

**“The Playing Field of the Future Depends on What We Do Right Now.”**

**By Lauren Hobart, President & CEO, DICK'S Sporting Goods**

I have spent a lot of time thinking about what it means to be an athlete. The discipline it takes to show up every day. The resilience to keep going when progress is slow. The importance of having a supportive and driven team behind one.

That is exactly how I think about sustainability at DICK'S Sporting Goods. Sustainability is a long game and requires every one of our 50,000 teammates to play their part. We believe there is an athlete inside every one of us. We also believe that athletes deserve a planet worth competing on. That is why sustainability is not just a side project at our company. It is embedded in our strategy, tied to measurable goals, and driven by the people across our organization who bring a genuine commitment to doing the right thing every single day.

Our sustainability strategy has become a competitive advantage — and more importantly, a reflection of who we are as a company.

**THE PROGRESS OUR TEAMMATES MADE POSSIBLE**

Since 2016, we have achieved a 28% reduction in our Scope 1 and 2 greenhouse gas emissions. That puts us at 93% of our goal to reach 30% by 2030. That progress was possible through more than 600 energy-efficiency projects completed across more than 400 stores, LED retrofits across all five of our distribution centers, and energy management systems now operating in over 90% of our locations. Despite the fact that we have continued to grow, we have also reduced our stores' electricity usage intensity by nearly 32% since 2016. More stores, less energy per square foot. Not a contradiction but what intentional investment to us is.

On waste, we diverted 71% of our total waste from landfills in 2022, recycling more than 43,000 tons of

cardboard, paper, plastic, and metal. To put that in perspective: it is the equivalent of keeping over 3,000 cars off the road for an entire year. We also modified our inventory-return process to save more than 150,000 miles of transport and reduce nearly 300 metric tons of CO2 emissions. These results are due to the people across our organization driven by the same goal at DICK's.

### **SMALL DECISIONS THAT ADD UP**

I am particularly proud of the progress we have made by rethinking the ordinary. We partnered with over 30 vendors to transition from pallet-loaded to floor-loaded trucks. This change removed an estimated 300 truckloads from the road and cut over 550 additional metric tons of CO2 emissions. We eliminated plastic poly bags from our ship-from-store fulfillment program after our athletes confirmed their orders arrived safely without them. Our ship-from-store packaging now uses 90% recycled content, up 60% from the year prior. None of these changes required a mandate from above. They required teammates who cared enough to ask: is there a better way? I believe that instinct — to always look for the better way — is one of the most powerful things about our culture.

I am proud of the progress we have made. And I am clear-eyed about how much further we have to go. That honesty is part of our commitment too.

### **SPORTS CHANGE LIVES AND SO DOES ACCESS TO THEM**

Our sustainability work does not exist in isolation from the communities we serve. The access gap for kids in under-resourced communities was made worse by the pressures of recent years. That is why, in addition to our environmental commitments, the DICK'S Sporting Goods Foundation has given more than \$44 million in community grants, sponsorships, and donations in a single year.

We expanded our partnership with SidelineSwap, hosting trade-in events across 12 states to give used sports gear a second life, keeping equipment out of landfills and making it more affordable for the families

who need it most. We signed the Mitigate Racial Bias in Retail Charter and worked to build a supplier diversity goal developed by a team that reflected every corner of our organization.

I believe deeply that an equitable company and a sustainable company are the same company. The values that drive our environmental commitments and the values that drive our inclusion commitments come from believing that we are accountable to something larger than our bottom line.

### **WHAT WE STILL HAVE TO DO**

Not every day is perfect on our sustainability journey. Our Scope 1 emissions increased as our business grew between 2016 and 2022. We are actively working to address that. We have eliminated using single use plastic bags by the end of 2025. Looking into 2026, our Scope 3 emissions, embedded throughout our supply chain, are still being fully mapped and understood.

I share this openly because I believe transparency is part of the commitment. Our track record gives me tremendous confidence. We completed our first in-depth climate-risk assessment aligned to TCFD standards this year. We are developing a company-wide strategy to transition to a low-carbon economy.

### **A TEAM WORTH BEING PART OF**

Every sport requires a place to play. A field, a court, a trail, a pool. Those places are not guaranteed. They are only there for the next generation of athletes if we protect them now — together.

I want to thank each and every one of our teammates for their energy, effort, and commitment to this work. I am proud of what we have built. I am energized by where we are headed. And I am grateful every day to be part of a team that understands that winning, in business and in sustainability, is something you do together.

The playing field of the future is counting on us. I believe we are up to the challenge.

Sincerely,

Lauren Hobart, *President & Chief Executive Officer, DICK'S Sporting Goods*

## **STRATEGY NOTE**

This thought-leadership piece is strategically positioned for Forbes because its readership, executives, investors, and business leaders, represents the audience most likely to evaluate DICK'S Sporting Goods on ESG grounds. By ghostwriting in Lauren Hobart's documented voice being purpose-driven, collaborative, and empathetic, the piece reinforces her established public identity while advancing the brand's sustainability narrative with credibility. The decision to lead with an athletic metaphor rather than a data point immediately anchors the piece in DICK'S core brand identity: the belief that there is an athlete in everyone. This framing allows Hobart to address a governance issue of climate accountability without it reading as a corporate disclosure. The transparency about unmet goals, particularly Scope 1 emissions growth and incomplete Scope 3 mapping, is deliberate. It positions DICK'S as a company that earns trust through honesty rather than performing it through selective reporting which is a distinction that resonates deeply with Gen Z consumers, institutional investors, and media scrutinizing greenwashing claims. The piece directly supports DICK'S four sustainability pillars and aligns with its public goal to reduce greenhouse gas emissions by 30% by 2030, making it a timely and relevant submission for a major business publication.