EVERY DAY, OUR CUSTOMERS ARE FACED WITH MORE AND MORE CHOICES.
CEO MESSAGE & CORE VALUES

STAKEHOLDERS

VP MESSAGE & GOALS

THD FOUNDATION

TEAM DEPOT

RENEWABLE ENERGY

OUR CARBON FOOTPRINT

WASTE MANAGEMENT & RECYCLING

IMPROVING OUR STORES

A BETTER SUPPLY CHAIN

ECO OPTIONS

ENERGY STAR® & WATERSENSE®

ORGANIC GARDENING

RESPONSIBLE WOOD SOURCING

ETHICAL SOURCING

CONFLICT MINERALS

DIVERSE SUPPLIERS

EMPLOYEE BENEFITS

CORPORATE GOVERNANCE

OUR ACCOMPLISHMENTS

GRI STANDARDS
It's our job to make those choices safer, smarter and also greener.
A MESSAGE FROM OUR CEO

Our values are the fabric of The Home Depot’s unique culture and are central to our success.

At The Home Depot, we have a longstanding commitment to building a company, our suppliers, and our business partners accountable for sustainable business practices—fostering our sustainable impact, to our investing, to our involvement within the communities in which we do business. This commitment dates back to our founders, Bernie Marcus and Arthur Blank. While they were running the company in our early days, they required senior leadership and merchants to participate in the “Natural Step” Sustainability Program, which is based on a structured scientific understanding of the socio-ecological system. As a merchant at that time, I participated and learned first-hand how many of the decisions we make every day could have lasting impacts for generations to come.

It’s with this legacy that we review and address our company’s impact and do a continuous business evaluating our results against the goals we have set. The same way, we measure profitability or inventory turns.

In 2010, we set a five year goal to reduce our store energy use by 20 percent. I’m happy to report that we not only met that goal in 2014, but exceeded it, reducing store energy use by over 20 percent. That is a savings of more than eight billion kilowatts in ten years. We also set our sights on a 20 percent reduction in supply chain carbon emissions over 2008 levels by 2015. At the end of 2014, we had achieved a 35 percent reduction, eliminating more than one million metric tons of carbon emissions over five years.

Four years ago, The Home Depot Foundation established a $50 million three-year commitment to help make sustainable housing a reality for our military veterans and their families. Since that time, we have increased that commitment to $105 million and I’m especially pleased to report that our associates have supported more than 22,000 housing units over the past three years by generously giving their time and hard work through our Team Depot projects. I’d like to thank all of our associates who have contributed to these successes and our continued progress. And I hope you find our 2015 Sustainability Report informative. As always, we welcome your feedback on how we’re doing and how we can improve our sustainability journey.

Craig Menear, Chairman, CEO and President
At The Home Depot, we take our stakeholders’ concerns seriously. From customers and associates to investors and suppliers, we collaborate closely with all of our stakeholders to set our sustainability objectives.

At The Home Depot, we recognize that as a multinational retailer, we have both obvious and not so obvious environmental and social impacts. As we meet with stakeholders from around the world, we are able to separate our influences and impacts into three categories:

1. PRODUCT IMPACT
   - Product Innovation
   - Reduced Environmental Impacts
   - Reduced Energy/Water Use

2. STORE FOOTPRINT
   - Monitor Store Impacts
   - Utility Efficiency
   - Recycle/Reuse
   - Community Involvement

3. SUPPLY CHAIN
   - Emission Reduction
   - Cube Utilization/Space Optimization
   - Factory Audits for Safety and Working Conditions

It is through this understanding of our impacts and collaboration with our stakeholders that we are able to set our sustainability objectives to maximize our sphere of influence in developing sustainable products for our customers to build, repair and remodel their homes.

The Home Depot has multiple platforms that we utilize to engage our stakeholders. Over the years, we have established a cadence to listen and react to stakeholder concerns and opportunities. This engagement happens on the floor of foreign factories, in remote high conservation valued forests, in university classrooms, in the aisles of our stores, at our annual shareholder’s meeting, and in many more locations. From our multi-level stakeholder engagement, a general overview of material aspects and boundaries are elevated though our internal functional areas and then reviewed at our Sustainability Council Meetings.

The issues and boundaries are communicated back through our department structure to the Senior Leadership Team and presented quarterly to the Chairman, CEO and President. The Chairman of the Sustainability Council presents the strategy and activity to the Board of Directors.

Our Relationship with Stakeholders

1. CUSTOMERS
   - homedepot.com/c/about
   - homedepot.com/contactus

2. ASSOCIATES
   - livethehealthyorangebran.com
   - homedepotlink.homedepot.com

3. SUPPLIERS
   - homedepotlink.homedepot.com

4. GOVERNMENT
   - homedepot.com/c/government_customers

5. INVESTORS
   - ir.homedepot.com

6. NGOs
   - corporate.homedepot.com/corporate_responsibility/environment

7. ACADEMIA
   - homedepot.com/c/contact_us

Collaboration with Multiple Stakeholders:

Sustainability material aspects and boundaries are determined through stakeholder engagement and our core business strategy.
Our Goals

As a leader in one of the basic human needs – shelter – we believe that “doing the right thing” should not be a goal but instead a guiding principle.

Sustainability at The Home Depot is prevalent in many different formats across all aspects of our business. As a home improvement retailer, we know that the biggest impacts we have are in the products we sell, our daily operations, and our supply chain. With this approach, we create the right focus through our stakeholders’ feedback.

Our merchants work with our suppliers to develop and review products that save our customers money, create healthier living and reduce environmental impacts. Our Eco Options classification is one of the ways we identify products that have less of an environmental impact than standard products. In 2014, our sales of environmentally preferred products exceeded $8 billion. Our energy saving products reduced U.S. carbon emissions by 3.6 million metric tons from our sales in 2014 alone.

