



LETTER FROM PRESIDENT AND CEO LAUREN HOBART

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

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

We drove meaningful progress on our climate plan.

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

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

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

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

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

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

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

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

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

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

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

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

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

A workforce that makes things happen.

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

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

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

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

Sincerely,



Lauren Hobart
President and CEO

