

at home

FISCAL YEAR 2023 ESG REPORT





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About This Report

At Home is committed to annual reporting on environmental, social and governance (ESG) topics as we work to enhance our performance and conduct business responsibly, including discussing our ongoing activities and achievements as well as the opportunities and challenges that we encounter. Unless otherwise indicated, references to “At Home”, “the Company”, “we”, “our” and “us” in this report refer to At Home Group Inc. and its consolidated subsidiaries.

The information in this report covers At Home’s owned and operated businesses and does not address the performance or operations of our suppliers or contractors unless otherwise noted. The information included in this report is current at the time of publication July 17, 2023.

The information herein is presented for our fiscal year 2023 (January 30, 2022 – January 28, 2023), unless otherwise noted or the context requires otherwise. Certain prior fiscal year data is provided to allow for annual comparisons and certain of such data has been revised in this report for updated methodologies or immaterial errors. Dollar amounts presented within this report are stated in U.S. dollars.

In fiscal year 2023, we established an ESG governance structure for our Board of Directors (Board) and team members and identified our ESG strategic focus areas, which led to the development of our ESG Roadmap and initiatives for fiscal years 2024 to 2026. This report provides an overview of this foundation, which we will track and measure in future fiscal years through key performance indicators.

This report continues to include information aligned to the Sustainability Accounting Standards Board’s (SASB) Multiline and Specialty Retailers and Distributors sector standard. This report also includes our initial disclosures aligned with the Task Force for Climate-related Financial Disclosures (TCFD) Index, which coincides with the completion of our initial climate risk assessment described herein. We continue to evaluate additional ESG frameworks and standards for future reporting.



A Letter from Chairman of the Board and Chief Executive Officer Lee Bird

In fiscal year 2023, we substantially completed our new corporate office in Dallas, which provides our team members with the essential tools to support their development and our future growth. Similarly, we completed the foundation of our ESG house, with the launch of numerous strategic initiatives for fiscal years 2024 – 2026 as we begin to implement our ESG Roadmap developed based on key stakeholder input. With our team members and customers in our mind at every turn, we are well positioned to weather a challenging macroeconomic environment and thrive in the coming years by providing a broad assortment of every day and seasonal products for any room, in any style, for any budget.

Business Update

As a leading home décor superstore with locations across the United States, we were impacted by macroeconomic headwinds in the retail industry and broader economy in fiscal year 2023. Given our business strategy of providing the broadest assortment of every day and seasonal products with up to 45,000 SKUs throughout our stores, our operations were particularly impacted by global supply chain disruption. Increases in shipping costs were notable throughout the fiscal year, but we have taken proactive and significant steps to lock in advantageous supply chain rates.

We opened 23 net new stores in fiscal year 2023, while also refreshing and remodeling a portion of our existing store base, and we continue to be optimistic about future U.S. store growth. In fiscal year 2023, we were also successful in executing several important internal initiatives, including an increase in marketing efforts, growth of our Insider Perks loyalty program and the continued roll-out of our omnichannel offering.

ESG as A Fundamental Business Strategy

Our ESG journey took a significant leap forward in fiscal year 2023, as we identified our seven ESG strategic focus areas, developed an ESG Roadmap and established numerous initiatives to drive our business for the next three fiscal years. Our Board and executive management team have begun to meet quarterly to oversee these programs, while subject matter experts explore the many opportunities we have to improve operating efficiencies, enhance the development of our team members, reduce our environmental impact and make meaningful impacts on our communities and customers.

Our Global Supply Chain

While we focused on mitigating adverse supply chain conditions in fiscal year 2023, we also took a long-term perspective in addressing the underlying factors of our global business. We continue to diversify the geographic location of our suppliers to reduce the impact of regional macroeconomic and geopolitical issues and our reliance on certain third parties, while expanding the variety of products and product

Lee Bird
Chairman of the Board
and CEO



partners who can serve the needs of our customers. In addition, we recently formed a new overseas sourcing partnership at the beginning of the second quarter of fiscal year 2024 that expanded our capabilities outside the United States and further supports the execution of our strategies. Further, as one of the largest importers of record and growing, our contracts with top ocean carriers are critical to our operations. We recently made the determination to fully transition away from our third-party international logistics provider, giving us direct control over freight movement, with protected capacity and priority cargo status with certain carriers. These new contracts have begun to go into effect and go beyond our previous efforts in mitigating the freight headwinds that have impacted our business recently. Finally, we continue to review container utilization in our inbound and outbound deliveries from our distribution centers. In fiscal year 2023, we began a pilot program to test further optimization of transportation costs and emissions by pairing two stores close in proximity for deliveries from a single truck.

Store Energy & Emissions

With over 260 large-format stores, it is critical that we consider opportunities to reduce both store operating expenses and our environmental footprint. In fiscal year 2023, we engaged a number of consultants to visit our stores and identify strategies for our unique business model. For example, the expected remaining life was evaluated for all HVAC systems and store roofs, which led to targeted replacements and repairs and a strategy to better utilize our capital investments in the next few years. We also conducted an analysis of our inventory management processes at distribution centers and restructured inefficiencies. Our recently conducted climate risk assessment has provided new perspectives on our physical and transition risks that may need to be mitigated in the near-term or long-term. Identifying and addressing these risks will inform future store growth, as well as enhance our return on investment analysis of many capital investments for existing stores.

New Corporate Headquarters in Dallas, Texas

Our project to open a new corporate office culminated in our corporate team members moving in to the new space in February 2023. We outgrew our prior space and planned a new build to provide our team with the resources to grow into the future. The impacts to our team members were central to our decision to move. This master-planned, green building development is ideally located in Dallas, which location was selected following a team member commuter study and evaluation of various metro neighborhoods for key living amenities. We are already benefitting from the collaborative co-working spaces and facilities that are ideal for our hybrid workforce, as well as a dedicated design center, a photo and video studio and a mock store that allows us to visualize significant store enhancements before implementation across the field.

Team Members as Our Most Critical Asset

Our lean store labor model is a unique business strategy that contributes to our success. This fundamental aspect of our operations also presents certain challenges given our large format stores and the high volume of SKUs and products delivered and sold from our stores. Customer feedback has made it clear that our team members and culture are brand differentiators. We doubled down in fiscal year 2023 to enhance At Home as a great place to work and grow where a team member can be trained, developed and promoted throughout the organization and earn competitive compensation and benefits. Our field operations team has developed critical programs to enhance onboarding, functional and leadership training and ongoing communications between corporate and field team members. Examples include the use of individual business plans and a newly piloted mentorship program, as well as expanded use of 360 performance assessments.

The Road Ahead To Become the Leading Home Décor Retailer

I want to take a moment to thank our team members, who truly live our vision, mission and values every single day. At Home is what it is because of our team members’ daily actions to engage with and provide for our customers who feel passionate about our brand’s culture felt in our stores.

Our Board and our executive management team are excited and optimistic about the road ahead for At Home. While near-term challenges continue to be addressed, we are making critical long-term investments in our People, our Products and our Governance, which we believe will have a positive impact on our Planet. We intend to continue providing the largest selection of home décor at a great value as we continue our national store expansion and evolve our product partner relationships. Our ESG strategy will continue to enhance the customer, team member and product partner experience and our relationship with the communities we serve.