We seek the same sustainability innovation enhancements in our daily store operations and supply chain. In 2014, we had an absolute reduction of 315 million kilowatts used in store operations compared to 2013. This significant reduction was the result of years of design and equipment improvement. In 2014, we reduced our Scope 2 carbon emissions by 135,672 metric tons. Through the leadership in our store operations and maintenance teams, we set new energy reduction goals for 2020 and announce our commitments for renewable energy goals.

Our supply chain transformation has provided a healthy reduction in fossil fuel carbon emissions from combustible engines. As we have transitioned from less-than-truckload deliveries to our stores to full-truck delivery from a centralized distribution center, our reduction in miles driven and cube optimization has been recognized by the EPA through their 2013, 2014 and 2015 SmartWay® “Excellence” award.

Whether through the products we sell that help our customers save energy and have a healthier home, or through the ways we continue to reduce our environmental impact, we strive to do what’s “right.” And as an industry leader in one of the basic human needs – shelter – we believe that “doing the right thing” should not be a mere goal, but instead a guiding principle for every aspect of our business.

Thank you for your time and your interest in The Home Depot.
A VIETNAM VETERAN SMILES AS VOLUNTEERS MAKE CRITICAL REPAIRS TO HIS HOME.

HE’S ONE OF MORE THAN 3,000 VETERANS SERVED BY TEAM DEPOT IN 2014.
The Home Depot Foundation (THDF) has invested $340 million in local U.S. communities since it was established in 2002. The Foundation manages grants initiatives, disaster relief activities and Team Depot, our associate-led volunteer force.


From tornadoes to wildfires, Team Depot volunteers jumped into action to assist communities reeling from natural disasters.

More than 26,000 orange-blooded volunteers joined Team Depot’s efforts in 2014.
Veterans’ homes transformed across the country

22,000+
Given annually to the red cross

$500,000
Home Depot associates are veterans

35,000+
Home Depot associates are veterans

22,000+
Veterans’ homes transformed across the country

Through Team Depot, associates work side-by-side to create lifelong, meaningful relationships between the company, our neighbors and our associates.

Formalized in 1992, Team Depot programs bring together volunteerism, do-it-yourself expertise, product donations and monetary grants as a way to support the communities where our associates live and work. From retrofitting a wounded warrior’s home to helping make a housing facility move-in ready, our associates work with local non-profit organizations to improve the homes and lives of thousands of deserving veteran families.

All retail stores in the U.S., Canada and Mexico have a Team Depot program and Team Depot volunteers. Projects are led by Team Depot Captains (trained volunteer leaders) who also serve as our ambassadors to the community. Team Depot is recognized nationally as having developed and implemented best practices for corporate volunteer programming.

Disaster Relief
The Home Depot and its more than 370,000 associates are passionate about helping their neighbors during times of need. When disaster strikes, The Home Depot is among the first organizations on the scene to ensure its customers have the supplies, resources and support they need to rebuild their homes and communities.

The Home Depot takes an integrated approach to its disaster relief efforts through ongoing support of local and national non-profit partners and the mobilization of Team Depot associate volunteers. The Home Depot is also a member of the American Red Cross Annual Disaster Giving Program (ADGP). The company’s $500,000 contribution to the ADGP each year enables the Red Cross to respond immediately to the needs of individuals and families affected by disaster anywhere in the United States.
At The Home Depot, we are committed to reducing our energy use throughout our operations by monitoring, evaluating and improving our energy use performance.

We have made tremendous strides in our energy reduction efforts. In doing so, we constantly monitor the latest products and technologies that are available for renewable energy. In reducing our CO₂ emissions, we installed fuel cells in 81 stores across the country, equaling 870,522 pounds of CO₂ removed per year per store. And we continue to spend significant time researching various alternative energy opportunities across multiple markets to ensure a better future.

81 The Home Depot stores have fuel cell installations

RENEWABLE ENERGY

BLOOM FUEL CELLS = NO SMOG
Fuel cells use natural gas to generate electricity without combustion

REDUCES CO₂ EMISSIONS BY 30%

U.S. STORES ELECTRICITY SAVINGS

17% reduction in electricity use in the last 3 years

135 megawatts annual renewable energy goal by 2020

315 million KWh reduction in 2014

SOLAR POWER
• Offsite – solar farms
• Multiple projects in the Northeast

81 The Home Depot stores have fuel cell installations

Reduces CO₂ emissions by 30%
The Home Depot is committed to providing sustainability leadership through greenhouse gas reduction efforts. In March 2010, the company set energy use and greenhouse gas emissions reduction targets for 2015, and began the process of calculating its comprehensive carbon footprint to establish a baseline for future greenhouse gas emissions reduction.

The Home Depot has chosen to use the GHG Protocol’s Corporate Accounting and Reporting Standard. Inventory development was led by The Home Depot’s Corporate Environmental Team with input from the Energy Management and Procurement Teams. A third-party company prepared the inventory. There are a variety of direct and indirect emission sources within Home Depot facilities. According to the GHG Protocol, emission sources associated with business operations are reported as follows:

- Direct emission sources (stationary and mobile combustion sources and refrigerants) are reported as Scope 1: 388,664 metric tons
- Indirect emission sources (purchased electricity) are reported as Scope 2: 2,249,712 metric tons
- Upstream transportation and distribution of freight are reported as Scope 3: 2,133,972 metric tons
- 2014 absolute carbon reduction was 273,859 metric tons

Data Collection (The United States, Canada, Mexico and China)

The Home Depot collects and manages the data required for its GHG inventory. All data is collected on an annual basis. Most data is disaggregated at the facility level allowing us to benchmark between facilities and to identify best practices at the facility level.

