loading and unloading of goods and maximizing the amount of product we transport per truck. Based on our analysis,<sup>29</sup> we estimate savings of over 300 truckloads from the road, which reduces emissions by over 550 MT of CO<sub>2</sub>e. We are also working with our transport partners to identify opportunities to move toward more fuel-efficient intermodal and rail transport, where possible.

### CLIMATE METRICS<sup>26, 30</sup>

We calculated our GHG emissions according to the GHG protocol for calendar year 2022<sup>31</sup> which included Scope 1 and 2 emissions and select Scope 3 emissions categories.<sup>33</sup> Despite continued store growth, we were able to maintain a 28% Scope 1 and 2 reduction in 2022 compared to our 2016 baseline.



■ Scope 1: 52,131 metric tons CO<sub>2</sub>e

■ Scope 2: 185,832 metric tons CO<sub>2</sub>e

### 2022 CARBON FOOTPRINT<sup>26, 30, 31</sup>

SCOPE 1			
	CONSUMPTION	UNIT	2022 EMISSIONS METRIC TONS CO <sub>2</sub> e
Refrigerants <sup>32</sup>	8,626	Pounds	7,833
Transportation	25,250	MWh	14,340
Heating Fuels	165,049	MWh	29,958
<b>Total Scope 1</b>			<b>52,131</b>
SCOPE 2			
	CONSUMPTION	UNIT	2022 EMISSIONS METRIC TONS CO <sub>2</sub> e
Electricity	491,816	MWh	185,832
<b>Total Scope 2</b>			<b>185,832</b>
SCOPE 3 <sup>33</sup>			
	CONSUMPTION	UNIT	2022 EMISSIONS METRIC TONS CO <sub>2</sub> e
Upstream Transportation & Distribution	--	--	266,369
Downstream Transportation & Distribution	--	--	207,378
Business Travel	--	--	4,172
Waste <sup>34</sup>	60,954	Tons	13,302
Fuel & Energy-Related Activities Emissions	682,116	MWh	70,433
Water	119,178,191	Gallons	171
<b>Total Scope 3</b>			<b>561,825</b>
<b>Total Scopes 1 &amp; 2</b>			<b>237,963</b>

### CHANGE IN TOTAL GHG EMISSIONS VS. 2016 BASELINE<sup>26, 30</sup>

	2016 EMISSIONS METRIC TONS CO <sub>2</sub> e	2022 EMISSIONS METRIC TONS CO <sub>2</sub> e	% Change of Total Emissions
Scope 1	33,799	52,131	+54%
Scope 2	294,751	185,832	-37%
<b>Total Scopes 1 &amp; 2</b>	<b>328,550</b>	<b>237,963</b>	<b>-28%</b>

# GOAL

## IN PROGRESS

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

- Progress: Transitioned approximately 27% of our stores away from single-use plastic bags

## REDUCING WASTE

We're committed to responsibly managing waste, from the production of our products to their delivery to our athletes and beyond. We follow an eliminate-reduce-recycle-reuse approach to help divert waste from landfills.

Our ongoing recycling efforts include partnering with our waste-management providers in addition to increased teammate communications and education across our stores, DCs, and our CSC on what to recycle, how to recycle, and the importance of keeping recyclable materials out of landfills.

We have implemented a store-level compactor-waste audit program to help monitor compliance with our recycling objectives. We also work with vendors on what and how much packaging is coming through our DCs and stores and making its way to athletes. Ultimately, our goal is to find ways to use less material and streamline the recycling and disposal processes for our athletes.



## PRODUCTION

**REDUCE:** Within our vertical brands, we are looking for creative ways to reduce fabric waste.

For example, we are exploring options to introduce core fabrics across multiple styles, which would help us avoid disposing fabric after a product line is complete.

## SHIPPING



**ELIMINATE:** We piloted a “ship-from-store” fulfillment process that eliminated plastic interior bags (known as poly bags) to wrap certain merchandise. Based on athlete feedback that shipments arrived undamaged, we rolled out the program to all our stores.

**REDUCE:** Our “ship-from-store” packaging uses 90% recycled content — up 60% from 2021.



**REUSE:** Through buy-back partnerships, products are kept out of landfills while enabling athletes to reduce their own environmental footprint. Here is an example, supported by DSG Ventures (see page 52):

We expanded our partnership with online marketplace SidelineSwap by hosting over 60 trade-in events in 12 states for used sports gear. The program gives sports gear a second life and helps athletes get the gear they need at a low price. The partnership is expanding to additional markets in 2023.

**ELIMINATE:** We implemented paper bags in certain retail locations, as well as piloted reusable bag options in conjunction with [The Closed Loop Partners — Beyond the Bag Consortium](#).

**RECYCLE:** In 2022, our field teammates recycled over 43,000 tons of cardboard, plastic, and other materials, representing over 70% of the total waste generated.



## END OF LIFE

## IN STORES & DCs



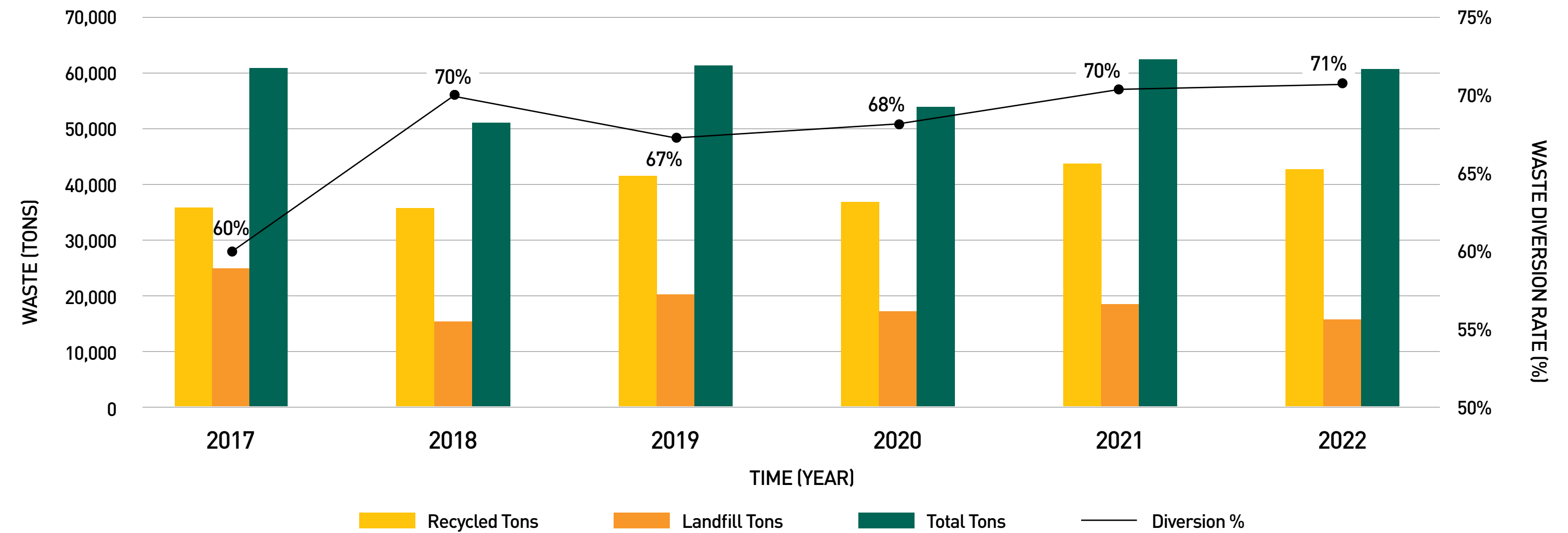
### WASTE DIVERSION PROGRESS

In 2022, we diverted 71% of our total waste from landfills. We recycled more than 43,000 tons of cardboard, paper, plastic, and metal.<sup>34</sup>



Recycling more than 43,000 tons of waste is equivalent to **KEEPING OVER 3,000 CARS OFF THE ROAD THIS YEAR.**<sup>35</sup>

