2020 PURPOSE PLAYBOOK



EVERY SEASON STARTS AT DICK'S SPORTING GOODS.

OUR BELIEF

We believe that sports make people better.

OUR MISSION

We create an inclusive environment where passionate, skilled, and diverse teammates thrive.

We create and build leading brands that serve and inspire athletes.

We make a lasting impact on communities through sport.

We deliver shareholder value through growth and relentless improvement.

OUR COMMON PURPOSE

We create confidence and excitement by personally equipping all athletes to achieve their dreams.





TABLE OF CONTENTS

04 INTRODUCTION

Business Highlights

Letter from President and CEO Lauren Hobart

Letter from Chief Communications and Sustainability Officer Peter Land

Our Approach to Sustainability

Our Goals

Material Topics

Stakeholder Engagement

COVID-19 Response

13 LEVELING THE PLAYING FIELD

27 CLEARING HURDLES

38 RAISING THE BAR

49 PROTECTING OUR HOME COURT

About This Report

2020 Global Reporting Initiative (GRI) Index

BUSINESS HIGHLIGHTS

Established in 1948, DICK'S Sporting Goods is a leading omnichannel sporting goods retailer offering an extensive assortment of authentic, high-quality sports equipment, apparel, footwear, and accessories. Headquartered in Pittsburgh, DICK'S also owns and operates Golf Galaxy and Field & Stream specialty stores, as well as GameChanger, a youth sports mobile app for scheduling, communications, live scorekeeping, and video streaming.

OPERATIONS AND SUPPLY CHAIN

Headquarters

345 Court Street, Coraopolis, PA 15108

- Approximately 50,000 employees, whom we call teammates
- Five distribution centers (DCs)
- More than 850 total stores in 47 states



730 DICK'S Sporting Goods stores



98 Golf Galaxy stores



21 Field & Stream stores

2020 FINANCIALS

$9.6 BILLION

in fiscal year 2020 sales ($3.8B e-commerce)

$29,836,403

in community and corporate grants, sponsorships, and donations

New customers, whom we call athletes, are shopping with us in record numbers — **8.5 million new athletes added in 2020**, with 1 in 4 under 30 years old

CORPORATE GOVERNANCE

- DICK'S stockholders elect members to our board of directors.
- DICK'S board maintains three committees:
  - Compensation
  - Audit
  - Governance and Nominating
- For more information, read:
  - DICK'S Sporting Goods 2020 Annual Report
  - DICK'S Corporate Governance Guidelines
  - DICK'S 2021 Proxy Statement, Corporate Governance section

LETTER FROM PRESIDENT AND CEO LAUREN HOBART

There's no denying that 2020 tested all of us beyond measure — from the devastating impacts of the COVID-19 pandemic to the social unrest linked to the racial inequalities that exist in our country. Despite these challenges, I was inspired by how our team rose to the occasion.

Our company is built on the belief that sports make people better and that doing what's right is ultimately what makes us successful. These values have been ingrained in our business since our founding in 1948 and were carried forward and reinforced for the last 35 years by our Executive Chairman Ed Stack, who built DICK'S Sporting Goods from just two stores to what it is today.

We leaned into those beliefs in 2020 and found strength in our ability to evolve and work in new ways as a team. We reinvented parts of the business and established protocols and procedures to provide a safe shopping experience for athletes and teammates. We embraced our culture and kept our focus on caring for our teammates both when times were bleak and when they improved. Recognizing that youth sports programs were being cut back and disproportionately impacting low-income communities, we donated $30 million to The DICK'S Sporting Goods Foundation to help support more kids, teams, and leagues and to ensure that those programs were still in place and strong upon return.

We have always felt a tremendous sense of responsibility to our teammates and to the communities we serve. What we witnessed in 2020 is that this dedication to each other, to our athletes, to our business, and to our communities is a deep-seated core value inside our organization and is a source of pride for our entire leadership team.

COMMITMENT TO OUR TEAMMATES

Our team, approximately 50,000 strong, worked diligently to create a safe shopping experience for our athletes, whether they shopped in store, online, or picked up at curbside. Our ability to operationalize curbside pickup in two days is a testament to our determined and high-performing culture.

To show our appreciation for all our hardworking and dedicated store and distribution center (DC) teammates, we implemented a premium pay program starting in mid-April of 2020. We will continue to focus on supporting our teammates because they really are the heart of our company.

COMMITMENT TO INCLUSION AND DIVERSITY (I&D)

As the year unfolded, we had conversations around race that catalyzed internal change. To further our commitment to I&D, DICK'S signed the CEO Action for Diversity & Inclusion pledge and the Outdoor CEO Diversity pledge. In stores, we strengthened our zero-tolerance stance against discrimination and delivered over 100,000 hours of anti-racism and discrimination bias training. In this year's Purpose Playbook, we are rolling out new I&D goals for the organization and publishing new data on the composition of our workforce.

COMMITMENT TO YOUTH SPORTS

The DICK'S Sporting Goods Foundation continues to prioritize access to youth sports for all, focusing on helping under-resourced communities. Efforts in 2020 included The Foundation's customized Sports Matter Giving Truck, which provided much-needed gear to 10,000 kids in eight cities. We also launched several programs and initiatives to help female athletes make strides on and off the field. These efforts ladder up to our commitment to give 1 million kids the chance to play by 2024.

COMMITMENT TO OUR PLANET

We announced a commitment to remove all single-use, point-of-sale plastic bags from our stores by 2025. We understand our responsibility to minimize our environmental footprint. Our new climate agenda and goals are outlined in the "Protecting Our Home Court" section of this report.

Now more than ever, people are looking to the business community for energy and action in solving some of the world's most pressing issues. We will continue to expand our focus to include a greater emphasis on environmental, social, and governance (ESG) issues. I am enthusiastic about what we can accomplish. None of it will be easy, but all of it is possible because of our teammates' extraordinary efforts and passion. I want to thank all of them for their performance and persistence in 2020 and into the future.





Lauren Hobart
President and CEO

LETTER FROM CHIEF COMMUNICATIONS AND SUSTAINABILITY OFFICER PETER LAND

“Game On” is the rallying cry we’ve established for our sustainability program. It reflects the competitive spirit that fills our halls and our collective willingness to take on significant challenges. The platform will be incorporated into our communications to raise awareness of our efforts and inspire our teammates and athletes to play a role and engage with our communities. We know that meaningful actions around environmental, social, and governance (ESG) issues are critical to our stakeholders, so we hope to galvanize participation and share our progress along the journey.

At the end of 2020, we signed the “We Are Still In” declaration, committing our support for the Paris Climate Agreement. We also joined the Outdoor Industry Climate Action Corps, pledging to measure, set targets, create a plan, and share progress on our climate impact. As part of this initiative, we have set a goal to reduce our greenhouse gas emissions (GHG) by 30% by 2030. We have an integrated team from facilities, supply chain, merchandising, and finance partnering on the operational plans required to meet this commitment.

Our environmental strategy also will be reflected in the upcoming launch of our new outdoor store concept, Public Lands. As part of this launch, we will roll out various conservation partnerships at the national and local levels.

The issue of access in the outdoors sits at the intersection of our environmental and Inclusion and Diversity (I&D) initiatives. While DICK’S philanthropic activities will continue to focus on making sports available to underserved communities, Public Lands will focus on creating greater access to the outdoors for all.

We’re proud of the robust set of I&D initiatives inside our organization being driven by senior management and implemented by 19 impact teams across our enterprise.

In addition, we have set ambitious new I&D goals for our workforce, which you can read more about in the “Leveling the Playing Field” section of this report.

Our accomplishments to date are in partnership with our approximately 50,000 teammates, fueled by a leadership agenda that is unwavering in its desire to do the right thing. We approach our plans with determination to drive a positive impact for our business, our teammates, our athletes, and our communities.





Peter Land
Chief Communications and Sustainability Officer

OUR APPROACH TO SUSTAINABILITY

We understand the important role we must play in taking care of the planet and creating greater equity in the world. Environmental, social, and governance (ESG) issues are critical to all of our stakeholders and humanity at large. Our Purpose Playbook reflects our commitment to ESG issues and our intention to inspire our teammates and athletes to join us in the pursuit, because together, we are determined to change the game for good.

Our sustainability strategy is aligned with the United Nations Sustainable Development Goals (SDGs), a set of 17 global goals designed to achieve a more sustainable future for all. We believe we can most meaningfully contribute to three goals: #5 Gender Equality, #13 Climate Action, and #15 Life on Land.



To level the playing field, DICK'S is focused on breaking down gender barriers in sports by creating more opportunities, access, and support to female athletes. We do this not only through our community engagement efforts, but also through our product assortment. In our workplace, we ensure pay parity across the board and have set a goal to increase the number of women in entry-level tech roles.



As a sporting goods and outdoor gear company, climate change is an important issue for DICK'S, as we know our owned operations and supply chain not only add to our environmental footprint, but are also deeply impacted by the changing climate. In 2020, we joined the Outdoor Association's Climate Action Corp and supported the Paris Climate Agreement by becoming a signatory on the "We Are Still Here" coalition." We also set our first climate goal to reduce our operation's greenhouse gas (GHG) emissions by 30%.



Similar to climate action, protecting and promoting sustainable use of terrestrial ecosystems and halting biodiversity loss is especially important to DICK'S, as we look to expand into the outdoor retail space with the introduction of Public Lands. Public Lands will focus on Conservation and Access & Equity with nonprofit partners at the local and national level to help bring this mission to life. We'll also be donating 1% of both in-store and online sales to conserve and increase access to public lands.

Our plan includes:

- A commitment to being an inclusive employer of choice and a trusted retail partner
- Ambitious goals around sustainable and responsible sourcing
- Plans that ensure our organization is a positive force in our communities

OUR GOALS

LEVELING THE PLAYING FIELD

Creating an inclusive and diverse workplace where teammates can thrive

GOALS

Maintain a median gender pay ratio of 100%.

Achieved

Achieve 50% BIPOC and/or women for entry-level hires for technology by 2025.

In Progress

Increase BIPOC representation in leadership roles by 30% by 2025.

New Goal

Increase overall representation of women in store leadership to 40% by 2025.

New Goal

CLEARING HURDLES

Breaking down barriers to ensure that all communities have a chance to play and learn

GOALS

Provide 1 million young people from under-resourced communities with the opportunity to play sports by 2024.

In Progress

RAISING THE BAR

Providing athletes with innovative, responsible products

GOALS

Join the AAFA/FLA Industry commitment to Responsible Recruitment.

Achieved

Meet minimum disclosure standards of the Human Rights Watch Transparency Pledge by 2025 for 100% of vertical brands.

Achieved

Attain 100% participation of vertical brands in the Higg facility environmental module by 2025.

In Progress

PROTECTING OUR HOME COURT

Mitigating our environmental footprint as stewards of the planet

GOALS

Eliminate single-use, point-of-sale plastic bags in all stores by 2025.

In Progress

Reduce greenhouse gas (GHG) emissions for DICK'S operations by 30% by 2030 (versus 2016 baseline).

New Goal

MATERIAL TOPICS

In developing this report, we consulted the Global Reporting Initiative (GRI) Standards Guidelines, Carbon Disclosure Project (CDP) framework, Sustainability Accounting Standards (SASB) Consumer Goods sector guidelines, United Nations (U.N.) Global Compact, and U.N. Sustainable Development Goals (SDGs). Our material topics inform the content of this report and represent our greatest economic, environmental, and social impacts and topics of greatest significance to our stakeholders. Teammate safety and racial justice have become increasingly material due to the COVID-19 pandemic and the state of civil unrest and racism against Black and Asian Americans. The following illustrates how these issues are prioritized within this report:

LEVELING THE PLAYING FIELD

- Inclusion and Diversity (I&D)
- Racial justice
- Teammate safety, health, and well-being
- Training and development
- Human rights
- Wages and benefits
- Supply chain responsibility

CLEARING HURDLES

- Inclusion and Diversity (I&D)
- Racial justice
- Investing in youth sports
- Disaster relief
- Community and hometown engagement
- Championing women and girls in sports

RAISING THE BAR

- Inclusive design
- Athlete safety
- Access and inclusion
- Product quality and safety
- Firearms safety
- Responsible sourcing
- Chemical safety and management
- Data protection and privacy

PROTECTING OUR HOME COURT

- Climate impact/greenhouse gas (GHG) emissions
- Energy
- Sustainable operations
- Waste and recycling
- Product sustainability
- Packaging
- Water

STAKEHOLDER ENGAGEMENT

We understand that stakeholder engagement is a critical component of advancing our ESG strategy. In addition to adhering to global reporting frameworks, the content of this report was developed with input from DICK'S Sporting Goods' executives, suppliers, customers, and investors. We are committed to maintaining regular and open communications with a broad range of stakeholders to address concerns and hear feedback to help deliver on our ESG strategy. Here are a few ways we engaged with our key stakeholders:

- Collaborated with vendors and suppliers to provide more sustainable, ethical product options for our athletes
- Expanded our efforts around Inclusion and Diversity (I&D) through the Impact and Courtside Teams, which allow us to create a welcoming workplace for our teammates
- Engaged community partners to respond to the COVID-19 pandemic while also furthering our commitment to youth sports and reducing inequalities on the playing field
- Further enhanced our responsible sourcing and compliance efforts through collaboration with partners

HOW WE ENGAGED IN 2020

ATHLETES

- Created a safe shopping experience during the pandemic through enhanced cleaning and safety regulations and e-commerce shopping innovations
- Expanded inclusive sizing and models in marketing and promotions
- Diversified product offerings to better serve our athletes
- Partnered with Closed Loop and Beyond the Bag Initiative to eliminate all single-use, point-of-sale plastic bags from stores by 2025
- Promoted our ethics hotline to athletes throughout stores to emphasize Standards for Zero Tolerance for Discrimination
- Created an I&D goal around the representation of in-store teammates to better reflect the communities we serve and help athletes feel a sense of community in store

TEAMMATES

- Implemented masks, sneeze guards, social distancing, and other procedures to reduce the spread of COVID-19
- Employed teammates with the necessary technology, resources, flexible work hours, and pay during the pandemic to promote well-being
- Accelerated I&D efforts through disciplinary policies, virtual recruitment efforts, goal setting, and the creation of internal support teams
- Created a strategy for a pilot program to support teammates in the wake of the pandemic and racial injustice
- Established a partnership with Hiring Our Heroes to connect veterans and spouses to job opportunities
- Created a pipeline for women in technology and BIPOC hires to diversify recruiting
- Continued recognition and rewards for outstanding teammates
- Signed on to the CEO Action for Diversity & Inclusion pledge and the Outdoor CEO Diversity Pledge
- Continued the tuition reimbursement program
- Expanded the Teammate Engagement Survey
- Added additional teammate benefits for teammates who are parents
- Launched a new teammate well-being communication called DSGcares
- Paid a 15% pay premium to our frontline teammates in our stores and distribution centers (DCs) from mid-April through the end of 2020

INVESTORS

- Responded to investor inquiries
- Continued conversations with investors and key stakeholders around sustainability issues
- Responded to ESG ratings and rankings including the Fashion Transparency Index (FTI), CDP (Carbon Disclosure Project), and Chief Executives for Corporate Purpose (CECP).

