

EVERY SEASON STARTS AT



2019 PURPOSE PLAYBOOK

OUR BELIEF

We believe that sports make people better.

OUR MISSION

We create an environment where passionate and skilled 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

BUSINESS HIGHLIGHTS 04

LETTER FROM CHAIRMAN AND CEO 05

**LETTER FROM CHIEF COMMUNICATIONS
AND SUSTAINABILITY OFFICER 06**

PURPOSE PLAYBOOK AT AT GLANCE 07

- Our Purpose Playbook Four Pillars 07
- Sustainability Governance 07
- Sustainability Goals 08
 - 2019 Highlights 09
- Material Topics 10
- Responding to COVID-19 11
- Addressing Racial Injustice 12
- Stakeholder Engagement 13

EMPOWERING TEAMMATES 14

- Developing Careers 16
- Engaging Teammates In Our Vision 17
- Advancing Inclusion & Diversity 19
- Promoting Teammate Well-Being 22

EQUIPPING ATHLETES 24

- Putting Athletes First 26
- Firearms Safety 26
- Gearing Up Sustainably 27

- Designing for Inclusiveness 28
- Ensuring Product Safety and Quality 29
- Sourcing Responsibly 30
- Partnering for Excellence 32
- Securing and Protecting the Privacy of Athlete
and Teammate Data 33

CHAMPIONING COMMUNITIES 34

- Table of Community Support 35
- Saving Youth Sports 36
- Community Engagement 41

RESPECTING THE PLAYING FIELD 45

- Our Footprint 47
- Reducing Plastic 49
- Reducing Waste 50
- Reducing Packaging 51
- Investing in Green Building 51
- Maximizing Lighting Efficiency 52
- Tracking Logistics 52
- Conserving Water 53

GRI INDEX 55





BUSINESS HIGHLIGHTS

OUR BUSINESS

Established in 1948, DICK'S Sporting Goods, Inc. is a leading omni-channel sporting goods retailer offering an extensive assortment of authentic, high-quality sports equipment, apparel, footwear and accessories.

OUR OPERATIONS AND SUPPLY CHAIN

HEADQUARTERS

345 Court Street
Coraopolis, PA 15108

40,000+

employees that we
call
teammates

5

distribution centers

850+

brick & mortar
locations

OUR 2019 FINANCIALS

\$8.44 BILLION TOTAL REVENUE

\$31 MILLION COMMUNITY GRANTS, SPONSORSHIPS AND PARTNERSHIPS

OUR CORPORATE GOVERNANCE

- Our stockholders elect members to our board of directors
- Our board maintains three committees:
 - Compensation
 - Audit
 - Governance and Nominating

For more information, you can read:

- Our DICK'S Sporting Goods [2019 Annual Report](#)
- Our [Corporate Governance Guidelines](#)
- The Corporate Governance section of our [2019 DICK'S Proxy Statement](#)

LETTER FROM CHAIRMAN AND CEO ED STACK

Our world has changed immensely since the publication of our 2018 Purpose Playbook. We are living through a global pandemic and confronting the harsh realities of racial injustice. Now, more than ever, it's important to take care of our teammates, our customers and the communities we serve. We are committed to managing our business in a way that reflects our values.

While the vast majority of the content in this year's report reviews our 2019 efforts — the progress we made and the commitments we are making toward a more sustainable future — I'd be remiss if I didn't speak to the recent events that have had a profound impact on our 40,000-plus teammates, our athletes and our country.

Our hearts go out to all those impacted by COVID-19 and the civil unrest taking place across America. Our communities are suffering, with far-reaching social, economic and health consequences — especially our communities of color, which have been disproportionately impacted by the COVID-19 pandemic and continue to face a culture of racial injustice. Black communities in particular have endured a series of tragic and senseless killings that have shined a spotlight on the deep rooted and long-standing racism that, sadly, still persists in America.

OUR COMMITMENTS

Zero Tolerance for Racism and Discrimination

Action: We have zero tolerance for acts of racism and discrimination. We clarified and strengthened our related policies, are working with our teammates, and are introducing new training and practices to address racism and discrimination.

Increased Representation and Transparency amongst our Teammates

Action: We will implement thoughtful recruiting practices and development programs that increase the diversity at all levels of our organization and publicly share relevant data specific to these efforts.

At DICK'S, we will be relentless in the pursuit of racial equity and are making public commitments to strengthen our zero-tolerance stance and supporting policies against acts of racism and discrimination so that every teammate, athlete and member of our community feels welcome and respected; and to increase diversity at all levels of our company. In 2020, we increased representation of people of color and women on the DICK'S board by seating three incredibly talented new directors: Larry Fitzgerald, Jr., Sandeep Mathrani, and Desiree Ralls-Morrison.

We've also taken a number of steps to provide support to our teammates and athletes to address the impacts from COVID-19, including increased in-store safety measures, hero pay in our stores and distribution centers, and donations to frontline workers and the CDC Foundation.

When the impacts of COVID-19 forced us to close nearly 800 stores and furlough more than 30,000 teammates in April, it was the worst day I've experienced at DICK'S. But it gave the teammates still working for the company a single-focused purpose to do everything in our power to bring back our colleagues and friends. Fortunately, we have returned our teammates from furlough, restored previously reduced salaries and implemented our merit increases and committed to a 2020 bonus program. All of us will continue to make the health and safety of our communities our top priority as we continue to navigate the pandemic and athletes are finding safe ways to return to the field, the court, and to the sports that they love.

We will always be passionate advocates for the positive role sports can have on people's lives — especially during these turbulent times. We bring this belief into the neighborhoods we serve by helping more than 200,000 youth in underserved, low-income communities and high-poverty schools gain confidence and build self-esteem through sports.

We also bring this advocacy mindset to our position on gun violence prevention. After the tragedy in Parkland, we removed all assault-style

rifles from our stores permanently and changed our policy to make sure we would not sell firearms to anyone under 21, among other safety commitments. We also promised the families impacted by the tragedy at Parkland that we would use our voice to keep the conversation going to drive policy change. In 2019, we continued to advocate for sensible gun reform. Unfortunately, we have not seen the progress nationally on this issue that our kids deserve, and we will keep supporting this issue in the future.

Lastly, we are pleased to share in this year's report our inaugural Corporate Social Responsibility (CSR) goals. These goals are the result of company-wide engagement and consultation with stakeholders across multiple industries. Our Inclusion & Diversity Council and CSR Council will direct our efforts to meet these goals, and we will share our progress in future reports.

Between our teammates and our athletes, we have the privilege of touching the lives of many Americans. With that opportunity comes great responsibility. We can't change the world by ourselves, but we know we have an important role to play in making it better. I want to thank all of our teammates for their commitment to our communities and to each other. Together, we will stand up for the things we know are right, even when it's hard — and we will continue to fuel the love of sports, for its amazing power to transcend the game and make a positive impact on society.



Sincerely,

Ed Stack

Chairman and CEO, DICK'S Sporting Goods

LETTER FROM CHIEF COMMUNICATIONS AND SUSTAINABILITY OFFICER PETER LAND

Unprecedented times call for new ways of operating, and I'm honored to have the opportunity to join DICK'S Sporting Goods this year as its first executive overseeing sustainability and communications during this time in the company's and our nation's history. Ed Stack, our Chairman and CEO, established a vision for this company that's built on strong, deeply held values — operating safely and responsibly in everything we do, caring for the communities we serve and providing equitable opportunities for our nation's youth to play sports.

From decades of community-driven philanthropy to our more recent firearms policy changes, DICK'S is well-positioned to continue making a meaningful impact across environmental sustainability and social responsibility issues.

As we rebuild our country and economy, DICK'S has a role to play in making sure that we rebuild with purpose and direction for a greener, more sustainable future. Now is our chance to set ambitious, new goals, forge new partnerships and continue to assess every aspect of our business, moving forward by inspiring positive change

Throughout my career, I've seen how sports can bring people together like nothing else. When people are empowered

to be active and come together, with equal access and opportunity for all, something magical happens. From children in under-resourced communities across the country to the professional teams we cheer for in stadiums, sports inspire unity, camaraderie and shared passions in and across our communities — and at DICK's, we're harnessing that energy to do good.

In the pages ahead, you'll see our second annual sustainability report. Our "Purpose Playbook" will continue to guide our strategies and hold us accountable for achieving our goals. The activities and programs described here form a strong starting line for the race ahead, as we examine every aspect of our operations to find opportunities to lighten our environmental footprint and maximize our positive contributions to the community.



Sincerely,

A handwritten signature in dark ink that reads "Peter Land".

Peter Land
Chief Communications & Sustainability
Officer



PURPOSE PLAYBOOK AT A GLANCE

Our Purpose Playbook defines our management approach to sustainability, bringing our core values — commitment, drive, inclusion & diversity, skill and passion — together with a robust corporate social responsibility strategy that enables us to make a difference in the lives of our teammates, athletes and communities.

1

EMPOWERING TEAMMATES

Dedicated to the success and well-being of our teammates

2

EQUIPPING ATHLETES

Dedicated to the safety and happiness of our customers

3

CHAMPIONING COMMUNITIES

Dedicated to philanthropy and community engagement

4

RESPECTING THE PLAYING FIELD

Dedicated to environmental stewardship

SUSTAINABILITY GOVERNANCE

We regularly convene a cross-functional CSR Council of teammates from across departments to identify opportunities, gather subject matter expertise and drive our strategy. The CSR Council’s multi-stakeholder operational framework includes insights from our board of directors and industry stakeholders, oversight from our executive leadership team and engagement from teammates at every level of the company.

Each of our CSR pillars are managed through a dedicated workstream, with council members meeting monthly to track KPIs, address challenges and manage progress toward our goals. The CSR Council’s leaders meet at least quarterly with stakeholders from across the company to track progress and escalate concerns, as needed. Our board of directors is briefed annually on the progress of these efforts.

SUSTAINABILITY GOALS

In 2020, we’re taking an important step forward in our sustainability journey by setting our inaugural set of public sustainability goals, the progress of which we will be reporting on annually. Some of these goals will be achieved rapidly, and some provide us long-term direction as we navigate our path toward a better tomorrow.

1

EMPOWERING TEAMMATES

ACHIEVE 50% BIPOC AND/OR WOMEN FOR ENTRY-LEVEL HIRES FOR TECHNOLOGY BY 2025



MAINTAIN MEDIAN GENDER PAY RATIO OF 100%

2

EQUIPPING ATHLETES

JOIN THE AAFA/FLA COMMITMENT TO RESPONSIBLE RECRUITMENT BY 2020

MEET MINIMUM DISCLOSURE STANDARDS OF THE HUMAN RIGHTS WATCH TRANSPARENCY PLEDGE BY 2025 FOR 100% OF VERTICAL BRANDS

3

CHAMPIONING COMMUNITIES



GIVE 1 MILLION KIDS THE CHANCE TO PLAY BY 2024

4

RESPECTING THE PLAYING FIELD

ELIMINATE SINGLE-USE, POINT-OF-SALE PLASTIC BAGS IN ALL STORES BY 2025

ATTAIN 100% PARTICIPATION OF VERTICAL BRANDS IN THE HIGG FACILITY ENVIRONMENTAL MODULE AUDIT BY 2025

2019 HIGHLIGHTS



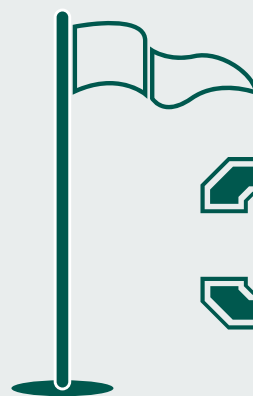
1 EMPOWERING TEAMMATES

- **52%** of current management roles in stores have been promoted from hourly positions
 - **40%** of our hourly teammates were either promoted or moved laterally
 - **39%** of our salaried teammates were either promoted or moved laterally
 - **39%** of our store managers were either promoted or moved laterally
- **4,452** volunteer hours by **1,097** teammates consisting of **90** projects
- **100%** median female to male pay ratio
- More than **\$3.3M** in tuition dollars reimbursed to **253** teammates over the last **10** years
- Recognized by 2020 Women on Boards for having at least **20%** women on our board of directors



2 EQUIPPING ATHLETES

- Ceased stocking firearms in **125** stores as part of our commitment to safety
- **80%** of Alpine Design® products in our stores have a sustainability feature
- **17%** of SKUs within the DSG product line had at least one sustainable attribute
- Diverted **29,000** pounds of plastic waste from landfills and oceans through partnership with First Mile



3 CHAMPIONING COMMUNITIES

- **\$145M** in grants and sponsorships since 2014 with **\$31M** in 2019
- **\$1.5M** in donations committed to DonorsChoose.org
- **\$250K** committed to communities impacted by disaster through The DICK'S Sporting Goods Foundation

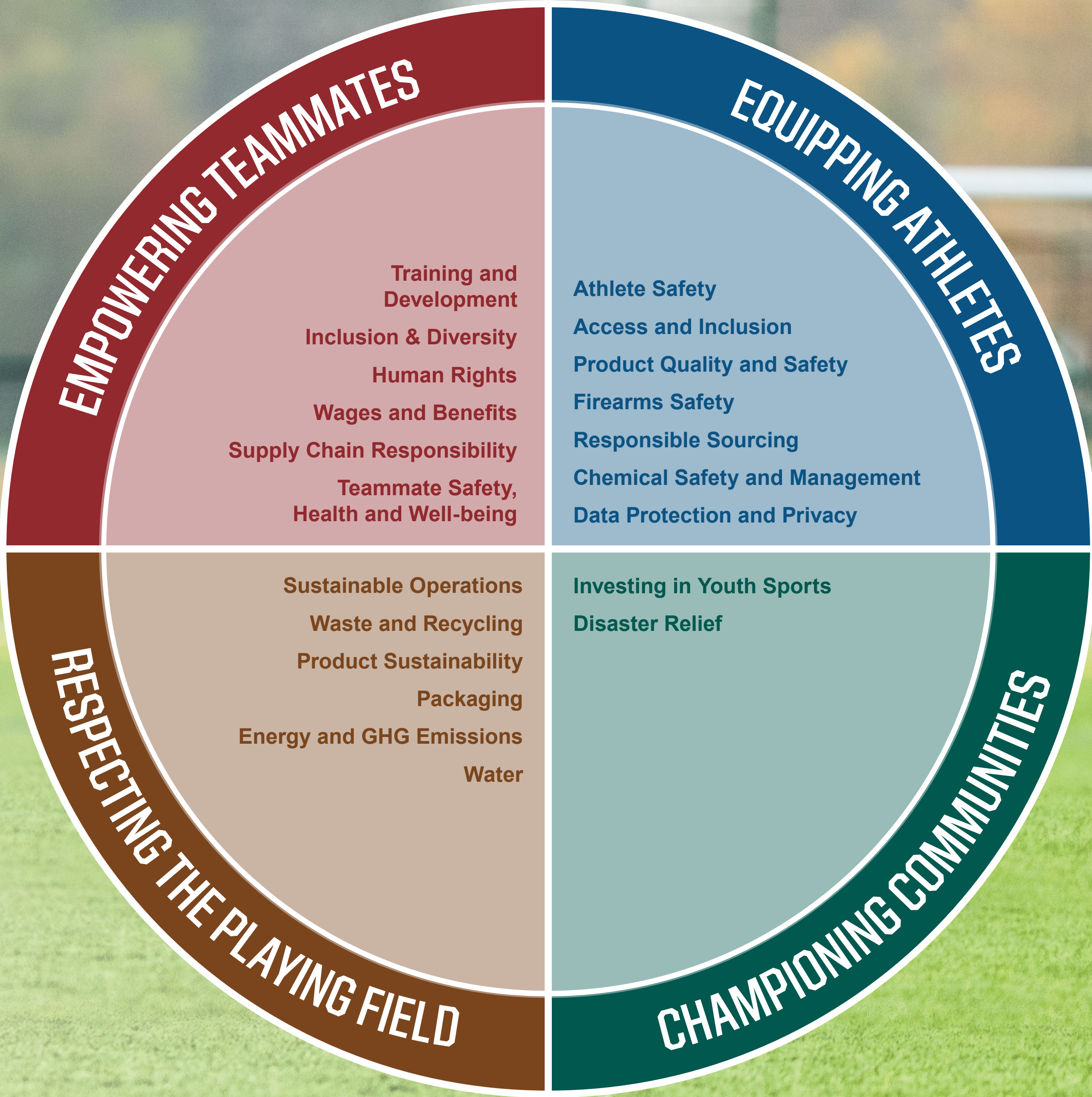


4 RESPECTING THE PLAYING FIELD

- Eliminated **2,160** pounds of plastic from our office operations
- **7.20%** reduction in electricity use per square foot
- **28%** reduction in Scope 1 and Scope 2 greenhouse gas emissions
- First time reporting water usage and Scope 3 emissions
- **68%** waste diversion rate in 2019 representing 41,508 tons of materials recycled