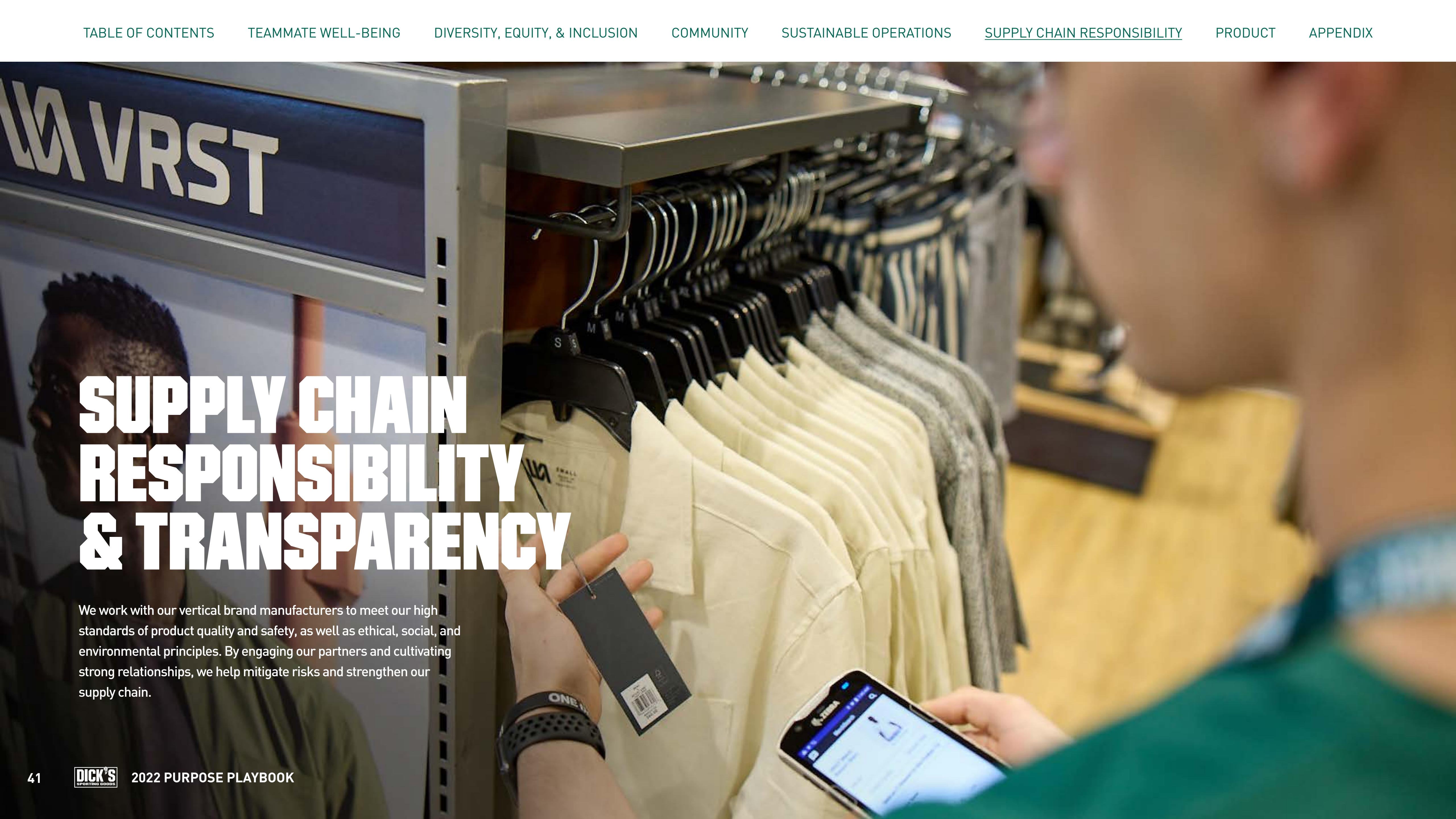
### WASTE AND RECYCLING DIVERSION CHART



### COMPANY-WIDE TONS OF TOTAL WASTE BY CATEGORY<sup>30, 34</sup>

	2017	2018	2019	2020	2021	2022
<b>Recycled Tons</b>	36,934	35,781	41,508	36,976	44,050	43,325
<b>Landfilled Tons</b>	24,449	15,587	20,005	17,336	18,627	17,628
<b>Total Tons of Waste</b>	61,383	51,368	61,513	54,312	62,677	60,953





# SUPPLY CHAIN RESPONSIBILITY & TRANSPARENCY

We work with our vertical brand 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.

# GOAL

## IN PROGRESS

**Attain 100% participation of owned vertical brands in the SAC Higg FEM by 2025**

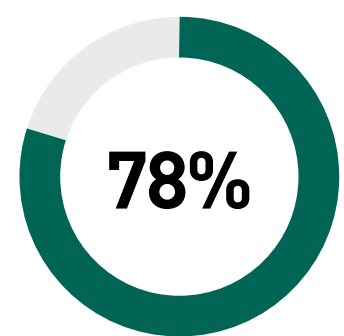
**Achieve \$300 million in annual spend with diverse suppliers by 2025 (including both direct (Tier 1) and indirect (Tier 2) suppliers)**

In 2022, we collected and verified baseline data for the first time from select, in-scope<sup>36</sup> vertical brand suppliers for the full year 2021 — for a total of 143 Tier 1 and 23 Tier 2 (nominated mills only) suppliers. Nominated mills are those we select as opposed to vendor sourced. We are expanding our in-scope suppliers in 2023.

### TIER 1

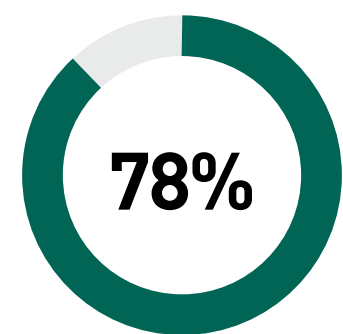


143 completed an FEM self-assessment

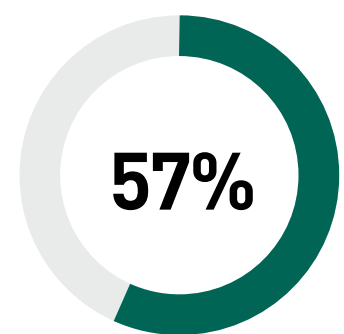


112 completed a verified FEM

### TIER 2 (NOMINATED MILLS ONLY)



18 completed an FEM self-assessment



13 completed a verified FEM





## SOURCING RESPONSIBLY

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 the termination of a vendor’s relationship with us. We assess our vertical brand vendors based on industry and regional standards and assess our audit vendors more frequently where certain issues occur. One of the criteria we use to identify vertical brand suppliers where we may need to increase our audit efforts is the Business Social Compliance Initiative (BSCI) criteria, which identifies high-risk countries.

### OUR MANUFACTURING PARTNERS

**315**

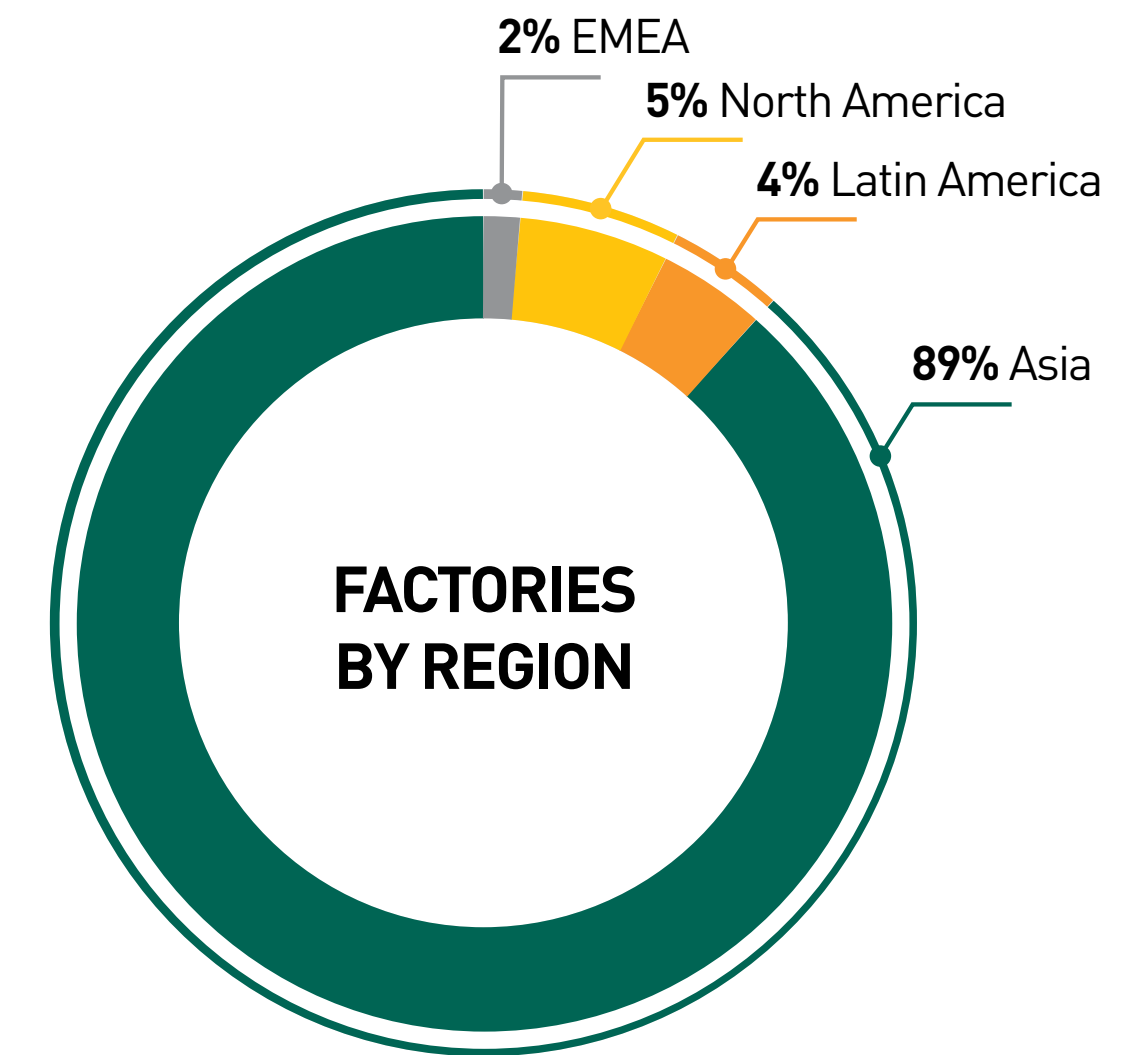
active factories, including 17 in the United States

**22**

countries of operation

**9%**

of our factories are located in high-risk countries based on BSCI criteria



[ACCESS OUR FULL LIST OF MANUFACTURING PARTNERS >>](#)

Vendors and their workers can anonymously report suspected violations of our code to the DICK’S Sporting Goods Ethics Hotline at 1-866-814-2749 or via the web at [ethicspoint.com](https://ethicspoint.com). The Ethics Hotline is operated by an outside company and is available 24 hours a day, seven days a week.