VENDORS & SUPPLIERS

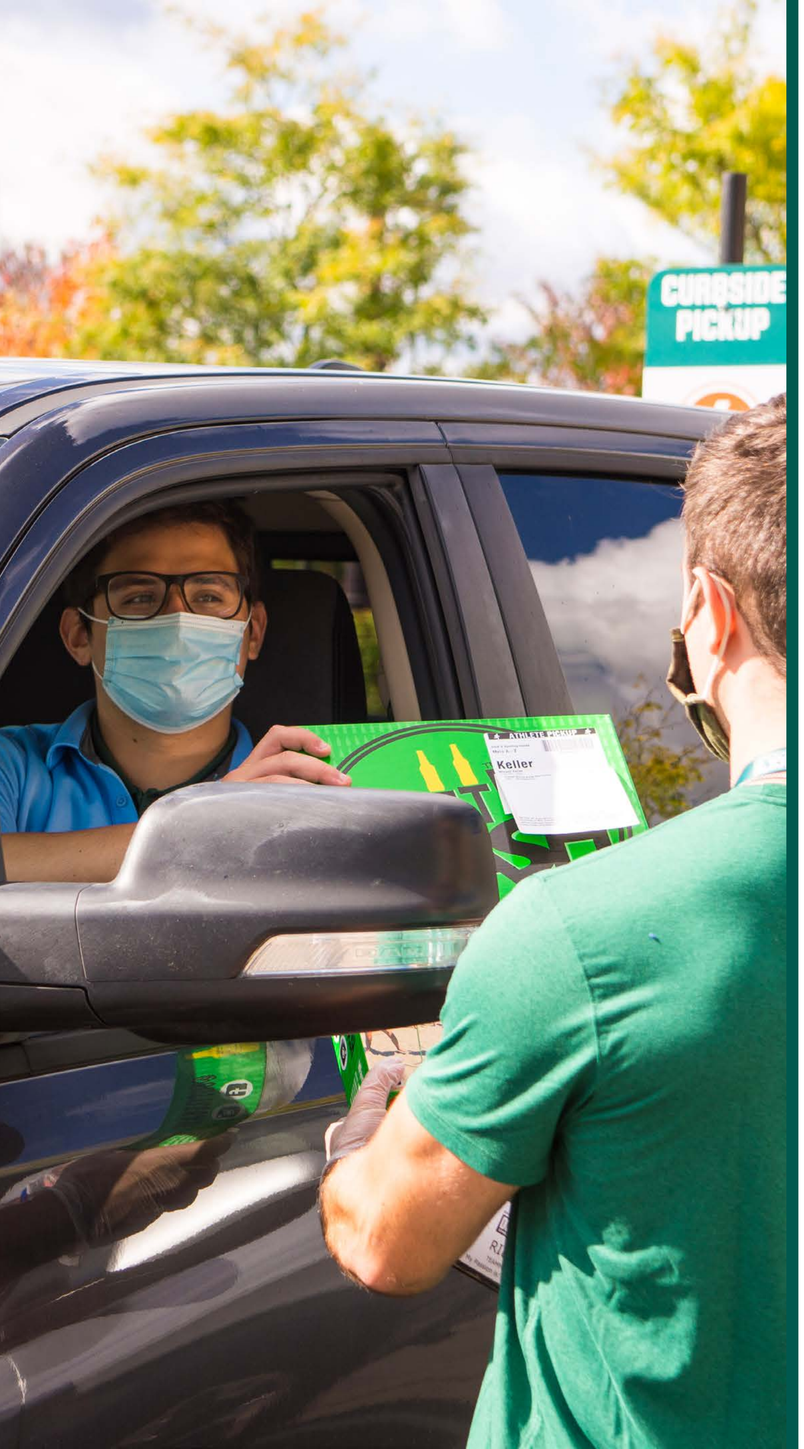
- Identified opportunities to improve supplier diversity
- Performed above the industry average for Bureau of Alcohol, Tobacco, and Firearms inspections
- Expanded random draw testing of vertical brands for restricted chemicals to monitor compliance with the Restricted Substances List
- Signed onto the American Apparel and Footwear Association (AAFA)/Fair Labor Association (FLA) Industry Commitment to Responsible Recruitment to address and mitigate forced labor risks for migrant workers in the global supply chain
- Joined the Human Rights Watch Transparency Pledge to advance practices across the apparel industry
- Used the Business Social Compliance Initiative (BSCI) Human and Labor Rights Risk Assessment to inform international guidelines on business and human rights monitoring
- Engaged ELEVATE to ensure our supply chain in China aligns with our Zero Tolerance policy on forced labor
- Increased engagement with the Better Buying Program to get an in-depth look at our company's impact on suppliers

COMMUNITIES & NONPROFITS

- Established The DICK'S Sporting Goods Foundation's partnership with the Beyond Sport Foundation to support youth-focused organizations to tackle racial inequality and aid Black communities
- Committed to investing $12.5 million to the Black Economic Development Fund to close the racial wealth gap
- Focused on outdoor accessibility and environmental preservation through Public Lands
- Donated clothes, masks, and equipment to communities in need
- Collaborated with Giving Tuesday to deliver 10,000 gifts of sport
- Partnered with the Beyond Sport Foundation, U.S. Soccer Foundation, Under Armour (UA), Brooks Running, and other organizations to promote diversity, equity, and inclusion in sports
- Expanded the use of GameChanger to help families continue to cheer on their athletes during the pandemic
- Continued disaster relief funds, expanding to personal protective equipment (PPE) to hospitals and frontline workers

GOVERNMENT & THIRD PARTIES

- Signed on and supported the 30x30 call to action to conserve 30% of lands and waters by 2030
- Joined the Outdoor Industry Association (OIA) Climate Commitment
- Continued to support the Paris Climate Agreement as a signatory of the "We Are Still In" coalition
- Committed to equal pay for equal work independent of gender and race when establishing and maintaining wages
- Enhanced product safety through our product safety and regulatory compliance program
- Partnered with trade associations to bolster compliance efforts



COVID-19 RESPONSE

The COVID-19 pandemic disrupted almost every aspect of our daily lives. In the face of uncertainty, we reaffirmed our commitment to taking care of our teammates, athletes, and the communities we serve.

- **To protect our teammates**, we invested in protocols and procedures to create safe workplaces. We also paid a 15% pay premium to our frontline teammates in our stores and distribution centers (DCs) from mid-April through the end of 2020. We expanded our Employee Assistance Program (EAP) and implemented additional well-being initiatives to help our teammates strive toward work-life balance, reduce stress, and improve mental well-being.
- **To support our athletes**, we quickly implemented a curbside delivery program to allow safe and efficient contactless pickup. We also expanded our product offerings on our e-commerce site. And our GameChanger mobile streaming service guaranteed that parents and fans never had to compromise on safety and were able to virtually cheer on their favorite youth teams in action.
- **To empower our communities**, DICK'S Sporting Goods and The DICK'S Sporting Goods Foundation partnered with nonprofit organizations, schools, and community teams across the country to provide much-needed resources. This included funding and product donations to frontline emergency health workers battling the pandemic. For example, we helped Western Pennsylvania health care providers like Allegheny Health Network (AHN) in their response efforts by donating goods such as cots, blankets, and fanny packs, which allowed caregivers to easily carry essential personal protection equipment (PPE) like masks, gloves, face shields, and hand sanitizer. We also provided COVID-19 relief items to several hospitals and medical centers across the country with donations such as cots, ponchos, blankets, and face masks. Further, we provided equipment to support frontline workers' health and well-being, including shoes and apparel. These product donations had a retail value of more than $920,000. We also provided support to underserved students to ensure they could get back to sports safely by donating more than 52,000 face masks to 11 nonprofits focused on youth and providing funding to ensure that the sports programs that they and their families depend on remained viable.



LEVELING THE PLAYING FIELD



DICK'S integrates the concept of sportsmanship — mutual respect, honesty, integrity, and teamwork — into our workplace. These values extend to all teammates, from our Customer Support Center (CSC) headquarters, to the five distribution centers (DCs), and across each of the retail store locations.

To develop our talent, we strive to create a just and inclusive culture that supports and encourages our teammates to bring their whole selves to work. We invest in our teammates' growth through a comprehensive benefits package, meaningful compensation, and training programs. We also seek to create a collaborative environment where teammates feel encouraged to express opinions and that their ideas and concerns are heard.

UPDATED INCLUSION AND DIVERSITY (I&D) GOALS

DICK'S is committed to creating an inclusive and diverse workplace. This commitment is at the core of our philosophy and is also reflected in our I&D goals.

Maintain a median gender pay ratio of 100%.	● **Achieved**
Achieve 50% BIPOC and/or women for entry-level hires for technology by 2025.	◐ **In Progress**
Increase BIPOC representation in leadership roles by 30% by 2025.	○ **New Goal**
Increase overall representation of women in store leadership to 40% by 2025.	○ **New Goal**

A CULTURE OF INCLUSION

At DICK'S, we are fostering a culture where every teammate feels a sense of belonging and building a workplace where every person feels respected and valued for their contributions. Equally critical to our teammates' success is the need for an emotionally safe workspace. Our I&D training efforts have never been more critical than they were in 2020, a year that underscored the role that businesses must take in addressing social and racial injustice.

Building upon the foundation laid in 2019, we accelerated our efforts through our I&D Council, chaired by our Director of Inclusion & Diversity, Paloma DeNardis. In addition to strengthening our disciplinary policies, refocusing our recruitment efforts, and enhancing our training and development efforts, the I&D Council members guide our I&D strategy and help inform our approach to achieving our I&D goals.

IMPACT TEAMS

We rolled out several programs to champion I&D across the enterprise, including 19 Impact Teams organized around five strategic priorities: Educate, Hire & Develop, Power of Our Business, Civic Action, and Insights & Analysis. Each Impact Team is composed of cross-functional teammates, an executive sponsor, an I&D Council member, and a functional owner. This structure ensures the Impact Team's work is supported with the appropriate resources and guidance and allows visibility to senior management.



"I am proud of the impact and accomplishments that have been achieved by our organization through our efforts and focus on inclusion and diversity thus far. Though we all know that we still have more work ahead of us, I strongly believe our I&D Council, with the support of the entire network, will continue to make a positive impact in our teammates' lives."

– Marv Martinez, Regional V.P., West



"Being a member of the I&D Council over the last year has been one of the greatest experiences of my lifetime. I believe that every voice deserves to be heard, and I have an obligation to make sure that I educate the people around me about how it feels to be like me. We all play a role in making DICK'S Sporting Goods better for our teammates and athletes. We must be willing to share and create a comfortable environment to have uncomfortable conversations. I hope that everyone understands and values inclusion and diversity at all levels of the organization."

– Kimberly Walker, Senior Director, Field Visual Merchandising



"Creating an Inclusive and Diverse culture means that we educate, celebrate, and listen to all the teammates who work at DICK'S Sporting Goods. The goal of our council is to foster an environment where everybody feels valued. I could not be prouder of this group and the work we have done for the organization. I look forward to the future of the council and the opportunities we will continue to represent for the company."

– Carrie Guffey, Senior Vice President, Merchandising



IMPACT TEAM STRATEGIC PRIORITIES



Educate

- Provide teammate training and experiences
- Teach and train our communities
- Support teammates and families



Hire & Develop

- Broaden leadership representation
- Increase the candidate pool
- Develop and retain talent
- Comply with Zero Tolerance/inclusion standards
- Expand campus efforts



Power of Our Business

- Provide inclusion through our national brand product
- Provide inclusion through our vertical brand product development
- Provide field I&D partners
- Promote supplier diversity
- Develop a minority bank investment initiative



Civic Action

- Advocate for policy
- Organize our voice
- Mobilize our team



Insights & Analysis

- Aggregate and analyze data
- Promote teammate health and safety

I&D COUNCIL ACHIEVEMENTS

- Increased diversity representation on our **board of directors**
- Enhanced the data-collection process for violations of our **Zero Tolerance Stance**
- Reached approximately 50,000 teammates from across the organization through **Inclusivity sessions**, investing more than 100,000 hours
- Introduced **Dialogue Circles** to the organization as a safe place for hard conversations
- Created a **Courtside Team** to enlist teammates from across the organization to champion our I&D efforts
- Sponsored the **Beyond Sport** Collective Impact Award to reduce racial inequality through sport
- Launched new **recruiting procedures** to drive a more diverse workforce, with a focus on leadership positions
- Increased our diverse representation within our internship program by **11%**
- Joined the **National Minority Supplier Development Council**
- Activated our **I&D calendar** to celebrate key moments with a 360-degree approach
- Added I&D questions to our **Teammate Engagement Survey** to measure the teammate experience
- Launched **Teammate Resource Groups (TRGs)** like the Women's Influential Network (WIN)
- Partnered with **Hiring Our Heroes**, a nationwide effort to connect veterans, transitioning service members, and military spouses with employment opportunities

COURTSIDE TEAM

We also implemented a Courtside Team, which serves as an extension of the I&D Council. This group works as the arms and legs for I&D programs across the organization, lending ideas and support and empowering our teammates locally. **To date, more than 900 teammates are actively engaged in the Courtside Team.**

One example that highlights the invaluable role the Courtside Team plays in implementing the I&D Council's work was their support of the "Bringing Inclusion to Life" initiative. This effort — occurring over six months and requiring some stores to shut down for several hours during training periods — delivered facilitated and hands-on training to 50,000 teammates throughout every level of the organization on topics of I&D. The "Bringing Inclusion to Life" initiative equated to over 100,000 hours of teammate time and reflects approximately a $1.7 million investment towards inclusion training.

- Another hallmark of our I&D efforts was the increased emphasis on our Zero Tolerance Stance. The Zero Tolerance Stance represents a two-way social contract between teammates and our athletes to uphold DICK'S policies against racism, discrimination, or harassment of any kind. This social contract is clearly and publicly communicated on well-marked and centrally located signs posted in our CSC, DCs, retail locations, and the DICK'S teammate intranet.
- The DICK'S ethics hotline phone number is stated on each Zero Tolerance Stance poster. If a breach occurs, any athlete or teammate can call the ethics hotline to report the violation. Our reengineered customer service process allows us to intake and evaluate violations through an enhanced reporting mechanism, including procedures to report back to the claimant on actions taken. We track data on violations to support a proactive approach to better managing and addressing future violations.