I look forward to updating you on our fiscal year 2024 efforts around the same time next year.

Sincerely,



Lewis L. Bird III
Chairman of the Board and Chief Executive Officer

July 17, 2023

About At Home

We are a leading home décor superstore, with large format stores that dedicate more space per store to home décor than any other retailer in the industry. We have the largest assortment of every day and seasonal products for any room, any style and any budget, at Every Day Low Prices. Our average store size is 105,000 square feet and houses up to 45,000 SKUs at any given time. We maintain a differentiated and broad aesthetic of merchandise appeal by continuously refreshing our product designs.

VISION

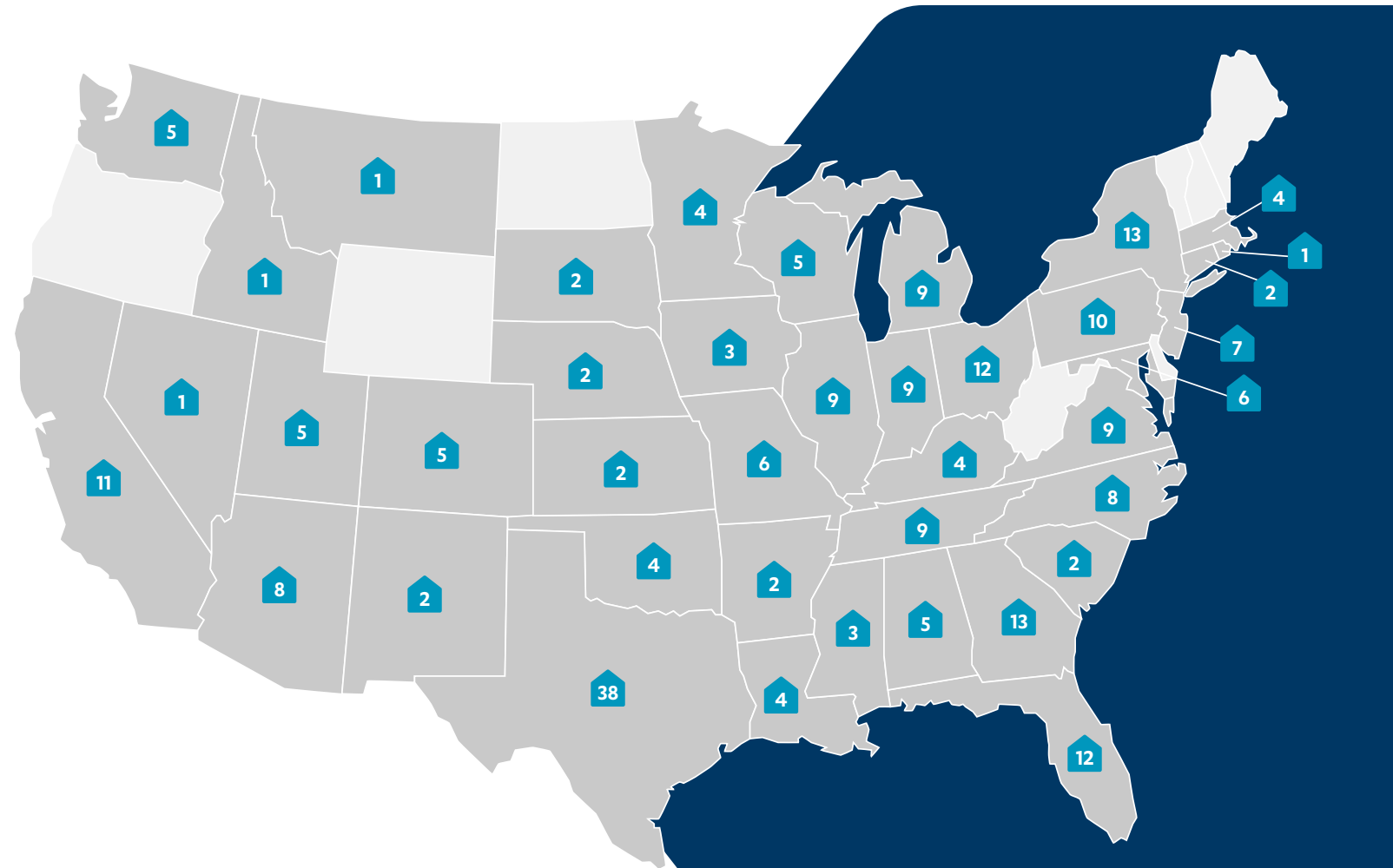
to become the leading home décor retailer

MISSION

to enable everyone to make their house a home

VALUES

- Be Creative
- Work Together
- Be Smart and Scrappy
- Do the Right Thing
- Have Fun



28M+

Total Square Footage

123M+

Total Units Sold

8,717

Total Team Members

258

Total Stores

A few more things about At Home

In fiscal year 2023, we enhanced the development of our private brands, which represent important product collections to inspire customers to easily complete an aesthetic in decorating a full room or house.



Crosby St. is where clean and comfortable collide to create modern spaces designed for your life, for less.



Explore global influences and discover no-boundaries style with Found&Fable, an At Home original at always-low prices.



Modern farmhouse meets At Home prices in Honeybloom, our very own brand that celebrates life lived together.



Providence blends classic looks with affordable prices for a home you'll love almost as much as the people in it.



Tiny Dreamers is our exclusive children's collection.

80%
Over 80% of products are private label, unbranded or co-developed with vendors

45K
We offer up to 45,000 unique items for every design style

600+
We believe we have a long-term whitespace potential for 600+ stores

14M
We have over 14 million loyalty members as of the end of fiscal year 2023

*Rankings by At Home shoppers who have visited us in store**

2
Top 2 for "large selection of home décor products"

5
Top 5 for "better prices than other home décor stores"

5
Top 5 for "unique something special"

*according to data collected by Cooper Roberts Research, Inc. in fiscal year 2023

Development of ESG Roadmap and Initiatives

In fiscal year 2023, we conducted our first comprehensive materiality assessment and identified ESG strategic focus areas organized around our four cornerstone ESG principles of People, Product, Planet and Governance. These efforts were the foundation of the development of our ESG Roadmap of program objectives and initiatives for fiscal years 2024 to 2026 that will be tracked and measured through key performance indicators (KPIs).

Materiality Assessment

We partnered with an independent consultant to survey more than 1,000 of our customers, product partners, and team members from across the Company and to interview select product partners and team members. The feedback received, together with additional data, informed our ESG strategic focus areas. We plan to conduct our next materiality assessment in fiscal year 2025, while also utilizing other stakeholder engagement opportunities to maintain a regular dialogue as our business and our ESG strategy evolve.

“The Board believes ESG is a key business strategy that can be a brand differentiator, and the first set of three-year initiatives provide a lens into how this multi-faceted program will benefit all key stakeholders, including team members and customers.”



Erik Ragatz
Director

Core Operating Areas

We are committed to the core operating areas that we consider to be fundamental to our license to operate as a company and that we have embedded in our ongoing risk management process.

