



LIVING OUR VALUES





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Unless otherwise noted, we report on activities that fall in our Fiscal 2024, which started on January 29, 2024, and ended on February 2, 2025.

About This Report

This report contains information on The Home Depot's sustainability and human capital management initiatives and performance on topics we believe are important to our stakeholders. This report contains disclosures that are informed by the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) Multiline and Specialty Retailers & Distributors and Building Products & Furnishings industry standards, the Task Force on Climate-related Financial Disclosures (TCFD) framework and the United Nations Sustainable Development Goals (SDGs).

REPORTING PERIOD AND SCOPE

Unless otherwise noted, we report on activities during our Fiscal 2024, which started on January 29, 2024, and ended on February 2, 2025.

Unless 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 Fiscal 2024. Where expressly noted, this report also includes data from our Canada and Mexico operations, as well as HD Supply Holdings Inc. (HD Supply) and SRS Distribution Inc. (from the acquisition date). 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.

Forward-Looking Statements: All statements in this report that are not historical constitute "forward-looking statements" as defined in the federal securities laws, including the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on currently available information and our current assumptions, expectations and projections about future events, and use words such as "may," "will," "could," "should," "would," "anticipate," "intend," "estimate," "project," "plan," "believe," "expect," "target," "goal," "prospects," "potential," "commit" and "forecast," or words of similar import or meaning or refer to future time periods. These forward-looking statements may relate to, among other things, our goals, targets, commitments and programs, and projections and expectations of future results and events. Forward-looking statements are not guarantees of future performance and are subject to numerous risks and uncertainties including, but not limited to, our ability to meet our goals, targets and commitments as well as our business plans, strategies, initiatives and objectives and their expected execution and impact; the impacts of changes to regulations, legislation, consumer preferences, and the public policy environment as well as changes in standards, protocols and reporting frameworks; the rate of grid greening; renewable energy market dynamics; management of relationships with our associates, potential associates, suppliers and service providers; cost and availability of labor; costs of fuel and other energy sources; the impact of tariffs, trade policy changes or restrictions, or international trade disputes and efforts and ability to continue to diversify our supply chain; events that could disrupt our business, supply chain, technology infrastructure, or demand for our products and services, such as tariffs, trade policy changes or restrictions or international trade disputes, natural disasters, climate change, public health issues, cybersecurity events, labor disputes, geopolitical conflicts, military conflicts or acts of war; actual or perceived non-compliance by us or our suppliers with applicable law or standards; our ability to maintain a

safe and secure store environment; and the impact of acquired companies on our organization. Many of the risks and uncertainties to which these forward-looking statements are subject are beyond our control, dependent on the actions of third parties or currently unknown to us; they are also subject to the risk of inaccurate assumptions that could cause actual results to differ materially from those projected. Further information about these risks and uncertainties are described in this report and 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 August 22, 2025, 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: We may have used definitions of materiality in the course of our creating this report, and in our priority assessment process, that do not coincide with or rise to the level of the definition of materiality for the purposes of U.S. federal securities laws. Inclusion of information in this report is not an indication that the subject or information rises to the level of materiality for purposes of complying with U.S. federal securities laws.

Website references and/or links throughout this report are provided for convenience only and the content on the referenced websites is not incorporated by reference into this report.



CEO LETTER

Living Our Values: Achievements and Ongoing Commitments

The success of The Home Depot stems from our strong culture, built on an unwavering commitment to eight core values. These core values have been the same since the company was founded in 1979 – even as our business and our world continue to change.

Our values are a real, tangible feature of everyday life at The Home Depot. We wear them on our aprons, and they shape how we run our business and make decisions every day, enabling us to run a responsible, strong, agile and resilient business. This commitment to our values is shared across all our associates – from our frontline, store, field, and distribution teams to those in our store support centers.

We focus on our people. The Home Depot has always aspired to excel in customer service – to be the one-stop shop for the do-it-yourselfer, the professional contractor and everyone in between. To provide a quality customer experience, we need to attract and retain the best talent, and to do that we need to ensure that The Home Depot is a place where associates feel empowered to speak up, where good performance is recognized and rewarded, and where people can grow and build meaningful careers.

We're proud of the fact that more than 90 percent of our U.S. store leaders started as hourly associates. In 2023 we set a goal to provide 10 million hours of training to frontline associates and 2.5 million hours of leadership training by 2028 – I'm pleased to report that we've achieved that goal early. The Home Depot remains a place where people can build a thriving career with the support of their leaders.

We continue to operate sustainably.

As the world's largest home improvement retailer, we recognize the opportunity we have to create change through our sustainability commitments, including through the products we sell. Recently, we committed to help reforest 2,000 acres, which is equal to the footprint of more than 800 Home Depot stores. Additionally, we achieved our goal of helping customers save \$600 million in energy costs through the sale and use of energy-efficient products.

We give back to strengthen our communities.

A core part of what makes The Home Depot who we are is our focus on giving back to our communities – using our time, talents, energy and resources to support worthwhile causes in our community and society. In 2024, The Home Depot Foundation made approximately \$90 million in grants to support its community priorities — veteran causes, disaster relief and skilled trades training — advancing its pledge of \$750 million toward veteran causes by 2030. This past year, we stepped up to support our communities impacted by devastating natural disasters, including Hurricane Helene and Hurricane Milton in the Southeast, as well as the wildfires in Los Angeles. From packing and distributing thousands of disaster relief kits to sending in truckloads of supplies, our associates worked tirelessly to ensure disaster victims were taken care of and able to get the supplies they needed to clean up, rebuild, and restore hope.

This year also marked the 25th anniversary of The Homer Fund, which provides financial assistance to associates facing unexpected hardships, offers scholarships for associates' children, and supports our people with financial information to help better prepare them for emergencies. Since its inception, The Homer Fund has awarded nearly \$285 million to approximately 200,000 associates in need.

To our associates, thank you for another great year. Your continued dedication to living our values is what makes our progress as a company possible.

TED DECKER
Chair, President & CEO





Overview

We have three key pillars of focus for our sustainability and human capital management initiatives: Focus on Our People, Operate Sustainably and Strengthen Our Communities. We believe these priorities are embedded in how we run our business, align closely with our corporate culture and strategy, and support value creation for our business and shareholders.

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ABOUT THE HOME DEPOT

We are 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.

2024:

Our Business

2,025

stores in the U.S.

Approximately

470,100

orange-blooded
associates

182

stores in Canada

140

stores in Mexico

2024:

Our Performance

Total net sales

\$159.5B

Opened

12

new stores

4.5%

net sales
growth¹



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 on [page 25](#).



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 on [page 49](#).



TEAM DEPOT

Our associate volunteer force serves the needs of our communities and extends the mission of The Home Depot Foundation. Read more on [page 49](#).

Our Home Depot Family



2024 Highlights & Ratings

Our three key pillars help us prioritize the areas where we can have the greatest impact. The highlights below reflect progress made and recognition received in 2024.

FOCUS ON

Our People

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

Achieved our goal to invest 10 million hours of training to frontline associates and 2.5 million hours of leadership training.

OPERATE

Sustainably

Committed to help reforest 2,000 acres - equal to an area of >800 Home Depot stores - by 2028.

Achieved our goal to help customers save \$600 million in energy costs through the sale and proper use of energy-saving products.

STRENGTHEN

Our Communities

~\$90 million granted in 2024 by The Home Depot Foundation to support its priorities — veteran causes, disaster relief and skilled trades training.

25th anniversary of The Homer Fund, which has awarded nearly \$285 million to approximately 200K associates in need since it began.

Leading third-party sustainability rating organizations monitor and report on our progress. Below are some of our key ratings in 2024.

CDP DISCLOSURE INSIGHT ACTION		FTSE Russell	SUSTAINALYTICS	MSCI
B	C	3.7	LOW RISK	AA
Climate Change Identifies The Home Depot as addressing our environmental impacts and ensuring good environmental management	Forests Identifies The Home Depot as having awareness of how our operations affect people and ecosystems	On a scale of 0-5; we rank better than the industry average of 2.5	Considers our economic value to be at low risk due to environmental, social and governance factors compared to our industry	Second-highest rating; positions us as an industry leader in key areas

Learn more about key sustainability highlights from our operations in [Canada](#) and [Mexico](#).

OUR APPROACH TO SUSTAINABILITY

Our culture and strategy aim to support value creation for our business, shareholders and other stakeholders. Anchored by our Core Values, we focus our efforts where we believe we have the greatest opportunity to have an impact.

Stakeholder Engagement

We engage with key groups of internal and external stakeholders to ensure our business benefits the people and communities we serve, including:

- Associates
- Customers
- Suppliers
- Communities
- Shareholders
- Nongovernmental Organizations (NGOs)
- Governments

The purpose of our stakeholder engagement is to help inform and validate our own priority assessment. Overall, we believe these efforts contribute to building a better business, workplace and communities through a cycle of continual improvement:

- Gauge our impacts
- Refine our priorities
- Measure our progress
- Drive improvements

Our stakeholders can easily access relevant disclosures and information about our Company's oversight and management of sustainability and human capital matters on our Investor Relations page: [Sustainability](#). Our approach incorporates the input and efforts of our Responsible Business Governance Committee, shareholder feedback, as well as recommendations from other stakeholders and our [Enterprise Risk Management \(ERM\) framework](#).

OUR PRIORITIES AND IMPACTS

STRENGTHEN OUR COMMUNITIES

Suppliers:

innovation, mentoring, business growth, networking

Community Support:

trades training, veteran and military families, disaster response

FOCUS ON OUR PEOPLE

Associate Development:

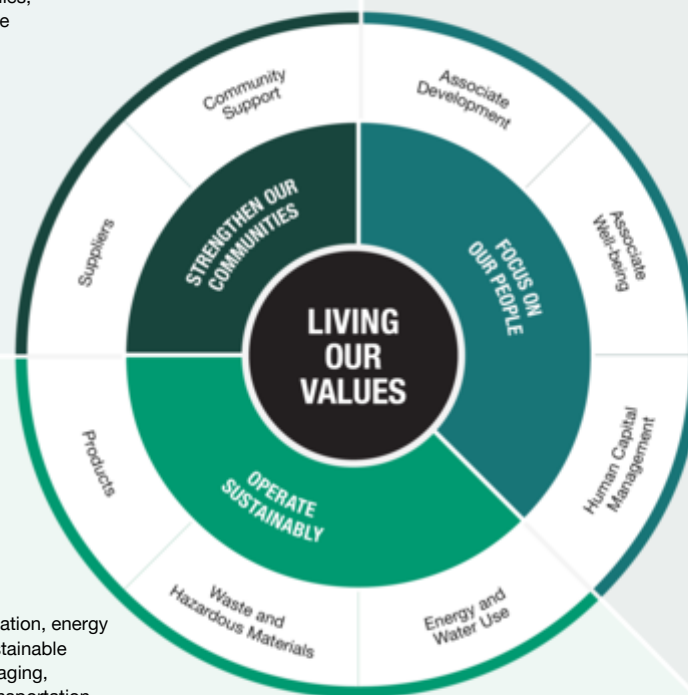
training, education, career opportunities, support

Associate Well-being:

safety, health, wages, benefits

Human Capital Management:

associate engagement, talent acquisition, culture and values



OPERATE SUSTAINABLY

Energy and Water Use:

responsible consumption, carbon emissions, store operations, supply chain

Waste and Hazardous Materials:

recycling, landfill, incineration handling, disposal

Products:

water conservation, energy efficiency, sustainable forestry, packaging, circularity, transportation

RESPONSIBLE BUSINESS

Governance:

data security and privacy, risk management, government relations, ethics

Responsible Sourcing:

third-party worker safety, health, wages, hours, unforced labor

GOVERNANCE

The Board of Directors

Our Board provides oversight of sustainability and human capital management matters, including strategies, activities and reporting. In 2024, this oversight included the following:

- Receipt of an annual report on our sustainability and human capital management strategy and activities, including a discussion of our related efforts and communications, our annual voluntary sustainability report, and emerging sustainability and human capital management issues.
- Held a separate, longer meeting dedicated to covering a range of sustainability and human capital management matters.
- Receipt of regular reports from Committee chairs on sustainability and human capital management matters discussed at the Committee level, as well as quarterly updates on safety.

Board Committees

The Board's oversight of sustainability and human capital management matters is principally implemented through our Nominating and Corporate Governance (NCG) Committee, with support from the Board's other committees.

NCG Committee

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

LDC Committee

- Our Leadership Development and Compensation (LDC) committee oversees human capital management matters including associate compensation and benefits; associate engagement, development and training; and diversity, inclusion and pay equity.

Audit Committee

- Oversees risks related to data protection and cybersecurity, and the financial and controls aspects of our annual sustainability report.

Finance Committee

- Provides oversight of our general tax strategy.
- At least once a year, Company leaders report to the Finance Committee regarding our approach to addressing tax matters.



Management Committees

To facilitate oversight and coordination of our sustainability and human capital management efforts across our business, we have two management-level, cross-functional committees.

Responsible Business Governance Committee

- Provides management-level oversight and coordination of sustainability and human capital management efforts.
- Chaired by our Senior Vice President - Finance, Chief Accounting Officer and Controller, and composed of leaders across several business functions, including Communications, Corporate Governance, 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 sustainability- and human capital management-related issues and ensures our 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.
 - Meets with working group members as needed.
- Council meets twice a year.

Learn More

Our [proxy statement](#) and [Corporate Governance Overview](#) offer more details about our corporate governance practices, including:

- Board Composition
- Board Succession Planning and Refreshment
- Board Accountability
- Board Engagement and Oversight
- Board Committees
- Board Leadership Structure



OUR STRATEGY

Our commitment to sustainability and human capital management builds on the culture and values The Home Depot was founded on more than 45 years ago and informs our business strategy and operations.

We believe our Core Values and sustainability and human capital management priorities make our business stronger, more agile and more resilient, while also supporting value creation for our business, shareholders and other stakeholders. We live out our values in stakeholder relationships across our value chain, including in our upstream, operations and downstream activities.



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 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 (1) the identification of key risks facing the Company and (2) the mapping of those risks to the appropriate Board committee and/or to the Board for oversight, based on the nature of the risk. The Board reviews these key risks and the related framework annually, including periodic surveys of Board members and senior management to identify and assess key enterprise risks. The Board or appropriate Board committees also discuss selected risks in more detail throughout the year. Our Board will continue to assess its oversight structure and make adjustments as appropriate.

Enterprise Risk Management

The Audit Committee oversees our Enterprise Risk Management (ERM) framework. We actively assess, monitor and seek to address both actual and potential risks identified in accordance with this framework. We engage relevant internal departments for recommendations and gain additional insights through topical research, data collection and stakeholder engagement. Based on these insights, we determine appropriate actions and share any resulting changes with the relevant stakeholders.

Possible responses include (a) educating the 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.

