

ROOTED IN PROGRESS

BUILDING OUR SUSTAINABILITY AND SOCIAL IMPACT



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ABOUT THIS REPORT

Dollar Tree, Inc. has been reporting on the sustainability and social impact issues that are most critical to our people and our business since 2011.

Forward-Looking Statements

Statements within this Report and on Dollar Tree, Inc.'s website regarding the Company's environmental and social sustainability initiatives and future operating results, outlook, growth, plans and business strategies, including statements regarding projected savings and anticipated improvements to the Company's business and sustainability metrics as a result of its initiatives and programs, such as our net-zero goals and commitments, as well as any other statements that are not related to present facts or current conditions or that are not purely historical, constitute forward-looking statements. These forward-looking statements are based on the Company's historical performance and its plans, estimates and expectations as of July 2024. Forward-looking statements are not guarantees that the future results, plans, intentions, or expectations expressed or implied by the Company will be achieved. Matters subject to forward-looking statements involve known and unknown risks and

uncertainties, including economic, legislative, regulatory, competitive, and other factors which may cause actual financial or operating results, levels of activity or the timing of events to be materially different from those expressed or implied by forward-looking statements. Important factors that could cause or contribute to such differences include execution of the Company's plans and its success in realizing the benefits expected to result from its initiatives and programs, including its sustainability initiatives, and the other factors set forth in Part I, "Item 1A. Risk Factors" in the Company's 2023 Annual Report on Form 10-K, as may be amended or updated in the Company's Quarterly Reports on Form 10-Q or other filings with the SEC. Except as required by law, the Company specifically disclaims any obligation to update any forward-looking statements as a result of developments occurring after the date of this report, even if its estimates change, and you should not rely on statements contained herein as representing the Company's views as of any date subsequent to the date of this report.



INTRODUCTION

A message from Richard Dreiling, our Chairman and Chief Executive Officer, Dollar Tree, Inc.



Dollar Tree and Family Dollar were founded on the belief that value and quality should be accessible to all. More than 60 years later, we've remained dedicated to creating value for our customers, associates, shareholders, and communities.

Looking back on the previous year, I am proud of the strides we have made on our sustainability and social impact journey. The year 2023 was marked by meaningful progress and action, particularly in environmental stewardship, associate engagement and belonging, ethics and compliance, and community support.

We have spent the past year developing our Rooted in Progress strategy, our enterprise-wide approach to sustainability and social impact that grounds the achievements outlined in the pages of this report. Rooted in Progress articulates our commitment and accountability to our associates, our customers, our communities, and our planet and the continuous improvement we have made in each of our focus areas.

In 2023, we continued to improve our environmental impact and developed our first carbon reduction plan that paves the way for a more sustainable future. This plan encompasses a series of operational improvements to reduce our emissions, opportunities to transition to renewable energy sources and deeper

engagement with our suppliers. Most notably, we refreshed our emissions reduction goals, which are now Science Based aligned with a commitment to net zero by 2050. This step underscores our dedication to moving toward a low-carbon future and caring for our planet for generations to come.

Turning inward, we continue to invest in our most valuable asset – our associates. We enhanced our benefits, delivered new training programs for career advancement, and strengthened essential aspects that contribute to the equitable well-being and development of our associates. Taking care of all our associates and creating a safe, inclusive place to work are crucial table stakes of any responsible retailer.

One area I am particularly proud of is our commitment to a Safety First, Safety Always culture that prioritizes the safety and well-being of our associates and customers above all else. We have made considerable progress by strengthening our oversight and capabilities to implement our proactive approach to store safety as well as undertaking food and product quality and safety improvements at our Distribution Centers. Lastly, we continue to invest the necessary resources, training and technologies in our Workplace Violence Prevention program.

As we look ahead, I want to express my appreciation to our more than 211,000 associates for their unwavering commitment to our customers and the pillars of our Rooted in Progress strategy. The steadfast dedication of our team continues to inspire me as they work incredibly hard to push us to greater achievements and uphold our promise of delivering value to our people, our communities and the environment. Collectively, we have established a strong foundation for the future of our organization.

Richard W. Dreiling
Chairman and Chief Executive Officer
Dollar Tree, Inc.

A message from Jennifer Silberman, our Chief Sustainability & Impact Officer, Dollar Tree, Inc.



I am delighted to introduce our 2024 Sustainability and Social Impact Report, which highlights the progress we are making to advance our sustainability and social impact commitments. As one of America’s largest retailers, we have a unique opportunity to positively impact our people, the communities we serve and our planet. Over the past year, by gaining a deeper understanding of the expectations and needs of our associates, customers, and communities, we identified where and how to focus our efforts.

We understand that our business’s success is closely tied to how we operate, the role we play in society, and our responsibility as stewards of the planet. Our most recent environmental, social and governance (ESG) priority assessment helped us organize our priorities into four areas of ambition: creating equitable opportunities for our people, delivering quality and value for our customers, strengthening resilience in our communities and taking action for a changing climate and planet.

Our Rooted in Progress strategy represents a new chapter in our sustainability and social impact journey and lays the groundwork for future initiatives that will bolster our mission to provide exceptional value to all those we serve.

Our Associates: Our people are at the core of everything we do. We continue to improve the professional and personal livelihoods of our associates with the following initiatives:

- Enhanced benefits to better support our associates and their family’s needs.

- Introduction of the “Value of You” employer brand to drive our talent strategy focused on attraction, development, and retention.
- Leadership development including our first District Manager Leadership Academy.
- Ongoing dedication to Diversity, Equity, Inclusion, & Belonging (DEIB) as a critical business driver aligned with our evolving strategy.

Our Customers: Delivering value to our customers lies at the heart of our mission, and we have consistently invested in enhancing the customer experience through product quality and store improvements.

Our Communities: This past year we spent time learning how we can better serve our communities and neighbors, including:

- Twelve focus groups to learn about community needs including neighborhood safety, livability, and economic opportunity.
- Ongoing support for disaster recovery efforts including broadening the reach of our Associate Relief Fund.

Our Planet: We recognize the health of our planet is our shared duty, and that we all must take action to protect it. Our progress includes:

- Decarbonization roadmap to inform the reduction of our carbon footprint in our operations and value chain.
- Multi-year strategy to begin our shift to renewable energy.

- Development of Scope 3 supplier engagement efforts.
- Steadfast commitment to transparent reporting by improving data management and accuracy, and refining greenhouse gas inventory methodologies for precise emissions tracking.

The progress highlighted in this report not only supports our business but also serves as the building blocks toward a brighter, more sustainable future. We hope you will join us on this journey as we continue to invest in our associates, serve our customers, strengthen our communities, and protect our planet.

Jennifer Silberman

Jennifer Silberman
Chief Sustainability & Impact Officer
Dollar Tree, Inc.

OUR APPROACH

Our Mission

Dollar Tree, Inc. is one of the largest value retailers in North America. Our mission is to provide amazing value and a great shopping experience to our customers in every store, every day. Our organization is made up of engaged, productive associates from diverse backgrounds and experiences who help us deliver on our mission and drive consistent, profitable growth.

Our Values

Our Values guide our everyday actions and enable us to deliver value to our stakeholders and our communities.

<p>SERVE WITH ACCOUNTABILITY</p>  <p>Live up to commitments and own the results</p>	<p>INSPIRE BELONGING</p>  <p>Create an environment where people feel distinctly valued</p>	<p>CHAMPION EMPOWERMENT</p>  <p>Show up, speak up and take initiative to solve issues</p>	<p>OPERATE WITH EXCELLENCE</p>  <p>Take pride in exceeding expectations to delight customers</p>	<p>ACT WITH INTEGRITY</p>  <p>Do the right thing to honor company and community</p>
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About Us

Dollar Tree, Inc.'s two iconic brands — Dollar Tree and Family Dollar — are ranked 137th on the Fortune 500 list. Serving North America for more than 63 years, we are dedicated to making peoples' lives better by delivering value and convenience.

16,000 + stores
with **~211,000 associates**

\$30.6 billion
in net sales

Operating in **48 States**
& **5 Canadian provinces**

87% of Americans
live within 5 miles of a Dollar Tree or Family Dollar

27 Distribution Centers
including **2 in Canada**

Headquarters in
Chesapeake, Virginia



Our Approach to Sustainability and Social Impact

Through this report, we are introducing our first sustainability and social impact strategy. This important body of work guides the decisions we make as we continue in our business transformation. We believe our long-term success is intrinsically linked to the well-being of our associates, customers, communities, and the planet.

To inform our strategy, we listened to all stakeholders that are connected with Dollar Tree and Family Dollar, charting a clear path to where we need to accelerate our areas of focus. With the launch of our sustainability and social impact strategy, we are now committed to upholding our responsibilities, maintaining transparency, and ensuring open communication about our initiatives and the milestones we achieve along the way.

Determining our Areas of Focus

At the core of our strategy is a focus on the environmental, social and governance (ESG) topics that have the greatest impact on our business and our associates, customers, and communities.

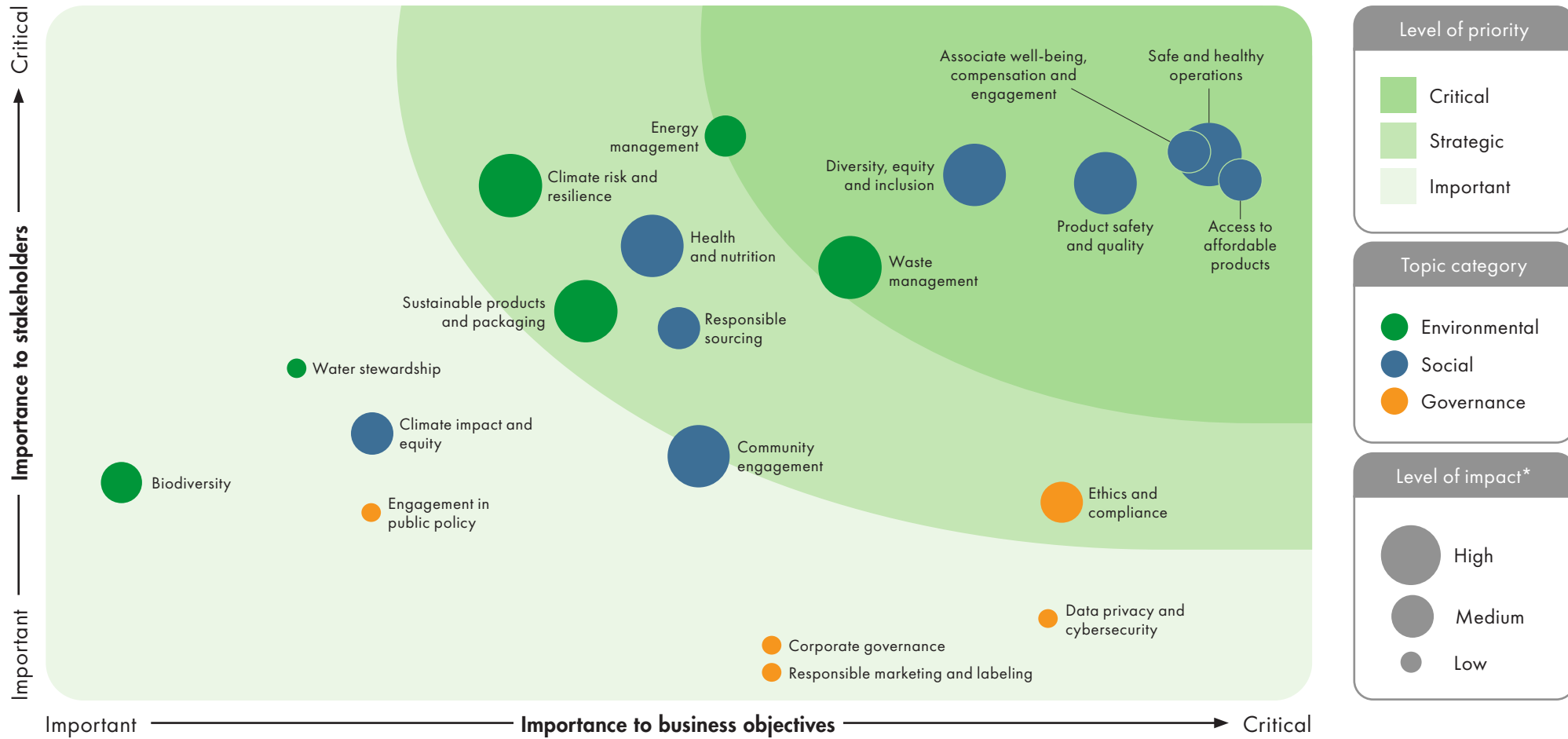
Our most recent ESG materiality assessment took place in 2023 and included input from internal and external stakeholders, reviews of the regulatory and retail landscape and emerging macro and sustainability trends. We engaged with an extensive network of stakeholders, capturing diverse perspectives from senior leaders in the Company, associates, sustainability subject matter experts, investors, suppliers, community members and non-governmental organizations (NGOs).

