DICK'S SPORTING GOODS, INC.

Board of Directors
Corporate Governance Guidelines

As Amended September 17, 2025

DICK'S SPORTING GOODS, INC.
CORPORATE GOVERNANCE GUIDELINES

The following Corporate Governance Guidelines (the "Guidelines") have been adopted by the Board of Directors (the "Board") of DICK'S Sporting Goods, Inc. (the "Company") to assist the Board in the exercise of its duties and responsibilities and to serve the best interests of the Company. These Guidelines reflect the Board's commitment to monitor the effectiveness of policy and decision making both at the Board and management level, with a view to achieving strategic growth of the Company while enhancing stockholder value over the long term. These Guidelines should be interpreted in the context of all applicable laws, the Company's charter documents and other governing legal documents and the Company's policies. The Guidelines are intended to serve as a flexible framework within which the Board may conduct its business and not as a set of legally binding obligations. The Guidelines are subject to modification from time to time by the Board as the Board may deem appropriate in the best interests of the Company and its stakeholders or as required by applicable laws and regulations.

A. Board Membership Matters

1. Selection of New Director Candidates

The Board is responsible for nominating members for election to the Board and for filling vacancies on the Board that may occur between annual meetings of stockholders. The Governance and Nominating Committee is responsible for identifying, screening and recommending candidates to the Board for Board membership. When formulating its Board membership recommendations, the Governance and Nominating Committee may also consider any advice and recommendations offered by the Executive Chair and Lead Director.

Any director candidates nominated by the stockholders in accordance with the Company's By-laws and the rules and regulations of the Securities and Exchange Commission (SEC) will be considered by the Governance and Nominating Committee for recommendation.

The invitation to join the Board should be extended on behalf of the Board by the Executive Chair.

2. Board Membership Criteria

There are certain minimum qualifications for Board membership that Director nominees should possess, including independence, accountability, integrity, areas of experience, sound judgment in areas relevant to the Company's businesses, unique background and experience in different substantive areas such as retail operations; industry experience and sports and athletic culture; digital/eCommerce; strategic planning; supply chain and operations; marketing and brand management; technology; real estate; human capital management; mergers and acquisitions; risk management, cybersecurity and privacy, legal and regulatory compliance; corporate responsibility and sustainability; accounting and finance; philanthropy and non-profits; public relations and social media; climate; artificial intelligence; and a willingness to commit sufficient time to the Board, all in the context of an assessment of the perceived needs of the Board at that point in time. Each Board member is expected to ensure that other existing and planned future commitments do not materially interfere with his or her service as a director. The Governance and Nominating Committee is responsible for reviewing with the Board, on an annual basis, the criteria it believes appropriate for Board membership.

3. Size of the Board

The Board believes that a size of no less than five and no more than 13 directors is appropriate. This range allows for sufficient uniqueness of experience without diminishing individual accountability or effective discussion. The Board may consider increasing the size, including to accommodate the availability of an outstanding candidate for Board membership.

The Governance and Nominating Committee shall review the size of the Board annually, and from time to time may recommend to the Board changes to the size of the Board that are most effective in relation to future operations.

4. Board Composition and Independence

Independent Directors. A majority of the Board members shall qualify as independent directors (the "Independent Directors") under the requirements of the New York Stock Exchange (the "NYSE") and any other applicable regulatory authority.

The Board shall review annually the relationships that each director has with the Company (either directly or as a partner, stockholder or officer of an organization that has a relationship with the Company). Following such annual review, only those directors whom the Board affirmatively determines have 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) will be considered Independent Directors, subject to any additional qualifications under the listing standards of the NYSE or the rules of any other applicable regulatory authority.

Each Independent Director who experiences a change in circumstances that could affect such director's independence should deliver a notice of such change to the Corporate Secretary.

Management Directors. The Chief Executive Officer should serve on the Company's Board. While the Board is willing to consider other members of management, in addition to the Chief Executive Officer, as directors, Board membership is not necessary or a prerequisite to any higher management position in the Company.

5. Term Limits

After due consideration, the Board does not believe it should establish term limits. While term limits could help ensure that fresh ideas and viewpoints are available to the Board, they hold the disadvantage of losing the contribution of directors who have been able to develop, over a period of time, increasing insight into the Company and its operations and, therefore, provide a more valuable contribution to the Board as a whole.