## 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's 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. This also empowers our suppliers to manage their own compliance with our code and implement positive, sustainable changes based on root-cause analysis.
- All vendors are expected to have effective communication and grievance channels in place for workers.
- We work with [Better Work](#), a partnership between the UN's International Labour Organization and the International Finance Corporation, to improve working conditions in the garment industry and make the sector more competitive.
- In addition to rolling out the Higg FEM, we have begun to roll out the SAC Higg Facility Social and Labor module (FSLM), which measures the social impact of manufacturing across areas such as wages, working hours, health and safety, and employee treatment. We are working to map our supply chain using technology to better understand our supply chain beyond our Tier 1 suppliers.

- As a member of the American Apparel & Footwear Association and signatory to the Fair Labor Association's Commitment to Responsible Recruitment, we remain committed to addressing potential forced-labor risks for workers in the global supply chain.

### **OUR SUPPLIERS ARE SUBJECT TO OUR RESPONSIBLE 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 provide supplier training and standardized education, and use the Responsible Minerals Initiative's (RMI's) Conflict Minerals Reporting Template.
- 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, are required as part of doing business with us.
- We are 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 prohibit sourcing from the Xinjiang region. If we identify any vendors who have sourced materials for our products from this region, we have the option to terminate our relationship.

## VENDOR COMPLIANCE AND PERFORMANCE

All our in-scope<sup>36</sup> Tier 1 vertical brand suppliers have undergone social compliance verification through one of the following programs:

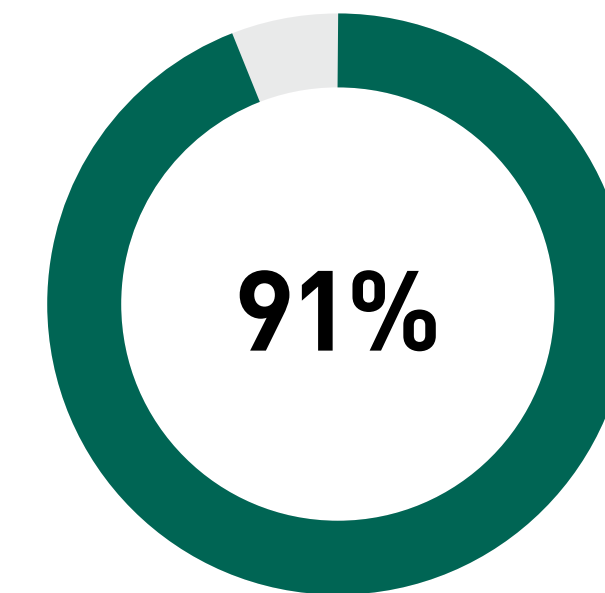
- SAC Higg FSLM
- Social Labor Convergence Program (SLCP)
- Better Work program
- Self-governance program<sup>37</sup>
- DICK'S Social Compliance Audits

Of our active vertical brand suppliers, 71% were in scope for social compliance audits, of which four factories (under 2%) were noted as high risk by our audits. In the audits conducted, the most common noncompliances were excessive working hours and wage- and insurance-related issues. When noncompliance incidents are identified, we work with suppliers to develop corrective action plans.

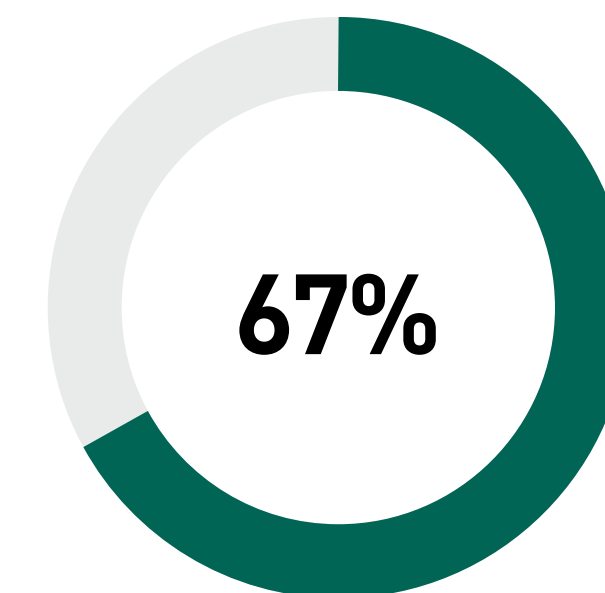
	2020	2021	2022
# of active vertical brand suppliers in scope for social compliance audits	235	245	225
# of vertical brand suppliers that had full annual audits conducted by DICK'S or a designated third party	101	111	120
# of vertical brand suppliers that provided audit reports conducted by the Better Work program	23	33	28
# of factories noted as high risk that were audited by DICK'S or a designated third party	16	17	4
# of corrective action plans initiated	151	175	143

Percentage of our 118 Tier 1 in-scope vertical brand suppliers that have completed the Higg FSLM self-assessment:

### TIER 1



107 completed an FSLM self-assessment



79 completed a verified FSLM



## SUPPLIER DIVERSITY

By supporting and expanding our work with diverse suppliers,<sup>38</sup> we are strengthening the economic base of our communities and better reflecting the diversity of the athletes who shop with us.

In 2022, we announced our commitment to spend \$300 million annually with diverse-owned and -operated businesses by 2025. This includes spend with both Tier 1 (our direct suppliers) and Tier 2 suppliers (our indirect suppliers). While we report our Tier 1 diverse supply spend in this report, we do not yet have direct access to our Tier 2 spend. We are working with our suppliers to collect this information and anticipate sharing Tier 2 spend in future reports.

### Tier 1 & 2 Spending:

**\$56M TIER 1 SPENDING IN 2022**

**\$300M ANNUAL SPEND BY 2025**

DICK'S partners with organizations such as the Women's Business Enterprise National Council and the National Minority Supplier Development Council to grow business relationships and expenditures with diverse suppliers.

[SEE OUR 2021 PURPOSE PLAYBOOK TO LEARN MORE >>](#)

## HELPING SUPPLIERS UNLOCK CRITICAL CAPITAL

One of the challenges that diverse-owned and -operated businesses face is access to working capital to fund their day-to-day operations or expand their businesses. To help, we are [partnering with C2FO](#), the world's largest platform for working capital. The C2FO platform allows suppliers to accelerate payment on invoices of their choosing in exchange for a minimal discount. DICK'S will self-fund these early payments for our diverse-owned and -operated suppliers.

## STRENGTHENING OUR CONTRIBUTION TO BLACK-LED BUSINESSES

As part of our overall commitment to partnering with businesses owned by people with diverse backgrounds and through a commitment of \$12.5 million that we made in 2021 to the [Black Economic Development Fund](#), we are helping to address economic challenges in the Black community and help close the racial-wealth gap. The impact-investment fund targets Black-led financial institutions, Black-led businesses, and Black-led anchor institutions with the goal of growing these organizations and strengthening their contributions to the Black community. In 2022, we invested \$3.15 million, bringing our total-to-date investment to over \$6.2 million.

# PRODUCT QUALITY, SAFETY, AND SUSTAINABILITY

Our athletes expect high-quality, durable, and safe products. Increasingly, many also desire more sustainable products. We share these desires and work hard to meet — and even exceed — their expectations.



## PRODUCT QUALITY AND SAFETY

Our approach starts with our Product Safety and Regulatory Compliance Program through which we identify, investigate, and act on potentially unsafe products and strive to continuously improve our offerings.

In an effort to comply with applicable laws, regulatory requirements, and industry standards, we integrate safety into the design of vertical brand products and test them before they reach our stores. In 2022, we introduced a consolidated Vertical Brands Quality Management Manual to further support vertical brand products meeting DICK'S Sporting Goods' rigorous standards.

We regularly train relevant teammates and/or a portion of our vertical brands vendors on:

- DICK'S Sporting Goods' 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

In 2022, we took action to carry out eight product recalls issued by national brand vendors and completed 21 safety-related stop-sale orders.

## 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 the transport and storage of our inventory, and an electronic inventory-management system to maintain the chain of custody.

In addition to our actions, we continue to support several gun-violence prevention organizations.



**FOR MORE INFORMATION, PLEASE VISIT:**  
[EVERYTOWN FOR GUN SAFETY >>](#)  
[SANDY HOOK PROMISE >>](#)  
[GIFFORDS >>](#)





## 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 SAC.

Our Restricted Substances List (RSL)<sup>39</sup> identifies 20 substance categories (including disperse dyes, heavy metals, and volatile organic compounds) that vertical brand vendors and factories are expected to restrict from DICK'S Sporting Goods' vertical brand apparel, accessories, footwear, and textile-containing hardlines products. It also includes a wide range of Poly and Perfluorinated durable water-repellent (DWR) chemicals also known as PFAS. We continually review the chemicals and requirements of the RSL and update them based on legislation and new potential chemicals of concern.

We conduct targeted testing of our vertical brands for these restricted chemicals on a risk-prioritized basis to monitor compliance. If we identify a violation of the RSL, we apply a corrective action plan and have the right to impose penalties on the supplier.

[FOR MORE INFORMATION, PLEASE SEE OUR RSL >>](#)

### KEEPING VIGILANT

For more than a decade, we have been working with our suppliers to develop fluorine-free options for durable water-repellent (DWR) material for rain jackets and other outdoor wear. Today, we offer many fluorine-free products among our vertical brand apparel products.

We test for fluorine in all products we offer that are treated with DWR chemicals and work to increase the amount we source from certified and validated fluorine-free suppliers. We remain committed to increasing the number of vertical brand products we test annually.

# PRODUCT SUSTAINABILITY

We constantly look for materials with more sustainable attributes and alternatives that meet the high quality and performance our athletes expect.