MATERIAL TOPICS

In developing this report, we consulted the Global Reporting Initiative Standards (GRI) Guidelines, the CDP framework, the Sustainability Accounting Standards Board (SASB) Consumer Goods sector guidelines, the UN Global Compact and the UN Sustainable Development Goals to determine material issues. Our CSR material issues inform the contents of this report and represent our greatest economic, environmental and social impacts as well as the topics of greatest significance to our stakeholders. The following illustrates how these issues are prioritized within our Purpose Playbook:



RESPONDING TO COVID-19



Teammate providing package for store pickup as part of COVID-19 safety protocol

During this time of COVID-19 and civil unrest, we have all learned some very important lessons. We've learned that the world can change in a single moment. COVID-19 has killed more than a million people and brought the economies of the United States and the world to its knees in a matter of weeks. We've learned that because of longstanding inequalities, communities of color were meaningfully more impacted by this terrible virus than other communities.

At DICK'S, we have a responsibility to take unprecedented steps in these unprecedented times to make sure our company, our teammates, and our athletes continue to thrive.

In early 2020, we were proactive in closing our stores voluntarily in response to COVID-19. When it came time to reopen, we took care to do so with a variety of safety features including:

- social distancing protocols
- curbside contactless pickup
- designated shopping hours for at-risk customers
- sneeze guards at checkouts
- enhanced checkout area cleaning after each transaction
- sanitizing carts and baskets
- mandatory face coverings, gloves and hand sanitizer for teammates
- wellness checks of all teammates at the start of their shifts

In April, while our stores were closed, we made the difficult decision to furlough a significant number of our teammates across our stores, distribution centers and customer support center. We were pleased to return our teammates from furlough, restore full salary and repay back wages to teammates who had taken reduced salaries. During the furlough, teammates never lost access to their healthcare coverage and benefits, and now that they've returned, we have expanded days off and created other programs to help with work/life balance. In addition, we are offering a 15 percent premium "hero pay" to our frontline teammates in our stores and distribution centers through the end of 2020. Our commitment to safety and

caring for our team has been backed by our financial commitment – we invested \$42 million in compensation and safety costs during the second quarter of 2020.

To respond to community impacts from COVID-19, we partnered with Callaway to donate nearly \$800,000 to the CDC Foundation. Through May 2020, we gave a percentage of sales of Callaway MAVRIK Drivers, Fairways, Hybrids and Iron Sets to the foundation, whose COVID-19 response fund supports health risk communications, clinical research, local response efforts and more.



Teammate loading purchases into an athlete's car through contactless curbside service



ADDRESSING RACIAL INJUSTICE

Our company is a cross-section of the country. We have 40,000 teammates stretching from Portland, Maine, to Portland, Oregon. The deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and others were tragic, senseless killings. We need to ensure we honor their memories by making positive changes in both the country and our company. We will be relentless in the pursuit of racial equity and make it clear that Black Lives Matter.

At DICK'S, we are making public commitments to strengthen our zero-tolerance stance and supporting policies against acts of racism and discrimination so that every teammate, athlete and member of our community feels welcome and respected.

OUR COMMITMENTS

- **Zero Tolerance for Racism and Discrimination**

Action: We have zero tolerance for acts of racism and discrimination. We clarified and strengthened our related policies, are working with our teammates, and are introducing new training and practices to address racism and discrimination.

- **Increased Representation and Transparency amongst our Teammates**

Action: We will implement thoughtful recruiting practices and development programs that increase the representation of BIPOC at all levels of our organization and publicly share relevant data specific to these efforts.

We also are increasing diversity at all levels of our company. We are setting a goal to achieve 50 percent BIPOC and/or women entry level hires for our technology group — including engineering, cyber security, product management and design roles — by 2025. We also increased representation of BIPOC and women on our board of directors in 2020.

Lastly, our teammate Inclusion & Diversity Council is comprised of a group of teammates who represent a wide range of backgrounds, roles and communities. They will be instrumental in helping us put practices in place and ensuring we hold the company accountable.

STAKEHOLDER ENGAGEMENT

In addition to adhering to global reporting frameworks, the content of this report was developed with input from DICK’S Sporting Goods executives, partners, suppliers, customers and investors. We are committed to maintaining regular and open communication with a broad range of stakeholders to address concerns and hear feedback to help us deliver on our strategy. Here are a few ways we engage with our key stakeholders:

- **Collaborate with vendors and suppliers to provide more sustainable product options to our athletes**
- **Create a great place to work for our teammates through competitive wages and benefits, including learning opportunities and our Inclusion & Diversity Council**
- **Engage community partners to further our commitment to saving youth sports and reducing inequalities on the playing field**
- **Enhance responsible sourcing and compliance efforts through collaboration with partners**

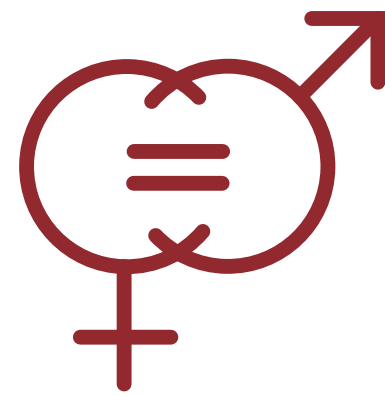
STAKEHOLDER	HOW WE ENGAGED IN 2019	
ATHLETES	<ul style="list-style-type: none">• Sustainable products• Create an inclusive and accessible shopping experience in store and online with a variety of products that meet cultural, gender and ability needs• Expand on inclusive sizing and models in marketing and promotions	<ul style="list-style-type: none">• Product safety through our product safety & regulatory compliance program• Materials and packaging, through our efforts to reduce waste and single-use plastic bags• Supply chain management
TEAMMATES	<ul style="list-style-type: none">• Competitive wages and benefits• Training programs and educational opportunities, including unconscious bias training, on-site MBA program, teammate safety education, etc.• Tuition reimbursement• Teammate engagement survey	<ul style="list-style-type: none">• Recognition and rewards• Volunteerism opportunities including DICK’S Day of Giving• Created the DICK’S Sporting Goods Inclusion & Diversity Council• Continue to provide nameplates and uniforms that are culturally and gender inclusive
VENDORS + SUPPLIERS	<ul style="list-style-type: none">• Improved responsible sourcing efforts through collaboration with the Better Work program• Fostered new partnerships to bolster our compliance efforts, including Better Buying and Americas Group	<ul style="list-style-type: none">• Brought vendors together for a Town Hall meeting to share knowledge and seek opportunities to advance our common sustainability objectives
COMMUNITIES + NONPROFITS	<ul style="list-style-type: none">• Committed to saving youth sports and reducing inequalities on the playing field through philanthropic efforts• Streamlined disaster relief efforts by bringing our partnership with the American Red Cross under the management of the DICK’S Sporting Goods Foundation	<ul style="list-style-type: none">• Sponsored community engagement activities in the areas where we operate• Sponsored local organizations in the Pittsburgh area to support our headquarters community and provide opportunities for our teammates to engage
INVESTORS	<ul style="list-style-type: none">• Reported quarterly and annual financial performance• Responded to investor inquiries• Worked to expand our sustainable product portfolio	<ul style="list-style-type: none">• Committed to responsible supply chain management through new partnerships (mentioned above)
GOVERNMENT + THIRD PARTIES	<ul style="list-style-type: none">• Community engagement activities in the areas in which we operate• Implemented and maintained effective controls to make sure our data security aligns with current best practices• Continued to ensure fairness in all aspects of recruiting, customer service and employment	<ul style="list-style-type: none">• Committed to equal pay for equal work independent of gender and race when establishing and maintaining wages• Enhancing product safety through our product safety & regulatory compliance program• Partnering with trade associations to bolster compliance efforts



1 EMPOWERING TEAMMATES



Our teammates embrace DICK'S Sporting Goods' vision to become the best sports company in the world. Their achievements drive our success, and through our words and actions, we create an environment where passionate, diverse and skilled teammates thrive. As part of our commitment to our teammates, we are striving for an equitable workplace for women. We are committed to equal pay for equal work independent of gender and race, when establishing and maintaining wages.



WE ARE EXTREMELY PROUD TO
HAVE ACHIEVED A
**100%
FEMALE-TO-MALE
MEDIAN PAY RATIO**

Our average pay for females is at 95 percent of males across our 40,000 teammates with a goal to maintain an even gender pay ratio going forward. **We are also setting a new goal to achieve 50 percent BIPOC and/or women for entry-level hires for technology by 2025.**

A fair and equitable playing field is just the first step toward achieving great results. Whether we are building confidence through awards and recognition or helping our teammates step up their game with training and education, we elevate our teammates while meeting our business objectives.

These principles are reflected in our benefits, compensation, training programs, scheduling options, tuition reimbursement program and volunteerism — and in our teammate engagement scores. We strive to continuously improve so that our teammates feel supported and safe while they contribute to our goals and achieve their own.

DEVELOPING OUR TEAM

Just like athletic practice, career training and development improves our teammates' capabilities and strength. Our training includes:

- Comprehensive Onboarding for Retail Excellence (CORE)
- MBA Executive Development Program (EDP)
- Merchandising Trainee Program (MTP)
- Finance Development Program (FDP)
- The Marketing Development Program (MDP)
- Analytics Development Program (ADP)
- On-Site MBA
- Respect in Retail Training
- Unconscious Bias Training

DEVELOPING CAREERS

ON-SITE MBA

Our partnership with the University of Pittsburgh Katz Graduate School of Business continued in 2019 with our part-time MBA program, offered on-site at our CSC. This general MBA program accepts one cohort of 15 to 45 students every three years, chosen independently by the school. Enrolled teammates can choose from electives in several key business areas, including marketing, finance, accounting, operations, technology, strategy and organizational behavior. Up to 50 percent in tuition reimbursement is offered to each student annually, and upon completion of the degree, every teammate receives a \$30,000 equity grant providing them with close to 95 percent of the full cost of the degree with a five-year commitment to the company. In 2019, 19 teammates participated in the program, graduating in 2020.

“I started my career with DICK’S in college working as a part-time bicycle technician at a store in Madison, Wisconsin. Five years ago, I accepted a role at the CSC in Pittsburgh as an analyst on the financial planning and analysis (FP&A) team. Over the past five years, I had the opportunity to work in several areas throughout the FP&A team, including store operations, capital planning, earnings forecast and corporate budgeting. In my current role, I support the company by developing models to evaluate the financial impact of strategic decisions.

In addition to learning on the job, DICK’S provided me with the opportunity earn my MBA through the University of Pittsburgh. Receiving my MBA honed the financial skills I use every day and provided a well-rounded business education that opens additional opportunities within the company. It also allowed me to work with and learn from a cross-functional group of teammates, who came from different areas in DICK’S that I otherwise wouldn’t have met.”

JESSE A. NELSON, SENIOR MANAGER
FINANCIAL PLANNING AND ANALYSIS



TUITION REIMBURSEMENT

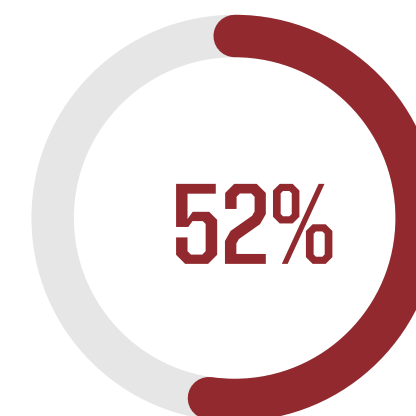
In 2019, we also continued to support our teammates in furthering their education with a tuition reimbursement program for those pursuing a job-related degree at an accredited college or university. All salaried, full-time teammates with satisfactory performance ratings are eligible to participate in the program, which compensates teammates for tuition and books based on grades earned. Over the last 10 years, we’ve reimbursed more than \$3.3 million in tuition to 253 teammates.