As an alternative to term limits, the Governance and Nominating Committee, in consultation with the Executive Chair, will review each director's continuation on the Board near the end of such director's existing term. In evaluating the continued service of existing directors, the Governance and Nominating Committee will assess the needs of the Board and the contributions and qualifications of the individual, including the results of self-evaluations and his or her ability to make contributions after a significant change in personal or professional circumstances and board service on other public companies. This process also allows each director to confirm his or her desire to continue as a member of the Board.

6. Board Oversight and Director Duties and Responsibilities

It is the duty of the Board, whether directly or through its committees, to oversee the business and affairs of the Company and management's performance to ensure that the Company operates in an effective, efficient and ethical manner in order to produce value for the Company's stockholders. The Board also evaluates the Company's overall strategy, including matters related to corporate responsibility and sustainability issues, and monitors its performance against its plans and against the performance of its peers.

Additionally, the Board is responsible for oversight of strategic, financial and execution risks and exposures associated with the Company's business strategy, policy matters, significant litigation and regulatory matters, corporate responsibility and sustainability initiatives, and other current matters that might present material risk to the Company's financial performance, operations, infrastructure, plans, prospects or reputation, acquisitions and divestitures.

The basic responsibility of a director is to exercise his or her business judgment and act in what he or she reasonably believes to be in the best interests of the Company. A director is also expected to spend the time and effort necessary to properly discharge such director's duties and responsibilities. Accordingly, each director is expected to rigorously prepare for (including the review of materials received in advance of meetings), attend, and participate in all Board and applicable committee meetings, and keep current with issues and policy decisions facing global businesses. A director who is unable to attend a meeting is expected to notify the Executive Chair or the chair of the appropriate committee in advance of such meeting.

Each director is expected to attend the Company's annual meeting of stockholders.

7. Conflicts of Interest

Non-management directors are expected to avoid any action, position or interest that conflicts with an interest of the Company, or gives the appearance of conflict. If an actual or potential conflict of interest develops, the director should immediately report the matter to the Executive Chair and the Chair of the Governance and Nominating

Committee for evaluation and consistent with the requirements of the Directors' Code of Ethics and Business Conduct.

If a director has a personal interest in a matter before the Board, the director shall disclose the interest to the Board, excuse himself or herself from the participation in the matter, and shall not vote on the matter.

8. Material Changes in Job Position or Responsibilities

A director who changes employers or whose job responsibilities materially change (including retirement) from those held in either case when he or she was last elected to the Board shall offer his or her resignation to the Governance and Nominating Committee, contingent on acceptance of such resignation by the Board. The Board does not believe that each case of retirement or material change in job responsibilities should cause a director to leave the Board. However, there should be an opportunity for the Board, through the Governance and Nominating Committee, to review the continued appropriateness of Board membership under the circumstances, and the affected director shall be expected to act in accordance with the Governance and Nominating Committee's recommendation.

9. Other Directorships and Activities

The Company values and appreciates the experience and leadership directors bring from other boards on which they serve, but the Company also recognizes the time commitment and demands on directors from such other board service. Any director seeking to join the board of another public company should take all reasonable steps to notify the Executive Chair and Corporate Secretary in advance of accepting such directorship to allow the Company a reasonable opportunity to assess the director's continued independence, potential conflicts of interest, and other issues raised by the prospective board and committee appointments. If the facts and circumstances surrounding service on another board changes, including facts that create an actual or apparent conflict of interest or that raise confidentiality concerns, the director shall inform the Executive Chair and Corporate Secretary.

Management directors shall serve on no more than one other public company board and must notify and obtain approval from the Executive Chair prior to joining the board of another public company. The management director's continued service on such board shall be subject to the discretion of the Executive Chair. All directors should continually assess current and future commitments, including service on other boards, to ensure those commitments do not interfere with service on the Company's board of directors. Directors are encouraged to limit the number of other boards on which they serve. No director should serve on the board of more than two other public companies without the approval of the full Board.

10. Former Chief Executive Officer's Board Membership

The Board believes that whether a former Chief Executive Officer should serve as a director is a matter to be decided in each individual instance. Whether the former Chief

Executive Officer continues to serve on the Board shall be discussed with the new Chief Executive Officer and the Board at the time such circumstance arises.

11. Director Orientation and Continuing Education

Each newly-appointed or elected director is expected to participate in the Company's orientation program. Current board members will also be invited to attend the orientation programs for the newly-appointed or elected directors. This orientation program shall include presentations by senior management to familiarize new directors with the Company's business, strategic plans, significant financial, accounting, and risk management issues, conflicts policies, compliance programs, these Guidelines, principal officers, internal auditing function, and independent public accountants (the "Outside Auditors").

