

Environmental, Social and Governance Report

Advancing Our Business
FY2023

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Unless otherwise noted, we report on activities that fall in our fiscal year (FY) 2023, which started on January 30, 2023, and ended on January 28, 2024.

ABOUT THIS REPORT



The Home Depot publishes our annual ESG Report to share our ESG activities with our stakeholders in a timely, transparent manner. We include details on our approach, our policies and practices, our metrics, targets and goals, and our stakeholder engagement.

Reporting Period and Scope

Unless otherwise noted, we report on activities that were taken during our 2023 fiscal year, which started on January 30, 2023, and ended on January 28, 2024.

Unless otherwise noted, this report focuses on The Home Depot's in-store and online operations within the U.S., which represented more than 90% of sales in our 2023 fiscal year. This report also includes data from our Canada and Mexico operations and HD Supply Holdings Inc. (HD Supply) data is included where noted throughout this report. The acquisition of SRS Distribution Inc. ("SRS") was completed on June 18, 2024. As a result, SRS's ESG information is not included in this report. This report also contains information on The Home Depot Foundation,® The Homer Fund® and Team Depot volunteers. The Home Depot Foundation and The Homer Fund are divisions of THDF II, Inc., a nonprofit entity that is also a public charity under 501(c)(3) of the U.S. tax code. THDF II, Inc. is not a subsidiary of The Home Depot.

Reporting Standards

The Home Depot has reported with reference to the Global Reporting Initiative (GRI) standards for our 2023 fiscal year. This report also contains disclosures that are informed by the Sustainability Accounting Standards Board (SASB) Multiline and Specialty Retailers & Distributors and Building Products & Furnishing industry standards, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework and the United Nations Sustainable Development Goals (SDGs).

Forward-Looking Statements: All statements in this report that are not historical constitute "forward-looking statements" as defined in the Private Securities Litigation Reform Act of 1995. These forward-looking statements may relate to, among other things, our goals, commitments and programs, and projections of future results, including our ability to meet our goals; our business plans, strategies, initiatives and objectives and their expected execution and impact; management of relationships with our associates, potential associates, suppliers and service providers; cost and availability of labor; costs of fuel and other energy sources; events that could disrupt our business, supply chain, technology infrastructure, or demand for our products and services, such as international trade disputes, natural disasters, climate change, public health issues, cybersecurity events, geopolitical conflicts, military conflicts or acts of war; our ability to maintain a safe and secure store environment; the impact of regulatory changes; the impact of acquired companies on our organization; and our assumptions, expectations and projections regarding any of the foregoing. Forward-looking statements are based on currently available information and our current assumptions, expectations and projections about future events. They are not guarantees of future performance and are subject to future events, risks and uncertainties – many of which are beyond our control, dependent on the actions of third parties, or currently unknown to us – as well as potentially inaccurate assumptions that could cause actual results to differ materially. These risks and uncertainties include, but are not limited to, those described in the "Risk Factors" section and elsewhere in our most recently filed Annual Report on Form 10-K, and also in subsequent reports we file with the Securities and Exchange Commission. We encourage you to review these filings. Forward-looking statements speak only as of the date they are made, and we do not undertake to update these statements other than as required by law. You are advised, however, to review any further disclosures we make on related subjects in our filings with the Securities and Exchange Commission and in our other public statements.

Note on Materiality: Materiality, as used in this report, and in our ESG priority assessment process, is different than the definition used in the context in filings with the Securities and Exchange Commission. Issues deemed material for purposes of this report may not be considered material for SEC reporting purposes.

CEO LETTER

Growing with Purpose: Achievements and Commitment

We know that running a responsible, sustainable company makes our business stronger, more agile and more resilient. This commitment supports business practices that enable us to consistently deliver industry-leading results. In alignment with our values, we organize our approach to ESG around three key pillars: Focus on Our People, Operate Sustainably and Strengthen Our Communities.

We continue to focus on helping associates grow their careers with The Home Depot, and more than 90% of our store leaders started as hourly associates. Being recognized again as Fortune Magazine's #1 Most Admired Specialty Retailer is a recognition of our exceptional associates.

This year, we've made significant strides toward achieving our sustainability goals. The Science Based Targets initiative (SBTi) validated our updated greenhouse gas emissions reduction targets, determining that our Scope 1 and Scope 2 emissions reduction target is in line with a 1.5-degree Celsius trajectory. By the end of Fiscal 2030, we aim to reduce our combined absolute Scope 1 and Scope 2 emissions 42% from a Fiscal 2020 base year. The Home Depot commits to reduce absolute Scope 3 emissions from the use of sold products within the same timeframe.

We're also excited to announce that starting in January 2025, we'll partner with Georgia Power's Customer Renewable Supply Procurement program. Through this partnership, we expect to secure the equivalent of about 70% of the annual electricity needed for our largest office building. This step represents progress on our renewable energy initiatives and our commitment to enhancing value by reducing our carbon footprint.

Giving back is one of The Home Depot's core values and an important part of how we help strengthen our communities. In 2023, The Home Depot Foundation granted more than $86 million to serve veterans, support communities impacted by natural disasters and educate more people in the skilled trades. We also increased our commitment to serving veterans to $750 million after surpassing our goal of $500 million two years earlier than our 2025 goal. This additional funding will continue to help veterans access affordable housing and stay in their homes.

As a company of doers, we're focused on making progress. Our ESG initiatives are about creating lasting positive impacts for our associates, our communities and our world.

Ted Decker

TED DECKER

Chair, President & CEO

I want to thank our associates and supplier partners for the progress we've made and continue to make as a company. Thank you for the many ways you help us advance our business and live our values.

"As a company of doers, we're focused on making progress."





Overview

We have three key pillars of focus for our ESG initiatives: Focus on Our People, Operate Sustainably and Strengthen Our Communities. We believe our efforts in these areas give us a competitive advantage and create long-term value for our associates, customers, communities and other stakeholders.

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ABOUT HOME DEPOT

We're proud to be the world's largest home improvement retailer. We aspire to excel in service – to our customers, associates, communities and shareholders. That's what leadership means to us.



2023: Our Business

2,015
stores in the U.S.

182
stores in Canada

138
stores in Mexico

Approximately
463,100
orange-blooded associates

Typical store has
~104K
sq ft of indoor retail space

2023: Our Performance

Total sales
$152.7 Billion
(-3.0%)

Diluted earnings per share of
$15.11
(-9.5%)

Opened
13
new stores

Total company comparable store sales decreased
3.2%
and U.S. comp sales decreased 3.5%

Our Home Depot Family

ASKUITY – A Division of The Home Depot
BLACKLOCUS – HOME DEPOT INNOVATION LAB
BLINDS.COM
The Company Store
CONTRACTORS WAREHOUSE
HD SUPPLY
TEMCO LOGISTICS
GLOBAL CUSTOM COMMERCE – A HOME DEPOT COMPANY
PRO REFERRAL – Powered by The Home Depot
THE HOME DEPOT RENTAL
THE HOME DEPOT HOME SERVICES – Let us do it for you.
THE HOME DEPOT HOME SERVICES MEASURES
THE HOME DEPOT QuoteCenter
CR Construction Resources

Our Eight Core Values



Respect for All People

- Maintain a nondiscrimination and zero tolerance harassment policy
- Foster mutual respect
- Welcome all associates as team members

Excellent Customer Service

- Offer the right products and services
- Provide low-cost product selection
- Share knowledge with customers
- Maximize product benefits

Doing the Right Thing

- Make responsible decisions
- Take action at the right time
- Understand our impacts

Creating Shareholder Value

- Pursue long-term value and growth
- Deliver investment returns
- Engage with our shareholders

Building Strong Relationships

- Build trust and lasting relationships
- Care for our people and make connections
- Foster courage, talent and integrity

Entrepreneurial Spirit

- Serve customers with innovation
- Continuously improve our business
- Spread best practices throughout the company

Giving Back

- Help our communities thrive
- Support important causes like veteran housing
- Share our time, energy and resources

Taking Care of our People

- Listen and respond to our associates' needs
- Create opportunity from within
- Provide helpful benefits and training
- Build a supportive team culture

The Homer Fund

A 501(c)(3) charity exclusively for our associates and their families, with the majority of contributions coming from fellow associates.

Read more about The Homer Fund on page 36.

The Home Depot Foundation

A 501(c)(3) public charity that provides funding and partners with other nonprofits around three focus areas: U.S. veterans, trades training and disaster relief.

Read more about The Home Depot Foundation beginning on page 76.

Team Depot

Our associate volunteer force serves the needs of our communities and extends the mission of The Home Depot Foundation.

Read more about Team Depot beginning on page 76.

OUR ESG PROGRAM AT-A-GLANCE

ESG Pillars

We focus on our three key pillars of ESG to help us prioritize the areas in our value chain where we can have the greatest impact. We are also committed to responsible business practices around topics such as compliance and ethics, human rights, data security and privacy, political involvement and corporate taxes.

We believe our work to operate a sustainable business for our stakeholders supports many of the United Nations Sustainable Development Goals (UN SDGs). Adopted by all United Nations Member States in 2015, the UN SDGs provide a global shared global blueprint for peace and prosperity for people and the planet. Our goals and efforts across our three key ESG pillars, supported by our commitment to responsible business practices, align with eleven SDGs.

Focus on Our People

Representative Topics

- Pay equity (page 28)
- Associate safety (page 32)
- Training and development (page 37)
- Enhanced maternity-related benefits (page 40)
- No-cost healthy life benefits (page 41)

UN SDGs



Operate Sustainably

Representative Topics

- Carbon emissions reduction (page 45)
- Renewable energy (page 47)
- Energy-saving products (page 50)
- Sustainable forestry (page 51)
- Circularity (page 53)
- Water Sense products (page 61)
- Responsible chemistry (page 62)
- Eco Actions program (page 64)

UN SDGs



Strengthen Our Communities

Representative Topics

- Retool Your School (page 73)
- Supplier diversity (page 74)
- Affordable housing for veterans (page 76)
- Careers for transitioning veterans (page 79)
- Path to Pro trades training (page 80)
- Disaster relief (page 81)

UN SDGs



2023 Ratings & Recognition

Leading third-party sustainability rating organizations monitor and report on our progress. Below are some of our key ratings in 2023.

CDP

Assesses disclosure and performance on environmental topics; scores are based on 2022 data, the latest available

A-

Climate Change
Identifies The Home Depot as demonstrating leadership for taking action on climate change

C

Forests
Identifies The Home Depot as having awareness of how its operations affect people and ecosystems

FTSE Russell

Measures ESG risk and performance of publicly traded companies

3.7

On a scale of 0-5; we rank better than the industry average of 2.5

SUSTAINALYTICS

Analyzes corporate ESG progress

LOW RISK

ESG risks are low compared to the industry

MSCI

Measures resilience to long-term, financially relevant ESG risks

AA

Second-highest rating; positions us as an industry leader in key ESG areas

Here are some of the organizations that recognized our efforts in 2023.

ENERGY STAR®

U.S. Retail Partner of the Year - Sustained Excellence

ENERGY STAR Canada - 2023 National Retailer of the Year

Forbes

No. 59 - World's Best Employers

Fortune's World's Most Admired Companies

No. 1 in Specialty Retail

No. 19 Overall

SmartWay High Performer

WaterSense Partner of the Year Award

Safer Choice Partner of the Year Award

EPA's Green Power Partnership

2023 Green Power Leadership Award Winner

No. 7 - Retail

No. 48 - Top 100 Partners

Military Friendly®

Military Friendly Bronze Employer

Military Friendly Spouse Employer

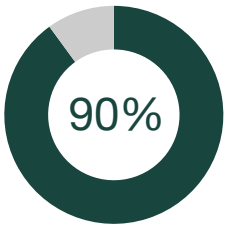
Military Friendly Company

Supplier Diversity Program

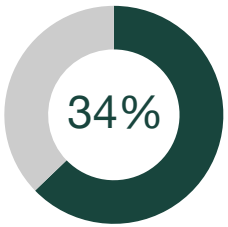
2023 Highlights

Our Core Values guide how we focus on our people, operate sustainably and strengthen our communities. They also provide a benchmark for measuring progress. These highlights reflect progress made in 2023.

Focus on Our People



More than **90%** of our U.S. store leaders started as hourly associates



Approximately **34%** of our U.S. new hires were women, and **58%** were ethnically/racially diverse

FORTUNE

Named **#1 Most Admired Specialty Retailer** by Fortune Magazine

Operate Sustainably

Recognized as **ENERGY STAR** Retail **Partner of the Year** for Sustained Excellence

Entered into an agreement with **Georgia Power to purchase renewable electricity, which will provide the equivalent of** **~70%** of the annual electricity needs of our Store Support Center (corporate office)

Redesigned **~280** **private-brand packages** to reduce size and materials, which helped us eliminate **>39M square feet** of PVC film – **enough to cover more than 513 soccer fields**

Strengthen Our Communities

The Home Depot Foundation **granted** **>$86 million** in total during 2023

The Home Depot Foundation **contributed more than** **$500 million** **towards veteran causes** since 2011 and now pledges to invest **$750 million** by 2030

Home Depot's **Retool Your School** program increased its annual grants to **$4 million**

Since 2011, Team Depot has **volunteered** **~1.6 million** **service hours to veteran causes**

Canada

The Home Depot began operating in Canada in 1994. Today, we operate 182 stores across all 10 Canadian provinces.

Focus on Our People

We are committed to providing an environment that is and feels, safe, respectful and inclusive to all people. The Home Depot was again ranked one of Canada's top diversity employers in 2023 by Canada's Best Diversity Employers, for the 14th consecutive year.

~33,800
associates wore the orange apron in Canada in **2023**

~495,000
hours of associate training in **2023**

~1,699,700
courses taken by associates in **2023**

5
associate resource groups represent and support our associates

The Home Depot Canada ARGs

Our associate resource groups (ARGs) are led by associates and sponsored by executive leaders. In 2023, we hosted several ARG events virtually to celebrate diversity, raise cultural awareness and foster professional development. We also hosted 22 Diversity, Equity and Inclusion (DEI) roundtable conversations, each sponsored by an ARG and the DEI team. Each ARG has a mission:

Orange Mosaic: to act as a resource for The Home Depot and our associates by encouraging intercultural understanding through celebration, education and providing culturally specific insight to drive individual and business growth.

Orange Women's Network: to promote professional growth for women at The Home Depot through networking, development activities and community outreach.

Orange Pride: to celebrate lesbian, gay, bisexual and transgender (2SLGBTQIA+) associates and allies by creating an inclusive environment built on the foundation of acceptance, community and understanding.

Orange Ability: to foster an inclusive environment at The Home Depot where people of all different abilities are able to achieve success and reach their full potential.

Orange Circle: to create resources, networks and learning for The Home Depot to grow its relationships with Indigenous communities.



Canada

Operate Sustainably

Here are a few ways we improved sustainability in 2023.

Waste and Recycling

We **recycled over**
13,400 metric tons
of cardboard, 400 metric tons of plastic and **33 metric tons of EPS** from our stores and distribution centers.

We **collected over**
461,900 pounds
of single-use and rechargeable batteries for responsible recycling via our customer take-back program.

We **provided over**
210,000 pounds
of **shredded paper for recycling** in 2023, preserving over 2,500 trees and saving over 200,000 gallons of water.[1]

Energy Savings

We **completed exterior LED retrofits** at
39 stores,
bringing our total to
147 stores,
helping to reduce our stores' energy consumption.

We **decreased store electricity use** by
46%
over the last 10 years. See how this contributes to our total company efforts on page 45.



2023 CANADA'S GREENEST EMPLOYERS

Canada

Strengthen Our Communities

The Home Depot Canada Foundation is committed to preventing and ending youth homelessness in Canada. Through community partnerships, we aim to break down the systemic barriers that youth face and help them achieve healthy pathways out of homelessness. By 2030, The Home Depot Canada Foundation plans to **invest CA$125 million** in creating new paths for youth at risk of or experiencing homelessness.

In 2023, **we supported**

>180

organizations and invested CA$10.4 million, bringing our total to over CA$70 million invested against our 2030 pledge.

In 2023, **The Home Depot Canada's customer-supported The Orange Door Project campaign donated**

~CA$2.27 million

to charitable organizations with renovation, prevention, and employment and life skills programs, designed to end youth homelessness.

In 2023, over

5,780

associates volunteered 45,000+ hours to Team Depot projects across Canada, supporting 165 charity partners and providing an additional CA$292,000+ in funding.

The Home Depot Canada Foundation's strategic partnerships:

DANS LA RUE, trellis SOCIETY, Covenant House VANCOUVER, CHOICES FOR YOUTH, YESS, YouthLink Since/Depuis 1914, YOUTH SERVICES JEUNESSE, MISSION Bon Accueil, ndinawe, Phoenix, eva's, RAISING THE ROOF | CHEZ TOIT, FRIENDS OF RUBY, 360° kids, RAY Resource Assistance for Youth, Inc., YOUTH WITHOUT SHELTER

THE HOME DEPOT TEAM DEPOT

THE HOME DEPOT CANADA FOUNDATION | The Orange Door Project

Check it out

The Home Depot Canada recently issued its Canadian Supply Chains Act report. Building on the more than 15 years of The Home Depot's Responsible Sourcing program, this report outlines the steps The Home Depot Canada takes to prevent and reduce the risk that forced labor or child labor is used in its supply chain. For more information on The Home Depot's Responsible Sourcing program, please see our annual Responsible Sourcing report.

Mexico[2]

During 2023, The Home Depot Mexico celebrated 22 years. Today we operate 138 stores across all 32 states.

Focus on Our People

In 2023, we employed approximately 17,800 associates who proudly wear the orange apron.

160+
scholarships were awarded to children of associates.

1,020+
associates received Orange Fund grants.

~1,078,000
hours of career training courses were completed by associates.

Operate Sustainably

In 2023, we joined the rest of the organization in finding new ways to drive sustainability across the organization.

860,900+
wooden pallets reused

Recycled
1 million+
pounds of plastic

Eco Actions catalog offered
1,940+ products

Strengthen Our Communities

Our Company **donated**
~74 million
pesos (US >$4.0 million)
in merchandise to nonprofit organizations.

Our **customers donated**
~33 million
pesos (US >$1.7 million)
during our Round Up fundraising drives for charitable causes.

Our **associates completed**
590+
Team Depot projects focused on schools, public areas, community centers and people in need.

2023 Recognitions

We are honored to be recognized by the following organizations for our leadership in corporate social responsibility.

NMX-R-025-SCFI-2015 Igualdad Laboral y no Discriminación
Recognizes workplaces that adopt and comply with labor equality and nondiscrimination practices. Its main objective is for companies to integrate, implement and execute practices for labor equality and nondiscrimination that favor comprehensive development.

Distintivo Empresa Comprometida con la inclusión Laboral de Personas con Discapacidad 2023
During 2023, The Home Depot was recognized with the certification Éntrale 2023 for the company's constant commitment to inclusion for our associates and for working and strengthening the implementation of projects that work to hire and retain associates with disabilities.

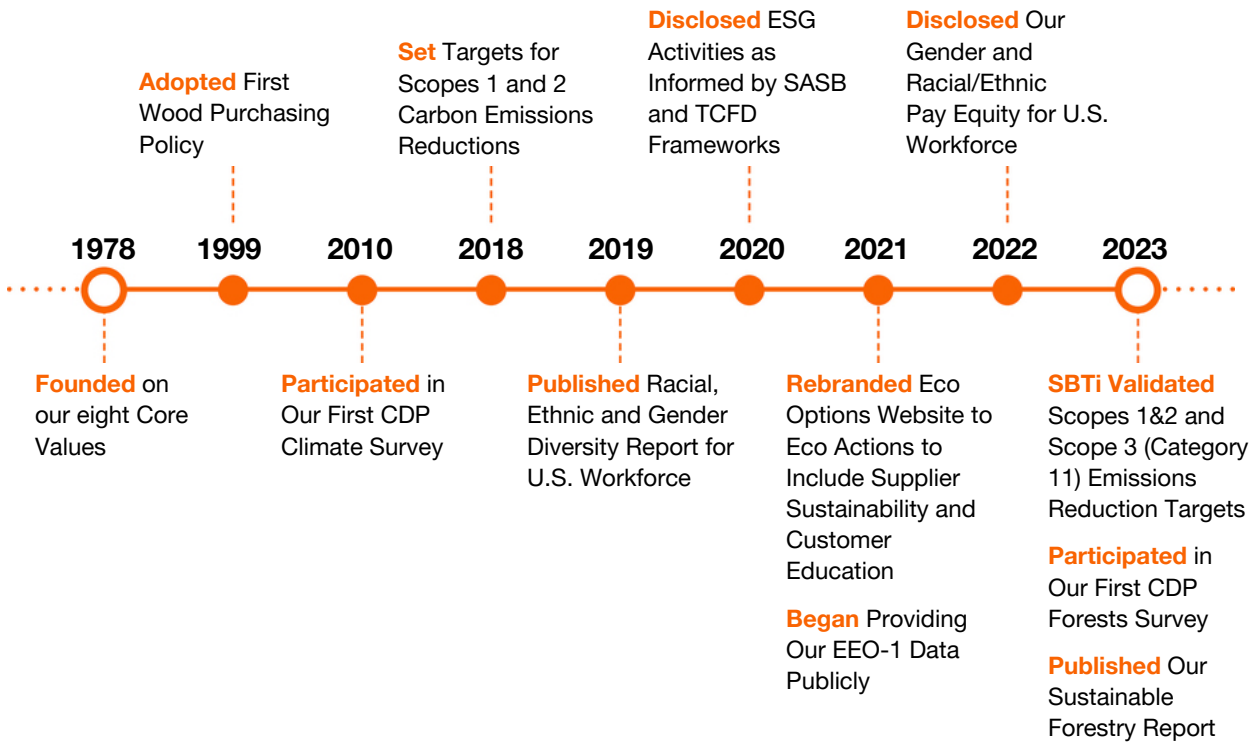
Empresa Socialmente Responsable
In 2023, living our values has allowed us to be recognized for our corporate social responsibility efforts for the 17th time in a row. This includes best practices in all our programs and our focus on maintaining sustainable relationships with our stakeholders to continue providing the best service.

OUR APPROACH

Our corporate culture, business model and strategy drive sustainable outcomes and support value creation for our stakeholders. Our Board of Directors, senior management team and approximately 463,100 associates strive to create a responsible and sustainable company.

Our ESG Journey

Founded over forty years ago, The Home Depot aimed to become a one-stop shop for the do-it-yourself customer. Today, we are the largest home improvement retailer in the world, with more than 2,300 stores across North America. Our milestones throughout our history show how our unique culture and values continue to guide every decision we make.



Stakeholder Engagement

We engage with key groups of internal and external stakeholders to ensure our business benefits the people and communities we serve, including our Associates, Customers, Academia, Suppliers, Communities, Investors, nongovernmental organizations (NGOs) and Governments. Our How We Engage table on page 16 details our forms of engagement with each group.

The purpose of our stakeholder engagement is to help inform and validate our own priority assessment. By participating in dialogue with our stakeholders, we can gauge the impact of our business, refine our priorities, measure our progress and design ways to drive improvements. Overall, these efforts contribute to building a better business, workplace and world.

Our stakeholders can easily access relevant disclosures and information about our Company's oversight and management of ESG matters on our Investor Relations page: ESG Investors. Our annual ESG Report incorporates the input and efforts of our ESG Governance Committee, shareholder feedback and recommendations from other stakeholders.

How We Engage

STAKEHOLDERS	HOW WE ENGAGE	STAKEHOLDER PERSPECTIVES
Academia	▪ Partner with universities to develop programs that support our priorities and help educate the next generation of business leaders. ▪ Access independent research on our industry to incorporate the latest insights into our business.	*Collaborate with us on customer trends and habits to aid our research.*
Associates	▪ Conduct associate surveys to measure job satisfaction and engagement. ▪ Encourage our associates to raise concerns with their immediate managers. Associates may anonymously report concerns to our AwareLine or HR Service Center hotlines.	*Empower us to be contributing team members of a values-based organization.*
Communities	▪ Receive and respond to questions or concerns about our operations or products. ▪ Support the communities where we operate through The Home Depot Foundation and Team Depot.	*Support me and my neighbors by making a positive difference in our community.*
Customers	▪ Analyze digital customer feedback through annual store and digital channel transactions. ▪ Use customer satisfaction surveys to understand issues affecting our customers. ▪ Manage our customers' needs through our Help and Customer Service Center.	*Be a global-impact conscious company, and provide products that help me reduce my home's environmental impact.*
Governments	▪ Participate in the political process in a bipartisan, transparent way and encourage our associates to do so as well. ▪ Work to optimize the impact of the government on our business through advocacy, relationship-building and political activity. ▪ Operate a bipartisan, employee-funded political action committee. ▪ Participate and engage with relevant trade associations.	*Create partnerships with local, state and federal officials that help bridge industry innovation to public policy advancement.*
Investors	▪ Engage with shareholders on a year-round basis. ▪ Proactively engage our top 40 institutional shareholders, representing approximately 45% of outstanding shares, to discuss ESG topics.	*Tell us your primary risks and how you oversee them.*
NGOs	▪ Meet with NGOs interested in our business practices and in partnering with The Home Depot Foundation. ▪ Take part in industry efforts to raise awareness about our shared ESG responsibilities.	*Work with us to elevate our causes to action and progress.*
Suppliers	▪ Collaborate with our vendors and suppliers to lessen our products' environmental impact. ▪ Partner with diverse suppliers to promote inclusive opportunities, innovation and local community-based economic growth.	*Give us an outlet to market innovative, sustainable products and a way to gather timely customer feedback.*

ESG Priority Touchpoints

KEY IMPACTED STAKEHOLDERS:

Academics & Educators · Associates · Community · Customers · Governments · Investors · Non-governmental Organizations · Suppliers

ESG PRIORITY TOUCHPOINTS		IMPACTS	KEY IMPACTED STAKEHOLDERS
Focus on Our People	**Associate Development**	Training, education, promotion, support	Academics & Educators, Associates, Community, Customers, Governments, Investors
	Associate Well-Being	Safety, health, wages, hours	Associates, Community, Customers, Governments, Investors, Suppliers
	Diversity, Equity and Inclusion	Associate engagement, workforce diversity, talent acquisition, associate resource groups	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
	Governance	Ethics, culture, data privacy and security, risk management	Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
Operate Sustainably	**OPERATIONS**		
	Energy Use	Carbon emissions, supply chain	Community, Investors, Non-governmental Organizations, Suppliers
	Hazardous Materials	Handling, disposal	Associates, Community, Governments, Investors, Suppliers
	Waste	Recycling, landfill, incineration	Associates, Community, Customers, Investors
	Water Use	Responsible consumption	Associates, Community, Investors
	PRODUCTS		
	Eco Actions	Water conservation, energy efficiency, responsible chemistry, sustainable forestry	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
	End of Life	Circularity, waste, recycling	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
	Transportation	Carbon emissions	Governments, Investors, Non-governmental Organizations, Suppliers
Strengthen Our Communities	**Supplier Diversity**	Innovation, mentoring, business growth, networking	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
	Community Support	Trades training, veterans and military families, disaster response	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
Responsible Business	**Data Security & Privacy**	Privacy rights, data protection, cybersecurity, transparency	Academics & Educators, Associates, Community, Customers, Governments, Investors, Non-governmental Organizations, Suppliers
	Government Relations	Laws, regulations, lobbying, trade groups	Associates, Governments, Investors, Non-governmental Organizations, Suppliers
	Responsible Sourcing	Third-party worker safety, health, wages, hours, unforced labor	Governments, Investors, Non-governmental Organizations, Suppliers

GOVERNANCE

To facilitate oversight and coordination of our ESG efforts across our business, we have two management-level cross-functional committees. In addition, our Board provides oversight of our ESG strategy, activities and reporting, principally through our Nominating and Corporate Governance (NCG) Committee, with support from our Leadership Development and Compensation (LDC) and Audit Committees.