HEARTS	**Lead Culture Experiences**	Teammates on the Hearts team are passionate ambassadors for our culture of transformation, and their enthusiasm is contagious. Hearts teammates take a leadership role on the Courtside Team, facilitating Dialogue Circles or getting advance notice of events to share with their networks.
MINDS	**Give Feedback and Insights**	Teammates on the Minds team have great ideas about how to bring the company's culture to life. They are a valuable source of information and are, therefore, called upon to provide feedback and insight on I&D efforts as well as to prototype a new project or idea.
HANDS	**Provide Helping Hands Behind the Scenes**	Teammates on the Hands team are our doers who work behind the scenes. They are called upon to help with numerous tasks such as hanging posters for I&D events, passing out swag, or setting up for events.
FEET	**Experience Volunteerism**	Teammates on the Feet team are the boots on the ground. These teammates are willing to show up, be it to support an event such as Inclusion Moments or a New-Hire Orientation, or any other experiences where Inclusion & Culture are on display.
SPIRIT	**Support the Culture**	Teammates on the Spirit team believe in and support enterprise-level I&D transformation. These teammates do their part to bring to life our values every day. While Spirit teammates might not be able to be actively engaged in I&D initiatives, they are on call to jump in when their schedules allow.



TALENT RECRUITING

Our recruitment efforts are focused on building a diverse talent pipeline and promoting a culture that encourages inclusiveness and collaboration and reflects our values. We recruit new hires into one of the following five areas: undergraduate recruitment, executive recruitment, DC recruitment, CSC recruitment, and store recruitment.

Our partnership with Vibrant Pittsburgh reflects this focus. Through this partnership, DICK'S can post jobs on Vibrant Pittsburgh's website to broaden and strengthen I&D within our organization. Similarly, we focus on veteran recruitment through our partnership with Hiring Our Heroes, a nationwide effort to connect vets and transition service members and military spouses with employment opportunities. Our first fellow began employment in January 2021.

UNIVERSITY RECRUITMENT

We continued our university recruitment efforts, despite having to pivot quickly into an entirely virtual program. We leveraged internships and early career development opportunities as a key element in our talent pipeline. These opportunities provided students with a breadth of real-world experience and critical skill building. Ultimately, we aim to attract equal representation of gender and a strong representation of diversity that will grow with us from intern to entry-level hire and beyond.

While COVID-19 posed challenges to our hiring with virtual career fairs realizing fewer participants, we created sourcing channels to access talent. Examples include national diversity partnerships with HBCU (Historically Black Colleges and Universities) Connect, the Professional Diversity Network, and efforts like Handshake Premium. These platforms increased our candidate flow with a material focus on diversity. We also focused recruitment on underserved communities and tapped into a wealth of hires through partnerships with Grace Hopper and CodePath. Both partnerships supported our enterprise-level strategy to meet gender and ethnic diversity recruitment targets.

Our recruitment processes for summer interns begin in September of the previous year. We followed through on all internships and made full-time hire offers. Our university recruitment program grew with the placement of 63 interns across the U.S. Our efforts to increase diversity in our internship class lead to a 14.9% increase in BIPOC representation between 2020–2021. Additionally, of our incoming tech interns, 54% are women.

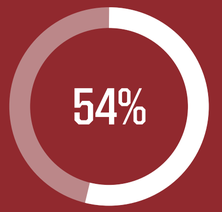
Another way we sourced talent was through a virtual retail roadshow with HBCU Connect. In partnership with Burlington and Kohl's, our virtual roadshow introduced HBCU Connect students to the benefits of pursuing a career in the retail industry. The roadshow served to educate HBCU Connect students on career pathways in the retail sector, such as product development, visual merchandising, operations, and sourcing. Our industry professionals discussed emergent topics in the retail industry during live sessions, including the latest trends in sourcing fabrics, drawing up concepts, costing the goods, selecting merchandise for the stores, and other topics. The roadshow even featured a live session dedicated to answering students' individual questions about recruitment, their job search, and preparing for interviews.

Our efforts to advance diversity within our organization led to a

14.9% INCREASE

IN BIPOC REPRESENTATION BETWEEN 2020–2021

Of the incoming tech interns,



ARE WOMEN



"My time at DICK'S started in high school by working as an in-store teammate. After high school, I attended a local university to study marketing and sports management while working in the store. In the summer of 2019, I became a Merchandising intern at the CSC. I learned a great deal during this internship and enjoyed working with many great people. After graduation in 2020, I began working full time at the CSC as a member of the Merchandising Trainee Program. I enjoyed my experiences working in the store and interning at the CSC and sought to continue to build my career at DICK'S! The strong culture and genuine people, along with what the company stands for, drove me to this decision. I've always wanted to make a difference in my community and sought to help others, and I'm proud to work for a company that shares these beliefs!"

– Tyler Wilson, Retail Business Associate

"My experience with #TeamDSG was incredible! Even virtually, I was able to see the pride, spirit, and dedication of every teammate. I cannot wait to join the team officially in August."

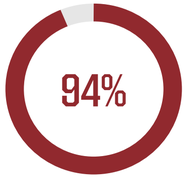
– Dayna Sepulveda, 2020 Intern/Incoming Merchandising Trainee

GENDER PAY PARITY

We are committed to equal pay for equal work regardless of gender, race, or ethnicity. Our recruitment efforts have helped make progress on this goal.



We are incredibly proud to have achieved a 100% female-to-male median pay ratio.



Our average pay for females is at 94% of males, with a goal to maintain an even gender pay ratio moving forward.



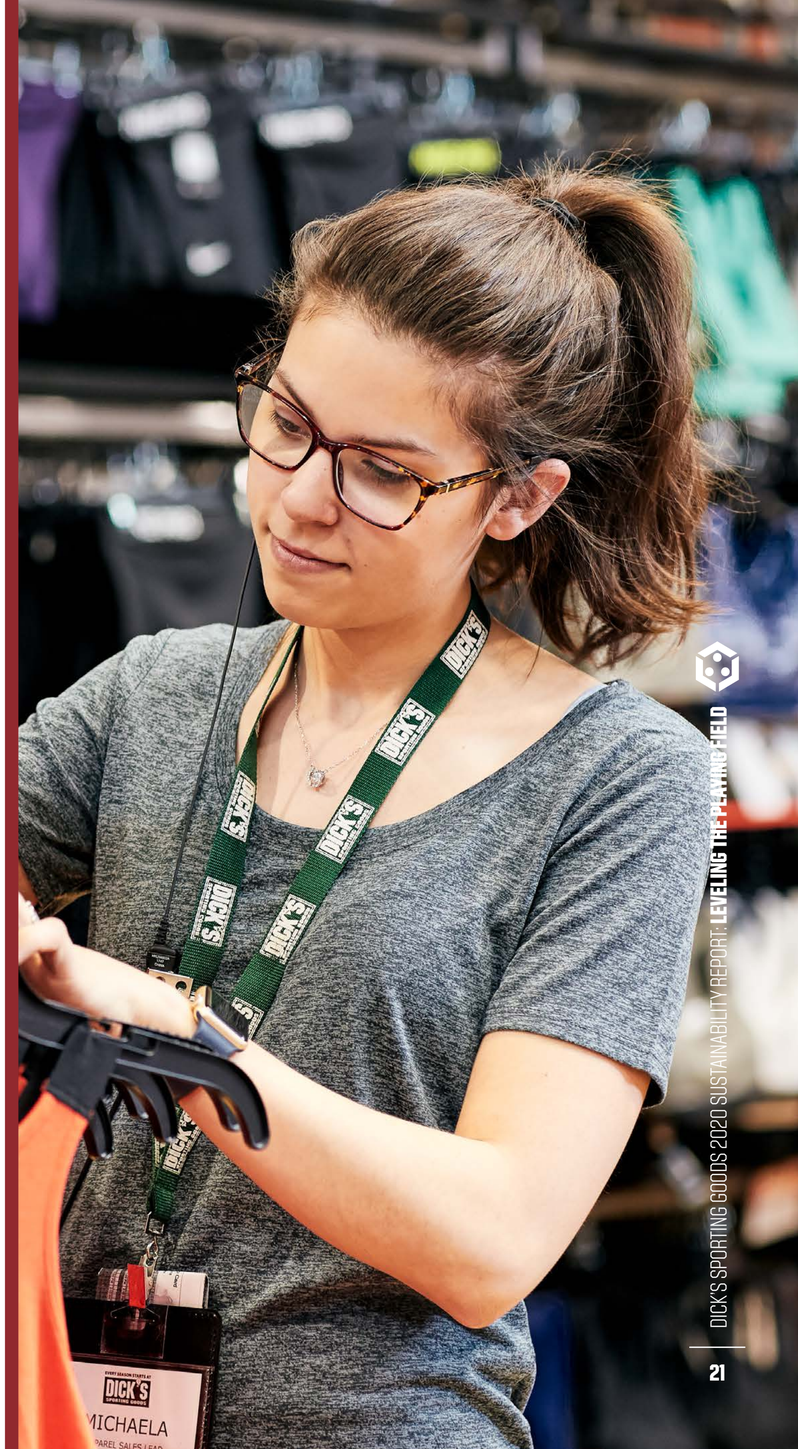
In 2019, we also set a goal to achieve 50% BIPOC and/or women for entry-level hires for technology roles by 2025.

GROWING A CAREER WITH DICK'S SPORTING GOODS

One effort to help meet our gender diversity recruitment targets included an innovative partnership with Fairygodboss, an online women's community focused on expert career advice, job openings, and company reviews on workplaces for women to help women advance their careers across all sectors and levels of experience. In November, DICK'S and Fairygodboss collaborated to co-host an online panel discussion on Fairygodboss' website featuring three of our female teammates:

- **Molly Dymond,** Manager – University Relations
- **Melissa Christian,** Vice President, Global Brand & Category Marketing (Softlines)
- **Ashley Marchitto,** District Manager

The teammates opened up about how they've built their careers at DICK'S. They also shared information about our benefits, collaborative culture, and how the company supports and empowers women at all stages of their careers.



ORGANIZATIONAL DIVERSITY

Larry Fitzgerald, Jr., 11-time Pro Bowl wide receiver for the NFL's Arizona Cardinals; Sandeep Mathrani, the CEO of WeWork; and Desiree Ralls-Morrison, executive vice president, general counsel, and corporate secretary at McDonald's Corporation, joined DICK'S board of directors in 2020. These leaders bring diverse experiences, backgrounds, and leadership skills to the table.

WORKFORCE

59%	Male
41%	Female
12%	Black
12%	Hispanic
6%	Other
3%	Asian
0%	Undisclosed gender

BOARD OF DIRECTORS

66%	Male
34%	Female
22%	Black
11%	Indian-American
0%	Undisclosed gender

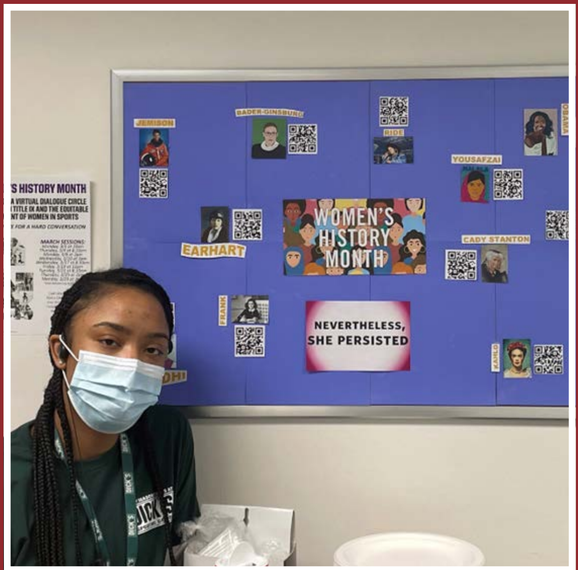
NONMERCHANDISE SUPPLIER DIVERSITY

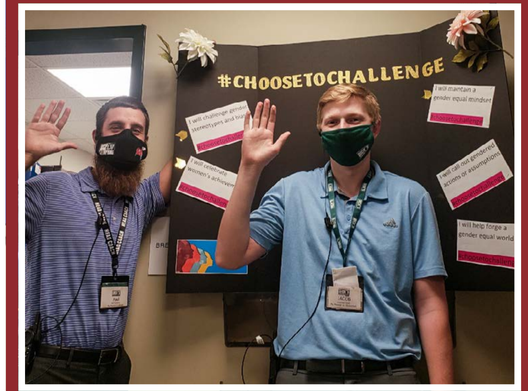
Our efforts around I&D stretch beyond our athletes and teammates. We're also prioritizing diverse suppliers, which we define as businesses that are owned and operated by underrepresented groups. Within the next year, we intend to announce a diverse supplier percentage spend goal. In addition, our go-forward strategy will seek to include Supplier Diversity requirements for other organizations that we do business with to ensure our values are amplified broadly.

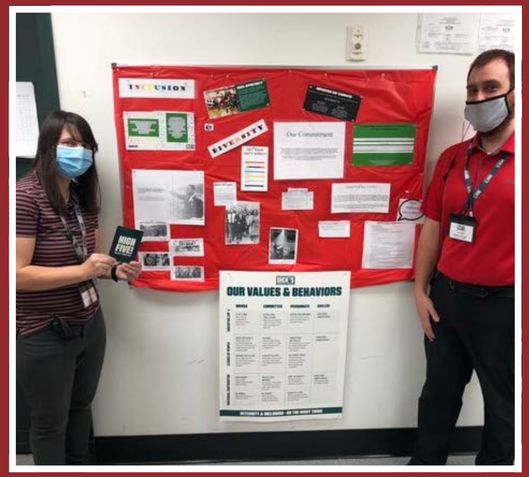
COMMUNITY EFFORTS

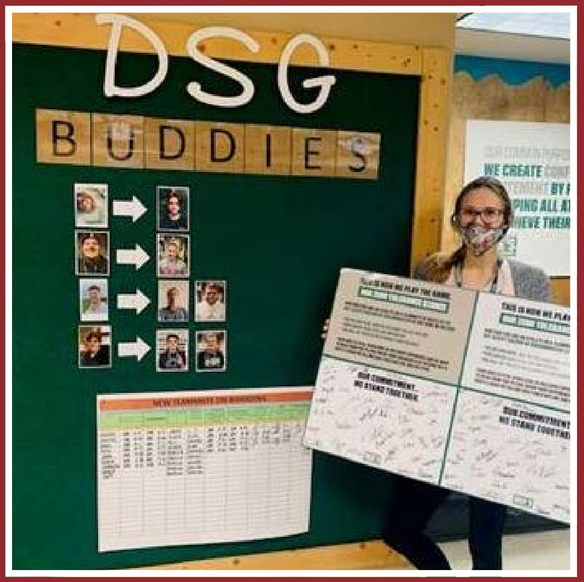
DICK'S invested $12.5 million in the Black Economic Development Fund (BEDF) to fuel minority lenders and anchor institutions and businesses as part of an effort to close the racial wealth gap. BEDF is a private investment fund managed by the Local Initiatives Support Corporation (LISC). Minority-serving financial institutions like BEDF provide a bridge to empowering Black entrepreneurs and Black communities with improved access to capital.