Our Global Sourcing team is working closely with our vertical brand vendor partners to better understand what materials are going into our products, the quality of those materials, and how our vendors are performing against our requirements. Preferred attributes could include recycled content, organic content, and responsible fibers. We are also broadening the knowledge of our designers about currently available sustainable fabrics as they begin new projects.

## SUSTAINABLE PRODUCT ATTRIBUTES


We work to increase the sourcing of products and materials with sustainable attributes 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
- TE Recycled


 **PREFERRED FIBERS**

- Responsible Wool Standard (RWS)
- Cotton Made in Africa (CMiA)
- 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)



## TRANSPARENCY OF MATERIALS IN PRODUCTS

We are working to provide our athletes with the information they need to make buying decisions informed by sustainability. At [publiclands.com](https://publiclands.com), we piloted adding information about the attributes of our products — including materials used and sustainability attributes — to help explorers easily identify which products were made using responsible manufacturing and materials. We plan to roll this out at [dicksportinggoods.com](https://dicksportinggoods.com).

Moving forward, we are shifting from vendor-sourced fabrics<sup>40</sup> to a set of fabrics we identify for inclusion in our fabric library. Our vertical brand suppliers will be required to use these fabrics in all our products. This will allow us to further improve the transparency, quality, and consistency of materials.

### “ECO” GOLF BAG

In 2022, we introduced our Maxfli 2022 Eco Tour Stand Bag, made with yarn from recycled plastic water bottles. We have also reduced product labeling by including only one hangtag with product information.



[LEARN MORE ABOUT OUR WORK WITH HANGTAGS IN OUR 2021 PURPOSE PLAYBOOK >>](#)



## SUPPORTING INNOVATIVE ENTREPRENEURS

We are supporting and investing in entrepreneurs through [DSG Ventures](#), which launched in 2022. DSG Ventures is a \$50 million in-house fund that invests in innovative companies that directly serve athletes and communities or help DICK'S better serve its own athletes. Beyond capital, we're also providing these businesses with access to knowledge and insights around distribution reach, operational excellence, and relationships with athletes.

Moolah Kicks is one of the first companies supported by DSG Ventures. As the first women's basketball brand built by and for female ballers, Moolah Kicks is moving the needle toward equity in women's basketball. [Hear](#) more from its founder, Natalie White.



## APPENDIX

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## 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. Investors 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”, “will be”, “will continue”, “will result”, “could”, “would”, “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, plans, initiatives, commitments, programs, and goals; our assumptions and expectations; third-party expectations; and the scope and impact of corporate responsibility risks and opportunities.

Our position, perceived lack of position, or perceived lack of progress on social, environmental, 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. Our objectives, commitments, and goals include aspirational components and are based upon certain factors and assumptions that may shift or evolve over time, which may possibly affect our objectives, commitments, and goals. 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 28, 2023, filed on March 23, 2023, and updated in our quarterly report on Form 10-Q, filed on August 24, 2023.. The forward-looking statements contained herein speak only as of the date made, and we undertake no obligation to update any such statements.

# GLOBAL REPORTING INITIATIVE (GRI) INDEX

## STATEMENT OF USE

DICK’S Sporting Goods has reported the information cited in this GRI content index for the period 1/30/22-1/28/2023 (unless otherwise stated) with reference to the GRI Standards.

GRI STANDARD	DISCLOSURE	2022 RESPONSE
GRI 2: General Disclosures 2021	2-1 Organizational details	DICK’S Sporting Goods, Inc. 345 Court St, Coraopolis, PA 15108 DICK’S operates in 47 states within the United States, was established in 1948, and trades on the New York Stock Exchange (NYSE) using the ticker DKS. <a href="#">About This Sustainability Report &amp; Business Highlights</a> , 2022 Purpose Playbook; 2022 DICK’S Sporting Goods <a href="#">Form 10-K</a> , pp. 1, 22-23
	2-2 Entities included in the organization’s sustainability reporting	DICK’S Supporting Goods, Inc. and subsidiaries 2022 DICK’S Sporting Goods <a href="#">Form 10-K</a>
	2-3 Reporting period, frequency and contact point	DICK’S Sporting Goods’ Sustainability Report is published annually. The 2022 Sustainability Report was published November 2023. Please submit questions or feedback regarding this report and our environmental, social, and governance (ESG) strategy to <a href="mailto:ESG@dcsg.com">ESG@dcsg.com</a> . For information on the reporting period, please visit: <a href="#">About This Sustainability Report &amp; Business Highlights</a> , 2022 Purpose Playbook.
	2-4 Restatements of information	DICK’S Sporting Goods has no restatements of information to report for 2021.
	2-5 External assurance	We did not seek external assurance for this report.
	2-6 Activities, value chain, and other business relationships	DICK’S Sporting Goods, Inc. (together with its subsidiaries) is a leading omnichannel sporting goods retailer offering an extensive assortment of authentic, high-quality sports equipment, apparel, footwear, and accessories. As of January 28, 2023, we operated 728 DICK’S Sporting Goods locations across the United States, serving and inspiring our customers (whom we refer to as athletes) to achieve their personal best through interactions with our dedicated employees (whom we refer to as our teammates), in-store experiences, and unique specialty shop-in-shops. In addition to DICK’S Sporting Goods stores, we own and operate Golf Galaxy, Public Lands, Moosejaw, Field & Stream, and Going Going Gone! specialty concept stores, and we offer our products both online and through our mobile apps. We also own and operate DICK’S House of Sport and Golf Galaxy Performance Center, as well as GameChanger, a youth sports mobile platform for live streaming, scheduling, communications, and scorekeeping. <a href="#">About This Sustainability Report &amp; Business Highlights</a> , 2022 Purpose Playbook; 2022 DICK’S Sporting Goods <a href="#">Form 10-K</a> , p. 3
	2-7 Employees	As of January 28, 2023, DICK’S employs more than 50,000 teammates, including full time and part time, across 47 states in the United States. Total employment figures fluctuate throughout the year. This includes 853 stores for DICK’S Sporting Goods, Golf Galaxy, Field & Stream, Public Lands, Moosejaw, and Going, Going, Gone! specialty stores. We operate five distribution centers (DCs) and one corporate headquarters, which we call our Customer Support Center (CSC). Additional information on our employees, who we call teammates, can be found in the <a href="#">Teammate Well-Being</a> and <a href="#">Diversity, Equity, &amp; Inclusion</a> chapters of this report. <a href="#">About This Sustainability Report &amp; Business Highlights</a> , 2022 Purpose Playbook; 2022 DICK’S Sporting Goods <a href="#">Form 10-K</a> , pp. 8, 22-23

GRI STANDARD	DISCLOSURE	2022 RESPONSE
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	Omission: DICK'S Sporting Goods does not currently report on this metric.
	2-9 Governance structure and composition	<p>Board of directors:</p> <ul style="list-style-type: none"> <li>• Edward W. Stack</li> <li>• William J. Colombo</li> <li>• Mark J. Barrenechea</li> <li>• Emanuel Chirico</li> <li>• Anne Fink</li> <li>• Larry Fitzgerald, Jr.</li> <li>• Lauren R. Hobart</li> <li>• Sandeep Mathrani</li> <li>• Desiree Ralls-Morrison</li> <li>• Lawrence J. Schorr</li> <li>• Larry D. Stone</li> </ul> <p>Board committees:</p> <ul style="list-style-type: none"> <li>• Governance &amp; Nominating Committee (five members)</li> <li>• Compensation Committee (five members)</li> <li>• Audit Committee (four members)</li> </ul> <p>Additional information on our board can be found in the <a href="#">Diversity, Equity, &amp; Inclusion</a> chapter of this report and in our Corporate Governance Guidelines, the Board of Directors page on our website, and p. 6 of the Proxy Statement 2023.</p> <p><a href="#">Corporate Governance Guidelines</a>; DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a>, p. 6; <a href="#">Board of Directors</a></p>
	2-10 Nomination and selection of the highest governance body	<p>The Governance &amp; Nominating Committee will consider director candidates properly submitted by our stockholders. The Governance &amp; 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 &amp; Nominating Committee. More information on the process can be found in our proxy statement.</p> <p>Our board reflects a diversity of background and experience in varying substantive areas relevant to our operations and industry. This includes both core qualifications that we require of all our directors, as well as demonstrated experience and expertise in varying substantive areas relevant to the company.</p> <p>As we continue to refresh our board (with four new directors in the past five years) we also focus on maintaining independence and diversity of background (including but not limited to race, origin, age, and gender), as well as the following experience and expertise:</p> <ul style="list-style-type: none"> <li>• Accounting/finance</li> <li>• Legal, compliance, and regulatory matters</li> <li>• Risk management</li> <li>• Cybersecurity/privacy</li> <li>• Marketing and brand management</li> <li>• Sporting goods and apparel</li> <li>• eCommerce</li> <li>• Mergers and acquisitions</li> <li>• Strategic planning</li> <li>• ESG issues</li> <li>• Philanthropy</li> <li>• Supply chain</li> <li>• Human capital management</li> <li>• Real estate</li> <li>• Technology</li> <li>• Leadership</li> <li>• Retail operations</li> </ul> <p>DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a>, pp. 9-10, 18</p>