Benefits include:

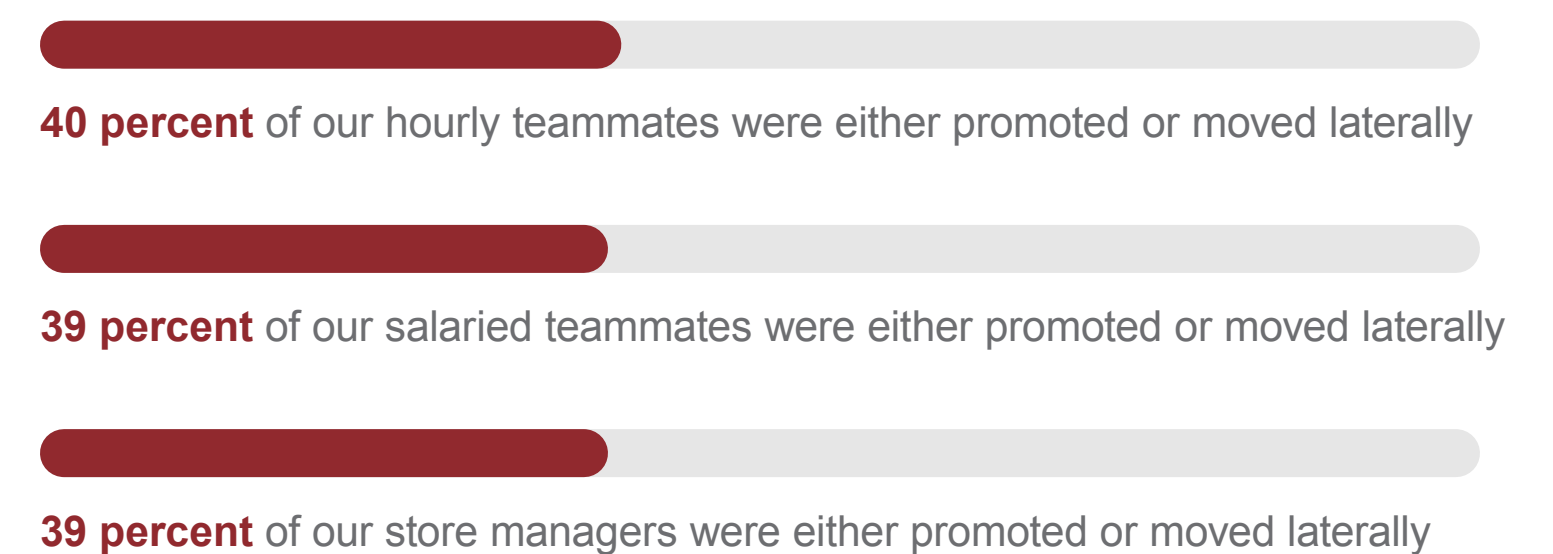
- Up to \$2,500 annually for undergraduate degrees.
- Up to \$5,000 annually for graduate degrees.
- Up to \$10,000 annually for our on-site MBA program, in addition to a \$30,000 equity grant upon graduation.

CAREER PROGRESSION

Our teammates continue to propel their careers forward at DICK’S, thanks to their own talent and passion combined with the training and development opportunities we provide.



of current management roles
in stores have been promoted
from hourly positions



ENGAGING TEAMMATES IN OUR VISION

We measure our teammates' enthusiasm for our vision and goals through our annual Teammate Engagement Survey, supplemented by smaller, more focused surveys throughout the year. Based on our January 2020 survey,

82 PERCENT OF RESPONDENTS AGREE OR STRONGLY AGREE THAT THEY ARE SATISFIED WITH THEIR JOBS

Additional results show that our teammates are dedicated to their jobs, proud to work for DICK'S, understand their roles and feel that their contributions and opinions are valued. With 73 percent of our teammates responding to this company-wide questionnaire, this is a strong indicator that our teammates feel supported in their roles.

Based on the survey results, we acted on several areas for improvement in meeting our teammates' needs, including additional vacation time and increased flextime for teammates returning from parental leave. Insights from the previous engagement surveys also inspired us to dedicate a space in our headquarters to an on-site daycare center, currently under construction and scheduled to open later in 2021.

RECOGNITION AND REWARDS

In 2019, we continued our commitment to celebrating our teammates and cheering them on in their efforts to serve our

athletes. With a variety of reward and recognition programs targeting all levels of the organization, we strive to ensure every teammate knows that their victories are acknowledged and appreciated.

Our HIGH FIVE! program entered its second year with \$1.5 million in \$10 DICK'S gift cards issued with personal notes of appreciation from their fellow teammates. HIGH FIVE! recognition is awarded for everything from the successful completion of a project to making unique contributions to the community. The program gives teammates an opportunity to take a personal role in recognizing other teammates' outstanding performance.

DICK'S began recognizing teammates' work anniversary milestones with new awards that launched in 2019. These programs join our range of established recognition programs, including:

- **The President's Award**, given quarterly to the top DICK'S store in each district, region and nationwide.
- **Go for the Gold**, a quarterly award given in gold, silver and bronze tiers to teammates whose overall athlete satisfaction scores are 75 percent or higher. The goal of the program is to focus on improving the athlete experience and celebrate and encourage entire store teams.
- **Quarterly Game Ball**, an award given to directors or vice presidents who demonstrate a level of exemplary achievement while living DICK'S brand values.



TEAMMATE VOLUNTEERISM

DICK'S and our CSC teammates celebrated our fifth year of DICK'S Days of Giving in 2019. Each year, on designated workdays, teammates are encouraged to participate in planned volunteer activities in support of our Pittsburgh-area community.

Since our first Days of Giving in 2014, DICK'S teammates have completed 490 projects, with more than 6,000 teammate volunteers giving more than 24,000 hours of their time.

IN 2019 ALONE, WE

COMPLETED 90 PROJECTS

WITH THE HELP OF

1,097 TEAMMATE VOLUNTEERS

DONATING

4,452 HOURS OF THEIR TIME

Examples of organizations that benefited include public spaces like Raccoon Creek State Park, events like the Pittsburgh Marathon, outdoor camps like Camp Kon-o-kwee and Camp Guyasuta, and educational facilities like New Academy Charter School and Sarah Heinz House Camp.

In addition to giving their time, our teammates contribute financially to the causes that matter to them. Through our Teammate Giving program, teammates can make optional payroll deductions to support teams, leagues or The DICK'S Sporting Goods Foundation. Donations may earn teammates special rewards or perks, such as designated parking spots, free coffee and giveaway items. Our teammates at our sourcing office in Hong Kong participated as well, with projects including a craft fair for families and senior citizens, a bowling tournament for low-income athletes and other group activities that brought together members of the community.



ADVANCING INCLUSION & DIVERSITY

Our teammates are the heart and soul of DICK’S. Our company’s primary operations stretch across the United States. From our stores to our distribution centers to our corporate office, we are one team that shares common goals and values.

We also know that our business does not operate in a vacuum. The events of 2020 have accelerated a national conversation about racism, giving a long overdue voice to underheard and underserved people in our communities.

We are committed to taking an active role in this conversation and to making changes in our company to address racism and inequality. These efforts will add to the work we’ve already done to build an inclusive workplace, where each and every one of our teammates is empowered to contribute and share their individuality.

As we work to build out our strategy to create a more diverse workforce and an inclusive workplace where all teammates are welcome and celebrated, we want to emphasize the importance of culture. Having a culture that supports, celebrates and honors each individual creates an environment where diverse representations can thrive.

In 2019, we created the DICK’S Sporting Goods Inclusion & Diversity Council — composed of 14 teammate volunteers from across our stores, distribution centers and corporate office who represent different demographics, experiences and backgrounds. The council is chaired by Head of Inclusion & Diversity, Paloma DeNardis. The council members are instrumental in helping us establish specific goals and tactics, while our entire leadership team is accountable for ensuring change happens.



“Being a member of the I&D Council means that I have a great responsibility to all the teammates at DICK’S to ensure that we have an inclusive workplace that respects and values differences while advancing our company goals. I greatly look forward to the opportunity to drive our business through inclusion and diversity and am incredibly excited about what’s to come!”

JONATHAN GRAINGER
DIRECTOR, SUPPLY CHAIN
CONSTRUCTION AND FACILITIES



“The ultimate goal of winning as a company and making a positive impact in society can only be achieved through assimilation of diversity and inclusion of all that are part of this society. I am hoping through my participation, along with the support of my coworkers, we can continue to make inclusion and diversity a winning trait of our company.”

NAVDEEP GUPTA, SVP FINANCE AND
CHIEF ACCOUNTING OFFICER



“I’m so proud to be part of a thoughtful group that’s taking a critical look at ourselves and working toward building an inclusive and empowering workplace. There is value in a diverse representation of experiences, perspectives and ideas. That is what I personally believe is an anchor for progress.”

NATALIE MCKEOUGH
TREND ASSOCIATE



After taking a look at our entire organization and listening to teammates whose experiences give us a valuable perspective, we're making changes from the board level to teammate recruitment at our stores.



In 2019, we were recognized by 2020 Women on Boards for having at least 20 percent of women on our board of directors.

Additionally, we've strengthened our disciplinary policies, refocused our recruitment efforts, enhanced our training and development and much more.

It's important that our teammates reflect the athletes and communities we serve, and we're working hard to make sure they do. We actively seek to hire a diverse workforce to promote and celebrate inclusion and diversity. Doing so strengthens our ability to serve all our athletes, drives innovation and growth and enables us to attract and retain the best talent.

Our teammates are keeping the dialogue going and presenting us with new opportunities to improve inclusion, diversity, equity and access. Teammates with shared interests have come together in Teammate Resource Groups to discuss shared issues, increase awareness and communicate with senior management. These include resource groups like the Women's Influential Network (WIN) and our "Mom Squad," which spearheaded a refresh of the lactation rooms in our corporate headquarters and also provides transition support for teammates surrounding parental leave related to the birth or adoption of a child. Other groups are forming across the business, and we expect to hear more from them in the near future.

These conversations build upon our ongoing commitment to treat all athletes fairly and respectfully as we work to ensure fairness in all aspects of recruiting, customer service and employment.

SINCE 2018, NEARLY **40,000 OF OUR TEAMMATES** HAVE COMPLETED OUR RESPECT IN RETAIL TRAINING

During the same timeframe, virtually 100 percent of teammates completed unconscious bias training to ensure all teammates and athletes are always treated fairly and respectfully. We will offer this training on an annual basis going forward. At the 2019 Store Manager Leadership Conference we introduced the concept of microaggressions through the Interrupting Unconscious Bias to Become an Inclusive Leader training. This training covered what a microaggressions is, its impact, how to address it if you witness one and what to do if you experience it.

In 2019, we launched an inclusion and diversity career page on our website. In the coming year, we will launch our veteran recruitment strategy, which includes a program that will allow military spouse teammates to easily transfer from one DICK'S store to another, as well as a partnership with Hiring Our Heroes, a nationwide effort to connect vets, transitioning service members and military spouses with employment opportunities.

In 2019, we were one of the sponsors of the LGBTQ+ focused Reaching Out MBA conference and renewed our partnership with the Delta Foundation of Pittsburgh, and we look forward to partnering with Disability:IN to address disability inclusion.



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION

We responded to the Human Rights Campaign (HRC) Corporate Equality Index for the first time, with an inaugural score of 80 percent achieved. Working with our teammates, we strive to do better. Through organizations such as HRC, we have an opportunity to be transparent and share our commitments to our LGBTQ+ teammates and athletes.

ACCESS, EQUITY, AND INCLUSION



ACCESS TO THE OUTDOORS

We believe access to the outdoors — from neighborhood parks and ball fields to the country’s public lands — is a fundamental right for everyone. Location is often overlooked as a barrier to participation. In urban areas, athletes may grow up without directly experiencing nature through camping, kayaking, horseback riding or other outdoor activities. As part of our mission to make athletics equally accessible to all, DICK’S partners with groups like the YMCA to donate outdoor sporting equipment and get children from inner cities into the outdoors to experience it for themselves.



EQUAL ACCESS FOR WOMEN

In both our internal operations and with our athletes, DICK’S has put a renewed focus on equitable access for women. Whether it’s increased offerings of equipment and apparel tailored to female athletes’ needs or our recently launched teammate groups focused on women’s issues in the workplace, we are doing what we can to improve outcomes for women on the playing field and in the workforce. These efforts support our research on the challenges that women face in sports and our wide-ranging partnerships and sponsorships designed to solve those challenges.



SOCIOECONOMIC ACCESS

Financial challenges are among the most common obstacles to participation in sports. That’s why we proudly offer sponsorships to teams, leagues and athletes in the communities we serve. Whether it’s helping a team rebound from a natural disaster or providing winter weather apparel to young athletes (while giving them a chance to meet their professional athlete heroes!), our community engagement programs reach athletes where the need is greatest to help people get active nationwide.



ACCESS FOR ATHLETES OF ALL SIZES AND ABILITIES

DICK’S is committed to supporting all athletes. That’s why the apparel we sell comes in a variety of sizes and styles to help everyone perform with confidence and achieve peak performance. In 2019, we expanded our size offerings for select brands, with sizes ranging from XXS for children through 3XL for women and 4XL for men. Our golf lines, especially, have seen an increase in big and tall offerings, and our CALIA by Carrie Underwood brand will offer more plus size options in 2020. In stores, we’ve put our commitment to inclusivity on display, as our mannequins now represent the same variety of body types as the clothes they model. We are committed to continuing to focus on creating and providing inclusive products to meet the needs of all our athletes, beyond size inclusivity.

Additionally, we are committed to providing access to equipment and sports for athletes who have disabilities. We have a full ADA policy, including directives for compliance. All agreements with product vendors require vendors to provide ADA compliant material for our websites and we are striving towards having WCAG 2.0 AA Standards with an accessibility statement on our websites to enable users to obtain assistance if needed. We also provide regular ADA training for our teammates across stores to ensure we are providing athletes with the best possible experience. We are dedicated to robust and multi-faceted methods to provide accessible content and athlete experiences.

PROMOTING TEAMMATE WELL-BEING

We support our teammates — at work, at home and beyond. Our comprehensive approach to teammate well-being promotes health and safety while also giving teammates the resources to maintain and improve their personal and professional lives. From financial benefits to emotional support services, DICK’S offers programs to help our teammates and their families thrive.

SUPPORT FOR TEAMMATES

At DICK’S, our comprehensive and competitive benefits are just the beginning of our commitment to our teammates. From medical, dental and vision coverage to college savings plans, our salaried and full-time hourly teammates have access to a wide range of benefits, and their feedback helps us to improve our offerings.



In response to teammate feedback, our new on-site CSC daycare center is scheduled to open in mid-2021.

The 10,000-square-foot facility and its programs are being designed by a cross-functional team of CSC teammates, with an advisory group of parents providing their input and perspective. The facility supplements recent improvements in our parental leave policies, including flextime for parents returning to the job.

Q&A ON MOM SQUAD

Kelli Chimenti, Associate Product Manager, Payments, and member of our “Mom Squad,” served on the planning committee for our CSC Childcare Center. We asked her to share her thoughts.



DICK’S: How did you get involved with the center?

KC: I was a member of the Parent Committee. I tried to ask a lot of the tough questions that I remembered asking as a new and very nervous mom.

DICK’S: Are you planning to use the center yourself?

KC: My youngest son, Jordan, will be two years old when the center opens. Having daycare at the office will allow us some extra quality time on the drive in!

DICK’S: How will the center make a difference for you?

KC: It will make my life much easier. Plus, I’ll have so much peace of mind knowing that he is close by, playing and learning in a top-rated facility.

DICK’S: What are you looking forward to after the grand opening?

KC: I’m really excited to see what this new center will bring for the DICK’S community as a whole. I think the center will create connections among teammates across the building, bonding over our kids and all things parenthood.