- Team Member Compensation & Benefits
- Team Member Health & Safety
- Corporate Governance & Risk Management
- Information Security & Data Privacy
- Product Quality & Safety
- Supply Chain Auditing & Compliance





Ethical Sourcing



Transportation



Store Energy & Emissions



Packaging



Product Lifecycle



Cultivating Our Talent



DEI & Culture

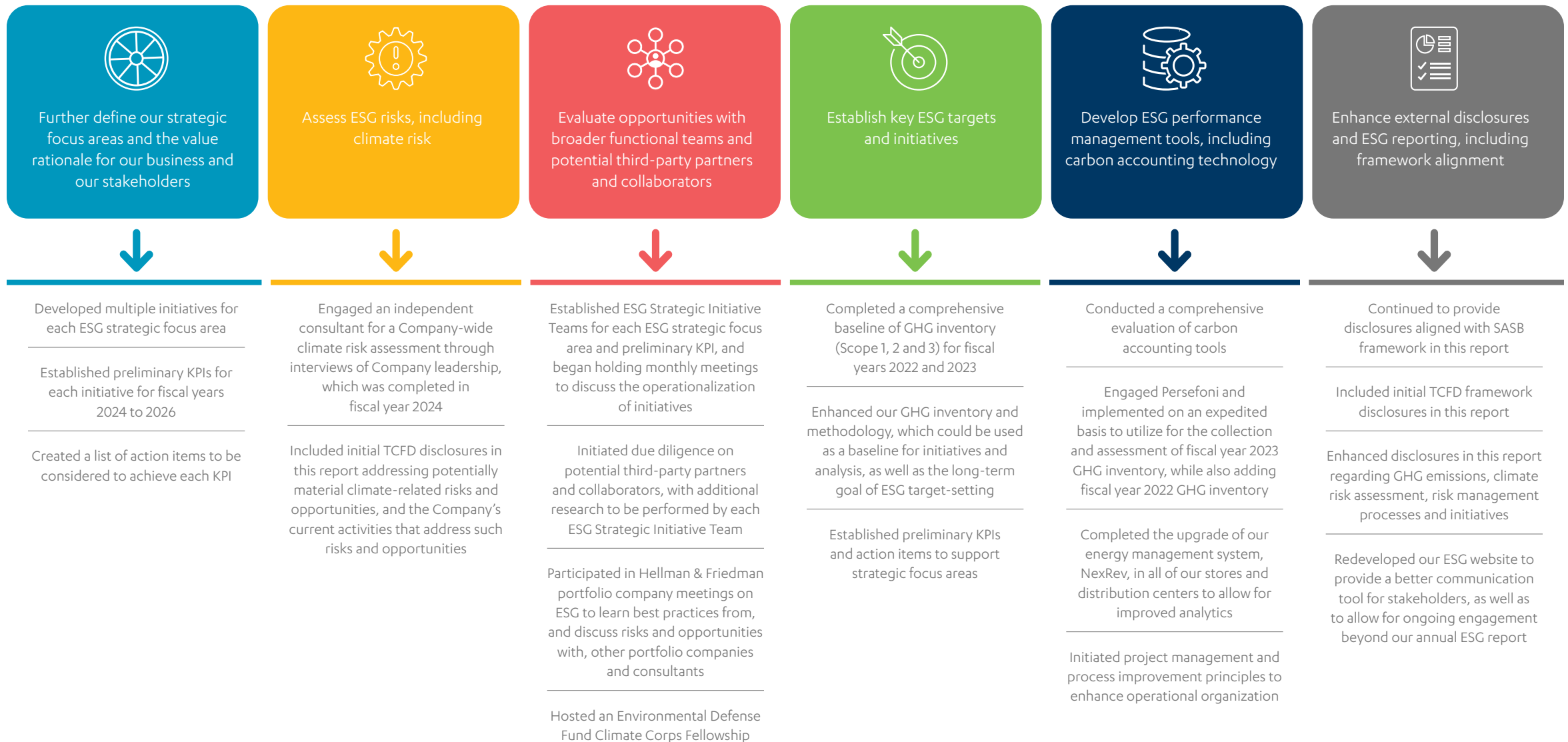
People Product Planet Governance

Strategic Focus Areas

We identified seven ESG strategic focus areas that offer the greatest opportunity for At Home to drive meaningful impacts and create shared value. Our initiatives were derived from these strategic focus areas.

ESG Roadmap

In fiscal year 2023 and year-to-date fiscal year 2024, we established and took significant actions to implement our ESG Roadmap.





People

IN THIS SECTION

Cultivating Our Talent
Diversity, Equity and Inclusion & Culture
Culture & Community

STRATEGIC FOCUS AREA

Cultivating Our Talent

There is no greater driver of our success than our People. In fiscal year 2023, our ESG materiality assessment and our stakeholder engagement on ESG topics made it clear that Cultivating Our Talent was a strategic focus area in which we can deliver meaningful impact and value, as well as align with our core values to **Work Together** and **Do the Right Thing**. Our initiatives in support of Cultivating Our Talent focus on actions and programming to develop our team members’ skills and careers so that we remain A Great Place to Work and Grow.



Initiatives

- Reduce team member turnover
- Improve team member engagement
- Launch team member mentorship program
- Improve internal promotion rates

Engagement & Team Member Experience

Culture of Engagement

We believe that the engagement of our people resource highly correlates to the success of the Company. At Home senior leadership as well as the Compensation and Human Capital Management Committee of our Board oversees and discusses the insights and actions around our team member engagement programs.

We intend to progress our engagement-related programs so that they contribute to a more compelling and cohesive team member experience. Today, our team member engagements include various culture-building activities and practices such as:

- Culture Committee events, recognition and celebrations
- Daily team huddles in stores that incorporate recognition, news and training
- The Blue House Herald, our weekly communication to store team members that is dedicated to development, transparency, training and recognition
- Regular Town Hall meetings for our team members
- Lunch with Lee CEO sessions for selected team members from across the Company to share feedback directly and openly with our CEO
- Lee’s Playbook sessions to learn about At Home’s history, culture, values, vision and mission

Team Member Voice

Our team members are personally committed to At Home’s success and feel enthusiastic, focused and energized by the work they do. These attributes strengthen our deep commitment to our customer and Company culture.

“Our people are our most valuable asset. We are successful when our team members are motivated and energized by the work they are doing. Team members who are **Having Fun** are more likely to remain, grow and flourish in their careers with At Home. Our welcoming and vibrant culture fuels their individual commitment as invaluable members of the At Home team.”



Ashley Sheetz
Chief Operating Officer

In the Fall of fiscal year 2023, we conducted our Company-wide Team Member Voice engagement survey with 5,000 of our team members, or 71% of total employees, sharing their feedback. At least 77% of responding team members agreed or strongly agreed in their ratings of each of the following matters: job satisfaction; intent to remain with the Company; willingness to recommend At Home as a place to work; personal commitment; and feeling energized to work. The engagement survey results reflected key attributes that drive our team members to be engaged, which include Recognition, Career Development, Training, Teamwork and being treated with Respect. In connection with the engagement survey, we partnered with a third-party service provider to help us analyze these valuable insights as well as develop tailored and

impactful action plans that are responsive to what we heard. We also met individually with the leadership teams across the Company to (1) review the specific feedback of their teams, (2) train them on leadership and management opportunities and (3) collaborate on action plans responsive to the voice of each distinct team.

As a result of the foregoing activities, we created and have been implementing key action plans for our corporate office, our stores and our distribution centers. We plan to conduct our engagement survey and related feedback analysis and action plan implementation process on an annual basis.