GRI STANDARD	DISCLOSURE	2022 RESPONSE
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Mr. Edward W. Stack serves as the executive chairman, and Mr. Lawrence J. Schorr serves as the lead director. DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a> , pp. 15-16
	2-12 Role of the highest governance body in overseeing the management of impacts	Many of our sustainability efforts are managed by a cross-functional team that shapes and drives sustainability strategy, tracks key performance indicators, addresses challenges, and manages progress toward the company's stated goals encompassed in our sustainability strategy. Management presents sustainability topics to our board and its committees during the course of the year. The Governance & Nominating Committee serves as the primary committee assisting the board in oversight of the company's sustainability work and sustainability strategy.  The board of director's Audit Committee is responsible for overseeing management's development of, and adherence to, guidelines and procedures for risk management and compliance, including with respect to financial matters, legal and compliance matters, information technology, cybersecurity and data protection, and ESG matters.  DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a> , pp. 20 & 24
	2-13 Delegation of responsibility for managing impacts	Many of our sustainability efforts are managed by a cross-functional team that shapes and drives sustainability strategy, tracks key performance indicators, addresses challenges, and manages progress toward the company's stated goals encompassed in the four pillars above. Management presents sustainability topics to our board and its committees during the course of the year. The Governance & Nominating Committee serves as the primary committee assisting the board in oversight of the company's sustainability work and sustainability strategy.  DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a> , p. 24; <a href="#">Our Approach to Sustainability</a> , 2022 Purpose Playbook
	2-14 Role of the highest governance body in sustainability reporting	This report has been reviewed and approved by DICK'S Sporting Goods Chief Sustainability and Communications Officer (CSO) Peter Land.
	2-15 Conflicts of interest	Nonmanagement 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 & Nominating Committee for evaluation. More information can be found in our corporate governance guidelines.  <a href="#">Corporate Governance Guidelines</a> , p. 6
	2-16 Communication of critical concerns	Management regularly engages with the board of directors and its Governance & Nominating Committee to communicate critical concerns. Management also engages with the Audit Committee to review the due diligence process around our disclosures.  <b>Omission:</b> The nature, total number, and mechanisms of critical concerns is confidential.
	2-17 Collective knowledge of the highest governance body	Management engages with the board of directors and its Governance & Nominating Committee semiannually to share and discuss sustainability trends, progress against goals, strategic initiatives, and potential risks and opportunities.

GRI STANDARD	DISCLOSURE	2022 RESPONSE
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body	Members of our Governance & Nominating Committee annually review and evaluate policies and practices with respect to the size, composition, and functions of the board. To appropriately evaluate and continue to improve the effectiveness of the board, the Governance & Nominating Committee also oversees an annual evaluation process of the board’s performance as well as the performance of its standing committees. Our board also annually assesses the performance of each nonemployee director in considering whether to renominate that director at the upcoming annual meeting. More information can be found in our proxy statement.  DICK’S Sporting Goods <a href="#">Proxy Statement 2023</a> , pp. 16-17
	2-19 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 <a href="#">Proxy Statement 2023</a> , pp. 7, 27-51
	2-20 Process to determine remuneration	The Compensation Committee sets base salaries for named executive officers after examining market data provided by Willis Towers Watson (our independent executive compensation advisor) and comparing against peers from the retail industry. The Compensation Committee considers salary adjustments at its regularly scheduled March meeting with those adjustments becoming effective in April each year. 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 term and long term. Overall, a considerable portion of the compensation payable to our named executive officers is “pay at risk.”  DICK’S Sporting Goods <a href="#">Proxy Statement 2023</a> , p. 7
	2-21 Annual total compensation ratio	DICK’S Sporting Goods <a href="#">Proxy Statement 2023</a> , p. 52
	2-22 Statement on sustainable development strategy	<a href="#">Letter From Our President and CEO</a> , 2022 Purpose Playbook
	2-23 Policy commitments	Please see the <a href="#">Policies</a> page on our website for more information.
	2-24 Embedding policy commitments	Please see the <a href="#">Policies</a> page on our website and the 2022 Purpose Playbook for more information on how we integrate and implement policy commitments for responsible business conduct in our business activities and relationships, addressing our most important sustainability topics.
	2-25 Processes to remediate negative impacts	Please see the <a href="#">Policies</a> page on our website and the 2022 Purpose Playbook for more information on our approach to addressing our most important sustainability topics.
	2-26 Mechanisms for seeking advice and raising concerns	To ask questions about a situation or to report a possible violation, use our Ethics Hotline at 1-866-814-2749 or via the web at <a href="https://dickssportinggoods.ethicspoint.com">dickssportinggoods.ethicspoint.com</a> . The Ethics Hotline is operated by an outside company, available 24/7/365, and reports can be done anonymously if you choose.  <a href="#">DICK’S Sporting Goods Ethics Hotline Information</a>

	DISCLOSURE	2022 RESPONSE
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Please see our <a href="#">Code of Conduct</a> policies and our 2022 DICK'S Sporting Good <a href="#">Form 10-K</a> for more information on responsible business conduct.
	2-28 Membership associations	<p>We engage with partnerships that are industry specific and aligned with our climate and DE&amp;I values. More information on our new partnerships and memberships can be found in the Teammate Well-Being and Community chapter(s) of this report. Additional partnerships and memberships can be found in our <a href="#">2021 Purpose Playbook</a>.</p> <p>Some examples include:</p> <ul style="list-style-type: none"> <li>• #BTP</li> <li>• Meeting of America</li> <li>• The Consortium</li> <li>• Open to All</li> <li>• Vibrant Pittsburgh</li> <li>• Creatives Want Change</li> <li>• CodePath</li> <li>• National LGBT Chamber of Commerce (NGLCC)</li> <li>• National Veteran Business Development Council (NVBDC)</li> <li>• Retail Industry Leaders Association (RILA)</li> <li>• National Retail Federation (NRF)</li> <li>• Outdoor Industry Association (OIA)</li> <li>• We Are Still In</li> </ul>
	2-29 Approach to stakeholder engagement	<p>We engage with a broad range of stakeholders to inform, discuss, listen, and learn. We take this feedback and integrate it into how we do business.</p> <p>We engage with our stores', DCs' and headquarters' 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 through conferences, online communications, and one-on-one discussions. Within communities, we solicit feedback through surveys and by hosting local events.</p> <p>Across all stakeholders, we share our progress on our sustainability areas of focus through our annual Purpose Playbook report, Sideline Reports on our website, social media updates, conferences and industry events, and media outreach.</p> <p>When undergoing our sustainability topics prioritization assessment, we interview and survey a wide range of stakeholders, which we identify to help reflect the conversations and evolving experiences of our customers; nongovernmental organizations (NGOs); and advocacy group partners, shareholders, teammates, and business partners and vendors.</p> <p>For more information on our approach to stakeholder engagement, please see our <a href="#">2021 Purpose Playbook</a>.</p>
	2-30 Collective bargaining agreements	<p>None of our teammates are covered by a collective bargaining agreement.</p> <p>2022 DICK'S Sporting Goods <a href="#">Form 10-K</a>, p. 8</p>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>We conducted a sustainability topics prioritization assessment in 2021 to better understand the interconnection between our growing business, social, and environmental strategies and stakeholder expectations. We evaluated a number of topics that DICK'S Sporting Goods' stakeholders care about, and for which DICK'S has some level of influence.</p> <p>Our prioritization assessment reflects the conversations and evolving experiences of policymakers, our shareholders, regulatory bodies, teammates, and business partners. For more information on this assessment and for priority topic definitions, please see our <a href="#">2021 Purpose Playbook</a>.</p>

DISCLOSURE		2022 RESPONSE
GRI 3: Material Topics 2021	3-2 List of material topics	<p>Our top sustainability topics identified, in alphabetical order, in our most recent prioritization assessment in 2021:</p> <ul style="list-style-type: none"> <li>• Climate Impact/Greenhouse Gas Emissions</li> <li>• Diversity, Equity, &amp; Inclusion</li> <li>• Investing in Youth Sports</li> <li>• Outdoor Access &amp; Inclusion</li> <li>• Product Sustainability</li> <li>• Supply Chain Responsibility &amp; Transparency</li> <li>• Sustainable Operations</li> <li>• Teammate Safety, Health, &amp; Well-Being</li> <li>• Training &amp; Development</li> <li>• Wages &amp; Benefits</li> </ul> <p>There were no changes in our list of sustainability priority topics and topic boundaries compared to the previous reporting period.</p> <p>We plan to do a formal refresh of our sustainability topics every few years and will continue to ensure the inclusion of any relevant topics that our stakeholders care about.</p> <p>For more information, including sustainability topic definitions, please see the <a href="#">2021 Purpose Playbook</a>.</p>
GRI 302: Energy 2016	3-3 Management of material topics	<p>A key part of our climate-impact mitigation efforts is focused on reducing our energy consumption. Currently, several of our stores source community solar energy, while we are exploring solar options for other facilities.</p> <p>Management is responsible for managing our energy, water, waste, and related carbon consumption for all our facilities and is responsible for implementing energy-efficient efforts. The team has an energy manager who collects and analyzes the utility information.</p> <p><a href="#">Sustainable Operations</a>, 2022 Purpose Playbook</p>
	302-1 Energy consumption within the organization	<p>Consumption of purchased or acquired electricity: 491,816 MWh</p> <p>Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report and our CDP submission.</p>
	302-3 Energy intensity	<p>Energy intensity ratio: 55.49 MWh/million USD revenue</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. Please see the <a href="#">Sustainable Operations</a> chapter of this report.</p>
GRI 305: Emissions 2016	3-3 Management of material topics	<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 operations.</p> <p><a href="#">Sustainable Operations</a>, 2022 Purpose Playbook</p>