The outcome of this process was our prioritization matrix, which details 20 environmental, social and governance issues ranked in relation to most important to our stakeholders and most impactful

to our business performance. The results of our assessment reveal the following topics as most important: access to high-quality, safe products, associate well-being and safety, and climate risk and resilience.

We continue to update our understanding and prioritization of sustainability topics through ongoing dialogue with stakeholders, regulatory compliance, and assessment of macroeconomic and sustainability issues. As we update our assessment in the coming years, we plan to draw on concepts from double materiality, including consideration of both the financial impact to our business as well as the impact to society and the environment resulting from our business operations and our value chain.

2023 ESG Materiality Topics



Engaging with Stakeholders

As one of America’s largest retailers, we recognize the role we play in serving a diverse set of stakeholders. In 2023, we embarked on a refreshed stakeholder engagement and outreach program that encompassed various initiatives designed to facilitate active listening and learning. This strategy ensures that we are not only guided by the insights and concerns of those invested in our operations and impact but also actively responsive to them. Through this collaborative exchange, we aim to align our actions closely with stakeholder expectations and enhance the overall effectiveness of our sustainability and social impact efforts.

To better understand our associates’ perspectives, we launched our annual engagement VOICE and Pulse Surveys in 2023 to invite feedback from our associates on topics ranging from culture, engagement, leadership, work environment, career growth and diversity and inclusion. This survey tool offers our corporate associates, as well as store managers and above in the field and Distribution Centers, a confidential platform to share their perspectives with the organization. In 2024, we had an 80 percent completion rate for our annual survey.

We also proactively manage relationships and engage in regular dialogue with a diverse group of external organizations including investors, nonprofits, and community groups to better understand their priorities and capture feedback on our progress. Over the last 18 months, we engaged with nearly 100 stakeholders through a series of interviews, dialogues, surveys, and focus groups on the following topics:

- Associate well-being and economic mobility
- Chemical management
- Climate action
- Community safety
- Diversity, Equity, Inclusion & Belonging
- Responsible supply chain
- Safety from workplace violence
- Sustainable products and packaging
- Waste

In addition to the engagement activities noted above, we continue to learn from our Board of Directors, management team, and internal business teams around all aspects of our sustainability and social impact approach to ensure alignment to and integration with our overall business strategy.

Stakeholder Priorities

Associates

How we engaged

- Leadership meetings and town halls
- Annual engagement surveys
- Social collaboration tool and Company intranet
- Associate Resource Groups
- Weekly Company news updates
- Store and Distribution Center communications
- Periodic associate listening and feedback sessions
- *Integrity Matters* Ethics Hotline

Engagement outcomes

Insights from our associate engagement and communication channels inform areas for investment, resources, and training to support associate well-being and professional growth.

Communities

How we engaged

- Positive relationships and engagement on topics of interest and to understand their priorities
- Community dialogue and focus groups
- Local community participation
- Associate engagement and volunteering
- Customer donations and cause marketing

Engagement outcomes

In 2023, we, along with the support of our customers and associates, donated nearly \$14 million to communities across the United States and Canada.

We hosted 12 community focus groups in 2023 to understand how to better support communities on the topics of safety, store conditions and product access.



Customers

How we engaged

- In-store engagement
- Ongoing customer feedback from transactions
- Customer focus groups and insights

Engagement outcomes

Through our customer interactions and learnings, we continue to improve our assortment and value proposition for our customers.

Government & Regulatory Agencies

How we engaged

- Advocacy and relationship building on topics of interest
- Ongoing engagement with government institutions and regulatory agencies

Engagement outcomes

We continue to increase our proactive engagement with government and regulatory agencies to protect our license to operate and better serve our communities.

Non-Governmental Organizations (NGOs)

How we engaged

- Organizational memberships
- Collective action on priority topics
- Ongoing direct engagement and dialogue to understand issues of interest and NGO priorities

Engagement outcomes

We participate in several sustainability and impact-focused organizations. Our ongoing engagement informed our issue prioritization and strategy development. Insights have helped with the development of our net zero roadmap, our Workplace Violence Prevention program and community investment priorities.

Investors & Shareholders

How we engaged

- Quarterly earnings reports, including conference calls and SEC filings
- Annual Report and Proxy
- Annual Sustainability and Social Impact Report
- Ongoing engagement, investor questionnaires and off-season outreach on environmental, social and governance topics

Engagement outcomes

To better understand our shareholders' perspectives, we requested engagement meetings with our top 50 shareholders representing 80% of our outstanding shares and met with 20 shareholders representing 48% of our outstanding shares.

Suppliers & Vendors

How we engaged

- Supplier engagement on sustainability topics (climate, packaging, product quality and stewardship)
- Identification and increased spend with unrepresented suppliers

Engagement outcomes

We are expanding our engagement with suppliers on several sustainability priorities. We plan to work with suppliers on our Scope 3 supplier engagement commitment and in the development of a packaging baseline.



Defining Our Impact

At Dollar Tree and Family Dollar, our roots ground us in our purpose to reach new heights. Just as the needs of our associates, customers, community, and planet are constantly changing, so are we. We are committed to fostering a workplace and culture that improves the livelihoods of our associates, where they feel cared for and a sense of belonging. We aim to meet the growing needs of our customers through dependable everyday

quality and value. We also believe in uplifting the diverse communities our stores and Distribution Centers serve, while also making strides toward a healthier planet for all.

With a commitment to continuous improvement, and the following long-term commitments to our people, communities and planet, we are Rooted in Progress.

Rooted in Progress

With a long-term commitment to our people, communities and planet



Create equitable opportunities that promote economic well-being, inclusive experiences and safety for all our associates

- Jobs, resources and benefits tailored to meet associate needs and promote financial and emotional well-being
- Equitable career pathing, development and mobility opportunities
- Diverse and inclusive workforce that fosters engagement and belonging
- Safety-first culture focused on workplace violence prevention and safe store standards



For our associates

Welcome our customers with an assortment and store experience that delivers quality, value and safety

- Standards, practices and partnerships to support product safety and quality
- Increased access to healthier, inclusive and sustainable product choices that deliver value every day
- Positive customer experiences and store environments
- Improved product stewardship and packaging that adds value for our customers



For our customers

Channel our resources to support inclusive and resilient communities where we live, work and shop

- Philanthropy focused on essential needs, economic opportunity and community vitality
- Community resilience through associate engagement, local support, and disaster response and recovery
- Proactive relationships with community stakeholders, law enforcement and government
- Advocacy on issues that impact the economic stability, well-being and safety of our communities



For our communities

Act now to reduce our impact for a healthier and restorative planet today and tomorrow

- A commitment to climate action and net zero emissions to transition to a lower-carbon future
- Efficient energy use, sustainable packaging and enhanced waste management for a healthier planet
- Sourcing practices that contribute to resilient supply chains
- Support for improved access to community recycling and greening programs



For our planet

ENABLERS

Policies | Governance | Transparency + Disclosure | Supplier Relationships | Communication + Stakeholder Engagement | Community Investment



Partnering for Impact

We recognize that the environmental and social challenges facing the retail and consumer products industries require systemic change and collaborative efforts. To this end, we actively seek partnerships with non-governmental organizations (NGO), industry peers, multi-stakeholder networks, coalitions, and community-focused organizations. By aligning with these groups, we leverage their expertise, resources, and networks to amplify our impact and accelerate progress toward our sustainability and social impact objectives. Some of the organizations we work with and have identified opportunities for collaboration, include:



ASSOCIATES

- Emergency Assistance Foundation
- Hampton University
- Norfolk State University
- Worker Financial Wellness Initiative (JUST Capital)



CUSTOMERS

- Sustainable Packaging Coalition
- The Sustainability Consortium



COMMUNITIES

- Boys & Girls Clubs of America
- Operation Homefront
- Points of Light
- Red Cross
- Share our Strength



PLANET

- Business for Social Responsibility (BSR)
- CEBA (Clean Energy Buyers Association)
- Closed Loop – Beyond the Bag
- GreenBiz
- The Recycling Partnership
- RILA

OUR ASSOCIATES

Our team is more than 200,000 strong. We work in thousands of neighborhoods throughout the United States and Canada in stores, Distribution Centers and our corporate Store Support Center.

Key Highlights

47,500 Promotions across our organization

76% Female store managers

87% Completion rate of Workplace Violence Prevention De-escalation training

150% Improvement in S.P.E.E.D. compliance since program initiation in 2022

Launched our first District Manager Leadership Academy with a goal of training 450 District Managers by the end of 2024

Recognized by Newsweek as one of America's Greatest Workplaces for LGBTQ+ employees in 2023

Our associates may come to us for a part-time job and find a lasting career. Our business model provides a range of opportunities for those seeking part-time retail jobs to supply chain management to corporate roles. We aim to attract, hire, and retain

people who reflect the diverse communities we serve and are committed to creating a supportive, inclusive, and safe work environment where everyone has a chance to be successful.

Culture and Belonging

Associate Engagement: Our VOICE Survey

Engaging and listening to our associates is critical to our success and helps build a strong foundation for our culture. As we advance our business transformation, we are focused on continuously improving how we gather and respond to feedback, in turn creating a better workplace for all associates.

In 2023, we introduced our first engagement survey reaching more than 23,000 associates. Our VOICE Survey is intended to provide an annual in-depth look at our associates' engagement and satisfaction with Dollar Tree and Family Dollar, career growth opportunities, and their views on leadership within the Company. Additionally, we introduced the Pulse Survey in the fall of 2023. This shorter survey seeks feedback on specific timely topics allowing us to stay responsive and align in our approach to workplace improvements. Both surveys received strong participation and engagement numbers, and our first VOICE Survey received more than 63,000 comments. Our goal is to create an engaging and inclusive workplace, and our cultural survey

and leader action plans address opportunities to continuously improve how we support our associates.

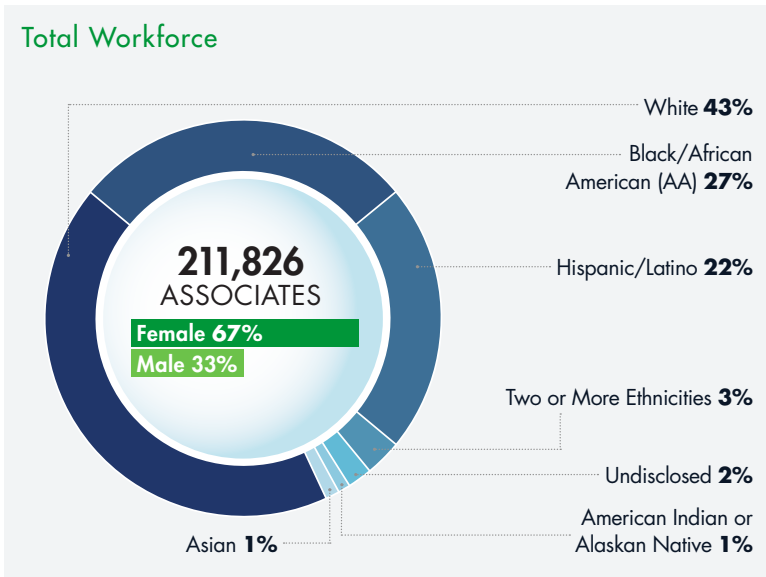
One of the priorities identified from our engagement conversations and survey action planning was to improve Company-wide communication and collaboration. In 2023, we launched a social collaboration tool for our associates to facilitate communication and opportunities for connection. Store managers joined our platform in early 2024, marking our first connected communications channel reaching both corporate, field and Distribution Center associates. With more than 500 active communities, our platform serves as a central hub to share Company and brand news, celebrate inclusion and belonging through our Associate Resource Groups (ARGs), recognize associates for living our Values, and help reinforce our safety-first mindset among all associates.