ESG Engagement

As part of the ESG governance structure that we established in fiscal year 2023, we launched our ESG Strategic Initiative Teams, which consists of key cross-functional leaders who are beginning to help us operationalize, advocate for and track the initiatives we have identified to advance our ESG key strategic focus areas. Bringing together teams from across the Company has helped engage our people in our ESG work and accomplishments. The dedication and enthusiasm that our cross-functional leaders bring to our ESG work reflects the importance of these issues to our team members.

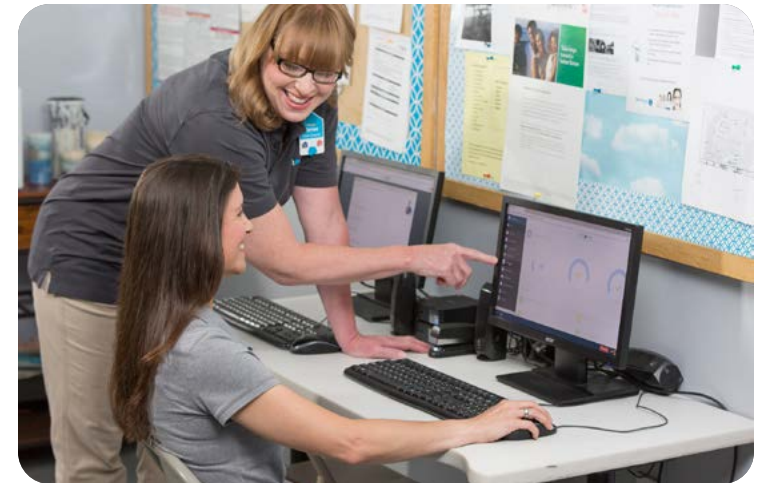
Talent & Leadership Development

Leadership Programming

In fiscal year 2023, we enhanced our Company-wide leadership programming. Team members have access to more opportunities to develop their skills and grow their careers with At Home. Our Talent Development and Training Group hosts onsite trainings at our stores, distribution centers and corporate office that cover topics including:

- Individual development goal writing
- Better business writing

- Situational leadership
- Team and individual communication style assessments and training
- Having difficult conversations
- Effective meetings
- Improving accountability
- Best practices for performance reviews
- Emotional intelligence
- Unconscious bias
- Understanding and mitigating bias
- Leadership presence



“We believe that our investments in providing development, training and education opportunities contribute meaningfully to the performance and fulfillment of our team members and are critical for attracting and retaining top talent.”



Hannah Rule
Senior Manager of Talent Development & Performance



Learning and Development Resources

In fiscal year 2023, our Talent Development and Training Group introduced new resources for team members to better identify areas they want to develop and tools to help achieve those skills. Team members now have access and guided support to create Individual Development Plans. For the first time, corporate team members can also request to have a 360 assessment conducted that provides insightful feedback on their perceived strengths and growth opportunities. In fiscal year 2023, we launched LinkedIn Learning for our team members, which gives them access to functional and leadership training courses and targeted curated content designed to highlight specific development areas. We also host regular Lunch and Learns and Let’s Break to Educate sessions for our corporate team members so they can learn about other home office departments and participate in leadership training. For corporate team members, Friday afternoons from Labor Day through Memorial Day are reserved as Focus Fridays, when team members are encouraged to spend time on personal learning and development. Finally, we produced Job Aids to help team members understand how to take advantage of the development and performance feedback resources available to them.

Education assistance is available to both full-time and part-time team members who are pursuing an associate’s, bachelor’s, master’s, or doctoral degree. Tuition assistance (\$3,000/year or \$24,000/lifetime) is available for those seeking a degree through an accredited university. Alternatively, we are proud to offer Bright Horizons® FastTrack, which is a no-cost, accelerated education option that gets our team members started on the path to earning their bachelor’s degree. Participating team members have unlimited access to free courses and e-books along with flexible, self-paced online courses. As part of our initiatives toward Cultivating Our Talent, we intend to continue building and innovating our development resources to enhance our talent pool.

“As a mentor, At Home’s Mentorship Program is a great opportunity to refine my managerial skills and productivity and to grow my reach across the organization. For the mentees, the program is instrumental in developing their skills and providing them with the right opportunities to grow.”



Sydney Harris
Vice President, Distribution & Supply Chain Strategy

Mentorship

We recently launched our formal mentorship program with cross-functional mentor-mentee pairings representing all corporate functions. The program is a 10-month process designed to develop, engage and invest in our internal talent to better prepare them for next-level positions and build At Home’s bench of successors. The inaugural cohort consists of high-potential team members selected by executive leaders, and the focus of the program is to create a culture of development, drive employee engagement and retention, accelerate performance and increase cross-organizational communication. This ongoing pilot program includes workshops, development tools and resources and guidance for Individual Development Plans. As we enhance this mentorship program, we will establish appropriate metrics to track participation, engagement and other direct and indirect

impacts. We plan to expand the mentorship program and offer it as an option for our team member resource groups.

Benefits to the Mentee:

- Accelerates development
- Enhances self-esteem and confidence when interacting with senior leaders
- Expands their professional network
- Increases job satisfaction and effectiveness
- Increases perspective and knowledge of different functions

Benefits to the Mentor:

- Drives self-awareness
- Expands their professional network
- Improves leadership skills
- Increases awareness of available talent throughout the organization
- Increases visibility throughout the organization

Talent and Performance

We want our team members to advance their careers with At Home, which is why we continue to expand the impact of our performance management process. This promotes a culture of coaching and individual career development, encourages both formal and informal recognition and drives appreciation of team member contributions and talents. Our goal is to deliver feedback and insights to enable our team members to take ownership of their careers with At Home.

Our annual talent review process provides a Company-wide performance snapshot of the current talent within the organization. It is comprised of a series of meetings with department leaders where their team members are evaluated against certain talent metrics. The review

process includes strategic discussions to determine a team member’s strengths, development opportunities and readiness for promotion, and it gives us a snapshot of our overall bench strength. Strengthening our talent and performance processes allows us to understand our available succession potential and possible talent gaps that can be addressed through thoughtful development and hiring.

Retaining & Promoting Talent

We have developed a succession planning strategy throughout the Company to identify and address talent gaps at multiple levels. In part, succession plan candidates are identified in our annual talent review process, with Individual Development Plans tailored to reflect opportunities to grow and accelerate readiness for the next level of responsibilities. Our HRIS system provides us the capability to track diversity metrics that we can overlay into our talent development process to assess fair and equitable decision-making in the promotion of team members.

As we work to enhance programming and processes to reduce turnover and grow our internal talent, we also have introduced an exit survey process to provide helpful insights and data on voluntary and involuntary turnover across the Company.

In fiscal year 2023, we committed to posting all positions exclusively for internal application for a minimum of five days before accepting external applications to better facilitate opportunities to those already in our Company. We intend to track internal promotion rates as we explore opportunities for team members to continue progressing their careers with At Home.



TEAM MEMBER SPOTLIGHT

Kelly Stebbins

Human Resources Business Partner

When and why did you join At Home?

I joined in October 2019 as the store director at our Farmers Branch, Texas location. The growth potential and opportunities that come along with that are what attracted me and draws so many of our people, particularly those who are coming from the retail industry. Plus, our benefit package is, in my opinion, one of the very best in retail.