The Board of Directors:

- Receives an annual report on our corporate social responsibility and sustainability strategy and activities, including a discussion of our ESG efforts, communications and reporting
- Provides periodic review of ESG oversight structure
- Receives quarterly reports from Committee chairs on ESG matters discussed at the Committee level, as well as quarterly updates on safety
- Held a separate meeting dedicated to covering a range of ESG matters in 2023

Corporate Governance Best Practices

In addition to ESG oversight, our Board of Directors has adopted policies and processes that foster effective oversight of critical matters such as strategy, risk management, financial and other controls, compliance and management succession planning. We have a long-standing commitment to strong corporate governance, which promotes the long-term interests of shareholders, strengthens Board and management accountability, and helps build public trust in the Company.

Commitment to Board Diversity

We believe that a diverse Board is essential to The Home Depot's success and ability to serve our stakeholders. Our NCG Committee assesses the composition, including the diversity, of the Board at least annually and more frequently as needed, particularly when directors retire or depart from the Board and/or when considering new candidates. In early 2023, following the recent departure of two of our board members, we began actively considering the composition of our Board and the potential for candidates. As our Board refreshments over the years have demonstrated, we remain committed to ensuring that our Board maintains diversity of experience and perspectives. We provide detailed information about our approach to the diversity and refreshment process of our Board in our latest proxy statement.

Learn More

Our proxy statement and Corporate Governance Overview offer more details about our corporate governance practices, including:

- Shareholder Protections
- Board Engagement and Oversight
- Board Committees
- Board Leadership Structure



Board Committees

NCG Committee

- Has primary responsibility for oversight of ESG matters generally, such as climate-, biodiversity-, safety-related matters and their alignment with business priorities
- Reviews and makes recommendations to the Board, as appropriate, regarding our ESG practices and operational initiatives
- Oversees responsible sourcing program and related supply chain risks
- Oversees corporate political activity, including political spending and payments to trade associations
- Oversees customer, associate and product safety
- Receives reports on ESG shareholder engagement, investor feedback and general ESG-related developments

LDC Committee

- Oversees human capital management matters:
  - Compensation and benefits
  - Associate engagement, development and training
  - Pay equity
- Receives regular updates on DEI

Audit Committee

- Oversees risks related to data protection and cybersecurity
- Oversees the financial and controls aspects of ESG

Management Committees

ESG Governance Committee

- Provides management-level oversight and coordination of ESG efforts
- Chaired by our Senior Vice President - Finance, Chief Accounting Officer and Controller and is composed of representatives across several business functions, including Communications, Corporate Governance, DEI, Finance, Government Relations, Human Resources, Internal Audit, Investor Relations, Legal, Sustainability and Tax
- Meets quarterly, with working group members meeting more frequently as needed
- Identifies key ESG-related issues and ensures that our ESG strategies support the business and long-term value creation

Sustainability Council

- Chaired by our Senior Director of Sustainability and composed of representatives from different areas of the business, such as Merchandising, Operations, Supply Chain, Energy Management and Packaging
  - Chair communicates stakeholder feedback internally
- Council meets twice a year
- Chair provides updates and future opportunities to the Board on a periodic basis, or as requested

RISK MANAGEMENT

Board Oversight

The Company has a robust framework designed to identify and ensure proper management of risk, including risk related to our ability to operate responsibly and sustainably. The framework that we use to identify and manage risk considers a number of enterprise-level issues, including competitive environment, brand and reputation, regulatory and compliance and security. It also considers external and internal factors that could distract the Company from our business or disrupt our strategic objectives.

The Board oversees risk through this framework, with oversight accomplished by identifying key risks and mapping them to the appropriate Board committee or the full Board. Our Board reviews these key risks and the related framework annually, and the full Board or appropriate Board committees discuss selected risks in more detail throughout the year. This table identifies key risk areas overseen by the Board and its committees. Going forward, our Board will continue to assess its oversight structure and make adjustments as appropriate.

Board of Directors

FULL BOARD

- Has primary responsibility for risk oversight, including approval of strategic objectives and defining risk appetite
- Delegates oversight of management of certain risks to Board committees
- Receives regular reports from the committees regarding risk-related matters

Audit

- Overall risk assessment and management
- Financial exposures, statements, controls, systems and reporting
- Regulatory and compliance, including FCPA/anti-bribery and our whistleblower program
- Data protection and cybersecurity
- Internal audit and related investigatory matters
- Financial and controls aspects of ESG-related disclosures

Finance

- Long-range strategic planning
- Long-range financial outlook and finance-related risks
- Capital structure, including investments and capital allocation principles
- Annual capital plan and key capital investments
- Merger and acquisition strategy
- Tax strategy

LDC Committee

- Senior executive compensation
- Senior executive succession planning
- Overall risk related to the Company's compensation policies and practices
- Human capital management
- Non-employee director compensation
- Pay equity and DEI

NCG Committee

- Corporate governance
- Director succession planning and board composition
- Corporate social responsibility, environmental, and responsible sourcing initiatives, risks and opportunities
- Policies on political activity, including political spending and payments to trade associations
- Related-person transactions
- Safety matters with respect to associates, customers and products



ESG Priority Assessment

We continually assess, monitor and respond to ESG issues that we identify or our stakeholders raise as priority issues as part of our enterprise risk management (ERM) framework. We engage relevant internal departments for recommendations and gain additional insights through topical research, data collection and stakeholder engagement. Based on this information, we select from a range of possible responses and communicate the changes we have made through internal and external communication channels. Possible responses include (a) educating the concerned stakeholders, (b) modifying our current approach, (c) reviewing and monitoring our approach or (d) exiting the approach. In cases where we modify or review and monitor a program, we use goal-setting or other processes to ensure meaningful progress.

Climate Resilience and Business Continuity

The Home Depot integrates its climate-related risk assessment into its company-wide ERM process. Several departments, including Merchandising, Operations, Supply Chain, Information Technology, Government Relations, Human Relations and Legal, with ongoing consultation with the Sustainability Council, analyze short-term, medium-term and long-term climate change risks and opportunities identified both internally and externally. As appropriate, these matters are also elevated to our Board of Directors and/or NGC Committee. Some of our specific actions include:

Operations

We have business continuity plans to respond to sudden severe weather events or natural disasters that could disrupt our store operations by affecting the safety of our associates and customers or damaging property.

At the first indicator of events meeting these criteria, we activate our Disaster Command Center team to take immediate action to support the impacted associates, communities and stores. An appropriate number of associates at the event location are assembled to respond, monitor the event and report to our Disaster Command Center. In addition to information from associates, the Center monitors warnings and reports from the National Weather Service and state and federal agencies. For the duration of the event, we operate our Center from 7 a.m. to 7 p.m., and its staff are placed on-call 24/7.

Merchandising

Our Merchandising team monitors the sales of products related to severe weather events or natural disaster preparation or recovery, such as lumber, HVAC equipment, generators, insulation and landscape plants on a monthly basis. We then adjust inventory and messaging to ensure customers can access the supplies and materials they need to prepare for or respond to disasters. Our Merchandising team provides periodic updates to the Sustainability Council about potential product-related risks and opportunities.

Systems Continuity

We are improving our resilience to drier and hotter weather conditions with upgrades to the HVAC systems in our stores. We also have back-up generators on-site at a majority of our stores to respond to emergency power outages capable of meeting the energy needs of our primary systems.

OUR STRATEGY

Our ESG priorities build on the culture and values that The Home Depot was founded on more than 40 years ago. These priorities encompass our social responsibility and sustainability initiatives, which are embedded in our business strategy and activities. We believe our Core Values and ESG priorities make our business stronger, more agile and more resilient, while also supporting value creation for our business, shareholders and other stakeholders.

Our long-term strategy focuses on providing the best customer experience in home improvement and offering the right products and the best value to our customers.

To execute our strategy, we look to build a culture that attracts and retains the best talent, while also creating a working environment that allows our associates to excel.

We also strive to have the right assortment of products and work to offer products that minimize our environmental impact, which leads us to engage with our suppliers on a number of topics and issues including carbon emissions reductions, sustainable forestry and responsible chemistry.

UPSTREAM

Raw Materials
- Sustainable Forestry

Product Manufacturing
- Supplier Diversity Program
- Strategic Supplier Sustainability Goals
- Responsible Chemistry

Sustainability
- Circularity and Sustainable Packaging
- Energy- and Water-Saving Products

OUR OPERATIONS

Sourcing and Distribution
- Efficient Distribution Centers and Warehouses
- Optimized Transportation
- Responsible Sourcing

Associates
- Diversity, Equity and Inclusion (DEI) and Pay Equity
- Competitive Wages and Benefits
- Learning and Development
- Associate Engagement
- The Homer Fund

Store Operations
- Carbon Emissions Reduction
- Energy and Water Efficiency
- Associate Safety
- Hazardous Materials Disposal

Store Support Centers
- Corporate Governance
- Data Security and Privacy
- Government Relations
- Corporate Taxes
- Business Code of Conduct and Ethics

DOWNSTREAM

Customers
- Eco Actions Program/Products
- Tool and Equipment Rental
- Path to Pro

End of Life
- Recycling
- Responsible Waste Management

Communities
- The Home Depot Foundation
- Team Depot

OUR TARGETS AND PROGRESS

The Home Depot sets goals to drive progress, benefiting our associates, customers, suppliers and communities, as well as our Company.

Active Goals

Focus on Our People

GLOBAL IMPACT: LEADERSHIP AND DEVELOPMENT (PAGES 37-38)	GOAL DATE[3]
Invest 10 million hours of training to frontline associates and 2.5 million hours of leadership training to leaders supporting their career growth and skill development by 2028	2028
Create 75,000 career advancement opportunities for frontline associates over a five-year period	2028

Operate Sustainably

GLOBAL IMPACT: CLIMATE AND ENERGY REDUCTION I CARBON EMISSIONS REDUCTION (PAGES 45-50)	GOAL DATE
UPDATED Reduce absolute Scopes 1 and 2 emissions 42% by 2030, from a 2020 base year (SBTi validated)[4]	2030
UPDATED Reduce absolute Scope 3 Category 11 "Use of Sold Products" emissions 42% by 2030, from the 2020 base year (SBTi validated)	2030
90% of forklifts in our major U.S. distribution centers will be hydrogen-powered by 2029[5]	2029
85% of U.S. & Canadian sales in push mowers and handheld outdoor lawn equipment (combined) in store and online (combined) will be in rechargeable battery technology by 2028	2028
Produce/procure 100% renewable electricity equivalent to the electricity needs for all Home Depot facilities worldwide by 2030	2030
GLOBAL IMPACT: OUR PRODUCTS AND THE PLANET **RESPONSIBLE CHEMISTRY (PAGES 62-63) I CARBON EMISSIONS REDUCTION (PAGES 45-50) I WATER CONSERVATION (PAGES 60-61) I CIRCULARITY (PAGES 53-59)**	
Motivate top-tier strategic suppliers to have a business-relevant publicly stated sustainability goal by 2025[6]	2025
Help customers save $600 million in energy costs through the purchase and proper use of ENERGY STAR products by 2026, with a start year of 2023	2026
Help customers reduce water use by 100 billion gallons by 2026, with a start year of 2023	2026
All new private-brand patio and home decor products will exclude added PFAS chemicals by 2025[7]	2025
All private-brand fiber packaging for new SKUs will be compostable, recyclable, or recycled content[8]	By start of 2027
Reduce or convert to more sustainable materials 200 million pounds of plastic used in products by 2028, with a start year of 2020	2028

Strengthen Our Communities

GLOBAL IMPACT: SUPPLIER DIVERSITY (PAGES 74-75) AND VETERAN SUPPORT (PAGE 76-78)	GOAL DATE
NEW The Home Depot Foundation expands its commitment to veteran causes by an incremental $250 million, growing our commitment to $750 million since 2011	2030
The Home Depot Foundation plans to invest $50 million to train skilled tradespeople, including veterans	2028

Achieved Goals

Focus on Our People

GLOBAL IMPACT: LEADERSHIP AND DEVELOPMENT (PAGES 37-38)	GOAL DATE
Expanded associate resource groups to include more associates and increase engagement and participation	2021
Invested more than 1 million hours per year over five years in training and development to help our frontline associates grow their careers	2022
Created career advancement opportunities for 50,000 frontline associates over a five-year period	2023

Operate Sustainably

GLOBAL IMPACT: OUR PRODUCTS AND THE PLANET RESPONSIBLE CHEMISTRY (PAGES 62-63) I CARBON EMISSIONS REDUCTION (PAGES 45-50) I WATER CONSERVATION (PAGES 60-61) I CIRCULARITY (PAGES 53-59)	GOAL DATE
Removed ortho-phthalates from vinyl flooring	2016
Reduced formaldehyde levels in laminate/engineered flooring	2017
Implemented additional requirements regarding tropical deforestation standards	2018
Eliminated certain chemicals in carpet	2018
Eliminated certain chemicals in insulation	2018
Eliminated neonicotinoids from live goods, except where legally required	2019
20% reduction in U.S. store kilowatt-hour electricity use, compared to 2010 levels	2020
Helped reduce customers' greenhouse gas emissions by 20 million metric tons (since 2017)	2020
Helped customers save $2.8 billion on utility bills through energy-efficient products (since 2017)	2020
Helped reduce consumers' water use by 250 billion gallons (since 2017)	2020
Eliminated certain chemicals in paint	2020
Eliminated certain intentionally added chemicals from residential household cleaning products	2022
Exclude expanded polystyrene (EPS) foam and polyvinyl chloride (PVC) film from new private-brand packaging[9]	2023
Procured/produced 335 megawatts of renewable or alternative energy capacity	2025

Strengthen Our Communities

GLOBAL IMPACT: SUPPLIER DIVERSITY (PAGES 74-75) AND VETERAN SUPPORT (PAGE 76-78)	GOAL DATE
The Home Depot Foundation plans to contribute $500 million to veteran causes with a focus on housing	2025
The Home Depot Foundation trained 20,000 skilled tradespeople, including veterans	2028



Focus on Our People

We focus on our people by striving for a culture centered on The Home Depot's Core Value of Respect for All People, where all associates are celebrated and have equal opportunities to grow. We believe our approximately 463,100 associates are our greatest asset, and they differentiate us in the marketplace.

Diversity, Equity and Inclusion	27
Associate Safety	32
Associate Engagement	34
The Homer Fund	36
Learning & Development	37
Benefits	39

FOCUS ON OUR PEOPLE

The Home Depot is a people-centered business where our customers benefit from positive interactions with our associates. We aim to create a welcoming and safe work culture where our associates can openly contribute their ideas and build long-term careers. Our associates are vital to building a strong internal culture centered on delivering an excellent customer experience.

Our approach to achieving a strong customer experience focus on: people, purpose and culture.

People

We provide an environment where people are inspired to come to work every day to serve our customers. Whether it's an associate on the floor of one of our stores or an associate who helps make sure online transactions run smoothly, each person is critical to creating a customer experience that attracts people to shop with us.

Purpose

Our purpose is a relentless focus on our customers so we can grow our business. As a business, the only way we can continue to create new opportunities for our associates is to grow the Company.

Culture

We work to create an environment where people can be their best selves and know they have opportunities to grow. This type of culture allows associates to develop their careers and create a great life for themselves and their families.

We develop our people strategy with the awareness that our associates are a trusted resource, necessary for our customers to access our full suite of products and services. This is why we commit to investing in our associates' wages and benefits, while providing tools, training and development opportunities that make their work simpler and more fulfilling. We prioritize the well-being of our associates through our DEI programs, our associate safety practices and our engagement activities.

Our investments in our people are also made through a business lens - they are designed to increase job satisfaction and tenure, which in turn raises customer satisfaction.

"Leadership means focusing on our people. We do this by developing them, inspiring them, respecting them and celebrating them. We understand that this emotional connection with our associates is what creates exceptional experiences for our customers."



HECTOR PADILLA,
Executive Vice President,
U.S. Stores & Operations

After beginning his career with The Home Depot more than 29 years ago as an associate serving customers in the aisles of our stores, Hector is committed to developing our associates so they may have the same opportunities that he, and so many other dedicated associates have experienced throughout their careers.

DIVERSITY, EQUITY AND INCLUSION

We strive to ensure that our company culture maintains a diverse, equitable and inclusive environment so that we can attract and retain the best employees, amplify their unique experiences and ideas, and strengthen the communities where we operate.

Our DEI program seeks continual improvement through strategic action, review of practices and reporting of our initiatives. These actions support our business objectives by promoting associate satisfaction and retention, community partnerships and innovation across our value chain. Guided by our Core Value of Respect for All People, we also seek to foster equitable pay and promotion opportunities within our Company.

Our Values

We are committed to promoting our values within the organization and within the communities we are proud to serve. We know that Doing the Right Thing each and every day for our associates, customers, suppliers, service providers and the communities we serve is critical to our ongoing success. We believe this commitment has been a competitive advantage and key to our long-term success, which is why we continue to build a culture of understanding, acceptance and appreciation.

We believe that all people should be treated with dignity and respect. Our Core Values and focus on DEI shape the expectations outlined in our Business Code of Conduct. We define DEI as:

- **Diversity:** Characteristics of people that define their similarities and differences
- **Equity:** Norms, practices and policies in place that ensure just and fair opportunities and outcomes, allowing individuals to reach their full potential
- **Inclusion:** How we embrace and enable our associates to feel safe, respected, engaged, motivated and valued for who they are and their contributions

Key Areas of Focus

As the largest home improvement retailer in the world, we leverage our conviction, capabilities and tools to make a difference for all our stakeholders. We know this work is an ongoing journey in an ever-changing environment, which is why we continue to prioritize listening and learning from our associates and community partners, provide equal opportunities for all associates and business partners and hold ourselves accountable to look for new ways to make progress.

We focus on three key areas to create meaningful change through thoughtful actions that align with all eight of our Core Values.

Associate Engagement

1. Consider inclusivity throughout our organization and create an environment where every associate feels included and valued for who they are
2. Promote equal opportunity in recruitment, hiring, training, development and advancement

Supplier Diversity

1. Increase visibility into our spend with diverse suppliers, including diverse subcontractors
2. Increase the pipeline of diverse suppliers to be considered for engagement

Community Engagement

1. Partner with organizations on programs designed to nurture and grow successful businesses
2. Support programs that advance education for all

DEI Highlights

Over the years, our dedicated DEI team has found ways to engage more of our associates around important DEI topics. In 2023, our team continued to expand its impact:

- Refreshed our DEI learning curriculum to drive awareness and support ongoing learning and development
- Increased associate engagement in our DEI Viva Engage community, which ranks 23rd out of 1,100 communities for associate engagement
- Invested in needs-based programs, including innovation lounge renovations and community projects as part of our Retool Your School program
- Increased spend with veteran-owned suppliers by approximately 20% year-over-year

Learn more about how we work with our community partners across the nation and how supporting diverse suppliers benefits our Company and our communities, beginning on pages 72.

MISSION STATEMENT
The Home Depot ignites the doer in all of us to build a culture of understanding, acceptance and appreciation.

VISION STATEMENT
The Home Depot is building a more diverse, equitable and inclusive organization, within our enterprise and the communities we are proud to serve. Grounded in our Core Values, we have the conviction, capabilities and tools to make a difference for our associates, community partners and suppliers.

Our People: Pay Equity

The Home Depot's commitment to Doing the Right Thing and Taking Care of Our People extends to our pay practices. To ensure that we are paying our associates fairly, our long-standing practice has been to conduct an annual analysis of our pay and compensation practices for our U.S. associates, who comprise approximately 89% of our workforce, in consultation with expert third-party firms following industry-leading standards.

Our review of our U.S. associates' total W-2 compensation for calendar year 2023 includes base pay, cash bonuses and stock, and adjusts for relevant factors such as tenure, position, location and hours worked. Our findings showed that U.S. associates who identified as female earned approximately 101% of what male associates earned, and associates who identified as members of a racial or ethnic minority earned approximately 100% of what non-minority associates earned.

Not adjusting for those factors, our analysis showed that the median annualized W-2 pay for U.S. associates who identified as female was 98% of the median for men, and the median pay for racial/ethnic minority associates in the U.S. was 97% of the median for non-minority associates. The LDC Committee of the Board of Directors, which is tasked with providing oversight of our human capital management strategy and our diversity and inclusion efforts, receives regular updates on these findings. We will continue to strive to ensure equal pay across our organization.

"The Home Depot was built over 40 years ago on eight Core Values. The diversity of our workforce is a reflection of those Core Values, and we work diligently to foster a welcoming and inclusive environment for everyone."

DEREK BOTTOMS
Chief Diversity Officer and Vice President of Associate Relations



We do not tolerate discrimination or harassment against any existing or potential associate regardless of race, color, sex (gender), sexual orientation, gender identity or expression, age, religion, national origin, disability, protected veteran or other uniformed service status or any other protected characteristic.

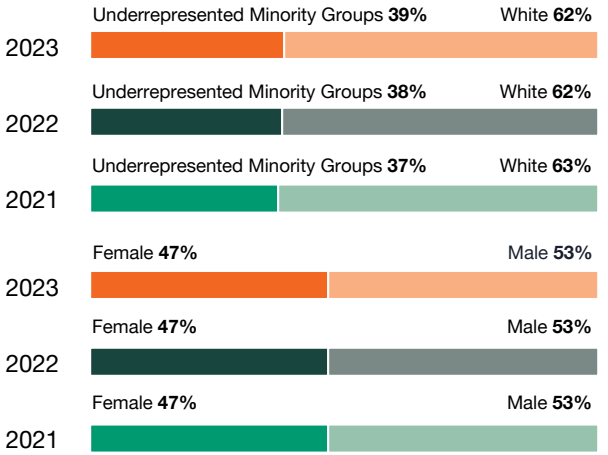
Home Depot's U.S. Pay Equity Results

	WOMEN RELATIVE TO MEN	RACIAL/ETHNIC MINORITY ASSOCIATES RELATIVE TO NON-MINORITY ASSOCIATES
Unadjusted Pay Equity	98%	97%
Adjusted Pay Equity	101%	100%

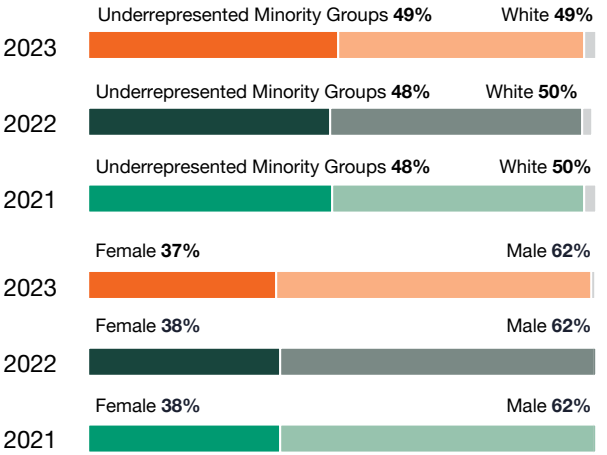
Building a Diverse Workforce

We believe that having a diverse workforce and a culture where all our associates are valued and respected strengthens our competitive advantage. A comparison against U.S. Department of Labor data shows that our U.S. workforce is more ethnically diverse than the nation's working population. The following charts reflect the demographics of The Home Depot's U.S. workforce, who account for approximately 89% of our total workforce. Certain percentages may not sum to 100% due to rounding or some associates choosing not to self-identify by race/ethnicity or gender. A copy of our most recently filed EEO-1 report can be found on our ESG Investors webpage.

U.S. WORKING POPULATION[10]

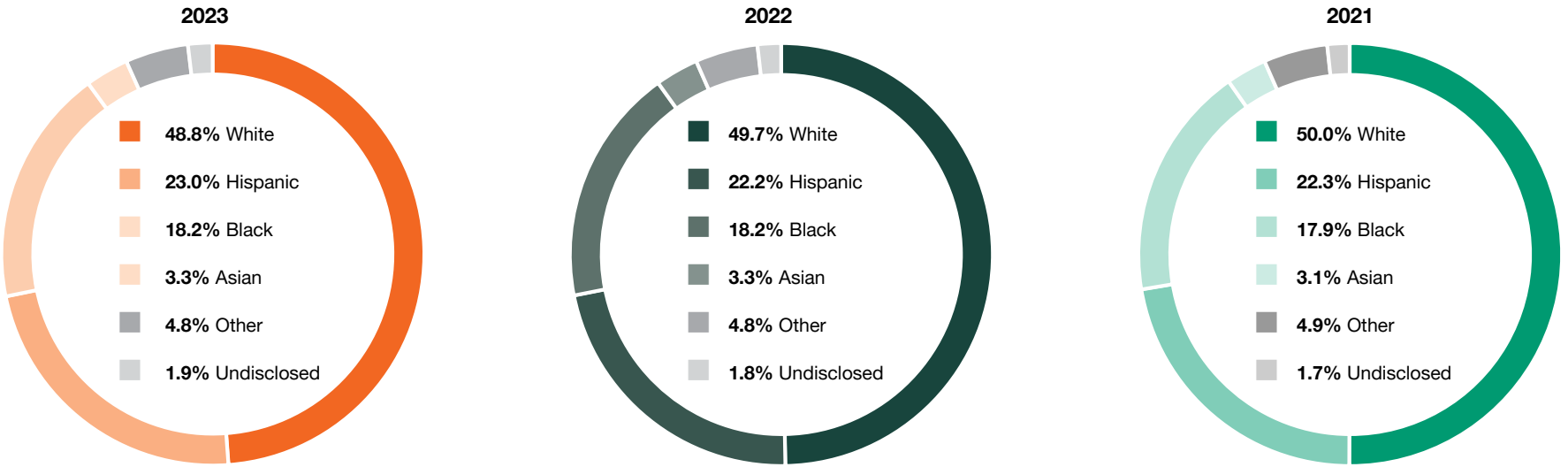


THE HOME DEPOT U.S. WORKFORCE[11, 12]



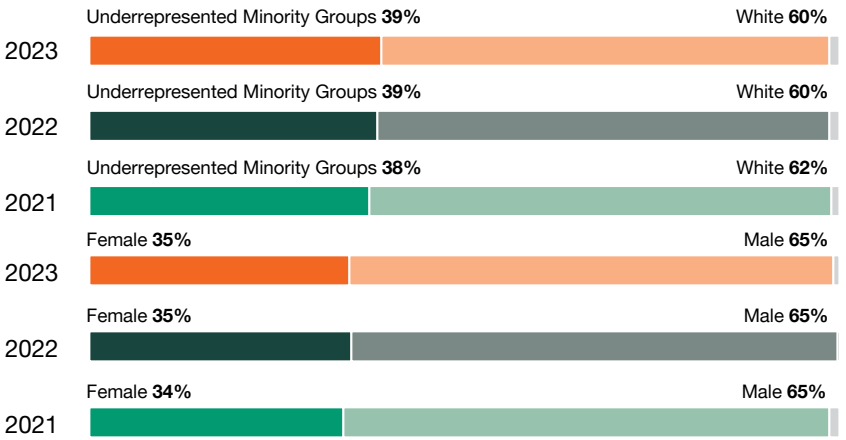
Total Number of U.S. Associates:
2023: 411,200 | **2022:** 418,900 | **2021:** 437,000

THE HOME DEPOT U.S. WORKFORCE BY RACE/ETHNICITY[11]



