

DICK'S Sporting Goods, Inc.
2025 Annual Meeting of Stockholders Q&A
June 11, 2025

Below are answers to questions that we received during the DICK'S Sporting Goods 2025 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 17, 2025, unless otherwise noted.

- 1. We noticed that Dick's has removed references to DEI from its website. Thank you for this prioritization of merit over non-fiduciary activism. Would Dick's confirm to its shareholders that it does not use racial/gendered quotas in its corporate policies?**

DICK'S does not use quotas in its policies. DICK'S is an Equal Opportunity employer and has a long-standing commitment to treating teammates equally and to complying with the full range of applicable laws regarding fair employment practices and non-discrimination. Our Code of Ethics and Business Conduct reflects our commitment to building ethical, professional and meaningful relationships with our customers (whom we refer to as athletes), our teammates, vendors, stockholders, and communities. We seek to develop and enhance talent systems that support equal access to employment and career growth opportunities.

We are proud of our culture, which we consider to be a strategic differentiator and source of our Company's success. Our culture is created by the teammates who work for us, the athletes who shop with us, and the stockholders who invest with us. We will continue to do what we have done for the last 75+ years – endeavor to hire the best teammates, level the playing field for all, treat others with dignity and respect, and enhance our teammates', athletes' and stockholders' lives. We do this consistent with all our legal obligations, including as an Equal Opportunity Employer.

- 2. The calculation of the CEO Compensation Actually Paid total in the Pay Versus Performance Table for the past several years can dramatically differ from the CEO Total Compensation amount in the Summary Compensation Table. How does the Compensation Committee use the Compensation Actually Paid total compensation figures in its calculation of the CEO target total compensation award for the upcoming year.**

We do not typically consider the Compensation Actually Paid figures in calculating our CEO target total compensation for the year. The two compensation figures are quite different based on the definition of the Compensation Actually Paid (CAP). The CAP takes the summary compensation table total and backs out the equity value, which reflects what was granted within the year. Then, it adds back in the value of all unvested equity awards at the current market value. This number can vary meaningfully year over year and may not be representative of the value the executive realizes upon vesting.

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 27, 2025 and our Quarterly Report filed with the SEC on June 9, 2025. 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 17, 2025, unless otherwise noted.