Our people strategy is centered on three areas of focus: **culture and belonging, talent and career growth, and elevated associate experience.**

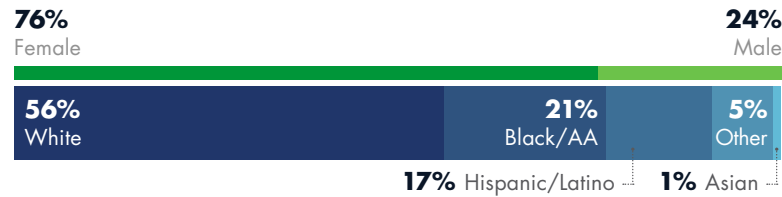


2023 Workforce Overview

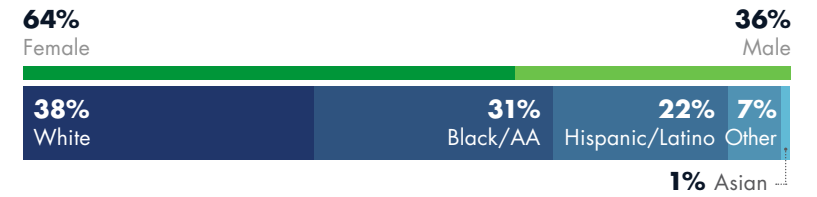
Our data represents a fiscal year 2023 workforce population of 211,826 associates and is based on self-identification:



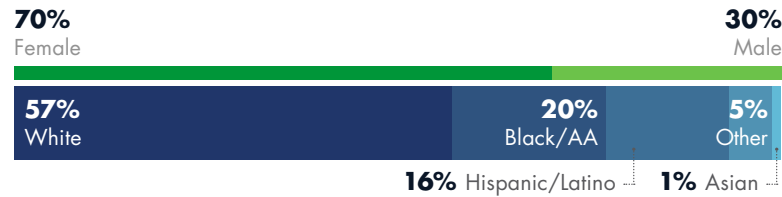
Store Managers



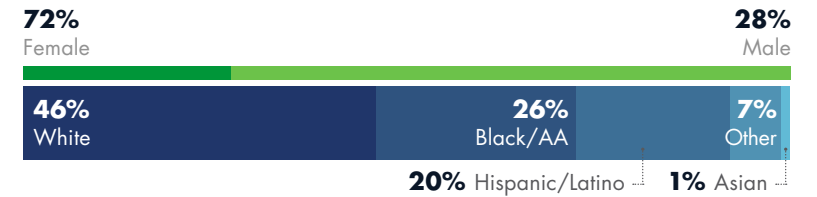
New Hires



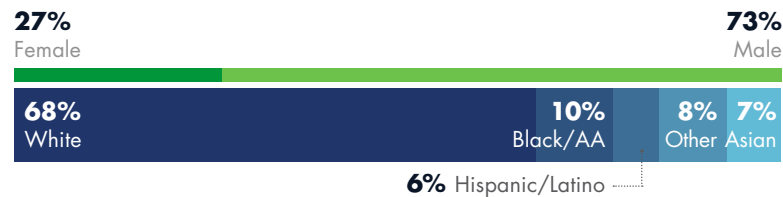
People Leaders



Promotions



Executives



NOTE: Dollar Tree published our latest [EEO-1 data](#) covering U.S. associates as of December 31, 2022. The job categories reflected in the EEO-1 data do not reflect Dollar Tree's workforce organization, therefore the data in our report is presented differently.



Fostering a Diverse and Inclusive Workplace

At the heart of Dollar Tree lies an unwavering commitment to fostering a culture where Diversity, Equity, Inclusion & Belonging (DEIB) are not just ideals, but lived experiences. Our journey toward a more inclusive workplace is centered around our core Value of Inspiring Belonging and creating opportunities for our associates to develop and thrive.

In 2023, we introduced our multiyear DEIB strategy, focused on integrating diversity and inclusion programs and initiatives throughout our organization centered on four pillars:

Over the past year, we have made significant strides toward establishing a solid foundation for our DEIB initiatives. Our primary focus was establishing a roadmap to execute our multi year strategy and creating a structured framework within the DEIB team. With our dedicated team in place, we implemented the core elements of our strategy, including collaboration with the Associate Resource Group (ARG) community to support programming that promotes allyship, fosters a sense of belonging, and enhances cultural awareness across the enterprise. Through these efforts, we've aimed to create a more inclusive environment in which every associate feels valued and respected. Additionally,

our team identified key external community partners and fostered strong relationships locally and nationally. These partnerships ensure our initiatives are aligned with our organizational DEIB goals and the broader needs of the diverse communities we serve.

Our progress lays a robust groundwork for our continued DEIB journey. We remain committed to advancing these initiatives, building on the relationships we have established, and driving meaningful change within our organization and beyond.

Throughout 2023 and early 2024, we hosted ARG events that spanned the entire enterprise with attendance from our store and Distribution Center associates. The commitment to ensuring that our field associates are included speaks directly to our focus on inspiring belonging, raising cultural awareness, and fostering professional development and connection within our communities. Our ARGs are open to all associates, and we continue to expand outreach in the field to increase participation.

- 1 **Associate Engagement** — Promoting a culture of inclusion through associate engagement, professional development, career growth, and other strategic actions aligned with our DEIB multiyear goals and objectives.
- 2 **Talent** — Ensuring that all talent practices are fair and equitable, and that associates feel they are included and belong. We aim to attract, hire, and develop diverse talent to meet our growth objectives.
- 3 **Marketplace** — Increasing representation of our supplier partners from underserved communities and product offerings. We are focusing on identifying and partnering with socially and economically underserved vendors within our supply chain network and providing an assortment of diverse products and brands that reflect the communities we serve.
- 4 **Community** — Cultivating collaborative partnerships by fostering a sense of goodwill among our associates, key stakeholders, and the diverse customers we engage with each day.

Engagement through our Associate Resource Groups

The expansion of our Associate Resource Groups (ARGs) is a testament to our commitment to creating a culture of belonging and advancing inclusion and equity within our Company and our communities. In 2023, we added three new ARGs, supporting our Veteran, Asian American Pacific Islander, and Hispanic associates, and now have six vibrant resource groups that are active throughout the year. These groups, led by associates and sponsored by executive leaders, provide associates with a community of support, mentorship from leaders, and opportunities to learn, share, and celebrate our differences.



Our ARGs include the following communities and were active in the following ways in 2023–2024:



Asian American Pacific Islander (AAPI) League is committed to supporting and advocating for all Asian American and Pacific Islander individuals and our allies. Our dedication extends to promoting allyship and fostering an inclusive workplace environment by investing in professional development, cultural engagement, and community involvement.



The mission of the Black Advocate Alliance (BAA) is to provide a network of support for the advancement of Black associates together with our allies. We promote opportunities for leadership development and raise awareness and celebrate Black culture while fostering belonging and mutual respect.



Champions for Women is dedicated to fostering a sense of belonging and, together with our allies, advancing the equality, development, and career progression of women within our organization.



Hispanic Heritage Network (HHN) helps the Company foster and celebrate the Hispanic/Latino culture and supports the recruitment, retention and development of our associates, communities, and allies. HHN’s commitment is centered on cultivating and inspiring belonging and inclusion through strategic partnerships, associate engagement and initiatives that bolster our impact in the communities we serve.



PRIDE is dedicated to championing the growth and development of LGBTQ+ associates, allies, and the communities we serve. We aim to foster a positive work environment by inspiring belonging. Our commitment to education and celebration reflects our unwavering dedication to the diverse LGBTQ+ community.



Veterans Engaging Together in Service (VETS) is dedicated to honoring and supporting the veterans within our organization, along with their families. VETS mission is to foster a community that promotes camaraderie, growth, and success for those who have served our country. We aim to create an inclusive environment where veterans can share their unique experiences, skills, and perspectives. Through collaboration and mentorship, we seek to empower our members with professional development opportunities, networking, and a strong support system. Together, we strive to contribute to the overall success and well-being of our veteran associates as they continue their journey in both civilian life and their careers within our organization.



Asian American Pacific Islander (AAPI) League

In collaboration with the DEIB team, our AAPI League held weekly Dim Sum Thursdays, offering insights into AAPI culture and history, enhancing associate appreciation and inclusivity. During AAPI Heritage Month, our team featured several events including “38 at the Garden” screening followed by a fireside chat with film director Frank Chi, dance workshops, and a cultural showcase, emphasizing community connection, innovation, and tradition. A Leading Voices series with AAPI leaders also promoted allyship and cultural understanding within Dollar Tree.

Champions for Women

In 2023, we joined the Making Strides Against Breast Cancer Walk with 50 teams, raising over \$29,000. Champions for Women also led our participation in the Bra-ha-ha event, where our “Wonderland Bra” won the grand prize. During Women’s History Month, associates from our field leadership and stores attended the ‘Develop Her’ Women’s Summit held at the Memphis Botanical Garden, engaging in sessions on health, financial wellness, and growth. Our Board, which is 45% female, participated in a leadership panel at our corporate offices. Members Winnie Park, Diane Randolph, and Stephanie Stahl, discussed their experiences in leadership and shared insights for aspiring female leaders and allies.

PRIDE

In 2024, PRIDE participated in five Pride Parades throughout the United States and Canada, engaging our Distribution Center associates and field leaders in the celebrations. Additionally, we hosted an Associate Resource Fair, bringing together 26 community partners at our Store Support Center where organizations shared valuable information about their programs and activities designed to support the LGBTQ+ community.

Black Advocate Alliance

Throughout the year, our DEIB team and BAA hosted several events in celebration of Dr. Martin Luther King Jr.’s legacy and Black History Month. Dollar Tree stores highlighted Black culture through our merchandise, supported by a dedicated website landing page and social media campaigns to engage our customers. We also hosted the “Quest for Success” series, exploring Black excellence, which included a fireside chat on allyship with our CEO Rick Dreiling. BAA also organized voter registration, civil rights panels, financial health dialogues, and an Inclusion series in Atlanta, featuring a tour of the National Center for Civil and Human Rights. Throughout Black History Month, we also spotlighted Black-owned businesses and supported the Urban League’s Project Ready focused on youth career preparation.

Hispanic Heritage Network

During Hispanic Heritage Month, our DEIB team and Hispanic Heritage Network organized several events to recognize the contributions of Hispanic Americans. Our celebrations in Miami were marked by our partnership with the Hispanic Association on Corporate Responsibility (HACR), the leading nonprofit organization dedicated to Hispanic inclusion in corporate America, to honor the rich cultural contributions of the Hispanic community. The event was hosted in collaboration with URBE University and HACR, where a panel of Hispanic leaders from corporate America shared their inspiring journeys of overcoming obstacles to achieve success. This year, we were excited to extend our programming to Texas, broadening our reach and impact.

Veterans Engaging Together in Service (VETS)

On Veterans Day, we honored our veterans by creating commemorative coins under the Dollar Tree and Family Dollar brands. This gesture was a small token of our immense gratitude for the sacrifices made by our veteran associates. Coins were distributed to our Distribution Center and stores for presentation. During the Veterans Day tribute at the Store Support Center, the coins were ceremoniously presented to our veterans and the families of veterans during a flag-raising ceremony. This event symbolized our deep appreciation and respect for their dedication and service to our nation.



Talent and Career Growth

As one of the United States’ largest employers, we are committed to supporting our associates through career growth and opportunity. With our new Value of You employer brand, we aim to foster an environment that attracts, develops, and retains top talent and strive to create a values-based and people-centric culture. Our talent approach is structured around five key areas:

- 1 **Developing** robust talent pipelines to promote a high-performing and diverse workforce that meets our evolving business needs and reflects the communities we serve.
- 2 **Offering** comprehensive training and leadership development programs to enhance skills and support career progression.
- 3 **Optimizing** training effectiveness to achieve operational excellence and translate into tangible business results.
- 4 **Providing** opportunities for progression, helping employees succeed in their current roles and prepare for future opportunities.
- 5 **Ensuring** the quality and relevance of our training curriculum meets the needs of our associates at every level.

Our continued investment in talent and career growth is a testament to our dedication to our associates’ professional development and enabling the future of our business.

Recruiting and Retaining Top Talent

Over the past year, our talent strategy has focused on providing associates with opportunities to transform their jobs into thriving careers. We are proud of the progress we continue to make in enhancing our associate career opportunities. Our commitment to upskilling and leadership development has led to a noticeable decrease in store manager vacancy gaps and improved retention rates, with a 20% reduction in field leadership and store manager vacancies in 2023.

We have also continued our investment in our associates’ career advancement with a strong internal promotion program. In 2023, we celebrated over 47,500 promotions across stores, Distribution Centers and corporate offices. In addition to driving strong retention and advancement, we’ve continued our focus on recruiting top talent, as demonstrated by a 36% increase in applications for store roles, a 24% rise for Distribution Center roles, and a 20% increase for Store Support Center roles. These achievements underscore our continued dedication to our associates and affirm our belief that our people are central to our success.

These numbers reflect our investment in the professional growth of our associates and our efforts to strengthen our organizational capabilities to meet the challenges of a dynamic retail environment. We are proud of the progress we have made and remain committed to continuing our journey of fostering a culture of learning, development, and career advancement.

Campus Internship Partnerships

Opportunities to develop talent begin early with our college internship program. To enhance our talent pipeline, we have forged strong partnerships with colleges and universities aimed at recruiting and developing emerging leaders.

In 2023, we welcomed interns from numerous colleges and universities, including William & Mary, University of South Carolina, Liberty University, University of Lynchburg, Gonzaga University, Youngstown State University, and the University of Virginia. The students from this diverse group of institutions worked on projects ranging from developing a go-to-market plan for a sustainable cleaning product assortment, to creating a risk management program for gifts cards. Our internship programs are designed to cultivate skills aligned with each intern’s desired career path, offering one-on-one mentorship with Dollar Tree leaders to support their growth and development, and providing a well-rounded experience for the students.

Our program’s success has been highlighted by Dollar Tree being named one of the Top Virginia Employers for Interns for two consecutive years by the Virginia Talent and Opportunity Partnership. Additionally, we have actively engaged with the local community through events like Intern Night Out (2023) and Top 20 Under 20 (2024), in collaboration with the Hampton Roads Workforce Council, to retain talent within the Southeastern Virginia region. Our partnership with Campus 757 has been instrumental in providing professional development training during the “Summer 757” programming.