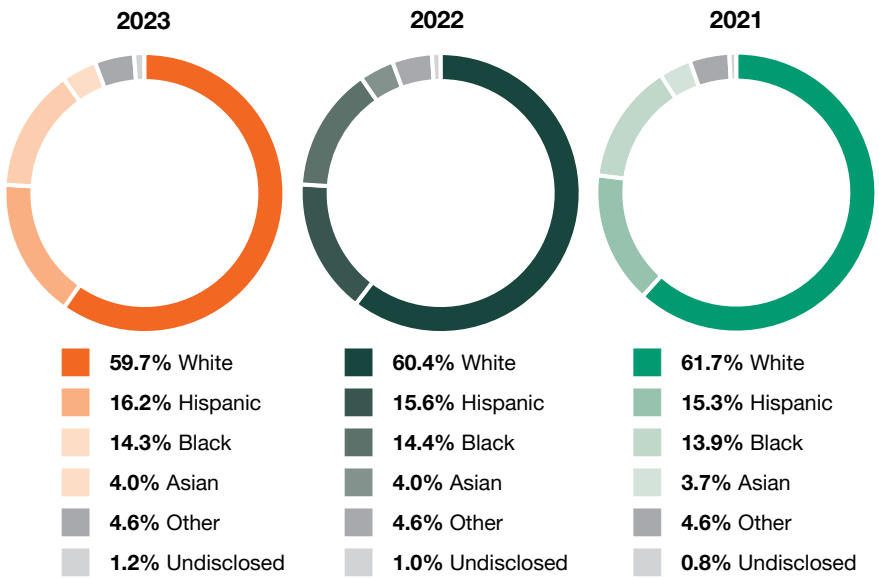
U.S. MANAGERS AND ABOVE[11, 12, 13]

(EXCLUDES OFFICER LEVEL)

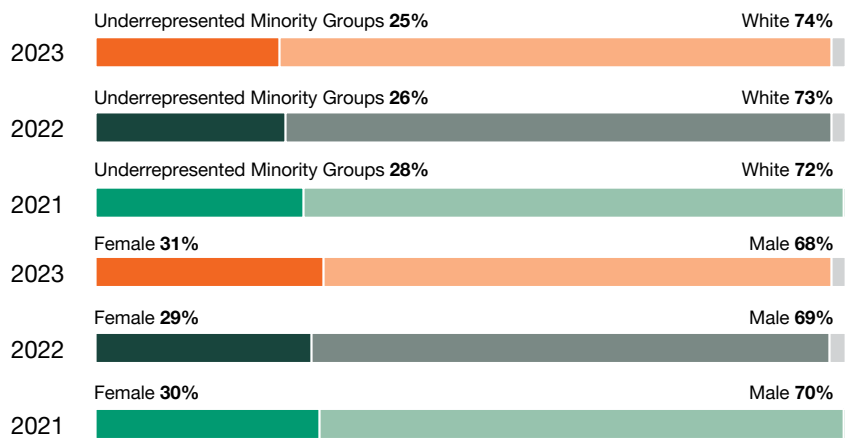


Total Number of U.S. Managers and Above:
2023: 25,800 | **2022:** 25,700 | **2021:** 24,600

U.S. MANAGERS AND ABOVE BY RACE/ETHNICITY[11, 13]

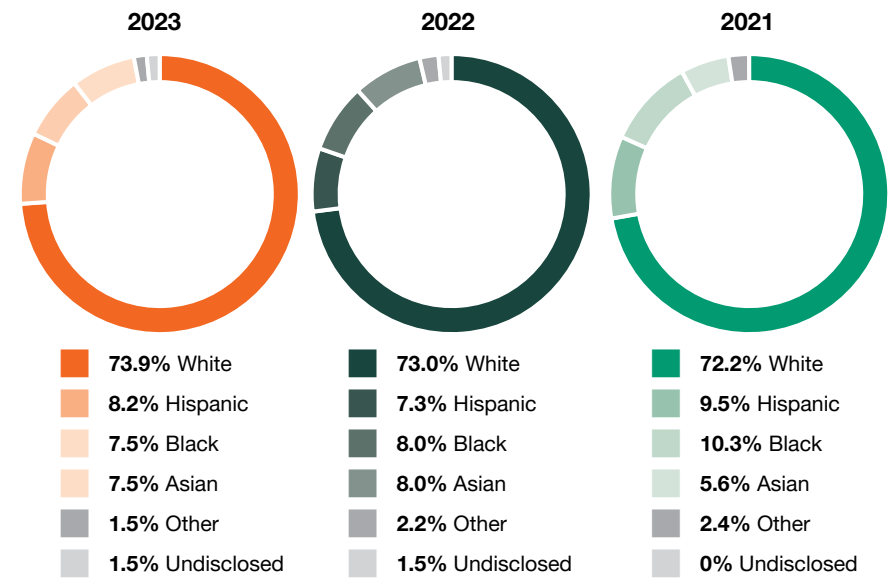


U.S. OFFICERS[11, 12]

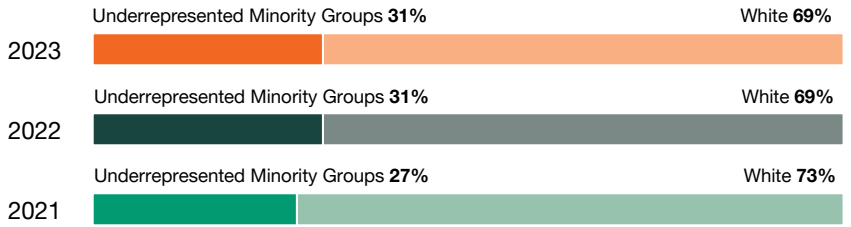


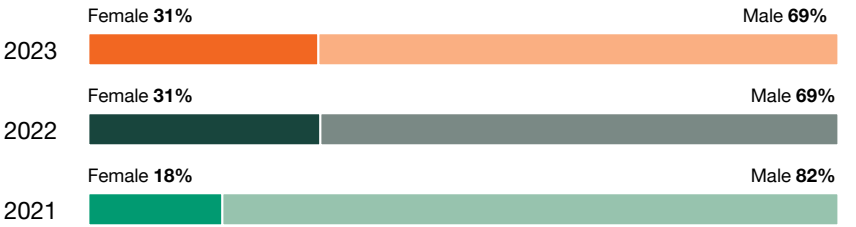
Total Number of U.S. Officers:
2023: 134 | **2022:** 137 | **2021:** 126

U.S. OFFICERS BY RACE/ETHNICITY[11]



BOARD OF DIRECTORS

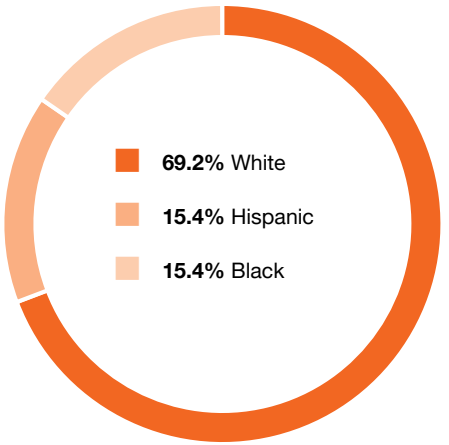




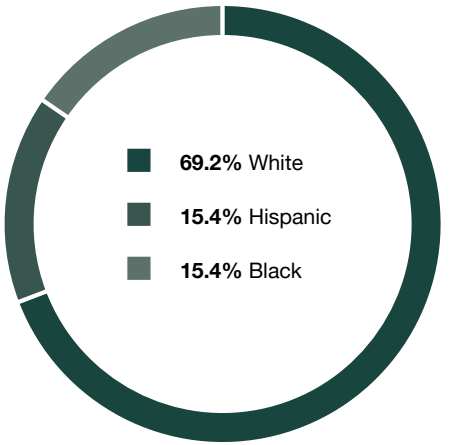
Total Number of Directors:
2023: 13 | **2022:** 13 | **2021:** 11

BOARD OF DIRECTORS BY RACE/ETHNICITY

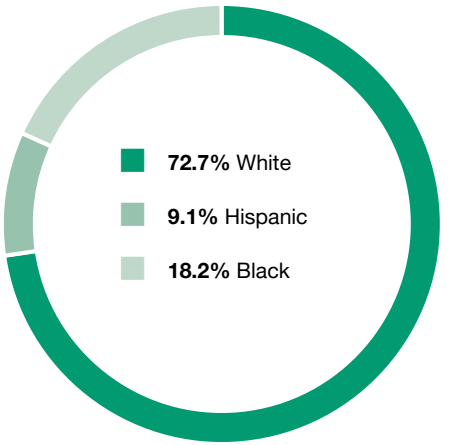
2023



2022



2021



Check it out

For additional information on our board composition, visit the Corporate Governance section of our website.

ASSOCIATE SAFETY

Our people are our most important assets. By focusing on risk reduction through engineering controls and associate training, we strive to keep our associates and customers injury-free.

The Home Depot believes that Safety Takes Everyone, which means safety is a commitment that every associate makes. From the store manager to the newest hire, everyone contributes to maintaining a safe environment, and we ensure everyone is empowered to prioritize their own safety and the safety of others. We accomplish this by creating a strong culture of safety from day one, which includes the expectation that our associates follow all Occupational Safety and Health Administration (OSHA) standards and Company safety procedures.

We are committed to our Core Value of Taking Care of Our People, and that involves continuously reducing the risk of injuries and prioritizing the well-being of our associates and customers. We accomplish our safety goals through the dedication of our associates and leaders, and their continuous focus on safety is the key to our success.

Our commitment to safety also includes oversight from our Board of Directors. At each quarterly Board meeting, our directors receive an update on our safety initiatives and metrics. Beyond Taking Care of Our People, we are also mindful of the financial, operational and reputational impacts from safety incidents. Active Board oversight helps ensure we remain accountable and transparent.





Did you know?

Angel Awards recognize associates who demonstrate heroism by providing aid to a customer or fellow associate in a life-threatening situation. While we never want associates to put themselves in danger, this award recognizes associates who demonstrate our Core Value of Doing The Right Thing, and whose actions demonstrate safety and protect the well-being of someone else. In 2023, we recognized 60 associates.

Engineering Controls

Introducing engineering controls into our processes is key to ensuring workplace safety. By implementing these controls, we can mitigate risks and prevent incidents systemically through technology and physical barriers.

In 2023, we began investing in various dock safety trailer restraint systems to prevent trailers from accidentally pulling away from our dock doors before loading or unloading is complete. This investment aims to give our associates greater control over the unloading process, ensuring safety and efficiency. With these systems in place, associates can confirm from inside the receiving area that the restraints are properly engaged, and they'll receive alerts if there's any attempt to remove the controls.

These systems help provide peace of mind for our associates and demonstrate our commitment to ensuring a safe working environment.

This year, we also focused on addressing the mental well-being of our associates, expanding our safety efforts beyond just mitigating physical injuries to include a holistic approach. By recognizing and prioritizing mental well-being, we aim to foster a supportive environment where associates feel valued, heard and empowered to prioritize their mental health alongside their physical safety.

Empowerment Through Training

Training is an essential element that contributes to the achievement of our safety initiatives. The engagement of our associates through training and awareness allows them to stay informed and vigilant. In 2023 alone, our platform facilitated 3.4 million completed quizzes. The content of the training was particularly focused on our new hires, as well as addressing common types of injuries including overexertion and equipment-related incidents.

In 2023, we welcomed nearly 60,000 new associates to our All-Star program. This program recognizes associates who are achieving safety excellence by consistently participating in our safety program, InFocus, activities and quizzes and also offers added opportunities to share their feedback and insights about the InFocus program. This approach not only empowers associates by providing them a platform to voice their opinions but also ensures that the program remains relevant and tailored to the needs of our associates.

Recognition and Celebration

Recognition and celebration play pivotal roles in fostering a safety culture in our stores. By acknowledging and rewarding the efforts of associates who prioritize safety we not only reinforce safety behaviors but also inspire others to follow suit and reinforce the notion that safety is a collective responsibility.

Safety Awareness Month is one of the most important events in safety and its main objective is to drive a strong safety culture across all businesses within The Home Depot through celebration, recognition and education. During this year's event, we took the opportunity to honor our InFocus teams with prizes and encouraged all our associates to actively share their safety tips, fostering an environment of collaboration and knowledge-sharing. Also, this was the first year that we introduced Lift Equipment Operators Appreciation Week, aiming to acknowledge the invaluable contribution of these operators. To further engage and educate our associates, we provided them with a digital game and a safety photo frame, offering them the chance to learn and promote safety in an enjoyable and interactive setting.

These initiatives not only celebrate our commitment to safety but also reinforce the importance of prioritizing it in all aspects of our work.

In 2023, as a result of our awareness campaigns, we proudly recognized more than 400 stores that achieved Club 365 status, which demonstrates a store's outstanding milestone of reaching 365 days on a rolling 12-month basis without a serious incident. These stores received a store celebration, apron patches and an award plaque in recognition of this meaningful achievement.

Lower Than the Average Rates for Our Industry:

RECORDABLE INCIDENT RATE
(per 200,000 hours)[14]

Work-related injury that typically warrants medical care beyond store-provided first aid



LOST TIME INCIDENT RATE
(per 200,000 hours)[14]

More significant injury that results in time away from work



ASSOCIATE ENGAGEMENT

Associate engagement, or the emotional connection associates have to our Company and our goals, is the foundation of our culture and success.

Voice of the Associate Survey

Our highly engaged associates care about their work and the performance of The Home Depot. We are passionate about maintaining an engaging and inclusive workplace, and we do so by proactively engaging with our associates, while also listening and responding to their feedback.

In 2023, we again conducted our Voice of the Associate (VOA) survey, as well as our follow-up Pulse survey, for all our associates. Through questions like whether associates feel that they are treated with respect regardless of their background, and if associates feel that their work is connected to the goals of The Home Depot, the VOA survey provides an in-depth look at our associate's engagement and satisfaction with their job, their leaders and the Company.

Our survey provides the opportunity for leaders to review their teams' feedback and respond to associate concerns. Many leaders discuss findings directly with their teams or use VOA committees – typically comprised of a diverse group of associates from a location or team – to gain a deeper understanding of survey feedback and ensure action plans are effective.

We also collect additional associate insights at different life cycle stages through onboarding and exit surveys. This feedback helps us to continuously improve as an enterprise.

While we are proud to have many emotionally engaged associates, this is an ongoing process, and we are committed to continually identifying associate concerns and opportunities to make The Home Depot a great place to work.

Engagement Platform

Our voluntary associate engagement platform – Viva Engage – helps associates celebrate and connect with each other anywhere, anytime.

In 2023, more than 400,200 associates across the U.S. and Canada had access to Viva Engage through on-site desktops and on-the-go mobile devices. As our associates continue to drive engagement, now with more than 900 active communities in the network, the digital hub links associates across North America. Viva Engage serves as a central hub for front-line and corporate associates to build connections and highlight their orange-blooded spirit.



Did you know?

In 2023, Home Depot's Viva Engage network held 11 of the top 100 Viva Engage ranked communities, out of nearly 5,000 active communities based on sentiment, activity and members, according to SWOOP Analytics.

Compensation Enhancements and Success Sharing

At the beginning of 2023, we announced an approximately $1 billion investment in increased annualized compensation for our frontline hourly associates. These investments bring our starting rate to at least $15 an hour across the U.S., before benefits and cash performance awards. This also positions us favorably in the market, allowing us to improve customer service, attract and retain the most qualified talent, drive greater efficiency and productivity across the business, and improve safety broadly.

Our Core Value of Taking Care of Our People and motivating them to deliver a superior customer experience also shapes our profit-sharing program for our non-management associates. Success Sharing provides cash awards for performance against our business plan.

The program has granted awards totaling more than $1.3 billion to associates over the last three years. The performance of our associates in 2023 enabled 100% of stores to receive Success Sharing in both the first and second half of the year. This resulted in Success Sharing bonus payments to our non-management associates of approximately $206 million for fiscal 2023. In addition, we increased our merit budgets for our salaried associates in 2023 to 3.5% and increased wages for our hourly associates by 4.0% or greater following our wage investments. We also continued our practice of making matching contributions under our FutureBuilder 401(k) Plan.

Technology Tools

We also know that competitive wages and benefits are just one piece of the associate experience. This is why we've also invested over the years in providing our associates with more helpful tools, training and development opportunities as we strive to create the best associate experience in retail.

We invest in our associates' development and we continually aim to make the associate experience simpler and more effective. Initiatives like OrderUp, which simplified our order management process from dozens to one simpler and more intuitive system, or the rollout of our new hdPhone, which increases accessibility to many applications that provide real-time support, are just a couple of the investments aimed at improving the associate experience.

Associate Resource Groups

Our associate resource groups (ARGs) promote our culture of inclusion, support diversity and help drive associate engagement.

Our ARGs are led by associates and sponsored by executive leaders. They drive engagement opportunities and promote inclusion across our Company through fostering professional development, raising cultural awareness, celebrating diversity and offering community outreach opportunities. They are a powerful resource for our associates to connect, and serve as a valuable link to maintaining a culture of inclusion for all associates.

We continue to focus on growing membership across our ARGs since we expanded Company-wide access to all associates in 2021, including in stores and distribution centers.

In 2023, we introduced our newest ARG, Tribe, which is open to all associates and works to celebrate the vibrant cultures and bring visibility to the histories and voices of our Native American associates.

Each of our now eight U.S. ARGs, which are open to all associates, aim to support the Company's business objectives and policies, create diversity awareness and engage diverse community partners through volunteerism and Giving Back.



Hispanic and Latino Associates



Associates with Disabilities



Military-Affiliated Associates



Asian and Pacific Islander Associates



LGBTQ+ Associates



African American Associates



Native American Associates



Women Associates

THE HOMER FUND

The majority of contributions to The Homer Fund come from associates. Every dollar donated by an associate helps an associate in need.

The Homer Fund was created in 1999 to help support associates in need. It now provides financial assistance to associates facing unexpected hardships, offers scholarships to associates' children based on financial need and academic performance, and supports our people with financial information to help them prepare for emergencies.

Grant Programs

- **Direct Grants** help associates facing emergencies and tragic events, such as the death of a spouse, parent or child, natural disaster and more.
- **Matching Grants** are a unique way The Homer Fund recognizes the generosity of associates toward one another. When associates collect donations for an associate in need, their money is matched by The Homer Fund — $2 for every $1 associates collect, up to $5,000 or the associate's actual need. Matching Grants may be used for qualifying expenses that are ineligible for Direct Grants.

Scholarships for Associates' Children

The Homer Fund's Orange Scholars Scholarship program offers scholarships to qualified children or dependents of hourly associates based on financial need, academic performance, community involvement and leadership. Financial need is the highest consideration. Since the Orange Scholars launch in 2006, the program has awarded scholarships to more than 17,300 recipients, totaling approximately $41 million.

Financial Preparation

In addition to our grant and scholarship programs, we provide associates with access to a range of Homer Fund-backed resources to support their financial well-being and decision-making, including how to save for emergencies and protect themselves against fraud.

Since 1999, **The Homer Fund** has awarded more than **184,600 grants,** totaling more than

$267 million

to assist associates and their families facing unexpected hardships.

Highlights

In 2023, The Homer Fund continued to support our people in times of need:

- More than **$16.7 million** was awarded through Homer Fund grants
- **8,400+ grants awarded** to support associates dealing with illness, hurricanes, wildfires and more
- Associate financial assistance included **500+ grants totaling $653,300 for natural disaster recovery**

Check it out

Learn how The Homer Fund touched lives through the generosity of fellow associates: #OrangeAtHeart



LEARNING & DEVELOPMENT

Our learning and development programs aim to build behaviors that expand skills and capabilities so that associates can master their current roles and prepare for future ones.

Our associates are essential in helping us sustain the best-in-class customer experience we strive to offer. To provide the best customer experience, we must invest in cultivating the best associate experience.

In 2023, we continued to make investments to support our associate learning and development experience by updating our learning management system to Workday Learning.® This refreshed platform provides an improved, more user-friendly experience for our associates to access required training and sign up for voluntary courses to help their professional development.

We strive to build a learning-rich workplace where associates and leaders can prepare to succeed, feel motivated to serve our customers well and access opportunities to grow. Our effective leadership and career development solutions enhance our orange-blooded culture, so associates are competent, confident and engaged. We work to ensure every associate who wants to grow their career with The Home Depot has the information, tools and support they need.

In 2023, we continued to respond to the unique, ever-changing and challenging landscape by serving up relevant content and reaching associates in multiple ways.

- **E-learning:** Media-rich, self-directed learning offers focused, interactive activities and actionable feedback.
- **Instructor-led Experiences:** Immersive training at our Atlanta Store Support Center and field locations focuses on business acumen, technical skills and leadership development for new leaders in critical positions.
- **Virtual Instructor-led Experiences:** Engaging virtual training allows two-way communication, group activities and skills practice, which provides consistent and timely development to multiple audiences totaling 76,000 completions across the Company in the U.S.
- **Mobile Learning:** Through our hdPhones and company provided devices, we provide on-demand, on-the job content to teach skills and assist associates with job tasks and/or helping customers.
- **The Home Depot University (HDU):** Now in its 14th year, continues to be critical to the growth of our associates, developing values-based leaders who take care of each other, our customers and communities.



HELPING OUR ASSOCIATES GROW

Our Mentorship program connects associates who have a passion to develop others, with associates who are excited to grow their careers. This program aims to help new associates understand The Home Depot's culture and business, while also building relationships. In 2023, our mentoring program included over 2,800 mentor and mentee participants.

- **Online Resources:** Our library of online, on-demand resources includes videos, courses, book summaries, reference materials and performance support tools for associates to continue their development journey.

We support associate training at all levels of the career journey.

- **New-in-Role:** A blend of instructor-led training, e-learning, on-the-job activities, leader involvement and new associate coaches supports a successful assimilation.
- **Ongoing Development:** Continuous development of technical and leadership skills is delivered in multiple ways and made up of both universal and role-specific content. This development ensures associates at every level continue to evolve their skills to meet the demands of a rapidly changing and increasingly complex environment.
- **Advanced Development:** Programs prepare select associates to lead effectively at the next level. These programs prepare experienced leaders for the challenges they'll face as they move to higher-level roles.

Extending Training into Our Communities

In addition, we continue to strengthen our connection to our customers by expanding training opportunities for them.

- **Customer Training:** Homeowner 101 and Do-It-Yourself live virtual workshops help meet customers' evolving home maintenance and improvement needs. Approximately 63,000 customers attended workshops in 2023.
- **Trades Training:** Our Path to Pro Skills Program is designed to provide knowledgeable and qualified candidates to our loyal Pro customers in need of skilled labor. Thousands of prospects interested in a career in the trades have completed the Path to Pro Skills Program to help solve the skilled labor shortage and support our Pro customers.

Check it out

In 2023, The Home Depot invested more than 9.6 million hours of training in associates. This included more than 8.4 million hours in frontline associates across topics like safety, inclusion and development. We also invested approximately 1.2 million hours in our leaders through leadership specific training.

At the end of 2023, more than

90%

of our U.S. store leaders started as hourly associates



BENEFITS

Our people make The Home Depot successful, and it's our responsibility and privilege to take care of them.

We believe supporting the well-being of our associates is an instrumental part of one of our Core Values, Taking Care of Our People. We strive to provide our associates with the benefits that they need to take care of themselves and their families. Our benefits are designed to help our associates care for their families' and their own mental and physical well-being, manage challenges at home and at work and tap into resources to improve their health and happiness.

To ensure that associates are aware of available benefits, we communicate with them through numerous channels, including:

- Their preferred communication (e.g., email, SMS, print)
- Content on digital communication boards
- Our company intranet, myApron, where standard operating procedures (SOPs) are also found
- Facility posters
- Communications from managers
- Our benefits website, livetheorangelife.com

For benefits questions, associates can ask their managers or HR partners for help or contact the Benefits Choice Center, a helpline dedicated to answering associate questions

Financial Programs & Tools

FutureBuilder 401(k): Associates can save for the future while taking advantage of tax savings. Eligible associates who contribute to the plan get up to 3.5% of eligible compensation in matching contributions from the Company.

Employee Stock Purchase Plan (ESPP): Twice-a-year plans provide a 15% discount on Home Depot stock. Associates who enroll may set aside up to 20% of eligible pay (up to $21,250 annually) to purchase stock.

Personal Finance Education: All associates have access to a suite of online webinars, activities, tools and resources designed to help them increase financial knowledge and build their confidence to help relieve money-related stress.

Alight Financial Advisors®: Associates have access to independent advisory services to help them gauge whether they're on track for retirement.

Insurance: To prepare for the unexpected, associates have access to policies for medical care, disability, life, home, auto and pet health insurance.

Perks at Work: Associates have access to special discounts on a wide variety of everyday goods and services — from nursery items to cell phone service, gym memberships, computers, vacations and more.



Associate Assistance

Employee Assistance Program: Our free and confidential assistance program helps associates manage personal and work-life challenges. Licensed counselors and medical professionals are available by phone 24/7/365 to associates and their household members, including spouses, domestic partners, other relatives and roommates.

Program team members assist with specific interventions to meet the everyday needs of our workforce — from childcare to eldercare, marital concerns, bereavement, emotional stress, legal or financial concerns and more. The Employee Assistance program is also available to assist our management teams with responding to traumatic events in the workplace or community.

Family Support

Paid Parental Leave: Associates with at least six months of service who are having a baby, adopting or fostering a child can take up to six weeks of paid parental leave. This benefit is available to both mothers and fathers. Birth mothers may be eligible for an additional six-week paid maternity benefit, or eight weeks for a Cesarean section.

Adoption Assistance: The Home Depot reimburses certain adoption-related expenses to assist eligible associates.

RethinkCare: Resources and training help associates support their children with developmental disabilities or challenges with learning and behavior in line with best practices. The comprehensive program provides access to easy-to-follow videos, custom learning plans, a training center and one-on-one sessions with licensed experts.

MetLife Legal Services®: This voluntary legal assistance benefit provides consultation and document review for issues from adoption to wills, powers of attorney, divorce, nursing home agreements and more.

Educational Assistance

Orange Scholars: The Homer Fund offers scholarships to qualified dependents of hourly associates based on financial need, academic performance, community involvement and leadership. Financial need is given the highest consideration. Learn more on page 36.

Check it out

livetheorangelife.com provides a central location for associates to take advantage of all the benefits available to them - from mental health resources to tuition reimbursement.



Healthy Life

Flu Prevention: Free flu shots are available to associates to protect their health and others' during cold and flu season.

Vaccine program: Associates have access to 15 common vaccines for free, in addition to the flu vaccine offered annually.

Health Screening: Associates have access to annual biometric screenings through either on-site screening events at most Home Depot locations around the country, with their personal physician, or at a Quest Diagnostic Patient Service Center.

Tobacco Cessation: Personalized, one-on-one coaching and support are available at no cost to associates to help them mentally and physically prepare to quit using all forms of tobacco, including smokeless products.

24/7 Care: Associates and family members they care for — including elderly parents — have access to Teladoc® virtual doctors for minor illnesses support from home anytime, including after hours, on weekends and during holidays. Teladoc also provides behavioral health services, allowing associates and their family members to schedule a virtual visit with a therapist or psychiatrist.

Health Care Support Team: Included Health® helps associates navigate health care for themselves and their family members. Associates have 24/7 access to a Health Care Support team, where they can find in-network doctors, get help tackling a complicated bill or receive a medical second opinion. The program is free to associates.

AccessHope: The Cancer Support program through AccessHope connects associates and their family members to leading experts from City of Hope, a renowned, comprehensive cancer center, to support them through their cancer journey. It's provided at no cost to associates.

Time Off

Paid Sick Time: Salaried, salaried nonexempt, full-time hourly and part-time hourly associates are all eligible for paid sick/personal time off for health or personal situations that require time away from work. The amount of paid sick/personal time varies based on the associate's position (e.g., salaried vs. hourly) and geographic location.

Paid Vacation: Salaried, salaried nonexempt, full-time hourly and part-time hourly associates are all eligible for paid vacation time off. The amount of paid vacation is based on length of service with The Home Depot.

Disability: The company provides access to short-term and long-term disability coverage based on an associate's status and work state.

