

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

**I. Purpose of the Sustainability and Corporate Social Responsibility Committee**

The purpose of the Dollar Tree, Inc. (the “Company”) Sustainability and Corporate Social Responsibility Committee (the “Committee”) is to assist the Board of Directors (the “Board”) in its oversight and review of the Company’s policies, programs and related risks that concern key environmental, social, corporate responsibility, workplace safety, violence prevention, and ethics matters that may affect the Company’s business, strategy, operations, performance, or reputation.

**II. Composition of the Sustainability and Corporate Social Responsibility Committee**

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

**III. Number and Nature of Meeting**

The Committee will strive to effectively use valuable meeting time through appropriate planning by the Chairperson, establishment of a focused agenda and advance distribution of relevant materials/information. The Committee will formally meet at least quarterly. Committee members may participate in Committee meetings in person, via telephone or video conference.

**IV. Authority**

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

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

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

## V. Roles and Responsibilities

To fulfill its responsibilities and duties, the Committee shall, alone or in conjunction with management oversee the Company's overall approach to environmental, social, corporate responsibility, workplace safety, violence prevention, and ethics matters, including:

- Company's strategies, policies and initiatives, with respect to sustainability and corporate responsibility matters, including those related to environmental and social issues and impacts, workplace safety, violence prevention, workplace environment and culture, diversity equity and inclusion, ethics, philanthropy, and community and governmental engagement and relations ("Sustainability and CSR Matters");
- Company's strategies, policies and programs related to human capital management including matters related to workplace environment and culture; employee engagement, recruiting, selection, talent development, progression and retention of the Company's workforce; and diversity, equity and inclusion as it relates to the Company's workforce;
- Company's approach to shareholder and stakeholder engagement on sustainability and corporate responsibility matters including shareholder proposals relating to environmental and social topics and management's proposed response to such proposals;
- Company's plans and actions regarding sustainability topics including, but not limited to:
  - Climate change
  - Plastics and packaging
  - Waste management
  - Chemical management
- Primary Board-level oversight of Company's policies, processes, and initiatives related to workplace safety and violence prevention, including receiving at least semi-annual reporting by senior management regarding workplace safety and OSHA compliance;
- Policies and processes designed to manage and mitigate environmental, social, and political risks (governance and compliance matters overseen by the Audit Committee);
- Company's performance against selected external sustainability and human capital indexes and internal metrics;
- Annual Corporate Sustainability Report and other public disclosures;
- Public policy and advocacy strategies with respect to environmental, social, workplace safety, violence prevention and community matters; and
- Company's philanthropy and community engagement activities.

Perform other tasks and activities consistent with this Charter that may be delegated to the Committee by the Board from time to time.

## **VI. Coordination with Other Committees**

Matters relating to the Company's major financial risk exposures, including operational, information security, data privacy, business continuity, environmental, legal and regulatory financial risks shall remain within the purview of the Audit Committee; except that primary Board-level oversight of workplace safety and violence prevention shall be exercised by the Sustainability and Corporate Social Responsibility Committee. To the extent the risk oversight responsibilities of the committees shall overlap, the committees shall coordinate on their respective duties and responsibilities with respect to such risks. In addition, certain initiatives related to diversity, equity, and inclusion, including to the extent they relate to board composition and compensation of management, are shared with other committees of the Board and, to the extent such initiatives of the committees shall overlap, the committees shall coordinate on their respective duties and responsibilities with respect thereto.