

DOLLAR TREE, INC.
SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY
COMMITTEE CHARTER

I. Purpose of the Sustainability and Corporate Social Responsibility Committee

The purpose of the Dollar Tree, Inc. (the “Company”) Sustainability and Corporate Social Responsibility Committee (the “Committee”) is to assist the Board of Directors (the “Board”) in its oversight of the Company’s sustainability and environment and social-related risks and strategies, external reporting, and workplace environment and culture. The Committee’s primary duties and responsibilities include:

- Assisting the Board in discharging its responsibilities relating to oversight of the Company’s strategies, policies and initiatives, and assessing, monitoring and making recommendations to the Board, with respect to sustainability and corporate social responsibility matters, including those related to environmental and social issues, human rights, labor, health and safety, workplace environment and culture, vendor and supplier diversity, philanthropy, and community and governmental engagement and relations (“Sustainability and CSR Matters”);
- Overseeing the Company’s strategies and policies related to human capital management, including with respect to matters such as diversity, equity and inclusion as it relates of the Company’s workforce, workplace environment and culture, and the recruiting, selection, talent development, progression and retention of the Company’s workforce;
- Reviewing and discussing with management key human capital metrics for the Company’s workforce that may be used by the Company;
- At least semi-annually, evaluating, discussing, and, as appropriate, directing the disclosure of the Company’s risks relating to corporate social responsibility and sustainability, including the environment, human rights, labor, health and safety, workforce diversity, supply chain and similar matters affecting Company stakeholders (“Sustainability Risks”); and
- Fulfilling any other responsibilities set forth in this Charter.

II. Composition of the Sustainability and Corporate Social Responsibility Committee

The Committee will consist of at least three directors. Members of the Committee should be suitably knowledgeable in matters pertaining to environmental and social matters, sustainability and corporate social responsibility. Committee members and the Chairperson are appointed by the Board based on recommendations from the Nominating and Governance Committee.

III. Number and Nature of Meeting

The Committee will strive to effectively use valuable meeting time through appropriate planning by the Chairperson, establishment of a focused agenda and advance distribution of relevant materials/information. The Committee will

formally meet at least twice annually. Committee members may participate in Committee meetings in person, via telephone or video conference.

IV. Authority

The Committee will have the authority, to the extent it deems necessary and appropriate, to retain or obtain the advice of consultants, outside counsel and/or other advisors. The Company shall provide for appropriate funding for such advisors.

The Committee may delegate such of its authority to any one or more of its members or to management selected by it, to the extent it deems desirable and appropriate, except as may be limited by applicable law or Nasdaq rule. The Committee may revoke any such delegation at any time.

The Committee will make regular reports to the Board. The Committee will review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval. The Committee shall annually review the Committee's own performance.

V. Roles and Responsibilities

To fulfill its responsibilities and duties, the Committee shall, alone or in conjunction with management:

- Oversee the Company's strategy on, and develop and recommend to the Board policies and procedures relating to, Sustainability and CSR Matters;
- Oversee the Company's systems for evaluating material risks and opportunities related to Sustainability and CSR Matters;
- Oversee the Company's approach to shareholder and stakeholder engagement on Sustainability and CSR Matters;
- Oversee external disclosures relating to material Sustainability and CSR Matters;
- Review and monitor the Company's strategies and efforts to address the Company's short- and long-term brand trust opportunities and brand leadership priorities that are significant to the Company, its customers, shareholders and other stakeholders with respect to Sustainability and CSR Matters, in order to enhance shareholder value and protect the Company's reputation;
- Review at least semi-annually the Company's initiatives related to diversity, equity and inclusion as they relate to workplace environment and culture, human capital management of the Company's workforce and talent development and retention of the Company's workforce;
- Receive periodic reports from management regarding:
 - Identification, evaluation, management and mitigation of the Sustainability Risks;
 - Company policies and procedures to prevent and mitigate Sustainability Risks, including the:

- Environmental Policy;
- Human Rights Policy;
- Occupational Health and Safety Policy;
- Vendor Code of Conduct;
- Political Contribution and Expenditure Policy Statement; and
- Corporate Sustainability Report;
- Company efforts to increase transparency into the Company’s policies on Sustainability Risks for all Company stakeholders;
- Company efforts to use as a resource in addressing Sustainability Risks relevant recommendations from national and international protocols, including the:
 - Sustainability Accounting Standards Board;
 - Task Force on Climate-related Financial Disclosures;
 - United Nations Universal Declaration of Human Rights;
 - United Nations Guiding Principles on Business and Human Rights; and
 - OECD Guidelines for Multinational Enterprises; and
- Perform other tasks and activities consistent with this Charter that may be delegated to the Committee by the Board from time to time.

VI. Coordination with other Committees

Matters relating to the Company’s major financial risk exposures, including operational, information security, data privacy, business continuity, environmental and legal and regulatory financial risks shall remain within the purview of the Audit Committee and, to the extent the risk oversight responsibilities of the committees shall overlap, the committees shall coordinate on their respective duties and responsibilities with respect to such risks. In addition, certain initiatives related to diversity, equity and inclusion, including to the extent they relate to board composition and compensation of management, are shared with other committees of the Board and, to the extent such initiatives of the committees shall overlap, the committees shall coordinate on their respective duties and responsibilities with respect thereto.