

DICK'S Sporting Goods, Inc.
2024 Annual Meeting of Stockholders Q&A
June 12, 2024

Below are answers to questions that we received during the DICK'S Sporting Goods 2024 Annual Meeting of Stockholders that were submitted in accordance with the Annual Meeting Rules of Conduct and were not addressed at the Annual Meeting. We removed the names of individuals. All responses are provided as of June 18, 2024, unless otherwise noted.

- 1. The company has in place a plurality vote standard for the election of directors which virtually assures the election of all board nominees. Has or will the board consider the adoption of the more demanding majority votes standard that is prevalent in the market.**

A plurality voting standard for the election of directors is the default standard under Delaware law. We believe that deviating from this standard is unnecessary at this time. Our Governance and Nominating Committee, which regularly reviews and evaluates our corporate governance practices, will continue to periodically review the appropriate voting standard for the election of our directors.

- 2. What changes have you made to recruit more employees?**

We have a robust recruitment strategy that includes our career site, active recruitment efforts at job fairs and campus events as well as job postings on a wide variety of job boards. In addition, for the fourth year in a row, DICK'S has been recognized as a Great Place to Work which helps us attract and hire more employees. Annually, we hire more than 50,000 employees.

The responses provided above to the stockholder questions received in connection with the Annual Meeting contain forward-looking statements made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical or current facts made in this document are forward-looking. Forward-looking statements can be identified as those that may predict, forecast, indicate or imply future results or performance and by forward-looking words such as "believe", "anticipate", "expect", "estimate", "predict", "intend", "plan", "project", "goal", "will", "will be", "will continue", "will result", "could", "may", "might" or any variations of such words or other words with similar meanings. These statements are subject to risks and uncertainties and change based on various important factors, many of which may be beyond the Company's control. Forward-looking statements should not be relied upon by investors as a prediction of actual results. Risks and uncertainties that could cause our actual results to differ from management's expectations are described in our filings with the Securities and Exchange Commission ("SEC"), including the most recent Annual Report filed with the SEC on March 28, 2024 and our Quarterly Report filed with the SEC on May 30, 2024. The Company disclaims and does not undertake any obligation to update or revise any forward-looking statement in the responses above, except as required by applicable law or regulation. Forward-looking statements included in the responses above are made as of June 18, 2024, unless otherwise noted.