The Carbon Disclosure Project (CDP) is an independent, not-for-profit organization working with businesses and cities to reduce greenhouse gases and drive sustainable water use. The Home Depot’s 2015 score of 99 points from the CDP places us in the top quartile of our sector. Our performance band ranking of A- indicates a high level of action on climate change mitigation, adaptation and transparency.*

99 PTS. 2015
93 PTS. 2014
99 PTS. 2013
95 PTS. 2012
82 PTS. 2011


The Home Depot is committed to properly managing waste and hazardous waste generated through our store operations and customer returns, always striving to find the most sustainable method.

Our SOPs and related policies and procedures applicable to the handling and disposal of hazardous materials include:

- **Hazardous Materials and Waste Program** – Identifies chemical-based products sold or used by the company. This includes specific preventative steps to avoid spills and contamination, outlines procedures for handling damaged containers and provides robust countermeasures for clean-up to limit impact of spills.
- **Associate Training** – Training for all associates on recognizing hazardous materials in the workplace and more in-depth training on environmental compliance for specifically designated associates who are responsible for the storage and clean-up of hazardous materials.
- **Daily Walk and Routine Inspections of Key Areas** – Includes outside garden areas, parking lots and front apron of the stores, to identify potential issues, and regularly scheduled sweeps of fertilizer aisles and parking lots to protect against hazardous materials contaminating stormwater runoff or entering the environment through other means.
- **Spill Kits** – Specific containers and spill kits located throughout the stores for the prompt and effective clean-up and disposal of hazardous materials such as paint, solvents, aerosols, oil, fuel, pesticides and fertilizer.

In partnership with its vendors, The Home Depot continues to seek ways to reduce, reuse and recycle its hazardous waste:

- **Recycling** – The Home Depot is committed to recycling as much product as possible, whether feasible in our own operations.
  
  Since 2001, we have been offering customers free and convenient product recycling through fixtures located near the Returns area of every U.S. store. In 2014, our customers recycled over 725,000 pounds of CFL bulbs, over 940,000 pounds of rechargeable batteries, and over 107,000 lead acid batteries through our recycling programs. The Home Depot sustainably managed these products for recycle through strong partnerships with Call 2Recycle, Stericycle, Interstate Batteries and Exide Batteries.
  
  In 2014, we recycled over 200,000 tons of cardboard through a nationwide cardboard recycling program across our U.S. stores.

The Home Depot uses various methods for properly managing hazardous waste generated through store operations and customer returns, striving to find the most sustainable options.
At The Home Depot, we are committed to implementing new sustainability enhancements each year.

1. **WATER ACCUMULATION TANKS**
   Each tank saves an estimated average of 500,000 gallons per year and is used to irrigate our Garden Centers in 150 select stores.

2. **DUAL-FLUSH TOILETS**
   Dual-flush, low-flow toilets and urinals; low-flow faucets that reduce water usage by 40%.

3. **LOW-WATTAGE LIGHTING**
   Switched to high-efficiency T5 fluorescent sales lighting, lowering wattage from 49 watts to 44 watts.

4. **LOCAL SOURCING**
   Local materials for construction of new buildings, i.e., concrete, stone, etc.

5. **EXTERIOR SIGNAGE**
   Exterior building signs are two-strand LED rather than three-strand fluorescent.

6. **HIGH-EFFICIENCY HVAC UNITS**
   High-efficiency rooftop units with variable speed fans, Variable Frequency Drives (VFD) and energy management controls.

7. **IMPROVED ROOFING**
   Finished metal materials for bar joists and roof deck. While thermoplastic polyolefin roofs have high reflectivity and will reduce heat island effect.

8. **AIRLOCK VESTIBULES**
   All new stores have airlock vestibules and exits to reduce air infiltration.

9. **GREEN PARKING**
   Reduced the number of parking spaces required with our stores, which reduces impervious surface space and adds more green space.

10. **ZONED PLANTING AREAS**
    Eight zoned planting areas, incorporating local hardy species where landscaping is required to minimize maintenance and water use.

11. **SCHEDULED LIGHTING**
    Lighting in parking lot is shut off one to three hours after closing and security lights are kept to a minimum; 300w lamps implemented in new stores, versus 400w lamps, for lots with 25’ poles. LED wall pack fixtures are also used.

**ADDITIONAL STORE IMPROVEMENTS**
Concrete uses a densified system versus diamond grinding, eliminating 5,000 to 7,000 gallons of slurry water that would have to be disposed of properly.
New irrigation systems reduce water usage by 25% where irrigation is necessary.
CO2 sensors maintain good air quality.
Energy Management Systems control all store lighting and HVACs to optimize energy efficiency.

*New stores only.
Our nearly 200 hydrogen fuel cell-powered forklifts emit zero carbon emissions and require zero charging hours.
In our 1,600,000 square foot Direct Fulfillment Distribution Center in Troy Township, OH, we are partnering with Plug Power Inc. to use nearly 200 hydrogen fuel cell-powered forklifts. Fuel cells emit no emissions, and because they don’t draw power from the grid, they have no upstream CO2 emissions impact. This means we:

• Save over 2 million kWh of electricity by not having to charge the forklifts
• Avoid 800 metric tons of CO2 emissions annually

Supply Chain

Our Commitment to a Better Supply Chain

At The Home Depot, we calculate our carbon footprint by combining the impact of our direct emissions with that of our purchased electricity and the transport part of our supply chain.

In 2014, our efforts helped us avoid 31 million miles of truck travel and save 5.1 million gallons of fuel, resulting in a 6% or 52,000 metric ton reduction of CO2.

While increasing shipped inventory by 50% over the last six years, we have reduced CO2 emissions by more than 30%, exceeding our goal of 25% reduction by 2015.