Human Capital Management

The Board considers human capital management risks as part of its broader enterprise risk management framework, ensuring alignment between workforce strategy and long-term business goals. Our Board oversees risks related to human capital management primarily through the LDC Committee, which is responsible for, among other things, reviewing strategies and programs related to talent development, diversity and inclusion and associate engagement.

Climate Resilience & Business Continuity

The Home Depot integrates our climate-related risk assessment into our Company-wide ERM process. Several departments, including Merchandising, Operations, Supply Chain, Information Technology, Government Relations, Human Relations and Legal, in 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 NCG Committee and/or Board. 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 business 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 emergency response command center team 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 emergency response 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. ET, and its staff are placed on call 24/7.

Merchandising

Our Merchandising team regularly 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. 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 capable of meeting the energy needs of our primary systems on-site at a majority of our stores to respond to emergency power outages.

LIVING OUR VALUES: GOALS

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

Active Goals

Pillar	Global Impact	Goal		Goal Date ²
FOCUS ON OUR PEOPLE	Learning & Development (pages 21-22)	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	ACHIEVED	2028
		Create 75,000 career advancement opportunities for frontline associates over a five-year period		2028
OPERATE SUSTAINABLY	Climate and Energy Reduction Carbon Emissions Reduction (pages 29-34)	Reduce combined absolute Scope 1 and 2 emissions 42% by 2030, from a 2020 base year (SBTi validated) ³		2030
		Reduce absolute Scope 3 Category 11 “Use of Sold Products” emissions 42% by 2030, from our 2020 base year (SBTi validated)		2030
		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		2028
		Produce/procure 100% renewable electricity equivalent to the electricity needs for all Home Depot facilities worldwide		2030
	Our Products and the Planet Responsible Chemistry (pages 45-46) Carbon Emissions Reduction (pages 29-34) Water Conservation (pages 43-44) Circularity (pages 38-42)	Help customers save an incremental \$375 million in energy costs through the purchase and proper use of energy-saving products, starting in 2025, representing total savings of approximately \$1 billion since 2023	NEW	2028
		Help restore 2,000 acres of forests	NEW	2028
		Motivate top-tier strategic suppliers to have a business-relevant publicly stated sustainability goal ⁴		2025
		Help customers reduce water use by 100 billion gallons through purchase and proper use of water-saving products, starting in 2023		2026
		Help customers save \$600 million in energy costs through the purchase and proper use of energy-saving products, starting in 2023	ACHIEVED	2026
		All new private-brand patio and home decor products will exclude intentionally added PFAS chemicals ⁵		2025
		All private-brand fiber packaging for new SKUs will be compostable, recyclable, or made with recycled content ⁶		By start of 2027
		Reduce or convert to more sustainable materials 200 million pounds of plastic used in products and packaging, starting in 2020		2028
STRENGTHEN OUR COMMUNITIES	Veteran Support (pages 50-51)	The Home Depot Foundation to expand its commitment to veteran causes by an incremental \$250 million, growing its 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

Pillar	Global Impact	Goal ^{7, 8}	Goal Date ²
FOCUS ON OUR PEOPLE	▶ Associate Experience (pages 16-18) ▶ Learning & Development (pages 21-22)	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	Our Products and the Planet ▶ Responsible Chemistry (pages 45-46) ▶ Carbon Emissions Reduction (pages 29-34) ▶ Water Conservation (pages 43-44) ▶ Circularity (pages 38-42)	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	▶ Veteran Support (pages 50-51)	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

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ASSOCIATE EXPERIENCE

We aim to create an engaged workforce that feels connected and empowered to contribute to the success of our Company.

For over 45 years, our business success has been driven by our eight Core Values, including Respect for All People and Taking Care of Our People. These Core Values have resulted in a unique culture that differentiates us from others in our industry, and which empowers our associates and drives innovation. We remain committed to investing in the development, well-being and long-term success of our associates. We're proud to have a culture that welcomes everyone, and we believe it helps us achieve our business goals by supporting associates, building relationships and fostering innovation.

People Strategy

Our people strategy is rooted in the belief that empowered associates are the key to unlocking the full potential of our business. We invest in competitive wages, robust benefits and development opportunities that simplify work and elevate job satisfaction. Through our associate engagement and development programs, and a strong commitment to safety, we foster a work environment where every associate feels valued and supported.

Our Core Values also serve as a guide for how we treat one another and serve our customers. By encouraging a culture of inclusion and respect, we are better equipped to meet our customers' needs. We believe engaged associates with longer tenure deliver more knowledgeable and consistent service, directly enhancing the customer experience and contributing to our long-term success.

Attracting Talent

To continue delivering exceptional service across our business, we take a strategic and community-focused approach to attracting talent. We combine digital marketing with grassroots outreach to build awareness of career opportunities at The Home Depot. Our careers website provides user-friendly tools such as a commute calculator and a location-based job search, helping job seekers find the right role with ease.

We also partner with a wide variety of organizations and educational institutions to help identify talent who possess a wide breadth of backgrounds and experience. From in-store hiring events to our partnerships with more than 500 community hiring partners and 400 local online networks, we ensure our hiring efforts are both inclusive and accessible.

Upskilling Talent

We are committed to helping associates build long-term careers at The Home Depot. Our Field-to-SSC (Store Support Center) internship program offers hourly associates enrolled in school a paid summer experience filled with leadership development, mentorship and cross-functional collaboration — giving them the tools to grow while contributing to real business outcomes.

Our Career Mobility program expands on that opportunity by providing hourly associates with corporate project exposure and skill development, opening new career pathways without requiring a college degree. Likewise, our Military Fellowship program supports service members and military spouses transitioning to civilian life with hands-on experience and a built-in community to guide their next chapter. Learn more about our military programs on [page 52](#).

For associates seeking a career shift, our OrangeMethod Software Engineering Apprenticeship is a transformative, full-time, 18-week program that builds coding and web development skills from the ground up — reflecting our belief in upskilling from within.

Additional resources like Apron Analytics and our internal “CareerDepot” platform offer personalized career planning tools, while Career Discovery Days encourage exploration of new opportunities across the business.

Together, these programs foster a workplace where associates are seen, supported and given the opportunity to succeed and grow — ensuring they are well-equipped to provide the outstanding service our customers expect.

Associate Engagement

We aim to create an engaged workforce that feels connected and empowered to contribute to the success of our Company. By listening to our associates through our surveys and engagement platform, we foster a welcoming culture where all associates can share their views and stay connected.

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 communicating with our associates, while also listening and responding to their feedback.

In 2024, we conducted our annual Voice of the Associate (VOA) survey, as well as our follow-up Pulse survey, for all our associates. Through questions, like whether associates feel they are treated with respect regardless of their background and if associates feel

Did you know?

In 2024, 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.

their work is connected to the goals of The Home Depot, the VOA survey provides an in-depth look at our associates' 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; in 2024, we provided leaders faster access to results so they could address feedback more expediently. Many leaders discuss findings directly with their teams or use VOA committees — typically composed of associates with diverse experiences from that location or team — to gain a deeper understanding of survey feedback and ensure action plans are effective.

Engagement Platform

Our voluntary associate engagement platform — Viva Engage — helps associates celebrate and connect with each other.

In 2024, more than 417,000 associates across the U.S. and Canada had access to Viva Engage. As our associates continue to drive engagement, now with more than 970 active communities in the network, the digital hub links associates across North America. Viva Engage serves as a central hub for frontline and corporate associates to build connections and highlight their orange-blooded spirit.



Culture and Values

We are proud to have a culture that welcomes everyone, and we believe it helps us achieve our business goals by empowering associates, driving innovation and enriching our communities.

The Home Depot's culture is built on a foundation of Respect for All People, fostering an inclusive environment where associates feel valued and empowered to excel. The Company's commitment to Taking Care of Our People drives investments in competitive wages, benefits and professional development opportunities, and ensures associates have the tools to succeed. A strong entrepreneurial spirit encourages innovation and problem-solving, allowing associates to take ownership of their roles and contribute meaningfully to the Company's success.

Our Core Values and culture shape the expectations outlined in our **Business Code of Conduct and Ethics**.

Associate Resource Groups

Our Associate Resource Groups (ARGs) are voluntary groups of associates who share a common affinity or an interest in championing our Company's culture and values. ARG community membership and participation in ARG activities are open to all associates.

Each of our ARGs is governed by a leadership board structure through which associates can help shape the ARG direction. The governing roles include WeAreTHD Leadership, executive sponsors (officers), chair and vice chair (people leaders at the manager and above level preferred), and 10 board members (salaried associates).

All ARGs promote four specific priorities aligned with our values and business goals to create programming that leads to higher engagement and participation:

- **Develop:** Focusing on career and personal development, building leadership capabilities and networking.
- **Celebrate:** Promoting cultural awareness during heritage month celebrations.
- **Inspire:** Hosting speaker events featuring The Home Depot leadership, sharing inspirational messages through Viva Engage and Giving Back to the community in partnership with Team Depot.
- **Respect:** Practicing our Core Values every day, including Respect for All People.

We monitor the impact of our ARGs by measuring member participation and event attendees. We use engagement surveys to collect associate responses about membership and events. Together, our ARGs build community and encourage a welcoming culture through voluntary opportunities for all associates.

Did you know?

In 2024, year-over-year membership and engagement each increased nearly 20% across our ARGs.

The Home Depot Associate Resource Groups



ASSOCIATE SAFETY

Leading with our Core Values, we strive to keep our associates and customers injury-free.

We are committed to our Core Value of Taking Care of Our People, which includes making investments in training and tools to ensure we are reducing the risk of work-related injuries.

Through our continuously evolving training, innovative processes and engagement from store leadership, we aim to provide a safe working and shopping environment for our associates and customers.

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. All associates contribute to maintaining a safe environment through their commitment to prioritizing their own safety and the safety of others.

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. 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. 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 2024, more than 100 associates were recognized.





Engineering Safety

In 2024, we continued to prioritize and invest in the safety of our associates through the rollout of our Dock Safety program. Introduced in 2023, this program provides restraint systems that prevent trailers from accidentally pulling away before loading or unloading is complete, giving associates greater control over the process, while maintaining safety and efficiency. We aim to complete the full rollout of this program across our U.S. stores by the end of 2025.

In 2024, we also began transitioning our Daily Lift Equipment Safety checklist to a digital format located on associates' Company-provided devices. This initiative simplifies and modernizes the checklist, moving from a manual, time consuming process to a simpler paperless experience that provides a consistent experience for our associates. The digital checklist allows associates to use their Company-provided devices to complete store equipment inspections and enables managers to review completed walks and provide feedback — increasing productivity, promoting associate engagement and improving safety.

Safety Culture

We know our highest risk associates are new hires, which is why we begin every new hire orientation with safety. In addition, our leaders receive resources to drive a culture of safety in their stores through demonstrations and utilizing our Safety Passports, which are given to every new associate during onboarding along with online training. Our resources for new hires reinforce core safety principles and focus on the most common work-related injuries — slips, trips, falls and overexertion.

Associates are also encouraged to look out for each other, prioritize safety first and speak up if they observe unsafe activity. “See Something, Say Something” is a principle embedded in our culture and exemplified by store leadership.

Through our efforts to foster a culture that prioritizes safety, we have reduced recordable incident rates by approximately 30% over the past three years.

Safety Awareness

Our safety awareness platform focuses on continuous improvement and embedding safety into everyday conversations. This encourages open dialogue and facilitates knowledge sharing. Store safety captains play a pivotal role in these efforts by leading monthly meetings, maintaining agendas and ensuring compliance records are up to date for their locations. This proactive approach strengthens our commitment to a robust safety culture by implementing appropriate preventive and corrective measures.

Safety Awareness Month remains one of our most important events, centered on driving a strong safety culture across all business units through celebration, recognition and education. We also leverage learnings and feedback from previous years to better understand and engage our associates in meaningful ways.

We also recognize and celebrate our top safety captains, promoting best practices across the organization. In 2024, these celebrations generated the highest traffic in years on Viva Engage, our enterprise social media network. Our commitment to associate engagement empowered associates to see what their fellow store and supply chain facilities were doing to celebrate safety, fostering a sense of community and shared purpose.

In 2024, approximately 70,000 associates achieved All-Star status by maintaining a perfect streak on their safety quizzes.

We were also proud to achieve a 28% increase in stores reaching Club 365 status compared to 2023. Stores achieve this status by reaching 365 days without a recordable safety incident on a rolling 12-month basis.

Work-Related Injury Rates:

RECORDABLE INCIDENT RATE (per 200,000 hours)¹⁰

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



LOST TIME INCIDENT RATE (per 200,000 hours)¹⁰

More significant injury that results in time away from work



LEARNING & DEVELOPMENT

Our learning and development programs help support our associates by building their knowledge and capabilities so they can take care of our customers.

In 2024, we continued making investments in our associate learning experience across the Company. We expanded our focus on developing leaders who create an environment where associates want to work and customers love to shop by piloting field-based trainers in 10 major markets. These trainers deliver ongoing, in-person workshops for store-based and supply chain leaders, serve as a coach to new-in-role store managers during onboarding and provide customized support for local leaders.

We are always looking for ways to better support our frontline associates. In 2024, we launched the Let's Get in the Stores program, which requires our salaried store support (corporate) associates to work side by side with our store associates one day each quarter. New-in-role store support associates also work their first day in a store early in the onboarding process. The Let's GET in the Stores program helps our store support associates better align store support tasks with store realities.

Whether our associates are in a role that serves our customers directly or supports those who do, we strive to provide opportunities for them to master the role they are in or prepare for a future one. To help associates grow their careers, we offer multiple ways for them to build their competence and confidence, including:

- **E-learning:** Media-rich, self-directed learning offers focused, interactive activities and actionable feedback.
- **Instructor-Led Experiences:** Immersive training at our Atlanta SSC and field locations focuses on business acumen, technical skills and leadership development for 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 over 118,000 completions across the Company in the U.S.
- **Mobile Learning:** Through our 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 15th year, HDU continues to be critical to the growth of our associates, developing values-based leaders who take care of each other, our customers and communities.

Check it out

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 2024, our mentoring program included over 2,400 mentor and mentee participants.



- **Contact Center Training:** We launched Orange Apron Academy to provide associates with ongoing development beyond onboarding, focused on increasing knowledge and developing skills and behaviors to support our customers. Orange Apron Academy is a blend of virtual instructor-led and web-based courses.
- **Online Resources:** Our library of online, on-demand resources includes videos, courses, podcasts, reference materials and performance support tools for associates to continue their development journey.

We were able to achieve our goal to 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 three years early. We continue to invest in our associates to help them deliver a best-in-class customer experience and we aim to support associates with training at all levels of their career journey.