The Board believes that ongoing education is important for maintaining a current and effective Board. Accordingly, the Board encourages directors to participate in ongoing education, and expects each director to maintain a level of expertise necessary to perform his or her responsibilities as a director, including through the participation in continuing education programs deemed appropriate by the director or the Board.

12. Board Compensation

The Board believes that a meaningful portion of director compensation should be in the form of the Company's capital stock to directly correlate directors' and stockholders' economic interests.

Management (with the assistance of outside experts, if necessary) shall report at least annually to the Compensation Committee on the status of Board compensation relative to other U.S. companies of comparable size, industry and complexity. Such review also shall include a review of both direct and indirect forms of compensation to the Company's directors, including any charitable contributions by the Company to organizations with which a director is affiliated and any consulting or other arrangements between the Company and a director.

Changes in Board compensation, if any, shall come upon the recommendation of the Compensation Committee, with full discussion and concurrence by the Board.

Directors on the Audit Committee shall not receive any compensation from the Company other than director fees (including fees paid for service on Board committees).

Management directors shall not receive additional compensation for their services as directors.

B. Board Structure, Operations and Meetings

1. Selection of Chair, Chief Executive Officer, and Lead Independent Director

The Company's By-laws, which the Board may amend as particular circumstances warrant, provide for the designation of a Chair and a Chief Executive Officer for the Company. The Board does not have a formal policy with respect to separating the roles of Chair and Chief Executive Officer and retains the flexibility to adopt the structure it believes to be in the best interests of the Company. The Board shall annually review the structure, taking into consideration the facts and circumstances then present, including the Company's status as a controlled company and the best interests of the Company and its stockholders at the time.

The Board also will annually elect a lead independent director (the "Lead Director") when the roles of Chair and CEO are held by the same person or the person serving in the role of Chair is not independent. Notwithstanding the above, the Board, in its sole discretion, may appoint or remove the Lead Director at any time.

In the event of the Chair's absence or unavailability, the Lead Director, in consultation with the Chief Executive Officer, shall fulfill the responsibilities of the Chair as set forth in these Guidelines. The Board will further establish the responsibilities of the Lead Director, and the Governance and Nominating Committee will review the Lead Director responsibilities, from time to time, and may recommend changes to such responsibilities.

2. Selection of Agenda Items for Board Meetings

The Executive Chair, in consultation with the Chief Executive Officer, shall establish the agenda for each Board meeting. The Secretary shall distribute agendas sufficiently in advance of each meeting to ensure that Board members are apprised of the principal matters to be considered.

Each Board member may recommend agenda items and is encouraged to raise at any Board meeting subjects that are not on the agenda for that meeting.

3. Distribution of Board Materials

Information is critical to the Board's understanding of the Company's business and essential to prepare Board members for productive meetings. Board materials relevant to each meeting shall, to the extent practicable, be distributed to the Board sufficiently in advance of the meeting to permit prior review by the directors. Management shall provide relevant information and shall make every effort to provide materials that are brief and concise.

4. Presentations

To conserve meeting time and focus deliberations, presentations on specific subjects shall be distributed to Board members in advance unless the subject matter is deemed to be too sensitive. When there is no prior distribution of a presentation on a sensitive subject, (i) each Board member shall be advised in advance of the meeting of the subject and the principal issues to be considered and (ii) the Board shall be provided ample time to deliberate on any action to be taken with respect to such sensitive issues.

5. Attendance of Non-Directors at Board Meetings

The Board concurs that, at the discretion of the Executive Chair, senior officers of the Company may attend Board meetings or appropriate portions thereof. In addition, the Executive Chair, in consultation with the Chief Executive Officer, may, as particular circumstances warrant, invite other members of management to attend Board meetings or appropriate portions thereof.

Furthermore, the Board encourages the continuation of management's long-standing practice of including managers from time to time at Board meetings so that: (a) such managers may provide additional insight into the items under discussion by the Board, or make presentations to the Board, on matters that involve the manager; or (b) the Board may further evaluate such managers for their future potential as leaders of the Company.

6. Executive Sessions of the Board

The non-management directors will meet privately in regularly scheduled executive sessions, at least twice a year, without the presence of any management. The Lead Director (or if not available, another independent director) shall preside at such executive sessions. The Company shall disclose the manner in which a non-management director is chosen to preside at executive sessions in the Company's annual proxy statement.

Any interested parties desiring to communicate with the presiding non-management director or non-management directors as a group regarding the Company may send mail to the attention of the Company's Corporate Secretary.