Since 2004, The Home Depot has partnered with the EPA’s SmartWay® program to improve efficiencies with our supply chain carriers. Our efforts resulted in winning the SmartWay Excellence Award in 2013, 2014 and 2015.
ECO OPTIONS PRODUCTS SOLD IN 2014 ELIMINATED 3.6 MILLION METRIC TONS OF REDUCED GREENHOUSE GAS EMISSIONS FROM U.S. ENERGY PLANTS AND SAVED ALMOST 48 BILLION GALLONS OF WATER.
In 2007, The Home Depot launched the Eco Options program in conjunction with Scientific Certification Systems, a leading independent, third-party certification body. For a product to be classified as an Eco Options product, the supplier has to present a detailed third-party report illustrating the environmental attributes of the product that proves it has less of an impact on the environment than others.

Until all industries create and abide by a reporting formula that measures an all-encompassing sustainability formula, we will utilize the Eco Options program to help customers sort through “green” product claims.

Awareness of the challenges facing the environment is at an all-time high, but that awareness prompts a profound question in people: What can I do? The answer lies in our everyday actions. Just knowing the impact of certain products may help us all make better decisions. With millions of people going through our doors on a daily basis, The Home Depot is in a unique position to educate and influence our customers on products that are good for them, good for the environment and good for our economy.
The Home Depot is a nine-time ENERGY STAR award winner, and in 2015 The Home Depot was the EPA ENERGY STAR Partner of the Year. Using the EPA ENERGY STAR resources as a guide, we highlighted benefits to the environment and savings for consumers.

Customers saved $200 million in product costs because of our partnership with more than 250 ENERGY STAR point-of-sale utility rebate programs.

We have partnered with the International Dark-Sky Association to promote wildlife and neighbor-friendly lighting, which avoids light pollution and helps reduce wasted energy in residential and commercial uses.

16,500 ENERGY STAR certified products in our stores and online.

Over the last year, The Home Depot helped customers save big through the sale of 25 million ENERGY STAR® certified LED bulbs. And in 2015, we launched the most affordable LED yet: a Philips bulb that is the first LED available for less than $4.

Over the past year, we sold 126 million ENERGY STAR® certified products, saving our customers over $630 million in energy costs.

We installed water accumulation tanks in 150 Home Depot stores, resulting in 75 million gallons of water saved in 2014.

Within the last year, we trained more than 100,000 associates on water-conserving products. We also trained thousands of customers on the top ways to conserve water, including how to install WaterSense faucets and toilets.

This U.S. Environmental Protection Agency program seeks to protect the future of our nation’s water supply by offering people a simple way to use less water with water-efficient products.

In California, we partnered with PlantRight™ to move our stores toward offering only non-invasive plants that are better able to tolerate drought by using less water.

100% of our bath faucets are WaterSense approved and soon 100% of our showerheads will be too.

WaterSense products are offered at The Home Depot, both online and in-store.

In 2015, almost 48 billion gallons of water were saved.
In keeping with The Home Depot’s mission of helping our customers go green, we have expanded our line of eco-friendly gardening options to include more than 300 organic products across 40 brands.

At The Home Depot, we understand the importance of using organic fertilizers. Home Depot customers can now choose from the Nature’s Care line of organic garden soils, fertilizers and pest control. We have also added the following environmentally friendly brands:

- Bonide
- Dr. Earth
- Alaska
- Espoma
- Coop Poop
- Chickity Doo Doo
- Kellogg
- Purely Organic Products

We also provide information and know-how so our customers can get the products they need and have the knowledge to take on a project. Over the last year, we hosted organic gardening DIY workshops in all U.S. stores, and xeriscaping workshops in a third of our U.S. stores, educating thousands of customers.

In select Maine stores, we launched “Yardscaping,” affiliated with Think Blue Maine, an organization that aims to protect Maine’s precious waterways by promoting the use of less-toxic lawn care products. We have also partnered with Our Water Our World in California, to promote hundreds of products that protect people, pets and the environment.

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The Home Depot purchases wood responsibly throughout the world. This map shows the volume that is purchased by continent.

**North America**
Most of our products that contain wood originate from North American forests. The U.S. now grows more wood in the form of living trees than any time in the last 60 years.

**South America**
Less than 0.15% of our total wood comes from areas around the Brazilian Amazon Basin. To improve where confined harvesting events, we've partnered with environmental groups to educate and motivate the local communities to promote sustainable timber harvesting.

**Europe**
In developing countries, wood-based fuels are the dominant source of energy for more than 2 billion people. In Africa, over 90% of harvested wood is used for energy.

**Africa**
In developing countries, rainforest harvesting exists. We have partnered with environmental groups, governments, and industry to educate and motivate the local communities to promote sustainable timber harvesting. 90% of our wood purchases in South America come from plantations in Chile and Brazil.

**Asia**
Christ has emphasized new forestry across many regions and has grown its net forest coverage by over 50 million acres since 1990.

**Oceania**
Recent drought and wildfires are having a negative impact on the natural forest in Oceania.

Our dedication to responsible sourcing of wood

Our map shows the volume that is purchased by continent.
2,360 FACTORY AUDITS AND FOLLOW-UP VISITS PERFORMED IN 2014 TO ENSURE SUPPLIER COMPLIANCE TO OUR STANDARDS

83 SUPPORT VISITS

28 SUBCONTRACTORS WERE IDENTIFIED AND AUDITED
The Home Depot’s core values influence the beliefs and actions of all our dedicated associates and drive us to conduct our business in a responsible manner on a daily basis.

Our Vendor Oversight and Ethical Sourcing

Because we have relationships with suppliers around the world, we have the opportunity to leverage our values towards a collective commitment to human rights and safety in the workplace.