How have you been successful in developing your career as well as the careers of those around you?

I am proud to see how the people who were on my store team have grown within the organization to take on roles of increasing responsibility—becoming store directors, district managers and moving into corporate roles. For example, I successfully developed my team to backfill me as the store director when I moved to our corporate human resources department, and I helped guide and develop a team member who is now the Sample Manager for our Garland/Plano Warehouse.

In my store director role, I received the exposure and opportunities to learn and grow my career to the next level. My peer partners across the district also provided me with mentorship and training to have the skills to open new career opportunities. Also, I am self-motivated to seek out partnerships and navigate to solutions and opportunities. Our regional managers have processes in place to drive collaboration and teamwork across geographies so that people can leverage the broader team’s expertise and resources to answer questions and problem solve.

Having a teacher and strong training and a culture that wants to take the time to train and answer questions were key. Due to our unique model, I believe our store leaders are more hands on than other retailers. Everyone is willing to get their hands dirty to contribute meaningfully to the team.

What keeps you engaged and fulfilled—what continues to excite you about being part of the At Home team?

I never have to worry about growth. The growth and accompanying opportunities are there for anyone who wants to work and grow. If you say what you are looking for, someone is going to help you go after it. Our folks embrace cross-functional learning and cross-pollination development; that’s so healthy. For me, I have done work in the stores, in benefits, in talent acquisition, in HR support for our distribution centers, in training and development, the Culture Committee, and now I serve as a human resources business partner for our corporate team members as well as supervising our Team Member Care Center.

What is one thing that At Home is “world class” at?

The special sauce is the people and the way they collaborate. We have a unified value system and treat people fairly and with respect. It doesn’t matter how long you have been with the Company or who you are as a unique individual, you are a valued part of the team from day one. That type of atmosphere drives people to accomplish more and elevate themselves. I have witnessed the shining quality of our people in the stores, in the distribution centers and now in the corporate office. There is a family atmosphere that welcomes you with open arms and makes people feel comfortable sharing their experiences and expertise to enhance the entire team. So it’s our team members who make At Home fantastic!

“Our focus on initiatives around turnover, internal promotion rates, and team member engagement can be addressed in part through significant and tailored training for our team members so that our team members can advance to roles of increasing responsibility and compensation.”



Brian Osborn
Talent Acquisition Manager

Training Opportunities

We have several processes that focus on team member success from the first day of employment. Some of these processes include orientation, the “At Home Playbook” and structured onboarding. Formal and informal training continues throughout the team member journey so that our people continue to expand their skills and are positioned to navigate progressing opportunities. In fiscal year 2023, team members received more than 27,139 hours of dedicated training time.

Our training efforts in fiscal year 2023 included formalizing training programs and materials, such as our Store Director in Training program, which empowers new store directors with relevant knowledge and resources. We also focused on developing training programs for our distribution center leadership and established dedicated field HR partnerships to support training opportunities. Lastly, we implemented

individual and team behavioral assessment tools and programs focused on increasing inclusion awareness. We continue to look for cross-training opportunities at the corporate level and have implemented our “Day in the Life” experience, where our corporate team members work in our retail locations and tour our distribution centers.

Total Rewards – Team Member Compensation and Benefits

Full-Time Team Member Benefits

Full-time team members and ACA-eligible team members receive a comprehensive benefits package that includes Company-sponsored healthcare plan options for medical, dental and vision as well as life insurance benefit plans, a commuter benefits program, individualized health and wellness advocacy, clinical counseling through the Employee Assistance Program, retirement planning that includes a 401(k) after six months of employment and legal insurance. Full-time team members also are eligible for health saving accounts, flexible spending accounts and supplemental coverage such as hospital, accident and critical illness coverage.

Low-Cost Health Care Services for Part-Time Team Members

Part-time team members are an integral part of our organization and account for 5,481 of our 8,717 team members. We offer our part-time team members a low-cost health care service that provides access to free and low-cost medical services for \$12 per month. Part-time team members are also eligible for basic life insurance with \$10,000 coverage paid for by At Home, legal insurance, back-up childcare at subsidized rates on day one and a 401(k) after six months of employment.

Back-Up Child and Elder Care

In the event that regularly scheduled care for family members is unavailable, all team members have access to in-home or center-based care for children and in-home care for older family members.

Performance Cash Bonus Programs

All full-time store team members are eligible to receive cash bonuses under the At Home incentive plan that ties store-specific performance achievements with incentive compensation. In fiscal year 2023, team members in every At Home store received a bonus, including salaried, hourly, full-time and part-time team members. In addition, we provide a competitive cash bonus program for corporate team members that aligns with our Company’s financial and operational goals.

“We continue to grow our processes and long-term design of compensation and benefits with an emphasis on equity and market competitiveness—because Team Member Compensation and Benefits is a core ESG commitment that we consider to be fundamental to our success and that we have embedded into our ongoing efforts.”



Shawn Jett
Director of Total Rewards



Team Member Health and Safety

We conduct routine store and distribution center audits to ensure that we tailor our training and safety programming to the needs of our team members and to the environments they work in every day. In fiscal year 2023, our dedicated Safety and Loss Prevention Group partnered with third party experts to assess the safety and security of our workplaces in order to develop a multi-year enterprise safety and security program. Our enhanced safety and security program addresses:

- **Training and Awareness:** Enhancing performance of team members through well-designed, implemented and measured skill development and awareness resources
- **Protection of People:** Keeping team members, customers and vendors safe through background screening and proactive management of internal and external risks
- **Crisis Management and Business Continuity:** The capability to anticipate, prepare for, respond to and adapt to internal and external safety concerns and disruptions that impact operations, customers, team and stakeholders
- **Protection of Assets:** Improving profitability using team members, processes and technologies applied appropriately to mitigate risk and reduce loss
- **Intelligence:** Monitoring the internal and external environment for safety and risk events and rapidly disseminating information to the correct audience to speed decision making and maximize business value

“In everything we do, the wellbeing and safety of our people is one of our guiding priorities. At Home’s success depends on our people, and we are all accountable to contribute to an exceptionally safe culture within At Home.”



Lindsey Ledet
Senior Safety Manager

In fiscal year 2023, our store and distribution center team members underwent more than 9,674 hours of safety training¹. We also translated our safety videos and training materials and sessions to be available in both English and Spanish. In addition, our safety team responded promptly with transparency to five OSHA complaints in fiscal year 2023, resulting in no findings or citations issued across our Company.

See “Corporate Governance and Risk Management — Our Commitment to Compliance and Ethics” in this report for information regarding on our Speak Up Integrity Hotline, which further supports our emphasis on team member health and safety.

¹The amount of hours of safety training reported reflects a methodology change from our Fiscal Year 2022 ESG Report.

STRATEGIC FOCUS AREA

Diversity, Equity and Inclusion & Culture

We have identified Diversity, Equity and Inclusion (DEI) & Culture as one of our seven ESG strategic focus areas that offers the greatest opportunity for At Home to create shared value and impact stakeholders including our team members, customers and communities. Cultivating a highly inclusive culture of diverse gender, race, nationality, creed, sexual orientation, gender identity and experience results in several important advantages. An equitable and inclusive culture engages our team members and fosters an environment where our people feel valued, empowered and confident to contribute their best ideas and work. Diverse teams also innovate faster. Our DEI & Culture initiatives are intended to create a culture that attracts and retains the best team members to serve our customers and propel our success.