At the end of 2024, more than

90%

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

Check it out

In 2024, The Home Depot invested approximately 11.6 million hours of training for associates. This included approximately 10.0 million hours for frontline associates across topics like safety, inclusion and development. We also invested approximately 1.5 million hours for our leaders through leadership specific training.

- **New-in-Role:** A blend of instructor-led training, e-learning, on-the-job activities, leader involvement and new associate coaches supporting 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 positions associates at every level to 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. Over 122,000 customers attended workshops in 2024.
- **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.



BENEFITS & COMPENSATION

Our investments in competitive compensation and benefits strengthens associate retention, enhances customer service and drives long-term success.

Supporting the well-being of our associates is an instrumental part of one of our Core Values — Taking Care of Our People. Since we were founded, we have believed that if we take care of our associates, they will take care of our customers and everything else will take care of itself. This is why we strive to provide our associates with the benefits they need to take care of themselves and their families.

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.

Visit [livetheorangelife.com](https://www.livetheorangelife.com) for a complete list of benefits and for eligibility details.

Check it out

At The Home Depot, veterans can continue to be part of a culture that takes care of each other and makes a difference. Learn more about our military-specific career opportunities and benefits on [page 51](#).

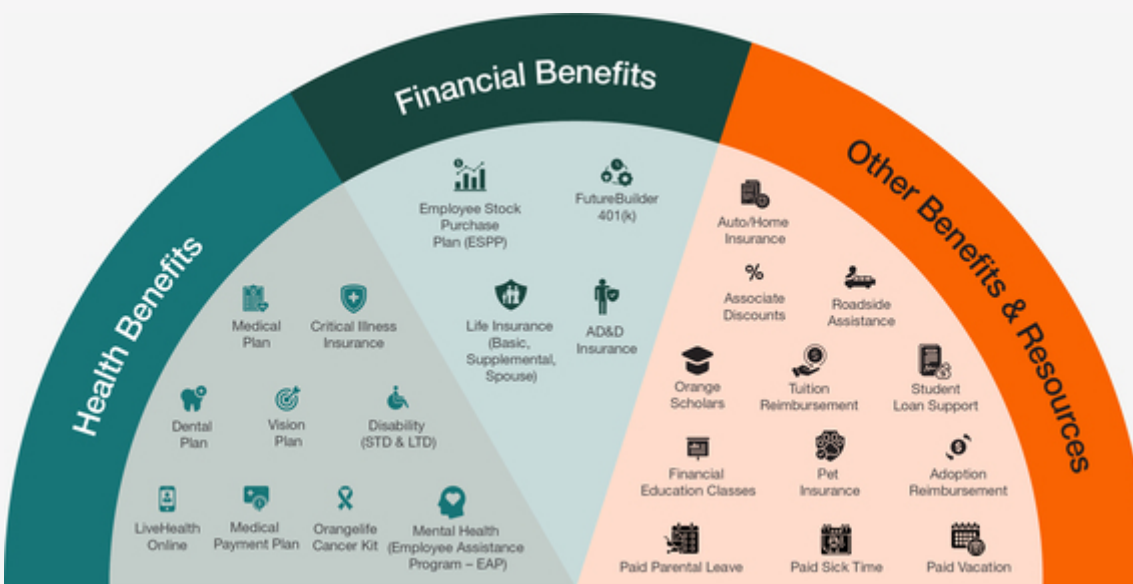
Benefits

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 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 in our facilities.
- Our Company intranet, myApron, where standard operating procedures (SOPs) are also found.
- Facility posters.
- Communications from managers.

Examples of Benefits and Resources in the U.S.¹¹



Compensation Enhancements & Success Sharing

Our compensation program for associates at all levels of the Company is aligned with our philosophy of Taking Care of Our People and motivating them to deliver a superior customer experience.

We continuously invest in our associates to ensure we are positioned 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 \$860 million to associates over the last three years. The performance of our associates in 2024 enabled 100% of qualifying stores to earn 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 \$250 million for Fiscal 2024. In addition, we established a merit increase budget for our hourly and salaried associates of 3%. We also continued our practice of making matching contributions under our FutureBuilder 401(k) Plan.

Our People: Pay Equity

To ensure compliance with applicable law, and in furtherance of The Home Depot's commitment to Doing the Right Thing and Taking Care of Our People, we conduct an annual analysis of our pay for our U.S. associates, who represent approximately 89% of our workforce. Our review for calendar year 2024 found no meaningful differences in pay based on race or gender.



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.

In 2024, **The Homer Fund** celebrated its 25th anniversary of helping to support associates in need. It provides financial assistance to associates facing unexpected hardships, offers scholarships to associates' children based on financial need and academic performance, and supports our associates 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 parent or child, natural disasters, illness or injury and more.
- **Matching Grants** are a unique way The Homer Fund recognizes the generosity of associates toward one another. When associates collect donations for another associate facing a hardship, 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. Since Orange Scholars launched in 2006, the program has awarded scholarships to more than 18,300 recipients, totaling approximately \$43 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.

Highlights

In 2024, The Homer Fund continued to support our people during times of adversity:

- More than **\$16.9 million** was awarded through Homer Fund grants.
- **More than 11,800 grants** awarded to support associates dealing with illness, hurricanes, wildfires and more.
- Associate financial assistance included more than **4,300 grants totaling approximately \$2 million for natural disaster recovery.**



Since 1999, **The Homer Fund** has awarded approximately **200,000 grants**, totaling nearly

\$285 million

to assist associates and their families facing unexpected hardships.



Check it out

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



Operate Sustainably

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LETTER FROM OUR HEAD OF SUSTAINABILITY

We are committed to reducing the environmental impact of our operations and products. By focusing on our five environmental pillars, we believe we can drive innovation, create additional value for our customers and enhance the sustainability of our communities.

We believe embedding sustainability into our business fosters long-term success for our stakeholders, which is why I am pleased to share the latest updates we have made in our sustainability journey and announce our latest goals.

Over the years, we have reduced our environmental footprint through both our direct business activities and by educating our customers and providing them with more sustainable product choices to help reduce the indirect impacts of our business. The initiatives we have in place across our five environmental pillars not only strengthen our business and drive innovation but also improve the lives of our customers and benefit the communities we serve.

Our Eco Actions program continues to serve as a platform to inspire customers with sustainable project ideas and educate them about the latest in sustainable product innovations. Eco Actions products help save energy, conserve water and reduce waste — providing practical and impactful ways for our customers to benefit from our sustainability strategy. As one of the largest retailers in the world, we know the products we offer our customers, both in store and online, present the greatest opportunity to reduce our environmental impact and improve our customers' experience.

Bringing these products to market is our world-class Merchandising team, backed by decades of expertise. They help execute our sustainability strategy by collaborating with existing suppliers and identifying new partners to

introduce innovative, more sustainable products. Our focus on sustainability led to the achievement of our goal — launched in 2023 — to help customers save \$600 million in energy costs through the use of energy-saving products that we offer, a milestone we reached in 2024.

Today, I am proud to announce two new goals that continue to reinforce our commitment. First, we plan to support the reforestation of 2,000 acres by the end of 2028. Reforestation is a vital step in preserving biodiversity, enhancing ecosystem resilience and combating climate change. By committing to this effort, we are taking tangible steps to create more sustainable forests for future generations.

Additionally, we aim to help our customers save an incremental \$375 million in energy costs through the sale of energy-efficient products by the end of 2028 — representing total savings of approximately \$1 billion since 2023. Energy-efficient appliances and products are designed to deliver excellent performance while using less energy, resulting in savings for our customers and a reduction in our indirect emissions. This goal reflects our commitment to sustainability and customer value.

Going forward, we remain anchored in our effort to Operate Sustainably and will continue to strive to reduce the impact of our operations on the environment and to improve our customers' lives with more efficient and sustainable products. We look forward to building on the strong foundation we've established.

Environmental Pillars



Carbon Emissions



Sustainable Forestry



Circularity



Water Conservation



Responsible Chemistry



CANDACE RODRIGUEZ
Senior Director of Sustainability and
Supplier Pipeline

PATH TO 2030

For over a decade, The Home Depot has worked to reduce our environmental impact by investing in operational efficiencies and by partnering with suppliers to provide our customers with more sustainable products.

We also partner with leading external consultants and internal experts across our Company to develop our climate action plan and to identify opportunities for us to reduce our GHG emissions. It is also our practice to regularly assess our progress against our targets.

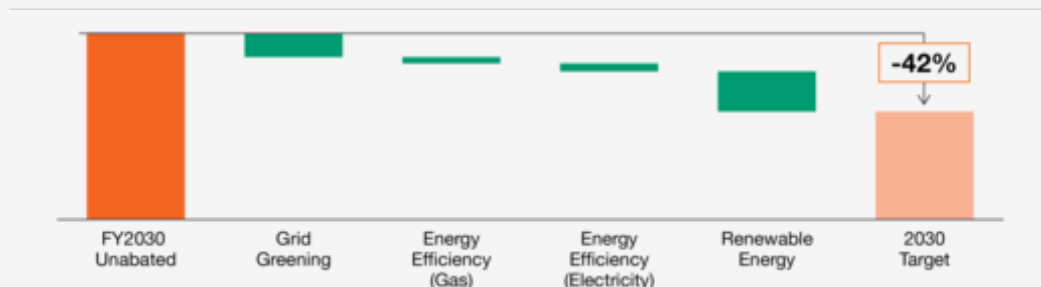
Based on our latest assessment, there is still considerable progress needed to achieve our Fiscal 2030 science-based targets. We plan to continue evaluating ways to address the progress needed to achieve our targets as our business evolves.

Climate Strategy Uncertainties & Dependencies

Both scenarios modeled here illustrate our latest projections and are based on our most recent assessment. Achieving our sustainability goals depends on several key assumptions, which could influence both our targets and the speed of implementation. While we remain committed to progress, we acknowledge several risks, uncertainties and dependencies that may shape the pace and approach of our emissions reduction strategy, including, but not limited to, the following:

- Evolution in GHG accounting standards, protocols or categorization.
- Regulatory shifts in product efficiency standards.
- Customer adoption of more efficient products/new technologies.
- Public policy and governmental action.
- The actual rate of grid greening.
- Renewable energy market dynamics.

Scope 1 & 2 Reduction Scenario (%)¹²



OUR LEVERS

- 🌱 Renewable energy
- 🌱 Operational enhancements

ASSOCIATED GOAL:

- 🌱 Produce/procure 100% renewable electricity equivalent to the electricity needs for all Home Depot facilities worldwide by the end of 2030

Scope 3, Category 11 Reduction Scenario (%)¹²



OUR LEVERS

- 🌱 Driving sales of higher efficiency products
- 🌱 Transitioning products from gas powered to electricity based

ASSOCIATED GOALS:

- 🌱 Help customers save \$375M in energy costs through energy-saving products
- 🌱 Transition 85% of U.S. and Canadian outdoor power sales to rechargeable battery technology
- 🌱 Motivate top strategic suppliers to set business-relevant public sustainability goals

CARBON EMISSIONS REDUCTION

Our focus on emissions reduction helps create a more efficient business and reduces our Company's impact on the environment.

The Home Depot prioritizes carbon emissions reduction as one of our environmental pillars, recognizing our role in decreasing the global risks associated with climate change. We are committed to reducing our environmental impact by setting science-based greenhouse gas (GHG) emissions reduction targets aimed at helping limit global temperature rise and promoting a more sustainable future.

The Home Depot's emissions reduction strategy begins with our climate targets, which aid our long-term planning towards reducing emissions. Our targets were validated by the Science Based Targets initiative (SBTi), a world-recognized authority for best practices in carbon emissions target setting, 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.

We have a strong record of reducing our carbon emissions and energy costs by improving the energy efficiency of our operations and the products we sell. We have invested in alternative electricity sources to lead to lower emissions and energy efficiency initiatives, which include 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.

2024 Reported Emissions

We participate in the CDP Climate Change disclosure process to provide transparency to our climate strategy actions. Our latest score of B from CDP for our response to the Climate Change survey demonstrates we have implemented policies, strategies and actions to manage our environmental impact on climate change.

As our business continues to evolve, we routinely evaluate our emissions footprint. This year's calculations reflect the inclusion of SRS Distribution, acquired in June 2024, and our SBTi target baselines have been updated accordingly.

Direct Emissions

Our Scope 1 and 2 emissions, which include the direct emissions from our facilities and emissions from the indirect purchased electricity we use in those facilities, account for approximately 1% of our total GHG emissions. To reduce these emissions, we invest in new technologies in our buildings to improve operational efficiencies. We also source renewable energy from both on-site rooftop solar systems and off-site purchased renewable energy, and are targeting to produce/procure 100% renewable electricity equivalent to the electricity needs for all Home Depot facilities worldwide by the end of 2030.

Indirect Emissions

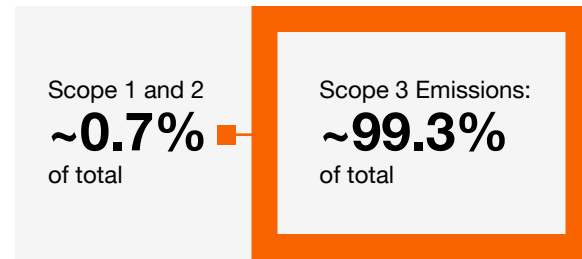
As with most retailers, emissions associated with the "use of sold products" (Scope 3, Category 11) account for the majority of our total emissions footprint. For this reason, our emissions reduction activity focuses on this category, where we have the biggest opportunity for impact.

We work with our suppliers to improve the energy efficiency of their products, and encourage sales of high-efficiency, electrified products. As mentioned on the prior page, we have established three supportive goals to help support our overall Scope 3, Category 11 target, reduce costs for our customers and introduce new technology to the marketplace.

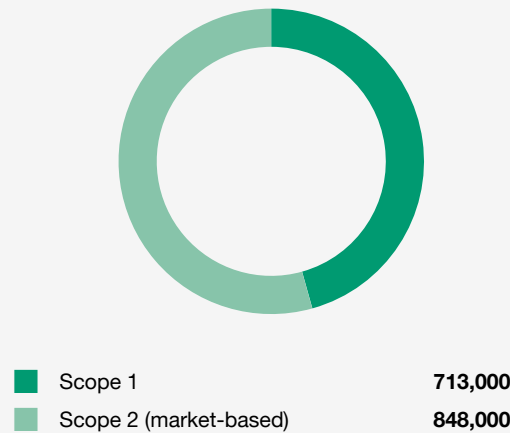


2024 GHG Emissions¹²

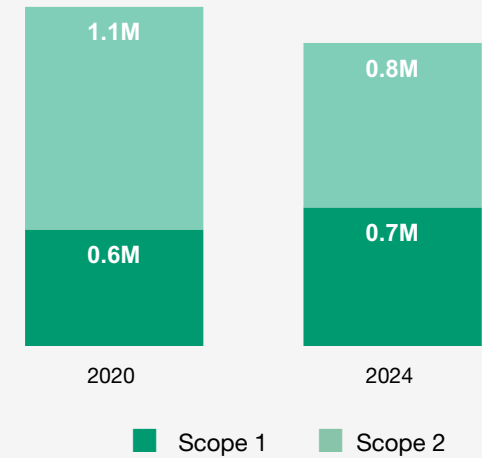
We remain committed to addressing the challenges required to reduce our impact on the environment through our operations and the products we sell, while also being transparent about our progress.