Renewed Focus on Unauthorized Subcontracting

All companies that contract with vendors abroad face the challenge of unauthorized subcontracting. In 2014, we reached out to every one of our suppliers to reaffirm our position against unauthorized subcontracting at any factory making Home Depot-brand products. In addition to implementing a self-reporting model, our third party audit firm partners and internal sourcing team associates who identify risk for unauthorized subcontracting in our vendors’ factories report their concerns directly to our SER team where a full investigation is then conducted.
Conflict Minerals

The Home Depot is committed to the responsible sourcing of materials for our products, and we expect that our suppliers are likewise committed to responsible sourcing.

We expect all suppliers manufacturing our products to partner with us to provide appropriate information and conduct necessary due diligence in order to facilitate our compliance with the conflict minerals law. We further expect all suppliers manufacturing our products to adopt sourcing practices to obtain products and materials from suppliers not involved in funding conflict in the Democratic Republic of the Congo (DRC) and adjoining countries (Covered Countries).

Through our due diligence process, which aligns with due diligence guidance from the Organization for Economic Cooperation and Development (OECD), we received 100% participation from our suppliers. In 2014, we determined that 12% of the known smelters reported by our suppliers sourced 3TG from the Covered Countries. Of these, all but 5 smelters or processors were members of the Conflict Free Sourcing Initiative (CFSI), which was founded by the Electronic Industry Citizenship Coalition and Global e-Sustainability Initiative. We are working closely with our suppliers to ensure that they implement responsible sourcing and encourage their smelters to obtain a “conflict free” designation from an independent third-party auditor.

We partnered with all vendors with whom we contract to manufacture products containing Tin, Tungsten, Tantalum or Gold (3TG) to identify the source of any 3TG in the supply chain.

100% Supplier Participation
957 Suppliers

73 Countries where our Suppliers Source 3TG
294 Verified Smelters or Refiners (SORs)
36 SORs from DRC or Neighboring Countries
31 of 36 Certified as DRC Conflict Free by CFSI

Tungsten: W
Tantalum: Ta
Tin: Sn
Gold: Au

Certified as DRC Conflict Free by CFSI
A DIVERSE SUPPLIER BASE HELPS US TO BETTER UNDERSTAND OUR CUSTOMERS’ NEEDS, DRIVE INNOVATION IN OUR PRODUCTS AND SERVICES AND CREATE VALUE FOR OUR SHAREHOLDERS.
Our Partnership with Diverse Suppliers

Since 2003, The Home Depot has maintained its commitment to ensuring diverse suppliers are included in our sourcing and procurement process. Our mission is to actively identify and build mutually beneficial partnerships that meet the needs of our diverse customer base.

Partnerships
Building strong relationships is one of eight core values at The Home Depot. As such, we strive to build strong relationships with the communities we serve. To enhance our outreach efforts and grow our Supplier Diversity program, we partner with a number of diverse organizations including:

- United States Hispanic Chamber of Commerce
- U.S. Pan Asian American Chamber of Commerce
- National Minority Suppliers Development Council
- Small Veteran Business Conference and Expo
- Women’s Business Enterprise National Council

Recognition
Since inception, we have achieved local and national recognition for our Supplier Diversity program. To date, in 2015, we have been recognized by:

- DiversityBusiness.com for two consecutive years among the Top 50 Organizations for Multicultural Business Opportunities in the U.S.
- Women’s Enterprise USA 2015 Corporation of the Year
- Georgia Mentor Protégé Power of Partnership Award
Employee Benefits

Our associates truly our biggest competitive advantage, and we take great pride in them each and every day. We focus on providing them with the best "Orange Life" possible, to allow our associates to Live, Grow and Win to their fullest potential.

**Tobacco Cessation Program**

Personalized, one-on-one strategies and support to help associates mentally and physically prepare to quit. 20,000 associates and spouses have quit using tobacco since we started the program in 2009.

**Health Care Benefit Offerings**

We offer medical, dental, and vision benefits, flexible spending accounts, health care savings accounts, telemedicine services and a second opinion program through Best Doctors.

**Hidden Health Risk Screenings**

We offer associates access to free biometric screenings onsite or at a Quest Diagnostic Patient Service Center. Over 100,000 associates and spouses participate in this program annually.

**Flu Prevention**

Since 2006, The Home Depot has offered free on-site flu shots to protect our associates and customers during the cold and flu season.

**Annual Health Challenge**

Since 2011, we have held an annual health challenge to encourage engagement in activities to improve overall health, feel better and to have fun. Associates set personal goals plus they compete as teams to win prizes. Participants in the challenge choose from a variety of activities in the Move, Fuel and Balance categories. Over 150,000 participated in the 2015 Challenge.

**Financial Benefits**

We offer a host of financially focused benefits, including our discounted stock purchase program, 401(k) savings plan with company match, and associate discounts program. Associates have saved close to $11 million through our discounts program.

**Employee Assistance Program**

Branded as Care Solutions for Life, our program is available to all associates and their household members 24/7 providing free counseling services for personal, family, or marital issues, life resources (food, shelter, transportation), and financial and legal services.

**Family Solutions**

To ensure we are not only supporting our associates but also their family needs, we have partnered with Bright Horizons to offer a full suite of benefits. Solutions range from tools to help with saving, paying or applying for college through College Coach, care for your child, spouse or other family member when your regular care isn’t available and help finding a babysitter/nanny or help with elder care planning.

**The Homer Fund**

A 501(c)(3) nonprofit charity funded by Home Depot associates that provides financial assistance to qualifying Home Depot associates in need through two types of grants - Direct and Matching Grants.

Over the past 16 years, The Homer Fund has provided more than $21 million to over 98,000 associates in need.