7. Board Access to Management and Independent Advisors

Board members shall have complete access to management and the Company's outside advisors.

Board members will use judgment to ensure that such access is not distracting to the business operations of the Company and that the Executive Chair is appropriately advised of any such access.

The Board may retain and have access to, as necessary and appropriate, independent advisors of its choice with respect to any issue relating to its activities.

8. Board Interaction with Institutional Investors, the Press, Customers, Etc.

The Board believes that management speaks for the Company. While individual Board members may, from time to time, meet or otherwise communicate with various constituencies that are involved with the Company, it is expected that Board members would do this with the knowledge of management and, absent unusual circumstances, only at the request of management. Directors should refer all inquiries from institutional investors, analysts, the press or customers to management in accordance with the Company's disclosure policy.

If comments from the Board are appropriate, they should, in most circumstances, come from the Executive Chair.

9. <u>Assessing the Performance of the Board</u>

The Governance and Nominating Committee, using such resources or methods as it determines appropriate, including surveys of individual directors as to their observations, shall oversee and report annually to the Board an assessment of the Board's performance. This assessment shall be of the Board's contribution as a whole.

The Board shall conduct an annual self-evaluation to assess the efficiency and efficacy of it and its committees.

C. Board Committees

1. <u>Committees</u>

The Board shall have at least the three following standing committees: the Governance and Nominating Committee, the Audit Committee and the Compensation Committee. The Board has the flexibility to form a new committee or disband a current committee, depending on circumstances.

Only Independent Directors shall serve on the Audit and Compensation Committees, and shall meet the additional independence qualifications as may be applicable to Audit Committee or Compensation Committee members, including under Section 10A(m) of the Securities Exchange Act, the listing standards of the NYSE and the rules of any other applicable regulatory authority. In addition, a member of the Audit Committee shall not serve on the Audit Committee of more than two other public companies, unless the Board determines that such simultaneous service would not impair the member's ability to effectively serve on the Audit Committee, which determination will be disclosed in the Company's annual proxy statement.

Each committee shall have the duties and responsibilities that are set forth in its respective charter, each of which shall be provided on the Company's website. Each committee is expected to regularly report to the full Board to allow the full Board to take actions that are necessary, appropriate and in the best interests of the Company.

Each committee shall be led by a committee chair, who shall be appointed by the Board annually based upon the recommendations of the Governance and Nominating Committee.

2. <u>Assignment and Rotation of Committee Members</u>

The Board, after consultation with the Executive Chair and upon the recommendation of the Governance and Nominating Committee, designates the members of the committees, taking into account their particular experience and knowledge of the Company and the preferences of individual Board members.

While rotating committee members should be considered periodically, the Board does not believe rotation should be mandated because significant benefits are attributable to continuity, experience gained in service on particular committees, and utilizing most effectively the individual talents of Board members.

3. Frequency and Length of Committee Meetings

The chair of each committee, in consultation with its members and the appropriate officers, shall determine the frequency and length of the meetings of the committee as set forth in each committee's charter.

The schedule for each committee's meetings shall be distributed annually to the directors by July for the ensuing calendar year.

4. Committee Agenda and Reports

The chair of each committee, taking into account recommendations of committee members and in consultation with the appropriate officers, shall establish the agenda for each committee meeting.

Minutes of each committee meeting shall be provided to each Board member to assure that the Board remains fully apprised of topics discussed and actions taken. The chair of each committee also shall report regularly at Board meetings on committee matters.

D. Performance Evaluation and Management Succession

The Board is responsible for selecting, evaluating the performance of, and planning for succession with respect to the Chief Executive Officer. As may be requested by the Chief Executive Officer, the Board also shall consider policies, principles, and strategies relating to the selection, performance evaluations, and succession planning of other key employees.

E. Company Principles

1. Code of Ethics and Business Conduct

The Board has adopted a Director Code of Ethics and Business Conduct and an Associate Code of Ethics and Business Conduct, which are available on the Company's website: www.investors.dicks.com. Any waiver of either of the codes for a director or executive officer shall promptly be disclosed on the Company's website, and shall otherwise be disclosed as required by the Securities and Exchange Commission and other regulatory bodies.

2. <u>Corporate Governance Guidelines</u>

These Guidelines have been developed by the Governance and Nominating Committee and recommended, as amended, to the Board for approval. These Guidelines shall be posted on the Company's website: www.investors.dicks.com. The Governance and Nominating Committee shall review these Guidelines on an annual basis and implement, amend and modify these Guidelines as desired, but at all times as necessary to comply with applicable regulatory requirements.