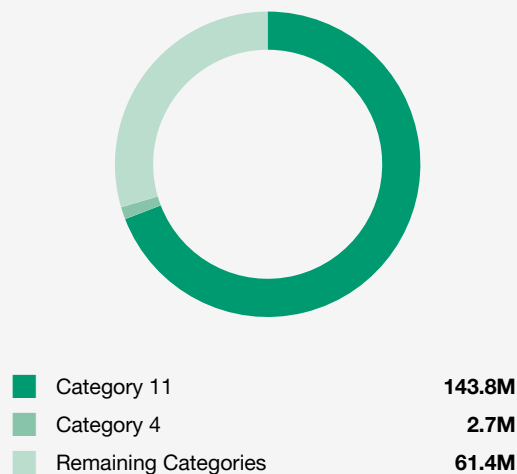
2024 Emissions Sources, Scope 1 and 2 (market-based)



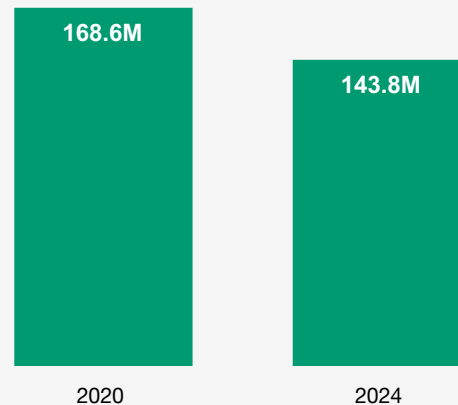
Emissions Performance Since 2020 Baseline, Scope 1 and 2 (market-based) (in thousand MT CO₂e)



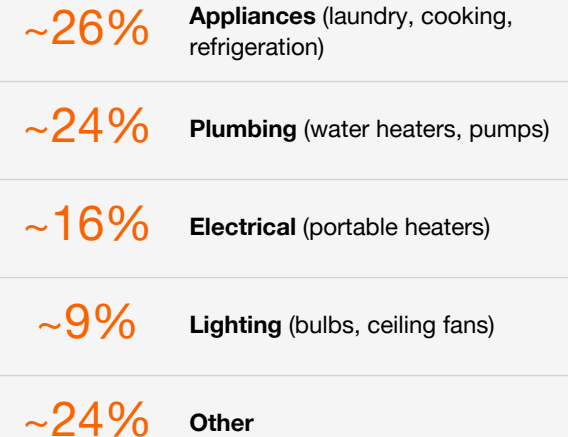
2024 Scope 3 Emissions Sources



Emissions Performance Since 2020 Baseline, Scope 3, Category 11 (in thousand MT CO₂e)



Scope 3, Category 11 Emissions by Product Category



Renewable and Efficient Energy

To advance our emissions reduction strategy, we look for opportunities to source renewable electricity and implement operational enhancements that improve facility efficiency.

Renewable Energy

Finding solutions to save energy and reduce emissions from our operations is another part of our emissions reduction strategy. Recognizing the evolving renewable energy market, we have established a diverse energy portfolio that encompasses off-site wind and solar electricity procurement, rooftop and community solar initiatives, fuel cells and on-site batteries designed to sustain store operations during peak demand periods.

We are a member of 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 sixth among the GPP's top 30 retailers as of October 2024.

We were also recognized for the first time as a top 10 corporate solar adopter in 2024 by the Solar Energy Industries Association® (SEIA) for our on-site solar capacity.

To sustain progress toward our carbon reduction goals, we have invested in off-site renewable projects. We recently entered into a 10-year partnership with Constellation NewEnergy to acquire renewable electricity from the Rambler Solar Project in San Angelo, Texas. Through this agreement, The Home Depot will purchase approximately 180,000 megawatt hours of renewable electricity annually, an amount equivalent to the electricity consumed by more than 120 stores each year.

Through our investment in off-site renewable projects, we expect our existing purchase agreements to generate enough electricity to provide the equivalent electricity needed to power more than 700 of our stores.

We generate renewable electricity for the grid through rooftop installations at our stores and distribution facilities. As of the end of 2024, we operated rooftop solar installations across 110 facilities. We look for opportunities to increase 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.

Progress on Power



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



**At 54 U.S.
stores,**

on-site batteries store power
during off-peak times for use
when demand spikes.



>1,000

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



Energy Efficiency in Our Stores

Our Energy Management team works to identify opportunities to improve the efficiency of our stores. Over the years, we have made investments in interior and exterior LED lighting, high-efficiency HVAC systems and optimized operating procedures, among other initiatives, to help reduce the electricity demands required for our operations. These and other investments helped manage our U.S. store electricity usage, which only increased approximately 3% year over year despite our expanded store footprint and the increase in our net sales in Fiscal 2024.

Our latest pilot to transition our stores' exterior lighting to LED has been completed across more than 400 of our U.S. stores and approximately 30 of our Canadian stores.

We announced in 2023 we would look to invest in approximately 80 new stores over the next five 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 design specifications to optimize value engineering and sustainability initiatives, including:

- Building Automated Systems (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.

Supply Chain Facilities

We remain focused on building best-in-class competitive advantages in our supply chain to meet our customers' expectations. We continue to invest in our supply chain network, with the goal of achieving the fastest, most efficient and most reliable delivery capabilities in home improvement.

We seek to identify opportunities aimed at driving efficiencies throughout our supply chain, including automating and mechanizing our facilities and investing in new material handling equipment technologies. Nearly a decade ago, we began investing in hydrogen-powered forklift technology and in 2023 set a related goal. As our business demands outpaced hydrogen infrastructure, we have expanded our strategy to include additional technologies and retired our hydrogen-power goal. Our expanded strategy includes traditional material-handling equipment technologies, hydrogen power as well as new pilot technologies that will support our strategy of driving efficiencies in our supply chain. We remain committed to leveraging new technologies that can address the unique needs of our supply chain, while also reducing the energy consumption required to operate our facilities.

“We encourage our industry partners to ensure focus remains on investments in scalable technologies that enable an environmentally responsible supply chain. By working together, we can create a more efficient, resilient and sustainable supply chain.”



SARAH GALICA

Vice President of Transportation

In 2024, we installed hydrogen fuel cells at 8 supply chain facilities, giving us a total of 43 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 approximately 40.5 million kilowatt hours (kWh) on an annual basis.

Transportation

Since 2018, we have invested approximately \$1 billion to open more than 100 buildings in the U.S., setting new standards for inventory and delivery speeds. These investments have improved both our operational efficiency and customer service. Along with these investments, we work with our transportation partners including ocean carriers, van and flatbed carriers, rail and parcel providers to drive efficiency, while also reducing costs for our customers.

We work closely with our partners to encourage and adopt more environmentally responsible practices, such as optimized truckloads and the use of low carbon fuels like green methanol, which represents a promising alternative to conventional fuels. Additionally, we partner with ocean freight carriers who actively support global goals set by the International Maritime Organization (IMO) to measure and improve carbon emission performance.

The unique capabilities of our supply chain enable us to meet the changing needs of both our professional and Do-It-Yourself (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 our supply chain creates help us reduce miles driven as well as ensure trailers are utilized to the fullest extent.

The investments we have made in our supply chain, in combination with the investments in renewable energy at our stores, are key to our store and supply efficiency efforts and our emissions reduction strategy ([page 29](#)).

Supply Chain



We use technology and advanced analytics to assess scheduled pickups and deliveries, then recommend optimized routes to reduce miles traveled, fuel consumed and trucks on the road.



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 EPA's SmartWay® program, which is a market-driven initiative that empowers businesses to move goods in the cleanest, most energy-efficient way possible, while protecting public health and reducing air pollution.

In 2024, The Home Depot was recognized with the SmartWay Excellence Award for the 8th time, representing our contributions as a leader in supply chain, environmental, and energy efficiency.

Energy-Saving Products

In partnership with the EPA's **ENERGY STAR**® program, we encourage suppliers to make the products we sell more energy efficient. Our focus on offering customers energy-efficient products is a key element to achieving our Scope 3, Category 11 goal, and was also instrumental in our ability to achieve our goal to help customers save \$600 million in energy costs based on estimated customer energy use for products sold in 2023 and 2024.

The benefits these products provide to our customers is why we have renewed this goal and we are now targeting to save customers an additional \$375 million in energy costs through the sale of energy-efficient products by 2028 — representing total savings of approximately \$1 billion since 2023. This updated goal reflects the current range of products that meet energy-efficient criteria. As entire product categories become more efficient, the threshold for what qualifies as energy-efficient rises—shifting the benchmark relative to the broader product class.

In 2024, we estimate that we helped our U.S. customers save approximately \$311 million on their utility bills through the purchase of energy-efficient products. ENERGY STAR-labeled products were a key factor in this progress. In 2024, we offered approximately 40,000 energy-saving products in stores and online, including approximately 15,000 ENERGY STAR products. We sold approximately 177 million units of ENERGY STAR products.

We estimate our customers' purchases and proper use of ENERGY STAR products in 2024 helped reduce annual electricity usage by nearly 1.4 billion kilowatt hours, saving nearly \$176 million on energy costs and lowering carbon emissions by approximately 928,000 thousand metric tons.

Home Winterization

The U.S. EPA estimates air sealing and insulation improvements can save homeowners approximately 15% 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.

Solar-Power Installation

According to the Solar Energy Industry Association, in 2024 the U.S. solar market installed nearly 50 gigawatts (GW_{ac}) of capacity, a 21% increase from 2023. Solar accounted for 66% of all new electricity-generating capacity added to the U.S. grid in 2024, as the industry continued experiencing record growth.

We aim to support the ongoing development 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 2024, The Home Depot offered solar panel and home battery storage sales and installation services in our stores. Approximately 3,800 U.S. customers purchased solar systems at The Home Depot in 2024.

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.

Check it out

On average, heat pump water heaters can save a family of four 3,760 kWh, or \$550 per year on their electric bills, compared to a standard electric water heater.



Did you know?



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

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 25 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** Began participating in CDP's Forests questionnaire.
- 2024** Published a comprehensive assessment of our Sustainable Forestry program and policies.

Updated our Wood Purchasing Policy to include 10 additional at-risk regions.
- 2025** Committed to help restore 2,000 acres of forests by the end of 2028.

Forestry Risk Assessment Processes

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.

We evaluate and monitor risks associated with sourcing wood and wood products, while seeking opportunities to lessen or avoid biodiversity impacts.

Each year, we also participate in the CDP Forests disclosure process, which includes disclosures related to our evolving Sustainable Forestry program, and our consolidated CDP response is available on our [Sustainability webpage](#).

Going forward, we plan to continue to partner with environmental expert third parties to leverage industry best practices around monitoring and disclosure. We also review and consider emerging voluntary reporting frameworks to provide stakeholders with relevant and comparable wood and biodiversity disclosure.

Regional Monitoring

We 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.

We also have a 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 a majority of our overall wood sourcing.

This commitment covers the following 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.

Due Diligence Process

Our due diligence measures 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 discontinue ordering affected products.

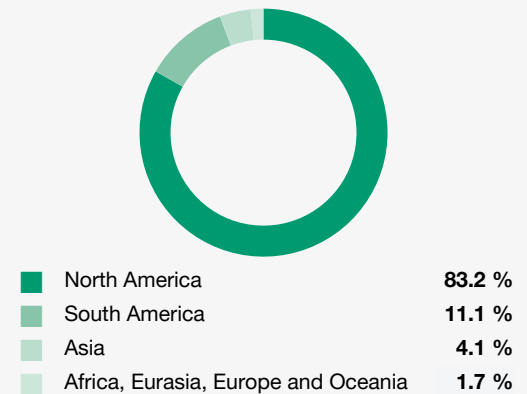
Responsible Wood Sourcing

Following the extensive survey we conducted of our total purchases of products in categories containing wood in 2022, as a part of our sustainable forestry assessment, we continued to conduct a more targeted survey of wood purchases in Fiscal 2024 that focused on a majority of our private label brands and wood coming from high-risk regions. In total, more than 800 suppliers, or approximately 86% of suppliers surveyed, 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 the regions listed in the chart included on this page.

The vast majority of our wood products come from sustainably managed forests in North America. Worldwide, we partner with experienced and sophisticated forestry companies that uphold sustainability standards through certifications and industry organizations, including:

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

Sources of Private Label Wood Products and Wood from At-Risk Regions



Check it out

Through our **Eco Actions program**, The Home Depot seeks to partner with suppliers who share our focus on providing customers with more sustainable products. This includes companies like LP Building Solutions, which brings more than 50 years of sustainable forestry innovation to their building products.

Together, The Home Depot and LP Building Solutions have partnered for more than three decades to help provide customers with high-quality, innovative and sustainable products. **LP Building Solutions'** efforts include ensuring **100% of their wood fiber sourced is third-party certified** in alignment with responsible forestry best practices.

Because of their dedication to sustainable forestry practices, we are proud to recognize LP Building Solutions as an Eco Actions partner.

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 sustainable management of forests worldwide. 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 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.

Supporting Biodiversity

Sustainable forestry plays a crucial role in combating biodiversity loss and preserving valuable ecosystems across our planet. The Home Depot's sustainable forestry efforts help protect biodiversity by sourcing wood products from responsibly managed forests that maintain healthy ecosystems. By partnering with suppliers who demonstrate sustainable forest management practices, we help preserve wildlife habitats, protect endangered species and work towards long-term forest regeneration — maintaining biodiversity for future generations.

In addition, our commitment to biodiversity extends beyond our sustainable forestry efforts and includes many of the gardening products 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.

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. 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.

Finally, our new goal to reforest 2,000 acres in partnership with the **Arbor Day Foundation**, will help restore ecologically significant forest land and will also enhance our biodiversity efforts.

We also 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.

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



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.

We introduced circularity as one of our five sustainability pillars in 2019, and 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. Through our supplier partnerships, we are able to drive measurable progress toward our circularity goals. Since we launched our goal to reduce 200 million pounds of plastic used in products and packaging material by 2028, we have been encouraged by the innovation our suppliers have been able to bring to market, and as a result, we are currently tracking ahead of our goal timeline.

Our Current Circularity Goals:

- All private-brand fiber packaging for new SKUs in our U.S. and Canada stores and online will be compostable, recyclable or made with recycled content beginning in 2027.
- Reduce or convert 200 million pounds of virgin plastic used in products and packaging to recycled or alternative material by the end of 2028.