**LIVE**

Living our values means that we take care of each other, do the right thing, respect all people and provide excellent customer service. These values are the fabric of the company’s unique culture and are central to our success. We offer a diverse basket of beneficial programs to our associates and their families to support these values.

The Homer Fund

Flu Prevention

Annual Health Challenge

Financial Benefits

Employee Assistance Program

Family Solutions

Over the past 16 years, The Homer Fund has provided more than $21 million to over 98,000 associates in need.
We offer our associates access to partnerships and programs to grow their skills at work and in life. Over 1,350 associates have taken advantage of tuition discounts at our five university partners in the last year, seeking certificates or degrees. Over 185 have graduated from one of our two customized programs designed to build competence in retail, business acumen, and leadership and reinforced by Home Depot-specific assignments. We access our free book summaries and other online tools and resources each week.

IN THE LAST 10 YEARS, OVER 36,000 ASSOCIATES HAVE RECEIVED MORE THAN $124 MILLION IN TUITION REIMBURSEMENT.

Financial Wellness

We have developed partnerships with recognized leaders in the world of financial wellbeing such as Merrill Lynch and Financial Engines that are available to all associates. Services range from providing assistance with planning for large purchases or expenses (college education, house, long-term care, etc.), retirement planning, and help with developing an overall financial strategy.

Get the Word Out

So many programs, so little time! To ensure that all associates (and family members) have access to the benefits we offer, we launched livetheorangelife.com in 2008, a public website, to allow easy access to all of our benefit information 24/7.

We also have an internal blogging site called The Warehouse. Associates are able to ask questions, give suggestions and share information— including photos and videos with their Orange Life family. Leaders are also able to post messages, presentations and communicate to associates with technical ease. Both of these venues host our award-winning quarterly associate magazine, “Orange”. Each edition features an executive leader, gives tips and tools on the upcoming season, and features associate stories to inspire and learn from others.

Additionally, The Home Depot invests in Wellness Champions at each of our locations to ensure support and engagement in our programs. They receive a monthly playbook and attend quarterly calls to receive information and share ideas with each other.

GROW

Whether it is equipping our associates with better tools to help our customers solve problems or supporting career progression, The Home Depot is committed to helping our associates grow throughout the year.

WIN

It is great to be part of a winning team, and our associates share in the win with rewards like success sharing, Homer Awards and financial wellness support.

Success Sharing

All Home Depot associates have the opportunity to participate in some form of incentive compensation program. Success Sharing is a semi-annual profit-sharing program made available to all non-management associates. The Home Depot has awarded associates more than $1 billion dollars in Success Sharing awards since 2009.

Homer Awards

Associates are rewarded for living out our values through the Homer Award recognition program. All associates are eligible for recognition under this program, which adds a financial incentive to the satisfaction that comes with “being orange-blooded.” In 2014, we gave out our 5 millionth Homer Award since the inception of the program.

We offer our associates access to partnerships and programs to grow their skills at work and in life. Over 1,350 associates have taken advantage of tuition discounts at our five university partners in the last year, seeking certificates or degrees. Over 185 have graduated from one of our two customized programs designed to build competence in retail, business acumen, and leadership and reinforced by Home Depot-specific assignments. We access our free book summaries and other online tools and resources each week.

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12 MILLION HITS

on livetheorangelife.com

on an annual basis

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Corporate governance is part of our culture and is founded on our daily commitment to living values and principles that recognize our ethical obligations to our shareholders, associates (employees), customers, suppliers, and the communities in which we operate.

The Board of Directors of The Home Depot is committed to maximizing long-term shareholder value while supporting management in the business and operations of The Home Depot, observing the highest ethical standards and adhering to the laws of the jurisdictions within which The Home Depot operates.

Aligning with this mission is The Home Depot’s long-standing commitment to strong corporate governance practice, starting with our leadership structure. We believe that having a combined chairman, Chief Executive Officer (CEO) and president, an independent lead director, and Board committees composed entirely of independent directors currently provides the best board leadership structure for The Home Depot. This structure, together with our other robust corporate governance practices, provides strong independent oversight of management while ensuring clear strategic alignment throughout the company.

The Board of Directors has established four standing committees: Audit, Leadership Development & Compensation, Nominating & Corporate Governance, and Finance. These committees are comprised solely of independent directors, and each is governed by a written charter that sets forth its purpose, composition, powers, duties and responsibilities. The Nominating & Corporate Governance Committee (NCGC) is responsible for reviewing and making recommendations to the Board regarding policies concerning corporate and social issues of importance to the company. At least annually, the full Board of Directors also receives a report from the Vice President of Environmental Innovation on sustainability issues and initiatives.

As noted in the table to the right, we have adopted extensive governance best practices, and in 2013, 2014 and 2015, Institutional Shareholder Services (ISS) gave us its highest ranking of “1” under its QuickScore governance rating system, reflecting its conclusion that our corporate governance risk is low.

For more information on our corporate governance practices, please refer to our Corporate Governance Guidelines, Corporate Governance Factsheet, Board committee information and other governance-related documents, all of which are available at: http://ir.homedepot.com under “Corporate Governance,” and to our most recent proxy statement, which is available at http://ir.homedepot.com under “Financial Reports › Current Reports.”
OUR RECENT ACCOMPLISHMENTS

COMMUNITY AWARDS

- Distinguished Service to Cities Award (November 2014)
- Forbes Retailers List - Ranked #3 (June 2015)
- Forbes The World's Most Valuable Brands List - Ranked #37 (May 2015)
- 2015 Carol Tomé awarded Best IR by a CFO (large cap) (March 2015)
- 2015 Internet Retailer of the Year Excellence Award (June 2015)
- Jerald Washington Memorial Founders' Award (May 2014)
- Judge Harry Pregerson Public Service Award (October 2014)
- Public Spirit Award (February 2015)
- Heroes for HOPE Award (November 2014)
- Employer Support of the Guard and Reserve (November 2014)