Our community work also extends to educational outreach, as evidenced by our presentations on “Preparing for a College Fair” to the Access College Foundation and “Marketing Your Best Self” for CIVIC Scholars Day through the Civic Leadership Institute. These efforts underscore our commitment to contributing to the development of the next generation of professionals.

Recipient of the 2024 Top Virginia Employers for Interns Award from the Virginia Talent and Opportunity Partnership.



Historically Black Colleges and Universities

We are proud of our growing relationships with the Historically Black Colleges and Universities (HBCUs) in our headquarters hometown community.

Over the past year, we expanded our partnership with Norfolk State University (NSU) by sponsoring the University's Fall and Spring Career Fairs, providing students with opportunities to connect with potential employers and taking an active role in preparing them for these events. By participating as panelists in the "Get Ready for the Fair" sessions, we offered advice and insights to help students make the most of their career fair experience. Our involvement in the Student Pathways and Academic Formation (SPAF) Employer Panel Discussion contributed to the academic and professional development of NSU students as they seek intern and post-graduate opportunities.

Expanding our outreach, Dollar Tree also engaged with Hampton University on multiple occasions. Our Dollar Tree merchandising teams played a supportive role in the Hampton University Case Study, demonstrating a hands-on approach to student learning and practical application of business concepts. By attending both the Spring and Fall Career Fairs, we provided a consistent presence and support, ensuring students had access to career opportunities twice annually. We also hosted Information Sessions and Meet & Greets with business leaders to foster closer connections with students, generating a deeper understanding of our organizational culture and career pathways. Moreover, our sponsorship of a Faculty Ambassador allowed us to assist with programming on campus, including Hampton University's 5-year MBA – Leadership Application Program (LAP) Day, showcasing our commitment to not only student development but also to the academic faculty and enhancing the educational ecosystem.

Cultivating Excellence Through Learning and Development

In the past year, we have made considerable advancements in our commitment to nurturing the talents of our associates. Recognizing the development of our people is inextricably linked to the growth and success of our organization, we have embarked on a journey to enrich our learning and development programs like never before.

We initiated our efforts by bolstering our training resources in the field, adding more Regional Training Managers and Zone Training Directors to our team. These dedicated professionals are now specifically aligned with our two store brands, ensuring the training they deliver is highly relevant and customized to the unique requirements of each brand.

A cornerstone of our enhanced training initiative is the Store Manager-In-Training Program. Here, we made strides to improve the quality of training by introducing new methodologies that are not only innovative but also designed to be more engaging and accessible. The training has been restructured to be more concise and digestible, incorporating a strong digital component that resonates with the modern learner. The experience of our store managers in training has also been elevated. By immersing them in the model store environment, we provide a consistent and realistic setting for learning, which equips them with the practical skills they

need to thrive in their roles. Our Regional Training Managers are instrumental in this enhanced training process, with the responsibility of ensuring that each store manager completes the training fully prepared to meet the challenges of managing their store.

Our investment in development extends to the district level with the District Manager-In-Training Program. This apprenticeship-style program is designed to impart the hard skills necessary for managerial success, from understanding how to run reports to fostering a positive Company culture. This hands-on approach ensures our future District Managers feel prepared and confident in their abilities to manage stores as they advance in their Dollar Tree careers.





“The DM Leadership Academy provides a space for you to identify who you are as a leader and what type of leader you want to be in the future. You are provided with the tools and skills to help you develop and build a roadmap to deliver better business results. You will leave the Academy inspired, motivated, and engaged with a network of peers to support your continued growth.”

— Kristin Strom,
District Manager,
Dollar Tree Canada

District Manager Leadership Academy

In January 2024, we launched the District Manager Leadership Academy, an eight-week program to hone the leadership abilities of our District Managers. Based on the Center for Creative Leadership’s Lead 4 Success model, the program is centered on the four fundamental leadership skills needed by every leader: self-awareness, learning agility, influence, and communication. The inaugural Academy sessions brought together 37 District Managers from Dollar Tree, Dollar Tree Canada, and Family Dollar. Participants engaged in intensive

training at our Store Support Center and focused on enhancing leadership skills, fostering trust, and collaborating to drive better business outcomes. The program concluded with a virtual graduation, where participants shared insights and learnings from the 8-week program. The Academy’s success is bolstered by ongoing support through virtual coaching circles, online workshops, and on-the-job support from our Regional Training Managers.

Since its launch, the program has already achieved notable milestones, with seven cohorts and 159 District Managers, including Regional Training Managers, having completed the program. We are progressing toward our goal of training 450



District Managers by the end of 2024. This initiative will serve as a template for future development academies across various role levels, supporting our stores and nurturing thousands of leaders across our organization.

Engagement Support Team

In 2023, we developed an Engagement Support Team. This elite group of field leaders from across Retail, Supply Chain, and HR were nominated by their managers to participate in a training program that prepares them to become ambassadors for the Company’s Positive Associate Relations strategy and play a key role in embedding our Values into the organization.

Over 270 leaders have gone through the multi-day training sessions, facilitated by experts in leadership, engagement, and communications. The Company will rely on this team to effectively identify and resolve associate concerns, develop their own teams to be stronger associate advocates, and support their peers in achieving positive people results.

Enhanced Education Opportunities

We offer enhanced education opportunities, including GED and ESL programs, along with discounted tuition options to all associates. These programs are designed to support our associates in their pursuit of personal and professional development, further emphasizing our commitment to their growth.



Elevated Associate Experience

Pay, Benefits, and Well-being

Recognizing that our associates are at various stages in their lives, we are committed to continuously evolving our pay and benefits packages to best support them and their family's needs. Supporting the three dimensions of associate well-being – mental, physical, and financial – we are investing in an array of pay, benefits, and wellness programs to meet the holistic needs of our full and part-time associates. Our aim is to equip every associate with the tools and resources necessary for their personal development, overall health, well-being, and financial security.

We are committed to providing market-competitive pay for all positions, and we are a pay-for-performance organization, offering performance-based compensation opportunities at nearly all levels of the organization, including select hourly-paid positions. In 2023, we invested \$175 million in annualized wages for our associates with 64% of wages directed to our hourly store associates, 15% allocated for our Store and District Managers and 14% for our Distribution Center teams. We strive to ensure gender and racial pay equity for associates performing equal or substantially similar work. In 2024, we plan to conduct a pay equity assessment to assess individual roles and look at age, gender,

race, and ethnicity to ensure our compensation is equitable across the organization.

In 2023, we introduced several enhancements to our physical and mental well-being benefits including an updated Employee Assistance Program, Employee Well-being Solutions, with our partner UnitedHealthcare/Optum. All full-time associates are eligible to participate in our benefits and well-being program while part-time associates must average 30 hours a week to qualify. Our part-time associates have a wide range of resources and support available to them.

Personal Growth and Well-being

- **Mental Wellness Support:** We provide a range of resources and programs to support our associates' mental health, personal resilience, and growth.
- **Family Planning and Parental Leave:** To support our associates' personal life journeys, we offer up to 12 paid weeks of leave for adoption, maternity, and parental leave after the first year of employment. Through our partnership with Maven, we also offer adoption, surrogacy, and fertility support to provide our associates access to inclusive family planning.
- **Education and Development:**
 - **Scholarship Program:** We offer financial support for associates' children pursuing higher education, with recipients receiving \$1,000 for up to four years of college.

- **Education Assistance:** We are committed to our associates' career advancement, offering up to \$5,000 per year for degree programs and \$2,000 per year for GED/language courses.

Health and Wellness

- **Healthcare Coverage:** Our healthcare, dental, and vision plans are complemented by substantial wellness programs to ensure a holistic approach to associates' health and well-being. Part-time associates are offered limited medical, dental and vision plans. The following additional benefits are available to full-time associates who are enrolled in our medical plan.
- **Disease Management and Lifestyle Programs:** We offer full-time associates programs for diabetes and weight loss management, nutritional guidance, back and joint pain support, tobacco cessation, addiction support, cancer support, and a healthy pregnancy program.
- **Centers of Excellence Surgery Program:** We provide access to high-quality surgical care for our associates.
- **Virtual Care:** Our associates have convenient access to virtual primary and urgent care visits.
- **Medicare Transition Guidance:** We offer assistance for those transitioning to Medicare.

Financial Security

- **Daily Pay:** This benefit allows associates to access their earned pay on-demand, providing financial flexibility. Associates can track, save, and transfer earnings on their own schedule.
- **Retirement Savings Plan:** Full and part-time associates can save for their future with a dollar-for-dollar match on contributions, up to 5% of pay. Part-time associates, who average just under 20 hours a week, are eligible after one year with the Company.
- **Employee Stock Purchase Plan (ESPP):** Both full- and part-time associates can purchase Company stock at a 15% discount four times a year.
- **Spending Accounts:** We support financial planning with pre-tax reimbursement accounts for healthcare and dependent care expenses, including a Health Savings Account with wellness contributions of \$400 for individuals and \$800 for families, plus a match for dependent care up to \$300.
- **Associate Relief Fund:** Our Associate Relief Fund is available to all associates who are facing financial hardship due to a personal crisis or natural disaster.

In 2024, we plan to undergo an assessment to better understand the financial health of our part-time, hourly associates and determine opportunities to support their financial well-being.



Comprehensive Approach to Safety

We recognize the safety and well-being of our associates and customers is a key component of our continued success. As such, we have taken decisive steps to improve our safety performance by investing in the training and technology required to enhance the overall safety of our people and our customers in our stores and Distribution Centers across the thousands of communities we serve.



Mike Creedon,
Chief Operating Officer,
Dollar Tree, Inc.

“Safety First, Safety Always is the guiding mantra for our store and Distribution Center teams. The safety of our associates and customers is our top priority, and we are passionate about providing training and support that aligns to our shared safety commitment.”

Management Commitment to Safety

Creating a safety-first culture is one of the highest priorities of our Executive Leadership Team, championed by our Chief Operating Officer and is embedded in all aspects of how we run our operations. Our expanded Asset Protection and Safety teams are led by our SVP for Asset Protection and Safety and include teams focused on Workplace Violence and Environmental, Health, and Safety. Their work is supported by a cross-functional team of leaders who address continuous improvement and root cause analysis of store-focused workplace safety and violence issues.

In 2022, we initiated our Comprehensive Approach to Store Safety (CASS) program recognizing the need for a holistic and proactive approach to address store safety and compliance. Our Safety First, Safety Always campaign exemplifies that safety is non-negotiable, and that together we all contribute to the safety of our associates and customers.

Our Environmental, Health, and Safety (EH&S) team and our store leaders ensure that Dollar Tree and Family Dollar stores implement CASS and create a store environment that is safe and inviting to both associates and customers. These teams follow established policies and standards to ensure compliance with OSHA standards.

Over the past year, we have expanded our approach

to safety, integrating safety into the framework of how our stores operate. We incorporated safety into every field leader visit to stores and have developed industry leading data analytics to (1) proactively identify stores that may need additional support in safety; and (2) provide that support through administrative controls and additional training. We ensured maximum visibility to safety performance to all field leaders, so that leadership has the right information and tools to drive the Company’s Safety First, Safety Always commitment.

Backroom Store Safety – S.P.E.E.D.

Given associate safety incidents in the backroom of our stores, we are investing in training and technology to maintain safe back stockrooms. Protecting associates from injury is the objective behind our S.P.E.E.D. message. This program highlights five key safety actions our stores must maintain to effectively reduce incidents from occurring and achieve our Safety First, Safety Always commitment. We have set an expectation that all stores must be S.P.E.E.D. compliant and have initiated a robust auditing program to recognize outstanding performance that is further enhanced with key performance indicators to identify potential concerns. In 2023 for example, our Asset Protection and EH&S teams performed over 23,000 store audits (either in-person visits or via backroom camera). Starting in 2024, we put measures in place to increase direct associate engagement to improve awareness and feedback on our S.P.E.E.D. safety program with increased store visits by the safety team and the creation of the Safety Advisory Group comprised of all levels of field associates.



- Stacking height no higher than 8 feet and stable



- Pathways clear to all exit doors



- Extinguishers unblocked



- Electric panels unblocked



- Doors unblocked, unlocked and clear



To further support our commitment to safety, we continuously enhance the safety policies, procedures, and training in our stores. These measures are designed to safeguard the well-being of our associates and customers. Through continuous education and adherence to these policies, we ensure that every member of our team is equipped to maintain and promote a safe shopping and working environment and nurture S.P.E.E.D. compliance. This year we are updating our store safety manual, which guides our associates on the key components of our health and safety program, along with the basic safety training that all associates receive.

While we look to continually improve in safety, our CASS program has proven successful in driving safety performance. Since its initiation, we have seen more than 150% improvement in S.P.E.E.D. compliance, as measured through our auditing program.

In August 2023, we took a significant step forward in reinforcing our commitment to in-store safety by finalizing a comprehensive settlement agreement with the Occupational Safety and Health Administration (OSHA). This resolution addresses previous citations and inspections, marking a milestone in the Company's journey to enhance safety measures across all Dollar Tree and Family Dollar stores. The agreement underscores our dedication to creating a safe and healthy environment for our associates and customers. By proactively addressing safety concerns

we are bolstering our robust safety programs that will benefit our expansive network of over 200,000 associates and millions of customers.