Beyond products and packaging, 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 focusing 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.

Check it out

Made from recycled denim, **Henry's UltraTouch Blue Jean Insulation** offers superior performance while reusing materials that would otherwise end up in landfills. It's soft to the touch, easy to install and a win for energy efficiency.

RECYCLED DENIM INSULATION



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 hard-to-recycle material and reducing the overall amount and size of packaging material 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 2024, our packaging innovations allowed us to redesign more than **1,320 packaging SKUs, or tens of millions of packaging units**, to reduce size and materials.

Extended Producer Responsibility

Several states including Oregon, Colorado and California have recently passed Extended Producer Responsibility (EPR) laws aimed at promoting sustainable practices by encouraging producers to design products and packaging with recyclability and environmental impact in mind. We believe our long-standing commitment to sustainable packaging positions us well to comply with these requirements.

Our Packaging team is working collaboratively with organizations in these states to ensure compliance with EPR laws. This includes collecting and accurately reporting data on the packaging materials we supply to customers in these states, as well as appropriately managing the end-of-life processing. These partnerships demonstrate our commitment to fostering a circular economy and helping to reduce waste and conserve resources.

In addition to compliance, our team remains focused on providing packaging solutions designed with sustainability at their core. This involves prioritizing the use of recyclable, compostable and responsibly sourced materials, as well as continually innovating to reduce the overall environmental footprint of our packaging.





Fiber-Based Packaging Goal

Our Packaging team continues to strengthen its commitment to circularity by making significant strides toward achieving our new packaging goal. By Fiscal 2027, all new private-brand fiber packaging across our U.S. and Canadian stores and online will be compostable, recyclable or made from recycled content. This initiative reflects our dedication to sustainability while building on the progress we have already made.

We define fiber packaging as:

- Paper
- Paper board
- Blister cards
- Corrugate
- Molded pulp
- Wood
- Paper materials

Our process starts with researching current U.S. recycling infrastructure capabilities. Next, we engage with our suppliers, clearly outlining our new goal, expectations and timeline. Through collaborative partnerships, we actively explore innovative material options and sustainable designs for fiber-based packaging.

As sustainable alternatives are identified or new packaging designs are developed, we integrate them into our operations. New products are onboarded with compliance to these standards, while existing items undergo assessment and updates to align with our sustainability objectives.

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

2024 by the Numbers

**~4.9M
pounds**



of damaged product avoided landfills due to private-brand packaging projects aimed at creating packaging to better protect products.

**~648,000
packaging
units**



were right-sized from projects covering 40+ private-brand SKUs.

Recycle, Repair, Reuse

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

Recycle



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

Repair



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

Reuse



materials so less waste goes into landfills.

Ways The Home Depot Supported Circularity in 2024



~21.2M

Recycled Pounds of Plastics (LDPE)¹³



~250K

Recycled Metric Tons of Cardboard (OCC)¹⁴



~6.2M

Recycled Pounds of EPS Foam¹⁵



~160K

Recycled Metric Tons of Metal¹⁶



~165K

Recycled Lead-Acid Battery Cores



~300K

Recycled Pounds of CFL Bulbs



~1.4M

Recycled Pounds of Rechargeable Batteries



~12K

Tool Repairs Referred to Third-Party Service Providers



~83K

Large Equipment Repairs for Tool Rental



~152K

Repairs of Store Equipment



~10.4M

Tool Rental Transactions

Responsible Waste Management

We are committed to properly managing waste by partnering with vendors who support how we and our customers can 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 2024, our partners helped us recycle approximately 13% of our hazardous waste, excluding recycled CFL bulbs and lithium ion batteries.

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 Company-provided devices 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.

Check it out

Since 1999, The Home Depot has partnered with Call2Recycle, the country's largest consumer battery recycling and stewardship program, to provide customers with simple and responsible ways to recycle their used rechargeable batteries. In our U.S. stores, we have collection kiosks available for customers to drop off their batteries, plus certain bulbs and plastics for recycling.



WATER CONSERVATION

The Home Depot is committed to conserving water as one of our five environmental pillars. We provide our customers water-conserving products through product selection and labeling, while reducing water consumption in our store operations.

Water-Saving Products

We understand water is an essential resource for our customers, as well as a cornerstone of healthy ecosystems and biodiversity. Our greatest opportunity to support water conservation lies in the products we offer. That's why we collaborate closely with our suppliers to promote innovative solutions that help customers save both water and money. Additionally, we prioritize educating our customers on the advantages of adopting water-saving products, empowering them to make choices that benefit both their households and the environment.

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 encourage 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 2024, we continued to help our customers conserve water in their homes and businesses by offering approximately 10,900 water-saving products, which included approximately 9,400 products bearing the U.S. EPA's WaterSense label, and we sold more than 21 million units of those WaterSense products.

We estimate our customers' purchases of WaterSense products in 2024 helped reduce annual water consumption by approximately 30 billion gallons, which would collectively mean savings of approximately \$742 million on water bills.

Our recognition that our biggest opportunity to help conserve water is 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. Based on EPA estimates, this amount corresponds to the annual water consumption of over 684,000 households.

Check it out

We estimate our customers' purchases of WaterSense products in 2024 **helped reduce** annual water consumption by **approximately 30 billion gallons**.



In 2024, The Home Depot was recognized with our fourth consecutive WaterSense Partner of the Year award, and 8th since 2011.



Store Operations

Water scarcity impacts many of our communities, and we remain committed to taking steps to manage the water consumption of our operations.

In addition to the water-saving products we offer, we actively manage and look to mitigate our water usage through a number of initiatives.

Leak Detection

We utilize advanced leak detection systems in our stores to identify and address water leaks promptly, helping conserve water and reduce unnecessary water consumption.

Smart Irrigation

We added smart irrigation systems in 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.

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.



RESPONSIBLE CHEMISTRY

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

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

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 **Change Chemistry** (formerly the Green Chemistry and Commerce Council) 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 are adopting 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?



The Home Depot has been a **member of Change Chemistry for over 10 years**. Change Chemistry is a collaboration of more than 125 members that aims to make safer and sustainable chemistry widely available by collaborating on projects that break down barriers to safer chemistry, accelerate innovation and advance supportive policies.

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.

In 2017, we published our **Chemical Strategy** to encourage the exclusion of certain chemicals from paint, flooring, insulation, household cleaning and paint removers.

Insulation

100% of our fiberglass insulation products in the U.S. and Canada are GREENGUARD Gold certified.

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.

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.

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 worked with suppliers and the EPA to identify alternatives to paint removers containing methylene chloride. At the end of 2018, we phased out methylene chloride and N-methyl-2-pyrrolidone (NMP) from paint removal products.

Check it out

In 2024, The Home Depot was honored with the Partner of the Year award from Safer Choice, a program through the EPA that helps consumers, businesses and purchasers find products that contain ingredients that are safer for human health and the environment.

PROMOTING CUSTOMER ECO ACTIONS

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.

Eco Actions

Our Eco Actions program aims both to educate our customers on sustainable products and project ideas, and to recognize suppliers who are bringing more sustainable products to market.

Eco Actions Website

Our **Eco Actions** website provides customers with regularly updated content, insights and ideas from innovative partners to inspire sustainable action. Our growing library of sustainable DIY Eco Actions content includes resources on:

- Installing resource-efficient equipment and appliances.
- Water-saving systems for bathrooms, kitchens, home gardening and lawn care.
- Winterization techniques for homes to save energy.
- Organic and water-saving lawn care strategies.
- Recycling resources for common household items.
- Composting resources for homes, lawns and gardens.
- The benefits of lithium-ion battery-powered handheld tools.

Eco Actions Products

The Home Depot's Eco Actions program also highlights environmentally preferred products that are designed to have a reduced environmental impact compared to standard alternatives. The program evaluates and focuses on products across our five environmental pillars: carbon emissions reduction, sustainable forestry, circularity, water conservation and responsible chemistry. By prioritizing products within our environmental pillars, the program works to identify for our customers more sustainable product options in categories where we can have the greatest impact.

Products qualify for inclusion in the Eco Actions program through one of two pathways. First, a product may meet the criteria if it has obtained certification from an approved third-party organization (e.g., ENERGY STAR, WaterSense, Safer Choice, etc.). Certifications ensure the product's environmental attributes have been independently verified and align with recognized sustainability benchmarks. Alternatively, if a product lacks third-party certification, suppliers can submit documentation that demonstrates the product's environmental benefits. This documentation is subject to an evaluation by our Sustainability team.

Our merchants, who are responsible for deciding which products we carry, partner with both national and private-brand suppliers and our Sustainability team on ways to drive product innovation and pursue product choices that are more sustainable. We also equip our merchants with a sustainability handbook, which provides them with a guide to help understand

both the environmental impacts of each department's products and operations, and opportunities to make a difference when making key buying decisions.

Check it out

My Green Team™ from HD Supply helps customers optimize their properties by conducting surveys, identifying rebate opportunities, recommending products and generating reports to assess return on investment. They also streamline the rebate process, making it easier for customers to conserve energy, water and money.

The Return on Investment Report highlights:

- Product pricing, factoring in local rebates.
- The time period it will take to realize the return on their investment.
- Projected energy costs and savings for current products and energy-efficient recommendations.
- Lifetime product costs including energy, labor and replacing products.





Strengthen Our Communities

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OUR COMMUNITY PRIORITIES

We work to strengthen the communities where our associates and customers live and work, in part by supporting The Home Depot Foundation and its investments in veteran causes, natural disaster response and skilled trades training.

The Home Depot Foundation, a nonprofit supported by The Home Depot, works to improve the homes and lives of U.S. veterans, support communities impacted by natural disasters and train skilled tradespeople to fill the labor gap. To extend the Foundation's mission, Team Depot, The Home Depot's associate volunteer force, works alongside The Home Depot Foundation's national and local nonprofit partners to serve our local communities all year. In addition to the Foundation's efforts, our business makes investments to support veterans, natural disasters responses and skilled trades.

Veteran Causes



We support those who have served the U.S. with a focus on safe, accessible housing for veterans, family benefits, transition programs and post-service careers.

Natural Disaster Response



Our programs enable disaster preparedness, short-term response and long-term recovery efforts through pre-positioning and distributing critical supplies, volunteer opportunities for clean-up after a storm, financial support and more.

Skilled Trades Training - Path to Pro



Through our Path to Pro programs, we work to educate more people in the skilled trades and help them find careers in the home improvement industry in order to help fill the skilled trades labor gap.



Driving Meaningful Change

We believe collaboration drives meaningful change. The Home Depot Foundation partners with an extensive network of nonprofit organizations — both local and national — whose missions align with our three community priorities. Through these partnerships we are able to amplify our efforts and create a greater impact in the communities we serve.

[Click here](#) to learn more about the powerful network of nonprofit organizations The Home Depot Foundation works with to build, repair and enhance homes for veterans, provide relief to communities impacted by natural disasters and train the next generation of tradespeople.

Check it out

The Home Depot Canada Foundation is committed to preventing and ending youth homelessness in Canada.

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.



[Click here to learn more](#)

VETERAN SUPPORT

The Home Depot Foundation is 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

Many veterans face unique challenges when transitioning to civilian life, including physical and mental health conditions and financial hardship or homelessness. Giving back to veterans is rooted in our culture and our Core Values, which is why, for more than a decade, we have been focused on supporting veterans and military spouses in our communities.

The Home Depot Foundation is proud to support the brave men and women in the U.S. military veteran community. Through its commitment to serving U.S. veterans, the Foundation recently surpassed \$550 million invested in veteran causes. Looking ahead, the Foundation is committed to increasing this impact through its pledge to invest an incremental \$250 million by 2030, for a total of **\$750 million in veteran causes since 2011**.

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 2024, the Foundation provided nearly \$56 million in grants to veteran causes through its network of nonprofit partnerships.

Over the next 20 years, the Department of Veteran Affairs projects the number of veterans over the age of 85 requiring care will increase by more than 500%. To help provide life-changing moments of surprise

through service to U.S. veterans and their families, on Veterans Day 2024 and as part of the annual Operation Surprise initiative, the Foundation committed to investing \$10 million to help aging veterans remain in their existing homes and avoid the risk of homelessness. This funding will target the creation of affordable housing, critical home repairs, financial relief and home adaptations and smart homes.

“As veterans age, small accessibility modifications can mean the difference between remaining in their own homes versus being displaced,” said Erin Izen, Executive Director of The Home Depot Foundation. “With this **new \$10 million investment**, The Home Depot Foundation is proud to further its support of our nonprofit partners improving veteran housing across the country, helping veterans safely maintain their independence for years to come.”

Team Depot

In 2024, 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 over 1.7 million hours of service to veterans since 2011.

In honor of Veterans Day, Team Depot once again supported the Foundation’s 2024 Operation Surprise initiative. Team Depot helped complete over 300 projects and mobilized more than 8,000 volunteers.



The Home Depot Foundation provided nearly

\$56 million

in grants to veteran causes in 2024.



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 65,000 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 22 years.

Learn more: careers.homedepot.com/military



Support Programs

Our military 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 Hiring Our Heroes 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 the experience found in a military career and are available at no cost to the public. Learn more at thd.co/missiontransition.



Did you know?

In 2024, The Home Depot strengthened our commitment to the U.S. military community by announcing the launch of a new military moving hub to support service members with seamless relocations. The hub offers personalized moving assistance, exclusive discounts on moving supplies and easy access to The Home Depot's products and services, reinforcing our commitment to military families. Learn more at www.militarymoving.com.

The Home Depot continues to offer our collaboration with the Army & Air Force Exchange Service and the Navy Exchange, offering tax-free major appliances to military customers. These branded showrooms can be found in 85 Exchange locations across the country, with appliances available for purchase through The Home Depot's dedicated online pages on shopmyexchange.com and mynavyexchange.com.

Our Military Discount Benefit also remains a cornerstone of our ongoing support, providing a 10% discount on eligible purchases, both in store and online. This benefit is extended to all active U.S. military members, veterans and their spouses, including Gold Star spouses, every day, reinforcing our commitment to those who serve. To learn more about our broader commitment to U.S. veterans, see Veteran Support on [page 50](#).

TRADES TRAINING: OUR PATH TO PRO PROGRAMS

We are committed to educating the next generation of skilled tradespeople and helping them find careers in the home improvement industry through The Home Depot and The Home Depot Foundation's Path to Pro Programs.

With more than 400,000 open roles in the construction trades nationally, the U.S. labor shortage in skilled trades directly impacts our industry and economy. To help fill the gap in the skilled trades, The Home Depot Foundation partners with industry leaders like Home Builders Institute (HBI), Construction Ready and SkillPointe Foundation to train the next generation. Through these partnerships we are working to educate and upskill more people in the skilled trades, and create networks for them to find careers in the home improvement industry.

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** launched a separate 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. by 2028.