Made-to-Fit Military Benefits

The Home Depot offers specialized benefits for veterans, military service members and military spouses who are Home Depot associates:

- Military leave of absence for reservists, National Guard and active-duty associates, including differential pay when activated or deployed
- Military family international leave of absence for up to five years
- Military Spouse Transfer program for hourly associates
- Support resources, such as counselors, financial advisers, healthcare advice and childcare assistance





Operate Sustainably

We strive to reduce our environmental impact by investing in operational efficiencies and by partnering with suppliers to provide our customers with more sustainable products and packaging.

Carbon Emissions Reduction	45
Sustainable Forestry	51
Circularity	53
Water Conservation	60
Responsible Chemistry	62
Promoting Customer Eco Actions	64

OPERATE SUSTAINABLY

Our Core Value of Doing the Right Thing extends to reducing the impact that our operations and products have on the environment. Although the climate challenges that exist today will require global action across both private and public organizations, we recognize the responsibility and opportunity our business has to conserve resources and lower emissions.

We know that focusing on the areas where we can have the greatest impact is the most meaningful way for us to create long-lasting, sustainable change. This is why we focus our sustainability strategy around five environmental pillars: Carbon Emissions, Sustainable Forestry, Circularity, Water Conservation and Responsible Chemistry.

The investments that we make across our five environmental pillars focus on strengthening our business, being responsive to the concerns of our stakeholders and improving the lives of our customers and those who live in the communities where we operate. We offer products that give customers opportunities to lower their environmental impact without compromising on quality. By promoting customer awareness through our Eco Actions program, we encourage our customers to support sustainability through their own purchases and practices.

As we describe in greater detail in the following sections, we have made significant progress to reduce our environmental impact. We continue to set goals across our product categories and operations to drive our sustainability efforts.



Supporting a Culture of Sustainable Business Practices

Letter From our Head of Sustainability

At The Home Depot, we are a Company of Doers who look to our Core Values to guide our day-to-day decisions. Our Core Value of Doing the Right Thing supports our belief that embedding sustainability into our business strategy can create long-term success for our associates, customers, communities and shareholders. Our approach to running a sustainable business helps us identify opportunities like promoting operational efficiencies, minimizing waste and driving product innovation.

Our biggest opportunity to create positive environmental change comes from the products we sell, which is why we are committed to partnering with our suppliers to provide our customers with products that protect natural resources and are more energy efficient. Through this commitment, we have helped drive innovation across our products, and have achieved significant progress on addressing the environmental impacts of our business.

Since we adopted our first Wood Purchasing Policy more than 25 years ago, we have continued to focus on selling wood and products containing wood sourced from responsibly managed forests. Following our recent and extensive assessment of our wood sourcing practices, we updated our Wood Purchasing Policy to further our efforts to protect forests most at risk to deforestation. As detailed in the Sustainable Forestry section of this report, these efforts further our commitment to protecting forests for future generations and promoting biodiversity conservation where we have the greatest ability to influence positive change.

In recent years we have also set and achieved a number of climate-related goals, such as reducing the electricity use of our U.S. stores and helping our customers reduce their energy costs and emissions through their purchase and use of energy-saving products. Building on our prior climate action initiatives, we also recently updated our carbon emissions reduction targets to align with climate science and a 1.5-degree trajectory. We now plan to reduce our combined absolute Scopes 1 and 2 emissions and our absolute Scope 3 Category 11 ("Use of Sold Products") emissions by 42%, each by the end of fiscal year 2030 from a fiscal 2020 base year. Our new targets were validated by the Science Based Targets initiative (SBTi) and continue our momentum to drive climate action throughout our value chain.

Our Company's ability to achieve our carbon emissions reduction targets will come from investing in efficiencies within our stores and supply chain, sourcing renewable energy and partnering with suppliers to promote innovation across our product categories.

Throughout my more than 22-year career with The Home Depot, I have seen and experienced firsthand the Company's commitment to sustainability. We recognize that our business relies on conserving natural resources and protecting the climate. While we acknowledge that we cannot address global environmental issues alone, we remain committed to using our position as the largest home improvement retailer in the world help move our industry forward.

"Throughout my more than 22-year career with The Home Depot, I have seen and experienced firsthand the Company's commitment to sustainability."



CANDACE RODRIGUEZ
Senior Director of Sustainability

CARBON EMISSIONS REDUCTION

By conserving energy resources, we reduce business costs and our Company's impact on the environment.

The Home Depot prioritizes carbon emissions reduction as one of its main environmental pillars, recognizing our role in decreasing the global risks associated with climate change. In line with the Paris Agreement, we support the worldwide commitment to limit the increase in global average temperature to 1.5 degrees Celsius above pre-industrial levels using greenhouse gas emissions reduction targets.

We have a strong record of reducing our carbon emissions and energy costs by improving our energy efficiency. We have invested in alternative electricity sources to lead to lower emissions and in retrofits to our lighting, HVAC systems and white roofing to make our store locations more energy efficient. We have also adopted strategies to minimize our supply chain and transportation emissions through distribution optimization. Lastly, we partner with our suppliers to drive more energy-efficient product innovation.

2023 Reported Emissions

The Home Depot uses the GHG Protocol Corporate Accounting and Reporting Standard, which is considered the most widely adopted standard for calculating metric tons of greenhouse gas emissions. We continually review and refine our emissions measurements to reflect changes to our business and improvements in data collection and reporting. We partner with third-party experts in this space to help ensure we are in line with industry standards.

We also participate in the CDP Climate Change disclosure process. CDP, formerly the Carbon Disclosure Project, is an independent, international, nonprofit organization that provides a global system for companies and cities to measure, disclose, manage and share environmental information.

Our latest score of A- from CDP for our response to the Climate Change survey shows our leadership and an improved level of action on climate change. We are proud of the steps we have taken to help mitigate our impact on the climate over the years but acknowledge there's still more opportunity in front of us.

The Home Depot operates a number of facility types including stores, offices and supply chain centers, which create direct emissions that are within our control. These facilities also consume electricity, which creates indirect emissions. These activities (Scopes 1 and 2) account for approximately 1% of our total emissions footprint.

Our emissions impact also includes other indirect emissions in our value chain that are out of our immediate control (Scope 3). These activities account for the majority of our total emissions footprint and include Use of Sold Products, Purchased Goods and Services and End of Life of Sold Products. As the largest home improvement retailer, the use of our sold products accounts for the majority of our emissions. For this reason, our emissions reduction activity focuses on Scope 3 Category 11, "Use of Sold Products", where we have the biggest opportunity for impact.

We remain committed to addressing the challenges required to reduce our impact on the environment through our operations and the products we sell, while also being transparent about our progress.

GHG emissions (MT CO_2e)	2021	2022	2023
Scope 1	642,000	597,000	628,000
YoY Chg. (%)	*N/A*	(7)%	5%
Scope 2 (location-based)	1,007,000	960,000	1,033,000
YoY Chg. (%)	*N/A*	(5)%	8%
Scope 2 (market-based)	992,000	792,000	733,800
YoY Chg. (%)	*N/A*	(20)%	(7)%
Total Scope 3			192,934,000
YoY Chg. (%)	*N/A*	*N/A*	*N/A*
Scope 3 Category 4	3,035,000	3,696,500	1,367,000
YoY Chg. (%)	*N/A*	22%	(63)%
Scope 3 Category 11			128,526,000
YoY Chg. (%)	*N/A*	*N/A*	*N/A*





Emissions Reduction Goals

We measure our Scopes 1, 2 and 3 emissions and identify strategic opportunities to minimize costs and achieve carbon emissions reduction throughout our facility operations, supply chain and product footprint.

The Home Depot has established goals to aid our long-term planning towards reducing emissions in ways that align with scientifically accepted emissions reduction pathways for preventing the worst impacts of climate change.

As mentioned on the previous page, we recently updated our emissions reduction goals, and our targets were validated by the Science Based Targets initiative (SBTi) in early 2024. SBTi also determined that our combined Scope 1 and Scope 2 reduction target conforms with its criteria as aligned with a 1.5-degree Celsius trajectory:

The Home Depot commits to reduce combined absolute **Scopes 1 and 2 carbon emissions**

42%

by fiscal year end 2030 from a fiscal 2020 base year.

The Home Depot commits to reduce absolute **Scope 3 carbon emissions** from the use of sold products (category 11)

42%

by fiscal year end 2030 from our fiscal 2020 base year.

SBTi supports best practices in target-setting based on carbon emissions reduction pathways recommended by the world's leading climate scientists. SBTi brings together multiple authorities on climate change as a collaboration between CDP, the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature.

Scopes 1 and 2 Emissions:

We source renewable energy from both onsite rooftop solar systems located atop our stores and distribution facilities and offsite purchased renewable energy. As we work towards reducing our operational emissions footprint, we also plan to invest in low-carbon emissions opportunities through initiatives such as:

- Produce/procure 100% renewable electricity equivalent to the electricity needs for all Home Depot facilities worldwide by the end of 2030.
- 90% of forklifts in our major U.S. distribution centers will be hydrogen-powered by the end of fiscal year 2029.

Scope 3 "Use of Sold Products" (Category 11) Emissions:

We expect the electrical grid to become less carbon-intensive in the future as more renewable energy resources come online. We work with our suppliers to improve the energy efficiency of their products, and prioritize sales of high-efficiency, electrified products, to enable our current mix and future assortments of electrical plug-in and carbon-emitting products to have lower emissions outputs. We have created two key targets for making these improvements:

- Help customers save $600 million in energy costs by 2026, with a start year of 2023, through purchase and proper use of ENERGY STAR products we sell.
- 85% of U.S. and Canadian sales in push mowers and handheld outdoor lawn equipment (combined) in-store and online (combined) will be in rechargeable battery technology by year-end 2028.

Renewable and Efficient Energy

To execute against our carbon reduction strategy, we focus on several initiatives, including: sourcing alternative/renewable electricity, promoting a less carbon-intensive grid and increasing the efficiency of our stores and supply chain network.

Renewable Energy

A key to reducing our carbon footprint is our investment in alternative energy solutions. Given the dynamics of the renewable energy market, we have built a diversified energy portfolio, which includes off-site wind and solar electricity procurement, rooftop solar projects, fuel cells and on-site batteries to power stores during peak demand spikes.

The Home Depot is a member of RE100, a global initiative of business leaders who pledge to produce or procure 100% renewable electricity. Our renewable electricity commitment aims to help support the transition of the U.S.'s electrical grid to renewables by signaling market demand for renewable electricity.

In our pledge, we committed to produce or procure enough electricity to meet the electricity needs of all The Home Depot facilities with renewable electricity by the end of 2030. Our RE100 commitment builds on previously achieved goals we have made to produce or procure renewable or alternative energy capacity.

We also joined the U.S. Environmental Protection Agency's (EPA) Green Power Partnership (GPP), an EPA-led program that aims to advance the U.S. market for renewable electricity, while also helping to protect the environment. Our annual power usage from wind and solar resources placed us seventh among the top 30 retailers in this program as of January 2024. We were also recognized by the EPA as a 2023 Green Power Leadership Award Winner for outstanding clean energy initiatives and impact on the green power market.



We continue to expand our off-site renewable electricity portfolio through projects across the U.S. Through a combination of solar and wind projects, we expect our existing purchase agreements to generate enough electricity to power the equivalent of approximately 800 Home Depot stores - or approximately 31% of our total electricity needs across the U.S. and Canada.

To further drive our efforts to procure renewable electricity, we recently partnered with Georgia Power's Customer Renewable Supply Procurement (CRSP) program. The CRSP program aims to support the sustainability initiatives of Georgia Power's industrial and commercial customers to procure utility-scale renewable electricity generation. Beginning in January 2025, we will enter into a 10-year partnership agreement, where we expect to procure the equivalent of about 70% of the annual electricity needs of our Store Support Center (corporate office).

The Home Depot continues to leverage the space atop our stores. As of the end of 2023, we expanded our rooftop solar installations, which now includes 99 facilities. We continue to increase our emphasis on rooftop solar by:

- Increasing the amount of roof space allocated to solar panels at our stores
- Exploring possibilities for adding solar panels atop more distribution facilities

Energy Efficiency in Our Stores

For more than a decade, we have been making investments to increase the efficiency of our stores. Our investments, which include interior LED lighting, high-efficiency HVAC systems and operating procedures, among others, have helped us mitigate the electricity demands needed to run our operations. These and other investments helped us reduce our U.S. store electricity use by approximately 1% year-over-year.

We continue to pilot new projects like exterior LED retrofits across more than 360 of our U.S. stores, while also operating electricity-generating fuel cells at 218 facilities.

We announced in 2023 that we would look to invest in approximately 80 new stores over the next 5 years in areas that have experienced significant population growth or where it makes sense to relieve pressure on existing high-volume stores. As we build our new stores, we are incorporating sustainability initiatives, which include:

- Building Automated System (BAS) with control over HVAC systems and interior lighting
- LED lighting with occupancy sensor capabilities
- High-efficiency HVAC units
- Solar and fuel cell installations where appropriate



Did you know?

Our U.S. stores with LEDs consume about 30% less electricity than similar stores with conventional lighting.

Energy Efficiency in Our Supply Chain

In addition to our stores, we are also making investments to create efficiencies within our distribution centers and other buildings, including automating and mechanizing many of our facilities and leveraging hydrogen-powered forklift technology. The transition to hydrogen-powered forklifts has helped us reduce electricity consumption over the years. Hydrogen-powered forklifts also provide a number of benefits over traditional propane-powered or battery-powered forklifts, including zero direct GHG emissions and the ability to rapidly refuel.

In 2023, we installed hydrogen fuel cells at 4 supply chain facilities, giving us a total of 35 locations with emissions-free fuel for forklifts and other material-handling equipment. We estimate the use of fuel cells at our supply chain facilities will help reduce electricity consumption by about 39.9 million kilowatt hours on an annual basis.

Progress On Power

On average, **fuel cells produce ~90% of electricity needs at 218 facilities**, helping reduce emissions.

At 55 U.S. stores, on-site batteries store power during off-peak times for use when demand spikes.

900+
U.S. stores participate in demand mitigation to optimize our electricity costs during peak demand and help local utilities **better manage grid capacity.**

HD Supply is piloting medium-duty electric vehicles (EV) in its delivery fleet. As EV options for larger commercial vehicles evolve, we will look to expand more of our fleet to drive cost savings and reduce emissions.



Optimized Supply Chain

By making our supply chain more efficient, we reduce business costs and the impact our supply chain has on the environment.

We continue to invest in our supply chain network, to maintain our position as the fastest, most efficient and most reliable delivery capabilities in home improvement. Our continued focus on maintaining these best-in-class competitive advantages in our supply chain enables us to drive down costs and meet our customers' needs, while also reducing our transportation-related emissions.

The unique capabilities of our supply chain enable us to meet the changing needs of both our Professional and DIY customers. Our range of distribution center platforms allow us to keep our stores stocked, deliver a flatbed truck of building material to a job site and ship packages to our customers' doorsteps. The efficiencies that these platforms create helped us reduce miles driven and our supply chain emissions year-over-year.

The investments that we have made in our supply chain, in combination with the investments in renewable energy and driving efficiency in our stores, are key to our carbon reduction strategy (page 45).

Driving Supply Chain Efficiencies

1. Grew our network of supply chain facilities to **over 500** at the end of fiscal year 2023, increasing speed and efficiency.
2. Moved more than **6 billion cubic feet** of product through our supply chain.
3. **Reduced supply chain miles driven** compared to the prior year.

Ways We're Driving Supply Chain Improvements



By partnering with suppliers to forgo pallets, we can stack products to the top of trailers, **resulting in a reduction in the number of truckloads** needed to transport some goods.



We do a technology-assisted assessment of scheduled pickups and deliveries, then recommend optimized routes to **reduce miles traveled, fuel consumed and trucks on the road.**



We sell available space on our trucks and buy space from other companies, ensuring fewer underloaded trailers hit the road. **That space-sharing saves about 1.1 million miles driven a year.**



Optimization technology guides how we pack trucks or ocean-bound containers. We **maximize the product load, reducing the number of truckloads and containers —** and overall emissions.

Did you know?

We participate in the U.S. Environmental Protection Agency's SmartWay® program to collect and report greenhouse gas emissions data from corporate supply chains. The Home Depot was named to the SmartWay High Performer's list for shippers. This distinction is received by under 5% of SmartWay shippers for their significant environmental, energy and cost-saving benefits, achieved by improving the efficiency of their transportation and logistics operations.

"The Home Depot has invested in creating the fastest, most efficient and reliable supply chain in home improvement. Our supply chain network is designed to use the most efficient mode of transportation and leverage our economies of scale to maximize cube per load, reducing the number of trucks on the road."

SARAH GALICA
Vice President of Transportation, with more than 16 years with The Home Depot



Energy-Saving Products

The Home Depot encourages suppliers to make the products we sell more energy efficient, and our partnership with the U.S. Environmental Protection Agency's ENERGY STAR program supports those efforts, too. Our focus on offering customers energy efficient products has long been in place, and last year we announced a goal to help customers save $600 million in energy costs by 2026, with a start year of 2023.

In 2023, we helped our U.S. customers save nearly $1 billion on their utility bills through the purchase of energy-efficient products. ENERGY STAR-labeled products were part of this progress. In 2023, we offered approximately 45,000 energy-saving products in stores and online, including approximately 16,000 ENERGY STAR products. We sold more than 186 million units of ENERGY STAR products.

We estimate our customers' purchases and proper use of ENERGY STAR products in 2023 helped reduce annual electricity usage by 3.6 billion kilowatt hours, saving $455 million on energy costs and lowering carbon emissions by 2.5 million metric tons.



Did you know?

The Home Depot U.S. was recognized as the 2024 ENERGY STAR Retail Partner of the Year for Sustained Excellence.

Going Green, Saving Green[15]

By partnering with ENERGY STAR, we are helping customers save money from what is often the source of their largest home energy expense and greatest impact on the environment. Since 1992, ENERGY STAR, in partnership with companies like The Home Depot, have helped households:

Save
~5 trillion
kilowatt-hours of electricity - equal to the energy of more than 8 billion barrels of oil

Avoid more than
$500 billion
in energy costs

Achieve
~4 billion
metric tons of carbon reduction - equivalent to removing more than 950 million cars from the road for a year

SUSTAINABLE FORESTRY

We aim to ensure the transparent, responsible use of global forest resources in our products.

As the largest home improvement retailer in the world, we leverage our supplier relationships to prioritize wood and wood product sourcing from sustainably managed forests.

For decades, we have sought to be an industry leader in prioritizing and promoting sustainable forestry practices. As a significant purchaser of wood and wood products, we recognize our ability to effect positive change by encouraging others to adopt sustainable forestry practices and address the loss of biodiversity.

Our commitment to sustainable forestry practices began over twenty-five years ago:

- **1994** - Offered certified sustainable wood shelving products to our customers for the first time.
- **1999** - Adopted our first Wood Purchasing Policy.
- **2018** - Required the purchase of any wood sourced from endangered regions such as the Amazon or Congo Basin areas, Papua New Guinea or the Solomon Islands to be Forest Stewardship Council (FSC)®-certified.
- **2023** - Responded to CDP's Forests questionnaire for the first time.
- **2024** - Published a comprehensive assessment of our sustainable forestry program and policies, and updated our Wood Purchasing Policy.

2024 Sustainable Forestry Report

The Home Depot recently undertook a deeper examination of our sustainable forestry efforts, and in January 2024, we published a Sustainable Forestry Report to communicate our findings. Partnering with an external law firm with environmental expertise and experience in conducting forestry assessments, we surveyed a group of Tier 1 suppliers who represented 95% of our total wood and wood product spend in fiscal 2022, as well as any suppliers of patio furniture and home decor products with whom we spent over $500,000 on wood and/or wood products in the same year. In total, we surveyed more than 1,500 suppliers and 90% responded to our survey request.[16]

Key findings

- The Home Depot prioritizes purchasing wood and wood products from suppliers who employ responsible forestry practices and maintain third-party certifications. As a result, we are proud to report that of our wood and wood products:
  - Approximately 61.6% is third-party certified, including:
    - Approximately 4.2% is sold as FSC-certified and
    - Approximately 12.3% of wood is grown in forests that are FSC Forest Management Certified.
- Through a mapping exercise, we present detailed information on the global regions where we sourced our wood and wood products in fiscal 2022, with nearly 80% sourced from North America.
- We sourced most of our wood from these countries:
  - Approximately 61.4%: U.S.
  - Approximately 17.1%: Canada
  - Approximately 5.6%: Brazil
  - Approximately 3.5%: Chile
  - Approximately 3.0%: China
  - Approximately 2.2%: Germany

Strengthening our Commitment

Through our sustainable forestry assessment, we identified ways to enhance our approach, including several updates to our Wood Purchasing Policy and protocols to ensure our suppliers adhere to its guidelines.

Continuously assessing our effectiveness

We established a stronger assessment process to routinely evaluate and monitor risks associated with sourcing wood and wood products, while seeking opportunities to lessen or avoid biodiversity impacts.

We recognize how the environmental value of forests, which are carbon sinks and rich in biodiversity, can be threatened by forces such as climate change, invasive species, drought, forest fires, disease, insect infestations and deforestation.

Additional monitored regions

We set a new target to require any wood or wood products sourced from additional at-risk regions to be certified as sustainable or plantation-grown for any wood sold through The Home Depot's U.S. and Canadian Lumber, Building Materials or Millworks Departments by the end of fiscal 2026. These departments account for more than 88% of our overall wood sourcing.

Our new commitment covers these global regions: Atlantic Forest, Cerrado, Choco Darien, Ecuador, Gran Chaco, East Africa and Miombo, Greater Mekong, Sumatra and Borneo, Eastern Australia and the Russian Far East Forest.

We will continue to require wood and/or wood products sourced from the Amazon or Congo Basin areas, Papua New Guinea or the Solomon Islands, to be FSC-certified.

Due diligence process

We expanded our due diligence measures to include compliance procedures to identify, address and resolve instances of supplier noncompliance, including those identified by external parties and reported using our Supplier AlertLine, with quick and reasonable action.

Our process includes notifying reported suppliers of suspected noncompliance, providing them an opportunity to either produce evidence of compliance or remedy the issue of noncompliance. In cases where a supplier is not able to provide evidence or remedy the issue in a timely manner, we would discontinue ordering affected products.

Responsible Sourcing

Following the extensive survey that we conducted of our total purchases of products in categories containing wood in fiscal year 2022, as a part of our sustainable forestry assessment, we conducted a more targeted survey of wood purchases in fiscal year 2023 that focused on our private label brands and wood coming from high-risk regions. In total, more than 1,200 suppliers, or approximately 84% responded to our latest survey. The results of our latest survey, which was issued to our private brand suppliers comprising the top 95% of our total purchases and covered SKUs sourced from high-risk regions identified in our latest Wood Purchasing Policy, show that the sources of wood products came from: North America (approximately 80%), South America (approximately 14%), Asia (approximately 4%) and from Africa, Eurasia, Europe and Oceania (approximately 2%).

We work with some of the most experienced and sophisticated forestry companies in North America, representing the vast majority of our wood sourcing, who participate in sustainable forestry certifications and membership organizations such as:

- Forest Stewardship Council (FSC)
- Sustainable Forest Initiative (SFI)
- Programme for the Endorsement of Forest Certification (PEFC)
- American Tree Farm

Did you know?

We began participating in the **CDP Forests** disclosure process for the first time in 2023, which builds on our long-standing participation in the CDP Climate Change disclosure process. We plan to participate in this process annually, and we are also expanding the biodiversity-related disclosures in our responses to the consolidated CDP questionnaire.

Engaging Across Jurisdictions

Our wood sourcing supply chain spans many jurisdictions with varying levels of forest protection regulations. We believe our work with suppliers to meet commitments listed in our Wood Purchasing Policy has helped promote the expansion of forested areas in North America and the sustainable management of forests. In our effort to share best practices with suppliers and engage our stakeholders, we have enhanced our commitments over time and successfully made positive impacts to minimize risks to the world's forests through our policies.

The Home Depot's Wood Purchasing Policy outlines our additional commitments to:

- Give preference to the purchase of wood and wood products that are certified and/or originate from well-managed forests
- Require the purchase of wood and wood products from forest regions identified as at risk to be certified or plantation-grown
- Practice and promote the efficient and responsible use of wood and wood products
- Promote and support the development and use of alternative environmental products
- Require that our vendors and their suppliers of wood and wood products maintain compliance with laws and regulations pertaining to their operations and the products they manufacture, including the Lacey Act, a U.S. law that applies to plant and plant products, including wood

CIRCULARITY

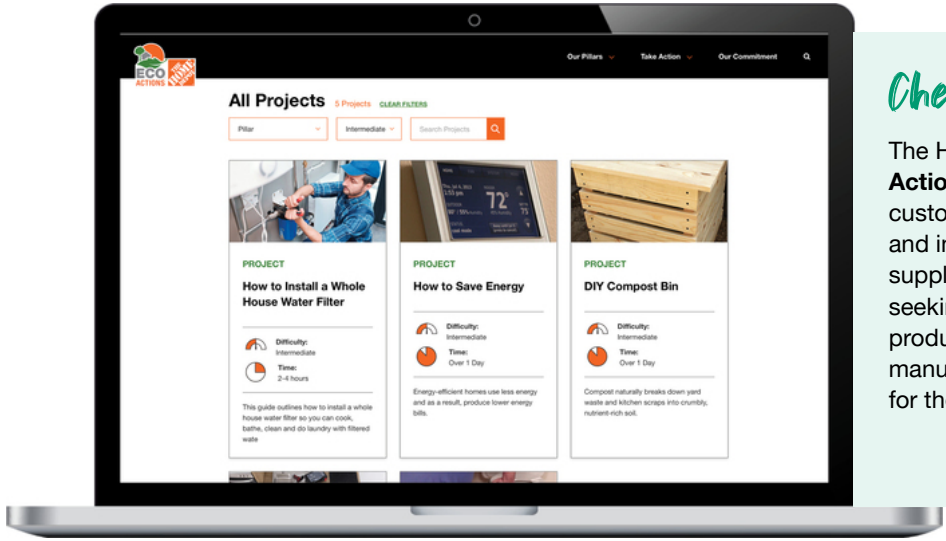
The Home Depot focuses on adding more alternatives to single-use products and packaging, which are quickly thrown away. We encourage our suppliers to innovate toward higher resource and materials efficiency, and we strive to offer products designed for longer use, reuse, recycling or composting.

Since we introduced Circularity as one of our sustainability pillars in 2019, our focus has been to prevent products and packaging from becoming waste throughout the product lifecycle.

We strive to offer products designed for a lower environmental impact, and we encourage suppliers to innovate how they produce and package products, with a focus on reuse and longevity.

Our Circularity Goals:

- In 2023, we achieved our goal to exclude EPS foam and PVC film from new private-brand packaging.[8]
- We have a goal that all private-brand fiber packaging for new SKUs in our U.S. and Canada stores and online will be compostable, recyclable, or recycled content beginning in 2027.
- We plan to reduce or convert 200 million pounds of virgin plastic used in products to recycled or alternative material by the end of 2028.



Check it out

The Home Depot's **Eco Actions** website provides customers helpful resources and information about our suppliers who are proactively seeking ways to make their products and their manufacturing processes safer for the environment.

We also look for opportunities within our own operations to reduce, reuse and recycle. Our objective is to preserve our planet's natural resources and protect its biodiversity from the impact of material disposal.

Along with our suppliers and vendors, we are developing our thinking and capabilities to:

- Design with the environment in mind
- Eliminate excess material
- Eliminate materials that are not readily reusable or recyclable
- Minimize mixed materials to enable simpler disassembly and recycling
- Prioritize materials that are biodegradable or readily recyclable
- Utilize recycled content, when possible, without compromising product efficacy
- Promote minimization of environmental impact in manufacturing and consumer use

"We are committed to our customers' preferences for sustainability. Over the past three years, our Private Brands team worked tirelessly with suppliers and merchants to remove EPS and PVC from new private-brand packaging by the end of 2023, setting the standard in this arena among retailers."