Initiatives

Implement a talent acquisition strategy for diverse talent recruiting at all levels

Conduct a pay equity assessment and take corrective actions

Cultivate a diverse and collaborative environment through expanded DEI programming and engagement

Conduct an inclusion survey on a recurring basis and identify responsive actions

Promote team member volunteer opportunities and use of available volunteer hours

In fiscal year 2023, we identified initiatives to advance our focus on DEI & Culture and to drive measurable results. Over the past fiscal year, our accomplishments in this area include launching our DEI Council, launching our first Inclusion Survey, setting an initial DEI strategy focused on growing the impact of our affinity resource groups and integrating DEI into our training and development programs. We also committed to implementing a DEI layer to our recruiting and hiring processes and to conducting a pay equity assessment. Further, we focused on integrating our DEI & Culture initiatives with the Company’s Talent Development and Training Group, Talent Acquisition Group and Learning and Development Group.

Our initiatives are aimed at increasing the diversity of our new hires and Company-wide demographics, as well as fostering an equitable and inclusive environment where our people flourish. When our

people thrive, it positively impacts our customers, our product, our communities and our overall success.

DEI Programming and Training

In fiscal year 2023, we grew our diversity training portfolio to include additional training opportunities for team members of underrepresented communities. One of the opportunities revealed by our ESG gap analysis work undertaken in fiscal year 2022 was to grow our unconscious bias training. In fiscal year 2023, we launched formal unconscious bias training for our corporate, store and distribution center team members. The trainings were hosted by our DEI Director. As part of our approach to unconscious bias, we also use our LinkedIn Learning e-learning library to customize DEI-relevant content that we provide to our team members as part of their training and development. In fiscal year 2023, At Home’s store leadership including store directors, district managers and regional directors had training on “Creating an Inclusive Workplace” to foster inclusion, hear team member perspectives and create an environment where our team members are valued, seen and heard. These sessions invite At Home’s leadership to engage and share their experiences. We also are building improved tracking mechanisms so that we have the right data to understand the impact that our training and programming efforts have on the Company. In addition to DEI programming and training, we also provide regular DEI recognition and education using all of our internal communications platforms.



Team Member Resource Groups

Our team member resource groups empower our team members to engage and collaborate as they facilitate growth and partnerships across the Company. A core element of our team member resource groups is that they are led by and for our team members, with executive sponsorship and leadership support. Within the unique mission of each group, the overarching goal is to secure a culture of belonging, inclusivity and connection that advances career opportunities and development for all.

In fiscal year 2023, we made great strides in the growth and impact of our team member resource groups through increased programming, reach and structure. We improved data tracking of involvement in our team member resource groups as well as participation in events hosted by the groups. We established a formal sponsor and leadership framework as well as a tailored governance and operating handbook.

Our team member resource groups host programs throughout the year that feature speaker panels with change leaders as well as opportunities for team members to **Work Together** to support our communities. Among the guest speakers and internal leader panels, At Home's All Persons of All Color team member resource group teamed up with our Women's Initiative for Leadership to host a moderated discussion with world-champion and wellness advocate Laila Ali. Our team member resource groups also sponsored a drive to support The Salvation Army's Angel Tree Program, led At Home volunteer days at The Salvation Army and Minnie's Food Pantry and hosted learning sessions to recognize Black, Indigenous and People of Color Mental Health Month.

“Our All Persons of All Colors team member resource group—APAC— provides programming and a community that supports our team members in clearing barriers and achieving their professional goals. It is a resource for information about what is and what is not working for our team members. Participating in APAC strengthens camaraderie, allyship and the knowledge that every team member can be authentic at work. As a result, our team members derive more meaning and purpose from their careers.”



Richard Armour
Sponsor of All Persons of All Colors Team Member Resource Group, Senior Vice President, Omnichannel



DEI Council Mission: Cultivate champions for DEI within At Home through collaborative work, meaningful conversations and the implementation of innovative solutions that ultimately deliver the best service and products to our customers and develop a team member workforce that reflects our communities.

DEI Council Vision: Create and sustain impactful DEI progress for At Home’s community of team members.

In its first year, the DEI Council established its charter and defined objectives that align with the initiatives that support our ESG strategic focus area of DEI & Culture. In partnership with At Home’s ESG Group, the DEI Council is formalizing the preliminary KPIs to monitor, measure and communicate success. The DEI Council is co-led by our DEI Director and Senior Vice President of eCommerce and Omnichannel and meets bi-monthly to ensure accountability of our initiatives.

The DEI Council consists of the following leaders:

- Chief People Officer, Council Executive Sponsor
- Director of Diversity, Equity and Inclusion, Council Co-Lead
- SVP, eCommerce and Omnichannel, Council Co-Lead
- Director of Distribution Operations
- Vice President, Analytics
- Senior Vice President, Trend and Design
- Director of Quality Assurance and Responsible Sourcing
- General Manager of Carlisle Distribution Center
- Vice President, Distribution and Supply Chain Strategy
- District Manager, District 6
- Store Director, Store 74
- Regional Director, West Region 4
- District Manager, District 7

Diversity, Equity and Inclusion Council

In fiscal year 2023, we established our Diversity, Equity and Inclusion Council that allows our team members to drive and advocate for policies and strategies of the Company that promote and embrace diversity, ensure fair treatment and enable everyone to feel welcome and to have equal access to opportunities and resources. The DEI Council is responsible for overseeing, monitoring and measuring the success of our DEI & Culture initiatives and programming. The DEI Council includes 13 corporate, store and distribution center leaders who reflect a broad range of diversity across our Company and are dedicated to fostering a culture that attracts the best talent, values diversity of life experiences and perspectives and integrates the power of diversity into our At Home values, operations and strategy.



“Our DEI Council is a task force of diverse team members responsible for helping bring about the cultural changes that will improve our team member experience, retention, recruitment and overall innovation for At Home.”



Briana Barbosa
District Manager





Inclusion Survey Insights & Actions

In fiscal year 2023, in partnership with our DEI consultant, we launched our first Inclusion Survey that will continue to inform our DEI & Culture initiatives. This survey asked team members about DEI sentiments, reactions to advancements and planned strategies and initiatives. The survey was available in English and Spanish and intended to capture the voice of At Home’s hourly part-time, hourly full-time and salaried team members. We received 1,543 responses and over 2,000 individual comments. Responses were assessed by gender, race and ethnicity and were cross-tabulated by position and/or geographic location. Overall, the general feedback was that the Company was making great progress in DEI, and it should continue on that path. Additional themes of feedback that we heard included that the Company should:

- Improve inclusive leadership at all levels, with greater diversity in leadership
- Continue to focus on pay equity
- Post promotional opportunities with a fair, transparent, competitive process for all promotions
- Show appreciation by increasing recognition and understanding for all roles
- Add DEI to the onboarding, training and internal education
- Celebrate all cultures and backgrounds with inclusive celebrations of diverse holidays

DEI Talent Acquisition Strategy

At Home thrives when our team members represent the diverse voices of the communities in which we live and serve. We have identified the implementation of a talent acquisition strategy for diverse talent recruiting at all levels as an initiative to support our ESG strategic focus on DEI & Culture. This initiative is aimed at improving our hiring and recruiting practices to ensure that posted roles increasingly include a diverse slate of candidates. As of the close of fiscal year 2023, our talent at the manager and above level is 57.2% White and 42.8% non-White races and ethnicities. See our EEO-1 data for more demographic details.