> "DICK'S started as a small business with just two stores in upstate New York, so we understand the critical importance of access to capital," said **DICK'S Sporting Goods Executive Chairman Ed Stack** about the company's investment in the Black Economic Development Fund. "We're pleased to be able to take action and help Black-owned businesses get the resources they need to grow and continue to be an essential part of communities."









ADVANCING OUR I&D COMMITMENTS

DICK'S Sporting Goods is a signatory of the CEO Action for Diversity & Inclusion Pledge — the most significant CEO-driven business commitment to advance I&D within the workplace. By signing the CEO Action pledge, we have agreed to a specific set of actions to cultivate environments where diverse experiences and perspectives are welcomed and teammates feel comfortable and empowered to discuss I&D. We are committed to implementing the pledge within our workplace to ensure our teammates feel comfortable and empowered to discuss I&D and will support other signatories in achieving the same.

DICK'S also signed on to the Outdoor CEO Diversity Pledge to advance representation for people of color across the outdoor industry, including across staff and executive teams, media and marketing, and athletes/ ambassadors.

DEVELOPING CAREERS

To attract, engage, develop, and retain top talent, DICK'S prioritizes a work environment that recognizes and rewards teammate performance while supporting personal and professional growth. We focus on several strategies to develop and retain our talent, including expanding our Comprehensive On-Boarding for Retail Excellence (CORE) to include assistant store managers. We also expanded the ability for salaried DC teammates to participate in our on-site MBA program through the University of Pittsburgh. In 2020, 18 teammates graduated from the program.

We continued to support career planning and talent development through our tuition reimbursement program. All salaried, full-time teammates with satisfactory performance ratings are eligible to participate in the program. Benefits include:

- Up to $2,500 annually for undergraduate degrees
- Up to $5,000 annually for graduate degrees
- Up to $10,000 annually for our on-site MBA program, in addition to a $30,000 restricted stock award upon graduation

Additionally, we launched a new TRG (WIN) and continued with one we had previously launched in 2019 (Mom Squad). TRGs are an integral part of our talent retention strategy. These voluntary resource groups foster career development and mentorship and serve as a platform to advance talent goals. TRGs also serve an essential role in supporting various business initiatives in providing input and feedback.

TEAMMATE RECOGNITION

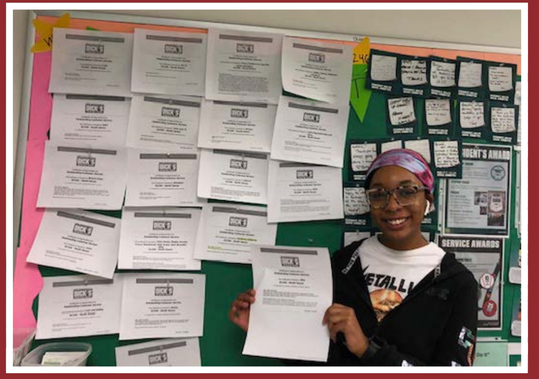
We've continued and refined several recognition programs that allow teammates to acknowledge one another and receive recognition from management and senior leaders for their achievements. These programs include our HIGH FIVE!, The President's Award, Go for the Gold, and Quarterly Game Ball awards.

To ensure our teammates are receiving the development opportunities to stay — and build a career with our company, we've expanded our Teammate Engagement Survey to assess better engagement in more pillars, including in the areas of I&D, as well as safety and well-being. This survey is administered annually. Results are measured against internal performance targets that we've set in accordance with our corporate strategy and goals. The company also conducts Teammate Pulse Engagement Surveys throughout the year to check in on progress.

HONORING JUNETEENTH

We want to ensure that all teammates understand their unique opportunity to support the BIPOC community inside and outside of DICK'S. As a result, we committed June 19 to a Day of Learning. Through DSGcares, we made a companywide effort to highlight the history of this day and prioritize learning and engagement on racial justice. Also, resources such as discussion guides, books, and podcasts on racial injustice were made available to further teammates' continuous learning on racial discrimination and inequity as well as support anti-racism education.







PROMOTING TEAMMATE WELL-BEING

Our teammates are the heart of our business. We are committed to protecting their physical and mental health and well-being by giving them the resources they need to improve their personal and professional lives. One example of this is our “One Simple Thing” initiative that we launched in 2019 to encourage and empower work-life balance. This initiative enables teammates to take time out of their day to do something that contributes to their mental health or work-life balance, such as taking a virtual yoga class during the workday or picking their child up from school. This initiative is supported and encouraged by senior leadership and became increasingly important in 2020 due to the pandemic, as home and work lives intersected like never before.

WELL-BEING DURING COVID-19

We introduced several new programs to further promote teammate well-being during the COVID-19 pandemic. These initiatives included changes to the Employee Assistance Program (EAP), including increasing the number of sessions each teammate has access to from three to five. Under the U.S. CARES Act, we paid teammates for up to two weeks if they missed work due to COVID-19 illness or were exposed to COVID-19 and had to miss work to quarantine. In our corporate office, we offered a flexible work arrangement (60%–80% flexible workweek) while still maintaining teammate benefits as well as unpaid leave specific to COVID-19.

To stay connected to our teammates during store closures, DICK'S launched DSGcares, an internal email newsletter that virtually fosters community and engagement. With multiple content areas, including Care, Community, and Performance, as well as a host of social, emotional, physical, and financial resources in the form of podcasts, videos, articles, and books, DSGcares provided a crucial lifeline to our teammates during a very challenging time for our business and our community. DSGcares was issued weekly during the height of the pandemic and was also used to help furloughed teammates stay connected and up to date on store operations. These teammates knew we were working hard to bring them back to work.

We also tailored our measures to support the unique needs of individual teammates, many of these measures looking different based on regional, personal, or store-based needs. For example, we added benefits such as accommodations for teammates' schedules for areas where public transportation was shut down.

Whether it be our Premium Pay initiatives or our flexible scheduling initiative for those who are balancing work alongside home schooling or caring for an elderly family member, our company stayed focused on keeping teammates safe and treating them with compassion. We took measures on a case-by-case approach to allow those who needed to reduce work hours or work split to stay employed and keep their benefits.

TEAMMATE PARENTING SUPPORT

We added teammate benefits focused on supporting our teammates who are parents:

- For example, we increased the coverage of our adoption-related expense reimbursements for eligible full-time or salaried teammates to the maximum dollar limit excludable from income set by the Internal Revenue Service (IRS) (from $14,000 to $15,000).
- Parents who are adopting a child are also eligible for paid leave under the DICK'S Paid Parental Leave Policy.
- In addition to paid maternity leave, new parent teammates can use their allotted 120 hours in increments of either half or full workdays, and days can be spread over a 52-week year.
- We've also added an additional week of parental leave, which includes a flex week for parents to use on those days when it best meets their needs.

LGBTQ & GENDER TRANSITION SUPPORT

We achieved a score of 90 out of 100 on our second submission to the Human Rights Campaign Corporate Equality Index, up from 80 in 2019. This survey demonstrates an organization's support of the LGBTQ community. To ensure that all our teammates feel welcomed, we created a Gender Transition Guide to educate managers on how to help our transgender and/or transitioning teammates feel safe, supported, and respected. This resource also serves as guidance for managers to model effective allyship to both teammates and athletes. Additionally, we joined the Retail Industry Leaders Association's Diversity & Inclusion Executive Committee to work alongside like-minded retail executives in driving I&D work forward across the industry.

We took steps to ensure that our teammates were set up for success:



Paid a 15% premium to all hourly teammates from mid-April 2020 through January 2021



Provided a care package to all teammates, including a mask, hand sanitizer, and a door opener



Allowed our teammates to roll over additional vacation time since many could not take their earned vacation

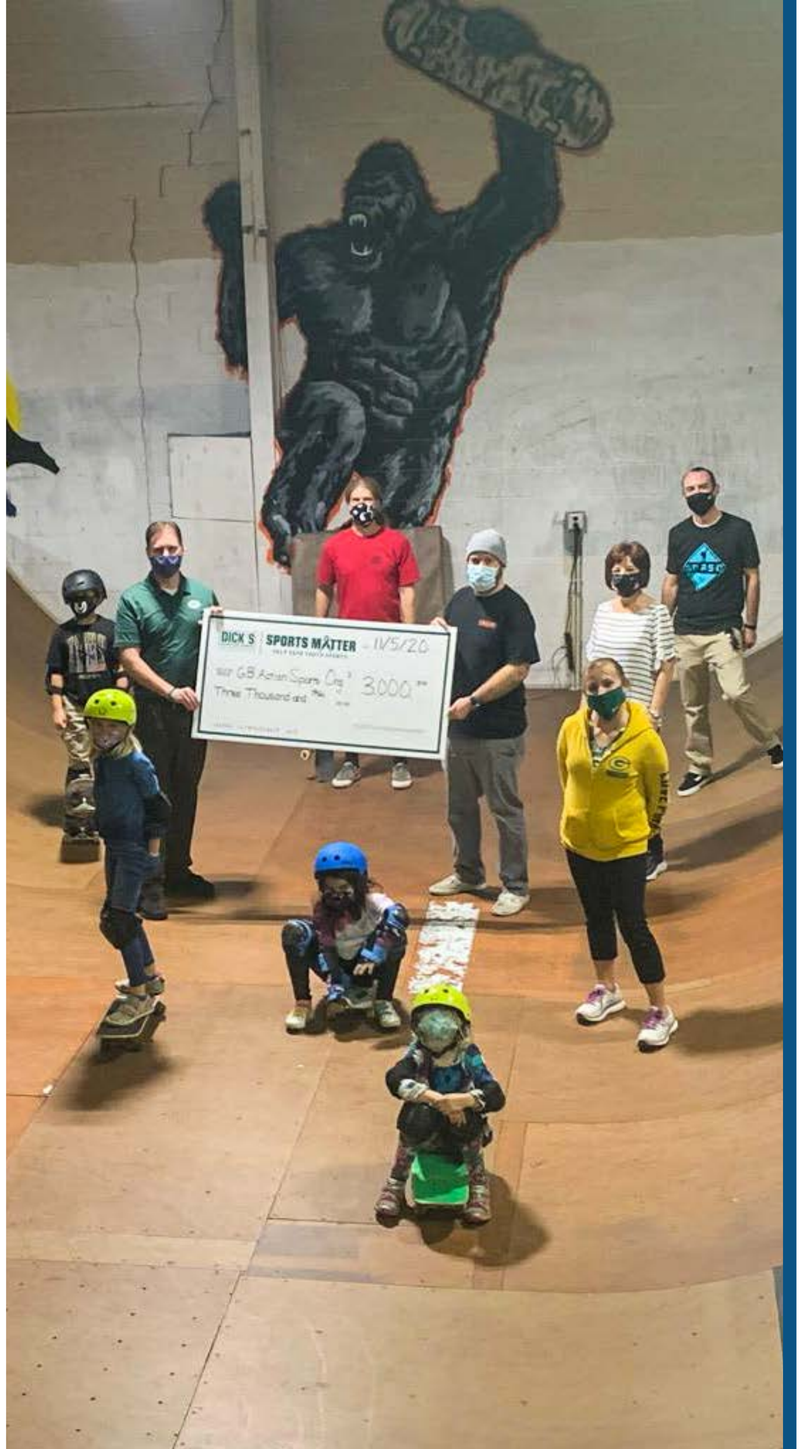


CLEARING HURDLES

SINCE 2014, DICK'S AND ITS FOUNDATION HAVE COMMITTED

MORE THAN $189 MILLION

TO SUPPORT YOUTH ATHLETES



Participation in youth sports provides many physical, mental, social, emotional, and academic benefits. It builds confidence, facilitates social interaction, and promotes teamwork and collaboration. However, there is a sports participation gap between children of lower- and higher-income families. While 44% of kids from higher-income families participate in sports, only 23% have the opportunity from lower-income families. That gap is only widening as a result of the pandemic.

Through the Sports Matter initiative, DICK'S and The DICK'S Sporting Goods Foundation remained committed to keeping the game alive by supporting youth athletes through funding and equipment donations.

Since 2014, DICK'S and its Foundation have committed more than $189 million to support youth athletes. These efforts focus on supporting schools and youth in under-resourced and low-income communities, often lacking the budget, equipment, or facilities to provide adequate access to youth sports activities.

Community Sponsorship, Grants, and Donation Totals in 2020

The DICK'S Sporting Goods Foundation	**$7,683,991**
Sports Matter Pledges	$7,433,991, some of which include: • $2,197,000 to Good Sports • $345,000 to Beyond Sport • $1,800,000 to Donors Choose • $1,198,600 to Community Manager Grant Program
American Red Cross Disaster Response Grant	$250,000
DICK'S Sporting Goods	**$22,152,412**
Community Partnerships and Sponsorships	$17,312,871
Total Donated Products, Goods, and Services	$3,912,541
COVID-19 Donations	$927,000
Total Combined	**$29,836,403**

CORPORATE PARTNERSHIP DONATIONS

We made two large donations to support COVID-19 emergency response services and to honor the memory of Kobe and Gianna Bryant:

- **CDC Foundation:** DICK'S partnered with Callaway Golf to contribute a portion of sales of Callaway MAVRIK golf clubs to the CDC Foundation. DICK'S and Callaway each contributed $399,000 for a total donation of $798,000 to support their COVID-19 emergency response fund.
- **Mamba & Mambacita Sports Foundation (M&MSF):** DICK'S supported M&MSF, an organization founded in memory of Kobe and Gianna Bryant that funds sports programming for underserved athletes and young women in sports. By contributing the gross profits of the Kobe-Mamba Edition Spalding Ball, DICK'S donated $193,800 to M&MSF.