	DISCLOSURE	2022 RESPONSE
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Our Scope 1 GHG emissions include (metric tons of CO <sub>2</sub> e): CO <sub>2</sub> N <sub>2</sub> O CH <sub>4</sub> HFCs Total Scope 1: 52,131 Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report and our CDP submission.
	305-2 Energy indirect (Scope 2) GHG emissions	Our Scope 2 GHG emissions include (metric tons of CO <sub>2</sub> e): Electricity Total Scope 2: 185,832 Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report and our CDP submission.
	305-3 Other indirect (Scope 3) GHG emissions	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. Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report.
	305-5 Reduction of GHG emissions	Our 2022 Carbon Footprint for Scope 1 and 2 GHG emissions shows a 28% reduction compared to our 2016 baseline. Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report.
GRI 306: Waste 2020	3-3 Management of material topics	We're committed to responsibly managing waste, from the production of our products to their delivery to our athletes — and beyond. We follow an eliminate-reduce-recycle-reuse approach to help divert waste from landfills. Management is responsible for managing our energy, water, waste, and related carbon consumption for all our facilities and for implementing waste-diversion efforts. <a href="#">Sustainable Operations</a> , 2022 Purpose Playbook
	306-1 Waste generation and significant waste-related impacts	In 2022, we achieved a 71% diversion rate of our total waste stream from going to landfills. We recycled cardboard, paper, plastic, and metal. For more information, please see the <a href="#">Sustainable Operations</a> chapter of this report.
	306-2 Management of significant waste-related impacts	Our ongoing recycling efforts include partnering with our waste management providers, in addition to increased teammate communications and education across our stores, DCs, and our CSC on what to recycle, how to recycle, and the importance of keeping recycling out of landfills. We have implemented a compactor-waste audit program specifically for compactor loads that helps us understand compliance to the designated material assigned to that compactor. We also continuously work with vendors on what and how much packaging is coming through our DCs and stores and making its way to athletes. Ultimately, our goal is to find ways to use less material, streamlining the recycling and disposal process for our athletes. <a href="#">Sustainable Operations</a> , 2022 Purpose Playbook
	306-3 Waste generated	Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report.

	DISCLOSURE	2022 RESPONSE
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report.
	306-5 Waste directed to disposal	Please see the available chart and information in the <a href="#">Sustainable Operations</a> chapter of this report.
GRI 401: Employment 2016	3-3 Management of material topics	<p>We are investing to build a winning team and help our teammates develop and grow into the best bench in the industry. To do this, 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><a href="#">Teammate Well-Being</a>, 2022 Purpose Playbook</p>
	401-1 New employee hires and employee turnover	<p>We work hard to attract, recruit, and hire the best talent in the field. We've expanded our teammate development strategy, focusing on attracting, developing, and retaining talent.</p> <p><a href="#">Teammate Well-Being</a>, 2022 Purpose Playbook</p> <p><b>Omission:</b> DICK'S Sporting Goods is not currently disclosing the number of new employee hires or employee turnover rate.</p>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	For more information on teammate benefits, please visit the <a href="#">benefits</a> page on our website.
	401-3 Parental leave	For more information on teammate benefits, please visit the <a href="#">benefits</a> page on our website.
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	<p>At DICK'S, our teammates are our most valuable resource, and our success depends on protecting them. 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.</p> <p>We include the review of health and safety practices across our stores and DCs in our internal audit program annually. The audit process includes reviewing safety procedures yearly at a sample of stores and providing observations for improvement.</p>

DISCLOSURE	2022 RESPONSE
<p>GRI 403: Occupational Health and Safety 2018</p>	<p>403-1 Occupational health and safety management system</p> <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"> <li>• Following all applicable health and safety laws and regulations.</li> <li>• Complying with all company policies and safety procedures in our local facilities.</li> <li>• Conducting ourselves in a safe manner.</li> <li>• Taking all reasonable precautions when handling dangerous or unsafe equipment and materials.</li> </ul> <p>Teammates must immediately report anything that jeopardizes the health and safety of our workplace.</p> <p><a href="#">Code of Ethics and Business Conduct</a>, pp. 14-15</p>
<p>GRI 404: Training and Education 2016</p>	<p>3-3 Management of material topics</p> <p>We support teammates in achieving their career aspirations through a variety of learning and development opportunities, from formal leadership and professional development courses to self-paced learning options. Our motto is “development for all” with differentiated development for specific talent segments.</p> <p>Feedback from our annual engagement survey during the past five years shows that our teammates — both hourly and salaried — increasingly feel they have opportunities to learn and develop.</p> <p><a href="#">Teammate Well-Being</a>, 2022 Purpose Playbook</p> <hr/> <p>404-2 Programs for upgrading employee skills and transition-assistance programs</p> <p>We offer differentiated development for teammates within each talent segment — from our Internship program to our Enterprise Leadership Development program. Within each segment, we have strategic programs designed to help our teammates grow in their current role and grow into new roles through ongoing offerings of leadership and professional skills development.</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, please see the <a href="#">Teammate Well-Being</a> chapter of this report.</p>
<p>GRI 405: Diversity and Equal Opportunity 2016</p>	<p>3-3 Management of material topics</p> <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>We have policies, procedures, and standards that govern our approach to DE&amp;I. Our DE&amp;I strategy is overseen by our cross-functional DE&amp;I Council. Our DE&amp;I approach is supported by our Impact Teams, responsible for initiating actions that drive DE&amp;I throughout the organization.</p> <p>In 2022, we further aligned our DE&amp;I strategy, DE&amp;I Council, and Impact Teams more closely with our business strategy. We also worked to ensure that our DE&amp;I Council and Impact Teams fully represent our core functions and teammates to help weave DE&amp;I into every part of our business.</p> <p><a href="#">Diversity, Equity, &amp; Inclusion</a>, 2022 Purpose Playbook</p>

DISCLOSURE		2022 RESPONSE
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Please see workforce demographic and board of director data in the available charts. <a href="#">Diversity, Equity, &amp; Inclusion</a> , 2022 Purpose Playbook
	405-2 Ratio of basic salary and remuneration of women to men	We are committed to equal pay for equal work, independent of gender and race, when establishing and maintaining wages. We achieved and maintained 100% female-to-male unadjusted median pay ratio in fiscal 2022 and fiscal 2021. For more information, please see the <a href="#">Diversity, Equity, &amp; Inclusion</a> chapter of this report. 2022 DICK'S Sporting Goods <a href="#">Form 10-K</a> , p. 9
GRI 406: Non-discrimination 2016	3-3 Management of material topics	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, and any other category protected under federal, state, or local law. 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.  We emphasize a culture where teammates know that they must report any situations of discrimination or harassment to the appropriate channels. <a href="#">Human Rights Policy</a> ; <a href="#">Code of Ethics and Business Conduct</a> ; <a href="#">Diversity, Equity, &amp; Inclusion</a> , 2022 Purpose Playbook
	406-1 Incidents of discrimination and corrective actions taken	We investigate and address all allegations of discrimination. For more information, please see our <a href="#">Code of Ethics and Business Conduct</a> .
GRI 408: Child Labor 2016	3-3 Management of material topics	We strictly forbid employment of children who are younger than 15 years old or younger 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.  <a href="#">Human Rights Policy</a> ; <a href="#">Code of Ethics and Business Conduct</a>
	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.  <a href="#">Human Rights Policy</a> ; <a href="#">Code of Ethics and Business Conduct</a>



DISCLOSURE	2022 RESPONSE	2022 RESPONSE
<p>GRI 409: Forced or Compulsory Labor 2016</p>	<p>3-3 Management of material topics</p>	<p>We work with our manufacturers to meet our ethical, social, and environmental principles. By engaging our partners and cultivating strong relationships, we help mitigate risks and strengthen our supply chain.</p> <p>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.</p> <p><a href="#">Human Rights Policy</a>; <a href="#">Code of Ethics and Business Conduct</a></p>
	<p>409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor</p>	<p>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. We continue to audit for forced and compulsory labor through our social compliance audit program. In 2022, we continued to honor our commitments to the American Apparel &amp; Footwear Association (AAFA).</p> <p><a href="#">Supply Chain Responsibility &amp; Transparency</a>, 2022 Purpose Playbook</p>
<p>GRI 414: Supplier Social Assessment 2016</p>	<p>3-3 Management of material topics</p>	<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 <a href="#">Vendor Code of Conduct</a>, <a href="#">Anti-Corruption Policy</a>, <a href="#">Human Rights Policy</a>, 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><a href="#">Supply Chain Responsibility &amp; Transparency</a>, 2022 Purpose Playbook</p>
	<p>414-1 New suppliers that were screened using social criteria</p>	<p>In 2022, we updated our New Vendor/Factory Pre-Validation Process. All proposed new vendors/factories, for all vertical brands, must be reviewed and preapproved by management. Once approved, a social compliance check and quality assurance audit are conducted to ensure the new vendor/factory meets all requirements prior to the start of any production.</p>
	<p>414-2 Negative social impacts in the supply chain and actions taken</p>	<p>A total of 100% of our active in-scope Tier 1 factories have either adopted the Higg Facility Social and Labor Module (FSLM) or Social Labor Convergence Program (SLCP) verification, 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. We are gradually moving away from the self-governance program to the FSLM/SLCP programs.</p> <p>While we use the Business Social Compliance Initiative (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.</p> <p>When noncompliance 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 have the option to terminate our relationships with factories that do not show improvement on open noncompliance issues after three consecutive audits.</p> <p><a href="#">Supply Chain Responsibility &amp; Transparency</a>, 2022 Purpose Playbook</p>