Financial health is part of a comprehensive commitment to well-being. Following a competitive review, we realized that our teammates’ 401(k) plans could be managed differently to better support their savings goals. We adjusted the plans by changing the timing of the company match from annual to each pay period, reducing the vesting schedule from five to three years and eliminating the one-year waiting period for company investment match eligibility.

In 2019, DICK’S focused on supporting our hourly teammates’ work-life balance with changes designed to give them more predictability in their work schedules, including:

- DICK’S store managers are now required to provide teammates with their scheduled hours two weeks in advance.
- Additionally, we encourages store managers to avoid scheduling short shifts for hourly teammates to accommodate teammates with lengthy commutes or other challenges.
- We also increased the vacation offerings for many of our teammates, with salaried teammates now starting with three weeks of vacation instead of two and full-time hourly teammates earning vacation days after six months. DICK’S has also expanded its support for teammates experiencing life events. Full-time hourly teammates may now take up to 26 weeks of short-term disability leave, the same as our salaried teammates. Additionally, parental leave has been extended to three weeks across the organization for birth parents and non-birth parents and both benefits become available to teammates after 30 days of employment.

As a sporting goods retailer, DICK’S is not just concerned with the financial and personal well-being of our teammates, but also in their ability to lead healthy lifestyles. From the onsite gym at our CSC headquarters to the basketball courts at our distribution centers, we give our teammates the spaces and tools they need to stay active. Yoga classes, spin classes and discounted gym memberships are just a few of the ways we encourage physical fitness among our teammates at our CSC. At DICK’S, our approach to teammate wellness offers something for everyone.



Summer 2019 interns at a Pittsburgh Pirates game

TEAMMATE SAFETY

Our most important commitment to our teammates is ensuring their safety. At DICK’S, we have robust policies, procedures and training in place to ensure a safe environment for all. In 2019, DICK’S maintained a comprehensive safety program covering all our locations.

In our stores, this includes training our teammates to identify and de-escalate disruptive behaviors. 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 in place, with a trained Emergency Response Team ready to react to a variety of situations.

Active Violence Response training is another tool DICK’S uses to ensure safety across our organization, in stores, distribution centers and at our CSC. Using the nationally recognized RUN. HIDE. FIGHT. program developed by the Department of Homeland Security, we provide annual training through our computer-based learning system to ensure that our teammates are prepared to react should an incident occur, with over 28,000 active teammates having completed the training in 2019.

More broadly, our Crisis Management Plan (CMP) serves as the backbone of our response to critical incidents involving people, company assets, business and reputation. The predetermined actions in our CMP allow us to respond immediately, even as our assessment of the severity of any given situation is still underway. With this framework in place, we have the organizational and operating concepts in place to strategically respond promptly and effectively.





2 EQUIPPING ATHLETES



Our mission is to equip athletes with the necessary tools to succeed on and off the field. We value the strong relationship we have with our athletes and are humbled by the trust they place in the products we make and sell; DICK’S is honored to be a part of their journey and of achieving their dreams.

Our athletes share our values of passion, commitment, skill and drive, and they can count on us for the safe, durable sporting goods they need. Sports make people better, and access to the full range of play requires the right equipment for any venue. From organized team competition on the field to free exploration of wide-open natural spaces, we provide athletes with the products they need to unlock their full potential wherever and however they play.

In store, our teammates offer athletes trustworthy expertise. On our website, detailed and transparent product information allows athletes to feel confident about their purchases.

PUTTING ATHLETES FIRST

Every decision, from our choice of vendors and suppliers to the development of DSG, one of our vertical brands, is made with our athletes in mind. It is our athletes who tell us what they need to achieve their goals, and it is our teammates who find the products to meet those needs.

We know that one size does not fit all. Our athletes are diverse — in the sports they play, in the level at which they compete and in the resources they have to dedicate to their sport. That's why we offer high-quality options at a wide range of price points, styles and sizes to ensure that our products are accessible to all.

At the same time, we are committed to responsible sourcing and ethical standards in our supply chain, holding the suppliers and vendors that make our products to the same expectations we have for ourselves. These consistent values drive our decisions, from manufacturing to the store floor and beyond.

FIREARMS SAFETY

As a federally licensed firearms dealer, we have an obligation to maintain best-in-class practices in our stores to ensure the safety of our communities, going above and beyond regulatory compliance. In 2018, we announced sweeping changes and restrictions on the kinds of firearms and related items we would sell in our stores, removing some items from our offerings and affirming our intention to never offer others. In addition, we restricted sales of firearms and ammunition to athletes 21 years of age or older. In 2019, we stopped selling firearms at 125 stores.

This commitment to safety drives our approach to firearms compliance and safety, which includes a robust set of policies, such as background checks and special training for our teammates who sell firearms, physical security measures for transport and storage of our inventory and use of an electronic inventory management system to maintain chain of custody.

In 2019, these systems operated at peak efficiency. In a year where we had a near record of onsite inspections, our stores received a “perfection rate” almost double the industry standard from the Bureau of Alcohol, Tobacco and Firearms. In addition, changes in our store footprint led to unprecedented levels of inventory transfers in 2019, and we are proud to say that during this process there was not a single firearm lost.



GEARING UP SUSTAINABLY

SUSTAINABLE PRODUCT ATTRIBUTES

DICK'S Sporting Goods seeks opportunities to use the following types of materials, with the aim of reducing our use of chemicals and increasing the percentage of sustainable attributes in our branded products and in the other brands we love to sell:



Fibers

- Bamboo Fibers
- Biodegradable Fibers
- Preferred Cotton¹
- Recycled Cotton
- Fabrics like insulation, nylon, polyester and spandex with 30 percent or more recycled content
- Silk Fibers
- LENZING™ Fibers
- TENCEL™ Fibers
- Wool Fibers
- Responsible Down Standard



Other Labels

- Fair Trade Certified™
- Organic

We use phthalate-free / PVC-free ink and adhere to the bluesign® standard in response to chemicals of concern. For more information on our response to chemicals, see our [Restricted Substances List](#).

¹ As defined by the Textile Exchange

More and more, the products in our stores feature sustainable attributes, maximizing performance for our athletes while minimizing the environmental and social impacts of their gear. These attributes can include everything from organic cotton to Fair Trade Certified™ to new, more sustainable fibers like TENCEL™. We continue to explore how to further integrate sustainable attributes throughout our products.

Alpine Design®, is a DICK'S Sporting Goods brand offering an array of products with sustainable properties. In total, 80 percent of Alpine Design® products in our stores have a sustainability feature, whether it's 100 percent recycled nylon in insulated jackets or 100 percent organic cotton in hats, shirts and more.



In August 2019, we launched DSG, our newest gear and athletic apparel line that offers athletes an expanded assortment of styles and sizes for women, men and youth. Exclusively sold at DICK'S stores nationwide and on DICKS.com, DSG is designed to make active lifestyles accessible for every athlete and every family. Key products in the line include leggings, tanks and bras, performance tees, sweatshirts and shorts for men, as well as a wide range of apparel, footwear and accessories for kids.

DSG's ambition extends beyond DSG's affordable prices and expanded size options to consider how the products are made and their impact on the environment. Approximately 17 percent of the SKUs in this product line had at least one sustainable attribute at the end of 2019. In addition, for every DSG item sold, one percent of the purchase price is donated to The DICK'S Sporting Goods Foundation's Sports Matter program to help give kids a chance to play.

PARTNERING FOR SUSTAINABLE SOLUTIONS

In 2019, we hosted an Outerwear University for our vendors where part of the agenda included discussing sustainability. With select vendors, we're working to co-create unique products that help our athletes excel while making meaningful efforts to reduce our environmental footprint.

We partnered with adidas® on a line of tennis, running and volleyball shoes and apparel using their Primeblue and Primegreen fabrics, made of 100 percent recycled polyester. The fibers in these materials are sourced from recycled plastics. Primeblue offers a unique sustainability attribute, as these high-performance shoes were developed in partnership with Parley for the Oceans to incorporate recaptured nets and other ocean plastics in their raw materials, meaning that each shoe contributes to cleaner oceans.

Similarly, DICK'S collaborated with Nike® on an exclusive line of Hyper Dry T-shirts for men, which are available in a wide range of sizes, including big and tall. With innovative moisture-wicking technology and unmatched breathability, these shirts are made from 93 percent recycled polyester.



adidas® shoe made with Primeblue fabrics sourced from reclaimed ocean plastics



Other brands, including The North Face® and Patagonia®, are offering an increasing number of products with sustainable fibers, and our buying teams prioritize these products and position them for growth in our stores.

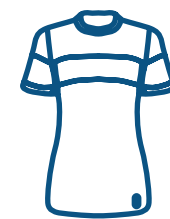
Our partnership with the nonprofit First Mile allows us to create clothing with dual environmental and social benefits. First Mile uses plastic recycled from collection centers in Haiti and Honduras, providing employment opportunities to people in some of the poorest neighborhoods in those countries. In 2019, the First Mile line diverted nearly 29,000 pounds of plastic waste

from landfills and oceans for use in T-shirts, the equivalent of more than 630,000 plastic bottles. For our part, DICK'S included recycled plastic sourced from First Mile in a special line of men's and women's Alpine Design tee shirts.

We aim to offer more products with sustainable attributes in the future as we find new, innovative ways to meet the functional and quality standards our athletes require. With DSG and our dedicated vendor partners, we are well-equipped to meet the challenges of the future.

DESIGNING FOR INCLUSIVENESS

Through the DICK'S Sporting Goods Foundation, we reach out directly to athletes facing obstacles to play and help them get in the game. In our stores, we strive to provide a welcoming environment that is inclusive of all members of our communities. That's why the apparel we sell comes in a variety of sizes and styles to help everyone perform with confidence and achieve peak performance.



In 2019, we expanded our size offerings for select brands, with sizes ranging from XXS for children through to 3XL for women and 4XL for men.

Our golf lines, especially, have seen an increase in big and tall offerings, and our CALIA by Carrie Underwood brand will offer more plus size options in 2020. In stores, we've put our commitment to inclusivity on display, as our mannequins now represent the same variety of body types as the clothes they model.

We have also been working with Nike® to increase the options for women's basketball gear through the introduction of unisex sizing for basketball shoes in our stores. This transition, with several brands, began with some styles in mid-2019 and will continue through 2020, bringing standardized, simplified sizing to basketball shoes and enabling us to offer a wider variety in store.

ENSURING PRODUCT SAFETY AND QUALITY

Our athletes know that they can feel safe and confident when buying from DICK'S Sporting Goods. We are committed to a robust set of quality and safety requirements that we enforce with our own vertical brands and those from our suppliers and vendors. Our Product Safety and Regulatory Compliance Program enables us to identify, investigate and, if needed, eliminate any unsafe products, with preventative measures in place to ensure continuous improvement of our offerings.

The Product Safety program is focused on integrating safety into design by monitoring for and addressing issues associated with potentially hazardous products, and by handling the extensive process of product recalls, if needed. Our Product Integrity team trains teammates and vertical brand vendors annually on product safety policies, procedures and requirements; changes and updates to program elements; and applicable state and federal regulatory requirements.

Chemical safety and the restriction of certain substances in our supply chain is a key area of focus. Our new product process includes product risk assessment, wherein we evaluate pinch points, sharp edges, chemicals, flammability and more. 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. The RSL is distributed to and acknowledged by licensed and vertical brand product manufacturers.

Following the publication of the RSL, DICK'S established a one-year grace period for vendors and factories to implement the

requirements of the RSL. In fall of 2019, DICK'S began random draw testing of its vertical brands for these restricted chemicals on a risk prioritized basis to monitor compliance with the RSL.

Going forward, DICK'S will develop strategic opportunities for reformulation to guide future processes as well as improve visibility into product sourcing and implement corrective action plans, as needed. We will also incrementally increase the number of vertical brand products tested annually. Finally, we will continually review the chemicals and requirements of the RSL and update 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 own supply chains. We utilize standardized supplier education, training and questionnaire materials available through our membership in the [Retail Industry Leaders Association \(RILA\)](#). Our suppliers are encouraged to use smelters and refiners that are certified conflict free.

With these processes in place, we are providing 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, and we are adding more information on an ongoing basis.



Factory workers in Asia safely assembling gear for DICK'S Sporting Goods

SOURCING RESPONSIBLY

Ethical labor practices are critical to how we do business. Product safety and quality, responsible manufacturing practices and respect for human rights are vital at every stage of our business, from the sourcing of raw materials by our vendors to the final sales in our stores. We want our athletes to feel safe and confident when buying from us, so we set and enforce requirements with our suppliers and vendors to ensure we are delivering products that meet our athletes' expectations.

In 2020, we are increasing transparency and accountability in our supply chain with several short- and long-term goals to drive our efforts to continuously improve our responsible sourcing practices. These include commitments to:

- Joining the **[American Apparel & Footwear Association/ Fair Labor Association Apparel & Footwear Industry Commitment to Responsible Recruitment in 2020](#)**.
- Assessing 100 percent of our vertical brand suppliers utilizing the **[Higg Facility Environmental Module](#)** audit by 2025.
- **[Joining the Human Rights Watch Transparency Pledge](#)** to advance consistent, comparable disclosure practices across the apparel industry. It is our goal to achieve 100 percent transparency of our vertical brand factories by 2020 and meet the full minimum disclosure standards by 2025.

DICK'S teammates are based in the United States and Hong Kong, and we respect the basic rights of teammates as protected under applicable laws. Further detail on our commitment to our teammates, including fair treatment in employment, fair time and pay, health and

safety and more, is contained in our Code of Business Conduct and Ethics.

We respect human rights as defined by the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. [Our Human Rights Policy](#) outlines our expectations for our suppliers, and our teammates. We post this publicly on our website to encourage transparency not only for our suppliers, but also for our teammates and athletes. In 2019, we updated our human rights policy to include language that supports the Responsible Recruitment Commitment and strengthens our Anti-Discrimination statement. These changes will give focus to our ongoing efforts in auditing and addressing any issues that may arise among our suppliers. Additionally, we educate our teammates on the principles and requirements of the DICK'S Code of Business Conduct and Ethics through our annual training.

PRODUCT GOVERNANCE

Our Responsible Sourcing group supports product development and vertical brand business growth while working to improve alignment within our industry, with a focus on product safety, factory social and environmental compliance and the use of sustainable raw materials.

Suppliers must comply with our Human Rights Policy in addition to all legal regulations of the countries where they operate, and they are encouraged to incorporate best practices into their workplaces. When issues of noncompliance are identified, we have outlined a

clear process for communicating issues. We expect suppliers to take immediate steps to remediate issues and to demonstrate continuous improvement.

Our Product Safety & Regulatory Compliance program provides oversight to ensure business compliance with product regulatory requirements. The program identifies, investigates and, if necessary, removes unsafe products from the marketplace while continuously improving the efficiency and efficacy of our process. Included in the program is the implementation of preventative measures to improve the safety of our products.

