

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



people



community



planet

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 thrive

become a **top 10 retail employer by 2030¹**

>50%
women at all levels by 2030

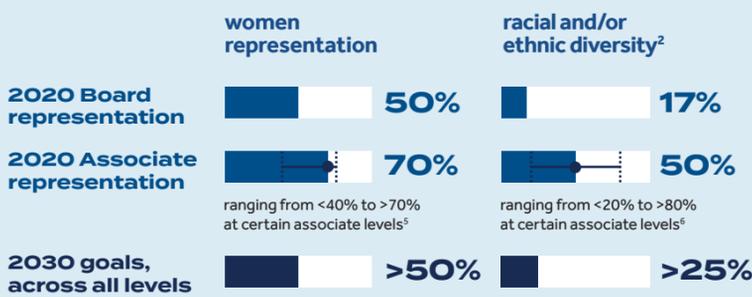
>25%
racial and/or ethnic diversity² at all levels by 2030

>\$1 million
contribution to Associate Relief Fund by 2030³

100%
parental leave at all job levels starting in Q2 2021⁴

>10,000
associates engaged with upskilling trainings by 2030

we're proud of our progress, committed to improvement



community

help provide the safety and sense of home to our neighbors

donate **\$1 billion** of products and **2 million hours** of service by 2030



join forces to deliver targeted support to communities across the country



continue our relationship to deliver essential items to communities in need and provide post-disaster relief

\$1.5 billion in home goods and other items donated since 2008

>1 million beds made

>1 million kitchens equipped

>1 million bathrooms upgraded

>900,000 homes cleaned

planet

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

improve the sustainability of our supply chain

net zero scope 1-2 greenhouse gas emissions by 2040

100% of waste diverted from landfill in our own operations by 2050

50% improved water efficiency across all facilities we operate by 2035

integrate sustainable products and services across all categories at accessible prices by 2030

50% of cotton responsibly sourced⁷ in Owned Brand lines by 2025

50% of wood sustainably sourced⁸ in Owned Brand lines by 2025

<50% of packaging weight from virgin plastic in Owned Brand packaging by 2030

since 2010, we've already generated enough solar energy to power **20,000 homes** for one year⁹

11% of our calendar year 2020 total energy consumed was renewable¹⁰



6%



5%

~400,000 mature trees saved by recycling

~13,300 tons of merchandise diverted from landfill in 2019

we are reducing waste through more effective inventory management, donations, and recycling initiatives

formalizing ESG

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

hired an experienced **Vice President of ESG**

created an **ESG Executive Leadership Committee**

embedded ESG into our **3-year Business Transformation**

developed a robust **Governance Framework**

1 As reported by an independent reviewer of employers (e.g., Great Place to Work) or trusted employee review platform (e.g., Glassdoor, Indeed).
 2 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 are 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), and implementing changes to drive higher representation at all levels where needed. To this end, we are implementing regular tracking and review of representation of each of these groups.
 3 Including matched donations.
 4 For all U.S.-based full-time associates.
 5 >70% at certain retail levels and for corporate contributors, but <40% at distribution center level and certain corporate and retail individual contributor levels.
 6 Up to ~50% at corporate and retail individual contributor level and >80% at individual contributor level in distribution centers, but <20% for certain corporate upper management levels.
 7 Responsibly sourced as defined by 3rd party certifications such as the Better Cotton Initiative, the Global Organic Textile Standard, or OEKO-TEX®.
 8 Sustainably sourced as defined by 3rd party certifications such as the Forest Stewardship Council or the Sustainable Forestry Initiative.
 9 Based on ~165M kWh solar energy generated by the end of 2020, using the Greenhouse Gas Equivalences Calculator of the U.S. EPA, calculating equivalent to electricity usage per house per year.
 10 As a % of total energy consumed, including extrapolations for missing utilities data.