SUSTAINABILITY AWARDS

- SmartWay Excellence Award
- EPA ENERGY STAR Partner of the Year
- WaterSense Award
- CDP recognized Industry Leader
- 2015 America’s Top Organizations for Multicultural Business - Ranked #32 (May 2015)

RECOGNITIONS

- 2015/2015 SmartWay Excellence Awardee
- Honors top shipping and logistics company partners for superior environmental performance
- 2015 Energy Star Award – Nine-time award winner and EPA ENERGY STAR Partner of the Year
- 2015 America’s Top Organizations for Multicultural Business - Ranked #32 (May 2015)
- 2015 Outstanding Partner Award - Recognizes the accomplishments and contributions of organizations with exceptional performances and contributions in the area of diversity and inclusion (May 2015)
At The Home Depot, we use the Global Reporting Initiative (GRI) to illustrate our transparency on sustainability to our stakeholders.

We have applied the Global Reporting Initiative (GRI) G4 Guidelines as an identification and cross reference tool for our sustainability reporting. Our goal is to make meaningful data accessible to our stakeholders, by using the internationally recognized GRI framework for reporting. The following charts provide a cross reference location guide to our reports that further highlight the GRI reporting metrics.

**Cross reference legend**
- Proxy Statement – 2015 Proxy Statement
- Corporate Website – corporate.homedepot.com
- NCGC – Nominating and Corporate Governance Committee
- LDCC – Leadership Development and Compensation Committee

### GRI Indicator Description Cross Reference Location

<table>
<thead>
<tr>
<th>GRI Indicator</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>G4-1</td>
<td>CEO Statement Sustainability Report pg.6</td>
</tr>
<tr>
<td>G4-2</td>
<td>Key impacts, risks and opportunities Sustainability Report, Form 10-K pgs. 1-12</td>
</tr>
<tr>
<td>G4-3</td>
<td>Organization name The Home Depot, Inc.</td>
</tr>
<tr>
<td>G4-4</td>
<td>Primary brands, products and services Form 10-K pgs. 1-7</td>
</tr>
<tr>
<td>G4-5</td>
<td>Headquarters location Atlanta, GA</td>
</tr>
<tr>
<td>G4-6</td>
<td>Where the organization operates Form 10-K pgs. 1-4, Corporate Website - Our Company › Global Presence</td>
</tr>
<tr>
<td>G4-7</td>
<td>Nature of ownership and legal form Form 10-K pg. 1</td>
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<tr>
<td>G4-8</td>
<td>Markets served Form 10-K pgs. 1-7, 13-14, Corporate Website - Our Company › Stores, Products and Services</td>
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<tr>
<td>G4-9</td>
<td>Scale of the organization Form 10-K</td>
</tr>
<tr>
<td>G4-10</td>
<td>Total workforce by employment type, gender, employment contract and region N/A</td>
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<td>G4-11</td>
<td>Collective bargaining agreements Form 10-K pgs. 4-6</td>
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<tr>
<td>G4-12</td>
<td>Supply chain description Form 10-K pgs. 5-6</td>
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<td>G4-13</td>
<td>Organizational changes during the reporting period Form 10-K</td>
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<td>G4-14</td>
<td>If/How the precautionary approach or principle is addressed by the organization N/A</td>
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<tr>
<td>G4-15</td>
<td>External charters, principles or other initiatives Sustainability Report pgs. 44-45, Corporate Website - Values, Corporate Website - Corporate Responsibility › THD and the Environment</td>
</tr>
<tr>
<td>G4-16</td>
<td>Membership associations Sustainability Report pgs. 44-45, Corporate Website - Investor Relations › Corporate Governance</td>
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<tr>
<td>G4-17</td>
<td>Entities included in financial statements Form 10-K</td>
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<tr>
<td>G4-18</td>
<td>Process for defining report boundaries and content Sustainability Report pgs. 8-9</td>
</tr>
<tr>
<td>G4-19</td>
<td>List all the material aspects identified N/A</td>
</tr>
<tr>
<td>G4-20</td>
<td>If the Aspect is material within the organization; The list of entities included in G4-17 for which the Aspect is or is not material. Specific limitation regarding the Aspect Boundary within the organization N/A</td>
</tr>
<tr>
<td>G4-21</td>
<td>If the Aspect is material outside the organization; The list of entities for which the Aspect is material, relate to geographical location; Specific limitation regarding the Aspect Boundary outside the organization N/A</td>
</tr>
<tr>
<td>G4-22</td>
<td>Explanation of the effect of any restatements N/A</td>
</tr>
<tr>
<td>G4-23</td>
<td>Significant changes from previous reporting periods addressed in the scope or aspect boundaries N/A</td>
</tr>
<tr>
<td>G4-24</td>
<td>Stakeholder groups Sustainability Report pgs. 8-9</td>
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<td>G4-25</td>
<td>How stakeholders were identified Sustainability Report pgs. 8-9</td>
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<td>G4-26</td>
<td>Approach to stakeholder engagement Sustainability Report pgs. 8-9</td>
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<td>G4-27</td>
<td>Topics raised during stakeholder engagements Sustainability Report pgs. 8-9</td>
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<td>G4-28</td>
<td>Reporting period Feb 3, 2014 to Feb 1, 2015 (Fiscal 2014)</td>
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<tr>
<td>G4-29</td>
<td>Date of most recent report 2014 Sustainability Report July 2014</td>
</tr>
<tr>
<td>G4-30</td>
<td>Reporting cycle Annual Report</td>
</tr>
<tr>
<td>G4-31</td>
<td>Reporting contact <a href="mailto:ron_jarvis@homedepot.com">ron_jarvis@homedepot.com</a></td>
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</tbody>
</table>
**GRI INDICATOR DESCRIPTION CROSS REFERENCE LOCATION**