HUA LI
Senior Vice President
Global Brand and
Product Development



Product Circularity

In a circular economy, nothing is wasted. Materials are designed for longevity or reimagined to fulfill a new purpose, instead of being thrown away. Everyday items like plastic pots can enjoy a second life as hanging baskets, and plastic wrap can be transformed into deck boards or trash bags.

Product circularity can make every part of a product's lifespan more efficient. Recycled materials in product design lower the amount of natural resources used in manufacturing. Durable, reusable products lower the amount of waste sent to landfills. In addition, product circularity appeals to customers who want to do their part to help the planet.

Enacting Our Values:

Doing the Right Thing
Reducing waste

Entrepreneurial Spirit
Selling useful products for customers

Creating Shareholder Value
Creating new revenue streams

Between our market delivery operations and reverse logistic centers, we recycle not only metal, hard plastics and shrink wrap but also EPS packaging and the CFCs from reclaimed appliances.

DISCOVER OUR RECYCLING SUITE:

We recycle these hard-to-recycle materials

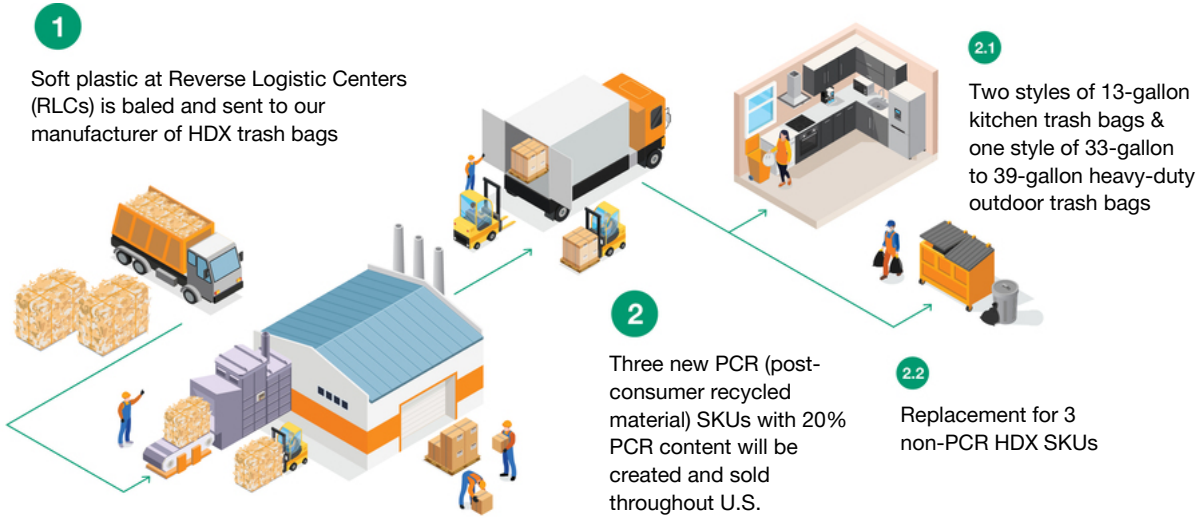
- **Metals**
- **Hard Plastics**
- **Shrink Wrap**
- **EPS Foam Packaging**
- **CFCs[17] From Reclaimed Appliances**

SUPPLY CHAIN:

Circularity Initiatives

New Circularity Initiative Launching in 2024

HDX Kitchen & Outdoor Trash Bags



1. Soft plastic at Reverse Logistic Centers (RLCs) is baled and sent to our manufacturer of HDX trash bags

2. Three new PCR (post-consumer recycled material) SKUs with 20% PCR content will be created and sold throughout U.S.

2.1 Two styles of 13-gallon kitchen trash bags & one style of 33-gallon to 39-gallon heavy-duty outdoor trash bags

2.2 Replacement for 3 non-PCR HDX SKUs

What is expanded polystyrene (EPS)?

An effective packaging material with a drawback: it takes more than a century to biodegrade.

Sustainable Packaging

As innovation around sustainable packaging materials evolves and recycling infrastructure expands, The Home Depot looks for opportunities where we have the ability to drive sustainable solutions and meet our customers' expectations for quality packaging. By eliminating certain harmful materials and reducing the overall amount of packaging used, we are able to help reduce landfill waste and lower packaging-related GHG emissions.

Our packaging team partners with our private-brand product suppliers to apply science to create better packaging options. One way we achieve that is to reduce package footprints and use more sustainable materials to secure and protect the private-brand products we sell. From 2017 through 2023, our packaging innovations allowed us to redesign more than **1,280 packages** to reduce size and materials.

Eliminating EPS & PVC

At the end of 2023, we achieved our goal to eliminate EPS foam and PVC film in new packaging for our private-brand products sold in our U.S. and Canada stores and online. By achieving this goal, we were able to meaningfully reduce our environmental impact by eliminating these hard-to-recycle materials, improve our customers' experience with less packaging waste and reduce shipping costs with right-sized packages. Moving forward, we will continue to partner with our suppliers to keep these materials out of future packaging.

Fiber-Based Packaging Goal

Our packaging team has expanded its commitment to circularity by working toward our new packaging goal for all new private-brand fiber packaging to be compostable, recyclable or from recycled content across our U.S. and Canada stores beginning in fiscal 2027.

We define fiber packaging as:

- Paper
- Paper Board
- Blister cards
- Corrugate
- Molded pulp
- Wood
- Paper Materials

Our process starts with us researching current U.S. recycling infrastructure capabilities. Then we communicate our new goal with our suppliers, including our expectations and timeline. Next, we partner with them to explore alternative material options for our fiber-based packaging. As we find sustainable alternatives or create new designs, new products will be compliant as they are onboarded, and existing items will be assessed and updated.

As we work towards this goal, we are also committed to meeting the expectations and ensuring the safety of our customers. This means that our new packaging must not only be more sustainable but also perform as well as or better than existing packaging.

2023 by the Numbers

~6.0 million cubic feet
of EPS foam was removed from our private-brand packaging — equal to approximately 67 Olympic-sized swimming pools

>39 million square feet
of PVC film was eliminated — enough to cover more than 513 soccer fields

~1.5 million pounds
of damaged product avoided landfills due to private-branded packaging projects aimed at creating packaging to better protect products

~23 million packaging units
were right-sized from projects covering 280+ private-brand SKUs

Spotlight

VANITIES

Our engineering team's latest win came by the way of our private-brand vanities. They redesigned the packaging for many of our private-brand vanities, helping remove EPS foam from the packaging and replace it with more sustainable material like paper products or EPE foam, which is recyclable. These new materials and packaging redesigns also helped reduce the amount of damaged product.

Redesigned packaging to remove EPS foam packaging from
>1,300 SKUs
and across
>3 million units



Removed enough EPS foam to fill
>3,600 school buses

Vanity project spanned
>20
separate
vendor partners

Recycle, Repair, Reuse

At The Home Depot, we practice Circularity in our own store and distribution operations. We look for ways to divert materials from the waste streams when we recycle supplies, repair equipment or reuse tools through our rental program.

Ways The Home Depot Supports Circularity

Recycle

by separating and collecting raw materials from our own waste streams and working with our suppliers to turn them into new products.

Progress in 2023

POUNDS OF PLASTIC (LDPE):

2023	19.4 million
2022	17.5 million
2021	18.3 million

TONS OF CARDBOARD (OCC):

2023	254,800
2022	272,200
2021	272,900

POUNDS OF EPS FOAM:

2023	5.6 million
2022	4.9 million
2021	2.4 million

TONS OF METAL:

2023	171,300
2022	163,700
2021	138,700

LEAD-ACID BATTERY CORES:

2023	150,800
2022	180,700
2021	204,300

POUNDS OF CFL BULBS:

2023	345,800
2022	460,200
2021	514,200

POUNDS OF RECHARGEABLE BATTERIES:

2023	1.2 million
2022	1.3 million
2021	1.2 million

POUNDS OF OBSOLETE TECHNOLOGY ASSETS:

2023	2.7 million
2022	4.8 million
2021	2.8 million



Repair

items in our stores to extend the life of products and avoid the emissions from manufacturing replacements.

Progress in 2023

TOOL REPAIRS REFERRED TO THIRD-PARTY SERVICE PROVIDERS



LARGE EQUIPMENT REPAIRS FOR TOOL RENTAL



REPAIRS OF STORE EQUIPMENT[18]



Reuse

materials so less waste goes into landfills.

Progress in 2023

TONS OF RETURNS SALVAGED



POUNDS OF RETURNS DONATED



TOOL RENTAL TRANSACTIONS



Sustainable Shredding

In the U.S., we provided approximately 5 million pounds of shredded paper for recycling in 2023.[1] Here's how that helped the planet:

Avoided over
26.0 million pounds
of CO_2 emissions

Kept over
200,400 pounds
of solid waste out of landfills

Preserved over
60,100 trees

Conserved
7.4 million kilowatt hours
of electricity

Saved nearly
4.8 million gallons
of water

Responsible Waste Management

We're committed to properly managing waste. We partner with vendors to keep improving how we and our customers reduce, reuse and recycle.

Hazardous Materials Disposal & Handling

Through our Handling Hazardous Materials program and in partnership with national hazardous waste haulers, we safely remove and properly dispose of hazardous waste material from our operations and customer returns. In 2023, our partners helped us to recycle approximately 5% of our hazardous waste. Our waste haul partners were also able to repurpose an additional approximately 28% of our hazardous waste for energy recovery.

Associate Training & Resources

Frontline associates receive annual training on recognizing and transporting hazardous materials. Associates who are responsible for managing storage and cleanup of hazardous materials complete additional in-depth environmental compliance training.

Information about and guidance for the cleanup, classification, labeling and storage of hazardous waste is available to associates through our hdPhones and our associate intranet site.

Preventative Actions

We take specific steps to avoid spills and contamination across our stores with particular focus on these areas:

Garden center — Proper handling of fertilizer and pesticides bags, including checking for and properly repairing damaged bags.

Receiving and central storage — Appropriate procedures for handling, accumulating, storing, labeling and inventorying hazardous waste and separating potentially incompatible materials.

Inspections of key areas — Routine inspections of garden areas, parking lots and store entrances to identify potential problems; scheduled sweeps of fertilizer aisles and parking lots help protect against hazardous materials being washed into the environment.

Responsive Actions

If a spill does occur, we have the following resources in place to properly address it:

Spill kits and containers — Located throughout each store for prompt and effective cleanup and disposal of hazardous materials such as paint, solvents, aerosols, oil, fuel, pesticides and fertilizers.

Emergency response — A third-party consultant provides an emergency response team available 24/7 to assist with hazardous materials cleanup and, if necessary, provide remediation services.

WATER CONSERVATION

The Home Depot commits to conserving water as one of our five environmental pillars. We work to reduce water consumption in our store operations and help guide our customers to water-conserving products with product selection and labeling.



Store Operations

As water scarcity continues to impact many of our communities, we remain committed to taking steps to reduce our water consumption and helping our customers to do the same.

While our business relies on healthy watersheds in the regions where we operate, we know the greatest impact we can have is through the products we sell, like washing machines, toilets, dishwashers and faucets, which help reduce our customers' water usage.

We aim to make this resource more abundant and readily available to the communities we serve.

Smart Irrigation

In 2019, we began rolling out smart irrigation systems to select stores to help reduce water demand. We found that, on average, these systems helped stores reduce water used to irrigate landscaping by 29%, compared to stores with traditional timer-based irrigation systems. Since launching this program, we installed systems in over 500 U.S. stores.

These systems use in-ground sensors, real-time weather data and other data sources to guide when sprinklers come on and how long they operate. This approach helps water a store's landscaped areas according to plants' needs, rather than the clock.

Water Accumulation Tanks

In select stores, we use water catchment systems to store water in tanks used for irrigation in our garden centers. By recycling water rather than tapping it from the ground, we can reduce our strain on local water resources.

Water-Resilient Landscaping

For our zoned planting areas, we incorporate local species that do not require excess watering or maintenance, as they are adapted to the local ecosystem.

Dual-Flush Toilets

We have equipped store restrooms with dual-flush toilets that offer a low-water flush option. These models can reduce the water used per flush by half when the option with a lighter water flow is selected. Customers and associates can help conserve water resources by choosing the higher flow option only when necessary.

Water-Saving Products

The Home Depot helps protect water resources by selling products designed to reduce water consumption.

We recognize that water is a vital natural resource that our customers rely on, and that is also necessary for healthy ecosystems and preserving biodiversity. The Home Depot's biggest opportunity to conserve our planet's water is through the products that we sell, which is why we work with our suppliers to encourage innovative products to help our customers save water and money. We also focus on educating customers on the benefits of switching to water-conserving products.

We partner with the EPA's WaterSense program to help customers identify more efficient products. Products bearing the WaterSense label are certified to use at least 20% less water and perform as well as or better than regular models. In partnership with WaterSense, we also provide resources to help customers learn ways to reduce their water usage.

As the world's largest home improvement retailer, we leverage our position to push for change through the products we decide to carry. An example of this is our strategic decision several years ago to only carry WaterSense toilets in our stores. Together with our suppliers, we work to make it easier for our customers to reduce their water consumption.

In 2023, we continued to help our customers conserve water in their homes and businesses. Across our stores and online, we offered approximately 8,980 water-saving products. This included approximately 6,940 products bearing the U.S. EPA's WaterSense label, and we sold more than 20 million units of those WaterSense products.

We estimate our customers' purchases of WaterSense products in 2023 helped reduce annual water consumption by nearly 29 billion gallons, which would collectively mean savings of more than $613 million on water bills.

Our recognition that our biggest opportunity to help conserve water through the products we offer is why we have focused our public-facing goals around helping customers reduce their water usage. In 2023, we announced our commitment to help customers reduce their water usage by 100 billion gallons by 2026 by continuing to encourage innovative products and expanding our assortment of water-saving products.

Check it out

Minor leaks account for nearly 1 trillion gallons of wasted water each year. Learn how The Home Depot educates customers on ways to identify and fix leaks to save them water and money.



Did you know?

In 2023, The Home Depot was recognized with its third consecutive WaterSense Partner of the Year award, and 7th since 2011.

Going Green, Saving Green[19]

Replacing a clock-based controller with a WaterSense-labeled irrigation controller **can save your home up to**

15,000 gallons

of water annually.

Approximately 5% to 10% of U.S. homes have easy-to-fix leaks that drip away

90 gallons

a day or more.

Replacing old toilets with WaterSense models **can help the average family save**

13,000 gallons

a year.

RESPONSIBLE CHEMISTRY

We address chemicals of concern in our products and provide transparency into our approach in our regularly updated Chemical Strategy.

We acknowledge our responsibility to manage our organization's environmental impact, and our biggest impacts come from the products we sell. In partnership with stakeholders throughout the supply chain, we are committed to offering products that are safer for the environment and our customers.

With our encouragement, our suppliers have been investing in developing environmentally innovative products. We support the work of the Green Chemistry & Commerce Council (GC3) as a member and participate in the Retail Leadership Council of the GC3, including our collaborative work to develop the GC3's Joint Statement on using Green Chemistry and Safer Alternatives to Advance Sustainable Products.

As part of our commitment, The Home Depot and many of our suppliers partner with respected third-party certification and environmental organizations that guide the home improvement industry toward safer chemical ingredient use.

Our Commitment

- The Home Depot commits to increasing our assortment of products that meet high environmental standards, including those with third-party certifications of their chemical ingredients.
- The Home Depot works with many suppliers to improve the chemistry of products in categories with the greatest potential impact on indoor air quality.
- We encourage our suppliers to continually review key product categories to track progress on environmental innovations in alternative chemistry.

Flooring

Carpet

The Home Depot's carpet suppliers are at the forefront of the industry-wide removal of chemicals of concern and using safer alternatives. All indoor wall-to-wall carpet sold in-store or online at The Home Depot stores in the U.S. and Canada excludes certain chemicals of concern and either has a third-party verification of transparency through the DECLARE® Label or Environmental Product Declarations (EPDs), or a certification of material health through Cradle to Cradle™ Products Innovation Institute or CRI Green Label Plus®.

Vinyl

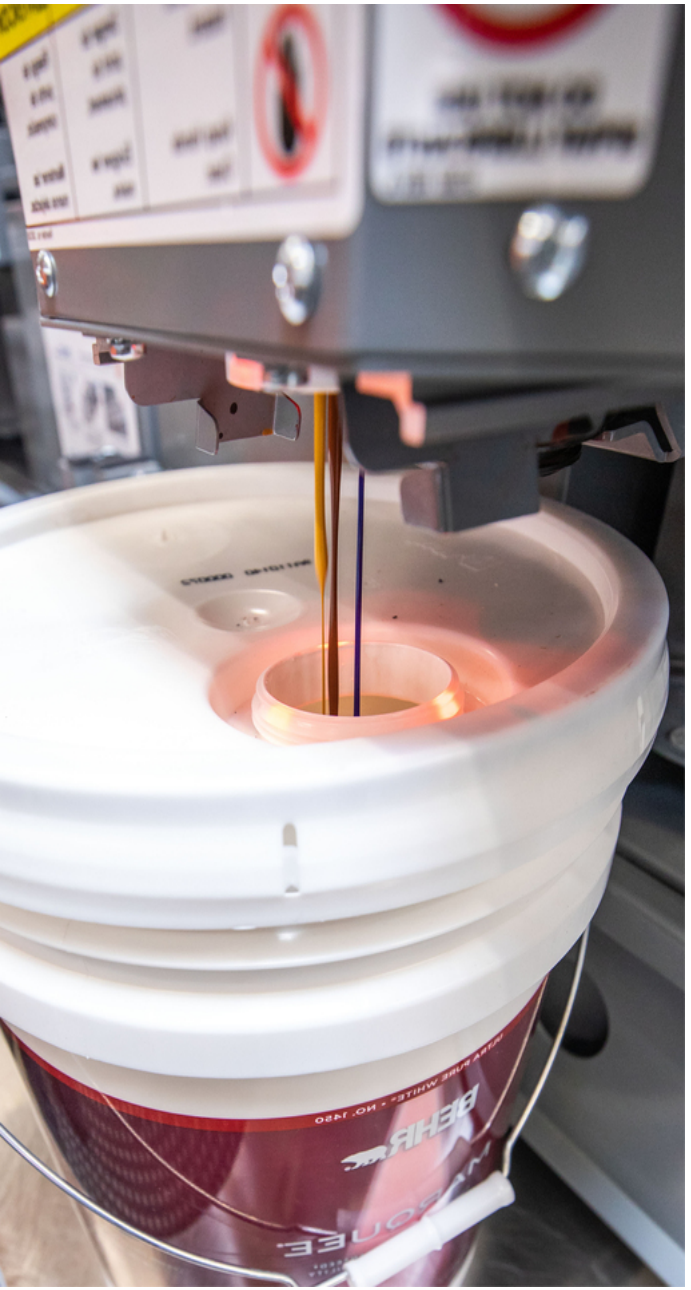
The Home Depot's vinyl flooring suppliers pursue pace-setting efforts to continually improve the chemical profile of their products. As of January 2016, no ortho-phthalates are permitted as added plasticizers in vinyl flooring sold in The Home Depot stores in the U.S. and Canada.

Laminate Flooring

Laminate flooring in The Home Depot stores in the U.S. and Canada is verified by either GREENGUARD® Gold or FloorScore® certification to contain 0.0073 parts per million (ppm) or less of formaldehyde, which is stricter than the California Resources Board (CARB) Phase 2 standard of 0.05 ppm.

Did you know?

We evaluate our **Chemical Strategy** annually to ensure that our approach, goals and disclosure are appropriate and meet the needs of our stakeholders.



Residential Household Cleaning Chemicals

The Home Depot works with suppliers to improve products that impact indoor air quality. In 2022, we completed our goal to eliminate certain added chemicals of concern from residential cleaning products sold in-store and online in the U.S. and Canada.

Through our Eco Actions program, customers can identify environmentally preferred products, like those certified by third-party testers such as EPA's Safer Choice and Cradle to Cradle.

Insulation

100% of our fiberglass insulation products in the U.S. and Canada are GREENGUARD Gold certified and do not contain certain chemicals of concern.

Gardening

The Home Depot offers organic soils, fertilizers and weed and pest control products as alternatives to synthetic pesticides and fertilizers. In 2016, we began offering local, organic vegetables and herbs. Since 2017, half of our U.S. stores have committed to expanding our organics assortment. At the end of 2018, we stopped treating plants in our garden centers with neonicotinoids in the U.S. and Canada, except where mandated by state law.

Painting Products

Paints

For over a decade, our paint suppliers have evolved their paint formulas and products to help maintain air quality. Our suppliers exclude chemicals of concern from our interior and exterior latex water-based wall paints in our U.S. and Canada stores.

In our U.S. stores, many of our most popular brands carry interior paints that are GREENGUARD Gold certified.

Paint-Tinting Colorants: In 2012, we transitioned our paint-tinting colorants in our U.S. and Canada stores from a solvent-based formulation to a safer water-based formulation.

Volatile Organic Compounds (VOC): All of our interior and exterior latex water-based wall paints in our U.S. and Canada stores are zero- or low-VOC.

Paint Removers

The Home Depot is committed to working with suppliers and the EPA to identify alternatives to paint removers containing methylene chloride. We phased out methylene chloride and N-methyl-2-pyrrolidone (NMP) from paint removal products at the end of 2018.

Did you know?

We commit to excluding added PFAS chemicals in our private-brand patio and home decor products by the end of 2025.

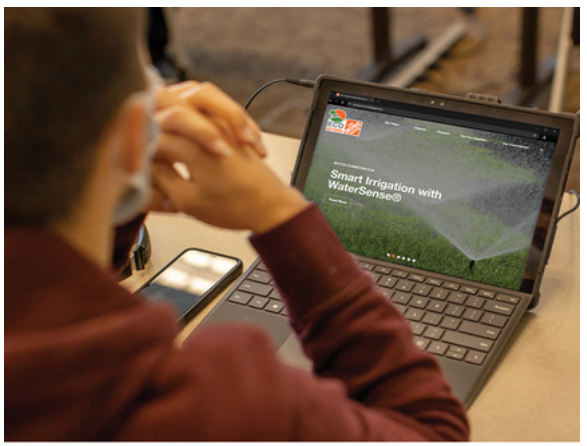
PROMOTING CUSTOMER ECO ACTIONS

We believe our greatest environmental impact comes from the products we sell, and our biggest opportunity to influence change is by helping introduce customers to more sustainable products.

We help our customers learn about our products so they can select and use products in ways that are safer, more efficient and have less impact on the environment. Our customers and suppliers have an important role to play in contributing a positive impact across all of the environmental sustainability pillars we prioritize: Carbon Emissions Reduction, Sustainable Forestry, Circularity, Water Conservation and Responsible Chemistry. Our goal to motivate our top-tier suppliers to have a business-relevant publicly-stated sustainability goal that's aligned with our five pillars by 2025 helps promote these priorities.

Check it out

Our Eco Actions website offers insights and ideas on how people can do their part in their homes and gardens to create meaningful change.



Eco Actions

We look for opportunities to help educate our customers on ways they can reduce their environmental impact through the projects they take on. Building on the progress we made with our Eco Options program, which we launched in 2007 and focused on helping customers identify products that have less of an environmental impact, we rebranded this program in 2021 under our new Eco Actions program. Our Eco Actions program provides our customers with the resources they need to take individual action on environmental issues.

Our Eco Actions website provides customers with regularly updated content, insights and ideas from innovative partners to inspire sustainable action. The website has a page for each of our environmental pillars to educate customers about the issues we prioritize. Our Eco Action's growing library of sustainable DIY content includes resources on:

- Installing resource-efficient equipment and appliances
- Winterization techniques for homes to save energy
- Organic and water-saving lawn care strategies
- Recycling resources for common household items

Leading Sustainability in Home Improvement

THE HOME DEPOT ECO ACTIONS

ENERGY STAR Appliances, Windows, Doors and Lighting

WaterSense Bath Faucets, Shower Heads and Toilets

Safer Choice Cleaners

Smart Home Upgrades

As our customers build, operate and renovate homes, their product choices can significantly reduce residential carbon emissions. We help our customers make energy-saving home upgrades that can bring savings on energy costs while making a positive environmental impact.

We have set several goals focused on helping customers save on energy costs through a variety of product-related activities, which includes our SBTi-validated target to reduce emissions from the use of products we've sold by 42% by 2030, from our 2020 base year. Read more on page 23.

ENERGY STAR Products

Thanks to our partnership with U.S. Environmental Protection Agency's ENERGY STAR program, we sell ENERGY STAR-labeled products. These labels identify products that are more energy-efficient than standard products of their class. This way, customers can quickly compare the energy efficiency of different products, like home lighting, appliances and equipment.

Home Winterization

The U.S. EPA estimates air sealing and insulation improvements can save homeowners approximately 11% on their home heating and cooling costs. We have added information on winterization strategies to our Eco Actions website to help our customers learn ways to prevent air leaks throughout their homes in attics, garage doors, windows, air ducts and other parts of the home typically built with low insulation.

Smart Home Strategies

Customers can learn how to choose and install smart thermostats, tankless water heaters, solar-powered garden lighting and other techniques to minimize excess energy use. We recommend these technologies and clearly identify the benefits or energy savings potential on our Eco Actions website. For instance, tankless water heaters are up to 30% more energy-efficient than traditional natural gas water heaters.

Battery-Operated Equipment

As more of the national energy grid converts to renewable energy sources, our customers can reduce their carbon emissions footprint at home by choosing electric-powered equipment. We give advice on our Eco Actions website about how to care for and maintain battery-powered handheld tools charged by lithium-ion batteries. We also share the additional benefits of these tools, such as their cordless, low-volume design.

To expand our range of available rechargeable battery technology, we recently set a goal to have 85% of U.S. and Canada's in-store and online sales of outdoor power equipment run on rechargeable battery technology by the end of 2028.

Solar-Power Installation

According to the Solar Energy Industry Association, in 2023 the U.S. solar market installed 32.4 gigawatts (GW_{dc}) of capacity, a 51% increase from 2022. Solar energy now makes up more than half of new generating capacity for the first time. Residential solar power also set an annual record with 6.8 GW_{dc} installed in the U.S., increasing 13% compared to 2022.

We aim to support the continued growth of the residential solar market by making home solar panels more accessible to our customers, which enables them to produce their own renewable energy for use throughout the home.

In 2023, The Home Depot offered solar panel and home battery storage sales and installation services from our stores. Approximately 5,700 U.S. customers purchased solar systems at The Home Depot in 2023.

The solar energy systems from our suppliers can also send excess power from customers' homes back to the electric grid. That enables an entire community to benefit from solar power.



Did you know?

We partner with suppliers to offer our customers fully electric power equipment which are safer, deliver significantly lower emissions and are quieter than traditional gas-powered equipment.