DISCLOSURE		2022 RESPONSE
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	<p>Our approach starts with our Product Safety and Regulatory Compliance Program through which we identify, investigate, and take action on potentially unsafe products and use preventive measures to continuously improve our offerings. We integrate safety into the design of vertical brands products and test them before they reach our stores to help ensure they meet applicable laws, regulatory requirements, and industry standards. In 2022, we introduced a consolidated Vertical Brands Quality Management Manual to further support vertical brand products meeting DICK'S Sporting Goods' rigorous standards.</p> <p><a href="#">Product Quality, Safety, and Sustainability</a>, 2022 Purpose Playbook</p>
	416-1 Assessment of the health and safety impacts of product and service categories	<p>We annually train our teammates and/or vertical brand vendors on:</p> <ol style="list-style-type: none"> <li>1. DICK'S Sporting Goods' product safety policies, procedures, and requirements.</li> <li>2. Changes and updates to program elements.</li> <li>3. Applicable state and federal regulatory requirements.</li> <li>4. Chemical safety and the restriction of certain substances in our supply chain.</li> </ol> <p>In 2022, we took action to carry out eight product recalls issued by national brand vendors and completed 21 safety-related stop-sale orders. See all <a href="#">product recalls</a>.</p> <p>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.</p> <p><a href="#">Product Quality, Safety, and Sustainability</a>, 2022 Purpose Playbook</p>
GRI 418: Customer Privacy 2016	3-3 Management of material topics	<p>The board's Audit Committee works with the company's management and the company's dedicated Cybersecurity and Privacy teams, as privacy and the security of athlete and teammate data continues to be a company-wide priority, and they are critical to the company's strategy of being a trusted advisor throughout the athlete and teammate experience. Before reaching the board and Audit Committee, security and privacy topics are addressed at all levels of the company, including required teammate training and executive leadership oversight. The company's Cybersecurity and Privacy teams work in close partnership with multiple internal constituencies to monitor and focus on current and emerging data security and privacy matters across the company and with third parties while implementing and enabling industry-accepted cybersecurity risk management and compliance frameworks and programming. The company continually invests in skilled personnel; recurring training, processes, and procedures; insurance coverages; and numerous technologies to keep pace with current threats; trends; and an ever-evolving legal, regulatory, compliance, and risk landscape with respect to cybersecurity and data privacy.</p> <p>DICK'S Sporting Goods <a href="#">Proxy Statement 2023</a>, p. 24</p>
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>We have no knowledge of any material data security breaches to date.</p> <p>2022 DICK'S Sporting Goods <a href="#">Form 10-K</a>, p. 15</p>

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

SASB TOPIC	DISCLOSURE CODE	SASB METRIC	UNIT	DICK'S 2022 RESPONSE
Energy Management in Retail and Distribution	CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Gigajoules (GJ), Percentage (%)	<p>Total energy consumed: 2,455,618 GJ            Percent grid electricity: 72%            Percent renewable: 0%</p> <p>We are focusing on reducing our energy consumption, deploying energy-saving initiatives, and optimizing how we move our products. We have identified and are exploring opportunities for renewable energy, as reported in our 2022 CDP Climate Change Questionnaire and in the <a href="#">Sustainable Operations</a> chapter of this report.</p>
Data Security	CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	<p>The protection of our data, including athlete and teammate data, is critical. 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. We have implemented and regularly review and update our systems, processes, and procedures to protect against unauthorized access to, or use of, data and prevent data loss.</p> <p>For more information, please see our 2022 <a href="#">Form 10-K</a>, p. 15.</p>
Data Security	CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Number, Percentage (%)	<p>We regularly review and update our implemented systems, processes, and procedures to protect against unauthorized access to, or use of, data and prevent data loss. We have no knowledge of any material data security breaches to date.</p> <p>For more information, please see our 2022 <a href="#">Form 10-K</a>, p. 15.</p>
Labor Practices	CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Reporting Currency, Percentage (%)	<p>In addition to offering our teammates competitive salaries and wages, we offer comprehensive health and retirement benefits to eligible teammates, which typically include all full-time hourly and salaried teammates. Our benefits include, but are not limited to, medical, dental, vision, disability and life insurance, flexible paid time off programs covering parental and family leave, hybrid work arrangements, and a company-matched retirement savings 401(k) plan that vests immediately and is open for all teammates. We are committed to equal pay for equal work independent of gender and race when establishing and maintaining wages. We achieved and maintained 100% female-to-male unadjusted median pay ratio in fiscal 2022 and fiscal 2021. 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 2022 <a href="#">Form 10-K</a>, p. 9.</p>

SASB TOPIC	DISCLOSURE CODE	SASB METRIC	UNIT	DICK'S 2022 RESPONSE										
Labor Practices	CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Rate	<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 <a href="#">Teammate Well-Being</a> chapter of this report.</p> <p>Our motto is “development for all” with differentiated development for specific talent segments. We also work to equip our leaders with the fundamental skills needed 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. DICK’S Sporting Goods is not currently disclosing voluntary and involuntary turnover rates for in-store employees.</p>										
Labor Practices	CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor-law violations	Reporting Currency	<p>We did not have any material monetary losses from legal proceedings in 2022 associated with labor law violations. We do not expect any proceedings that we and our subsidiaries are involved in, which 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 2022 <a href="#">Form 10-K</a>, p. 23.</p>										
Workforce Diversity and Inclusion	CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Percentage (%)	<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 border="1"> <thead> <tr> <th colspan="2">OVERALL WORKFORCE</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>61.7%</td> </tr> <tr> <td>Female</td> <td>38.3%</td> </tr> <tr> <td>White</td> <td>62.5%</td> </tr> <tr> <td>BIPOC</td> <td>37.5%</td> </tr> </tbody> </table> <p>For more information, please see the <a href="#">Diversity, Equity, &amp; Inclusion</a> chapter of this report.</p>	OVERALL WORKFORCE		Male	61.7%	Female	38.3%	White	62.5%	BIPOC	37.5%
OVERALL WORKFORCE														
Male	61.7%													
Female	38.3%													
White	62.5%													
BIPOC	37.5%													
Workforce Diversity and Inclusion	CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Reporting Currency	<p>We did not have any material monetary losses from legal proceedings in 2022 associated with labor law violations. We do not expect any proceedings that we and our subsidiaries are involved in, which 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 2022 <a href="#">Form 10-K</a>, p. 23.</p>										

SASB TOPIC	DISCLOSURE CODE	SASB METRIC	UNIT	DICK'S 2022 RESPONSE
Product Sourcing, Packaging, and Marketing	CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Reporting Currency	<p>Although DICK'S does not report revenue generated from third-party-certified products, we are constantly looking for materials with more sustainable attributes, including organic content, recycled content, preferred fibers, being Fair Trade certified, and having Leather Working Group certification.</p> <p>For more information, please see the <a href="#">Product Quality, Safety, &amp; Sustainability</a> chapter of this report.</p>
Product Sourcing, Packaging and Marketing	CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	<p>We regularly collaborate with teammates and industry peers to evaluate and restrict the use of potentially harmful chemicals. Our Restricted Substances List (RSL) identifies 20 substance categories (including disperse dyes, heavy metals, and volatile organic compounds) that vertical brand vendors and factories are expected to restrict from DICK'S Sporting Goods' vertical brand apparel, accessories, footwear, and textile-containing hardlines products. It also includes a wide range of Poly and Perfluorinated durable water-repellent (DWR) chemicals also known as PFAS. We continually review the chemicals and requirements of the RSL and update them based on legislation and new potential chemicals of concern.</p> <p>We conduct targeted testing of our vertical brands for these restricted chemicals on a risk-prioritized basis to monitor compliance with the RSL. If we identify a violation of the RSL, we apply a corrective action plan and have the right to impose penalties on the supplier.</p> <p>For more information, please see our <a href="#">Restricted Substances List</a> document and the <a href="#">Product Quality, Safety, &amp; Sustainability</a> chapter of this report.</p>
Product Sourcing, Packaging, and Marketing	CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	<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.</p> <p>By the end of 2022, we transitioned approximately 27% of our stores away from single-use plastic bags to paper. Internally, we have a cross-functional team leading the exploration and implementation of strategies to reduce the impacts of the various types of packaging that we use throughout our value chain. 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 increased the recycled content in our "ship-from-store" packaging to 90%, up 60% from 2021. We piloted a "ship-from-store" fulfillment process that eliminated plastic interior bags (known as poly bags) to wrap merchandise. Based on athlete feedback that shipments arrived undamaged, we rolled the program out to all our stores.</p> <p>For more information, please see the <a href="#">Sustainable Operations</a> chapter of this report.</p>
Activity Metric	CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	Number	<p><b>Retail locations:</b> 853 DICK'S Sporting Goods, Golf Galaxy, Field &amp; Stream, Public Lands, and Going Going Gone! specialty concept stores across 47 states</p> <p><b>Distribution centers (DCs):</b> Five DCs</p> <p>For more information, please see our 2022 <a href="#">Form 10-K</a>, pp. 22-23.</p>
Activity Metric	CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	Square meters (m2)	<p><b>Retail space:</b> 42,600,00 sq. ft.</p> <p><b>DC space:</b> 4,451,000 sq. ft.</p> <p>For more information, please see our 2022 <a href="#">Form 10-K</a>, pp. 23 &amp; 29.</p>