Since launching this program, the Foundation's trades-focused collaborations have introduced more than 315,000 people to the skilled trades and have trained more than 44,000 participants through programming available to youth, high school students, underserved communities and separating U.S. military members.

In 2024, the Foundation granted approximately \$8.5 million to skilled trades training initiatives. This included an investment in "TRades Academy," a new trades training program by the Foundation's veteran-led disaster response partner Team Rubicon. Through this new program, Team Rubicon will provide their volunteers with on-the-job training in carpentry, electrical, plumbing and HVAC as they rebuild homes in communities impacted by natural disasters. Once trained, graduates will be equipped to work with general contractors and nonprofit organizations, addressing the skilled trades gap in these communities and broadening support after natural disasters.

The Foundation's Path to Pro Programs:

Military Program

In partnership with HBI, the Path to Pro military program provides existing service members, across 10 U.S. military installations, access to a free, 12-week program that provides industry-recognized, pre-apprenticeship certification training (PACT) and OSHA 10 certifications.

High School & Youth Program

The Path to Pro high school and youth program offers curriculum and hands-on training to students through its partners HBI and Construction Ready.

Academy Program

Partnering 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 2,800 students.

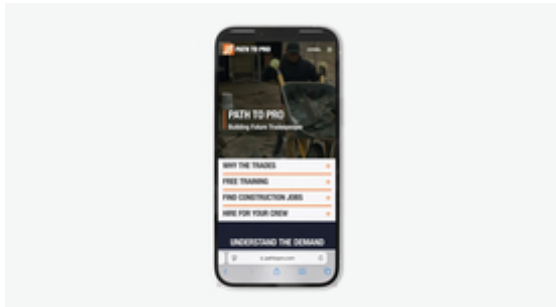
Scholarship Program

Through the Path to Pro scholarship program, The Home Depot Foundation partners with Folds of Honor and SkillPointe Foundation to provide financial support to qualifying veterans and military family members entering or enrolled in accredited skilled trade schools.

Click [here](#) to learn more about the Foundation's programs.

The Home Depot: Helping New Pros Grow Their Trade Careers. Helping Existing Pros Grow Their Business.

With more than 3.9 million trade jobs expected to open in the next decade, there is still a national demand for skilled labor. In response to this need, The Home Depot re-launched our national brand campaign, “Going Pro,” in December 2024, engaging millennials and Gen Z audiences by drawing the comparison between the talent and dedication of skilled trades professionals and professional athletes. The campaign drove critical awareness of the skilled trades among younger generations, breaking down stereotypes that can act as barriers to potential Pros considering the skilled trades as a viable career path. The Home Depot is helping new and existing Pros build or grow their careers through the Path to Pro program. Learn more at www.PathtoPro.com.



Launching a More Efficient & Engaging PathtoPro.com

In 2024, the Path to Pro website was redesigned, featuring a new, easier to navigate sign in and registration page, along with improved trade resources. The site continues to serve more than 2.8 million students, parents, advisors, military members and Pros by providing skilled trades career resources, free training and job connection opportunities.

Throughout the year, thousands of users also accessed the Spanish version of the site, leveraging the downloadable resources and guides that are available in English and Spanish for those seeking more information about careers in the trades.



Bringing New Training to the Path to Pro Skills Program

The Path to Pro Skills Program offers free, on-demand training for those interested in pursuing and growing a career in the skilled trades.

In 2024, the program expanded to allow anyone 16 years and older to access the free training curriculum. New courses on refrigeration, welding and respiratory safety were also added to the program offering and are available in both English and Spanish.

More than 9,600 students graduated from the Path to Pro Skills Program by the end of 2024, with the introductory trades knowledge needed to apply for entry level jobs in the construction industry.



Enhancing the Job Seeker Experience Through the Path to Pro Network

The Path to Pro Network is a construction skilled labor marketplace built exclusively by The Home Depot for our Pro customers within our Pro Xtra loyalty platform. Pros can post job openings and connect with job seekers - all for free for both Pros and job seekers.

In 2024, the Path to Pro network surpassed 50,000 job seekers nationwide who created profiles to apply for jobs and connect with hiring Pros. Throughout the year, enhancements were made to the network experience to allow job seekers to track changes to their profile, find local job opportunities, view their profile from the lens of a hiring Pro, easily update their availability for work and access additional trade resources.

DISASTER RELIEF & RESPONSE

The Home Depot Foundation and Team Depot Strengthen Our Communities by giving back to those impacted by natural disasters.

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

The Home Depot Foundation invests in disaster relief efforts by partnering with nonprofits to target preparedness, immediate needs following a disaster and long-term recovery initiatives to rebuild impacted communities.

The Home Depot also leverages our industry-leading Merchandising, Supply Chain and Operations teams to help move necessary product and equipment to stores in disaster strike zones, and our stores often become command centers for first responders and relief agencies.



Team Depot

For more than 30 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.

To support more remote areas, our new partnership with Mercy Corps' Caribbean Resilience Initiative will also equip local organizations throughout Puerto Rico and the U.S. Virgin Islands with supplies and equipment so they can quickly respond to natural disasters. In Alaska, collaborations with local nonprofits will expand emergency food distribution in Anchorage and surrounding communities.

Immediately after Hurricanes Helene and Milton devastated communities across the Southeast, Team Depot began donating relief supplies to nonprofits, first responders and government agencies and volunteers were deployed to help clean up in impacted communities in North Carolina, South Carolina, Florida and Georgia. Through their efforts, Team Depot volunteers packed more than 6,500 disaster relief kits including essentials like cleaning supplies, personal protective equipment and trash bags that were distributed to impacted communities.

Once again, our associates selflessly demonstrated our Core Values in order to take care of our people and Strengthen Our Communities in times of need.

The Home Depot Foundation

The Foundation, with support from Team Depot and nonprofit partners, is able to provide critical support, resources and relief supplies to communities in need.

In 2024, The Home Depot Foundation invested more than \$12 million in disaster relief nonprofit partners for annual operational support, early load-in of disaster response products, disaster relief kit distribution, immediate relief efforts and long-term recovery efforts.

The Home Depot Foundation's commitment to providing disaster relief included more than \$9 million to support communities impacted by tornadoes, severe flooding, wildfires and hurricanes across the country. The Foundation's investments in our communities also played a vital role in delivering emergency supplies, which included committing \$3 million to support Southern California communities impacted by wildfires and \$3 million to support immediate disaster relief in communities impacted by Hurricanes Helene and Milton.



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 our 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

We have a long-standing policy that prohibits retaliation for making a report.

SUPPLIER ALERTLINE

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

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

800-872-1791

China

400-1-203-548

India

022-5016-9902

Vietnam

024-7779-9061

RESPONSIBLE SOURCING & HUMAN RIGHTS

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 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 sourcing, 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 believe proactively engaging with our suppliers leads to stronger business relationships. We emphasize effective communication and training to help develop a mutually beneficial partnership. This approach also extends to our Corrective and Preventive Action (CAPA) program, which aims to remediate deficiencies identified by our audits and prevent them from recurrence.

We use a risk-based approach to oversight, placing 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.

In recent years, we have significantly expanded the language in our Responsible Sourcing Standards to address forced labor and related enforcement mechanisms.

- We updated and expanded our standards, which prohibit all types of forced labor (including forced, bonded, indentured labor, prison labor, slavery and 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 added a fine structure to our policy and included ways to identify forced labor indicators as part of our regular audit process.

Further, we are taking additional steps to reinforce the forced labor compliance aspects of The Home Depot's Responsible Sourcing program — helping us prevent the use of forced labor in the products we sell and promote supplier compliance 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 informed 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 The 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 preventive 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 using processes shared 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 suppliers so they, and the facilities they choose for The Home Depot production, maintain our standards.



THE HOME DEPOT'S RESPONSIBLE SOURCING TEAM

includes dedicated associates focused on working with suppliers to implement our standards in their factories.



THIRD-PARTY AUDITORS

conduct our responsible sourcing compliance audits.



INTERNAL AUDIT ASSOCIATES

conduct annual audits to ensure our Responsible Sourcing program is effective and meets our expectations.



By the Numbers



1,400+

factory audits and more than 1,500 follow-up visits conducted in ~30 countries under our Responsible Sourcing Policy in 2024.



200+

factories audited for compliance at peak production.



~70

subcontractors audited in 2024.



1,600+

Responsible Sourcing training courses completed by 500+ suppliers across ~850 factories.



160+

Forced Labor Policy training sessions held in 2024.



Conflict Minerals

The Home Depot requires our suppliers to implement responsible sourcing and encourages their smelters to obtain “conflict-free” certification. As detailed in our [Conflict Minerals Report](#) filed with the SEC for the year ended December 31, 2024, our efforts focused on collecting and disseminating information about the sourcing practices of our suppliers.

GOVERNMENT RELATIONS

We are guided by our Core Values when participating in the political process and recognize 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 trade 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, while 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 business 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 indicate 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

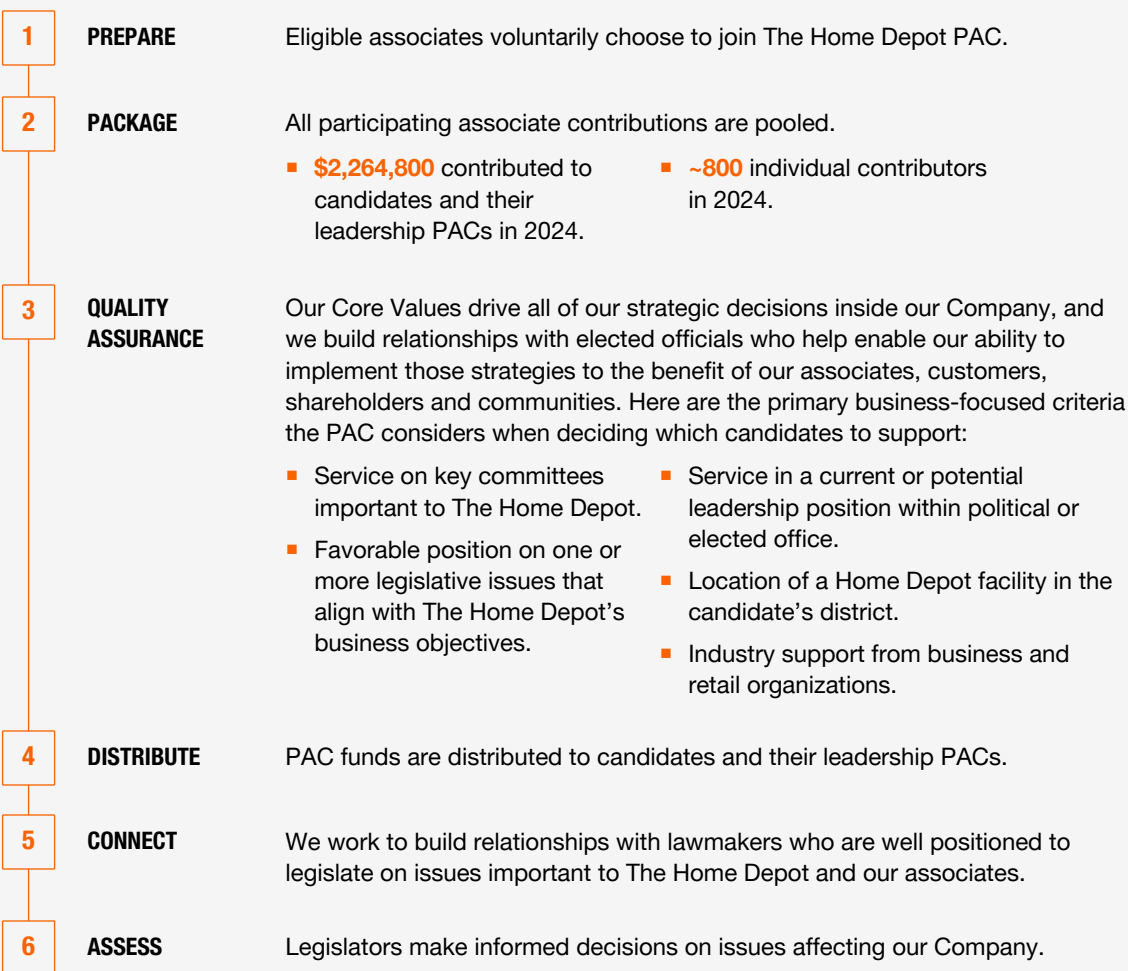
Learn more about the steps The Home Depot takes to ensure we are responsible and transparent participants in the political process and how we encourage our associates to do so as well.



View our Political Activity and Government Relations Policy

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.





Did you know?

The Home Depot has an interactive **Economic Impact map** that highlights the importance of our business in communities around the country. Based on Fiscal 2022 data, 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.



[View our interactive Economic Impact map](#)

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 memberships 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 for 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 addition, we include disclosure regarding the Company's support of ballot initiatives and nonprofits organized under Section 501(c)(4) of the Internal Revenue Service Code.

As a result of our continued transparency enhancements, we remain included in 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.

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 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 addressing tax matters. Learn more about our corporate governance structure on [page 9](#).

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 our tax reporting is accurate and complete.
- Supporting audits of our tax reporting and control environment by our Internal Controls 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.



2024 By the Numbers

The Home Depot paid

~\$4.1B

in federal and state corporate income taxes.

Our Company files

~16,800

sales tax returns every year.

We own, lease and pay property taxes on

3,800+

buildings worldwide, including stores, distribution centers and offices.

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.

We believe by advocating for policies that create jobs and enhance career opportunities, The Home Depot aligns our business goals with our pillars of Focus on Our People and Strengthen Our Communities. Pro-business policies help support investments such as our new store program announced in 2023, where we plan to build 80 stores over five years. As of the end of Fiscal 2024, we had built 12 new stores, for a total of 25 stores under this program.

THE HOME DEPOT'S

2024 Tax Payments¹⁷

\$3.35B

federal income tax¹⁸

\$744M

property taxes

\$386M

foreign & territorial income tax¹⁹

\$747M

other income & business taxes²⁰

\$792M

state income tax²¹

\$10.38B

sales taxes²²

\$5.22B

payroll taxes²³

\$21.61B

total



DATA SECURITY & PRIVACY

We believe 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 composed 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 informed by regulatory requirements. These policies are reviewed periodically to ensure they remain aligned with current requirements.

Training & 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	- Held a meeting in 2024 dedicated to review of key data security and privacy topics such as: - Risk identification and management strategies. - Customer, associate and business data protection. - Third-party assessments and testing. - Updates on potential cybersecurity threats, cybersecurity resilience, and cybersecurity strategy and governance structure. - Receives periodic 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 regular 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 cybersecurity matters, including discussion of cybersecurity priorities, emerging risks, awareness and training programs, risk mitigation efforts 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 programs, including our Responsible AI Working Group, which works to ensure the Company's use of AI technologies is aligned with our existing data security and privacy governance programs. - 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 Programs

As cybersecurity attackers become increasingly more sophisticated, our program prioritizes threat mitigation, while focusing on maintaining the integrity and resilience of our systems. We also continue to make investments to ensure our ability to identify, protect against and detect security risks within our environment. In the event 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 & 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, and provide expertise as needed on various cybersecurity programs and issues.