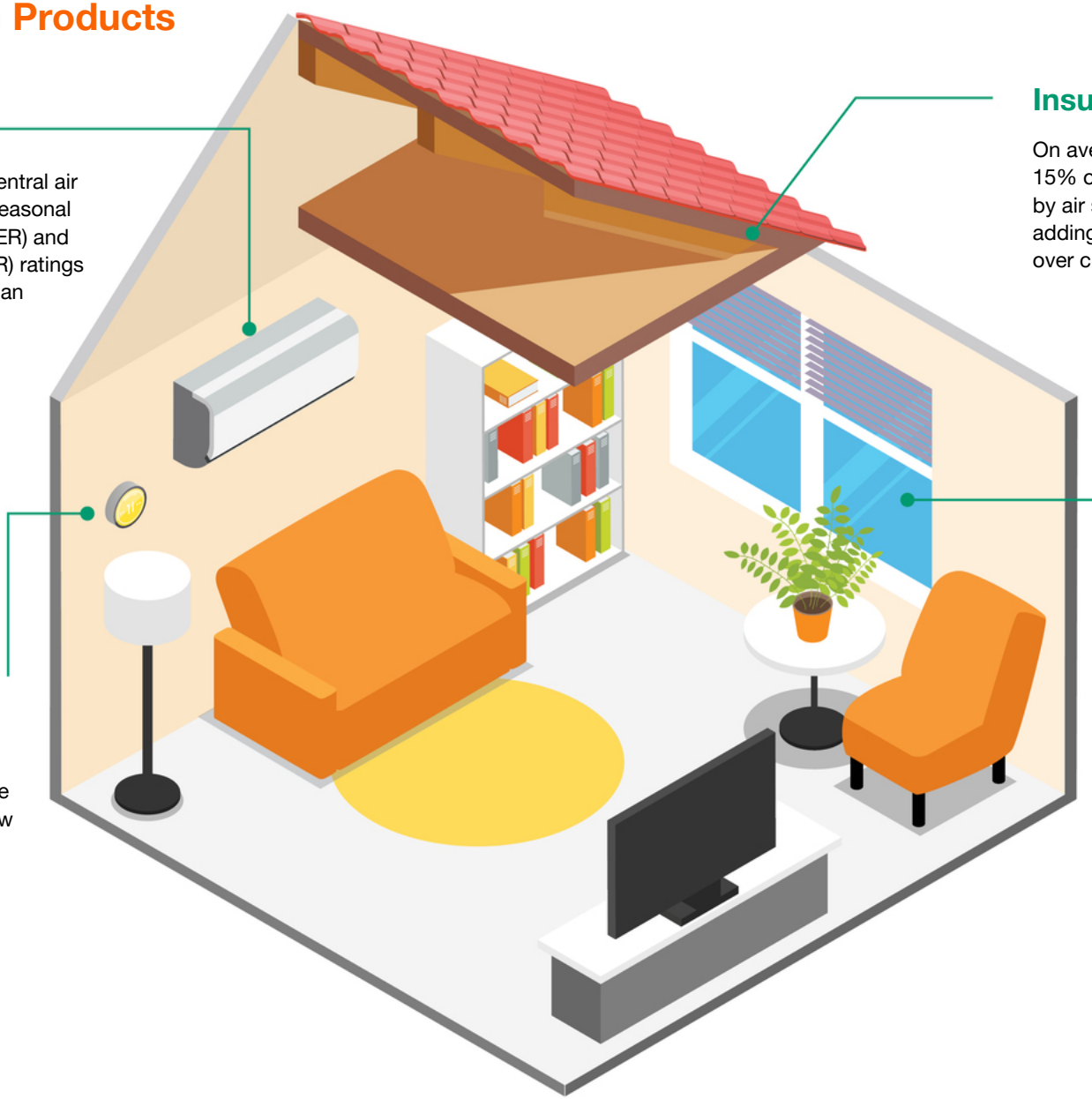
Energy-Saving Products

HVAC

ENERGY STAR-certified central air conditioners have higher seasonal energy efficiency ratio (SEER) and energy efficiency ratio (EER) ratings and use 8% less energy than conventional new models.

Insulation

On average homeowners can save 15% on heating and cooling costs by air sealing their homes and adding insulation in attics, floors over crawl spaces and basements.



Smart Thermostat

ecobee®, who was named ENERGY STAR partner of the year for the third year in a row in 2023, offers products like the Smart Thermostat Premium, which can help homes save up to 26% on heating and cooling costs.

Windows

Upgrading to ENERGY STAR-certified windows lowers household energy bills by an average of 12%, in addition to improving home comfort.

From Forestry to Gardening

As we discuss on page 51, sustainable forestry is an important component to our supply of wood products and building supplies. Our commitment to biodiversity also extends to many of the gardening products that we offer.

We promote sustainable ecosystems by encouraging our customers to adopt responsible gardening products and methods. Our partnerships with local growers enable us to offer healthy, environmentally beneficial plants and support businesses in the communities we serve.

The Home Depot partners with our growers and suppliers in advance of each growing season to offer trees, blooms and edible plants that support local environments and pollinators. Our gardening product offerings are informed by our understanding that backyards, balconies and patios are well-being retreats for our customers and mini-ecosystems that have an impact on their surroundings.

Check it out

See our assortment of organic soils, seeds, plants and more at homedepot.com. Plus, find helpful videos and how-tos to get started with organic gardening.



Growing Organic

We offer a variety of organic, non-GMO vegetable and herb plants grown according to methods approved by the U.S. Department of Agriculture (USDA) National Organic program. Only products that have been certified as meeting the USDA's organic production and handling standards may carry the USDA Organic seal.

Native Plants

Our growers work closely with U.S. states' departments of agriculture to identify invasive plants that may threaten local native plants.

Supporting Local Growers

We are proud to partner with more than 130 plant growers who balance the impact of their production with local environmental issues and growing conditions in their regions.

Did you know?

We partner with companies like ScottsMiracle-Gro™, who lead the industry in innovative sustainable gardening products. By partnering with ScottsMiracle-Gro, we are able to provide our customers with products that are designed to use less water and offer organic and natural gardening alternatives.





Rental, Recycling and Compost

Circularity is important not only to The Home Depot operations and supply chain, but also in our products and services for customers. That's why we support a number of opportunities that help customers implement circular economy principles in their daily lives. Learn more about Circularity here.

Tool Rental

The Home Depot has been renting tools to customers since 1995. In 2023, we had more than 8.4 million tool rental transactions. Our tool rental program, popular for both our DIY and Professional customers, supports a circular economy by extending the life of tools through sharing, repair and routine maintenance.

Recycling and Compost

At the front of The Home Depot stores, we provide drop-off recycling bins with specialized services, depending on the region and our various partnerships. A few examples are our rechargeable battery recycling partnership with the nonprofit recycling program Call2Recycle, plastic garden pot recycling with East Jordan Plastics and compact fluorescent light (CFL) bulb recycling with US Ecology and Clean Earth.

In addition to offering recycling stations to customers, we also sell a wide range of products made from recycled materials as well as materials that customers can recycle. We sell insulation made from recycled EPS, decking from recycled shrink wrap and fully recyclable paint cans.

Composting

The Home Depot supports composting by selling the necessary bins and supplies as well as providing learning resources on our Eco Actions website, so customers can practice composting in their own homes, lawns and gardens.

In addition to promoting customer compost, we also sell nutrient-rich compost across our Pacific Northwest stores, which is produced from composted organic materials collected at our stores. We accomplish this closed-loop production thanks to our partnership with the composting company Cedar Grove.

Water-Saving Systems

Customers of The Home Depot have significant opportunities to minimize their water use at home through a number of DIY projects we encourage on our Eco Actions website.

WaterSense

Customers can quickly identify water-saving faucets, shower heads and appliances that carry the WaterSense label. These products have a lower-flow design, to tap the right amount of water needed for various applications. We also support related water-saving Eco Actions by educating customers how to fix leaky faucets on our Eco Actions website. Learn more about our water conservation efforts here.

Gardening Irrigation

Customers can see water-saving systems in action at our Home Depot stores, where we install drip irrigation and catchment systems to conserve water. On our Eco Actions website, we educate our DIY customers how to design and build water-saving systems for their own gardening and lawn care at home.

Safe Home Environments

In partnership with stakeholders throughout our supply chain, we are committed to offering products that are safer for our customers to use in their homes.

Our Responsible Chemistry environmental pillar is an important part of promoting the safety of all of our home furnishings and products. In 2017, we published our Chemical Strategy to encourage the exclusion of certain chemicals from paint, flooring, insulation, household cleaning and paint removers.

Cleaning Product Labels

The Home Depot offers environmentally preferred cleaners that carry third-party certifications validating their eco-friendly claims. Cleaning products that are non-toxic, biodegradable, free from harmful chemicals, plant-based and not tested on animals allow our customers to achieve clean and more sustainable homes.

Identifies products that use safer chemical ingredients without sacrificing performance

Identifies products that meet emissions standards for helping reduce indoor air pollution and risk of chemical exposure

Certifies no animal testing in manufacturing

Certifies manufacturers' commitment to improving what products are made of and how they're made

Ensures a USDA-verified amount of renewable biological ingredients

Certifies environmental stewardship, social responsibility and quality

Indoor Air Quality

People in the U.S. spend 90% of their time indoors on average. The U.S. EPA estimates that some air pollutants are found in concentrations two-to-five times higher indoors than outdoors. We sell high-performance air filters and ENERGY STAR rated air purifiers to help customers improve their health and comfort at home and remove dangerous mold and particulate matter from the air they breathe.

Spotlight

ECO-FRIENDLY CLEANING PRODUCT SPOTLIGHT

OdoBan® 3-in-1 Carpet Cleaner is three products in one: a traffic lane pre-treatment, extraction cleaner and an effective deep cleaner for carpets through the use of safer ingredients. U.S. EPA Safer Choice certified and exclusive to the Home Depot.





Strengthen Our Communities

Our Core Values shape our commitment to making the communities we serve stronger and more resilient. Our community partnerships, investments, training and volunteering programs demonstrate our values.

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STRENGTHEN OUR COMMUNITIES

The Home Depot focuses our involvement and support within our communities on our Core Values of Giving Back and Respect for All People. We aim to strengthen our communities by pursuing programs targeted around four main priorities that support our broader purpose.

Diversity: We commit to promoting diversity and inclusion through community partnerships and our Supplier Diversity program.

Veterans' Needs: We support veterans who have served the U.S. with a focus on affordable and safe housing for veterans, family benefits, transition programs and post-service careers.

Natural Disaster Response: Communities in disaster-prone areas require support to rebuild and repair damage after experiencing losses. Our programs provide disaster preparedness, short-term response and long-term recovery through volunteering, financial support and distributing critical supplies.

Skilled Trades Training - Path to Pro: We commit to educating more people in the skilled trades and helping them find careers in the home improvement industry.

"Everything we do at The Home Depot goes back to taking care of people. Our culture centers around serving our customers, associates and communities in ways that change people's lives."

CRYSTAL HANLON,
Senior Vice President and Culture Officer



Our community involvement programs are led by three separate Home Depot participants, each fulfilling a unique role for community service:



- **Our Core Business:** The Home Depot engages its Tier I and Tier II suppliers to promote diversity and inclusion and supports suppliers who are aligned with and promote its Core Values.
- **The Foundation:** The Home Depot Foundation, a mission-driven charitable organization, provides support for veteran causes, pursues initiatives around its Path to Pro skilled trades training program and helps impacted communities with disaster relief.
- **Team Depot:** Our associate volunteer force multiplies our business and Foundation investments by allowing local associates to provide in-person aid.

COMMUNITY PARTNERSHIPS

We work with an extensive network of nonprofit organizations made up of thousands of local and national organizations to amplify our support to the communities we serve.

The Home Depot and The Home Depot Foundation partner with and invest in organizations whose programs align with our Core Values of Giving Back and Respect for All People, while the Foundation's efforts specifically focus on its three areas of support: U.S. veterans, communities impacted by natural disasters and skilled tradespeople training.

The Home Depot Foundation

The Home Depot Foundation works with a powerful network of nonprofit organizations to build, repair and enhance homes for veterans, train the next generation of tradespeople and provide relief to communities impacted by natural disasters. Some of our partners include:

- The American Red Cross
- Habitat for Humanity
- Home Builders Institute (HBI)
- Meals on Wheels America
- The National Coalition for Homeless Veterans (NCHV)
- Operation Blessing International
- SkillPointe Foundation
- Team Rubicon
- U.S.VETS
- Volunteers of America (VOA)

DEI

We partner with organizations that promote diversity, equity and inclusion through programming which enables us to deliver on our community commitments. Our local and national partners support our communities and include some of the following organizations:

- American Indian College Fund
- Ken's Krew
- Latin American Association
- National Association of Chinese Americans
- UNCF
- Urban League of Greater Atlanta

Talent Acquisition

We partner with many different organizations to help recruit talent across many levels of our organization from a broad range of communities. Some of our resources include:

- HBCU Career Development Marketplace program
- Hiring our Heroes
- Latinas in Tech
- Morehouse College
- National Society of Black Engineers
- Society of Hispanic Professional Engineers
- Society of Women Engineers
- Society of Women in Business and Women in Engineering
- Spelman College - Spelprenuer Program
- Women in Machine Learning
- Women in Technology

Government Relations

We engage with numerous political organizations to ensure that all voices are included in the political process. Key alliances include:

- Board of Latino Legislative Leaders
- Congressional Black Caucus Foundation
- Congressional Hispanic Leadership Institute
- National Black Caucus of State Legislators
- Women in Government Relations

2023 Retool Your School Program

About the Program

Since 2009, our campus improvement grant program has helped fund more than 200 projects benefiting nearly 72% of the nation's Historically Black Colleges and Universities (HBCUs).

In 2023, The Home Depot's Retool Your School campus improvement grant program marked its 14th year of commitment to HBCUs and the pivotal role they play in our higher education system.

The Home Depot also quadrupled its investment in 2023 by doubling its flagship campus improvement grants and by investing to support new grants focused on community projects and career resources for students in its Retool Your School program. As a part of the increased investment, our commitment will help prepare HBCU students to thrive in their future careers with new needs-based programs, including career workshops and innovation lounges that aim to help students explore entrepreneurship and career paths and to invest in their communities.

By the Numbers

$3,160,000
awarded in grants in 2023

30+
schools received $10,000-$150,000 each

200+
grants have been awarded since 2009 to fund a variety of campus improvement projects



Did you know?

As of 2023, The Home Depot has invested more than $8.4 million to update and upgrade HBCU campuses.

Spotlight

Innovation Lounge Grants and More

In 2023, The Home Depot invested in needs-based grants, such as innovation lounge renovations and community projects, to go beyond its flagship campus improvement grants.

In addition to creating spaces that will improve students' educational experience, these new investments seek to increase student collaboration, morale and success. The innovation lounges provide a workspace and atmosphere that mimics those found in modern tech and corporate workplaces because these spaces are proven to foster higher focus, creativity and performance.

"The Home Depot's commitment to HBCUs goes deeper than just financial support," said Molly Battin, senior vice president and chief marketing officer. "We recognize that HBCUs are fundamental to academic success and professional development in both the communities they serve and our nation as a whole. We're committed to preserving that incredible history and seeing that it continues to grow."

SUPPLIER DIVERSITY

Doing business with a diverse group of suppliers provides us with innovative products that create a competitive advantage and meet the needs of our customers.

At The Home Depot, we believe that a diverse supplier base makes us more competitive, fosters innovation and aligns with our Core Value of Respect for All People. We work to ensure fair and equitable purchasing practices across both merchandising and non-merchandising suppliers, while remaining our customers' advocate for quality and value. Since 2003, we have invested in and celebrated entrepreneurs through our Supplier Diversity program, which has helped drive innovation, create jobs and foster a positive impact in the communities we serve. In 2023, we accounted for approximately $3.2 billion of spend with diverse suppliers.

Investments like our Tier II program are designed to provide greater visibility of the spend from our direct, or Tier I suppliers, to the diverse businesses with whom they do business. We also partner with organizations that provide certification, education and opportunities for business development and networking.

Women's Business Enterprise National Council (WBENC)

National Minority Supplier Development (NMSDC)

Georgia Hispanic Chamber of Commerce (GHCC)

US Pan Asian American Chamber of Commerce (USPAACC)

Disability:IN

Greater Women's Business Council

The National Center for American Indian Enterprise Development

National LGBT Chamber of Commerce (NGLCC)

National Veteran Business Development Center (NVBDC)

Georgia Minority Supplier Development Council

United States Black Chambers, Inc. (USBC)

U.S. Hispanic Chamber of Commerce (USHCC)

Spotlight

DIVERSE SUPPLIERS: GROWING TOGETHER

The Home Depot's Supplier Diversity program includes women-, minority-, veteran-, LGBTQ+- and disability-owned business partners. We value a supply chain ecosystem that drives innovation, allows us to provide the best customer experience and creates economically healthy communities.

We are proud to partner with Prestige Maintenance USA, a woman-owned business led by Rachel Sanchez, CEO, and Jason Dinverno, COO, whose parents established the company in 1976.

Now with over 1,000 employees, Prestige Maintenance delivers scalable and consistent high-quality cleaning, preventative maintenance and building maintenance management services. Through their technology investments, Prestige Maintenance has also helped increase efficiencies around monthly inspections and the ability to make real-time work order changes.

LERMA/, a Hispanic-owned business founded by Pedro Lerma, has been a valuable partner of The Home Depot for 14 years. LERMA/ is an independent full-service creative agency whose team is dedicated to crafting insightful and culturally relevant communications to help reach across audiences.

Winner of Ad Age's Small Agency of the Year Award in 2022 and 2023, LERMA/ has helped The Home Depot create advertising campaigns that support our customer-backed focus and create ads that reach a broader customer base.

Most recently, LERMA/ supported our new partnership with the National Collegiate Athletics Association (NCAA) during the 2024 March Madness tournament.

OFFICIAL HOME IMPROVEMENT PARTNER OF MARCH MADNESS®



VETERAN SUPPORT

We are dedicated to giving back to U.S. veterans through our efforts to end veteran homelessness, create housing for our most critically wounded veterans and ensure our aging veterans have a safe place to call home.

The Home Depot Foundation

For more than a decade, The Home Depot Foundation has been honored to support the U.S. military veteran community. Through its commitment to serving U.S. veterans, the Foundation recently surpassed $500 million invested in veteran causes since 2011, meeting its previous financial commitment two years early. Following this achievement, the Foundation is growing its mission to serve those who served through an **updated commitment to invest $750 million in veteran causes by the end of fiscal year 2030.**

Giving back to veterans is part of The Home Depot's culture and aligns with our Core Values. Whether it's the veterans and military spouses in our workforce or those in our communities, we are focused on helping support the brave men and women who served our country.

The Foundation works to improve the homes and lives of veterans through its efforts to end veteran homelessness, build accessible homes for veterans catastrophically wounded in combat and improve existing veteran housing through critical home repairs.

In 2023, the Foundation provided more than $58 million in grants to veteran causes through nonprofit partners like Habitat for Humanity International, Volunteers of America and Jared Allen's Homes for Wounded Warriors. As part of the Foundation's recently announced expanded commitment to veteran causes, it, along with its partners, pledged in 2023 to enable more than 800 critical home repairs for veterans, provide more than 500 units of housing for at-risk veterans and support the construction of five new mortgage-free smart homes for combat-wounded veterans.

"Across the U.S., there are more than 35,000[20] veterans who face homelessness on any given night." said Erin Izen, Executive Director of The Home Depot Foundation. "The Home Depot Foundation works to ensure safe, affordable housing for our nation's homeless and combat-wounded veterans."

The Home Depot Foundation surpassed its commitment of

$500 million

invested in veteran causes since 2011, two years early

Team Depot

In 2023, Team Depot, The Home Depot's associate volunteer force, continued to partner with the Foundation to help improve the homes and lives of veterans, reaching approximately 1.6 million hours of service to veterans since 2011.

In honor of Veterans Day, the Foundation kicked off its 2023 Operation Surprise initiative once again to help provide life-changing moments of surprise through service to U.S. veterans and their families. Team Depot completed 360 projects, mobilized more than 11,000 Team Depot volunteers and helped the Foundation surpass $500 million invested in veteran causes.

Did you know?

Individuals who have served in the U.S. military continue to be overrepresented in the homeless adult population, based on estimates from the U.S. Department of Housing and Urban Development. In addition, the Housing Assistance Council estimates more than 3 million veterans live in inadequate housing. Through The Home Depot Foundation, Team Depot and our nonprofit partners, we have built, renovated and enhanced more than 60,000 veteran homes and facilities since 2011.

Military Careers



The Home Depot believes military veterans possess important qualities that align with our culture, including commitment, leadership and decision-making skills. This is why we have worked to develop programs to help veterans and their families continue to be part of a culture that takes care of each other and makes a difference.

Our veteran-focused programs and career opportunities have made The Home Depot an employer of choice for tens of thousands of veterans and have made us a Military Friendly employer for 20 years.

Learn more: careers.homedepot.com/military

Did you know?

In 2023, The Home Depot announced a partnership with the Army & Air Force Exchange Service and the Navy Exchange to offer tax-free major appliances to military customers. The branded showrooms are present in 85 Exchange locations across the country. Appliances are available for purchase through Home Depot's branded online page at shopmyexchange.com and mynavyexchange.com.

The Home Depot's Military Discount Benefit also continues to provide 10% off eligible purchases. It's available both in-store and online, and we extend it to all active U.S. military members and veterans, plus their spouses and Gold Star spouses every day, affirming the Company's commitment to serving the U.S. military community nationwide. More information is available at www.homedepot.com/military.

To learn more about our broader commitment to U.S. veterans, see Veteran Support on page 76.



Support Programs

Our transition support programs aim to attract and hire veterans whose unique leadership skills align with our Company's culture and values:

Military Fellowship Program: 12-week experiential program tailored to post-military careers in fields such as project management, cybersecurity, data analytics, supply chain and retail management, among others. Learn more at thd.co/fellowship.

Military Spouse Career Accelerator Pilot: 12-week fellowship sponsored by the Department of Defense provides hands-on professional training and mentoring to military spouses in the civilian workplace.

Mission Transition: A series of self-paced, online courses dedicated to supporting job seekers from the military community. The courses are filled with content, scenarios and language specific to experience found in a military career and are available at no cost to the public. Learn more at thd.co/missiontransition.



Spotlight

FOCUSING ON THOSE WHO SERVE

Military service members and military spouses are resilient, resourceful and team-minded. Supporting them is the right thing to do for our communities and our Company.

The Home Depot is committed to honoring those who actively serve and veterans of the United States military. Our focus on the military community and their families includes the tens of thousands of veterans and military spouses in our workforce. Through our Military Relations Team, we have created new ways to make The Home Depot an employer of choice for military members, veterans and their families.

Erik Caldwell, Vice President of Supply Chain Operations at The Home Depot is a U.S. Army Veteran. Erik leads a team focused across all distribution platforms with functional support such as engineering, maintenance, quality, automation, strategy and planning to help operations standardize their approach and reduce process friction in the field. The best sites do everything well with high levels of engagement, safety, service and productivity, and his team works to help translate this success across entire distribution platforms.

Erik joined the company in January 2023, leveraging his past experience as a senior leader at the two largest global logistics providers. He also brings with him knowledge from running supply chain and digital operations supporting several well known brands.

Prior to his successful business career, Erik served in the U.S. Army. After enlisting directly out of high school, he became a Combat Engineer and was deployed to Germany and Desert Storm as a team leader of a sapper squad. He then went on to attend the U.S. Military Academy at West Point, where he was commissioned as an Armor Officer and served for an additional six years.





"Over time, I still find myself thinking of roles as comparable to the military, 'that job is like a Company Commander position directly in charge of 120 associates' or 'that role is a lot like a brigade operations leader role supporting planning and execution for an organization of 4,000 people.'"

ERIK CALDWELL
Vice President of Supply Chain Operations

TRADES TRAINING: OUR PATH TO PRO PROGRAMS

The U.S. labor shortage in skilled trades directly impacts our industry and economy. We are committed to educating prospects in the skilled trades and helping them find careers in the home improvement industry.

We are committed to educating more people in the skilled trades and helping them upskill and find careers in the home improvement industry. With more than 400,000 open roles in the trades nationally, we can't tackle this work alone. Industry leaders like Home Builders Institute (HBI), Construction Ready, and SkillPointe Foundation are helping us prepare skilled people for these opportunities.

In 2018, The Home Depot Foundation launched its Path to Pro program, which provides training programs, scholarships and certifications to underserved groups in our communities, including youth and separating service members. In 2020, The Home Depot also launched a program to include more educational resources, coursework and job placement support. The expanded program now connects our network of professional customers with job seekers through the Path to Pro Network. These complementary programs combine our core business values and capabilities to address our stakeholders' needs while supporting the communities around us.

The Home Depot Foundation

The Home Depot Foundation's Path to Pro program has committed $50 million to train the next generation of skilled tradespeople and address the growing labor shortage in the U.S.

Since launching this program, the Foundation's trades-focused partnerships have introduced more than 210,000 people to the skilled trades and have trained more than 41,000 participants through programming available to youth, high school students, underserved communities and separating U.S. military.

In 2023, The Foundation granted more than $6 million to skilled trades training initiatives and launched new strategic partnerships. These include a brand new entrepreneurship program and will provide free, skilled trades training and scholarships for more separating U.S. service members, veterans, military families and high school students.

Military Program

The Home Depot Foundation's Path to Pro military program, in partnership with Home Builders Institute (HBI) and the Department of Defense's SkillBridge program, is offered on 10 U.S. military installations and provides exiting service members access to a free, 12-week program that provides industry-recognized pre-apprenticeship certification training (PACT) and OSHA 10 certifications. Over 3,000 transitioning service members have graduated from this 12-week program, ready to start a new career in the trades.

Youth Program

In partnership with HBI, the Path to Pro high school program offers PACT curriculum and hands-on experience to 11th and 12th grade students in schools across more than 30 states. The Foundation also partners with Construction Ready (formerly CEFGA) to provide K-12 trades training programs across more than 180 schools in Georgia.

Academy Program

Also in partnership with HBI, the Foundation supports the community-based Path to Pro academy program, which offers training and certification for adult populations. Path to Pro academies have successfully trained more than 1,600 students. Through several academies across the country, this partnership provides an innovative approach to filling the trades gap.

Scholarship Program

Through the Path to Pro scholarship program, The Home Depot Foundation and SkillPointe Foundation have awarded more than 385 scholarships for students nationwide to continue their education at a qualifying trades school or community college.

Check it out

PathtoPro.com outlines The Home Depot and The Home Depot Foundation's collective Path to Pro initiatives.

The Home Depot Business

Path to Pro: Connecting with a New Generation of Skilled Trades Professionals

With 40% of the construction workforce set to retire over the next decade, there continues to be an unprecedented demand for skilled labor nationwide. The Millennial and Gen Z generations had less individuals pursuing a career in the skilled trades, instead opting for post-secondary options like a 4-year degree. Less than 3% of young people today are interested in a career in the trades. In response, The Home Depot launched a multimillion-dollar national brand campaign in December 2023. The campaign targeted Millennial and Gen Z audiences to compare the talent and dedication of skilled trades professionals to that of professional athletes in the featured commercial spot, "Going Pro." The campaign successfully drove critical awareness of skilled trades among younger generations, breaking down stereotypes that prevent new individuals from ever entering the construction industry. The Home Depot is helping future tradespeople build their careers through the Path to Pro program. Learn more at pathtopro.com.

Bringing Language Accessibility to PathtoPro.com

Since 2021, pathtopro.com has served Student, Parent, Advisor, Military and Pro audiences by providing Skilled Trades career resources, free training and job connection opportunities. In 2023, the entire site launched in Spanish to serve more than 30% of the skilled trades industry who are native Spanish speakers. Additionally, downloadable resources and guides are now available in English and Spanish for those seeking more information about careers in the trades. All Path to Pro Network user guides were published in Spanish to help more users access the experience, and new language options were added for jobseekers to feature on their profiles for hiring Pros.

Diversifying Coursework in the Path to Pro Skills Program

The Path to Pro Skills Program offers free, on-demand training options for those interested in pursuing and growing a career in the skilled trades. In 2023, all Skills program training curriculum was translated to Spanish to accommodate Spanish-speaking learners. New curriculum for Paint and Respiratory Safety was introduced in 2023 along with the Trades Toolbox series, a multipart learning opportunity showcasing exclusive interviews, trade career insights and tips and tricks from Home Depot Pro customers.

Enhancing the Jobseeker and Pro Experience Through the Path to Pro Network

The Path to Pro Network is a free jobseeker marketplace created to connect skilled tradespeople to hiring trades professionals in the construction and home improvement industries. We made enhancements to both the Pro and jobseeker network experience to facilitate posting and applying for trade jobs. There are now tens of thousands of skilled trades candidates with profiles in the network.