## ENDNOTES

1. As Moosejaw was acquired in 2023, Moosejaw data is not included in this report, as we are only reporting on 2022 data.
2. DICK'S Sporting Goods' fiscal year ends on the Saturday closest to the end of January each year.
3. The total store count of 853 excludes 43 temporary Warehouse Sale store locations as of January 28, 2023. The 43 temporary Warehouse Sale store locations are included in the reporting of GHG emissions and related energy metrics.
4. Technology roles are defined as roles that report up to the chief technology officer and include software engineer, product manager, and UX design.
5. Executive Careers by the Numbers. Make a Play Foundation. <https://makeaplayfoundation.com/who-we-are#60213eda-9f17-4275-834f-29ba3da6b058>
6. "Entry level" is defined as undergraduates with no prior professional experience in their field, participating in internships that feed into full-time, entry-level roles.
7. "Leadership" is defined as any teammate with a direct report.
8. Dialogue circles is a DSG term that refers to facilitated conversations where teammates can gather and discuss a specific topic in a safe and open space.
9. 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. Similarly, assessing unadjusted pay gaps is a vital tool for evaluating and ameliorating the [gender pay](#) differences that exist at companies.
10. Workforce demographic data is as of the end of FY22.
11. In late 2022, we began separating sex and gender identities in our HR systems and inviting teammates to self-identify with more gender identity options. Depending on the volume of voluntary teammate participation in 2023, we may begin to disclose a broader spectrum of gender identities in future data.
12. An independent director is one whom the board affirmatively determines has no material relationship with the company (either directly or as a partner, stockholder, or officer of an organization that has a relationship with the company) and subject to any additional qualifications under the listing standards of the NYSE or the rules of any other applicable regulatory authority.
13. DICK'S Sporting Goods significantly increased in-kind product donations in 2022, resulting in nearly doubling its corporate giving compared to 2021.
14. Youth Sports Facts: Benefits. The Aspen Institute Project Play. <https://www.aspenprojectplay.org/youth-sports/facts/benefits>
15. Harvard Health. Walking for Health. <https://www.health.harvard.edu/exercise-and-fitness/walking-for-health#about-report>
16. Veliz, P., Snyder, M., & Sabo, D. (2019). "The State of High School Sports in America: An Evaluation of the Nation's Most Popular Extracurricular Activity," p. 61. New York, NY: Women's Sports Foundation.
17. This data includes numbers reported to The DICK'S Sporting Goods Foundation by third-party partners who received grants and program support.
18. Whitaker, A.A., Baker, G., Matthews, L.J., McCombs, J.S., & Barrett, M. (2019). "Who Plays, Who Pays? Funding for and Access to Youth Sports." RAND Corporation, pp. 2, 7. <https://doi.org/10.7249/rr2581>.
19. Zarrett, N., Veliz, P.T., & Sabo, D. (2020). "Keeping Girls in the Game: Factors that Influence Sport Participation." New York, NY: Women's Sports Foundation.
20. IPCC, 2023: Summary for Policymakers. In: "Climate Change 2023: Synthesis Report." A Report of the Intergovernmental Panel on Climate Change. Contribution of Working Groups I, II and III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, H. Lee and J. Romero (eds.)]. IPCC, Geneva, Switzerland (in press).
21. Task Force on Climate-related Financial Disclosures (TCFD). (2023). <https://www.fsb-tcfd.org/>.
22. "Recommendations of the Task Force on Climate-related Financial Disclosures." (2017). <https://assets.bbhub.io/company/sites/60/2021/10/FINAL-2017-TCFD-Report.pdf>.

## ENDNOTES, CONTINUED

23. Physical risks: Risks resulting from climate change can be acute or longer-term chronic shifts. Physical risks may have financial implications for organizations such as direct damage to assets and indirect impacts from supply chain disruption.
- Acute physical risks refer to those that are event driven and occur over a relatively short period of time, including increased severity of extreme weather events such as cyclones, hurricanes, or floods.
  - Chronic physical risks occur over a longer period of time (e.g., sustained higher temperatures) that may cause sea-level rise or chronic heat waves.
24. Transition risks: These are risks related to the transition to a lower-carbon economy. These risks are associated with an organization's ability to manage, adapt, and reduce GHG emissions to transition to renewable energy. Transition risks are grouped into the following categories\*:
- Policy & Legal: Implications of changes to climate policy and litigation risks.
  - Technology: Risks related to deploying technology and innovation to support the transition to a lower-carbon, energy-efficient economic system.
  - Market: Risks related to shifts in supply and demand for certain commodities, products, and services that are impacted due to climate change.
  - Reputation: Reputational risk associated with an organization's efforts to mitigate and adapt to climate change.
- \*Climate Risks and Opportunities Defined | U.S. Environmental Protection Agency (EPA). (2022). <https://www.epa.gov/climateleadership/climate-risks-and-opportunities-defined>
25. While longer term risks were included in the analysis, we are only prioritizing those that are in the short and medium term and we are only including prioritized risks in this disclosure.
26. Data is reported in calendar year.
27. The [Higg Index](#), exclusively licensed by [Worldly](#), is a platform that enables us to collect environmental and social data from our Tier 1 and Tier 2 vendors in order to better understand, measure, and manage our impact.

28. Tier 1 suppliers include Final Assembly & Export Factories.
29. We used average cubic feet of previous vs. current shipments captured by our warehouse management system and estimated mileage from our vendor to our DC to estimate before and after results. This analysis only includes full truckloads with single stops.
30. All data is rounded to the nearest whole number.
31. Certain units and categories have been changed from previous years' reporting to better align with GHG emissions categories and standardized data from multiple sources.
32. In 2021, we updated our GHG inventories to include fugitive emissions associated with the refrigerants used to cool our facilities. Emissions reported in playbooks prior to the 2021 Purpose Playbook 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.
33. Scope 3 emissions data is reported in calendar year 2022, except for Downstream Transportation & Distribution data, which is reflective of fiscal year 2022. For 2022, we were able to aggregate a more complete logistics dataset as compared to 2021, which results in certain non-comparable datasets and limits the usefulness of year-over-year comparisons. We are evaluating additional Scope 3 emissions across all 15 categories, and we will continue to share as more comprehensive and complete Scope 3 data becomes available.
- Upstream Transportation & Distribution encompasses emissions resulting from transporting products from suppliers to DSG as well as transport between DSG distribution centers and stores prior to sale.
  - Downstream Transportation & Distribution encompasses emissions resulting from the transporting of products to athletes after point of sale, i.e. home delivery by third party providers. DSG is currently evaluating the full scope of our Downstream Transportation & Distribution impact. It does not include on demand delivery at this time.
34. As of 2022, our waste data will be reported in calendar year. Historical waste data will continue to be reported in fiscal year.

## ENDNOTES, CONTINUED

35. In order to estimate the number of cars removed from the road, we calculated the emissions of our recycled material if it had gone to landfill and took the difference between this value and the value of emissions for that same material being recycled. We then took this avoided emissions number and converted it to the passenger car equivalent emissions/year using an [EPA factor](#). According to the EPA, a typical passenger vehicle emits around 4.6 MT of CO<sub>2</sub>/year.
36. “In-scope” refers to those factories producing for DICK’S Sporting Goods’ vertical brands (e.g., Alpine Design, CALIA, DSG, ETHOS, Fitness Gear, MAXFLI, Nishiki, Quest, Top-Flite, VRST, Walter Hagen, etc.) that are not part of the Better Work program but are identified as high-risk countries or at risk due to other factors, as well as audited by the DICK’S Compliance Team or third parties commissioned by DICK’S. Initial and annual audits are semi-unannounced. The company defines “semi-unannounced” in our Global Sourcing Compliance Guidelines as DICK’S Sporting Goods or designated third party auditors will contact factories to schedule a two-week window and will subsequently arrive unannounced within that two-week window to conduct the social compliance audit. Significant penalties for denied access will be enforced.
37. Self-governed factories are subject to a separate verification process.
38. A diverse-owned business is a business that is majority (at least 51%) owned, operated, managed, and/or controlled by a diverse person or persons. ‘Diverse’ is defined as women, LGBTQ+, veterans, persons with disabilities and/or Black, Indigenous and People of Color. For more information please see our [supplier diversity website](#).
39. The RSL provides DICK’S Sporting Goods vendors and partners with a list of Restricted Substances which have been classified or identified by governmental, academic research to cause human health hazard or negative environmental impact, that are restricted from DICK’S Sporting Goods products according to the guidelines provided.
40. Vendor-sourced fabrics are fabrics that are not nominated by DICK’S Sporting Goods but rather directly sourced by the vendor.



# GLOSSARY

ACRONYM	TERM DEFINED
BCI	Better Cotton Initiative
BIPOC	Black, Indigenous, and People of Color
BSCI	Business Social Compliance Initiative
CDP	Carbon Disclosure Project
CMiA	Cotton Made in Africa
CSC	Customer Support Center
DCs	Distribution Centers
DE&I	Diversity, Equity, & Inclusion
DWR	Durable Water-Repellent
ERM	Enterprise Risk Management
ESG	Environmental, Social, and Governance
FEM	Facility Environmental Module
FSC	Forest Stewardship Council
FSLM	Facility Social and Labor Module
GHG	Greenhouse Gas Emissions
GOTS	Global Organic Textile Standard
GRI	Global Reporting Initiative
GRS	Global Recycled Standard
HBCUs	Historically Black Colleges and Universities
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, and Queer and/or Questioning

ACRONYM	TERM DEFINED
MAP	Make A Play Foundation
MASD	McKeesport Area School District
MT	Metric Ton
NGO	Nongovernmental Organization
PFAS	Per- and Polyfluoroalkyl Substances
PFCs	Perfluorinated Polyfluorinated Chemicals
RCS	Recycled Claim Standard
RDS	Responsible Down Standard
REEL	Responsible Environment Enhanced Livelihoods
RMI	Responsible Minerals Initiative
ROC	Regenerative Organic Certified
RSL	Restricted Substances List
RWS	Responsible Wool Standard
SAC	Sustainable Apparel Coalition
SASB	Sustainability Accounting Standards Board
SLCP	Social Labor Convergence Program
TCFD	Task Force for Climate-related Disclosures
TE	Textile Exchange
TRF	Teammate Relief Fund
TRGs	Teammate Resource Groups