Data Protection

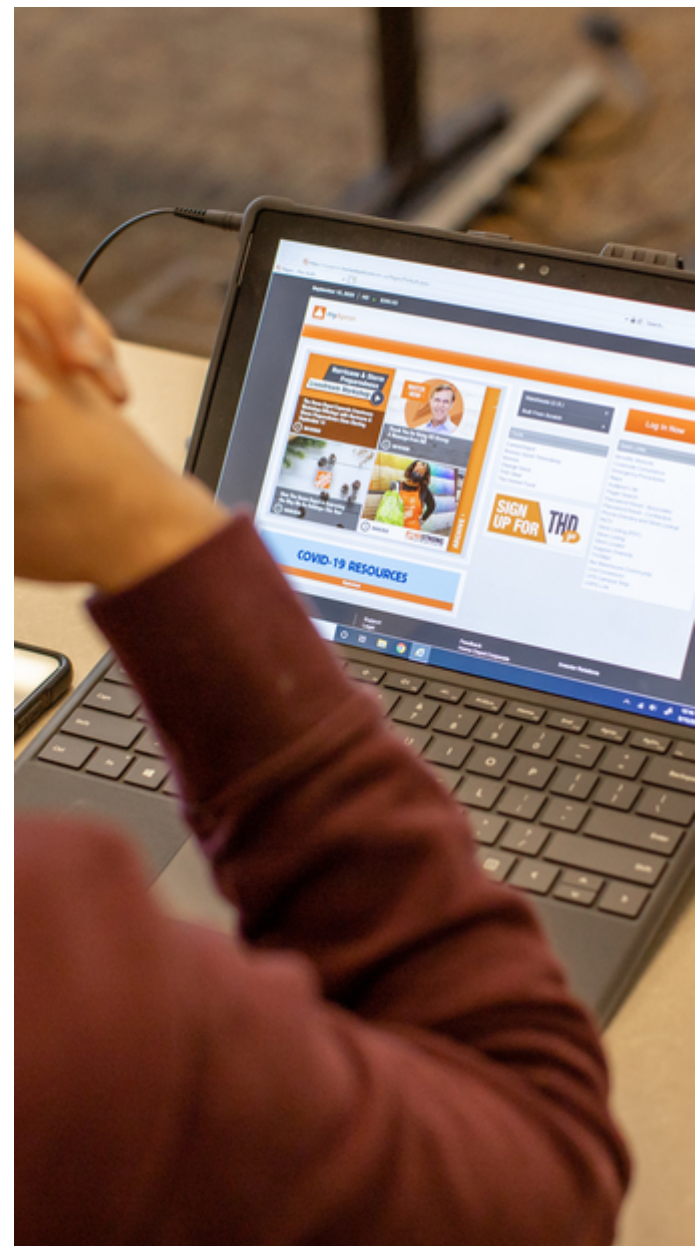
- We have established data classification and retention policies focused on limiting the risk of unauthorized exposure of customer, associate and business data.
- Data protection strategies are in place and focused on data devaluation and data access monitoring.
- Sensitive data attributes are classified 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 certain 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 guidelines in the development of our cybersecurity programs.
- We adhere to applicable Payment Card Industry Data Security Standards.





Privacy & Data Governance Program

The Home Depot values and respects the privacy of our 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.

Did you know?

The Home Depot has created Responsible AI Guiding Principles to help support our responsible use of AI technology in line with our Core Values. Learn more about Magic Apron, The Home Depot's suite of generative AI tools that help customers find the answers they need for their home improvement projects, [here](#).



Appendices

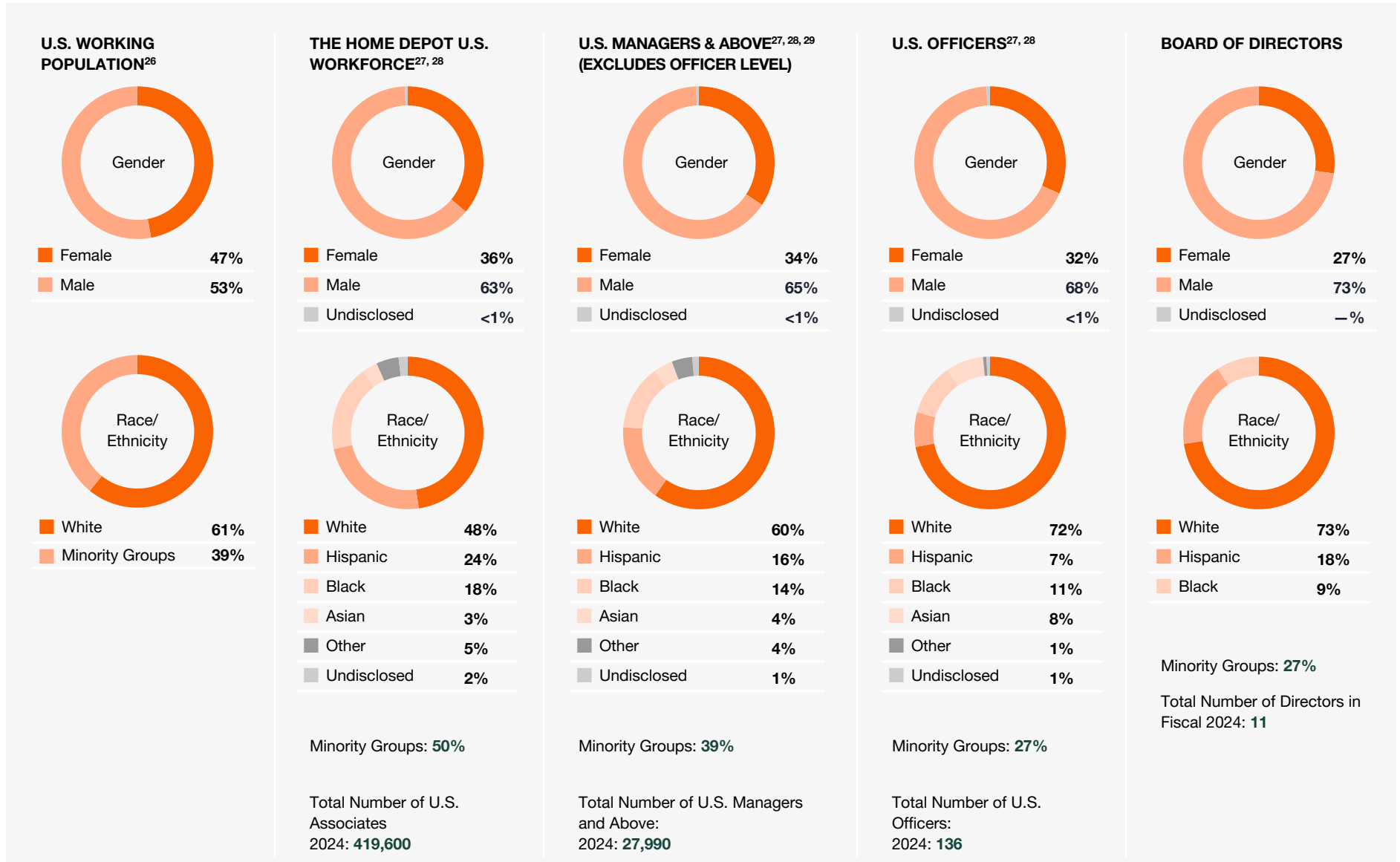
Key Metrics	70
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KEY METRICS

This chart includes The Home Depot's key metrics. All data reflects Home Depot's fiscal year, unless otherwise noted.

Focus on Our People			
Associates	FY 2022	FY 2023	FY 2024
Frontline associate training hours	—	8,403,000	10,046,000
Leadership training hours	—	1,199,000	1,504,000
Success Sharing paid to associates	\$409 million	\$206 million	\$250 million
Homer Fund assistance paid to fellow associates	\$21.2 million	\$16.7 million	\$16.9 million
Lost time incident rate per 200,000 hours	1.16	0.96	0.82
Recordable incident rate per 200,000 hours	4.08	3.23	2.81
Home Depot's U.S. Pay Equity Results			
	Women Relative to Men ²⁴	Racial/Ethnic Minority Associates Relative to Non-Minority Associates ²⁵	
Unadjusted pay equity	98%	98%	
Adjusted pay equity	101%	100%	



These 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 [Sustainability webpage](#).



Operate Sustainably			
Carbon Emissions	FY 2022	FY 2023	FY 2024
CDP Climate Change score	A-	B	§ ³⁰
Estimated reduction of customers' GHG emissions through the purchase and proper use of energy-saving products (MT CO ₂ e) (includes ENERGY STAR, 0.9 million MT in 2024) ³¹	5.8 million	2.0 million	1.6 million
Scope 1 GHG emissions (MT CO ₂ e)	597,000	629,000	713,000
Scope 2 GHG emissions, location-based (MT CO ₂ e)	960,000	1,033,000	1,027,000
Scope 2 GHG emissions, market-based (MT CO ₂ e)	792,000	733,800	848,000
Scope 3 GHG emissions (MT CO ₂ e)	—	192,934,000	207,982,000
Scope 3 GHG (Category 4) emissions (MT CO ₂ e)	3,696,000	1,367,000	2,718,000
Scope 3 GHG (Category 11) emissions (MT CO ₂ e)	—	128,526,000	143,843,000
Number of facilities with fuel cell energy source	217	218	217
Fuel cell energy capacity for U.S. operations (MWac)	43	43	43
Operate Sustainably			
Solar energy capacity company-wide, rooftop and off-site (MWac)	265	286	278
Wind energy capacity company-wide (MWac)	112	112	112
Diesel used (MWh)	179,700	316,700	437,900
Electricity purchased (MWh)	2,720,600	2,801,000	3,133,500
Electricity generated (MWh)	283,100	273,000	352,000
Natural gas used (MWh)	2,518,500	2,629,000	2,689,000
Propane used (MWh)	249,500	270,500	237,700
Energy consumption within the organization (MWh) ³²	6,015,000	6,401,000	6,731,000
GHG emissions intensity Scope 1 and 2 (MT of CO ₂ e per billion U.S. dollars of revenue)	9,900	10,800	10,900



Operate Sustainably			
Electricity (kWh) used by U.S. stores, year over year	-3.79%	-0.90%	2.96%
Nonhazardous waste generated (MT)	1,058,600	1,232,800	1,036,100
Waste sent to landfill (MT)	738,200	768,100	761,900
Waste diverted (MT)	320,500	464,600	274,100
Waste incineration (pounds)	3,025,500	3,428,800	3,379,300
Fuel blending (pounds)	5,111,400	4,537,900	4,400,300
Responsible Sourcing			
Combined factory audits and follow-up visits by The Home Depot	3,100	3,060	2,930
Product tests conducted by third parties	28,000	20,900	23,900
Transit tests conducted by third parties	15,000	11,700	11,700
Pre-shipment product inspection visits	25,900	24,700	26,000
Operate Sustainably			
Products ³³			
Number of restricted substance categories in Chemical Strategy	9	9	9
Energy-saving products offered in stores and online (includes ENERGY STAR, 15,000 in 2024)	25,700	45,000	40,000
Energy-saving product sales (includes ENERGY STAR, \$8.5 billion in 2024)	\$10.4 billion	\$10.8 billion	\$10.4 billion
Estimated annual customer savings from purchase and proper use of energy-saving products (includes ENERGY STAR, \$176 million in 2024) ²⁹	\$1.2 billion	\$0.4 billion	\$0.3 billion
Water-saving products offered in store and online (includes WaterSense, 9,400 in 2024)	7,500	9,000	10,900
Water-saving product sales (includes WaterSense, \$1.9 billion in 2024)	\$2.0 billion	\$1.9 billion	\$2.0 billion
Estimated annual customer savings from purchase and proper use of water-saving products (includes WaterSense, \$742 million in 2024)	\$702 million	\$662 million	\$772 million



Strengthen Our Communities

Community

The Home Depot Foundation grants	\$82.3 million	\$86.4 million	\$88.9 million
Team Depot volunteer hours	270,000	329,000	335,000
U.S. political contributions by The Home Depot PAC	\$3,638,000	\$2,417,200	\$2,264,800
U.S. corporate political contributions	\$550,000	\$550,000	\$630,000

All monetary amounts are U.S. dollars.

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



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 29, 2024, and ended on February 2, 2025, 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 Fiscal 2024, which began on January 29, 2024, and ended on February 2, 2025. In some cases, we include data and information about programs and activities relevant to our sustainability and human capital priorities that occurred in our Fiscal 2024, as noted. Reporting cycle: Annual Publication date of the report: August 22, 2025 Contact point for questions regarding the report: investor_relations@homedepot.com
2-4 Restatements of information	Key Metrics - Refer to Endnotes 8, 31 and 32 for information on restatements.
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 2024. Overview, Our Community Priorities, 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. 1-9
2-7 Employees	Associate Experience Form 10-K, pgs. 6-9

GRI Standard / Disclosure	Location
2-9 Governance structure and composition	Governance Proxy Statement pgs. 1-25 Corporate Website – Investor Relations > Corporate Governance
2-10 Nomination and selection of the highest governance body	Governance Proxy Statement pgs. 1-25 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
2-12 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. 5-9 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. 12-13 Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics, Corporate Governance Guidelines
2-16 Communication of critical concerns	Enterprise Risk Management, Code of Conduct Proxy Statement pgs. 8-9, 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, Enterprise Risk Management Proxy Statement pgs. 1-25
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. 37-71 Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters > LDCC Charter, Corporate Governance Guidelines

GRI Standard / Disclosure	Location
2-20 Process to determine remuneration	Proxy Statement pgs. 37-71 Corporate Website – Investor Relations > Corporate Governance > Committee Members & Charters > LDCC Charter, Corporate Governance Guidelines
2-21 Annual total compensation ratio	Proxy Statement pgs. 68-69
2-22 Statement on sustainable development strategy	CEO Letter, Associate Experience, Letter from Our Head of Sustainability
2-23 Policy commitments	Corporate Website – Investor Relations > Sustainability
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. 5-8 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 > Sustainability
2-26 Mechanisms for seeking advice and raising concerns	Enterprise Risk Management, Code of Conduct Proxy Statement pgs. 8-9, 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. 9, 19-20 Corporate Website – Investor Relations > Corporate Governance: Business Code of Conduct and Ethics
2-28 Membership associations	2024 Highlights & Ratings, Carbon Emissions Reduction, Responsible Chemistry, Our Community Priorities, Supply Chain Facilities Corporate Website – Investor Relations > Corporate Governance: Political Activity and Government Relations Policy, Advocacy and Political Activity Report
2-29 Approach to stakeholder engagement	Enterprise Risk Management
2-30 Collective bargaining agreements	Form 10-K pgs. 9
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Enterprise Risk Management
3-2 List of material topics	Our Priorities and Impacts