Our Product Integrity team trains relevant teammates and private brand vendors annually on product safety policies, procedures and requirements as well as any changes to our strategy. The team is also responsible for educating teammates and private brand vendors on applicable state and federal regulations. The Product Safety program focuses primarily on integrating safety into design, monitoring and addressing issues associated with potentially hazardous products and handling the extensive process of product recalls. We had two successfully executed product recalls of our vertical brand products in 2019, and we executed seven recalls of vendor's products. We've taken steps to improve product safety to ensure improvements to products and labeling in the future. We also continued to incorporate a number of process improvements including automation features for communicating with our vendors, and we remain focused on continuous improvement to close gaps and optimize efficiencies.

WORKING WITH SUPPLIERS AND VENDORS

Our [Vendor Code of Conduct](#) details our expectations for the companies with which we do business. These include a robust set of workplace standards that in many cases go beyond the requirements of local laws. We expect our suppliers, vertical brand vendors and their subcontractors to adhere to the terms of our Global Sourcing Compliance Guidelines, avoid substances listed on our restricted substances list and follow business practices consistent with our Human Rights Policy.

Factories defined as within scope — meaning we have a certain spend with them or they are of strategic importance — are eligible for social compliance assessments on an annual basis, in accordance with our factory compliance policy.

AS A RESULT OF OUR ONGOING EFFORTS, MORE THAN SEVEN PERCENT OF IN-SCOPE TIER 1 FACTORIES HAVE BEEN CERTIFIED AS SELF-GOVERNING SUPPLIERS

As a result of our ongoing efforts, more than seven percent of in-scope Tier 1 factories have been certified as self-governing suppliers. This means that they are at low risk for violations of our policies and are maintaining business practices in line with our expectations. To qualify for “self-governing,” vendors must go through an extensive internally developed certification process, which in addition to demonstrating that they have necessary processes in place to adequately manage compliance, they need to have a minimum two consecutive-year history of low-risk status within our program. To ensure compliance, suppliers must disclose certain material subcontractor relationships or face penalties,

which could include termination of the business relationship. Our Responsible Sourcing team employs checks during the audit process to ensure compliance with these requirements, and we periodically validate our import documentation and commercial invoices against our active factory base to identify unauthorized suppliers.

DICK’S Responsible Sourcing business partners conduct supplier visits to assess performance, help remediate issues and provide consulting assistance through educational and outreach training sessions. We aim to help suppliers improve; however, when necessary, we will terminate relationships if we see evidence of serious or persistent poor compliance performance, lack of transparency or lack of management cooperation.



Our monitoring scope also included 20 factories producing licensed product sold by us for other large, well-known brands. Of our vertical brand suppliers, 92 had full annual audits conducted by the DICK’S team or designated third parties, while 17 of the factories producing licensed product had audits in accordance with the licensor’s social compliance requirements. Just under four percent of vertical brand factories were noted as high risk. To help suppliers move from high risk to medium or low risk, our team conducted 33 follow-up audits in 2019. This process involves coaching and training suppliers on root cause analysis and implementation of management systems, as well as continual reassessment until the factory has improved conditions.

In Taiwan, we piloted a program focused on migrant workers in our supply chain. We know that migrant workers have an elevated risk of forced labor, even in locations like Taiwan that are not considered to be at high risk for human rights abuses. Because Taiwan’s workforce has a relatively high percentage of migrant workers, DICK’S identified our top four suppliers in the region with the most migrant workers and conducted human rights assessments that included increased due diligence and investigation on human trafficking and recruiting of migrant worker risk. As a result of this assessment, we removed Taiwan from our list of low-risk countries and will begin auditing based on existing scope criteria beginning in the first quarter of 2021. This model will be repeated in other regions in the future and is underpinned by our participation in the American Apparel & Footwear Association and the Fair Labor Association’s Commitment to Responsible Recruitment.

DICK’S SPORTING GOODS STATEMENT ON RESPONSIBLE RECRUITMENT

DICK’S Sporting Goods expects all of our vertical brand manufacturing partners to practice responsible recruitment in accordance with local laws and international standards. Specifically for apparel and footwear, DICK’S Sporting Goods is committed to the American Apparel & Footwear Association and the Fair Labor Association’s Industry Commitment to Responsible Recruitment. As such:

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



PARTNERING FOR EXCELLENCE

In 2019, DICK'S entered several new partnerships to bolster our compliance efforts, including **Better Buying**, an internationally recognized system for suppliers to communicate with buyers about purchasing practices, supported by the Fair Factories Clearinghouse. We also joined Americas Group, a nongovernmental organization bringing together key stakeholders to support workers in the Central American garment industry.



These sourcing-focused organizations supplement our other memberships to help DICK'S take an integrated and multi-stakeholder approach to sustainability. We are a member of the Retail Industry Leaders Association (RILA), a trade association facilitating collaboration among large, innovative retailers for economic growth and stability. DICK'S participates in a number of RILA workgroups, including the diversity and inclusion Executive Committee, on which our Chairman and CEO Ed Stack has taken a personal role. We are also active in groups focused on responsible sourcing, supply chain and asset protection, sustainability, product safety, international trade and more. In addition, DICK'S became a member the [Outdoor Industry Association](#) and partnered with Arizona State University

to further explore opportunities to integrate sustainability in our business practices.

In our Hong Kong sourcing office, we began a new engagement with Better Work Academy, a subprogram of Better Work, a global initiative in partnership with the ILO to mobilize brands, governments, factory owners and workers to improve working conditions in the garment industry. DICK'S has been a member of Better Work since 2013. Factories participating in the program undergo full compliance assessments, and we have brought their teachings about best practices into our supply chain. The Better Work Academy training enables our teams to serve as consultants about workplace practices, rather than just auditors.

These partnerships, along with continuous improvement of our own processes, are driving us to take further steps to improve our supply chain's environmental and social performance. This includes the ongoing implementation of our restricted substances list, enhanced certification efforts related to the sourcing of our raw materials and an ongoing commitment to engaging with stakeholders across our value chain, from our suppliers to our athletes.

SECURING AND PROTECTING THE PRIVACY OF ATHLETE AND TEAMMATE DATA

Keeping our athletes and teammates safe includes protecting their privacy and the security of their personal data, and data security has been identified as a priority to our company. As such, we are dedicated to implementing and maintaining effective controls to make sure our data security aligns with current best practices.

The National Institute of Standards and Technology's (NIST) Cybersecurity Framework and other top-tier control practices inform our governance framework, ensuring the confidentiality and integrity of athlete and teammate information, as well as accountability for those who manage it. Our Code of Business Conduct and Ethics includes specific requirements for the handling of data related to our athletes, teammates and officers, going beyond the requirements of the Data Protection Act and other laws. We assess the efficacy of our program through our NIST score and our Capability Maturity Model Integration (CMMI) rating.

In 2019, we formed a cross-functional team to address data privacy, including compliance with the California Consumer Privacy Act. Since the launch of our CCPA compliance program, we continue to enhance our privacy governance across the organization.

To ensure compliance with these policies, we have invested in protective technologies to understand where data resides both inside and outside our company. Through tokenization and point-to-point encryption in conjunction with chip-and-pin

technology for card users, our security systems significantly reduce the risk of customer information exposure. Since 2018, we have continuously expanded our insight into anomalous behaviors with Security Orchestration and Automation Response compatible software programs that collect data from multiple sources about security threats. Beyond mere detection, these systems are capable of responding to low-level threats without direct action from a teammate.

Our teammates have an important role to play in data security. We conduct regular, mandatory Security Awareness Training for all teammates and routinely issue company-sponsored phishing training emails so our teammates can understand and effectively respond to common security threats. In stores, newsletters and custom training help our teammates keep customer data secure at point of sale. Other cybersecurity topics are covered through trainings year-round, and our annual Security Awareness Month educates our teammates through direct access to security vendors, giveaways and games.

Our external partners also help us in our security efforts, through reporting on malicious cyber activities and evaluation of our implementation of controls internally and externally. They help us to test our Cyber Security Operations Center and Incident Handling response, enabling us to proactively identify issues so we can strengthen and improve our security of athlete and teammate data.



A close-up, low-angle shot of an artificial turf football field. The green turf is marked with white yard lines and a large white number '3' in the background. A yellow yard line runs diagonally across the foreground. The text '3 CHAMPIONING COMMUNITIES' is overlaid in white, bold, sans-serif font.

3 CHAMPIONING COMMUNITIES



We believe that sports are fundamental and play a vital role in society by equipping children with the core values of teamwork, a strong work ethic and respect for the game and their fellow players. By teaching children these values, we help them grow to be more confident, motivated and kind people. Simply put, we believe sports make people better. While more than 200,000 young athletes already are benefiting from the programs described in this section, DICK’S is committing to give 1 million additional kids the chance to play by 2024 through our Sports Matter community engagement activities.

With more than 850 stores across the country, DICK’S Sporting Goods has the size and scope to make a difference. We champion local athletes of all ages in communities across the country. The impact of the DICK’S Sporting Goods Foundation continues to grow, empowering both donors and the athletes it supports to make a difference in the communities that need sports the most.

COMMUNITY SPONSORSHIP, GRANTS AND DONATION TOTALS IN 2019

DICK’S Sporting Goods Foundation	
DonorsChoose.org Grants	\$1,750,000
Sports Matter Community Grants (Local Store Managers selected grantees)	\$988,650
Sports Matter Advisory Board Grants	\$1,975,000
Sports Matter Strategic Grants	\$5,554,550
Total Financial Donations	\$10,268,200
Total Donated Goods and Services	\$751,258
Total DICK’S Sporting Goods Foundation Donations	\$11,019,548
Community Partnerships + Sponsorships	\$31,000,000
Total combined DICK’S Sporting Goods Foundation and DICK’S Sporting Goods Charitable Contributions	\$40,790,233

SAVING YOUTH SPORTS

A 2019 Women's Sports Foundation study commissioned by The DICK'S Sporting Goods Foundation shows that kids who are highly involved in sports have

- ✓ **higher self-esteem**
- ✓ **earn higher grades**
- ✓ **are less prone to depression**
- ✓ **are more likely to aspire to graduate from college**

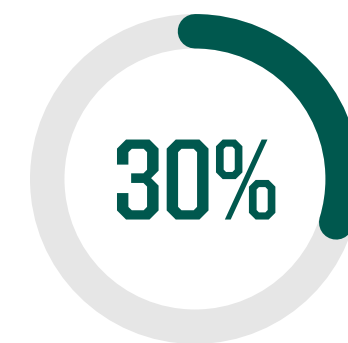
And yet, the kids who most need sports often have the least access to them. Nearly half of families with kids who don't participate in sports cite cost as the barrier according to a 2019 RAND survey. That's why The DICK'S Sporting Goods Foundation and our Sports Matter program work hard to bring new opportunities to underprivileged youth.

Since 2014, DICK'S and The DICK'S Sporting Goods Foundation have given

MORE THAN \$145 MILLION IN GRANTS AND SPONSORSHIPS

to support underfunded youth sports programs, raise awareness and bolster communities nationwide. In 2019 alone, the Foundation gave approximately \$10 million in grants, and the company has given upwards of \$31 million dollars to organizations and groups we champion.

These efforts were further supported by our "To Whom It May Concern" campaign, which engaged athletes in giving back while shopping at our stores during the period between back to school and the new year.



This increased activity raised \$7.3 million for our foundation, a 30 percent increase over 2018.

In addition, DICK'S has joined with 19 other companies and organizations in the [Aspen Institute's Project Play 2020](#), with a goal to grow sport participation rates among youth. Two crowd-sourced strategies, or "plays," are the initial focus of the group: Train All Coaches and Encourage Sport Sampling. To keep Project Play 2020 members focused on achieving system-level change, we track several data points each year, including numbers of inactive children, youth coaches trained in key competencies and the average number of team sports played per child. These "Key Play Indicators" (KPIs) guide the group's direction and the activities of the individual member companies.





CHAMPIONING WOMEN & GIRLS IN SPORTS

Women and girls, in particular, are being underserved by local sports programs across the country. According to research conducted by the [Women's Sports Foundation \(WSF\)](#), girls in urban and rural communities are twice as likely as boys to drop out of sports by age 14. The DICK'S Sporting Goods Foundation commissioned WSF to conduct research in 2019 to identify the reasons girls are dropping out of sports. Underpinning this startling rate are issues such as social stigma, confidence, cost, lack of access and lack of positive role models, including female coaches.

We began work in 2019 on an initiative focused on our women's business. We hosted the Here for Her summit in February 2020 in New York City as a focused and collective effort to champion women and girls in sports and fitness. The summit featured a group of women spanning the sports industry, including:

- DICK'S Sporting Goods President **Lauren Hobart**
- Professional soccer player **Sydney Leroux**
- Legendary softball pitcher **Jennie Finch**
- Track and field Olympic Gold Medalist and CEO of Laureus USA **Benita Fitzgerald Mosley**
- Associate Vice President of Programs for the U.S. Soccer Foundation **Sarah Pickens**
- Actress and style icon **Katie Holmes**
- Business executive and Commissioner of the Women's National Basketball Association (WNBA) **Cathy Engelbert**
- Sports columnist for USA Today, commentator and best-selling author **Christine Brennan**
- Award-winning journalist and author **Elaine Welteroth**

The women shared how sports have impacted their lives and reacted to DICK'S 2020 Women's Initiative, including our product offerings and community partnerships.

At the summit, we announced a three-year, \$5 million Sports Matter grant to the [U.S. Soccer Foundation's United for Girls](#) initiative,

aimed at increasing opportunities for girls and young women to participate in soccer. As the presenting partner of United for Girls, The DICK'S Sporting Goods Foundation grant will be used to create safe places to play, fund female coaches and training opportunities, and support soccer programs in underserved communities across the country, with the goal of engaging 100,000 girls by 2023.

We also announced our sponsorship to be the official sporting goods retailer of USA Softball.

These announcements build upon our ongoing efforts to support women and girls in sports. In 2019, The DICK'S Sporting Goods Foundation granted \$784,000 to [Girls on the Run](#) to support the organization's mission to inspire girls to be joyful, healthy and confident through running. Girls on the Run reaches girls in grades three through eight, emphasizing the important connection between physical and emotional health, with the ultimate aim of strengthening girls' confidence at the developmental phase when they need it most.

With 16 Girls on the Run councils established in low-income communities across the country, this program has enabled nearly 5,000 girls to participate in running programs. Three newly established councils alone benefited nearly 200 girls in the fall of 2019, with more councils being added regularly.

DICK'S also supports Girls on the Run through additional local activation and sponsorships. For example, Girls on the Run Chicago includes



2,700 VOLUNTEER COACHES

WHO MENTOR MORE THAN



11,000 GIRLS

AT 450 SCHOOLS AND COMMUNITY SITES ACROSS CHICAGOLAND

In addition to financial assistance and scholarships, DICK'S hosts pre-race events in stores throughout the year and is on-site on race day to celebrate with the girls.