The DICK'S Sporting Goods Foundation, under its Sports Matter program, launched several initiatives to facilitate an increase in youth sports engagement. These include the following:

- **Sports Matter Giving Truck**: In November and December of 2020, in collaboration with Giving Tuesday, The DICK'S Sporting Goods Foundation gave the gift of sport to 10,000 kids in under-resourced communities by traveling to eight cities in a customized Giving Truck (Charlotte, Atlanta, Tampa, Mobile, Houston, El Paso, Phoenix, and Los Angeles). The Giving Truck, which featured colorful and eye-catching artwork from Brooklyn artist Jordan Moss, provided much-needed gear and apparel to help kids stay in the game. Professional athletes Candace Parker, Blake Griffin, Matt Ryan, and members of the Pittsburgh Penguins organization, including Zach Aston-Reese, Marcus Pettersson, Phil Bourque, and mascot Iceburgh, helped The DICK'S Sporting Goods Foundation surprise kids virtually at select stops along the Giving Truck route and promote the value of youth sports engagement. Kids also had the chance to speak virtually to the athletes who have inspired them.
- **Partnership with Scholastic:** The DICK'S Sporting Goods Foundation and Scholastic came together to launch a national essay contest for students in grades 4–7. The essay contest increased awareness of the Sports Matter program among students, their families, and teachers. The contest also reinforced the value that sports can bring to students' social, emotional, and physical health. More than 4,200 student contest entries were received, and 92% of teachers reported the essay contest to be a helpful teaching tool.
- **Co-Op City Tennis:** On Giving Tuesday, The DICK'S Sporting Goods Foundation donated $100,000 to the Co-Op City Tennis Club, part of the New York Junior Tennis & Learning (NYJTL) program. This club provides underserved youth between the ages of 5–18 with free tennis instruction from trained coaches in schools and public parks in all 51 New York City council districts. The Foundation also created a short film highlighting the importance of youth sports and the club's impact on children in the community. The film was featured on "Good Morning America" and captured the surprise and emotion of young athletes and coaches when receiving new gear and the Sports Matter grant.

CHAMPIONING WOMEN AND GIRLS IN SPORTS

Women and girls continue to be underserved by local sports programs. Despite significant gains among girls over the past four decades by Title IX legislation, sports participation rates among girls remain lower than boys. According to the Women's Sports Foundation, by age 14, girls living in urban and rural areas drop out of sports at twice the rate of boys. Girls are also less likely to participate in sports than boys, with participation rates lowest among youth living in low-income households. They report that the gender gap is even wider for adults, with 35% of men stating that they participate in sports. In comparison, only 16% of women state their participation. Additionally, the Sports & Fitness Industry Association and the Aspen Institute found that only 27% of all youth coaches are female.

DICK'S is actively focused on breaking down gender barriers in sports by creating more opportunities, access, and support for women and girls in athletics. We launched several programs and initiatives to help female athletes make strides on and off the field.





U.S. SOCCER FOUNDATION PARTNERSHIP

The DICK'S Sporting Goods Foundation joined forces with the U.S. Soccer Foundation, becoming the Presenting Partner of its United for Girls initiative through a three-year, $5 million Sports Matter grant. The United for Girls initiative aims to increase opportunities for girls and young women to benefit from soccer. It will engage 100,000 girls in the U.S. Soccer Foundation's programs by 2023. The Foundation's donation will support the United for Girls initiative by assisting local youth organizations in identifying and scaling best practices to recruit, engage, and retain girls in soccer programs, including female coach-mentors.

Additionally, the funding will create and install 15 new soccer mini-pitches in under-resourced communities. These inclusive, safe spaces will encourage increased soccer participation. Each mini-pitch design is developed with a "girls-first" approach. In 2020, five mini-pitches were built, with another five to be built in 2021 and the final five to be built by the end of 2022.

> "We are thrilled that The DICK'S Sporting Goods Foundation has made this significant investment that will dramatically enhance our efforts to engage more girls and women in soccer in underserved communities. Thanks to its support, we will introduce more girls to our game so that they can benefit from all that playing soccer offers, such as learning how to work on a team and improved decision-making skills. Furthermore, by training and engaging more female coach-mentors, we'll help provide many more girls and women in underserved communities with the tools they need to reach their full potential on and off the pitch."
>
> **– Ed Foster-Simeon,**
> **President and CEO of the U.S. Soccer Foundation.**

HERE FOR HER SUMMIT

DICK'S Sporting Goods hosted the Here for Her Summit in New York City in February 2020. Industry leaders in women's sports came together to discuss the challenges and opportunities girls experience in accessing sports and the impact sports and fitness have had on their own lives. The summit included panel discussions with influential female athletes and leaders, including our then President Lauren Hobart.

UNDER ARMOUR (UA) PARTNERSHIP

DICK'S partnered with UA to launch a first-of-its-kind, women-engineered basketball shoe called the UA HOVR Breakthru. It was made available exclusively at DICK'S Sporting Goods stores in select retail locations and online. A cross-section of women in the industry, including UA athletes Bella Alarie, Kaila Charles, and Tyasha Harris, conducted wear tests, informed designs, and played other roles in the development of the shoe. The shoe's engineering was informed by the unique structure of a woman's foot, such as a typically narrower heel, shorter ankle height, and a smaller instep circumference. These specifications ensure more agility, a better fit, and lasting comfort.

BROOKS RUNNING PARTNERSHIP

To celebrate International Women's Day, DICK'S and Brooks Running partnered to create the Empower Her Collection. A portion of sales of this special collection (up to a total of $300,000) was donated to support under-resourced Girls Running Programs across the country directly. This partnership was part of an effort to support female athletes and highlight the importance of sports in women's lives. In total, the donation helped to fund 380 projects, serving more than 46,000 students. We renewed this program for 2021 with an increased donation cap of $500,000 and added men's shoes to the collection.



SUPPORTING YOUTH BASEBALL AND SOFTBALL

In 2017, The DICK'S Sporting Goods Foundation made a five-year, $500,000 commitment to Little League Baseball and Softball. Since then, Little League has supported grant projects and programs for more than 35 leagues, helping more than 18,500 players.

In the wake of the COVID-19 pandemic, the need for equipment became even more urgent because equipment sharing was no longer a viable option. In preparation for the 2021 season, The DICK'S Sporting Goods Foundation, in partnership with Little League's strategic partner, Pitch in for Baseball & Softball, offered affiliated Little League programs the unique opportunity for players most in need to apply for individual equipment kits. We are proud to be a part of this partnership and help ensure that no child misses the opportunity to play ball.

GAMECHANGER

We are building our technological capabilities by expanding digital tools, such as the mobile scorekeeping app GameChanger, which we acquired in 2016. The app became an invaluable resource during the COVID-19 pandemic. Its livestream capabilities allowed youth softball and baseball games and team and player achievements to be broadcast and shared beyond the ball field. GameChanger also provides scorekeeping, stat tracking, team management, and group messaging tools for baseball and softball. By remotely connecting family and other fans with their favorite teams and players, the app helps rally the community behind sports.



THE DICK'S SPORTING GOODS FOUNDATION HAS SUPPORTED GRANT PROJECTS FOR MORE THAN



35 LEAGUES



AND 18,500 PLAYERS





DISASTER RELIEF

In 2020, much of our giving strategy around disaster relief focused on COVID-19. We provided products for hospitals and medical staff throughout the country. In addition to donating much-needed personal protective equipment (PPE) and supplies to hospitals, such as face masks, face shields, nitrile gloves, cots, and blankets, we donated a wide range of apparel to frontline workers.

These donations included shoes, raincoats, pants, and athletic equipment such as exercise bikes, jump ropes, and training racks.

Additionally, we continued our partnership with the American Red Cross Disaster Responder Program, with an annual pledge of $250,000 for emergency preparedness and safety. Our collaboration helped support various programs, including overnight stays in emergency lodging, meals, and other necessities. We also donated approximately $30,000 in hand sanitizer to replenish the Red Cross' supply.

COMMUNITY AND HOMETOWN ENGAGEMENT

Sports allow people to come together on common ground with a unified sense of purpose. This value also extends to athletes' family members and community members who come together to champion the game and bond over shared experiences. That is why DICK'S and The DICK'S Sporting Goods Foundation donated $31.3 million to mobilize athletes and communities across the country through local sports sponsorships, philanthropic activities, and community events.

PROJECT BUNDLE UP

DICK'S continued its participation in the Salvation Army's Project Bundle Up, which provides children from under-resourced communities the opportunity to shop with professional coaches and athletes. The Pittsburgh Penguins and Pirates and the Altoona Curve mascot, Loco, helped make these shopping trips extra special. In total, 50 children participated in Project Bundle Up programs. Each child found the perfect hat, coat, gloves, and boots to bundle up for the winter.



PARTNERSHIPS FOR INCLUSIVE SPORTS

For people with disabilities, there are many barriers to participation in sports. These barriers include a lack of specialized equipment, limited awareness, and negative social attitudes. We launched several initiatives aimed at ensuring that people with disabilities have access to all the enjoyment and benefits from sports as their able-bodied counterparts:

- We donated $10,000 to the **NubAbility Athletics Foundation** to help fund sports camps for youth athletes who are congenital, traumatic, or medical amputees from around the world. NubAbility camps are often the first time young people see other limb-different children like themselves. They try to match campers to coaches with similar limb differences to inspire them to live their dreams.
- We supported the **Special Olympics of Pennsylvania** through a $10,000 donation to the Unified Champion Schools Sponsorship. We also provided gift card support for the Pennsylvania Summer Games, which shifted to a virtual competition this year to keep athletes safe during the COVID-19 pandemic.
- We supported **Envision Blind Sports** through $4,000 in equipment for its annual Golf Tournament fundraiser and an additional $6,000 in product donations, including ski helmets and goggles to support the blind ski program.
- We donated $8,800 in gift cards to the **Woodlands Foundation**. This donation supported its annual Golf Tournament fundraiser and its camp in the Pittsburgh area that provides experiences for children and adults with disabilities or chronic illness.
- We donated $1,500 to **McCaskey High School's** unified track and field program in Lancaster, Pennsylvania, $5,000 to the **Miracle League of Arizona**, and $5,000 to the **Special Olympics of Washington** to ensure kids of all abilities have the chance to play.

DONORSCHOOSE.ORG

The DICK'S Sporting Goods Foundation continued its partnership with DonorsChoose.org. This partnership enables school-based youth sports teams to raise funds and earn a matching grant from The DICK'S Sporting Goods Foundation. For Giving Tuesday, The Foundation triple-matched donations to all Sports Matter projects on DonorsChoose.org. For example, every $20 donation to qualifying projects became $60 for those teams in need. This triple match provided more than $316,000 in funding to more than 278 programs.

Since 2015, we've collectively been able to provide more than $8.5 million in donations and help more than 550,000 student-athletes across all 50 states stay involved in sports. Today, nearly 5% of public schools across the country have received funding for sports programs thanks to The DICK'S Sporting Goods Foundation Sports Matter match on DonorsChoose.org.

COMMUNITY GRANTS PROGRAM

DICK'S and The DICK'S Sporting Goods Foundation focused grant-making efforts on helping youth athletes return to sports post-pandemic. This included:

- DICK'S Sporting Goods stores in the Miami market teamed up to provide a $6,000 grant to **Leisure City Modello Optimist Club**, a youth football and cheer organization supporting kids in the Homestead, Florida, area.
- The DICK'S Sporting Goods Foundation gave a $10,000 grant to **Baltimore SquashWise**. This 501(c)(3) organization uses squash to help students realize their full potential. The program provides tutoring, college prep, mentoring, counseling, and squash programming.
- The DICK'S Sporting Goods Foundation donated $25,000 to **Tulsa Public Schools**. This grant will ensure that students can get back to sports safely and that the schools' athletic programs remain viable.

ACTIVITY BAGS TO SUPPORT POSITIVE ENGAGEMENT IN COMMUNITY POLICING

Every year, DICK'S provides bags of basketballs and soccer balls to local law enforcement for distribution in their communities. Not only does this help kids get outside, but it also provides a tool to start positive engagement with area youth through planned or on-the-spot pickup games. Officers can stop into their local store and ask a manager for sports equipment to take to the community.

CORPORATE MEMBERSHIPS

We are proud to sponsor local organizations in the Pittsburgh area to enhance our community and provide special opportunities for our local teammates:

- National Aviary
- Pittsburgh Zoo & PPG Aquarium
- Carnegie Museums and Science Center (Warhol Museum, Natural History Museum, Art Museum, and the Carnegie Science Center)
- Children's Museum
- The Clemente Museum
- Kennywood
- Heinz History Center



In 2020, through the Giving Tuesday match on DonorsChoose.org, The DICK'S Sporting Goods Foundation provided

MORE THAN $316,000

IN FUNDING TO MORE THAN 278 PROGRAMS



RAISING THE BAR



At DICK'S, our goal is to provide our athletes with quality products that are inclusive and sustainable. At the center of this effort are our vertical brands, which are designed in-house and include DSG, CALIA by Carrie Underwood, VRST, and Alpine Design. We've made several commitments to ensure that these products are responsibly made. In fact, in 2020, we achieved two of our responsible sourcing goals:

- Joined the American Apparel and Footwear Association (AAFA)/ Fair Labor Association (FLA) Industry Commitment to Responsible Recruitment, a proactive industry effort to address potential forced labor risks for migrant workers in the global supply chain
- Joined the Human Rights Watch Transparency Pledge to advance consistent, comparable disclosure practices across the apparel industry and achieved 100% transparency of our vertical brand factories

SUSTAINABLE PRODUCT ATTRIBUTES

We work to increase sourcing of the following types of sustainable materials in our branded and vendor products:

Organic Content:
- Organic cotton*
- Global Organic Textile Standard (GOTS)
- Regenerative Organic Certified™ (ROC)
- Organic wool*

Recycled Content:
- Global Recycled Standard (GRS)
- Recycled wool*
- Recycled Claim Standard (RCS)
- Recycled cotton*

Preferred Fibers:
- Responsible Wool Standard (RWS)
- Cotton Made in Africa (CMiA)
- REEL cotton
- Forest Stewardship council (FSC)
- Responsible Down Standard (RDS)
- Advanced Traceable Down
- Cradle to cradle certified (material or product)
- OEKO-TEX® Made in Green
- OEKO-TEX® Standard 100
- Better Cotton Initiative (BCI)

Fair Trade Certified:
- Fair Trade by by Fair Trade Certified™

Bluesign Product:
- bluesign® PRODUCT

bluesign®

Leather Working Group Certification:
- Leather Working Group (leather from a Bronze-, Silver-, or Gold-rated tannery only)

MEMBER OF LEATHER WORKING GROUP

** As defined by the Textile Exchange*



PARTNERING WITH BRANDS FOR SUSTAINABLE SOLUTIONS

DICK'S is committed to partnering with our vendors on sustainable solutions to amplify our collective impact. Examples of this include:

- Featuring within our stores Patagonia's Better Sweater, which is made from recycled polyester and is Fair Trade Certified™
- Partnering with adidas to co-create products featuring sustainable attributes, including ocean plastics
- Launching partnerships with Nike, Brooks, and Mountain Hardware on co-branded products with sustainable attributes and supporting campaigns (71.5% of Mountain Hardware co-created products featured a sustainable attribute, including perfluorocarbon [PFC]-free prints, organic cotton, recycled insulation, bluesign® certified shell, and more)



DESIGNING FOR INCLUSIVENESS

Inclusive sizing is a company philosophy that DICK'S embraces because our athletes are diverse — in the sports they play, in the level at which they compete, and in their sizes. Our goal is to offer a fun and empowering shopping experience inclusive of all individuals. We've continued to make moves to expand our product offerings to reflect this commitment. We now offer a full range of men-sized apparel (Big and Tall). We are expanding size ranges for our DSG and CALIA by Carrie Underwood women's apparel with sizes ranging from XS through 3X. In response to demand for products that require less mobility to take on and off, we offered the Nike FlyEase. This laceless shoe offers all athletes the ability to get their shoes on and off, regardless of ability.