Workplace Violence Prevention Program

As a responsible retailer, we are committed to an improved comprehensive workplace violence program focused on promoting the safety of our associates and customers from violence in and around our stores. Acknowledging workplace violence as an opportunity area, we have spent the last year building the team, programs, and resources to be more effective at preventing, mitigating, and responding to workplace violence incidents. The goals of our comprehensive approach include:

- Taking preventative steps to reduce the likelihood of workplace violence incidents by assessing risk and implementing protective control measures
- Identifying and addressing workplace violence incidents within the Company and with law enforcement
- Providing support following a workplace violence incident, including, if needed, medical attention and mental health support services
- Providing training and communication to all associates.

This past year we hired our first Vice President of Investigations and Programs and Director of Workplace Violence Prevention, both of whom work closely with our Asset Protection (AP) Field Team and other key business partners. This team is responsible for developing, implementing, and overseeing our program and workplace violence prevention efforts.

Our Code of Conduct explicitly states our expectation of a safe working and shopping environment for our associates and customers. We do not tolerate physical violence, verbal threats, verbal abuse, or other intimidating or threatening behavior, by associates or customers. We also do not allow associates to possess weapons in the workplace.

Our Approach

Our comprehensive efforts to keep our people and stores safe from violence include five areas of focus:



Training



Investigation



Response



Prevention



Community

Training

One of the most important preventative measures we can take is to train and support our associates on how to manage challenging situations and de-escalate wherever possible. Over the past year, we have rolled out comprehensive de-escalation training to help associates address disruptive behaviors. We developed our de-escalation training with third-party experts and tailored it to meet the specific needs and circumstances of our associates.

Training occurs through several channels, including online training, monthly safety meetings, and on-the-job communication. Training is mandatory for all new associates, and on an annual basis we require refresher training and updates for all associates. Managers are responsible for ensuring that all safety policies and procedures involving workplace safety and violence prevention are clearly communicated and understood by all associates as well as responsible for ensuring their associates are current with their required workplace violence prevention training.

We routinely examine our training programs and delivery methods and refine or develop new programs as appropriate to protect associates and customers. We also have placed a specific focus on supporting our District Managers in their roles of coaching our store leaders on how to positively impact customer behaviors and creating an environment where people feel safe.

De-escalation Training

The following training programs are part of our core Workplace Violence Prevention Program curriculum:

- De-escalation Basics
- De-escalation Essentials
- Your Role in Workplace Violence Prevention
- Managing Troubling People
- Managing Troubling Situations
- Active Assailant Training
- Threat Assessment Training



Investigation

Investigating workplace violence incidents is a significant component to preventing re-occurrence. We perform after-incident reviews and analysis to identify patterns, threats, and potential responses. Additionally, a hotline is available to all associates and is answered 24/7 by a live third-party call-center, which then provides reports to our workplace violence team. We aim to investigate all concerns raised through the hotline and determine additional protective measures necessary to mitigate crime and promote safety from workplace violence.

Response

Responding quickly to associate needs when an incident occurs is critical. The safety of our associates and communities is a top priority, as is our ability to react quickly when we learn of a workplace violence incident. If determined appropriate, additional preventative measures are added to locations in response to a workplace violence incident. In addition, our Major Crimes Team supports the investigation of incidents and follows through on prosecution and restitution if needed. We work with and support local, state, and federal law enforcement to assist with the identification and prosecution of suspects who create unsafe situations in our stores.

After Incident Support

We recognize that a workplace violence threat and/or incident may be a traumatic situation for our associates. Offering after incident support is a critical part of our workplace violence prevention efforts, and one that we continuously assess to ensure we provide associates with the support they need. Some of the actions we take include:

- Notifications of our Emotional Well-being Solutions, our Employee Assistance Program resources
- Provision of additional benefits, support and/or leave to affected associates, including our Associate Relief Fund
- Referrals of community service resources
- Coordination with local law enforcement to enhance safety and security
- Further assessment of risk at store location
- Additional training or other resources to support

Prevention

With more than 16,000 stores in the United States and Canada, we are present in different types of environments and communities. We aim to deploy a range of tools, techniques, and investments to prevent the occurrences of unsafe conditions in stores and improve the overall safety of our store and surrounding environments.

In higher crime areas, we have made our stores more resilient by utilizing enhanced physical security protection standards, including active roll-down gates, enhanced lighting packages, smart safe technologies, and active alarm systems.

For specific high-risk incidents, we create a multi-stakeholder threat assessment group to review and analyze high risk incidents to collectively determine how to manage and respond to individual situations. In response to some high-risk circumstances, third party guards are placed in stores to support as needed.

Community

We care deeply about the communities we serve, and we prioritize close partnerships with local authorities and law enforcement to establish best practices including enhanced safety policies, procedures, and training to protect our associates and customers.

Over the past year, we have focused on strengthening our relationships with law enforcement and retail industry partners to support community safety. We are part of several industry collaborative groups focused on identifying and tackling issues that contribute to increased crime around retail environments, business districts and communities across the country.

Enhancing community interactions has been a key priority as we evolve our workplace violence prevention program. Last year we participated in eight National Night Outs across the country and aim to engage in 50 cities in 2024.

We also hosted 12 community focus groups in three cities to better understand how we can engage with communities on issues around community violence, positive community interactions, civic engagement, and partnership. These focus groups helped to inform our community impact strategy, which we highlight in the Community Section of this report.



OUR CUSTOMERS

With more than 16,000 stores across the United States and Canada, Dollar Tree and Family Dollar serve 100 million U.S. and Canadian households every year. Providing our customers with access to affordable, high quality, and safe products is central to the promise of our two brands.

Food and Product Safety and Quality

At Dollar Tree, we are committed to food and product safety and quality. Indeed, we know that our customers rely upon us to provide safe, high quality, and affordable food and products. To do so, we have dedicated food and product safety and quality teams in our Ethics & Compliance organization that are focused on continuously enhancing our programs and practices around the safety and quality of our food and products. Over the past year, we continued to strengthen those programs and practices.

Food Safety, Quality, and Sanitation

We maintain a food safety program to assist our associates and suppliers in meeting our food safety expectations. Beginning in 2024, our dedicated food safety team became part of our Ethics & Compliance organization and is now led by our Vice President of Food Safety, Quality & Sanitation, a newly created role. Among other duties, this team drives end-to-end compliance in food safety, quality, and sanitation, including in our DCs and stores and via our supplier food safety program.

We are entering our third year using an independent and accredited certification body to carry out a comprehensive audit of each of our U.S. Distribution Centers. Each of our U.S. Distribution Centers has passed the audit and is Good Distribution Practices (or “GDP”) certified. We plan to maintain this distinguished certification at each of our U.S. Distribution Centers.

Recognizing the importance of effective pest control to our business, this year we performed a detailed review of integrated pest management providers and consolidated our services with a single vendor across all network operations. This consolidation will enable an end-to-end approach to pest management, giving us the ability to pinpoint where issues arise and to identify root causes. It allows us to leverage the industry expertise of our provider.

Product Safety and Quality

Our suppliers have committed to taking steps to ensure the products they provide to us are safe, compliant, and meet technical requirements. In particular, private brand over-the-counter drug products, medical device products, cosmetics, and dietary supplements are subject to a rigorous internal quality management program. The requirements include that manufacturers hold an applicable Good Manufacturing Practices (“GMP”) certification and complete a detailed paper-based questionnaire to assess their quality systems. Additional programmatic requirements include merchant and store associate training to promote a culture of quality and to enable our customers receive the best possible products.

Key Highlights

More than 1,100 stores achieved our Grand Opening Look Daily (G.O.L.D.) certification in the first year of implementation

Reduced product packaging in select household cleaning items

Introduced 12 new plant-based cleaning products growing to 24 by the end of 2024

All 25 of our U.S. Distribution Centers are Good Distribution Practices (GDP) certified

In 2023, we launched our “Grand Opening Look Daily” (G.O.L.D.) program, which has already resulted in more than 1,100 stores achieving the “Grand Opening Look Daily” certification, rewarding our stores that meet the highest standards every day.



Product Stewardship and Packaging

We recognize that chemicals are a key element in the materials, products and processes within our operations and supply chain. In response to the growing demand from customers and investors for safer chemicals, materials, and products, we issued our first chemical policy in 2016, which focuses on addressing chemicals of concern. This year we are beginning the work to update our chemical policy to a more comprehensive chemical management strategy including:

- Enhancing our corporate chemical policy by continuing our participation in the Chemical Footprint Project and other external stakeholder initiatives that promote the use of safer chemicals
- Improving our supplier data regarding chemicals, plastics and packaging
- Updating our Restricted Substance List (RSL) and ongoing reduction and elimination of high-priority chemicals beyond compliance
- Working to transition to safer chemicals and products

Reducing the environmental impact of our packaging is a new focus for the Company. In 2024, we plan to undergo the development of our first packaging baseline and footprint to assess the current state of our packaging environmental footprint to inform the development of product packaging goals and commitments and prepare us for current and future Extended Producer Responsibility (EPR) regulatory obligations.

Product Access

Dollar Tree and Family Dollar stores provide millions of Americans convenient, affordable goods for both the everyday and life’s special moments. Our strategic transformation for both segments includes providing more choices, value and convenience for customers including:

- Expansion of multi-price of frozen and refrigerated items at Dollar Tree
- Launch of more than 250 private label brands at Family Dollar

The majority of our stores feature both frozen and refrigerated foods as well as shelf stable options to support a balanced diet. Along with grocers, farmers’ markets and other fresh foods options, we help busy people meet their families’ needs for affordable, varied meals and snacks.

Cage-Free Eggs

In 2023, we updated our original 2016 cage-free egg commitment responding to changes in available supply, affordability and customer demand. Currently our Family Dollar stores in California, Colorado and Massachusetts sell cage-free eggs per those states’ legal requirements. As part of our updated commitment, we tested the sale of cage-free eggs in 63 Family Dollar

Inclusive Assortment

We are committed to providing our customers with more choices and value and have taken deliberate steps to reflect the diversity of the communities we serve in our product assortment. In the past year, we have expanded our product offerings to better align to our customers’ preferences, ensuring that they feel a connection with our product mix and marketing efforts. We align our product inventory with cultural celebratory and awareness months, stocking products that resonate with our customers’ values and traditions.

Over the next year we plan to develop a supplier diversification strategy focused on providing diverse suppliers with the tools and support needed to access purchasing opportunities with Dollar Tree.

stores where we merchandised cage-free eggs alongside conventional eggs using clear signage to help identify which eggs were from caged hens. The results of our test were positive and encouraging, and in 2024, Family Dollar expanded its cage-free initiative to hundreds more locations.

We are committed to providing ongoing value and choice for our customers, including moving toward a more cage-free assortment.



Health in Hand

Recognizing the importance of helping our customers make informed choices for their health and well-being, Family Dollar has partnered with the Consumer Healthcare Products Association (CHPA) Educational Foundation to launch the “Health In Hand” program. This initiative is designed to empower Family Dollar shoppers with the knowledge they need to make educated decisions about over-the-counter (OTC) products and dietary supplements, particularly benefiting those in underserved or rural communities and individuals with lower health literacy.

By integrating educational QR codes into our in-store OTC category wayfinding strips across all 8,000 stores, we guide customers to custom landing pages on HealthInHand.org. This resource provides invaluable information about self-care categories, active ingredients, and specific products, with a focus on ingredient-based knowledge to assist customers in identifying the most suitable self-care items for their needs.



OUR COMMUNITIES

Our Dollar Tree and Family Dollar stores, Distribution Centers, and corporate Store Support Center have the privilege of serving thousands of neighborhoods in the United States and Canada.

Key Highlights

Nearly \$14 million in total charitable donations in 2023 including associate, customer and vendor support

Family Dollar/BGCA *Doing More* Platform was **awarded the Golden Halo Award** for Best Civic Engagement Initiative by Engage for Good and the Advocate for America’s Youth Award from Boys & Girls Clubs of America

Expanded our Associate Relief Fund impacting **nearly 500 associates** in 2023 and launching our Immediate Response Program

In 2023, **nearly 8,000 Dollar Tree stores collected 3 million school supplies** for Operation Homefront Back-to-School Brigade and 4.6 million toys for the Holiday Toy Drive. Our donation efforts **reached more than 43,000 children of military families**

We aim to make a positive and lasting impact in these communities by providing access to affordable essential products, investing in efforts that support overall economic well-being and contributing to the livability and safety of communities. Our community efforts are guided by our Values of Serving with Accountability, Inspiring Belonging and Acting with Integrity and are made possible by partnering with a diverse set of national and local community organizations.

Our strategy outlines our refreshed approach to community and social impact. Over the past year, we have focused on learning more about the issues and challenges our communities face and opportunities to better serve them. We consolidated our previous community initiatives and determined a new approach to channel our resources to support and care for the well-being of the families in the communities where we live, work, and shop.