GRI Standard / Disclosure	Location
3-3 Management of material topics	<i>Living Our Values: Goals, 2024 Highlights & Ratings, Our Approach to Sustainability, Focus on Our People, Operate Sustainably, Strengthen Our Communities, Responsible Business Practices, Key Metrics</i> CDP Corporate Questionnaire response
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	CDP Corporate Questionnaire response
201-3 Defined benefit plan obligations and other retirement plans	Benefits & Compensation Form 10-K , pg. 65-69 and Form 11-K Proxy Statement pgs. 50-51, 71
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, Key Metrics Corporate Website – About Us > Economic Impact
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	
GRI 205: Anti-Corruption 2016	
205-1 Operations assessed for risks related to corruption	Proxy Statement pg. 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, Key Metrics



GRI Standard / Disclosure	Location
301-2 Recycled input materials used	<i>Circularity, Recycle, Repair, Reuse, Key Metrics</i>
301-3 Reclaimed products and their packaging materials	<i>Circularity, Recycle, Repair, Reuse, Key Metrics</i>
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	<i>Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response
302-2 Energy consumption outside of the organization	<i>Carbon Emissions Reduction, Key Metrics</i> 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	<i>Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response
302-4 Reduction of energy consumption	<i>Living Our Values: Goals, 2024 Highlights & Ratings (Canada and Mexico), Letter from Our Head of Sustainability, Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response
302-5 Reductions in energy requirements of products and services	<i>Living Our Values: Goals, Letter from Our Head of Sustainability, Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	<i>Living Our Values: Goals, Water Conservation, Key Metrics</i>
GRI 304: Biodiversity 2016	
304-2 Significant impacts of activities, products and services on biodiversity	<i>Sustainable Forestry, Promoting Customer Eco Actions (From Forestry to Gardening)</i>
304-3 Habitats protected or restored	<i>Sustainable Forestry, Promoting Customer Eco Actions (From Forestry to Gardening)</i> Sustainable Forestry Report CDP Corporate Questionnaire response
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	<i>Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response
305-2 Energy indirect (Scope 2) GHG emissions	<i>Carbon Emissions Reduction, Key Metrics</i> CDP Corporate Questionnaire response



GRI Standard / Disclosure	Location
305-3 Other indirect (Scope 3) GHG emissions	Carbon Emissions Reduction, Key Metrics CDP Corporate Questionnaire response
305-4 GHG emissions intensity	Carbon Emissions Reduction, Key Metrics
305-5 Reduction of GHG emissions	Letter from Our Head of Sustainability, Carbon Emissions Reduction, Key Metrics CDP Corporate Questionnaire response
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Circularity, Key Metrics
306-2 Management of significant waste-related impacts	Circularity
306-3 Waste generated	Key Metrics
306-4 Waste diverted from disposal	Circularity, Key Metrics
306-5 Waste directed to disposal	Key Metrics
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	Key Metrics
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits & Compensation
401-3 Parental leave	Benefits & Compensation
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

GRI Standard / Disclosure	Location
403-4 Worker participation, consultation and communication on occupational health and safety	<i>Associate Safety</i>
403-5 Worker training on occupational health and safety	<i>Associate Safety</i>
403-6 Promotion of worker health	<i>Associate Safety, Benefits & Compensation</i>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<i>Associate Safety</i>
403-8 Workers covered by an occupational health and safety management system	<i>Associate Safety</i>
403-9 Work-related injuries	<i>Associate Safety</i>
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	<i>Learning & Development</i>
404-2 Programs for upgrading employee skills and transition assistance programs	<i>Associate Experience, Associate Engagement, Learning & Development, Benefits & Compensation, Trades Training: Our Path to Pro Programs</i>
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	<i>Key Metrics</i> <i>Proxy Statement</i> pgs. 15-25
405-2 Ratio of basic salary and remuneration of women to men	<i>Benefits & Compensation</i>
GRI 409: Forced or Compulsory Labor 2016	
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<i>Responsible Sourcing and Human Rights</i> <i>Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards</i>
GRI 413: Local Communities 2016	
413-1 Operations with local community engagement, impact assessments and development programs	<i>2024 Highlights & Ratings (Canada and Mexico), Strengthen Our Communities</i>

GRI Standard / Disclosure	Location
GRI 414: Supplier Social Assessment 2016	
414-1 New suppliers that were screened using social criteria	<i>Responsible Sourcing and Human Rights</i> 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	<i>Responsible Sourcing and Human Rights</i> Corporate Website – Responsibility > Resources & Reports > Responsible Sourcing Report, Responsible Sourcing Manuals and Responsible Sourcing Standards
GRI 415: Public Policy 2016	
415-1 Political contributions	<i>Governance, Government Relations, Key Metrics</i> 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	<i>Responsible Chemistry, Promoting Customer Eco Actions, Key Metrics</i>
GRI 418: Customer Privacy 2016	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<i>Data Security & Privacy</i>

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 Living Our Values Report covering our Fiscal 2024.

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 2024 – 24.2M GJ - Purchased approximately 3.0M GJ of renewable energy	Living Our Values Report Fiscal 2024 – Carbon Emissions Reduction, pgs. 29-34
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 Living Our Values Report and in our 2024 Proxy Statement	Living Our Values Report Fiscal 2024 – Data Security & Privacy, pgs. 65-68; 2025 Proxy Statement, pgs. 5-7
(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 2024	
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	Living Our Values Report Fiscal 2024 – Associate Engagement, pg. 17



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: 32% Female ■ Minority Groups: 27% U.S. Managers and Above (excluding Officers): ■ Gender: 34% Female ■ Minority Groups: 39% U.S. Workforce: ■ Gender: 36% Female ■ Minority Groups: 50%	Living Our Values Report Fiscal 2024 – Benefits & Compensation, pgs. 23-24
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 \$13.3 billion	Living Our Values Report Fiscal 2024 – Promoting Customer Eco Actions, pg. 47
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 Living Our Values Report	Living Our Values Report Fiscal 2024 – Responsible Waste Management, pg. 42; Responsible Chemistry, pgs. 45-46; Promoting Customer Eco Actions, pg. 47
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 Living Our Values Report	Living Our Values Report Fiscal 2024 – Circularity, pg. 38-42

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	2024 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	22.6 million sq. meters of retail space 10.1 million sq. meters of warehouse and distribution centers	2024 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 Living Our Values Report	Living Our Values Report Fiscal 2024 – Responsible Waste Management, pg. 42; Responsible Chemistry, pgs. 45-46-; Promoting Customer Eco Actions, pgs. 47
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 Living Our Values Report	Living Our Values Report Fiscal 2024 – Circularity, pgs. 38-42
(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	Living Our Values Report Fiscal 2024 – Circularity, pgs. 38-42

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 Living Our Values Report covering our Fiscal 2024.

Living Our Values Report Fiscal 2024				
Recommended Disclosure Topics		Section	Page #(s)	Additional Sources
Governance	Describe the Board's oversight of climate-related risks and opportunities.	Governance	9-10	CDP Corporate Questionnaire response; 2025 Proxy Statement pgs. 1-8
		Risk Management	12	
	Describe management's role in assessing and managing climate-related risks and opportunities.	Governance	9-10	CDP Corporate Questionnaire response; 2025 Proxy Statement pgs. 1-8
		Enterprise Risk Management	12	
		Living Our Values: Goals	13-14	
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long-term.	Our Priorities and Impacts	8	CDP Corporate Questionnaire response; 2024 Annual Report, pgs. 9-21; 2025 Proxy Statement, pgs. 1-8
		Carbon Emissions Reduction	29-34	
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	CEO Letter	4	CDP Corporate Questionnaire response
		Enterprise Risk Management	12	
		Operate Sustainably (Introduction)	26	
		Carbon Emissions Reduction	29-34	
		Promoting Customer Eco Actions	47	
	Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Living Our Values: Goals	13-14	CDP Corporate Questionnaire response
		Carbon Emissions Reduction	29-34	
		Promoting Customer Eco Actions	47	



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Recommended Disclosure Topics		Section	Page #(s)	Additional Sources
Risk Management	Describe the company's process for identifying and assessing climate-related risks.	Enterprise Risk Management	12	CDP Corporate Questionnaire response; 2025 Proxy Statement, pgs. 1-8
		Governance	9-10	
	Describe the company's processes for managing climate-related risks.	Governance	9-10	CDP Corporate Questionnaire response; 2025 Proxy Statement, pgs. 1-8
		Enterprise Risk Management	12	
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the company's overall risk management.	Carbon Emissions Reduction	29-34	CDP Corporate Questionnaire response; 2025 Proxy Statement, pgs. 1-8
		Governance	9-10	
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.	Enterprise Risk Management	12	CDP Corporate Questionnaire response
		Living Our Values: Goals	13-14	
		Carbon Emissions Reduction	29-34	
		Key Metrics	70-74	
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Carbon Emissions Reduction	29-34	CDP Corporate Questionnaire response
		Key Metrics	70-74	
	Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.	Living Our Values: Goals	13-14	CDP Corporate Questionnaire response
		Carbon Emissions Reduction	29-34	



RESOURCES

Overview	Pgs. 5 - 14	Operate Sustainably	Pgs. 26 - 47	Responsible Business Practices	Pgs. 55 - 68
The Home Depot Canada		ENERGY STAR		Business Code of Conduct and Ethics	
The Home Depot Canada Foundation		Wood Purchasing Policy		Associate AwareLine	
The Home Depot Canada Privacy Policy		Sustainable Forestry Eco Actions		Supplier AlertLine	
The Home Depot Mexico		Circularity Eco Actions		Responsible Sourcing Standards	
The Home Depot Mexico Privacy Policy		Water Conservation Eco Actions		2024 Responsible Sourcing Report	
Resources and Reports		WaterSense		2024 Conflict Minerals Report	
Living Our Values Website		Chemical Strategy		Corporate Governance Guidelines	
		Responsible Product Standards		Board of Directors	
		Responsible Chemistry Eco Actions		2025 Proxy Statement	
		Eco Actions Website		2024 Annual Report	
		USDA Organic		Political Activity and Government Relations Policy	
		Safer Choice		Annual Advocacy and Political Activity Report (2019-2024)	
		GREENGUARD		Federal Election Commission: The Home Depot PAC	
		Cradle to Cradle		The Home Depot (U.S.) Privacy and Security Statement	
		Leaping Bunny		Exercise My Privacy Rights	
Focus on Our People	Pgs. 15 - 25	Strengthen Our Communities	Pgs. 48 - 54	Appendices	Pgs. 69 - 89
Community Partnerships		The Home Depot Foundation National Partnerships		Global Reporting Initiative (GRI) Standards	
WeAreTHD		The Home Depot Foundation		Sustainability Accounting Standards Board (SASB) Disclosure Matrix	
Benefits		Serving Veterans		Task Force on Climate-related Financial Disclosures (TCFD) Framework	
The Homer Fund		Partnerships		Key Metrics	
		Path to Pro Program		EEO-1 Report	
		Path to Pro Website			
		Team Depot			
		Disaster Relief			
Operate Sustainably	Pgs. 26 - 47				
Carbon Emissions Eco Actions					
CDP					
Greenhouse Gas Protocol					
Science Based Targets Initiative					
RE100					
Green Power Partnership					
SmartWay					

ENDNOTES

1. The increase in net sales for fiscal 2024 was primarily driven by SRS, which contributed \$6.4 billion of net sales during fiscal 2024.
2. Unless otherwise specified, “Goal Date” refers to the end of the fiscal year noted.
3. Our current absolute combined Scope 1 and 2 emissions reduction goal supersedes our previous Scope 1 and 2 emissions reduction targets announced in 2018.
4. Applies to top strategic suppliers by U.S. and Canada core direct spend. A business-relevant sustainability goal is one that is related to The Home Depot’s environmental pillars.
5. Applies to private-brand patio and home decor products sold in U.S. and Canada stores.
6. Applies to private-brand products sold in U.S. and Canada stores and online.
7. In Fiscal 2025, we retired our goal to have 90% forklifts in our major U.S. distribution centers be hydrogen-powered. For more details, see page 33.
8. Based on additional evaluation and audit of the underlying procurement agreements, this goal was achieved in fiscal 2024 rather than in fiscal 2023 as previously announced.
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. Certain packaging may include EPS & PVC in circumstances where alternative options are not readily available.
10. Recordable and lost time incidents rates for U.S. store associates.
11. Time off includes: 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; and Disability: The Company provides access to short-term and long-term disability coverage based on an associate’s status and work state.
12. Includes SRS Distribution, acquired in June 2024, and our SBTi target baselines have been updated accordingly. Due to data availability, SRS’s 2023 inventory was used as a proxy for 2020.
13. Includes data from our U.S., Mexico and Canada operations.
14. Includes data from our U.S. and Canada operations and HD Supply.
15. Includes data from our U.S. and Canada operations.
16. Includes data from our U.S. operations and HD Supply.
17. These amounts reflect actual cash taxes paid which do not include deferred taxes, but do include foreign withholding taxes.
18. Includes \$875M FY24 Q4 federal estimate income tax payment deferred to Q1 FY25 under IRS automatic income tax relief. The deferral was disclosed in FY24 Annual Financial Statement and was paid in May 2025.
19. Income taxes paid in Canada, Mexico, China, Puerto Rico, Guam and the U.S. Virgin Islands.
20. 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.
21. State income taxes and franchise taxes based on income.
22. Includes all sales taxes and use taxes.
23. Unemployment taxes; Federal Insurance Contributions Act (FICA) contributions; and federal and state income taxes withheld on behalf of THD associates based on calendar year 2024 earnings.
24. The review of our U.S. associates’ total W-2 compensation for calendar year 2024 includes base pay, cash bonuses and equity compensation – no adjustments to other factors.
25. The review of our U.S. associates’ total W-2 compensation for calendar year 2024 includes base pay, cash bonuses and equity compensation, and adjusts for relevant factors such as tenure, position, location and hours worked.
26. Source: Latest available data from the U.S. Bureau of Labor Statistics; 2024 data is estimated.
27. Includes data for U.S. subsidiaries.
28. Gray bars indicate percentage undisclosed.
29. Includes manager-level positions and above at stores, distribution centers and other field locations, as well as at our Store Support Center; excludes officers.
30. Not available at time of publication.
31. Fiscal 2023 data was restated to reflect updated methodology.
32. Fiscal 2022 and 2023 were restated to MWh, previous reporting was in GJ.
33. Energy- and water-saving product figures include data from The Home Depot U.S. and HD Supply.



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