

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,



A handwritten signature in black ink that reads "Lauren Hobart".

Lauren Hobart
President and CEO