We also are proud of our efforts to reflect the communities we serve in our marketing. We strive to ensure that athletes of different abilities, genders, sizes, and ages feel represented by our brands. Our stores and advertising feature models and mannequins in plus sizes as well as those that represent diverse body types and abilities. These efforts reflect our broader commitment to provide everyone with the same opportunity to have comfortable, sustainable apparel when they play sports.



ATHLETE SAFETY

DICK'S is committed to creating a safe work environment in all locations by setting and adhering to strict workplace safety policies, mitigating workplace hazards, providing safety education and training, and ensuring accountability. DICK'S maintains a comprehensive safety program in all our locations.

COVID-19 RESPONSE

In response to the COVID-19 pandemic, we implemented several safety procedures to protect our athletes and teammates. These procedures were developed in line with guidance from the Centers for Disease Control and Prevention (CDC) and Occupational Safety and Health Administration (OSHA) and included:

- Enforcing social distancing
- Cleaning and disinfecting protocols
- Enforcing mask and personal protective equipment (PPE) requirements
- Implementing hand hygiene practices
- Engineering control/ventilation measures
- Conducting symptom screening
- Installing clear plastic barriers for cash registers and point-of-sale stations
- Installing hand sanitizer stations

In implementing these new safety measures, we sought input from our teammates whenever possible. Important COVID-19 information was also communicated regularly via our teammate intranet, weekly email newsletter, and in team huddle meetings.

We also updated our de-escalation training to cover potentially negative behavior in response to our company's COVID-19 prevention policies and practices, in line with CDC guidelines. This was intended to serve as a guide for providing a peaceful approach to address situations in which a person is or may become aggressive or threatening. These guidelines were developed with teammate and athlete safety as our top priority.





EMERGENCY SAFETY PROGRAM

This program includes training our teammates to identify and de-escalate disruptive behaviors in our stores. Should workplace violence, civil disturbances, or issues such as fire or severe weather arise, DICK'S has emergency procedures in place to maximize resiliency. Retail managers are prepared to respond to all threats in a way that protects the safety and well-being of our teammates, athletes, contractors, and community members in or near our stores. Our CSC has similar teams and processes, with a trained Emergency Response Team ready to react to various situations.

ACTIVE VIOLENCE RESPONSE TRAINING

Active Violence Response training is another tool we use to ensure safety across our organization, in stores, in DCs, and at our CSC. We are using the nationally recognized RUN. HIDE. FIGHT. Program developed by the Department of Homeland Security (DHS) to ensure that our teammates are prepared to react to an incident.

CRISIS MANAGEMENT PLAN (CMP)

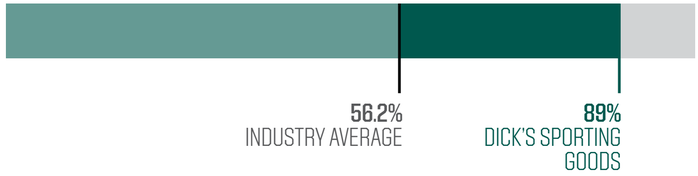
More broadly, our CMP helps inform a consistent response to critical incidents involving people, company assets, business, and reputation. The predetermined actions in our CMP allow us to respond immediately, even if our assessment of the severity of any given situation is still underway. With this framework in place, we have the organizational and operating concepts to respond promptly and effectively to incoming crises affecting our stores, teammates, or on-site athletes.

OUR STANCE ON FIREARMS

We've long held the safety of our teammates, athletes, and communities as our top priority. This has driven our approach to firearms compliance and safety. In 2018, we announced restrictions on the types of firearms and ammunition offered in store and increased the age to purchase these items to 21. In 2019, we stopped selling firearms at 125 stores. This year, we stopped selling firearms at an additional 215 stores.

For our stores that continue the sale of firearms, we maintain robust safety measures. These measures include background checks, teammate firearm training, physical security measures for transport and storage of our inventory, and an electronic inventory management system to maintain chain of custody. In June, we updated our electronic inventory management system to accommodate revisions to the Bureau of Alcohol, Tobacco, and Firearms (ATF) Form 4473, Firearms Transaction Record (Form 4473). These revisions represent the most significant changes to ATF Form 4473 in 15 years. We worked closely with our IT department to amend our electronic firearms transaction process, as required by the government.

In 2020, our firearm safety protocols continued to meet the highest level of compliance. **A total of 89% of the inspections the ATF completed in our stores received a perfect score. This score is well above the industry average of 56.2%.**



ENSURING PRODUCT SAFETY AND QUALITY

We want our athletes to feel safe and confident when buying from our stores. Our vertical brand products meet a robust set of quality and safety requirements that we enforce on our suppliers and vendors.

Our Product Safety and Regulatory Compliance Program enables us to identify, investigate, and eliminate any unsafe products with preventive measures to ensure the continuous improvement of our offerings. The Product Safety and Regulatory Compliance Program focuses on integrating safety into the design by monitoring and addressing potentially hazardous products and handling product recalls if needed.

Our teammates and vertical brand vendors are trained by the Product Integrity team annually on:

- Product safety policies, procedures, and requirements
- Changes and updates to program elements
- Applicable state and federal regulatory requirements
- Chemical safety and the restriction of certain substances in our supply chain

In 2018, we established a formal Restricted Substances List (RSL), banning 22 substance categories — including disperse dyes, heavy metals, and volatile organic compounds — in the products we sell. DICK'S vendors and factories are expected to implement the requirements of the RSL. We work to educate and update vendors and suppliers annually on implementation and adherence.

In 2020, DICK'S expanded random draw testing of its vertical brands for these restricted chemicals by 33% on a risk-prioritized basis to monitor compliance with the RSL. As we advance, DICK'S will develop strategic opportunities for reformulation to guide future processes and improve visibility into product sourcing and implement corrective action plans, as needed. We also will incrementally increase the number of vertical brand products tested annually. Finally, we will continually review the chemicals and requirements of the RSL and update them based on legislation and new potential chemicals of concern.

Our product offerings are also subject to our Conflict Minerals Policy, established in 2014. Although we do not source minerals directly, we have an opportunity to encourage our suppliers to examine human rights standards and practices within their supply chains. We utilize standardized supplier education, training, and questionnaire materials through our Retail Industry Leaders Association (RILA) membership. Our suppliers are encouraged to use smelters and refiners certified conflict free. With these processes in place, we provide our athletes with the information they need to make smart buying decisions. Our online store contains information about raw materials, sustainable attributes, and more so that our athletes know what they are buying.





SOURCING RESPONSIBLY

DICK'S is focused on improving transparency in our vertical brand supply chains. We strive to go beyond mandatory vendor compliance by engaging our supply chain partners to cultivate strong relationships, mitigate risk, and share successes. We signed on to the **AAFA/FLA Industry Commitment to Responsible Recruitment**, a proactive industry effort to address potential forced labor risks for migrant workers in the global supply chain. As a signatory, we commit to working with our global supply chain partners to create safe, respectful, and responsible working conditions. Policy changes to responsible recruitment have been incorporated into our Global Sourcing Compliance Guidelines and other compliance policies and include:

- No worker shall pay for their job.
- Workers retain control of their travel documents and have full freedom of movement.
- All workers are informed of the basic terms of their employment before leaving home.

We also joined the **Human Rights Watch Transparency Pledge** to advance consistent, comparable disclosure practices across the apparel industry.

We use the Business Social Compliance Initiative (BSCI) Human and Labor Rights Risk Indices to inform our international guidelines on business and human rights monitoring. We also engaged ELEVATE to conduct due diligence in the Xinjiang region in China to determine if we have supply chain risk for raw material sourcing related to forced labor. We treat forced labor as a Zero Tolerance issue. Any confirmed instances of forced labor or materials sourced from the Xinjiang region by our suppliers will terminate our business relationship. We have communicated to our vendors and partners that we prohibit sourcing from the Xinjiang region. Our Global Sourcing Compliance Guidelines and Routing Guides have been updated accordingly. Our system capability supports these enhanced monitoring measures and chain of custody audits.

Our Human Rights Policy outlines our expectations for our vertical brand-related suppliers and our teammates and covers such topics as forced labor and migrant issues. We post this policy on our website to communicate our expectations in all our business dealings.

In 2020, we increased our engagement with the Better Buying Initiative to get an even more in-depth look at our company's impact on suppliers. Based on how pleased we were with the feedback received during the first round, DICK'S is significantly expanding the pool of respondents for the next round. We plan to implement changes based on this feedback.

We also continued our involvement with Better Work, a partnership between the United Nation's (U.N.'s) International Labour Organization and the International Finance Corporation, to improve working conditions in the garment industry and make the sector more competitive. Our team participated in the Better Work Academy to learn how to be more consultative to our factory partners. These trainings also covered how each country is managing the COVID-19 pandemic and how to keep workers safe.



FACTORY AUDITS

More than 5% of in-scope Tier 1 factories have been certified as self-governing. This means that they maintain business practices according to our expectations and are at low risk of violating our policies. To qualify, vendors must go through an extensive internal development certification process. In addition to demonstrating that they have the necessary procedures to manage compliance adequately, they must have a minimum of two consecutive years of low-risk status within the program.

Of our vertical brand suppliers, 101 had full annual audits conducted by the DICK'S team or designated third parties.

Just under 5% of vertical brand factories were noted as high risk.

To help suppliers move from high risk to low risk, our team conducted 12 follow-up audits. Based on the assessment results, we will be extending our auditing efforts to Taiwan in 2021.

SECURING AND PROTECTING ATHLETE AND TEAMMATE DATA PRIVACY

Keeping our athletes and teammates safe includes protecting their privacy and the security of their personal data. At the enterprise level, we have identified data security as a company priority. As such, we are dedicated to implementing and maintaining adequate controls to make sure our data security aligns with current best practices, including the following efforts:

- Use of the National Institute of Standards and Technology's (NIST's) Cybersecurity Framework and other top-tier control practices to inform our governance framework to ensure confidentiality, integrity, and availability of athlete and teammate information
- Assessment of our program's efficacy through our NIST score and our Capability Maturity Model Integration (CMMI) rating
- Implementation of an executive privacy oversight committee to address data privacy, including compliance with the California Consumer Privacy Act (CCPA)

We have invested in protective technologies to secure athlete and teammate data appropriately. Our security systems significantly reduce the risk of credit card data exposure through tokenization and point-to-point encryption in conjunction with chip-and-pin technology for card users. Since 2018, we have expanded our insight into anomalous behaviors with software programs compatible with the Security Orchestration and Automation Response that collect data from multiple sources about security threats. Beyond mere detection, these systems can respond to low-level threats without direct action from a teammate.

Our privacy policy reflects the types of information we collect; our athlete choices surrounding such information; and how we collect, use, share, update, and secure such information.

Our teammates have an essential role in data security and compliance with our privacy program. We conduct regular, mandatory Security Awareness Training for all teammates that address security and privacy considerations. We routinely issue company-sponsored phishing training emails so our teammates can understand and effectively respond to common security threats. In stores, we conduct custom training to help our teammates keep customer data secure at the point of sale. Other cybersecurity topics are covered through periodic training. Our annual Security Awareness Month educates our teammates through direct access to security vendors, giveaways, and games.

We have engaged external partners to help us validate our security efforts by reporting malicious cyber activities and evaluating our implementation of controls. They also help us test our Cyber Security Operations Center and Incident Handling response, enabling us to proactively identify issues to strengthen and improve the security of our athlete and teammate data.





PROTECTING OUR HOME COURT



We have a duty to operate responsibly by minimizing our environmental footprint. By doing so, we can move toward a lower carbon and climate-resilient future — one that safeguards our communities as well as our planet.

Guided by that vision, we have programs to minimize our environmental impacts, achieve greater energy efficiency, increase recycling, and limit waste. These actions will ensure that we can continue to play today while protecting our home court for future generations.

Protecting Our Home Court Strategic Priorities:

- Environmental and Climate Impact
  - Climate change impact and management
  - Plastic reduction
  - Packaging optimization
  - Sustainable building design and practices
- Environmental Key Performance Indicators (KPIs)
  - Energy
  - Waste and recycling
  - Water
  - Greenhouse gas (GHG) emissions

ENTERPRISE SUSTAINABILITY GOALS

We have been working to minimize our environmental footprint and integrate sustainable business practices throughout our CSC, stores, and DCs.

TO KEEP US ACCOUNTABLE, WE ANNOUNCED THE FOLLOWING GOAL IN OUR 2019 PURPOSE PLAYBOOK:



Eliminate all single-use, point-of-sale plastic bags by 2025.

THIS YEAR, WE ARE ANNOUNCING OUR NEW CLIMATE ACTION GOAL:



Reduce greenhouse gas emissions for DICK'S operations by 30% by 2030 (versus 2016 baseline).

Achieving these goals requires significant operational changes across our business, including:

- Convert existing and future lighting to LED across 800+ stores
- Identify energy-efficient opportunities as well as source renewable electricity in our direct operations
- Adopt green building criteria and practices to all owned and operated retail, DC, and CSC locations
- Eliminate unnecessary single-use plastics and optimize sustainable packaging
- Increase waste diversion and recycling while reducing waste generation
- Build vendor guidelines to ensure we're moving toward energy-efficient and lower-carbon technologies and products
- Measure and communicate the impacts created by the manufacturing of our products and setting targets and plans to reduce those impacts
- Collaborate with the brands whose products we sell to reduce our overall impacts collectively

THE IMPACT OF CLIMATE CHANGE ON SPORTS

It is our responsibility to help take care of the planet, which means protecting the future of sport against the negative impacts of climate change. In addition to reducing our environmental footprint and building out a climate change strategy, we will continue to explore collaborations with our peers and leading organizations to protect our shared playing fields and outdoor spaces.