### ETHICS & INTEGRITY

**G4-56** Code of Conduct Business Code of Conduct and Ethics

**G4-32** “In accordance” option, GRI Index and report assurance

**G4-33** Policy and current practice with regard to seeking external assurance for the report

N/A

**G4-58** Mechanisms for reporting concerns about unethical or unlawful behavior

Business Code of Conduct and Ethics

**G4-45** Corporate Governance structure of the organization

G4-35 Process for delegating authority for sustainability topics from the board to senior executives and other employees

Sustainability Report pgs. 8, 44-45

**G4-43** High-level accountability for sustainability topics

Sustainability Report pgs. 6, 8, 44-45

**G4-38** Composition of the organization’s risk management, changes in major policies, related to sustainability topics

Sustainability Report pgs. 3, 4-17, 50-51

**G4-41** Board conflicts of interest

Proxy statement, pgs. 8, 62, Corporate Governance Guidelines, Business Code of Conduct and Ethics

**G4-40** Nomination and selection processes for the board and its committees

Sustainability Report pgs. 44-45, Proxy Statement pgs. 4-17, Policy on Consideration and Evaluation

**G4-37** Board knowledge of sustainability topics

Sustainability Report pgs. 8, 44-45, Proxy Statement pgs. 4-5

**G4-44** Board performance with respect to governance of sustainability topics

Sustainability Report pgs. 44-45

**G4-46** Board role in reviewing risk management processes for sustainability topics

Sustainability Report pgs. 8, 44-45, Proxy Statement pgs. 4-5, Corporate Website – Investor Relations › Corporate Governance Guidelines, Corporate Governance of Board Candidates

**G4-47** Frequency of the board’s review of sustainability impacts, risks and opportunities

Sustainability Report pgs. 8, 44-45, Proxy Statement pgs. 4-5, Corporate Website – Investor Relations › Corporate Governance Guidelines, Corporate Governance of Board Candidates

**G4-49** Process for communicating critical concerns to the board

Sustainability Report pgs. 8, 44-45, Proxy Statement pgs. 4-5, Business Code of Conduct and Ethics

**G4-51** Remuneration policies for the board and senior executives

Proxy statement pgs. 26-59, Corporate Governance Guidelines, LDCC Charter

**G4-52** Process for determining remuneration

Proxy statement pgs. 26-59, Corporate Governance Guidelines, LDCC Charter

**G4-53** The ratio of the annual total compensation for the organization’s highest-paid individual in each country of significant operations, to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country

N/A

**G4-54** The ratio of percentage increase in annual total compensation for the organization’s highest-paid individual in each country

N/A

**G4-55** Economic, environmental and social topics (to whom, any feedback)

N/A

### TRAINING/EDUCATION

**G4-EN27** Mitigation of Environmental impacts of products and services

Sustainability Report pgs. 26-33

**G4-HR10** New suppliers screened for human rights criteria

Sustainability Report pgs. 34-37

**G4-EN19** Reduction in Greenhouse Gas (GHG) emissions 2014 CDP Report

**G4-EN18** Greenhouse Gas (GHG) emissions intensity 2014 CDP Report

**G4-EN16** Indirect Greenhouse Gas (GHG) Emission Scope 2 2014 CDP Report

**G4-EN15** Direct Greenhouse Gas (GHG) Emission Scope 1 2014 CDP Report

**G4-EN13** Habitats Protected Corporate Website – Corporate Responsibility › THD and the Environment

**G4-EN12** Impacts on Biodiversity Sustainability Report pgs. 32-33

**G4-EN11** Direct Greenhouse Gas (GHG) Emission Scope 1 2014 CDP Report

**G4-EN10** Indirect Greenhouse Gas (GHG) Emission Scope 2 2014 CDP Report

**G4-EN9** Direct and Indirect Greenhouse Gas (GHG) emissions 2014 CDP Report

**G4-EN8** Direct Greenhouse Gas (GHG) emissions 2014 CDP Report

**G4-EN7** Reduction of Energy Use through products Sustainability Report pgs. 16, 26-28

**G4-EN6** Reduction of Energy Consumption 2014 CDP Report, Sustainability Report pgs. 16-19, 22-28

**G4-EN5** Energy Intensity 2014 CDP Report, Sustainability Report pgs. 16-19, 22-28

**G4-EN3** Energy Consumption 2014 CDP Report, Sustainability Report pgs. 16-19, 22-28

**G4-DMA** Disclosure on Management Approach Sustainability Report pgs. 6-11, Form 10-K, 2014 CDP Report

**G4-EC3** Benefit Plan Coverage Sustainability Report pgs. 40-43, Form 10-K

**G4-EC1** Economic Value Form 10-K

**G4-EC7** Infrastructure Investments Sustainability Report pgs. 12-15, Form 10-K

**G4-EC2** Social Benefits Sustainability Report pgs. 40-43, Form 10-K

**G4-EC6** Human Resources Sustainability Report pgs. 40-43, Form 10-K

**G4-EC5** Environmental Sustainability Report pgs. 40-43, Form 10-K

**G4-EC4** Environmental Sustainability Report pgs. 40-43, Form 10-K

**G4-EC2** Social Benefits Sustainability Report pgs. 40-43, Form 10-K

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AS THE #1 HOME IMPROVEMENT RETAILER, WE UNDERSTAND THAT THE BEST BUILD AND REMODEL PROJECTS ARE THE ONES BUILT SUSTAINABLY.

Our job is to find sustainable products so together we can build a sustainable future.