DISASTER RELIEF & RESPONSE

The Home Depot is committed to providing disaster relief and response in line with our Core Values of Doing the Right Thing and Giving Back.

Both our Team Depot volunteers and The Home Depot Foundation provide disaster relief support in various ways. Our volunteers provide services and donate their time off to assemble disaster relief kits and distribute them to communities in need. Volunteers located near disaster relief sites and from neighboring areas also give their time and energy to help remove debris and clean up their local communities after catastrophes.

The Home Depot Foundation invests in disaster relief efforts by partnering with nonprofits to target preparedness, short-term relief and long-term recovery initiatives to build community resilience. The Foundation also invests money to target immediate needs for communities following disaster events.



Team Depot

For thirty years, Team Depot has helped communities prepare for and recover from devastating natural disasters. In their effort to provide short-term response and long-term aid to communities impacted by natural disasters, Team Depot volunteers work tirelessly to help the communities where our associates and customers live. Whether it was helping get much needed emergency supplies to those who were impacted in the wake of Hurricane Idalia or investing in long-term recovery by renovating homes devastated by Hurricane Ian, these associates demonstrate our Core Values.

Immediately following a tornado outbreak in early 2023, which impacted several states across the southeastern U.S., Team Depot volunteers worked with first responders and local organizations to distribute essentials and clear debris. Team Depot volunteers continued to support these communities' recovery efforts by building disaster relief kits, distributing food and supporting cleanup efforts across more than 14 cities.

Team Depot also continued its annual practice of marking the start of hurricane season by building thousands of disaster relief kits to restock Home Depot distribution centers in Georgia and Texas. Disaster relief kits pack essential items like garbage bags, paper towels, cleaning supplies, hand sanitizer, gloves and N95 masks to be distributed at a time when they are most needed.

The Home Depot Foundation

With the help of Team Depot and many other nonprofit partners, the Foundation is able to provide critical support, resources and relief supplies to communities in need, while our merchandising, supply chain and operations teams move necessary product and equipment to stores in disaster strike zones, and our stores often become command centers for first responders and relief agencies. Each year, the Foundation prepares before disaster strikes by pre-stocking nonprofit partner warehouses and Home Depot distribution centers with relief supplies for quick deployment in the immediate wake of a storm.

In 2023, The Home Depot Foundation invested more than $8 million in disaster relief nonprofit partners for annual operational support, early load-in of disaster response products, disaster relief kit distribution, prompt relief efforts and long-term recovery efforts.

This included the Foundation's commitment of up to $500,000 to support immediate relief and long-term recovery efforts following the deadly wildfires in Maui and committing up to $250,000 to support short-term disaster relief and long-term recovery efforts in communities impacted by Hurricane Idalia.

Did you know?

Team Depot volunteerism goes beyond disaster relief. In April 2023, National Volunteer Month, more than 7,000 Team Depot volunteers participated in over 260 service projects across the country.



Responsible Business Practices

We understand our responsibility to behave ethically, to understand the impact we have on people and communities, and to fairly consider the interests of a broad base of stakeholders.

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CODE OF CONDUCT

Doing the Right Thing is embedded in our culture. It applies to how we serve customers, give back to communities, support our people and conduct our business.

Our Business Code of Conduct and Ethics provides straightforward information about The Home Depot's operating principles and offers tools to help associates make decisions that align with our ethical and legal obligations. The code applies to associates worldwide, and the Company expects them to comply with the code and with all applicable laws and regulations in countries in which we do business. In particular, the code outlines The Home Depot's ethical and legal standards in these areas:

- Safety
- Labor and employment
- Conflicts of interest
- Antitrust and fair competition
- Confidentiality, privacy and information protection
- Protecting the Company's assets and intellectual property
- Insider trading
- Financial integrity and reporting
- Records retention
- Environmental responsibility
- Foreign Corrupt Practices Act (FCPA) and anti-bribery compliance
- Political activity
- Government contracting

We empower associates to speak up when our ethical standards are not being met. We encourage them to voice concerns, express doubts, discuss problems and ask questions. In addition to sharing concerns with any member of their management team or a human resources partner, associates can report ethical or legal concerns to our Associate AwareLine, a 24/7 hotline. Reports can be made via thdawareline.com or through a live operator available in local languages. Associates may remain anonymous when reporting concerns.

Associate AwareLine: 1-800-286-4909

Reports are handled using a case management system. We have a long-standing policy that prohibits retaliation for making a report.

We also provide ways for suppliers, vendors, service providers and their workers to report concerns when they think our Home Depot values or compliance with the law may be compromised. Workers in countries from which we source goods may submit anonymous reports via thdsupplieralertline.com.

Supplier AlertLine

In addition, our Supplier AlertLine is answered by a live operator 24/7 in these countries:

- **U.S. and Canada:** 1-800-435-3152
- **Mexico:** 001-888-765-8153
- **China:** 400-8-801-045
- **India:** (Access Code) 000-117 (Dial) 800-435-3152
- **Vietnam:** (Access Code) 1-201-0288 or 1-228-0288 (Dial) 800-435-3152



RESPONSIBLE SOURCING AND HUMAN RIGHTS

We support suppliers that take action toward maintaining our collective commitment to human rights and safety in our supply chain.

Our values of Doing the Right Thing, Respect for All People and Taking Care of Our People are at the center of our Responsible Sourcing program. The Home Depot and our affiliates, divisions and subsidiaries respect and support the dignity, well-being and human rights of our associates, the workers in our extended supply chain, the communities in which we live and those affected by our operations.

For over 20 years, our Responsible Sourcing program has helped us assess and manage the many aspects of our supply chain oversight and support our efforts to conduct our business in a responsible and ethical manner. We engage our suppliers across many areas of compliance, including but not limited to: laws and regulations, child/forced labor, compensation and freedom of association. We require suppliers to produce products in factories that adhere to our responsible sourcing standards, and we report on our progress in our annual Responsible Sourcing Report.

Our Responsible Sourcing Standards establish the requirements that our suppliers must meet in order to conduct business with The Home Depot and mandate that suppliers and factories abide by all applicable international and local laws, rules and regulations in the manufacturing and distribution of merchandise or services provided to us. We conduct audits of factories around the world to ensure compliance with our responsible sourcing standards.

We also place additional focus around higher-risk commodities, demographics and regions. As part of this approach, we monitor current trends in the domestic and international labor markets to identify growing risk areas in our supply chain and update our standards and audit practices based on any new trends.

Since early 2019, we have significantly expanded the language in our Responsible Sourcing Standards to address forced labor and the enforcement mechanisms to ensure the standards are met.

- We updated and expanded our standards, which prohibit all types of forced labor (including forced, bonded or indentured labor, prison labor, slavery, or human trafficking).
- We also updated our standards to provide specific requirements regarding workers' freedom of movement, hiring practices, ability to terminate employment, access to identity or immigration documents and payment of recruiting fees.
- In addition, we also added a fine structure to our policy and included ways to identify forced labor indicators as part of our regular audit process.

Further, in late 2021, we started taking additional steps to reinforce the forced labor compliance aspects of The Home Depot's Responsible Sourcing program and to help us ensure the product we sell is free from forced labor and comply with all applicable regulations. We created a cross-functional, advisory Forced Labor Working Group to oversee our forced labor compliance strategy. As part of that strategy, we are working closely with suppliers to conduct risk-based mapping and tracing of our supply chain. We also continuously monitor external reports and regulatory developments to stay abreast of geographic-, entity- and product-specific risks related to forced labor and to proactively identify and address specific risks that may exist in our supply chain. We hold suppliers accountable with expanded contractual requirements, certifications and audits, increased communications and training, and enhanced due diligence on high-risk supply chains requiring timely mitigation of any identified forced labor risk. We also conduct ongoing screening of our suppliers against sanctioned and listed entities.

Our forced labor standards are based on the code of conduct developed by the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains. Suppliers must maintain on-site documentation that demonstrates compliance with our responsible sourcing standards. They also must allow Home Depot associates and/or representatives full access to production facilities, worker records, production records and workers for confidential interviews in connection with monitoring visits. We expect our suppliers to promptly correct any noncompliance, starting with timely preparation and presentation of a corrective and preventative action plan. We also re-audit supplier facilities, with the frequency depending on their performance in prior audits.

If suppliers fail to improve or are unwilling to comply with our Responsible Sourcing Standards, we reserve the right to terminate our business relationship with them. Equally important, we support factories that take action to create lasting social and environmental compliance programs. We encourage suppliers and factory workers to communicate concerns via processes outlined in our corporate Supplier Manual.

Responsible Sourcing Starts at the Top

Board of Directors and/or Board Committee provides general oversight, receives annual progress report on and reviews results of the annual internal audit of the Responsible Sourcing program

Executive Leadership Team sets the tone for our ethical standards and provides oversight and guidance, as needed

Management is responsible for owning and managing risks and implementing actions to ensure responsible sourcing objectives

The Home Depot's Global Sourcing Offices work with our supply chain to ensure compliance with our standards

The Home Depot's Responsible Sourcing Team includes dedicated associates focused on ensuring factories adhere to our standards

Third-party Auditors conduct our responsible sourcing compliance audits

Internal Audit associates conduct annual audits to ensure our responsible sourcing program is effective and operating as expected

By the Numbers

1,400+
factory audits and more than 1,600 follow-up visits **conducted in 32 countries** under our Responsible Sourcing policy in 2023

200+
factories audited for compliance at peak production

~90
subcontractors audited in 2023



Did you know?

The Home Depot works with our suppliers to ensure they implement responsible sourcing and encourage their smelters to obtain "conflict-free" designations. As detailed in our **Conflict Minerals Report** for the year ended December 31, 2023, our efforts focused on collecting and disseminating information about the sourcing practices of our suppliers.

100% of our in-scope private-brand and proprietary-product Tier 1 suppliers participated in our efforts to collect conflict minerals information.

GOVERNMENT RELATIONS

We are guided by our Core Values when participating in the political process and recognize that we may need to balance competing interests when evaluating laws that impact our business.

We actively participate, and encourage our associates to participate, in the political process. Our Political Activity and Government Relations Policy provides the framework for our political activity. We engage in three key ways:

- Our Government Relations team protects and expands our Company's ability to take care of our associates, customers and shareholders through effective regulatory and legislative action. Our Government Relations team members work to optimize the government's impact on the business through effective lobbying, relationship building and political engagement.
- We have a political action committee (PAC) that connects our salaried associates to the political process and pools their personal contributions to financially support pro-business candidates who understand issues of importance to The Home Depot and our associates. As a long-standing practice, we do not contribute to presidential campaigns or endorse presidential candidates.
- The Home Depot supports trade associations that advocate on behalf of the business community and retail sector and reports annually the aggregate dues paid to those associations that engage in lobbying activities.

When deciding where we want to focus our advocacy, these are some of our top priorities:

- **Creating Economic Growth** by making sure we have a say in laws that encourage job creation, support a healthy housing market, promote the use of innovative products and effect flexibility and career growth for associates.
- **Supporting a Strong, Secure and Sustainable Supply Chain** by advocating for funding for traditional infrastructure as well as a global trade framework to bring quality products at low prices to consumers.
- **Encouraging Fair Competition** by promoting a level playing field for all retailers to follow the same rules on taxation, privacy, accountability and transparency.
- **Combating Retail Theft** by supporting the passage of laws across the country to fight organized retail crime, which not only is a safety issue for all retailers, but also feeds other crimes in our neighborhoods.
- **Building Strong Private-Public Partnerships** to ensure high-skilled trades jobs have a robust applicant pool, and continuing to invest in our communities during natural disasters and other times of need.



Our Government Relations team carefully analyzes our engagement activities, trade association partnerships, and political contributions, guided by our top priorities and our eight Core Values. Our political donations are made to promote The Home Depot's interests, not based on the private political preferences of our executives or directors. We may not agree with every position taken by a candidate, elected official, or trade association we support, and a contribution to any individual or organization should not be taken to mean agreement with every position taken by that individual or group. However, we use several business-focused criteria and our Core Values to make decisions that will allow us to have a seat at the table to engage, both on the issues on which we align and those on which we disagree, to support our business, associates and communities.

We may also be called upon to weigh in on issues that are not core to our business or critical to a majority of our stakeholders. We have a thoughtful process for determining if we should speak on a particular issue, which includes a risk analysis, careful deliberation, assessment of business impact and consideration of alignment with our Core Values.

Check it out

Learn more about the steps The Home Depot takes to ensure we are responsible and transparent participants in the political process and how we encourage our associates to do so, as well.

Path of the PAC Dollar

Our PAC connects salaried associates to the political process and pools their personal contributions to financially support pro-business candidates who understand issues of importance to The Home Depot and our associates.

1. **Prepare**
   Eligible associates voluntarily choose to join The Home Depot PAC.
2. **Package**
   All participating associate contributions are pooled.

   ~$2,410,000 contributed to candidates and their leadership PACs in 2023

   ~15,000 individual contributors in that election cycle
3. **Quality Assurance**
   Our Core Values drive all of our strategic decisions inside our Company, and we build relationships with elected officials who help enable our ability to implement those strategies to the benefit of our associates, customers, shareholders and communities. Here are the primary, business-focused criteria the PAC considers when deciding which candidates to support:
   - Service on key committees important to The Home Depot
   - Favorable position on one or more legislative issues that align with The Home Depot's business objectives
   - Service in a current or potential leadership position within political or elected office
   - Location of a Home Depot facility in the candidate's district
   - Industry support from business and retail organizations
4. **Distribute**
   PAC funds are distributed to candidates and their leadership PACs.
5. **Connect**
   We work to build relationships with lawmakers who are well positioned to legislate on issues important to The Home Depot and our associates.
6. **Assess**
   Legislators make informed decisions on issues affecting our Company.

Oversight of Our Political Activity

Our Government Relations team, led by a vice president who reports to our General Counsel, manages our political activity. The team carefully analyzes our engagement activities, trade association partnerships, and political contributions for alignment with our key priorities, guided by our Core Values.

The Government Relations team is responsible for ensuring all PAC and corporate political contributions are made in accordance with the law and Company policies. The team participates in regular trainings and performs routine reviews to monitor compliance.

The NCG Committee of our Board of Directors provides additional oversight, conducting an annual review of our Political Activity and Government Relations Policy, the Company's political contributions, payments to trade associations that engage in lobbying activities, and the Company's support of ballot initiatives.

The NCG Committee must approve in advance any public advertisement directly or indirectly paid for by the Company that expressly advocates the election or defeat of a candidate in which The Home Depot is identified specifically as an advocate of such election or defeat. To date, the Company has not made any expenditure for such electioneering communications, and has no present plans to make any such expenditures.

The Home Depot PAC's finances, governance and communications are governed by a PAC Board. The PAC Board is chaired by the vice president of Government Relations and is made up of representatives from each functional area of the business and each field division to ensure a wide range of experiences and perspectives.

We provide transparency in our actions by publishing an annual report of the Company's political contributions and the aggregate dues paid to trade associations that engage in lobbying activities, and any independent political expenditures by the Company supporting or opposing ballot initiatives and contributions to ballot measures committees. We list trade associations to which our Company makes yearly payments of $5,000 or more, and our PAC contributions are publicly available on the Federal Election Commission website. In 2022, we enhanced this report by adding disclosure regarding the Company's support of ballot initiatives and nonprofits organized under Section 501(c)(4) of the Internal Revenue Service Code.

Following the continued enhancements to our Political Activity and Government Relations Policy and our disclosures in recent years, we were elevated to the First Tier of the CPA-Zicklin Index of Corporate Political Disclosure and Accountability, which seeks to measure electoral spending transparency and accountability among the largest public corporations in the U.S.



Did you know?

The Home Depot has an interactive **Economic Impact map** that highlights the importance of its business in communities around the country. The Economic Impact map, which was created in collaboration between our Government Relations, Tax and Strategic Business Development teams, along with PwC, includes information about employment numbers, taxes and community involvement. The map gives a state-by-state breakdown so that customers and associates can easily see the impact in their communities.

CORPORATE TAXES

We Do the Right Thing for our associates, shareholders and communities by ensuring we pay our fair share of taxes and manage them transparently.

Taxes are a significant component of The Home Depot's economic contribution to the countries, states and local communities in which we operate. Our commitment to our Core Values informs how we approach taxes. Responsible management of The Home Depot's taxes includes:

Business Alignment

Our corporate entity structure reflects the alignment with our commercial activities to ensure that we pay our fair share of tax commensurate with our business's geographical footprint and operations within a jurisdiction. Additionally, we seek and claim tax incentives that:

- Align with our business
- Are consistent with the statutory or regulatory framework
- Drive economic development and job creation in the communities where we operate

Accountability & Governance

The Finance Committee of the Board of Directors oversees tax strategy. At least once a year, Company leaders report to the Finance Committee regarding our approach to managing taxes. Learn more about our Corporate Governance structure on page 18.

Risk Management

We identify and manage risks associated with taxes, including:

- Legislative uncertainty
- Reputational risk, including that a tax position taken by the Company may not be consistent with our guiding principles or may expose the Company to negative publicity
- Scarcity of talented tax professionals to recruit and hire as associates

Compliance

We comply with tax laws in the jurisdictions in which we operate, including reporting and paying our taxes in a timely manner by:

- Employing appropriate resources and controls to ensure that our tax reporting is accurate and complete
- Supporting audits of our tax reporting and control environment by our internal control team and independent, third-party auditors, as required for publicly traded companies
- Seeking reasonable interpretations of laws where there may be ambiguity
- Engaging proactively and transparently with tax authorities, when appropriate, to seek clarity, guidance or agreement on tax positions



Stakeholder Advocacy

We actively engage with federal, state and local governments; tax authorities; trade associations; and other business groups to advocate for policies that align with our approach to tax management, including the ways we:

- Support tax policies that drive a vibrant, competitive and growing economy allowing continued meaningful investments in our company and our people, which also supports economic development in the communities where we operate
- Staff our stores based upon revenue generated within the stores; thus, a strong economy that includes balanced taxation policy drives revenue that supports employment

"When The Home Depot opens in a neighborhood, we're committed to doing our part – whether that's helping people improve their homes, building careers for our associates and Pro partners, or contributing to our communities through the taxes we pay."

RICHARD MCPHAIL
Executive Vice President & CFO

Did you know?

As detailed in our fiscal year **2022 Economic Impact Report**, we contributed $215 billion to the U.S. economy through:

- Job creation in stores, distribution centers and offices
- $35 billion direct impact to GDP
- $60 billion of tax impact at the federal, state and local level

The Home Depot's 2023 Tax Payments[21]

$3.74 billion federal income tax

$730 million property taxes

$433 million foreign & territorial income tax[23]

$740 million other income & business taxes[24]

$827 million state income tax[22]

$9.90 billion sales taxes[25]

$4.68 billion payroll taxes[26]

$21.04 billion total

By the Numbers

The Home Depot paid **~1%** **of the total net corporate income taxes** collected by the U.S. government in 2023

Paid, in aggregate, **~1%** **of the total net corporate income taxes** collected by the 50 states and DC

Our Company files **~10,600** sales tax returns every year

We own, lease and pay property taxes on **3,100+** **buildings** worldwide, including stores, distribution centers and offices

DATA SECURITY & PRIVACY

We believe that ensuring a safe and secure digital environment is part of our commitment to deliver Excellent Customer Service.

We value and respect the privacy of our customers, associates, service providers and business partners.

Our approach to data security and privacy enables us to drive a collectively secure culture and reinforces our commitment to protecting privacy. Among other aspects of our program, we have:

- Robust and direct Board-level oversight
- Cross-functional committees comprised of senior and department leaders throughout our organization
- Accomplished teams of cybersecurity and privacy professionals
- Training and tools for all associates to help them stay informed and mitigate risks
- Multiple ways for our customers and associates to exercise their privacy rights

Policies

Information security and privacy policies are in place and are informed by regulatory requirements. These policies are reviewed periodically to ensure they remain aligned with current requirements.

Training and Awareness

Data security and privacy training and awareness are provided to all associates upon hire and on an annual basis, with additional customized, role-based training provided to targeted internal audiences. In addition, from time to time we conduct awareness campaigns to reinforce our new hire and annual training.

Governance

Our commitment to creating a safe and secure digital environment starts with the governance and oversight of our data security and privacy policies and strategy.

Board of Directors

- *At least annually*: Holds meeting dedicated to key data security and privacy topics such as:
  - risk identification and management strategies
  - customer, associate and business data protection
  - third-party assessments and testing
  - associate training
- *At least quarterly*: Receives updates (either directly or through an Audit Committee report-out) from senior IT leaders, including our Chief Information Officer (CIO) and Chief Information Security Officer (CISO), and the Chair of our Data Security and Privacy Governance Committee

Audit Committee of the Board

- Has primary responsibility for overseeing data security and privacy risks
- Receives at least quarterly updates (either directly to the Audit Committee or as part of a full Board update) from senior IT leaders, including our CIO, CISO and Chair of our Data Security and Privacy Governance Committee
- Receives periodic updates from our Chief Privacy Officer (CPO)

Data Security and Privacy Governance Committee

- Created to provide management-level governance of data protection, privacy and cybersecurity matters, including oversight of related risks, mitigation and incident response plans, awareness and training programs, and regulatory compliance
- Chaired by our Vice President, Internal Audit and Corporate Compliance and composed of a cross-functional team of senior leaders, including our CEO
- Generally meets quarterly, with support from the following committees:

Security and Technology Risk Leadership Committee

- Provides leadership and oversight of our cybersecurity program
- Chaired by our CISO and composed of additional Home Depot technology leaders, as well as a cross-functional group of representatives from other departments, such as Legal, Finance, Human Resources, Corporate Communications, Online, Marketing and Internal Audit and Corporate Compliance

Privacy and Data Governance Committee

- Provides leadership and oversight of our privacy and data governance programs
- Chaired by our CPO and composed of a cross-functional group across multiple departments

Cybersecurity Program

As cybersecurity attackers become increasingly more sophisticated, our program prioritizes threat mitigation, while focusing on maintaining the integrity and resiliency of our systems. We also continue to make investments to ensure our ability to identify, protect and detect security risks within our environment. In the event that we identify a security issue, we have defined procedures to respond and recover as quickly as possible.

Overseeing our efforts on a day-to-day basis is our cybersecurity team, led by our CISO. In partnership with industry-leading third parties, our cybersecurity team designs and implements data security and cybersecurity programs, risk assessments, monitoring and training.

Monitoring and Mitigation

- Throughout the year, internal and external groups conduct targeted audits and penetration tests.
- We engage an industry-leading third party to independently evaluate our cybersecurity maturity on an annual basis and perform a risk assessment, as well as to provide expertise as needed on various cybersecurity programs and issues.

Data Protection

- We have established data classification and retention policies focused on limiting the risk of unauthorized exposure of customer, associate and business data.
- Data protection strategies are in place and focused on data devaluation and data access monitoring.
- Sensitive data attributes are classified into domains with defined security expectations for data-at-rest and data-in-transit.

Vendor Security

- Our vendor risk management program works to classify service provider or business partner risk based on several factors, including, but not limited to, data type accessed and/or retained.
- Using a risk-based approach, diligence and security risk assessments are conducted for targeted service provider and business partner relationships.
- Where applicable, service providers and business partners are contractually obligated to protect restricted data provided by or received from The Home Depot.

Frameworks

- We leverage the National Institute of Standards and Technology (NIST) Cybersecurity Framework as the foundation of our cybersecurity program.
- We adhere to applicable Payment Card Industry Data Security Standards.



Privacy and Data Governance Program

The Home Depot values and respects the privacy of its customers and visitors. While operating our business and interacting with our customers, we collect, use and disclose personal information. We do so to process and fulfill orders, to improve our in-store and digital offerings, to create consistent in-store and digital experiences, to protect the rights and information of our customers and our Company, and for the other purposes disclosed in our Privacy & Security Statement. This statement also provides information about how we collect, use and share information we collect from our customers and visitors.

Privacy Principles

- Transparency - we are open and honest with how we use and disclose personal information.
- Control - we provide tools to help individuals exercise their rights.
- Security - we use industry-standard means to protect our websites and personal information.

Privacy Program Management

- Led by our CPO, our privacy legal organization facilitates our strategy; advises on privacy and cyber laws and regulations; assesses and mitigates risks involving personal information; and manages regulatory, associate and customer inquiries.
  - The Privacy team collectively holds multiple industry-leading privacy-related certifications and has over 50 years of relevant experience.
  - The Privacy team partners with stakeholders across the enterprise to develop, implement, and maintain policies, procedures, guidelines, and practices designed to operationalize The Home Depot's Privacy Principles.
- Privacy Champions are also embedded throughout the business to further increase awareness of privacy-related matters on a day-to-day basis.

Frameworks and Industry Partnerships

- We leverage industry-leading frameworks, including the NIST Privacy Framework, as the foundation of our Privacy program.
- We participate in the Retail Industry Leaders Association's Privacy Leaders Council.
- The privacy team maintains membership in the International Association of Privacy Professionals.

Customer Education and Empowerment

- The Privacy & Security Center page of our corporate website details how we use, collect and share personal information and how customers can find out more about the personal information we collect and their options to manage/limit the use of their information and exercise their privacy rights.





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ESG PERFORMANCE DATA

This chart highlights The Home Depot's key ESG metrics. All data reflects Home Depot's fiscal year, unless otherwise noted. For detailed diversity, equity and inclusion data, see pages 29-31.