REDUCING OUR GHG EMISSIONS

We reported our first GHG inventory in our 2018 Purpose Playbook, and we've since acquired more data about our environmental footprint. **Based on our analysis in 2020:**

Our Scope 1 emissions represent about 7%, mostly from natural gas use.

Scope 2 makes up about 49% of GHG emissions, mainly from electricity.

Scope 3 emissions can be attributed to the transportation and distribution of products.

As our efforts to track and manage GHG emissions evolve, we will also include emissions from other categories, including e-commerce logistics, fugitive emissions from refrigerant leakage, and additional material Scope 3 emissions.

To achieve greater environmental impact reductions and join those in the retail industry and beyond that are also seeking opportunities to reduce emissions and protect our planet, we have joined the Outdoor Industry Association (OIA) Climate Action Corps and supported the Paris Climate Agreement as a signatory of the "We Are Still In" coalition.

Carbon Footprint

SCOPE 1

	Consumption	Unit	2020 emissions metric tons CO_2e	% of total emissions*
Natural Gas	3,928,171	Therms	20,921	5.41%
Transportation	589,098	Gallons	5,060	1.31%
Propane	32,788	Gallons	189	0.05%
		Total Scope 1	**26,170**	**6.76%**

SCOPE 2

	Consumption	Unit	2020 emissions metric tons CO_2e	% of total emissions*
Electricity	483,603,247	kWh	189,156	48.88%
		Total Scope 2	**189,156**	**48.88%**

SCOPE 3

	Consumption	Unit	2020 emissions metric tons CO_2e	% of total emissions*
Domestic Transport	61,647,473	Vehicle-Mile	91,164	23.56%
International Transport	1,192,154,035	Ton-Mile	58,145	15.03%
Waste	17,336	Tons	12,962	3.35%
Transmission and Distribution Losses			9,212	2.38%
Water	104,000,000	Gallons	166	0.04%
		Total Scope 3	**171,649**	**44.36%**

Total Scopes 1 & 2	**215,326**	**55.64%**
Total Scopes 1, 2, & 3	**386,975**	**100%**

** % of total emissions for Scopes 1, 2, & 3*

Change in Total GHG Emissions 2016–2020

	2016 emissions Metric Tons CO_2e	2020 emissions metric tons CO_2e	% Change of total emissions
Scope 1	21,161	26,170	+24%
Scope 2	305,522	189,156	-38%
Scope 3	227,772	171,649	-25%
Total Scopes 1 and 2	**326,683**	**215,326**	**-34%**
Total Scopes 1, 2, and 3	**554,455**	**386,975**	**-30%**

We have updated and restated our 2018 and 2019 GHG inventories in this report to include additional emissions identified from our company-operated fleet and stores that did not have direct utility billing. We have also created inventories back to 2016, which is the year we are using as the baseline for our climate goals. This footprint does not include emissions associated with refrigerants. We are currently inventorying our full list of refrigerants and will include those emissions in our reporting next year.

We were missing some water and waste data for 2016 at the time we published this report. This negligibly affects 2016 GHG emissions. We will update our 2016 baseline with this information in next year's report.

REDUCING PLASTIC AND PACKAGING

Single-use plastic bag usage is detrimental to the environment. That is why we announced two significant actions to combat single-use plastic bag usage. First, we committed to removing all single-use, point-of-sale plastic bags from our stores by 2025. Second, we joined the Consortium to Reinvent the Retail Bag as the lead Sports & Outdoors sector partner. The Consortium's Beyond the Bag Initiative aims to advance solutions beyond plastic for the retail industry.

In tandem with our Beyond the Bag partnership, we are working with our retail stores to replace all single-use plastic bags with sustainably sourced paper and reusable bag options.

Through a regional rollout, we converted 15% of our stores from single-use plastic to paper at the end of 2020. With a similar conversion rate each year, we are on track to meet our commitment.

SUSTAINABLE PACKAGING

We recognize our responsibility to reduce the number of materials used to package our products, in store and through our internal operations. We continuously explore new ways to reduce the environmental impacts of sales. We have also instituted financial penalties for vendors that deliver their goods to us with excessive packaging. This penalty is a tangible incentive for our vendor partners to join us in our environmental commitment to reduce packaging and its associated waste.



REDUCING WASTE AND INCREASING RECYCLING

We continue to reduce our waste generation while increasing recycling efforts across our facilities. For example, we have a policy to reuse hangers in stores, return them to vendors for reuse, or recycle them at our DCs. We frequently evaluate opportunities to use fewer materials in our packaging and shipping and reduce the negative environmental impact of the materials we do use.

We maintained a waste diversion rate of 68%, even as our operations continue to grow. We recycled 36,975.6 tons of material and sent 17,336.3 tons to landfills.

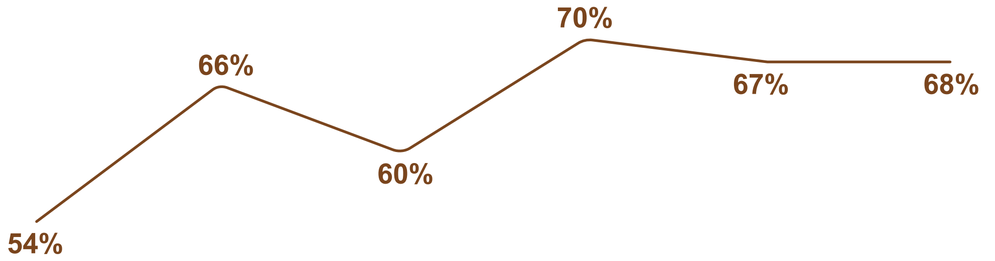
DICK'S SPORTING GOODS WAREHOUSE SALE STORES

We opened DICK'S Sporting Goods Warehouse Sale Stores, a new retail offering focusing on selling out-of-season and overstock apparel, footwear, and gear. The stores that were opened last year also repurposed and reused building materials from relocated and closed stores. Reused materials included checkouts, fixtures, racking, rounders, tables, registers, and cash wraps. The Warehouse Sale Stores also reused equipment and materials left in place by other retailers that previously occupied the storefronts.

Companywide Tons of Total Waste by Category and Diversion Rate

	2015	2016	2017	2018	2019	2020
TOTAL TONS OF WASTE	**37,336**	**54,452**	**61,383**	**51,368**	**61,513**	**54,312**
LANDFILLED TONS	17,161	18,375	24,449	15,587	20,005	17,336
RECYCLED TONS	20,175	36,077	36,934	35,781	41,508	36,976

WASTE DIVERSION RATE



Distribution Centers Recycling by Category

RECYCLING STREAM	Plastic	Cardboard & Paper	Metal	Wood	Plastic Hangers	Miscellaneous	Total
TONNAGE	638	11,014	2,114	3,607	177	641	18,191
% OF TOTAL	3.51%	60.55%	11.62%	19.83%	0.97%	3.52%	100%

IMPLEMENTING GREEN BUILDING PRACTICES

We continue to implement green building practices within our building design strategies and in retrofitting select retail locations that we own and operate. We also added energy management systems to most of our retrofitted stores. Additionally, we invested in heating, ventilation, and air conditioning (HVAC) efficiencies. For any new store development or current store upgrades, we abide by preestablished best practices for building maintenance and upkeep. This includes low volatile organic compound (VOC) paint, recycled wallpaper, and upcycled materials (either from decommissioned retail locations or local waste facilities).

Our concept stores are also important points of application for the inclusion of green building practices. At DICK'S House of Sport, there has been an intentional focus on incorporating sustainable materials in the climbing wall, batting cages, and living walls to support indoor air quality. Our treadmills, gait analysis technology, and golf bays all meet Energy Star standards when an option.

LED retrofitting is also part of our strategy for reducing the emissions of our retail locations. In 2020, we were able to complete 167 projects in 128 stores. These projects resulted in a 25% reduction in energy use.

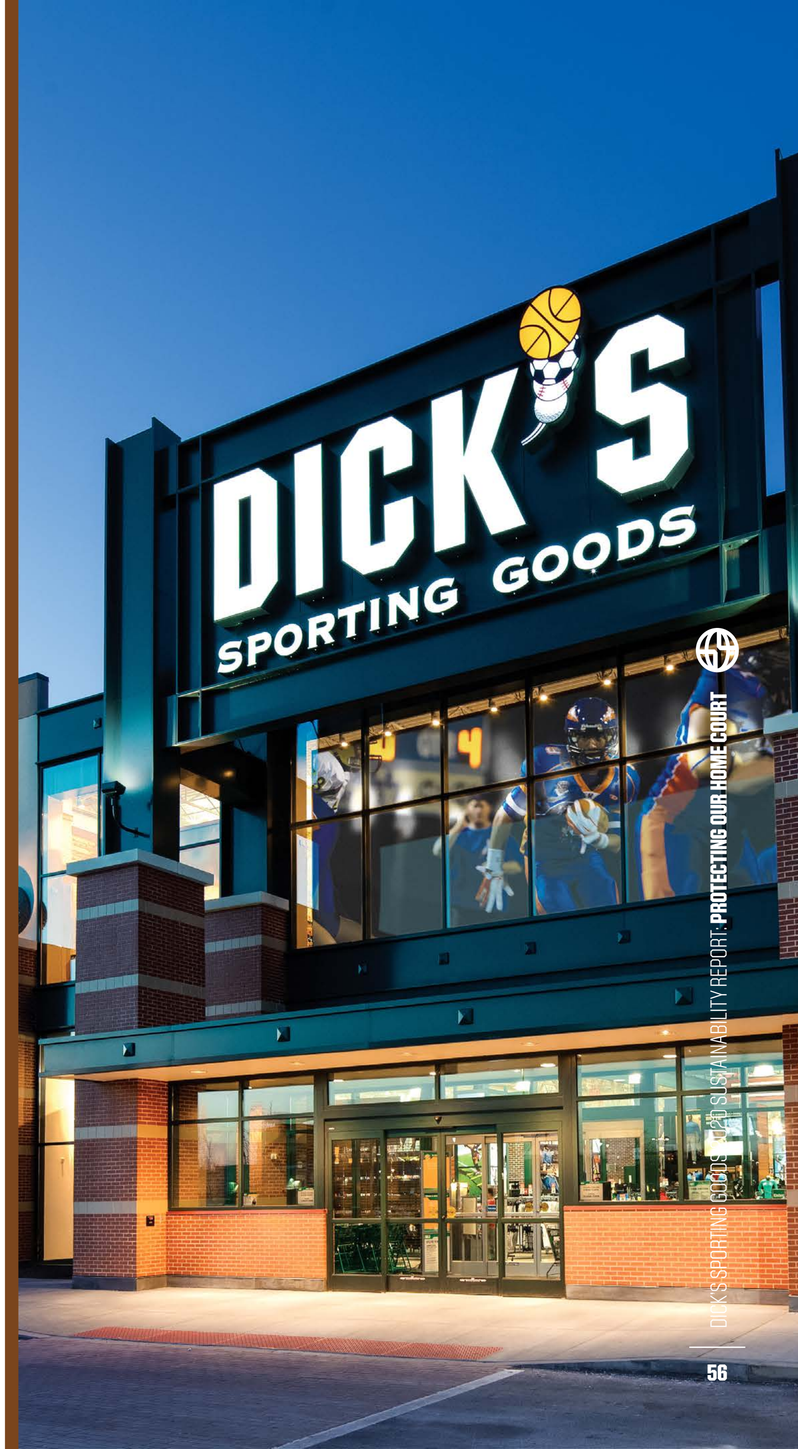
This analysis considers the time that stores were closed as a COVID-19 mitigation effort.

MANAGING WATER

Each year, we strive to reduce water consumption across our stores, DCs, and CSC. Since 2019, these efforts have included incorporating low-flow technologies, xeriscaping, and stormwater recapture for exterior usage, where permitted. These changes led to a 2% decline between 2016 and 2019, resulting in water consumption stabilizing at 104,000,000 in 2020. As we return to a new normal, we will continue our efforts to achieve further reductions.

We have a 20,000-gallon cistern at our CSC that holds captured and recycled stormwater runoff. It is used as the water source for the exterior water feature. The use of native vegetation and xeriscaping requires less water.

The consistent measurement and verification of our water consumption and end use allow us to assess our progress and seek further reduction opportunities.



PUBLIC LANDS

INTRODUCING OUR NEW RETAIL CONCEPT

As a leading business in the sports and outdoor industry, DICK'S has a responsibility to invest in protecting and preserving outdoor places across the country. Land and water conservation will be also be central to the DNA of Public Lands, our new retail concept that launches in September 2021. Public Lands is designed to make experiencing the outdoors more accessible for all. Focusing on conservation, sustainability, and inclusion and access, Public Lands seeks to enable every community to get outside, explore, push boundaries, and protect public lands. This unique retail experience will be targeted toward all explorers, whether they are beginner-level adventurers or advanced explorers looking to blaze new trails.



In December 2020, we welcomed Todd Spaletto, the former group president of Wolverine Worldwide and previous global president of The North Face, to lead the development, launch, and growth strategy of Public Lands.

Think back to your last awe-inspiring moment in nature: Perhaps it was the reward of a 360-degree view atop a summited peak, a cup of coffee at a deep-woods cabin, or the pitter-patter of rain on a tent. These moments afford a deep connection to nature and cultivate a sense of wonder and respect for wild and natural places. Whether adventuring in your community park, national forest, or somewhere in between, nature has the power to restore, rejuvenate, and inspire.



"THE MORE YOU PROVIDE ACCESS TO PUBLIC LANDS, THE MORE PEOPLE ARE ENGAGED TO PROTECT IT."

–TODD SPALETTO, PRESIDENT OF PUBLIC LANDS AND SVP OF DICK'S SPORTING GOODS



THE IMPACT OF CLIMATE CHANGE ON PUBLIC LANDS

Just as climate change and sports are inextricably linked, so are climate change and public lands. According to the U.S. Geological Survey, natural resources extracted from public land and water are responsible for nearly a quarter of U.S. GHG emissions.

As a company with ties to outdoor space, DICK'S is prioritizing protecting public lands and ensuring that these lands can be enjoyed and explored for generations to come.

OUR STANCE: RESPONSIBLE LAND USE, CONSERVATION, AND PUBLIC LANDS

30x30

As part of our comprehensive environmental program, and in recognition of the need for bolder actions to protect biodiversity and the ecosystems that are vital for recreating outdoors, we furthered our commitment in 2020 by pledging our support for the American Nature Campaign's call of action to the Biden Administration to conserve at least 30% of U.S. lands and oceans by 2030. The 30x30 goals, which President Biden signed into executive action on January 27, 2021, outline a commitment to conserve America's lands, waters, and oceans to help safeguard natural areas and stem the impacts of climate change. According to the Center for American Progress, every 30 seconds, a football field's worth of America's natural areas disappears to development. Currently, less than 1% of the ocean near the continental United States is strongly protected, while only 12% of U.S. lands are permanently protected in their natural condition.