Our strategy prioritizes partnership and collaboration with nonprofit partners and local communities, associate engagement, community events, and financial and in-kind donations.

Our Strategy




- Philanthropy focused on essential needs, economic opportunity and community vitality
- Community resilience through associate engagement, local support, and disaster response and recovery
- Proactive relationships with community stakeholders, law enforcement and government
- Advocacy on issues that impact the economic stability, well-being and safety of our communities

12 community focus groups hosted in 2023 to learn how to better support communities in safety, store conditions and product access.



Focusing Our Impact

As part of our strategy development work, we refreshed our community impact focus areas to support the well-being of communities and families in three ways:

<p style="text-align: center; font-weight: bold; margin: 0;">ESSENTIAL NEEDS</p> <p style="text-align: center; font-size: 0.9em; margin: 10px 0;">Striving for equitable and inclusive access by investing in efforts that address food and essentials insecurity, family stability and wraparound services</p> <div style="text-align: center; margin-top: 20px;">  </div>	<p style="text-align: center; font-weight: bold; margin: 0;">ECONOMIC OPPORTUNITY</p> <p style="text-align: center; font-size: 0.9em; margin: 10px 0;">Helping people thrive by investing in efforts that support overall economic well-being, including financial health, youth development, and job skills training</p> <div style="text-align: center; margin-top: 20px;">  </div>	<p style="text-align: center; font-weight: bold; margin: 0;">COMMUNITY VITALITY</p> <p style="text-align: center; font-size: 0.9em; margin: 10px 0;">Contributing to the livability of communities by investing in efforts that support overall stability, including safety, connectivity and resiliency</p> <div style="text-align: center; margin-top: 20px;">  </div>
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We aim to align our nonprofit partnerships, community grant program, in-kind donations, and other social impact initiatives across these three focus areas to drive greater impact and uplift the communities we serve.

Nonprofit Partnerships in Action

Our national nonprofit partnerships have served as a backbone for our community investment efforts and represent the diversity of our associates, customers, and communities. We prioritize support for organizations that align with our refreshed community impact focus areas, including those that contribute to the vibrancy of the communities where Dollar Tree and Family Dollar operate. Through corporate, customer and vendor support, we contributed nearly \$14 million in monetary and in-kind support to our national nonprofit partners and communities.

Boys & Girls Clubs of America

Since 2014, Family Dollar has supported the mission of Boys & Girls Clubs of America by investing in opportunities for Club youth. In 2023, Family Dollar launched *Doing More*, a platform created to amplify Boys & Girls Clubs of America's Think, Learn, Create Change program.

The goals for the *Doing More* are twofold:

- To empower young people by providing them with tools for advocacy that enable them to act on critical issues facing their communities and become the next generation of changemakers.
- To strengthen Family Dollar's ties in local communities through meaningful partnerships with associates, customers and community stakeholders.



Doing More delivered significant impact in its first year

- Family Dollar supported the advocacy work of 17 Boys & Girls Club organizations, including projects combatting coastline erosion, raising awareness of teen mental health, and advocating for anti-violence education programs. 400 Club youth and staff from 32 states attended the Summit for America's Youth in Washington, D.C.
- 3,100 Club youth were given access to the Think, Learn, Create Change program.
- Associates participated in more than 50 Club events.
- A donation campaign was activated in more than 8,000 stores across the country, encouraging support from our shoppers.
- 85.4 million people learned about our partnership through a brand commercial produced by Family Dollar

Operation Homefront

For more than 18 years, our Dollar Tree banner has supported Operation Homefront’s mission to build strong, stable, and secure military families so they can thrive in the communities they have worked so hard to protect. In 2023, Dollar Tree, along with its customers and associates, supported in-store collection drives and distribution events throughout the United States. Nearly 8,000 Dollar Tree stores collected three million school supplies in support of the Back-to-School Brigade and 4.6 million toys in support of the Holiday Toy Drive. School supplies and toys were provided to 43,105 children of military families across the country at more than 230 distribution events.

In 2024, Dollar Tree will launch the Live Your Values platform, combining forces with Operation Homefront for the greater good of military families. Through continued support of the collection drive programs, our customers will not only embrace value for themselves, but also leave a valued impact on military families through product donations. Our support will expand to offer grants to military families facing financial hardship through the Critical Financial Assistance program, and provide temporary, rent-free housing as well as financial education and support services to help families work toward self-sufficiency through the Transitional Homes for Veterans program.

Growing Our Impact

As part of our refreshed community impact strategy, we plan to expand our network of nonprofit partners to organizations that work in the areas of food access, financial well-being, and community resiliency, disaster response and safety. We invested nearly \$1 million in nonprofit partners across the country in 2023 and plan to unveil a Community Impact Grant program in 2024 in select markets across the United States to address local needs in our focus areas.

Associate Support & Engagement

Supporting Our Associates: Associate Relief Fund

In addition to investing in our communities, we support our associates in need of financial assistance due to a range of personal hardships, including illness, intimate partner violence, military deployment of a family member, and natural disasters. Administered by the Emergency Assistance Foundation, our Associate Relief Fund distributed more than \$500,000 in grants to 418 associates in 2023. Throughout the year we provide associates with several opportunities to help fellow associates in need, with their donations matched by the Company.

Over the past year, we took steps to improve the Associate Relief Fund applicant experience, including broadening qualified events, lowering the length of time associates must wait to apply for additional support, instituting the Immediate Response Program for FEMA-declared natural disasters, increasing the grant amount an associate may receive for a qualified event to \$2,500, and removing the lifetime grant award limit.

As a result of improvements to the Associate Relief Fund, we granted an incremental \$38,000 in 2023 for Hurricane Idalia relief and \$224,000 in 2024 for Oklahoma tornado relief by activating the Immediate Response Program.

Caring for Communities: Associate Engagement

Through engagement and volunteerism, our associates are making a lasting impact and meaningful connections in the communities we serve. Our associates volunteer their time and talents for Boys & Girls Clubs programs, Operation Homefront distribution events, service projects, mentoring and board service throughout the year.

In 2024, we will continue engagement with nonprofit partners, expand organized service projects in communities across the country, and support our associates in building and strengthening relationships in their communities.

Community Engagement Playbook

To enhance and transform the way Dollar Tree and Family Dollar are experienced in communities, we are developing a community engagement playbook for field and Distribution Center leaders with best practices for building community relationships, being empathetic leaders, and developing thoughtful and engaging partnerships.



Community Events

Our associates actively engaged with our nonprofit partners in communities across the country.

Boys & Girls Clubs of America

- **Keystone Teen Leadership Conference**

More than 1,200 teens and their advisors attended the National Keystone Conference in Dallas, TX, bringing together Club youth ages 14–18 to explore opportunities in academic success, career preparation and community service. Family Dollar hosted a booth at the College and Career Readiness Expo and sponsored a “mic drop” training session focused on tools and approaches for local community advocacy.

- **Youth of the Year**

The Youth of the Year program recognizes young people for outstanding leadership, service, academic performance and dedication to health and well-being. In support of regional and national honorees, Family Dollar and its vendor partners provided event sponsorship and scholarships. Family Dollar leadership served on the Southeast Youth of the Year selection committee and Southeast Youth of the Year event committee, while local Family Dollar associates attended the celebratory events.

- **Workforce Readiness**

In Houston, TX, Tampa, FL, and Jacksonville, FL, Family Dollar leadership offered Club teens insights into working with Family Dollar at merchandising and store levels.

- **Back-to-School Celebration**

Over 200 Club youth in Jacksonville, FL, helped celebrate store openings and the start of the school year with an event that included more than 12,000 product donations, monetary donations, entertainment, food trucks and more. Family Dollar corporate and local associates organized and worked on the event.

- **Holiday Celebration**

In Chicago, Family Dollar sponsored Union League Boys & Girls Clubs holiday events, providing gifts to more than 15,000 families. During the events, local associates supported crafting, games, food stations and gift distribution.

Operation Homefront

- **Family Events**

Whether handing out school supplies and toys or giving meals to families, Operation Homefront hosts many events for service members and their families around the United States that Dollar Tree associates supported.

- **Military Child of the Year**

Operation Homefront’s Military Child of the Year Award reflects the positive impact that young people have made on their military families, schools, and communities. Dollar Tree associates honored the nominees by attending the awards gala.

Other Events

- **Community Events**

Our associates also supported various local events including National Night Out, Shop with a Cop, Breast Cancer Awareness Walks, American Diabetes Association Tour de Cure, Bowl-A-Thons, and many others.

- **Community Listening Sessions**

We partnered with Boys & Girls Clubs of Metro Baltimore and Philadelphia to coordinate six listening sessions with more than 60 community advocates to learn how to better collaborate with the communities the stores serve on issues related to community safety and engagement.

Disaster Relief

We strive to make a difference in how our communities respond to natural disasters. From proactive support through the American Red Cross’ Disaster Responders Program to reactive support in the form of product and supply donations, we are committed to helping communities recover during their greatest times of need.



OUR PLANET

At Dollar Tree, we recognize the impact our business has on the environment. From the products we source to the energy used in our stores and supply chain to the products and packaging we distribute and sell, we are committed to minimizing our footprint and contributing to a healthy and resilient planet.

Through our efforts, we are focused on addressing our climate impact, managing waste, and conserving natural resources to minimize our environmental footprint and fostering a more sustainable future.



Addressing our climate impacts is an integral part of our Rooted in Progress strategy. Our approach encompasses the commitments we establish, the roadmap and actions we take to achieve our commitments, and an ongoing assessment of climate-related risks and opportunities. Over the past year, our efforts have focused on the following areas:

- Finalizing our decarbonization strategy across both operational (Scope 1 and 2) and value chain (Scope 3) emissions
- Refreshing and communicating our emissions reduction goals
- Building a renewable energy strategy that supports our net zero roadmap
- Laying the foundation to measure these emissions more accurately overtime by improving emissions calculations methodologies and investing in technologies

To advance our commitment to climate action, we are excited to announce our ambition to achieve net zero by 2050. In addition to this long-term objective, we have established interim targets that align to the Science Based Targets Initiative’s near-term target guidelines. The investments we’ve made in our decarbonization efforts over the past year lay the groundwork for the achievement of this ambitious target in the future.

Our climate targets

- Commit to reduce Scope 1 and 2 absolute emissions by **50% by FY2032** based on a FY2023 base year (aligned with a 1.5-degree climate scenario)
- Commit to have **67% of suppliers** by emissions set or commit to science-based aligned targets **by FY2029**
- Continue to advance the **transition to renewable energy sources** for our stores, Distribution Centers, and Store Support Center
- Achieve **net zero emissions by 2050**

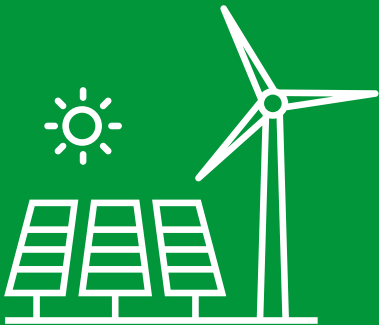


Sustainability Governance and Management Approach

Our Chief Sustainability & Impact Officer is responsible for our sustainability and climate strategy and oversees its implementation across our business. Cross-functional teams, including property management, operations, finance, merchandising, sourcing, supply chain, procurement, environmental, health and safety, and compliance collaborate with our CSIO to set our sustainability goals and roadmap.

Climate risk management is a part of our broader climate and sustainability strategy and is integrated into our overall Enterprise Risk Management (ERM) process. We have identified near and long-term actions to address environmental risk and regularly disclose them in our CDP Climate Disclosure and Task Force on Climate-related Financial Disclosure (TCFD) disclosure. We initiated our first TCFD assessment in 2022–2023 and plan to update it 2024–2025. We also plan to update our environmental policies which govern how we manage environmental risk to align with our updated Code and Vendor Code of Conducts.