“In an ever-changing retail environment, our focus on attracting, developing and retaining people of unique and diverse backgrounds is a key to the resilience, innovation, creativity and nimbleness necessary for sustained success.”



Phillip Prayor
Talent Acquisition Specialist

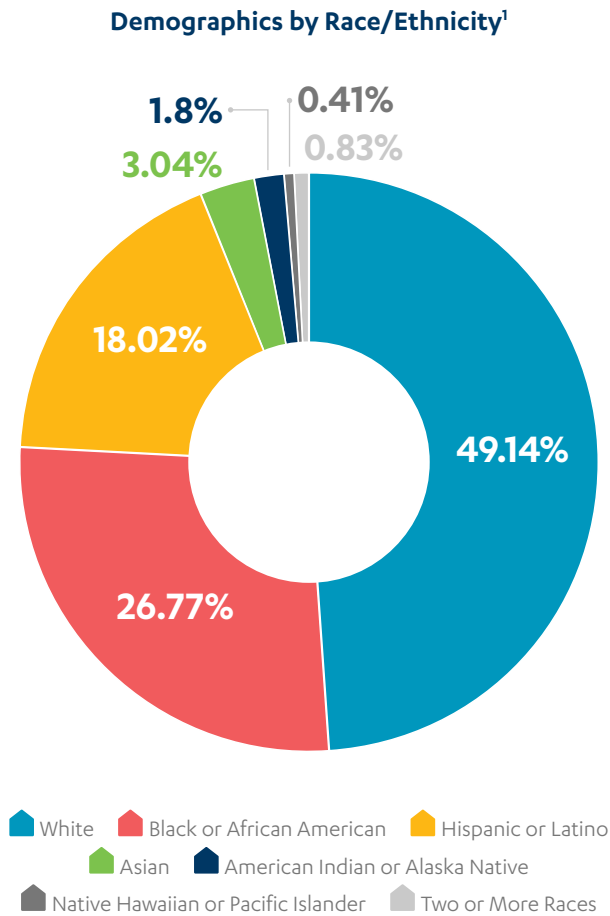
Having a diverse Company begins with attracting diverse talent. In fiscal year 2023, we collaborated with educational institutions serving significant student populations from underrepresented communities through career fairs and our internship program. In addition to ordinary course recruiting, interviewing and hiring processes, we intend to thoughtfully build DEI considerations into our recruiting strategy and to track our performance to adapt to lessons learned. As we advance the diversity aspect of our recruiting strategy, we will measure fiscal year-over-year improvement in the hiring rates of diverse candidates in comparison to their current representation within At Home. We are reviewing our talent acquisition and recruiting policies, procedures and systems to identify the right way to incorporate diversity goals.

Equitable Compensation

We are committed to equitable pay for each and every one of our team members. One of the initiatives in support of our ESG strategic focus on DEI & Culture is to conduct a pay equity assessment and review our compensation data in order to address pay equity across ethnic and gender demographics. We plan to establish a regular cadence of internal pay equity reviews. Based upon these reviews, we intend to study the results of this effort and establish appropriate tracking and implementation metrics. We will also explore the potential utilization of additional data metrics that could provide important insights, such as time to promotion for minority group team members and team members who take maternity leave. In addition to analyzing the data to promote equitable compensation, we will look to see positive results for promotional opportunities for female and minority team members.

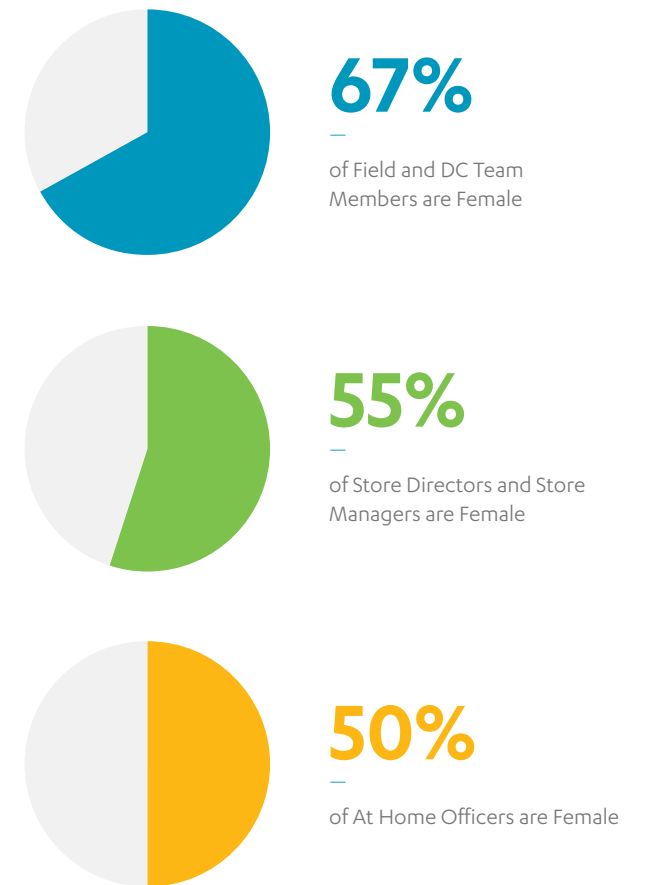
Team Member Demographics

As part of our ESG gap analysis work undertaken in fiscal year 2022, we identified the need for increased demographic reporting, including racial minority breakdowns at all levels of the Company. Beginning with our fiscal year 2022 ESG report, we provided and will continue to provide full transparency into our EEO-1 demographic data, which is summarized below for fiscal year 2023 and available in detail in the Appendix to this report. In order to remain a Great Place to Work and Grow, we are focused on data-driven insights to inform and progress our processes, policies and initiatives.



¹As of 10/21/2022

At Home Female Representation²



²As of 2023 fiscal year end

Culture & Community

The At Home Foundation

The At Home Foundation provides financial support to team members facing hardship in the face of natural disasters and unforeseen personal adversity. It relies primarily on individual donations from team members as well as support from At Home to fund grants. Contributions from our team members go directly to providing life changing aid for their fellow team members. The At Home Foundation is a meaningful demonstration of our commitment to and support for one another. To raise funds and awareness, team members are able to make a donation in order to shop our Sample Sales – 30 minute shopping windows where team members enjoy choosing as many At Home product samples as they wish! In addition to supporting an important cause, it is a great benefit to our team members and a creative way to infuse circularity into our merchandising processes.

A Team Member who shared her story of gratitude about the impact of the At Home Foundation:

“When I suddenly lost my husband, I was left alone financially for the first time with unexpected bills to pay. A grant from the At Home Foundation helped with expenses and funeral costs. I am very appreciative of the generosity of my team members in helping me and relieving some of the stress during a difficult time.”

“When we put our values into action through volunteerism and corporate giving, it benefits the communities of our customers and team members, as well as increases customer and team member loyalty and engagement with our brand.”



