



Taking Care of Our People During COVID-19

The Home Depot spent approximately \$2 billion on enhanced pay and benefits in fiscal year 2020 to ease associates' challenges during the pandemic.

We added 80 hours of paid time off for all full-time hourly associates and 40 hours of paid time off for part-time hourly associates to be used at their discretion and paid out if not used. For associates 65 years and older or determined to be at higher risk according to guidelines of the federal Centers for Disease Control and Prevention, we provided an additional 160 hours of paid time off for full-time associates and 80 hours of paid time off for part-time associates.

For some or all of 2020, The Home Depot also provided:



Paid time off for any associate who contracted COVID-19, until released by a doctor



Extended dependent care benefits and waived related co-pays



Up to 14 days of paid time off for any associate required by a public health authority or the CDC to quarantine



Unlimited emotional and mental health counseling visits for associates, including a resource toolkit to help with stress and anxiety



Additional bonuses to hourly associates in stores and distribution centers



Access to telemedicine clinicians 24/7 to discuss symptoms and treatment



Double pay for overtime hours worked by hourly associates



Care kits for associates diagnosed with COVID-19