Focus on Our People

ASSOCIATES	FY 2021	FY 2022	FY 2023
Underrepresented minority groups among new hires in the U.S.	57.3%	58.0%	57.9%
Women among new hires in the U.S.	35.7%	36.0%	34.3%
Success Sharing paid to associates	$739 million	$409 million	$206 million
Homer Fund assistance paid to fellow associates	$18.7 million	$21.2 million	$16.7 million
Lost time incident rate per 200,000 hours	1.23	1.16	0.96
Recordable incident rate per 200,000 hours	4.25	4.08	3.23

Operate Sustainably

CARBON EMISSIONS	FY 2021	FY 2022	FY 2023
CDP Climate Change score	B	A-	§[27]
Estimated reduction of customers' GHG emissions through the purchase and proper use of energy-saving products (MT CO_2e) (includes ENERGY STAR, 2.5 million MT in 2023)	7.5 million	5.8 million	4.8 million
Scope 1 GHG emissions (MT CO_2e)	642,000	597,000	628,000
Scope 2 GHG emissions, location-based (MT CO_2e)	1,007,000	960,000	1,033,000
Scope 2 GHG emissions, market-based (MT CO_2e)	992,000	792,000	733,800
Scope 3 GHG emissions (MT CO_2e)			192,934,000
Scope 3 GHG (Category 4) emissions (MT CO_2e)	3,035,000	3,696,500	1,367,000
Scope 3 GHG (Category 11) emissions (MT CO_2e)			128,526,000
Number of facilities with fuel cell energy source[28]	204	217	218
Fuel cell energy capacity for U.S. operations (MWac)	41	43	43

Operate Sustainably			
Solar energy capacity companywide, rooftop and off-site (MWac)	142	265	286
Wind energy capacity companywide (MWac)	62	112	112
Diesel used (MWh)	213,000	179,700	316,700
Electricity purchased (MWh)	2,935,500	2,720,600	2,801,000
Electricity generated (MWh)	300,600	283,100	273,000
Natural gas used (MWh)	2,601,500	2,518,500	2,629,000
Propane used (MWh)	280,200	249,500	270,500
Energy consumption within the organization (MWh)	23,199,480	21,656,880	23,043,600
GHG emissions intensity Scopes 1+2 (MT of CO_2e per billion U.S. dollars of revenue)	10,900	9,900	10,800
OPERATE SUSTAINABLY			
Reduction of kWh used by U.S. stores, year over year	-10.63%	-3.79%	-0.90%
Rechargeable battery recycling by all stores (pounds)	1,162,800	1,284,500	1,162,100
CFL bulb recycling (pounds)	514,200	460,200	345,800
Lead-acid battery recycling (battery cores)	204,300	180,700	150,800
Nonhazardous waste generated (MT)	1,048,500	1,058,600	1,232,800
Waste sent to landfill (MT)	728,300	738,200	768,100
Waste diverted (MT)	320,200	320,500	464,600
Waste incineration (pounds)	2,959,900	3,025,500	3,428,800
Fuel blending (pounds)	5,571,300	5,111,400	4,537,900
RESPONSIBLE SOURCING			
Combined factory audits and follow-up visits by The Home Depot	3,119	3,104	3,060
Product tests conducted by third parties[29]	26,900	28,000	20,900
Transit tests conducted by third parties	14,425	15,073	11,706
Pre-shipment product inspection visits	28,300	25,900	24,700
Expanded polystyrene (EPS) foam elimination (CF)	274,600	7,307,100	5,958,000
Polyvinyl chloride (PVC) film elimination (SF)	1,119,700	81,488,600	39,496,300

Operate Sustainably

PRODUCTS			
Number of restricted substance categories in Chemical Strategy	8	9	9
Energy-saving products offered in stores and online (includes ENERGY STAR, 16,000 in 2023)[30]	22,700	25,700	45,000
Energy-saving product sales (includes ENERGY STAR, $8.55 billion in 2023)[30]	$7.6 billion	$10.4 billion	$10.8 billion
Estimated annual customer savings from purchase and proper use of energy-saving products (includes ENERGY STAR, $455 million in 2023)[30]	$1.5 billion	$1.2 billion	$0.9 billion
Water-saving products offered in-store and online (includes WaterSense, 6,940 in 2023)[30]	8,100	7,500	8,980
Water-saving product sales (includes WaterSense, $1.79 billion in 2023)[30]	$1.8 billion	$2.0 billion	$1.9 billion
Estimated annual customer savings from purchase and proper use of water-saving products (includes WaterSense, $613 million in 2023)[30]	$895 million	$702 million	$662 million

Strengthen Our Communities

COMMUNITY			
The Home Depot spend with diverse suppliers[31]	$3.3 billion	$3.4 billion	$3.2 billion
The Home Depot Foundation grants	$66.7 million	$82.3 million	$86.4 million
Team Depot volunteer hours	84,000	270,000	329,000
U.S. political contributions by The Home Depot PAC	$2,447,000	$3,638,000	$2,410,000
U.S. corporate political contributions	$400,000	$550,000	$550,000

All monetary amounts are U.S. dollars.

CF = cubic feet
CO2 = carbon dioxide
CO2e = CO2 + other greenhouse gas emissions
GHG = greenhouse gas
kWh = kilowatt hours
MT = metric tons
MW = megawatts
MWac = megawatts of alternating current
MWh = megawatt hours
SF = square feet

GRI

Statement of use	The Home Depot, Inc. has reported the information cited in this Global Reporting Initiative (GRI) content index for the period January 30, 2023 to January 28, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard / Disclosure	Location
GRI 2: GENERAL DISCLOSURES 2021	
2-1 Organizational details	The Home Depot, Inc., a publicly traded Delaware corporation, listed on the NYSE under the ticker symbol "HD" Headquarters located in Atlanta, Georgia, USA **Form 10-K** pgs. 1-10, 23-24, **Corporate Website - About Us**
2-2 Entities included in the organization's sustainability reporting	***About This Report***
2-3 Reporting period, frequency and contact point	**Reporting period:** The report covers our 2023 fiscal year, which began on January 30, 2023 and ended on January 28, 2024. In some cases, we include data and information about programs and activities relevant to our ESG priorities that occurred in the 2023 fiscal year, as noted. **Reporting cycle:** Annual **Publication date of the report:** August 16, 2024 **Contact point for questions regarding the report:** investor_relations@homedepot.com
2-4 Restatements of information	***ESG Performance Data*** - Fiscal 2021 and fiscal 2022 data for combined factory audits and follow-up visits by THD and product tests conducted by third parties has been restated following a revision to our calculation methodology.
2-5 External assurance	Carbon data is independently verified by an external third party to a limited level of external assurance for Scope 1, 2 and 3 emissions data.
2-6 Activities, value chain and other business relationships	The Home Depot is the world's largest home improvement retailer based on net sales for fiscal 2023. ***Overview, Community Partnerships, Supplier Diversity, Responsible Sourcing and Human Rights***. In addition, as noted throughout our ***Operate Sustainably*** chapter, we partner with many of our suppliers to reduce the environmental impact of our products. **Form 10-K** pgs. 1-10
2-7 Employees	***Diversity, Equity and Inclusion*** **Form 10-K**, pgs. 6-8

GRI Standard / Disclosure	Location
2-9 Governance structure and composition	***Governance*** **Proxy Statement** pgs. 1-24 **Corporate Website – Investor Relations > Corporate Governance**
2-10 Nomination and selection of the highest governance body	***Governance*** **Proxy Statement** pgs. 1-24 **Corporate Website – Investor Relations > Corporate Governance: Corporate Governance Guidelines, Policy on Consideration and Evaluation of Board Candidates**
2-11 Chair of the highest governance body	**Proxy Statement** pgs. 1-2
2-12 Role of the highest governance body in overseeing the management of impacts	***Governance, Associate Safety, Responsible Sourcing and Human Rights, Government Relations, Corporate Taxes, Data Security & Privacy*** **Proxy Statement** pgs. 4-9 **Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters**
2-13 Delegation of responsibility for managing impacts	***Governance, Responsible Sourcing and Human Rights, Government Relations, Corporate Taxes, Data Security & Privacy***
2-14 Role of the highest governance body in sustainability reporting	***Governance***
2-15 Conflicts of interest	**Proxy Statement** pgs. 11-12 **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics, Corporate Governance Guidelines**
2-16 Communication of critical concerns	***ESG Priority Assessment, Code of Conduct*** **Proxy Statement** pgs. 8-9, 13-14 **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics, Corporate Governance Guidelines**
2-17 Collective knowledge of the highest governance body	***Risk Management, ESG Priority Assessment*** **Proxy Statement** pgs. 1-24
2-18 Evaluation of the performance of the highest governance body	***Governance*** **Proxy Statement** pg. 10 **Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters > NCGC Charter**
2-19 Remuneration policies	**Proxy Statement** pgs. 43-79 **Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters > LDCC Charter, Corporate Governance Guidelines**
2-20 Process to determine remuneration	**Proxy Statement** pgs. 43-79 **Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters > LDCC Charter, Corporate Governance Guidelines**

GRI Standard / Disclosure	Location
2-21 Annual total compensation ratio	**Proxy Statement** pgs. 74-75
2-22 Statement on sustainable development strategy	***CEO Letter, Diversity, Equity and Inclusion, Supporting a Culture of Sustainable Business Practices***
2-23 Policy commitments	**Corporate Website – Investor Relations > ESG Investors**
2-24 Embedding policy commitments	***Risk Management, Code of Conduct, Responsible Sourcing and Human Rights, Governance, Government Relations, Corporate Taxes, Data Security & Privacy*** **Proxy Statement** pgs. 4-8 **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics, Corporate Governance Guidelines**
2-25 Processes to remediate negative impacts	***Operate Sustainably, Responsible Sourcing and Human Rights*** **Corporate Website – Investor Relations > ESG Investors**
2-26 Mechanisms for seeking advice and raising concerns	***ESG Priority Assessment, Code of Conduct*** **Proxy Statement** pgs. 8-9, 13-14 **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics, Corporate Governance Guidelines**
2-27 Compliance with laws and regulations	***Code of Conduct, Responsible Sourcing and Human Rights*** **Form 10-K** pgs. 10, 19 **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics**
2-28 Membership associations	***2023 Highlights (Canada and Mexico), Carbon Emissions Reduction, Responsible Chemistry, Community Partnerships, Optimized Supply Chain, Supplier Diversity*** **Corporate Website – Investor Relations > Corporate Governance: Political Activity and Government Relations Policy, Advocacy and Political Activity Report**
2-29 Approach to stakeholder engagement	***ESG Priority Assessment***
2-30 Collective bargaining agreements	**Form 10-K** pgs. 6-8
GRI 3: MATERIAL TOPICS 2021	
3-1 Process to determine material topics	***ESG Priority Assessment***
3-2 List of material topics	***ESG Priority Assessment***
3-3 Management of material topics	***Our Targets and Progress, 2023 Highlights, Our Approach, Focus on Our People, Operate Sustainably, Strengthen Our Communities, Responsible Business Practices, ESG Performance Data*** 2023 CDP Climate Change response

GRI Standard / Disclosure	Location
GRI 201: ECONOMIC PERFORMANCE 2016	
201-1 Direct economic value generated and distributed	***Corporate Taxes***
201-2 Financial implications and other risks and opportunities due to climate change	2023 CDP Climate Change response
201-3 Defined benefit plan obligations and other retirement plans	***Benefits*** **Form 10-K,** pg. 62-65 and **Form 11-K** **Proxy Statement** pgs. 55-56, 79
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	
203-1 Infrastructure investments and services supported	***Carbon Emissions Reduction, Strengthen Our Communities***
203-2 Significant indirect economic impacts	***Promoting Customer Eco Actions, Strengthen Our Communities, ESG Performance Data*** **Corporate Website – About Us > Economic Impact**
GRI 204: PROCUREMENT PRACTICES 2016	
204-1 Proportion of spending on local suppliers	***Supplier Diversity***
GRI 205: ANTI-CORRUPTION 2016	
205-1 Operations assessed for risks related to corruption	**Proxy Statement** pgs. 6-7
205-2 Communication and training about anti-corruption policies and procedures	***Code of Conduct, Responsible Sourcing and Human Rights*** **Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics**
GRI 207: TAX 2019	
207-1 Approach to tax	***Corporate Taxes***
207-2 Tax governance, control and risk management	***Corporate Taxes***
207-3 Stakeholder engagement and management of concerns related to tax	***Corporate Taxes***
207-4 Country-by-country reporting	***Corporate Taxes***
GRI 301: MATERIALS 2016	
301-1 Materials used by weight or volume	***Circularity, Recycle, Repair, Reuse, ESG Performance Data***
301-2 Recycled input materials used	***Circularity, Recycle, Repair, Reuse, ESG Performance Data***
301-3 Reclaimed products and their packaging materials	***Circularity, Recycle, Repair, Reuse, ESG Performance Data***

GRI Standard / Disclosure	Location
GRI 302: ENERGY 2016	
302-1 Energy consumption within the organization	***Carbon Emissions Reduction, ESG Performance Data*** 2023 CDP Climate Change response
302-2 Energy consumption outside of the organization	***Carbon Emissions Reduction, ESG Performance Data*** Carbon data is independently verified by an external third party to a limited level of external assurance for Scope 1, 2 and 3 emissions data.
302-3 Energy intensity	***Carbon Emissions Reduction, ESG Performance Data*** 2023 CDP Climate Change response
302-4 Reduction of energy consumption	***Our Targets and Progress, 2023 Highlights*** *(Canada and Mexico),* ***Supporting a Culture of Sustainable Business Practices, Carbon Emissions Reduction, ESG Performance Data*** 2023 CDP Climate Change response
302-5 Reductions in energy requirements of products and services	***Our Targets and Progress, Supporting a Culture of Sustainable Business Practices, Carbon Emissions Reduction, ESG Performance Data*** 2023 CDP Climate Change response
GRI 303: WATER AND EFFLUENTS 2018	
303-1 Interactions with water as a shared resource	***Our Targets and Progress, Water Conservation, ESG Performance Data***
GRI 304: BIODIVERSITY 2016	
304-2 Significant impacts of activities, products and services on biodiversity	***Sustainable Forestry, Promoting Customer Eco Actions (From Forestry to Gardening)***
304-3 Habitats protected or restored	***Sustainable Forestry, Promoting Customer Eco Actions (From Forestry to Gardening)*** Sustainable Forestry Report 2023 CDP Forests response
GRI 305: EMISSIONS 2016	
305-1 Direct (Scope 1) GHG emissions	***Carbon Emissions Reduction, ESG Performance Data*** 2023 CDP Climate Change response
305-2 Energy indirect (Scope 2) GHG emissions	***Carbon Emissions Reduction, ESG Performance Data*** *2023* CDP Climate Change response
305-3 Other indirect (Scope 3) GHG emissions	***Carbon Emissions Reduction, ESG Performance Data*** *2023* CDP Climate Change response
305-4 GHG emissions intensity	***Carbon Emissions Reduction, ESG Performance Data***
305-5 Reduction of GHG emissions	***Supporting a Culture of Sustainable Business Practices, Carbon Emissions Reduction, ESG Performance Data*** *2023* CDP Climate Change response

GRI Standard / Disclosure	Location
GRI 306: WASTE 2020	
306-1 Waste generation and significant waste-related impacts	***Circularity, ESG Performance Data***
306-2 Management of significant waste-related impacts	***Circularity***
306-3 Waste generated	***ESG Performance Data***
306-4 Waste diverted from disposal	***Circularity, ESG Performance Data***
306-5 Waste directed to disposal	***ESG Performance Data***
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	
308-1 New suppliers that were screened using environmental criteria	***Responsible Sourcing and Human Rights*** **Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards**
308-2 Negative environmental impacts in the supply chain and actions taken	***Responsible Sourcing and Human Rights*** **Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards**
GRI 401: EMPLOYMENT 2016	
401-1 New employee hires and employee turnover	***ESG Performance Data***
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	***Benefits***
401-3 Parental leave	***Benefits***
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	
403-1 Occupational health and safety management system	***Associate Safety***
403-2 Hazard identification, risk assessment and incident investigation	***Associate Safety***
403-3 Occupational health services	***Associate Safety***
403-4 Worker participation, consultation and communication on occupational health and safety	***Associate Safety***
403-5 Worker training on occupational health and safety	***Associate Safety***
403-6 Promotion of worker health	***Associate Safety, Benefits***
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	***Associate Safety***
403-8 Workers covered by an occupational health and safety management system	***Associate Safety***
403-9 Work-related injuries	***Associate Safety***

GRI Standard / Disclosure	Location
GRI 404: TRAINING AND EDUCATION 2016	
404-1 Average hours of training per year per employee	***Learning & Development***
404-2 Programs for upgrading employee skills and transition assistance programs	***Diversity, Equity and Inclusion, Associate Engagement, Learning & Development, Benefits, Trades Training: Our Path to Pro Programs***
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	
405-1 Diversity of governance bodies and employees	***Diversity, Equity and Inclusion*** **Proxy Statement** pgs. 15-24
405-2 Ratio of basic salary and remuneration of women to men	***Diversity, Equity and Inclusion***
GRI 409: FORCED OR COMPULSORY LABOR 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	***Responsible Sourcing and Human Rights*** **Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards**
GRI 413: LOCAL COMMUNITIES 2016	
413-1 Operations with local community engagement, impact assessments and development programs	***2023 Highlights (Canada and Mexico)***, ***Strengthen Our Communities***
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	
414-1 New suppliers that were screened using social criteria	***Responsible Sourcing and Human Rights*** **Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards**
414-2 Negative social impacts in the supply chain and actions taken	***Responsible Sourcing and Human Rights*** **Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards**
GRI 415: PUBLIC POLICY 2016	
415-1 Political contributions	***Governance, Government Relations, ESG Performance Data*** **Corporate Website – Investor Relations > Corporate Governance: Political Activity and Government Relations Policy, Advocacy and Political Activity Report**
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	
416-1 Assessment of the health and safety impacts of product and service categories	***Responsible Chemistry, Promoting Customer Eco Actions, ESG Performance Data***
GRI 418: CUSTOMER PRIVACY 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	***Data Security & Privacy***

SASB

The Sustainability Accounting Standards Board (SASB) is an independent, standards-setting organization whose mission is to develop comparable sustainability metrics for public corporations to disclose material, decision-useful information to investors. We have considered the industry standards (as defined by SASB's Sustainable Industry Classification System) for Multiline and Specialty Retailers & Distributors and Building Products & Furnishings, and we have provided below the relevant data and/or the location of the applicable information in our ESG Report covering our 2024 fiscal year.

Multiline and Specialty Retailers & Distributors

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Accounting Metric	Category	Unit of Measure	Code	Data Response	Reference
ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION					
(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	▪ Total energy consumed in fiscal 2023 – 23.0M GJ ▪ Purchased approximately 3.0M GJ of renewable energy	ESG Report | Fiscal 2023 – Carbon Emissions Reduction, pgs. 45-46
DATA SECURITY					
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Details can be found in the Data Security & Privacy section of our ESG Report and in our 2024 Proxy Statement	ESG Report | Fiscal 2023 – Data Security & Privacy, pgs. 91-93; 2024 Proxy Statement, pgs. 5-6
(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	No material breaches in fiscal 2023	
LABOUR PRACTICES					
(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Presentation currency, Percentage (%)	CG-MR-310a.1	Starting rate is at least $15 an hour	ESG Report | Fiscal 2023 – Associate Engagement, pg. 35

Accounting Metric	Category	Unit of Measure	Code	Data Response	Reference
WORKFORCE DIVERSITY & INCLUSION					
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	U.S. Officers: ▪ Gender: 31% Female ▪ Underrepresented Minority Groups 25% U.S. Managers and Above (excluding Officers): ▪ Gender: 35% Female ▪ Underrepresented Minority Groups 39% U.S. Workforce: ▪ Gender: 37% Female ▪ Underrepresented Minority Groups 49%	ESG Report | Fiscal 2023 – Diversity, Equity and Inclusion, pg. 29
PRODUCT SOURCING, PACKAGING & MARKETING					
Revenue from products third party-certified to environmental and/or social sustainability standards	Quantitative	Reporting Currency	CG-MR-410a.1	Approximately $13.2 billion	ESG Report | Fiscal 2023 – Promoting Customer Eco Actions, pgs. 64-69
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	Details can be found in the Operate Sustainably section of our ESG Report	ESG Report | Fiscal 2023 – Responsible Waste Management, pg. 59; Responsible Chemistry, pgs. 62-63; Promoting Customer Eco Actions, pgs. 64-69
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	Details can be found in the Circularity section of our ESG Report	ESG Report | Fiscal 2023 – Circularity, pg. 53-59

TABLE 2. ACTIVITY METRICS

Activity Metric	Category	Unit of Measure	Code	Data Response	Reference
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	▪ 2,335 retail locations ▪ More than 500 distribution centers	2023 Annual Report on SEC Form 10-K pgs. 23-24
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m^2)	CG-MR-000.B	▪ 22.5 million sq. meters of retail space ▪ 10.4 million sq. meters of warehouse and distribution centers	2023 Annual Report on SEC Form 10-K pg. 23

Building Products & Furnishings

TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Accounting Metric	Category	Unit of Measure	Code	Data Response	Reference
MANAGEMENT OF CHEMICALS IN PRODUCTS					
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-BF-250a.1	Details can be found in the Operate Sustainably section of our ESG Report	ESG Report | Fiscal 2023 – Responsible Waste Management, pg. 59; Responsible Chemistry, pgs. 62-63; Promoting Customer Eco Actions, pgs. 64-69
PRODUCT LIFECYCLE ENVIRONMENTAL IMPACTS					
Description of efforts to manage product lifecycle impacts and meet demand for sustainable products	Discussion and Analysis	N/A	CG-BF-410a.1	Details can be found in the Circularity section of our ESG Report	ESG Report | Fiscal 2023 – Circularity, pgs. 53-59
(1) Weight of end-of-life material recovered, (2) percentage of recovered materials that are recycled	Quantitative	Metric Tons (t), Percentage (%) by Weight	CG-BF-410a.2	Approximately 440,000	ESG Report | Fiscal 2023 – Circularity, pgs. 53-59

TCFD

The Task Force on Climate-related Financial Disclosures (TCFD) develops voluntary, consistent climate-related financial risk disclosures for companies to provide information to stakeholders. We have considered the TCFD framework as a tool to make meaningful data accessible to our stakeholders and have provided below the location of the relevant information in our ESG Report covering our 2023 fiscal year.

Recommended Disclosure Topics		ESG Report | Fiscal 2023 Section	Page #(s)	Additional Sources
GOVERNANCE	Describe the Board's oversight of climate-related risks and opportunities.	Governance	18-19	CDP Climate Change Response; 2024 Proxy Statement pgs. 1-9
		Risk Management	20-21	
	Describe management's role in assessing and managing climate-related risks and opportunities.	Our Targets and Progress	23-24	CDP Climate Change Response; 2024 Proxy Statement pgs. 1-9
		ESG Priority Assessment	21	
		Governance	18-19	
		Risk Management	20-21	
STRATEGY	Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	ESG Priority Touchpoints	17	CDP Climate Change Response; 2023 Annual Report, pgs. 8-21; 2024 Proxy Statement, pgs. 1-9
		Carbon Emissions Reduction	45-50	
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CEO Letter	4	CDP Climate Change Response
		ESG Priority Assessment	21	
		Operate Sustainably (Introduction)	43	
		Carbon Emissions Reduction	45-50	
		Promoting Customer Eco Actions	64-69	
	Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our Targets and Progress	23-24	CDP Climate Change Response
		Carbon Emissions Reduction	45-50	
		Promoting Customer Eco Actions	64-69	

Recommended Disclosure Topics		ESG Report | Fiscal 2023 Section	Page #(s)	Additional Sources
RISK MANAGEMENT	Describe the company's process for identifying and assessing climate-related risks.	ESG Priority Assessment	21	CDP Climate Change Response; 2024 Proxy Statement, pgs. 1-9
		Governance	18-19	
	Describe the company's processes for managing climate-related risks.	ESG Priority Assessment	21	CDP Report; 2024 Proxy Statement, pgs. 1-9
		Carbon Emissions Reduction	45-50	
		Governance	18-19	
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the company's overall risk management.	ESG Priority Assessment	21	CDP Climate Change Response; 2024 Proxy Statement, pgs. 1-9
		Governance	18-19	
METRICS & TARGETS	Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk-management process.	Our Targets and Progress	23-24	CDP Climate Change Response
		ESG Priority Assessment	21	
		Carbon Emissions Reduction	45-50	
		ESG Performance Data	95-97	
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Carbon Emissions Reduction	45-50	CDP Climate Change Response
		ESG Performance Data	95-97	
	Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	Our Targets and Progress	23-24	CDP Climate Change Response
		Carbon Emissions Reduction	45-50	

RESOURCES

Overview Pgs. 5 - 24

- The Home Depot Canada
- The Home Depot Canada Foundation
- The Home Depot Canada Privacy Policy
- The Home Depot Mexico
- The Home Depot Mexico Privacy Policy
- Corporate Responsibility Resources and Reports
- Corporate Responsibility Website

Focus on Our People Pgs. 25 - 41

- Diversity, Equity and Inclusion
- Caring for our People
- Community Partnerships
- Associate Engagement
- Associate Resource Groups
- Supplier Diversity
- Empowering Success
- Benefits
- The Home Depot Benefits 4U
- The Homer Fund

Operate Sustainably Pgs. 42 - 69

- Protecting the Climate
- Carbon Emissions Eco Actions
- CDP
- Greenhouse Gas Protocol
- Science Based Targets Initiative
- RE100
- Green Power Partnership
- SmartWay
- ENERGY STAR
- Wood Purchasing Policy
- Sustainable Forestry Eco Actions
- Reducing Environmental Impact
- Circularity Eco Actions
- Water Conservation Eco Actions
- WaterSense
- Chemical Strategy
- Responsible Product Standards
- Responsible Chemistry Eco Actions
- Eco Actions Website
- USDA Organic
- Safer Choice
- GREENGUARD
- Cradle to Cradle
- Leaping Bunny

Strengthen Our Communities Pgs. 70 - 81

- Supplier Diversity
- The Home Depot Foundation National Partnerships
- Retool Your School
- Supplier Diversity FAQs
- The Home Depot Foundation
- Serving Veterans
- Partnerships
- Path to Pro Program
- Path to Pro Website
- Team Depot
- Disaster Relief

Responsible Business Practices Pgs. 82 - 93

- Business Code of Conduct and Ethics
- Associate AwareLine
- Supplier AlertLine
- Responsible Sourcing Standards
- 2023 Responsible Sourcing Report
- 2023 Conflict Minerals Report
- Corporate Governance Guidelines
- Board of Directors
- 2024 Proxy Statement
- 2023 Annual Report
- Political Activity and Government Relations Policy
- Annual Advocacy and Political Activity Report (2018-2022)
- Federal Election Commission: The Home Depot PAC
- The Home Depot (U.S.) Privacy and Security Statement
- Exercise My Privacy Rights

Appendices Pgs. 94 - 110

- Global Reporting Initiative (GRI) Standards
- Sustainability Accounting Standards Board (SASB) Disclosure Matrix
- Task Force on Climate-Related Financial Disclosures (TCFD) Framework
- ESG Transparency
- EEO-1 Report

Endnotes

1. Source: Iron Mountain® utilizing the Paper Calculator™ from the Environmental Paper Network (EPN)
2. Home Depot Mexico data based on calendar year.
3. Unless otherwise specified, “Goal Date” refers to the end of the fiscal year noted.
4. Our current Scopes 1 and 2 emissions reduction goal supersedes our previous Scopes 1 and 2 emissions reduction targets announced in 2018.
5. This goal excludes bulk distribution centers (BDCs).
6. Applies to top strategic suppliers by U.S. and Canada core direct spend. Business relevant sustainability goal is one that is related to The Home Depot’s environmental pillars.
7. Applies to private-brand patio and home decor products sold in U.S. and Canada stores.
8. Applies to private-brand products sold in U.S. and Canada stores and online.
9. Applies to priority vendors for sales in our U.S. and Canada stores and online, and excludes vendor SKUs below a minimum annual sales threshold.
10. Source: Latest available data from the U.S. Bureau of Labor Statistics; 2023 data is estimated.
11. Includes data for HD Supply Holdings Inc.
12. Gray bars indicate percentage undisclosed
13. Includes manager-level positions and above at stores, distribution centers and other field locations, as well as at our Store Support Center; excludes officers.
14. Recordable and lost time incidents rates for U.S. store associates.
15. U.S. EPA’s ENERGY STAR Impacts, https://www.energystar.gov/about/impacts (as of April 2023)
16. Figures and metrics included in this report are derived from the population of our Fiscal 2022 survey as detailed on page 5 of our Sustainable Forestry Report.
17. Chlorofluorocarbons
18. 2021 and 2022 were restated to reflect updated methodology, which now includes preventative maintenance.
19. Source: U.S. EPA’s WaterSense program, www.eps.gov/watersense
20. U.S. Department of Veterans Affairs. 2023 Point-in-Time Count.
21. These amounts reflect actual cash taxes paid which do not include deferred taxes, but do include foreign withholding taxes.
22. State income taxes and franchise taxes based on income.
23. Income taxes paid in Canada, Mexico, China, Puerto Rico, Guam and the U.S. Virgin Islands.
24. Taxes paid for franchise taxes not based on income in U.S. states and India; Licenses & Permits paid to U.S. states and territories; and duties paid to the U.S., Canada and Mexico on imported products.
25. Includes all sales taxes and use taxes.
26. Unemployment taxes; Federal Insurance Contributions Act (FICA) contributions; and federal and state income taxes withheld on behalf of THD associates based on calendar year 2023 earnings.
27. Not available at time of publication.
28. 2021 data reflects stores only, 2022 & 2023 includes distribution facilities.
29. 2021 & 2022 data has been restated following a revision to our calculation methodology
30. 2022 & 2023 energy and water-saving product figures include HD Supply, 2021 figures were specific to The Home Depot U.S.
31. Data for 2021 includes Tier 1 spend only, 2022 & 2023 data includes Tier 1 & 2 spend.



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