DICK'S pledged to support these goals by signing onto a letter issued by the OIA asserting the outdoor industry's support of a commitment to establishing a national goal to conserve 30% of our nation's lands and waters by 2030. This letter also urged Congress to take bold, robust, and ongoing action on climate, public lands, and waters at the federal level to ensure thriving communities, thriving outdoor businesses, and a thriving planet.

Responsible Use of the Land's Resources

DICK'S Sporting Goods recognizes our responsibility to address our company's environmental and social footprint. The amount of land and other resources required to produce the raw materials for our vertical brands is an area over which we can exert influence. Although we do not have control over where raw materials may be grown and/or produced that are supplied to outside brands we sell, we recognize the importance of ensuring that the use of land and waterways does not expand beyond the necessary sustainable limit.

Protecting Places

Public Lands will partner with leading conservation nonprofits and local community organizations dedicated to protecting and conserving public lands in actionable, measurable ways. To that end, we support restoring the original boundaries to Bears Ears and Grand Staircase-Escalante National Monuments and the cancellation of leases to drill for oil in the Arctic National Wildlife Refuge. Our special wild places deserve better.

We seek to build relationships with Native American and Indigenous communities, both locally and nationally, through partnerships, cultural and historical recognition, community service, economic development, conservation, and preservation efforts. We are committed to learning how to be better stewards of the land we inhabit.





ABOUT THIS REPORT

This report provides a high-level overview of DICK'S Sporting Goods' sustainability commitments, activities, and progress in 2020.

Our Purpose Report is organized by four main focus areas: Leveling the Playing Field, Clearing Hurdles, Raising the Bar, and Protecting Our Home Court. We have prepared this report in reference to the Global Reporting Initiative (GRI) Standards.

BOUNDARY AND SCOPE

This report was published in July 2021 and reflects our activities and performance for the fiscal year 2020 (February 2, 2020–January 30, 2021).

FORWARD-LOOKING STATEMENTS

We caution that any forward-looking statements (as such term is defined in the Private Securities Litigation Reform Act of 1995) contained in this report involve risks and uncertainties and are subject to change based on various important factors, many of which may be beyond our control. Accordingly, our results may differ materially from those expressed or implied in any such forward-looking statements. You should not place undue reliance on forward-looking statements as a prediction of actual results. These statements can be identified as those that predict; forecast; indicate; or imply future results, performance, or advancements and by forward-looking words such as "believe," "anticipate," "expect," "estimate," "predict," "intend," "plan," "project," "goal," "will," "could," "may," "might," or any variations of such words or other words with similar meanings. Forward-looking statements contained in this report include, among other things, our objectives, commitments, and goals; our assumptions and expectations; and the scope and impact of corporate responsibility risks and opportunities.

Our position or perceived lack of position on social, environmental, and public policy or other sensitive issues, and any perceived lack of transparency about those matters, could harm our reputation with certain groups or our customers, which could adversely affect our financial performance. Furthermore, we may not be able to achieve the objectives and goals identified in this report within the expected time frame or at all. Factors that could cause actual results to materially differ from those indicated in forward-looking statements are described under Risk Factors in our Annual Report on Form 10-K for the year ended January 30, 2021, filed on March 24, 2021, and our Quarterly Report on Form 10-Q for the quarter ended May 1, 2021, filed on May 26, 2021. The forward-looking statements contained herein speak only as of the date made, and we undertake no obligation to update any such statements.

2020 GLOBAL REPORTING INITIATIVE (GRI) INDEX

GENERAL DISCLOSURES

Disclosure No.	Disclosure Title	DICK'S Response
Organizational Profile		
102-1	Name of the organization	DICK'S Sporting Goods, Inc.
102-2	Activities, brands, products and services	Business Highlights, p. 4, 2020 Sustainability Report
102-3	Location of headquarters	Business Highlights, p. 4, 2020 Sustainability Report
102-4	Location of operations	Business Highlights, p. 4, 2020 Sustainability Report
102-5	Ownership and legal form	Business Highlights, p. 4, 2020 Sustainability Report
102-6	Markets served	Business Highlights, p. 4, 2020 Sustainability Report
102-7	Scale of the organization	Business Highlights, p. 4, 2020 Sustainability Report
102-8	Information on employees and other workers	Leveling the Playing Field, p. 13, 2020 Sustainability Report
102-9	Supply chain	Business Highlights, p. 4, 2020 Sustainability Report
102-10	Significant changes to the organization and its supply chain	Business Highlights, p. 4, 2020 Sustainability Report
102-11	Precautionary principle or approach	DICK'S Sporting Goods does not have an official policy as it pertains to the precautionary principle.
102-12	External initiatives	Our Approach to Sustainability, p.7, 2020 Sustainability Report; Our Goals, p. 8, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
Strategy		
102-14	Statement from senior decision-maker	Letter from President and CEO Lauren Hobart, p. 5, 2020 Sustainability Report
102-15	Key impacts, risks and opportunities	2020 DICK'S Sporting Goods Form 10-K
Ethics & Integrity		
102-16	Values, principles, standards and norms of behavior	Our Beliefs, p. 2, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
Governance		
102-18	Governance structure	Corporate Governance Guidelines
102-19	Delegating authority	DICK'S Sporting Goods Proxy Statement
102-20	Executive-level responsibility for economic, environmental and social topics	DICK'S Sporting Goods Proxy Statement
102-21	Consulting stakeholders on economic, environmental and social topics	DICK'S Sporting Goods Proxy Statement
102-22	Composition of the highest governance body and its committees	DICK'S Sporting Goods Proxy Statement
102-23	Chair of the highest governance body	DICK'S Sporting Goods Proxy Statement
102-24	Nominating and selecting the highest governance body	DICK'S Sporting Goods Proxy Statement
102-25	Conflicts of interest	DICK'S Sporting Goods Proxy Statement
102-30	Effectiveness of risk management processes	DICK'S Sporting Goods Proxy Statement
102-32	Highest governance body's role in sustainability reporting	This report has been reviewed and approved by DICK'S Sporting Goods Chief Sustainability Officer, Peter Land
102-33	Communicating critical concerns	DICK'S Sporting Goods Proxy Statement
102-35	Remuneration policies	DICK'S Sporting Goods Proxy Statement
102-36	Process for determining remuneration	DICK'S Sporting Goods Proxy Statement
Stakeholder Engagement		
102-42	Identifying and selecting stakeholders	Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
102-43	Approach to stakeholder engagement	Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
102-44	Key topics and concerns raised	Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
Reporting Practice		
102-45	Entities included in the consolidated financial statements	2020 DICK'S Sporting Goods Form 10-K
102-46	Defining report content and topic boundaries	About this Report, p. 60, 2020 Sustainability Report
102-47	List of material topics	Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
102-50	Reporting period	About this Report, p. 60, 2020 Sustainability Report
102-52	Reporting cycle	About this Report, p. 60, 2020 Sustainability Report
102-53	Contact point for questions regarding the report	About this Report, p. 60, 2020 Sustainability Report
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 60, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
102-55	GRI content index	GRI Content Index, p. 61, 2020 Sustainability Report
102-56	External assurance	Our environmental data was reviewed externally. We did not seek external assurance for this report.

TOPIC-SPECIFIC STANDARDS

Disclosure No.	Disclosure Title	DICK'S Response
201: Economic Performance		
103-1	Explanation of the material topic and its boundary	Business Highlights, p. 4, 2020 Sustainability Report
103-2	The management approach and its components	Business Highlights, p. 4, 2020 Sustainability Report
103-3	Evaluation of the management approach	Business Highlights, p. 4, 2020 Sustainability Report
201-1	Direct economic value generated and distributed	2020 DICK'S Sporting Goods Form 10-K; DICK'S Sporting Goods Proxy Statement; Business Highlights, p. 4, 2020 Sustainability Report
205: Anti-Corruption		
103-1	Explanation of the material topic and its boundary	Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-2	The management approach and its components	Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-3	Evaluation of the management approach	Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
205-1	Operations assessed for risks related to corruption	Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct; Business Highlights, p. 4, 2020 Sustainability Report
301: Materials		
103-1	Explanation of the material topic and its boundary	Reducing Waste, p. 55, 2020 Sustainability Report; Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-2	The management approach and its components	Reducing Waste, p. 55, 2020 Sustainability Report; Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-3	Evaluation of the management approach	Reducing Waste, p. 55, 2020 Sustainability Report; Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
301-2	Recycled input materials used	Reducing Waste, p. 55, 2020 Sustainability Report; Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
302: Energy		
103-1	Explanation of the material topic and its boundary	Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-2	The management approach and its components	Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-3	Evaluation of the management approach	Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Implementing Green Building Practices, p. 56, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
302-1	Energy consumption within the organization	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report
305: Emissions		
103-1	Explanation of the material topic and its boundary	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-2	The management approach and its components	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
103-3	Evaluation of the management approach	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Our Approach to Sustainability, p.7, 2020 Sustainability Report
303-5	Water consumption	Managing Water; p. 56, 2020 Sustainability Report
305-1	Direct (scope 1) GHG emissions	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report
305-2	Indirect (scope 2) GHG emissions	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report
305-3	Other indirect (scope 3) GHG emissions	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report
305-4	GHG emissions intensity	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report
305-5	Reduction of GHG emissions	Reducing Our GHG Emissions, p. 53, 2020 Sustainability Report; Enterprise Sustainability Goals, p. 51, 2020 Sustainability Report; Our Goals, p. 8, 2020 Sustainability Report; Our Approach to Sustainability, p. 7, 2020 Sustainability Report
306: Effluents and Waste		
103-1	Explanation of the material topic and its boundary	Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Reducing Waste and Increasing Recycling, p. 55, 2020 Sustainability Report
103-2	The management approach and its components	Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Reducing Waste and Increasing Recycling, p. 55, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
103-3	Evaluation of the management approach	Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Reducing Waste and Increasing Recycling, p. 55, 2020 Sustainability Report
306-2	Waste by type and disposal method	Reducing Plastic and Packaging, p. 54, 2020 Sustainability Report; Reducing Waste and Increasing Recycling, p. 55, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
401: Employment		
103-1	Explanation of the material topic and its boundary	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Promoting Teammate Wellbeing, p. 25, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-2	The management approach and its components	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Promoting Teammate Wellbeing, p. 25, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-3	Evaluation of the management approach	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Promoting Teammate Wellbeing, p. 25, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Promoting Teammate Well-Being, p. 25, 2020 Sustainability Report
401-3	Parental leave	Promoting Teammate Well-Being, p. 25, 2020 Sustainability Report
404: Training		
103-1	Explanation of the material topic and its boundary	Developing Careers, p. 24, 2020 Sustainability Report; A Culture of Inclusion, p. 14, 2020 Sustainability Report, Material Topics, p. 9, 2020 Sustainability Report
103-2	The management approach and its components	Developing Careers, p. 24, 2020 Sustainability Report; A Culture of Inclusion, p. 14, 2020 Sustainability Report, Material Topics, p. 9, 2020 Sustainability Report
103-3	Evaluation of the management approach	Developing Careers, p. 24, 2020 Sustainability Report; A Culture of Inclusion, p. 14, 2020 Sustainability Report, Material Topics, p. 9, 2020 Sustainability Report
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Careers, p. 24, 2020 Sustainability Report
405: Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its boundary	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Impact Teams, p. 15, 2020 Sustainability Report; Courtside Team, p. 17, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-2	The management approach and its components	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Impact Teams, p. 15, 2020 Sustainability Report; Courtside Team, p. 17, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-3	Evaluation of the management approach	Leveling the Playing Field, p. 13, 2020 Sustainability Report; Impact Teams, p. 15, 2020 Sustainability Report; Courtside Team, p. 17, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
405-1	Diversity of governance bodies and employees	Management Diversity, p. 22, 2020 Sustainability Report
405-2	Ratio of basic salary and remuneration of women to men	Gender Pay Parity, p. 21, 2020 Sustainability Report

Disclosure No.	Disclosure Title	DICK'S Response
406: Non-Discrimination		
103-1	Explanation of the material topic and its boundary	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-2	The management approach and its components	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-3	Evaluation of the management approach	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
406-1	Incidents of discrimination and corrective actions taken	Human Rights Policy
408: Child Labor		
103-1	Explanation of the material topic and its boundary	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-2	The management approach and its components	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
103-3	Evaluation of the management approach	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics and DICK'S Sporting Goods Vendor Code of Conduct
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Policy
412: Human Rights Assessment		
103-1	Explanation of the material topic and its boundary	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics
103-2	The management approach and its components	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics
103-3	Evaluation of the management approach	Human Rights Policy; Material Topics, p. 9, 2020 Sustainability Report; Code of Business Conduct and Ethics
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Rights Policy

Disclosure No.	Disclosure Title	DICK'S Response
416: Customer Health and Safety		
103-1	Explanation of the material topic and its boundary	Athlete Safety, p. 42, 2020 Sustainability Report; Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Reports; Stakeholder Engagement, p. 10, 2020 Sustainability Report
103-2	The management approach and its components	Athlete Safety, p. 42, 2020 Sustainability Report; Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Reports; Stakeholder Engagement, p. 10, 2020 Sustainability Report
103-3	Evaluation of the management approach	Athlete Safety, p. 42, 2020 Sustainability Report; Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Reports; Stakeholder Engagement, p. 10, 2020 Sustainability Report
416-1	Assessments of the health and safety impacts of products and service categories	Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report
417: Marketing and Labeling		
103-1	Explanation of the material topic and its boundary	Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
103-2	The management approach and its components	Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
103-3	Evaluation of the management approach	Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report; Stakeholder Engagement, p. 10, 2020 Sustainability Report
417-1	Requirements for product and service information and labeling	Ensuring Product Quality and Safety, p. 45, 2020 Sustainability Report
418: Customer Privacy		
103-1	Explanation of the material topic and its boundary	Securing and Protecting Athlete and Teammate Data and Privacy, p. 48, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-2	The management approach and its components	Securing and Protecting Athlete and Teammate Data and Privacy, p. 48, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
103-3	Evaluation of the management approach	Securing and Protecting Athlete and Teammate Data and Privacy, p. 48, 2020 Sustainability Report; Material Topics, p. 9, 2020 Sustainability Report
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Securing and Protecting Athlete and Teammate Data and Privacy, p. 48, 2020 Sustainability Report

EVERY SEASON STARTS AT

