we believe that everyone deserves the opportunity to home, happier.

governance & stakeholder engagement

our ESG strategy is inextricably linked to our 3-year business transformation and to our purpose — to make it easy to feel at home.

people
create an equitable, inclusive work environment where all our people feel at home and can drive our progress, committed to improving the planet.

- >50% representation of all levels by 2030
- >25% parent and caregiver leave at all levels by 2032
- 100% employee benefit participation by 2032
- 20,000 homes with solar panels by 2030

community
help provide the safety and sense of home to our neighbors.

- $1 billion donated since 2008
- >50% representation at all levels starting in Q2 2021
- >25% reduces waste by 2030
- >70% at certain retail levels and for corporate supervisors, but <40% at distribution center manager level and certain corporate upper management levels.

planet
lead by example to build a better home for the next generation.

- net zero scope 1 & 2 emissions by 2040
- 100% of wood sourced responsibly by 2030
- 50% of plastic packaging by 2030
- 50% of mature trees saved by recycling by 2030

Formalizing ESG
we’ve taken action to ensure that our ESG goals are tracked by leadership and central to executive-level decision-making.

<table>
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<tr>
<th>Local Experience</th>
<th>Vice President</th>
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<tr>
<td>ESG Executive Leadership Committee</td>
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<td>3-year Business Transformation</td>
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<td>Governance Framework</td>
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</table>

Since 2010, we’ve already generated enough solar energy to power 200,000 homes for one year.

- 11% of our calendar year 2020 total energy consumed was renewable.
- 6% carbon credits purchased for non-renewable energy.
- 5% of mature trees saved by recycling.

-HSBC

- Includes all racially and/or ethnically diverse groups, inc. Black, Asian-American, LatinX, Pacific Islander, and other racially and/or ethnically diverse groups.
- Note that we also follow local laws.
- - Responsibly sourced as defined by 3rd party certifications such as the Better Cotton Initiative, the Global Organic Textile Standard, or OEKO-TEX.
- - Sustainably sourced as defined by 3rd party certifications such as the Forest Stewardship Council or the Sustainable Forestry Initiative.
- - As reported by an independent reviewer of employers (e.g., Great Place to Work) or trusted employee review platform (e.g., Glassdoor, Indeed).
- - Includes matched donations.
- - As a top 10 retailer, we’re committed to regularly monitoring the representation of all main racial and/or ethnic diversity cohorts (inc. Black, Asian-American, LatinX, Pacific Islander, and other racially and/or ethnically diverse groups).
- - Our ESG strategy is inextricably linked to our 3-year business transformation and to our purpose — to make it easy to feel at home.
- - ~13,300 tons of merchandise diverted from landfill in 2019.
- - 100% of our operations are carbon neutral by 2035.
- - 50% of our energy comes from renewable resources.
- - Own operations, excluding owned brand packaging.
- - >25% of our supplier’s own operations by 2035.
- - <50% of our plastic packaging by 2030.
- - >10,000 homes cleaned.
- - 50% of our energy comes from renewable resources.
- - 100% of our operations are carbon neutral by 2035.
- - 50% of our energy comes from renewable resources.
- - ~400,000 mature trees saved by recycling
- - $1.5 billion donated since 2008
- - >50% representation at all levels starting in Q2 2021