

# 2022 SUSTAINABILITY PERFORMANCE SUMMARY

## OUR APPROACH

At DICK'S, we understand the important role we must play in taking care of the planet and its people. By inspiring our teammates and engaging with our athletes, we are determined to change the game for good. Our [2022 Purpose Playbook](#) reflects our commitment to addressing sustainability issues and outlines how our strategy is integrated into all aspects of our organization.



### LEVELING THE PLAYING FIELD: Create an inclusive, equitable, diverse, and safe workplace where teammates can thrive.

#### Goals and Progress

<b>ACHIEVED</b>	Maintain a median gender pay ratio of 100%*
<b>ACHIEVED</b>	Achieve 50% BIPOC and/or women for entry-level hires for technology by 2025 (since 2019)*
<b>IN PROGRESS</b>	Increase BIPOC representation in leadership roles by 30% by 2025 (since 2020)
<b>IN PROGRESS</b>	Increase overall representation of women in store leadership to 40% by 2025 (since 2020)

#### Approach

- We have robust [DE&I](#) programs focused on training and [empowerment](#).
- We enlist partners in the recruiting process to reach a diverse candidate [pool](#).
- We have a [zero-tolerance stance](#) on acts of racism and discrimination in our company.
- We distributed approximately \$500,000 to more than 350 teammates through our [Teammate Relief Fund](#).
- We conduct annual [pay-equity reviews](#).
- We keep our teammates healthy and happy with [comprehensive benefits](#), including our [Team Wellness program](#), and [professional development programs](#).



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

#### Goals and Progress

<b>IN PROGRESS</b>	Provide two million young people from under-resourced communities with the opportunity to play sports by 2024 (since 2019)
<b>IN PROGRESS</b>	Achieve \$300 million in annual spend with diverse suppliers by 2025 (Including both direct (Tier 1) and indirect (Tier 2) suppliers)

#### Approach

- We seek to grow participation in youth sports through [philanthropic](#) and [community support](#). In 2022, we provided [more than \\$44 million](#) in community and corporate [grants, sponsorships and donations](#).
- We developed a first-of-its-kind partnership between The DICK'S Sporting Goods Foundation and the [McKeesport Area School District \(MASD\)](#) to co-design an entirely new school model — [United at Twin Rivers](#) — focused on building health minds, bodies and relationships.
- We [expand economic opportunities](#) in the communities where we operate, through education, working with diverse suppliers, partnerships, and development programs.



### RAISING THE BAR: Provide athletes with innovative, responsible products.

#### Goals and Progress

<b>IN PROGRESS</b>	Attain 100% participation of owned vertical brands, in the Sustainable Apparel Coalition (SAC) Higg Facility Environmental Module (FEM) by 2025
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#### Approach

- In 2022, we collected and verified baseline [environmental data](#) for select, in-scope vertical brand suppliers for the first time using the SAC Higg FEM.
- We continue to pursue more [sustainable products](#) and increase the sourcing of materials with [sustainable attributes](#).
- We work with our vendors to ensure our products are [processed](#) and made in facilities that meet our [high ethical, social and environmental compliance standards and policies](#).
- We are [supporting and investing](#) in entrepreneurs through [DSG Ventures](#), 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.



### PROTECTING OUR HOME COURT: Address our environmental footprint as responsible stewards of the planet.

#### Goals and Progress

<b>IN PROGRESS</b>	Reduce greenhouse gas (GHG) emissions for DICK'S Sporting Goods' operations by 30% by 2030 (versus our 2016 baseline)
<b>IN PROGRESS</b>	Eliminate all single-use, point-of-sale plastic bags in all stores by 2025

#### Approach

- We have [publicly reported on greenhouse gas](#) (GHG) emissions since 2018.
- In 2022, we conducted our first in-depth [climate-risk assessment](#) aligned to TCFD standards to explore both physical and transitional risks and their impacts to the business.
- We continued implementing [energy-efficiency initiatives](#), completing over 600 projects in more than 400 stores — contributing to a 6% reduction in electricity consumption at stores compared to 2021.
- 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 transitioned [approximately 27%](#) of our stores away from single-use plastic bags, implemented paper bags in certain retail locations, and piloted reusable bag options in conjunction with [The Closed Loop Partners — Beyond the Bag Consortium](#).

#### DICK'S SPORTING GOODS RESOURCES:

[2022 Purpose Playbook \(GRI, SASB\)](#)

[Policies and Reporting](#)

[Sideline Reports](#)

[Supplier Diversity](#)

[2022 Business Highlights](#)