HELPING TEAMS GET IN THE GAME

We have a three-year \$5 million commitment to support youth sports teams and programs. With a blend of targeted local projects and systemic, catalytic programs, our strategic grantmaking has the breadth and depth it needs to make lasting change in the lives of youth all over the country.

Our longstanding partnership with DonorsChoose.org, a teacher driven crowdsourcing platform, enables school-based youth sports teams and programs to raise funds and earn a matching grant from The DICK’S Sporting Goods Foundation.

IN 2019,
WE MATCHED \$1.5 MILLION
IN CROWDFUNDING, SUPPORTING
\$3 MILLION OF FUNDING
FOR YOUTH SPORTS TEAMS AND PROGRAMS

In addition, we provided \$250,000 in grants from the Foundation to cover additional sports-related projects in the Donors Choose portfolio, as part of the “To Whom It May Concern” campaign.

Our stores and the teammates who work there are part of the communities they serve. Our store managers have a thorough understanding of which local sports teams and schools need our support. Our community grant program empowers store managers and their teams to recommend and present grants ranging from \$1,000-\$5,000 to the local sports programs of their choice which collectively totaled \$1.5 million in funding from The DICK’S Sporting Goods Foundation in 2019. For example, six stores in the Indianapolis area pooled their grants together to provide Crawford County with a \$7,000 grant to help the county save its high school football program. Similarly, four stores in California got together to give \$4,000 to Paradise High School to help rebuild after the devastating Camp Fire.

On a larger scale, we partnered with Akron Public Schools to build a new sports complex for the 240 students at the I Promise School, a philanthropically funded school within the community’s public school system serving the district’s most at-risk third, fourth and fifth grade students.

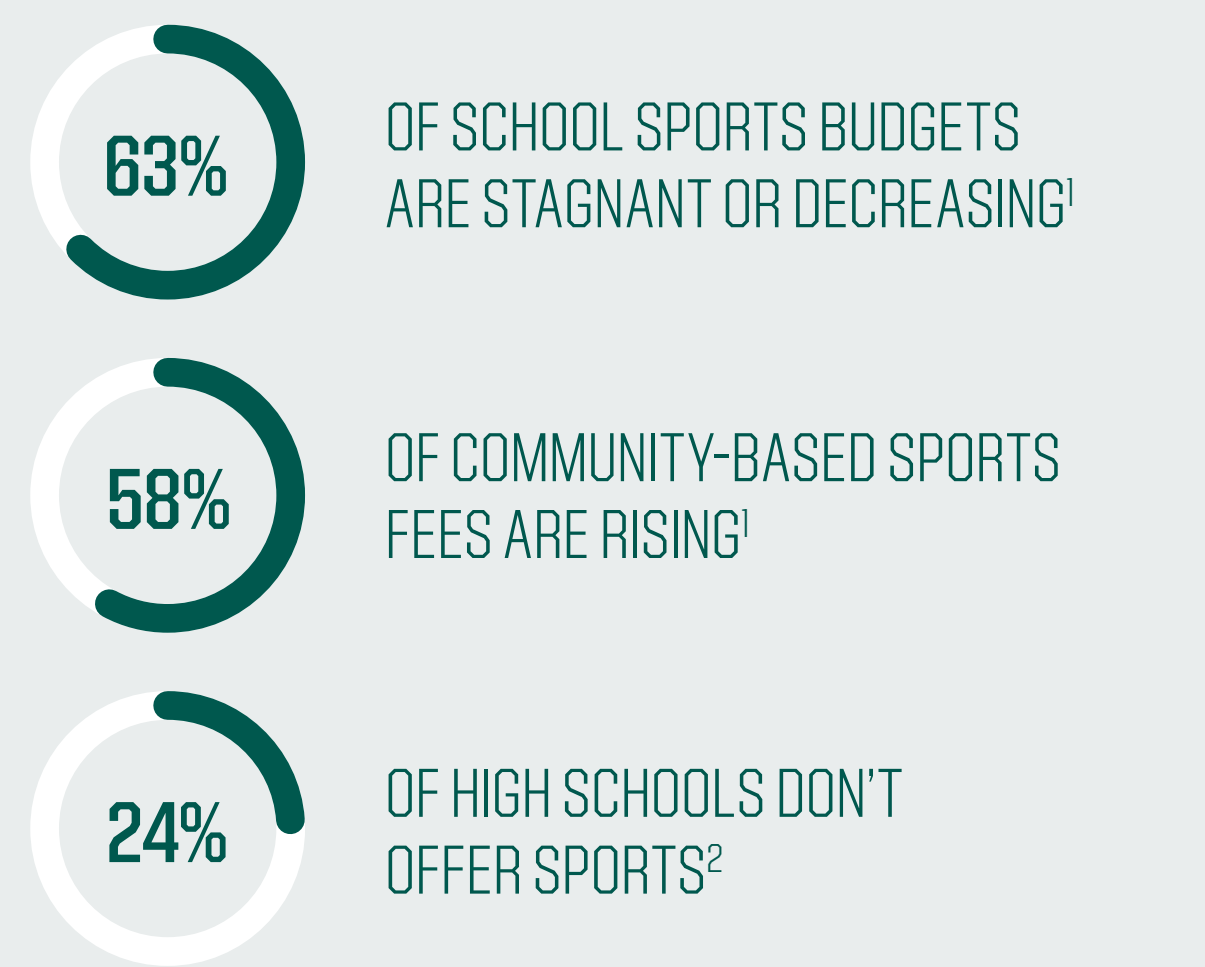
In El Paso, Texas, we partnered with Kellogg’s Frosted Flakes® Mission Tiger™ to make a citywide difference with local children, giving a Sports Matter grant to every public middle school athletic department in the city — committing to a total donation of \$500,000 in grants. To announce the grant, football Hall of Famer LaDainian Tomlinson and Tony the Tiger himself delivered much-needed sports equipment to the young athletes at Wiggs Middle School.



The DICK’S Sporting Goods Foundation made a donation in 2019 to the LeBron James Family Foundation to create a physical activity space for I PROMISE students and families in Akron, Ohio

THE STATE OF YOUTH SPORTS

At DICK’S Sporting Goods, we know that sports are in a funding crisis. That’s why we step in to help get more athletes on the field. Our support of youth sports is informed by research commissioned by The DICK’S Sporting Goods Foundation and conducted by RAND Corporation and the Women’s Sports Foundation. We use these insights to continue to drive our philanthropic strategy:



BLACK YOUTH AND YOUTH FROM LOW-INCOME HOUSEHOLDS ARE LEAST LIKELY TO BE CURRENT PLAYERS OF SPORTS³

1 RAND Corporation: Who Plays, Who Pays? Funding for and Access to Youth Sports, July 2019; data based on survey samples of parents of kids in grades 6-12, middle and high school administrators, and community organization sports leaders. Samples are not nationally representative.

2 Women’s Sport Foundation: The State of High School Sports in America, July 2019

3 Women’s Sports Foundation: Keeping Girls In the Game: Factors that Influence Sport Participation, March 2020



REDUCING INEQUALITY IN SPORTS

Across all demographics, including gender, race and economic status,



of families say that sports are too expensive. Within certain demographics, this number is even higher.

With more than 60 percent of high school budgets currently stagnating or decreasing, we know that we can play a role in serving underserved communities and helping athletes get in the game. A 25 percent participation gap exists between children of lower and higher income families, and more than 40 percent of low-income families cite cost as the main reason that their children do not participate.

As with many systemic inequities, females and minority families are hit the hardest. And as with all systemic problems, the impacts are felt strongest at home, at the community and individual levels. Through our national and community partnerships and using the reach of our stores across the country, we are making a difference at every level.

At the national level, The DICK’S Sporting Goods Foundation partnered with the Beyond Sport Foundation, which celebrates, supports, raises awareness and provides funding for organizations using sport to help address the UN Sustainable Development Goals (SDGs). The Foundation committed \$265,000 to the Beyond Sports Foundation’s Sport for Reduced Inequalities Collective Impact Award, helping five outstanding organizations to reduce inequalities in sport:



Soccer Without Borders

An international organization building innovative youth development programs around soccer, education and community for under-served youth, with the aim of creating avenues for growth, inclusion and personal success.



Lost Boyz Inc.

A Chicago-area organization dedicated to decreasing violence and improving social and emotional conditions for under-resourced youth through baseball and softball.



The Sparkle Effect

A cheerleading-focused organization that generates, outfits, trains and sustains school-based spirit teams, bringing together students with and without disabilities in an environment of courage, compassion and connection.



Urban Dove

A network of charter high schools using the core values of teamwork, leadership and communication to help at-risk youth develop the critical life, work and academic skills they need to succeed in high school and beyond.



The Pass from Kids in the Game

Recently rebranded as “Every Kid Sports,” this program offers individual grants of up to \$150 to help parents pay their children’s afterschool sports registration fees. These grants are currently available in Alaska, Arizona, Idaho, Montana, Oregon, Washington and Wyoming.


SPONSORSHIP IMPACT

In neighborhoods across the country, we partner with community groups and organizations, sponsor thousands of youth sports teams and support a variety of school programs and leagues with product donations or gift certificates to our stores. When athletes need help, DICK’S wants to be there, increasing access to a wide variety of sports, helping teams recover from disaster and giving athletes what they need to play.

In 2019, DICK’S supported approximately



9,600 ORGANIZATIONS
THROUGH SPONSORSHIPS



BENEFITTING AN ESTIMATED
8.5 MILLION ATHLETES

At the same time, we supported more than 14,600 organizations through donations, benefitting more than four million additional athletes. Overall, we contributed more than \$31 million, including cash sponsorships and donations, gift cards, promo items, community youth sports kits, sports teams’ coupons, bonus certificates, equipment and more.

COMMITMENT TO INCLUSIVE SPORTS

At DICK’S, we want sports to be accessible to all athletes, no matter their ability. In 2019, we supported a number of organizations that are dedicated to increasing access for athletes.

NubAbility is a nonprofit dedicated to coaching kids with limb differences to get them playing comfortably in mainstream organized sports. NubAbility hosts several training and summer camps across the country where young athletes are taught unique skills to help them be competitive both on and off the field. The DICK’S Sporting Goods Foundation renewed support in 2019 with a \$10,000 grant.

Special Olympics of Pennsylvania provides year-round sports training and competitive opportunities in an Olympic-type format specifically designed for children and adults with intellectual disabilities, giving them opportunities to develop physical fitness, demonstrate courage and experience joy. In 2019, DICK’S continued to build upon their relationship with Special Olympics of Pennsylvania by providing a sponsorship supporting the Interscholastic United Sports Program — a fully inclusive, co-ed after school sports program that brings together students with and without disabilities.

The Challenged Athletes Foundation’s High School Adaptive Sports Program (HSASP) increases awareness of parasport opportunities and prepares middle school and high school athletes to join their high school teams. To support HSASP’s first initiative, the Adaptive Track & Field Program in San Diego and Northern California, The DICK’S Sporting Goods Foundation provided a \$25,000 grant.



COMMUNITY ENGAGEMENT

Participation in sports can be an avenue to other types of community engagement, bringing people of diverse backgrounds together to learn and grow. DICK’S sponsors sporting events and other community engagement activities in the areas in which we operate, often with our own teammates’ participation.

In North Carolina, for example, we work with police precincts in the community to give local children the chance to have a positive experience with officers in their area. In this community outreach program, young athletes are given a DICK’S gift card for use in one of our stores, where they will spend time with an officer building trust and collaboration.

In communities across the country, we are getting people moving with sponsorships of local races for athletes of all ages. These include everything from Hermes Road Race Series in Cleveland, Ohio, which attract more than 100,000 participants each year, to the Little TrackStars and Junior TrackStars races in Baltimore, Md., which averages 20 racers.

V IN TOTAL, WE SPONSORED
141 RACES IN 2019

Other examples include athlete-focused activities, such as DICK’S support of Minnesota Hockey’s “Never Too Late” hockey camp, which supported underserved students with a chance to learn to play, to those supporting communities in need, such as the donation of more than 1,800 fleeces and coats to the Denver Rescue Mission.

DICK’S Sporting Goods expands its reach to support outdoors organizations like the Boy Scouts and Girl Scouts. In 2019, the Boy Scouts of the Laurel Highland Region received \$59,500 in apparel and footwear to equip their scouts and leaders in their outdoor adventures. DICK’S also provided \$8,800 to the Girl Scouts of Western PA. This support included the Erie Duathlon sponsorship and a donation of footwear and apparel to support their scouts and leaders.

DICK’S also supports the YMCA of Greater Pittsburgh’s Send a Kid to Camp program. The program funds nearly 300 children, allowing them to join other children in summer camp programming at two different camp sites. Water bottles, sleeping bags, backpacks and flashlights are donated to equip children who would not otherwise have the opportunity to go spend time in the outdoors with camping gear. In addition to supporting their camping programs, DICK’S also works with the YMCA to provide product donations such as kayaks, paddleboards, outdoor apparel and games.

IN-STORE OUTREACH

Through our Shop with a Pro (SWAP) initiative, DICK’S Sporting Goods provides underserved children with a once-in-a lifetime opportunity. Our store managers team up with a professional athlete and jointly identify a local organization. In most cases, DICK’S treats children to dinner served at their local store and then surprises the group by introducing them to the pro athlete. The children receive approximately \$125 in DICK’S gift cards compliments of DICK’S, with athletes also contributing to the spend. The kids then shop the store with the athlete serving as their VIP shopping assistant.

In 2019, DICK’S held more than thirty SWAP events during the holiday and back-to-school seasons, benefitting more than 500 children. New this year for the holiday season, in addition to the gift card, at seventeen SWAP events, many teams were also recipients of a Sports Matter grant. In total, we gave \$85,000 in Sports Matter grants through these events.

DICK’S also partners with the Salvation Army’s Project Bundle-Up program, which provides in need children the opportunity to shop for winter essentials. With the help of the Pittsburgh Steelers, Pirates and Penguins, DICK’S Sporting Goods hosted approximately 75 children in Pittsburgh-area stores in 2019, serving lunch and outfitting them with hats, coats, gloves and boots. Adding to the experience, professional athletes surprised the children and became their shopping buddies for the day.



At the finish line of 2019 DICK’S Sporting Goods Pittsburgh Marathon



Board of Director member Larry Fitzgerald in Minnesota at a Shop with a Pro event with 10 local youth athletes from Rise Above

HOMETOWN ENGAGEMENT

Participating in everything from the city’s annual PRIDE march to local golf tournaments, teammates at our CSC in Pittsburgh in 2019 engaged with the local community through local sports sponsorships, philanthropic activities, community events and more.

Each year, DICK’S encourages our associates to register to run in the DICK’S Sporting Goods Pittsburgh Marathon, and in 2019, more than 250 associates ran on the DICK’S corporate team. Runners showed their support by participating in the Run for a Reason program and volunteering at the marathon expo. In addition, The DICK’S Sporting Goods Foundation gave \$11,000 toward a youth marathon program in honor of former Pittsburgh Marathon race director Patrice Matamoros.