Key Highlights



55,203
MWh of renewable energy **procured** (2.2%)

\$113.1m
invested in energy efficiency **upgrades**

631
stores opened **aligned** with In-Store Energy Efficiency Standard

~50%
completion of LED transition in Distribution Centers

873
HVAC **upgrades**



99%
of stores **equipped** with Energy Management System technology and LED lighting

Key Highlights



10,055
stores that **recycle** Old
Corrugated Cardboard (OCC)

1,526
Family Dollar stores that
backhauled their OCC

15,520
stores that have deployed
CERP program

 **6%**
reduction
in waste

 **11%**
increase in
recycled waste

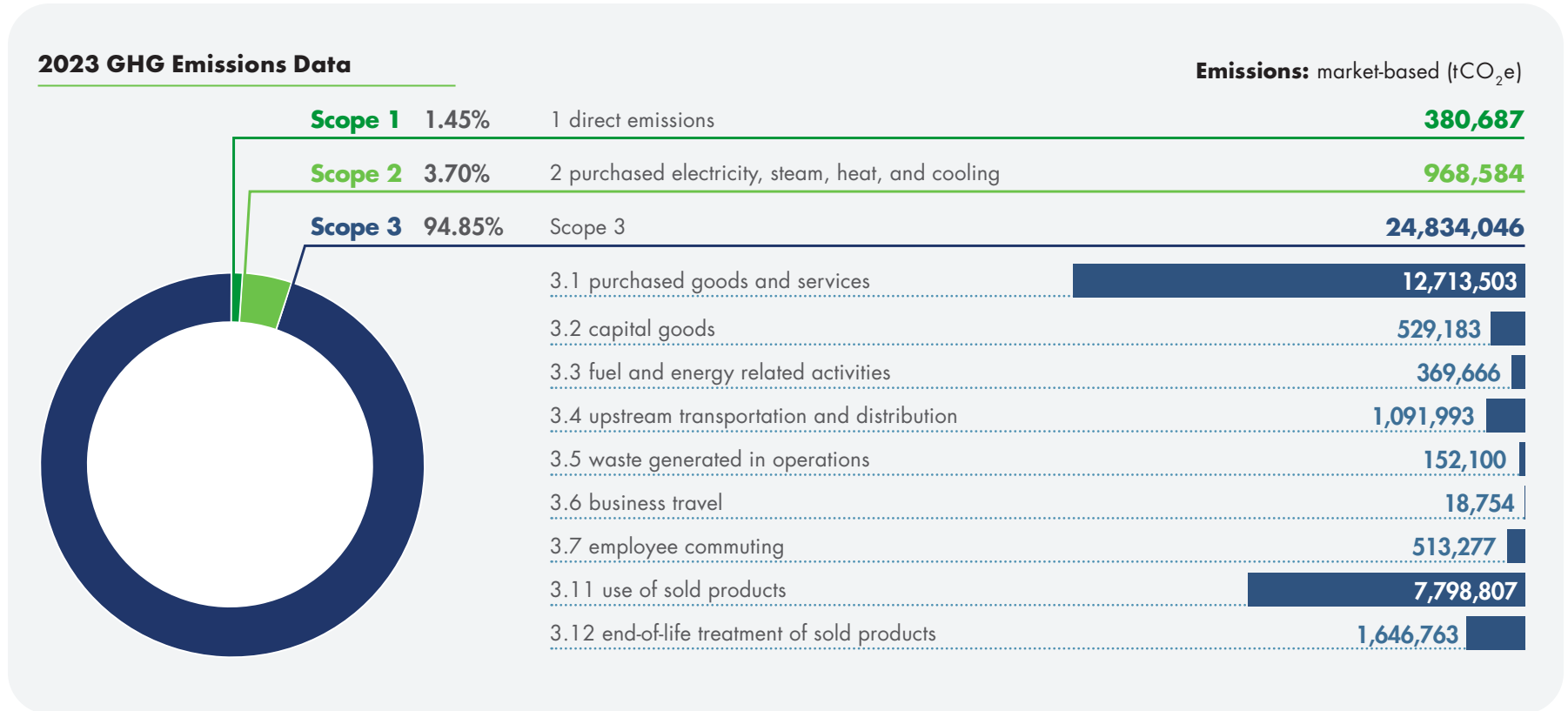
410,652
tons of waste
recycled in 2023

1,228
tons of waste **diverted**
in 2023 (DT and FD)

Enhanced Data Readiness for Climate Action

Recognizing the importance of accurate and comprehensive data in driving effective climate action, we have focused on strengthening our foundational emissions data infrastructure, processes, and reporting. In collaboration with [Watershed](#), we have markedly enhanced the availability and quality of our Greenhouse Gas (GHG) inventory data, thereby enhancing the precision of our climate reporting and decision-making. Our data enhancements will also support our preparation for climate reporting regulation as mandated by the Security and Exchange Commission and the State of California, and our continued disclosure to CDP's Climate Questionnaire. We will continue to invest in better data, because we understand that effective action is contingent on accurate measurement as we know we can't act on what we don't measure.

GHG Emissions Data



Our Path to 2032:

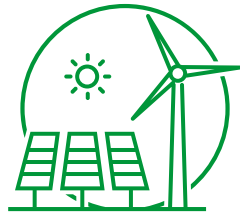
Strategic Focus Areas for Emissions Reduction

Our Operations



Energy Efficiency

By investing in energy efficiency upgrades across our operations, stores, and Distribution Centers, we are reducing our Scope 1 and 2 emissions and our energy costs by reducing the amount of energy needed to run our business.



Renewable Energy

By integrating renewable energy supply to our existing electric and natural gas procurement efforts, we contribute to the continued "greening of the grid" efforts and to decarbonize our existing deregulated supply.



Waste Reduction and Recycling

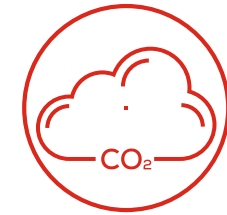
By investing in reuse and recycling efforts in our stores and Distribution Centers, we continue to reduce operational waste, increase our diversion rates, and address our Scope 3 impact in this category.

Our Value Chain



Transportation and Logistics Optimization

By streamlining our transportation and delivery routes, adopting fuel-efficient vehicles, and consolidating shipments to reduce the number of trips required, we are decreasing fuel consumption and associated Scope 3 emissions.



Supplier Engagement

By collaborating with suppliers to set sustainability and emissions reduction goals and adopt more sustainable practices, we are contributing to industry-wide change and reducing emissions throughout the entire value chain.

Advancements in Energy Efficiency

Dollar Tree continues to invest in energy efficiency in our operations, with a focus on energy efficiency upgrades in our stores and Distribution Centers. We also continue to drive progress with our In-Store Energy Efficiency Standard in new store openings reaching 631 new stores in 2023.

A significant portion of our capital investment has been allocated to our HVAC Retrofit program, replacing older HVAC units at the end of their lifespan with new, high efficiency HVAC units (per our Energy Efficiency Standard). In 2023, we retrofitted 873 stores with new, high efficiency equipment, which averaged an 11% reduction in energy consumption per store.

Additionally, we focused our efforts to improve our ability to track electricity and natural gas by retrofitting and installing Energy Management Systems (EMS) across 737 new Dollar Tree and Family Dollar locations in 2023, bringing the percentage of our stores managed by an EMS to nearly 100 percent. This investment included the pilot of innovative artificial intelligence software which aims to achieve a 10–15% reduction in energy consumption. We have piloted this technology in approximately 500 stores and plan to continue deployment in the coming years.

Additionally, our ongoing LED retrofit program is being repurposed, shifting toward an evergreen cycle of LED usage and re-lamping, and includes progressive reductions in wattage to underscore our proactive approach to energy conservation. In 2023, 984 stores were retrofitted to LED, bringing completion rate of our interior LED transition to 99%. We also continued our exterior LED lighting retrofits at 631 stores. Lastly, nearly 50% of our Distribution Centers have transitioned to LED, with the remainder scheduled for retrofit within the next two years.

We continue to evaluate comprehensive energy management systems to further increase the efficiency of our stores. Late in 2023, we partnered with Mantis Innovation, a leading energy management and sustainability advisor, to assist us with designing our energy management system of the future that can be deployed enterprise wide and will further enable us to reduce our energy usage and our Scope 2 emissions.

In-Store Energy Efficiency Standard Criteria



We continue to increase our building portfolio of highly efficient stores and require all new stores, relocations or expansion projects to adopt the In-Store Energy Efficiency Standard we developed in 2022.

- ✓ Stores will be equipped with LED lighting.
- ✓ For our new roofs or roof replacements, stores will have a cool roof system, which has a higher solar reflectance than standard roofs.
- ✓ Glass will be low-emissivity (Low-E) glass.
- ✓ Stores will be equipped with motion detected occupancy sensors in restrooms.
- ✓ Energy management systems (EMS) will be installed at all stores.
- ✓ New or replacement HVAC units will be high-efficiency units where available.
- ✓ New or replacement building insulation will meet or exceed the required International Energy Conservation Code.
- ✓ Stores will install a cardboard baller or participate in municipal cardboard recycling where available.
- ✓ Stores will install a non-electric drink fountain when a new or replacement fountain is required.
- ✓ Programs to reduce water consumption and product or chemical waste.

Renewable Energy

Central to achieving our near-term targets and reducing our carbon footprint is our investment in alternative energy solutions. Over the past year, we partnered with Coho Climate Advisors to develop and begin implementation of a renewable energy strategy to address Scope 2 emissions at stores and Distribution Centers. This strategy is focused on building a diversified energy portfolio, which includes retail power purchases, Virtual Power Purchase Agreements (VPPAs), Community Solar, and utility green tariff.

In late 2023, we entered into an agreement to purchase new renewable energy on the grid, also called a Power Purchase Agreement (PPA), which will be operational in 2026. This PPA, which we procured through a retail supply agreement with Constellation, will enable the provision of 79k MWh of renewable energy to approximately 700 stores in Maryland and Pennsylvania, accounting for approximately 5% of our enterprise-wide energy consumption. The project itself, developed and operated by NextEra Energy, will create 350 jobs and 145 megawatts of solar energy.

We have also purchased energy from three new community solar projects in New York, Maine, and Illinois. These projects are shared solar power plants

where the electricity is split among multiple businesses, allowing us to benefit from solar energy without having to install solar panels on our own property. The energy purchased from these projects is sufficient to offset the usage of over 450 stores spread among those states – including approximately 185 stores each in IL and NY, and 90 in ME, representing all stores in that state – which is almost another 3% of our total store energy consumption.

Finally, we are implementing our renewable energy strategy for the Company, addressing our renewable needs utilizing a portfolio approach that allows us flexibility in a volatile market. A critical component of this strategy will be actively pursuing market opportunities for Virtual Power Purchase Agreements (VPPAs) in high concentration markets, such as Texas, California, and the PJM ISO, along with green tariff programs from larger utilities. These initiatives enable us to address our Scope 2 emissions reductions on a broad scale, without the need for a significant upfront capital investment.

We are proud to have recently joined the Clean Energy Buyers Alliance (CEBA) and the U.S. Department of Energy Better Climate Challenge to further our commitment to procuring clean energy and supporting the development of new renewable assets.

Waste Reduction and Recycling

We aim to continue to improve upon our zero waste to landfill ambition. In 2023, we achieved a 6% reduction in total generated waste and an 11% increase in recycled waste, amounting to 410,652 tons of waste recycled. Our waste diversion rate improved 5% this year and is now 72%, reflecting our dedication to minimizing waste and recovering resources.

Recycling

Our increased investment in in-store recycling, cardboard backhauling, and other waste management programs have contributed to this higher diversion and recycling rate. In 2023, 10,055 stores recycled their corrugated cardboard, with 1,526 stores backhauling their cardboard for reuse in short haul shipping. Finally, implementing a single-stream recycling program at our Store Support Center and all stores in seven states further exemplifies our continued progress of our waste management and diversion.



Beyond the Bag

We continue to look for ways to reduce our environmental footprint while still delivering a positive shopping experience for our customers. Last year, our Dollar Tree and Family Dollar stores in Denver and Tucson participated in Beyond the Bag's *Consortium to Reinvent the Retail Bag* pilots to encourage customers to bring their own bag or choose to go without one. This pilot brought 160 retailers together across 375+ stores and will expand this coming year to more markets across the United States. We look forward to participating in and exploring additional ways we can reduce the number of single-use plastic bags and improve our environmental impact.



Chemical and Electronics Recycling Program Highlights

113,259 total meals sponsored through g2 Feed the Future Program

1,200 tons diverted from landfill

748.90 tons of waste recovered

Hazardous Waste

In 2022, we began our Chemical and Electronics Recycling Program (CERP) with g2 Revolution, which allows our stores and Distribution Centers to repurpose expired, damaged, or otherwise unsellable products that would ordinarily be sent to a landfill or categorized as “Retail Hazardous Waste.” Products such as over-the-counter drugs (OTCs), consumer chemical products, health and beauty products, small electronics, and aerosols are handled and processed by g2. Once processed at a g2 facility, these products are repurposed or reclaimed, finding new uses in the community as donated products through various organizations.

We have now deployed CERP to over 15,500 stores, reaching almost our entire portfolio, diverting over 1,200 tons of product from landfills. CERP is a critical program for our stores, providing a zero-landfill solution for these hard-to-recycle products, which not only drives improved sustainable operations but also benefits communities.

Our Value Chain

Transportation and Logistics Optimization

Supply chain efficiency improves productivity, lowers costs, and reduces the environmental impact of the distribution of our products. We are actively working with our suppliers to optimize transportation logistics, focusing on minimizing empty miles (miles driven with no merchandise), consolidating shipments, and exploring more efficient routes.

We strive to align with our suppliers’ own sustainability objectives and prioritize those with strong SmartWay efficiency factors, or those using the EPA’s SmartWay program to evaluate and improve the environmental performance and fuel efficiency of their transport operators and fleets. In the reporting year 2023, 100% of Dollar Tree’s transportation suppliers were SmartWay shippers, with 91% achieving top-tier sustainability rankings.