DICK’S also presented our 2019 Community Grant of \$20,000 to the Hill District Youth Sports organization, which includes the Josh Gibson Foundation, named after the legendary slugger Josh Gibson. The Foundation has been operating youth baseball programming in Pittsburgh’s Hill District neighborhood since 1999, with more than 100 Hill District kids competing in Little League and Rookie ball teams each spring.

SPORTS MATTER ADVISORY BOARD

Our Sports Matter Advisory Board has grown into a team of seven sports heroes and experts with a commitment to youth sports. These celebrity advocates serve as advisors and voices for Sports Matter, driving fundraising activities and sharing the message that sports are an integral part of growing up.

Last year, The DICK’S Sporting Goods Foundation welcomed two new advisors to the Sports Matter family: skiing gold-medalist Lindsey Vonn and sports business leader Maverick Carter, who is LeBron James’ business partner. As part of Vonn’s partnership, The DICK’S Sporting Goods Foundation

and The Lindsey Vonn Foundation teamed up to create sports scholarships to help approximately 100 young athletes in need, in any sport, who show potential and an ability to overcome obstacles. To date, 30 young athletes have received scholarships.

In July 2019, The DICK’S Sporting Goods Foundation announced a pledge to provide access to sports for one million youth athletes over the next five years at an event in New York City. The event included U.S. Women’s National Soccer Team star Alex Morgan, DICK’S Chairman and CEO Ed Stack, Women’s Sports Foundation Senior Director of Research and Programs Dr. Marjorie Snyder and Harlem Lacrosse alumnus Jordany Baltazar. The group shared the results of research into the current state of youth sports and announced DICK’S commitment to match up to \$1 million in donations made by customers to The DICK’S Sporting Goods Foundation in 2019.

OUR 2019 ADVISORY BOARD

Larry Fitzgerald
Arizona Cardinals wide receiver and DICK’S board member

Jon Gruden
Las Vegas Raiders head coach

Kerri Walsh Jennings
U.S. Olympian and professional beach volleyball player

Jalen Rose
Former NBA player and sports analyst

Annika Sorenstam
Retired professional golfer

Lindsey Vonn
U.S. Olympic gold-medalist skier

Maverick Carter
Business leader

SUPPORTING YOUTH BASEBALL AND SOFTBALL

Our commitment to community engagement began with the efforts of our founder, Dick Stack, to improve the Little League program in Binghamton, NY, where our first store was located. Through his dedicated work, the number of positions available to Binghamton kids who wanted to play Little League increased from 60 to 240, with another 200 spots through a system of farm teams. His only stipulation was that none of the teams he created could buy their uniforms or gear from DICK'S. Dick wanted the partnership to be purely about giving back — not profit.



To this day, DICK'S Sporting Goods and Little League Baseball and Softball share a special relationship. In 2017, The DICK'S Sporting Goods Foundation began a five-year, \$500,000 commitment to the league.

In 2019, we brought more than 50 players from youth baseball leagues to experience the Little League World Series. We provided batting cages, equipment giveaways and a once-in-a-lifetime opportunity for kids and coaches to see the biggest game in the Little League. DICK'S also provided an additional \$5,000 grant to the kids' local organizations.

Additional activities supported by our grants include the distribution of bat kits, clubhouse and concession repairs, league operation costs, new league start ups and support of the creation of the league's softball program.

DICK'S also continues to support Little League Baseball and other baseball organizations through unique technologies that help teams organize and play. Our Team Manager app is a free-to-use tool to help coaches schedule and plan their season, while GameChanger is a paid app that compiles stats, tracks scores and gives coaches insights to up their players' game. Other sports groups, such as the Pop Warner Little Scholars youth football organization and U.S. Youth Soccer, also benefit from these tools.

DICK'S Sporting Goods partnered with Major League Baseball player Andrew McCutchen to provide more than 100 children with the opportunity to play baseball. Because of DICK'S sponsorship, a free youth baseball clinic was held at the University of Pittsburgh. The clinic hosted boys and girls from the Urban Impact Foundation, the Josh Gibson Foundation and RBI Baseball.



DISASTER RELIEF

It is difficult to maintain a sense of community following a natural disaster, and at DICK’S we believe that sports can provide a positive focus for people in times of hardship, especially children. As communities rebuild following extreme weather events or other disasters, DICK’S plays a role in getting athletes back in the game.

In 2019, we streamlined our disaster relief efforts by bringing our partnership with the American Red Cross under the management of The DICK’S Sporting Goods Foundation. Our efforts continue to focus on helping communities to rebuild when disaster strikes and get them back on the field when they’re ready to play.

AS A MEMBER OF THE NONPROFIT’S ANNUAL
DISASTER GIVING PARTNER PROGRAM,
OUR ANNUAL PLEDGE OF \$250K
IS OFFERED IN ADVANCE OF DISASTERS.

This empowers the American Red Cross to develop strong infrastructure, trained volunteers, innovative technology and critical resources necessary to provide immediate relief and support to those when disasters inevitably strike.

In addition, DICK’S makes annual in-kind donations in response to specific requests from the American Red Cross. In 2019, this took the form of more than 16,000 units of hand sanitizer to help aid workers and recipients protect themselves from communicable diseases during disaster recovery.

This ongoing partnership builds upon our longstanding relationship with the American Red Cross. In 2019, the American Red Cross awarded DICK’S Sporting Goods with the Distinguished Leadership Award for the company’s support during natural disaster relief efforts.

CORPORATE MEMBERSHIPS

We are proud to sponsor local organizations in the Pittsburgh area to support our headquarters community and provide opportunities for our teammates to engage.

Carnegie Museums of Pittsburgh (Warhol Museum, Natural History Museum, Art Museum and the Carnegie Science Center)

DICK’S sponsorship supports the maintenance of exhibits and enhancements of the visitor experience. In 2019, DICK’S also supported SportsWorks at the Carnegie Science Center by sponsoring an interactive hockey exhibit.

Children’s Museum of Pittsburgh & the Museum Lab

In 2019, DICK’S supported a special weekend at the museum that coincided with the Pittsburgh Marathon, of which DICK’S is the title sponsor. Children and adults received discounted rates with their race bibs, participated in outdoor activities, healthy snack demos and put their creativity to use by designing motivational signs for marathon runners.

Pittsburgh Zoo & Aquarium

DICK’S annual sponsorship helps maintain the exhibits and provides essential items for the summer day camp program.

National Aviary

DICK’S sponsorship supports the ongoing maintenance of exhibits and product requests from aviary staff.

Heinz History Center


Each year, DICK’S supports the Play60 event by providing product, prizes and free admission for everyone under the age of 18. The event draws hundreds of young people to the museum annually, providing opportunities for physical activity and to learn about Pittsburgh history.



DICK’S teammates volunteering with the Mel Blount Youth Home of Pennsylvania.



Donation being presented to the St. Aloysius Basketball team at a local store

A close-up, high-angle shot of a baseball field's infield. The image shows the reddish-brown dirt of the base paths and the white chalk lines that define the bases and foul lines. The texture of the dirt is granular and uneven, while the chalk lines are thick and slightly irregular. The lighting is bright, casting soft shadows that emphasize the texture of the ground.

4 RESPECTING THE PLAYING FIELD



Teammates Cleanup and Restoration of Ingomar Baseball Field

DICK'S has worked for years to reduce our climate impact, reduce waste and increase recycling. In 2020, we're taking an important step in our sustainability journey by adopting a critical environmental goal to eliminate single-use, point-of-sale plastic bags in all our stores by 2025. We also intend to adopt a climate impact goal in 2021.

At DICK'S, we are dedicated to working for our planet as a team because we all share the same playing fields, waterways, parks and public lands. We have a duty to operate responsibly by minimizing our environmental footprint so that our teammates, athletes and their communities can thrive.

To ensure a healthy environment for our athletes, teams and fans of tomorrow, we strive to continuously improve our operations, making environmentally responsible decisions for the benefit of all. Our planet is the playing field where we work, play, compete and grow, and together, we will work to keep it and its natural resources sustainable and renewable for future generations.

OUR FOOTPRINT

OUR CARBON FOOTPRINT

We reported our first greenhouse emissions (GHG) inventory in our 2018 report and we’ve learned a lot since last year. In 2019, Scope 1 emissions represent about 6 percent mostly from natural gas, electricity usage in Scope 2 makes up 55 percent, and 39 percent in Scope 3 can be attributed to transportation and distribution of products. We have expanded to tracking our GHG emissions associated with refrigerants in Scope 1 and transmission and distribution losses, water, and waste in Scope 3 to have a fuller picture of our footprint. We are pleased to report that even with the inclusion of additional inputs, **our overall footprint saw a reduction of 22 percent in our GHG emissions** due primarily to equipment upgrades and lighting efficiency projects.

Scope 1	Consumption	Unit	2019 emissions Metric Tons CO ₂ e	% of Total Emissions
Natural Gas	4,157,952	Therms	22,080	5.26%
Propane	32,327	Therms	199	0.05%
Refrigerants	34,891	kg	4,989	1.19%
Total Scope 1			27,268	
Scope 2	Consumption	Unit	2019 emissions Metric Tons CO ₂ e	% of Total Emissions
Electricity	550,166,098	kWH	229,960	54.80%
Total Scope 2			229,960	
Scope 3	Consumption	Unit	2019 emissions Metric Tons CO ₂ e	% of Total Emissions
Transmission and Distribution Losses	550,166,098	kWH	11,194	2.67%
Domestic Transport	63,098,232	Vehicle Miles	93,258	22.22%
International Transport	749,758,084	Ton-Miles	40,715	9.70%
Waste	61,512	Tons	16,782	4.00%
Water	118,311,852	Gallons	471	0.11%
Total Scope 3			162,419	
Total Scope 1 & 2			257,228	
Total Scope 1, 2 & 3			419,648	

CHANGE IN TOTAL GHG EMISSIONS 2018-2019

	2018 emissions Metric Tons CO ₂ e	2019 emissions Metric Tons CO ₂ e	% Change of Total Emissions
Scope 1	30,028	27,268	-9%
Scope 2	325,782	229,960	-29%
Scope 3	184,254	162,419	-12%
Total Scope 1 and 2	355,810.01	257,228	-28%
Total Scope 1, 2 and 3	540,063.57	419,648	-22%

METRIC TONS GHG EMISSIONS PER SQUARE FOOT 2015-2019

	2015	2016	2017	2018	2019
Scope 1 Natural Gas	0.0004	0.0004	0.0005	0.0005	0.0005
Scope 2 Electricity	0.0081	0.0079	0.0075	0.007	0.0050
Total	0.0085	0.0083	0.008	0.0075	0.0055

OUR ENERGY FOOTPRINT

In 2019, we consumed 550,166 megawatt hours (MWh) of electricity and 3.9 million therms of natural gas through the operation of our stores, DCs and CSC. Of these, our stores use the most energy, accounting for 91 percent of our total electricity use and 88 percent of our natural gas use.

2019 ENERGY USE PROFILE

Electricity

	% of Total	MWh	Sq Ft	kWh/Sq Ft
Stores	91.09%	501,160	43,248,705	11.59
HQ/CSC	2.41%	13,284	747,922	17.76
DCs	6.49%	35,722	3,259,452	10.96
Total	100.00%	550,166	47,256,079	11.64

Total Megawatt Hours of Electricity Usage 2015-2019 (MWH)

	2015	2016	2017	2018	2019
Stores	520,205	538,859	562,377	536,942	501,160
CSC	15,425	14,286	14,622	14,262	13,284
DCs	27,880	29,433	30,916	33,757	35,722
Total	563,510	582,578	607,915	584,961	550,166

Natural gas

	% of Total	Therms	Sq Ft	Therms/Sq Ft
Stores	84.49%	3,513,211	43,442,258	0.08
HQ/CSC	4.65%	193,272	747,922	0.02
DCs	10.86%	451,469	3,259,452	0.14
Total	100.00%	4,157,952	47,449,632	0.08

Total Therms of Natural Gas Usage and YOY Change 2015-2019

	2015	2016	2017	2018	2019
Therms	2,875,518	2,493,279	3,270,111	4,226,949	4,157,952
YOY Change	-12%	-13%	31%	29%	-1.63%
Portfolio Square Footage	39,036,202	41,204,268	45,057,523	46,635,897	47,405,817
Therms/Sq Ft	0.070	0.060	0.070	0.090	0.088
YOY Change in Therms/Sq Ft	-18%	-18%	20%	25%	-2.22%

Change in Total Megawatt Hours of Electricity Usage 2015-2019

	Change in Electricity Use 2015-2019	% Change in Electricity Use 2018-2019	% Change in Electicity Use/ Sq Ft
Total	-2.37	-5.96%	-7.20%

REDUCING PLASTIC

As a consumer-driven business, we know that we have an opportunity to get our products to our athletes more efficiently and with less waste. That’s why we’re pleased to announce our goal to eliminate single-use, point-of-sale plastic bags in all stores by 2025.

Plastic bags are the single greatest opportunity for us to drive waste out of our operations, and we are actively pursuing the best approach to remove them from our stores. By discontinuing single-use plastic bags, we could avoid the use of approximately 16,000 pounds of plastic per store annually. This goal represents a commitment by DICK’S to contribute in a significant way to the reduction of plastics in the waste stream, and we are confident that we can achieve it while maintaining a balance between athlete satisfaction, performance and lifecycle impacts.

Our CSC headquarters is getting into the game as well, with a wide range of recycling and waste reduction efforts. We’ve removed most single-use plastics throughout our CSC, switching to alternative materials for utensils, soft drink bottles and containers.

In partnership with YETI, we offered our CSC teammates reusable water bottles and installed water refill stations throughout our headquarters, eliminating the need for bottled water and disposable cups. By doing so,



WE HAVE AVERTED THE USE OF

42,021 POUNDS OF PLASTIC BOTTLES

We believe we make exponential progress by working in concert with our vendors. Over the course of a year, these changes have enabled us to eliminate 2,160 pounds of plastic from our office operations. We continue to explore ways in which we can reduce our plastic use across the company.



REDUCING WASTE

Our waste reduction efforts work in tandem with our increased recycling efforts as our facilities continue their journey toward eliminating as much waste as possible. We know that recycling is one of the most effective ways to divert waste from landfills, and our stores, distribution centers (DCs) and the CSC have been implementing and maintaining robust recycling practices.