Our ongoing and future initiatives include:

- **Collaborating with Carriers:** We will continue to encourage and assist carriers in improving their SmartWay efficiency factors.
- **Cleaner Modes of Transport:** We will prioritize cleaner transport options, such as increasing our use of intermodal shipments.
- **Enhanced Trailer Utilization:** By consolidating shipments, we aim to maximize trailer utilization.
- **Network Optimization:** We are implementing a new Transportation Management System to analyze and improve routes, enhancing efficiency and reducing environmental impact.

Through these efforts, we are committed to reducing our environmental footprint and promoting sustainable transportation practices.



Supplier Engagement Strategy

As part of our climate targets, we aim to engage our suppliers representing 67% of our Scope 3 emissions to set their own Scope 1 and 2 reduction targets. Starting in 2024, we are developing a comprehensive supplier engagement strategy to facilitate collaborative efforts to enhance sustainability across our supply chain. Our approach will include the development of a supplier maturity model to better understand current progress in our supply chain, training for our merchants and suppliers, and resources to support our suppliers in measuring and setting emissions reduction targets. We also plan to embed our sustainability expectations into our revised Vendor Code of Conduct and our vendor contracting and onboarding process.



GOVERNANCE, ETHICS AND COMPLIANCE, DATA PRIVACY AND SECURITY

Oversight and Management of Environmental, Social and Governance Issues

To drive ongoing progress of our environmental, social and governance agenda, we engage a wide array of stakeholders to help build and advance our commitments, strategies and practices.

This includes two board committees which provide oversight of our strategies, activities and reporting as well as several internal cross-functional management level committees.

Group	Responsibility
Board of Directors including <ul style="list-style-type: none"> Sustainability & Corporate Social Responsibility (S&CSR) Committee Audit Committee 	<ul style="list-style-type: none"> S&CSR: Oversees the Company’s sustainability, social impact, and DEIB strategies; evaluates policies, practices, and programs; monitors progress and reporting; oversees the Company’s strategies, policies and programs related to human capital management and ethics Audit: Oversees risk assessments and risk management policies and action plans compliance; oversees internal controls regarding finance, accounting, legal, compliance, and ethics
Enterprise Sustainability, Diversity, Equity, Inclusion & Belonging (DEIB) and Ethics & Compliance teams	<ul style="list-style-type: none"> Led by Chief Sustainability & Impact Officer, Chief Diversity, Equity, Inclusion & Belonging Officer and Chief Ethics & Compliance Officer Develop enterprise sustainability, social impact, DEIB and Ethics & Compliance strategies, goals and priorities Deliver key programs and subject matter expertise Work cross-functionally to operationalize and deliver progress

Group	Responsibility
Enterprise Risk Management Committee	<ul style="list-style-type: none"> Co-chaired by our Chief Audit Executive and Chief Ethics & Compliance Officer Cross-functional management team that develops and executes a framework for identifying enterprise risk
Enterprise Ethics & Compliance Committee	<ul style="list-style-type: none"> Chaired by the Chief Ethics & Compliance Officer Cross-functional management team that helps foster a culture of integrity, compliance and ethics and supports implementation and execution of the Company’s ethics & compliance program
Sustainability & Impact Council (forthcoming)	<ul style="list-style-type: none"> To be chaired by the Chief Sustainability & Impact Officer Cross-functional executive council from representatives across the business Discuss progress of the Company’s sustainability and social impact strategy, initiatives, and future opportunities



Ethics and Compliance Overview

At Dollar Tree, we are committed to upholding the highest standards of business conduct and compliance. As one of our core Values, Acting with Integrity is at the heart of everything we do. We strive to always do the right thing.

As part of this commitment, we have invested and continue to invest in our Ethics & Compliance program. This program is designed to promote ethical and compliant conduct, instill a culture of integrity, and inspire continuous improvement. Our dedicated Ethics & Compliance team works closely with associates and others to design, operationalize, test, and continuously improve our program.

Our Approach and Governance

Our Ethics & Compliance program aims to be risk-based, tailored to our business needs and regulatory and other obligations, and effective and enduring in practice. Our program rests on five building blocks—leadership, risk assessment, standards and controls, training and awareness, and monitoring and response—and is designed to foster a culture of integrity, identify and mitigate risks proactively, and continuously improve.



Overseen by our Ethics & Compliance team, this framework begins with leadership, including a strong tone at the top and within the organization and a demonstrated commitment to operating with integrity. Next, we identify and assess risks and obligations, including through data analysis. Based on those risks, we establish and implement appropriate standards and controls, develop and deliver relevant and accessible training and awareness content, and ultimately test and monitor execution and remediate any identified or reported issues. Relevant risk areas include anti-corruption, anti-money laundering, antitrust, consumer protection, environmental, food safety and sanitation, health and safety, labor and employment, licenses and permits, privacy, product safety and quality, trade and sanctions, and others.

Our Ethics & Compliance team is part of our Legal department, led by our EVP, Chief Legal Officer and Corporate Secretary (CLO). Our SVP, Chief Ethics & Compliance Officer (CECO) holds direct responsibility for the program and has a team dedicated to designing and operating the program. We also maintain an Enterprise Ethics & Compliance Committee comprised of senior leaders from across the organization, which meets quarterly to discuss ethics, compliance, and related matters.

In 2023, we hired a new CLO with extensive expertise and experience building and enhancing corporate compliance programs and working in and with the U.S. Department of Justice and a new CECO with significant experience leading ethics and compliance at a global retailer. In early 2024, we hired several additional professionals with broad experience, specialized knowledge, and relevant technical skills across ethics and compliance topics. Newly added roles include a VP, Deputy CECO, and a VP of Ethics.

At the Board level, our Audit Committee plays an important and active role in overseeing our program. Our CECO reports quarterly to the Audit Committee on Ethics & Compliance matters and is empowered to meet more frequently, if needed. As part of its oversight, our Audit Committee meets separately with the CLO and CECO on a quarterly basis for a private discussion of Ethics & Compliance matters.

Our Code of Conduct: Integrity Matters

Our Code of Conduct reflects our Values and defines a set of behavioral obligations and expectations for our associates and directors. We review and update the Code periodically. To complement and supplement our Code, we maintain topic-specific policies.

In 2024, we launched a reimagined Code of Conduct, which guides our associates in making ethical and compliant choices as we run our stores and business and serve our customers and communities every day. It sets expectations for acting and leading with integrity, recognizing and avoiding conflicts of interest, working safely and free of harassment and discrimination, selling safe products, maintaining accurate records, handling data with care, and other relevant topics. It also includes practical examples and guidance. At its core is a simple principle: we do the right thing always—even when it’s not easy and no one is looking. All associates must complete training on the Code.

Our new Code also instructs associates when and how to report a suspected violation of the Code, our policies, or the law, and how to seek guidance regarding ethics or compliance topics. We aspire to create an environment in which every associate feels comfortable raising concerns or seeking guidance without fear of retaliation.



We offer multiple avenues to report concerns or ask questions, including our Ethics & Compliance and Human Resources organizations and our Integrity Matters helpline. Our Integrity Matters helpline is available to all associates 24/7 to raise concerns or ask questions in a confidential manner and, where legally permissible, anonymously.

We review and investigate, as appropriate, any suspected violations of our Code, our policies, or the law. If we conclude that an associate acted inconsistently with our Code, our policies, or the law, the associate will be subject to disciplinary action, up to and including termination.

In addition, we expect our vendors, suppliers, contractors, and other third parties that provide goods or services to our Company to act ethically, lawfully, and in a manner consistent with our Code. We maintain a separate [Code of Vendor Conduct](#) that details additional ethical and business conduct expectations of our third parties.

Responsible Sourcing

We are committed to respecting the rights of all individuals throughout our supply chain. Our Values are at the center of our commitment to human rights, and we 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.

Our social compliance and 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 by requiring them to produce products in factories that adhere to our responsible sourcing standards outlined in our Vendor Code of Conduct.

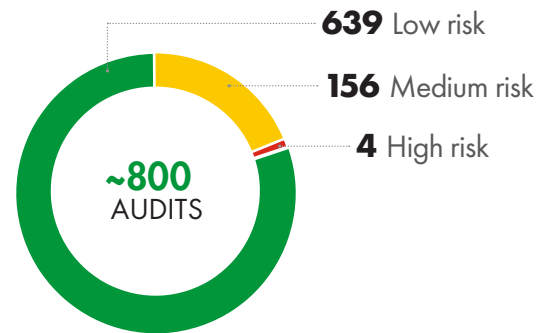
We work with a leading provider of supply chain compliance solutions with on-the-ground presence in more than 100 countries to conduct our social and safety audits. These audits look to ensure compliance with international standards that examine five categories including forced and child labor, hygiene health and safety, working hours and wages. Audits are conducted in person to ensure we have insight into the facilities that we contract

with and ensure compliance with the local standards within the region. The on-site audit process also consists of group and individual interviews to support transparent and honest feedback from workers.

Based on the results of an audit, we may require a follow-up audit within a designated time period from the date of the original audit. For audits that result in a follow-up, we require the factory to follow a Corrective Action Plan (CAP) agreed to with the auditors at the conclusion of the audit.

Over the last year, our third-party provider conducted nearly 800 audits with an average score of 8.3 out of 10.

Audit results



Select Responsible Sourcing Policies

- [Vendor Code of Conduct](#)
- [Human Rights Policy](#)
- [Chemical Policy](#)
- [Palm Oil Policy](#)
- [Pollinator Protection Policy](#)



Data Privacy and Security

Data Privacy

We understand that the protection and privacy of our customers and associate personal information is critical to a strong reputation and our overall continued success. We endeavor to collect and use only the minimum personal information necessary to achieve the business purpose for which customer and associate personal information is collected. The customer personal information we collect is typically demographic, such as name, address, email, and phone number.

To protect the confidentiality of personal information, we employ extensive administrative, technical, and physical security controls to limit access to customer and associate data. We actively monitor and enforce compliance with our security policies and procedures, and we regularly review and update our policies, processes, procedures, and controls to respond to new threats and to adapt to changing technology.

Our privacy policies describe how we use and share personal information we collect from our customers when engaging with us in our stores, customer service channels, e-commerce transactions, or through any supported mobile applications. Our privacy policies also contain instructions on how customers may exercise their rights under applicable law regarding personal information maintained about them.

As set forth more fully in the privacy policies, Dollar Tree may share personal information with our corporate affiliates, service providers, third-party promotion partners and as required by law.

Data Security

To effectively conduct our business and preserve the trust of all parties, we maintain and protect our computing environments, associated information systems, their contents and the network communication channels against any criminal or unwanted activities. Data protection and safeguards are embedded throughout our information technology environment and are continually evaluated for improvements and tested for effectiveness.

We regularly conduct internal reviews and work with third parties to identify and manage our information security risks. We have an annual Payment Card Industry Data Security Standard (PCI-DSS) assessment conducted by certified external agencies. We have an annual security assessment and penetration testing conducted by an external independent firm. Our Chief Information Security Officer (CISO) regularly and routinely reviews our security model, security practices, and future initiatives with external auditors to ensure alignment with industry best practices, changes in audit compliance requirements, and adherence to planned business objectives. We also require employees with access to information systems, including all corporate employees, to undertake cybersecurity training and compliance programs annually.

Data Governance

Our Audit Committee, which includes a member with cybersecurity experience, oversees our management of risks relating to information security and data privacy. At least semiannually, the Audit Committee is responsible for reviewing and discussing our risk exposures related to information security and data privacy with management. These management

updates are designed to inform the Audit Committee of any potential risks relating to information security or data privacy and any relevant mitigation or remediation tactics being implemented. In addition, as part of our regular enterprise risk management assessments, cybersecurity risks are reported to and assessed by the Enterprise Risk Management Committee, comprised of senior leadership from key business functions.



APPENDIX

TCFD Summary Table

The TCFD summary table below encapsulates the findings from the Task Force on Climate-related Financial Disclosures (TCFD) assessment we carried out in 2022. You can find the full results detailed in our 2023 report. We plan to conduct a thorough refresh of our TCFD risk assessment in 2025 to continue to monitor and improve our understanding and management of our climate risk exposure.

Governance: Disclose the organization’s governance around climate-related risks and opportunities.

DISCLOSURE	LINK
Describe the board’s oversight of climate-related risks and opportunities.	Oversight of Environmental, Social and Governance Issues, page 39
Describe management’s role in assessing and managing climate-related risks and opportunities.	Sustainability Governance and Management Approach, page 31

Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material

DISCLOSURE	LINK
Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2023 Environmental and Social Sustainability Update, pages 18-20
Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	2023 Environmental and Social Sustainability Update, page 21
Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2023 Environmental and Social Sustainability Update, page 21

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.

DISCLOSURE	LINK
Describe the organization’s processes for identifying and assessing climate-related risks.	Sustainability Governance and Management Approach, page 31
Describe the organization’s processes for managing climate-related risks.	Sustainability Governance and Management Approach, page 31
Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Sustainability Governance and Management Approach, page 31

Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

DISCLOSURE	LINK
Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Our Planet, pages 30-32
Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Our Planet, page 33
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our Planet, pages 30-32





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