Our stores are leading the way in our waste reduction journey. In 2013, we established a store-wide waste policy, which has allowed us to increase our waste diversion rate by more than 15 percent total over our 2014 baseline. All DICK’S stores recycle cardboard, plastic film and shrink wrap through local pickup or by sending materials back to our DCs for processing. Hangers are another potential source of waste in our stores, and we have a policy to reuse hangers in-store, return them to vendors for reuse or return them to our distribution centers for recycling. Our CSC is keeping pace with a comprehensive office recycling program and the removal of most single use plastics from our cafeteria and restaurants. DICK’S has partnered with Waste Management since 2012 to tailor waste solutions to the specific needs of our stores and DCs. These include waste separation strategies, facilitating teammate behavior change and negotiating the challenges of the current market for recyclable materials.

These efforts have helped us maintain a waste diversion rate of 67.5 percent, even as our operations continue to grow. In 2019, 41,508 tons of material were recycled, and 20,004 tons were sent to landfill, representing a 56 percent improvement since 2014.

COMPANY-WIDE TONS OF TOTAL WASTE BY CATEGORY AND DIVERSION RATES 2015-2019

	2015	2016	2017	2018	2019
Total Tons of Waste	37,336	54,452	61,383	51,368	61,512
Landfilled Tons	17,161	18,375	24,449	15,587	20,005
Recycled Tons	20,175	36,077	36,934	35,781	41,508
Waste Diversion Rate	54%	66%	60%	70%	68%

OUR RECYCLING INITIATIVES: 2019 DC RECYCLING BREAK-DOWN

Recycling Stream	Plastic	Cardboard & Paper	Metal	Wood	Plastic Hangers	Miscellaneous	Totals
Tonnage	471	2,134	1,416	3,512	572	567	8,671
% of total	5%	25%	16%	40%	7%	7%	100%



REDUCING PACKAGING

We recognize our responsibility to reduce the amount of materials used to package our products, in store and in our internal operations. We continuously explore new ways to reduce the environmental impacts of sales to our athletes.

Since 2018, we have worked with our vendors to encourage optimal ordering, decreasing the amount of packaging used to deliver products to our stores. We have also instituted financial penalties for vendors who deliver their goods to us with excessive packaging — a tangible incentive for our vendor partners to join us in our environmental commitment to reduce packaging and its associated waste.

INVESTING IN GREEN BUILDINGS

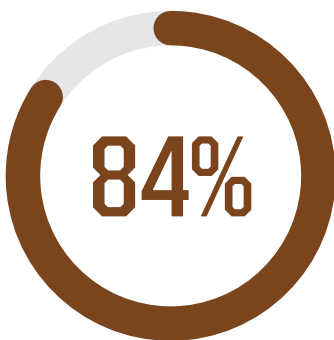


We have adopted the standards of the U.S. Green Building Council's LEED® certification within our building design strategies, with our Goodyear, Ariz., distribution center and our CSC in Pittsburgh being the first two buildings to achieve LEED® certification. We expect to have more buildings in our footprint in the near future that meet LEED-certification standards, starting with our distribution center in Conklin, N.Y.

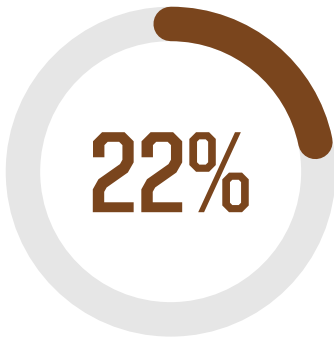
At the same time, we have modified our specifications for construction of any new stores, with LED lighting and other sustainability attributes included as standard. We take a comprehensive approach to the environmental excellence of our buildings, with features including energy management systems, high-efficiency HVAC systems, skylights, white roofs, low-flow water fixtures, water-saving landscaping and more.

MAXIMIZING LIGHTING EFFICIENCY

With more than 850 stores in 47 states, we have an opportunity and obligation to operate efficiently and reduce our energy use. The benefits to our planet and our bottom line are clear, which is why DICK’S has worked for more than a decade to offer our athletes the best experience while improving our energy efficiency.



For example, we have replaced the main sales floor lighting in approximately 84 percent our stores with LEDs, and made additional LED upgrades in security, parking and other supplemental lighting in many of these stores.



We completed over 200 LED retrofits in 2019 that reduced energy consumption in those stores by 22 percent.

We have completed similar projects in our DCs, with our sites in Atlanta, Ga. and Plainfield, Ind., leading the way with LED lighting replacements. Our total in-store electricity usage, measured in kWh per square foot, has gone down every year since we began tracking in 2015, including a 9 percent reduction in 2019.

TRACKING LOGISTICS

The transportation of our products contributes to our total greenhouse gas footprint, and we are continuing to improve our measurement of this part of our business. In 2019, we measured 133,973 metric tons of CO2 equivalents from logistics and transportation, equating to 32 percent of our total emissions.

As our efforts to track and manage greenhouse gas emissions continue to evolve, we will also include emissions from other categories, including e-commerce logistics, fugitive emissions from refrigerant leakage, teammate travel and more.

TOTAL METRIC TONS GHG EMISSIONS SCOPE 3 2016-2019 EMISSIONS FROM MOBILE COMBUSTION METRIC TONS CO₂E

	2016	2017	2018	2019
Inbound Trucking	133,831	153,070	157,683	51,493
Outbound Trucking	31,602	35,246	31,316	31,726
Intermodal (Rail)	21,067	24,571	24,657	10,039
Import (Boat)	41,272	49,127	49,817	36,237
Air (Long-Haul)				4,478
Totals	227,772	262,014	263,473	133,973

CONSERVING WATER

Our water use is comparatively small for a company of our scale. Across our facilities, we used 99,945,000 gallons of water in 2019.

However, as part of our comprehensive environmental program, we pursue improvements where we can. We have used low flow technologies since 2007. Our prototype and spec documentation dates back to 2014 with urinals and toilets meeting EPA WaterSense criteria. At our CSC, for example, we capture our storm water runoff, recycle it through a waterfall and flow it into a 20,000-gallon cistern, where it is intended to be the primary water source for the exterior water feature. We use xeriscaping, planting native vegetation that consumes less water for landscaping in sites such as our DC in Goodyear, Ariz., freeing us from the water demands of non-native trees and bushes. We will seek opportunities to further reduce our water usage — and track and report on our progress.

COMPANY-WIDE GALLONS OF TOTAL WATER USAGE 2019

Water Treatment	118,311,852
Water Supply	118,311,852



Water feature at the CSC that uses reclaimed storm water

ABOUT THIS REPORT

This report provides a high-level overview of DICK’S Sporting Goods corporate social responsibility (CSR) commitments, activities and progress in 2019.

Our Purpose Playbook is organized by our four main focus areas: Empowering Teammates, Equipping Athletes, Championing Communities and Respecting the Playing Field. We have prepared this report with reference to the Global Reporting Initiative (GRI) Standards.

We welcome your feedback on this report. For more information or to provide comments, please contact us at CSR@dcsbg.com.

BOUNDARY AND SCOPE

This report was published in October 2020 and reflects our activities and performance for fiscal year 2019 (Feb. 4, 2019 – Feb. 2, 2020) and a few highlights that reference our response to extraordinary circumstances that have occurred in 2020.

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. Investors 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”, “will be”, “will continue”, “will result”, “could”, “may”, “might” or any variations of such words or other words with similar meanings. Forward-looking statements include, among other things, our objectives, commitments, and goals contained in this report.

Our position or perceived lack of position on social, environmental, 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 February 2, 2020, filed on March 20, 2020. The forward-looking statements contained herein speak only as of the date made, and we undertake no obligation to update any such statements.

2019 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, 2019 CSR Report
102-3	Location of headquarters	Business Highlights, p. 4, 2019 CSR Report
102-4	Location of operations	Business Highlights, p. 4, 2019 CSR Report
102-5	Ownership and legal form	Business Highlights, p. 4, 2019 CSR Report
102-6	Markets served	Business Highlights, p. 4, 2019 CSR Report
102-7	Scale of the organization	Business Highlights, p. 4, 2019 CSR Report
102-8	Information on employees and other workers	Empowering Teammates, p. 14, 2019 CSR Report
102-9	Supply chain	Business Highlights, p. 4, 2019 CSR Report
102-10	Significant changes to the organization and its supply chain	Business Highlights, p. 4, 2019 CSR 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 Purpose Playbook, p. 7, 2019 CSR report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
Strategy		
102-14	Statement from senior decision-maker	Letter from Chairman & CEO Ed Stack, p. 5, 2019 CSR Report
102-15	Key impacts, risks and opportunities	2019 DICK’S Sporting Goods Form 10-K
Ethics & Integrity		
102-16	Values, principles, standards and norms of behavior	Our Beliefs, p. 2, 2019 CSR 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 Chairman and CEO, Ed Stack, and President, Lauren Hobart.
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. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
102-43	Approach to stakeholder engagement	Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
102-44	Key topics and concerns raised	Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report

Reporting Practice		
102-45	Entities included in the consolidated financial statements	2019 DICK’S Sporting Goods Form 10-K
102-46	Defining report content and topic boundaries	About this Report, p. 54, 2019 CSR Report
102-47	List of material topics	Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
102-50	Reporting period	About this Report, p. 54, 2019 CSR Report
102-52	Reporting cycle	About this Report, p. 54, 2019 CSR Report
102-53	Contact point for questions regarding the report	About this Report, p. 54, 2019 CSR Report

Disclosure No.	Disclosure Title	DICK’S Response
102-54	Claims of reporting in accordance with the GRI Standards	About this Report, p. 54, 2019 CSR Report
102-55	GRI content index	GRI Content Index, p. 55, 2019 CSR 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, 2019 CSR Report
103-2	The management approach and its components	Business Highlights, p. 4, 2019 CSR Report
103-3	Evaluation of the management approach	Business Highlights, p. 4, 2019 CSR Report
201-1	Direct economic value generated and distributed	2019 DICK’S Sporting Goods Form 10-K ; DICK’S Sporting Goods Proxy Statement ; Business Highlights, p. 4, 2019 CSR 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, 2019 CSR Report

301: Materials		
103-1	Explanation of the material topic and its boundary	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-2	The management approach and its components	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-3	Evaluation of the management approach	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
301-2	Recycled input materials used	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report

Disclosure No.	Disclosure Title	DICK’S Response
302: Energy		
103-1	Explanation of the material topic and its boundary	Maximizing Lighting Efficiency, p. 52, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-2	The management approach and its components	Maximizing Lighting Efficiency, p. 52, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-3	Evaluation of the management approach	Maximizing Lighting Efficiency, p. 52, 2019 CSR Report; Material Topics, 2019 CSR Report; p. 10, Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
302-1	Energy consumption within the organization	Our Energy Footprint, p. 48, 2019 CSR Report

305: Emissions		
103-1	Explanation of the material topic and its boundary	Tracking Logistics, p. 52, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-2	The management approach and its components	Tracking Logistics, p. 52, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-3	Evaluation of the management approach	Tracking Logistics, p. 52, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
303-5	Water consumption	Conserving Water, p. 53, 2019 CSR Report
305-1	Direct (scope 1) GHG emissions	Our Footprint, p. 47, 2019 CSR Report
305-2	Indirect (scope 2) GHG emissions	Our Footprint, p. 47, 2019 CSR Report
305-3	Other indirect (scope 3) GHG emissions	Our Footprint, p. 47, 2019 CSR Report
305-4	GHG emissions intensity	Our Footprint, p. 47, 2019 CSR Report
305-5	Reduction of GHG emissions	Our Footprint, p. 47, 2019 CSR Report

306: Effluents and Waste		
103-1	Explanation of the material topic and its boundary	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-2	The management approach and its components	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-3	Evaluation of the management approach	Reducing Waste, p. 50, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
306-2	Waste by type and disposal method	Reducing Waste, p. 50, 2019 CSR Report

Disclosure No.	Disclosure Title	DICK’S Response
401: Employment		
103-1	Explanation of the material topic and its boundary	Empowering Teammates, p. 14, 2019 CSR Report; Promoting Teammate Well-Being, p. 22, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-2	The management approach and its components	Empowering Teammates, p. 14, 2019 CSR Report; Promoting Teammate Well-Being, p. 22, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
103-3	Evaluation of the management approach	Empowering Teammates, p. 14, 2019 CSR Report; Promoting Teammate Well-Being, p. 22, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Promoting Teammate Well-Being, p. 22, 2019 CSR Report
401-3	Parental leave	Promoting Teammate Well-Being, p. 22, 2019 CSR Report

404: Training		
103-1	Explanation of the material topic and its boundary	Developing Our Team p. 15, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Developing Our Team p. 15, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Developing Our Team p. 15, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
404-2	Programs for upgrading employee skills and transition assistance programs	Developing Our Team p. 15, 2019 CSR Report

405: Diversity and Equal Opportunity		
103-1	Explanation of the material topic and its boundary	Advancing Inclusion & Diversity, p. 19, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Advancing Inclusion & Diversity, p. 19, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Advancing Inclusion & Diversity, p. 19, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
405-1	Diversity of governance bodies and employees	Advancing Inclusion & Diversity, p. 19, 2019 CSR Report
405-2	Ratio of basic salary and remuneration of women to men	Developing Our Team, p. 15, 2019 CSR Report; Advancing Inclusion & Diversity, p. 19, 2019 CSR Report

Disclosure No.	Disclosure Title	DICK’S Response
406: Non-Discrimination		
103-1	Explanation of the material topic and its boundary	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
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 ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
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 ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Human Rights Policy ; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Human Rights Policy ; 2019 CSR Report; 2019 CSR Report

Disclosure No.	Disclosure Title	DICK’S Response
416: Customer Health and Safety		
103-1	Explanation of the material topic and its boundary	Sourcing Responsibly, p. 30, Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Firearms Safety, p. 26, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Sourcing Responsibly, p. 30, Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Firearms Safety, p. 26, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Sourcing Responsibly, p. 30, Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Firearms Safety, p. 26, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
416-1	Assessments of the health and safety impacts of products and service categories	Sourcing Responsibly, p. 30, Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Firearms Safety, p. 26, 2019 CSR Report

417: Marketing and Labeling		
103-1	Explanation of the material topic and its boundary	Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Ensuring Product Safety and Quality, p. 29, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
417-1	Requirements for product and service information and labeling	Ensuring Product Safety and Quality, p. 29, 2019 CSR Report

418: Customer Privacy		
103-1	Explanation of the material topic and its boundary	Securing and Protecting the Privacy of Athletes and Teammates Data, p. 33, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-2	The management approach and its components	Securing and Protecting the Privacy of Athletes and Teammates Data, p. 33, 2019 CSR Report; Our Purpose Playbook, p. 7, 2019 CSR Report; Material Topics, p. 10, 2019 CSR Report; Stakeholder Engagement, p. 13, 2019 CSR Report
103-3	Evaluation of the management approach	Securing and Protecting the Privacy of Athletes and Teammates Data, p. 33, 2019 CSR Report; Our Purpose Playbook, p. 7; 2019 CSR Report; Material Topics, p. 10; 2019 CSR Report; Stakeholder Engagement, p. 13; 2019 CSR Report
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Securing and Protecting the Privacy of Athletes and Teammates Data, p. 33, 2019 CSR Report

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