MacKenzie McCarver
Senior Director of Public Relations

Giving Back

Every year, At Home team members work both as a team and independently in service to charitable organizations in the communities where we live and work. As a brand focused on turning a house into a home with quality and affordable products, we have a close and longstanding partnership with Habitat for Humanity and donated more than \$630,000 in fiscal year 2023. Included in our annual donation amount is a percentage of sale proceeds on certain items that are directed to benefit Habitat for Humanity. Fiscal year 2023 also was our seventh year of sponsoring Habitat for Humanity’s “Home is the Key” campaign that helps shine light on the critical need for affordable housing.

As part of our move into a new corporate office, we partnered with the City of Dallas’ Office of Homeless Solutions to donate the furniture and accessories from our previous headquarters as well as other At Home

décor to outfit a Resident Services Building, a city-owned permanent supportive housing project to combat homelessness. The building will provide Dallas residents with the amenities necessary to successfully transition to stable housing and a brighter future. The goal for the project is to create a warm environment that formerly unsheltered Dallas residents can call home, and we are proud to contribute to make that dream a reality for the property’s future residents. Not only was At Home’s sponsorship able to make a tangible impact on the lives of vulnerable individuals, it also provided a second life to the office furniture and accessories that may have otherwise ended up in the landfill as we transitioned to our new corporate space.

“We believe in homes for all. Partnering with the city of Dallas, where our corporate office is located, to positively impact our local community is in lockstep with our mission. Every person deserves a safe place to call home, and this work continues our ongoing commitment to provide beautiful, safe spaces in the city where we live and work.”



Al Litchenburg
Chief Development Officer

“At Home owes its successes to the communities that have embraced us, so we are expanding our charitable efforts to better align with our mission of enabling everyone to affordably make their house a home.”



Lee Bird

Chairman of the Board and Chief Executive Officer

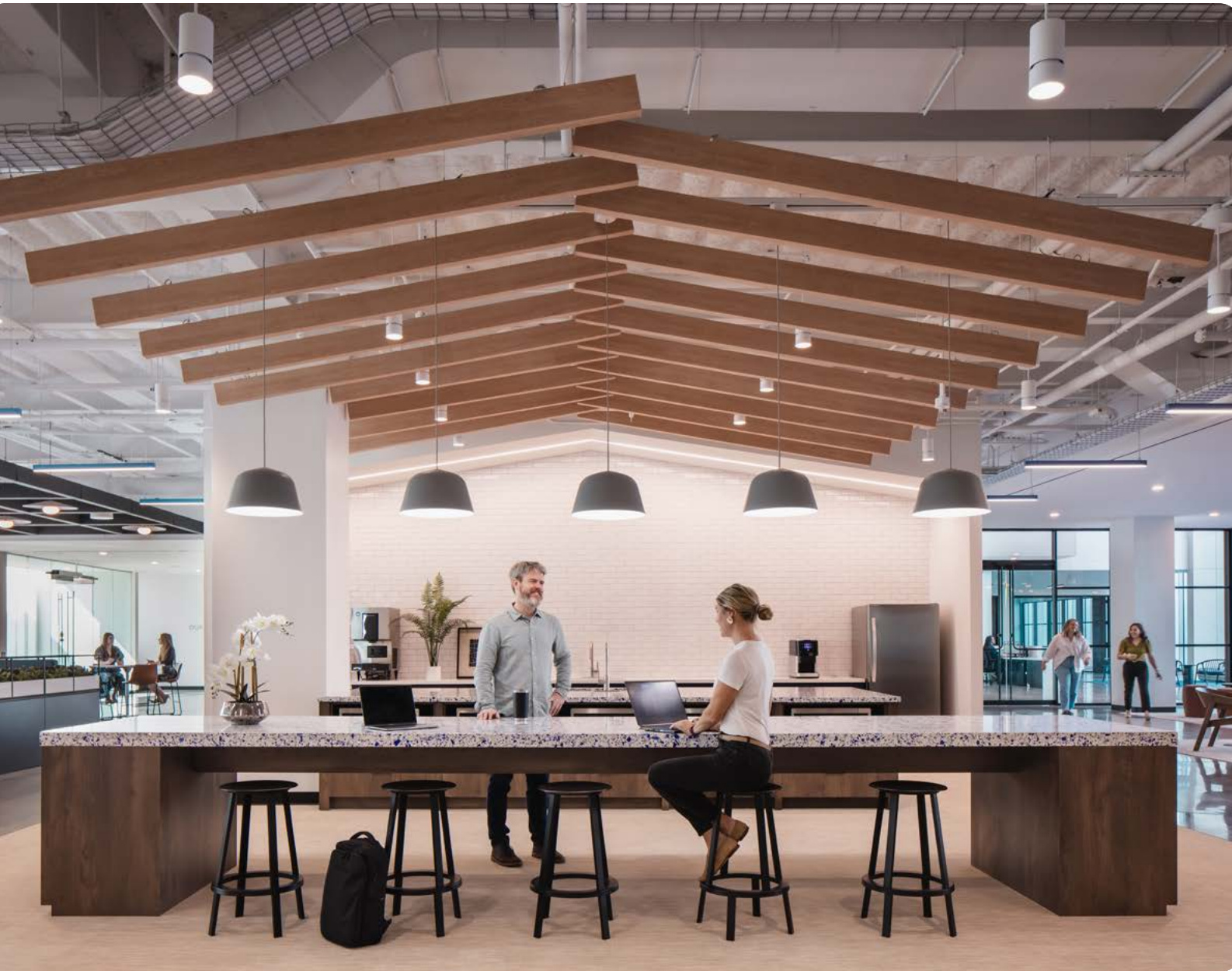
We also host Habitat Pick-up Days at select stores. Habitat Pick-up Days provide At Home customers with an opportunity to donate their gently-used home décor, furniture items and kitchenware and to be rewarded with a discount to purchase new products from us. The donated items are sold at Pick-up Day locations for affordable prices, enabling community members to add on to their homes while also diverting reusable household items from the landfill. The sales of donated items help Habitat for Humanity partner with local families to build safe and affordable homes. See “Product — Product Lifecycle” to learn more about our initiative to grow opportunities to give used home décor a second life.

Further, we are excited about the initiative to identify partners to give second life to sample products, as well as damaged and marked out of stock products. In fiscal year 2023, we piloted this donation initiative by enabling our store teams to donate holiday and seasonal merchandise to local charity organizations. See “Product — Product Lifecycle” to learn more about our initiative to donate and recycle products that we cannot sell.

Volunteer Time Off

To further our strategic focus area of DEI & Culture, we intend to increase the utilization of our Volunteer Time Off (VTO) benefit by promoting specific opportunities and tracking VTO time taken by our team members. At Home recognizes the value of team members’ support in the communities we serve through volunteer service. In recognition of the importance of supporting team members who choose to promote volunteerism by participating in non-profit organizations and community events that promote education, arts, culture and social services, salaried team members with at least two consecutive years of service are eligible for up to five days or 40 hours of paid time for community service, and full-time hourly team members are eligible for up to two days or 16 hours of paid time for community service. At Home team members came together to **Have Fun and Do the Right Thing** throughout fiscal year 2023, including having group volunteer days at Minnie’s Food Pantry, The Salvation Army and Habitat for Humanity.

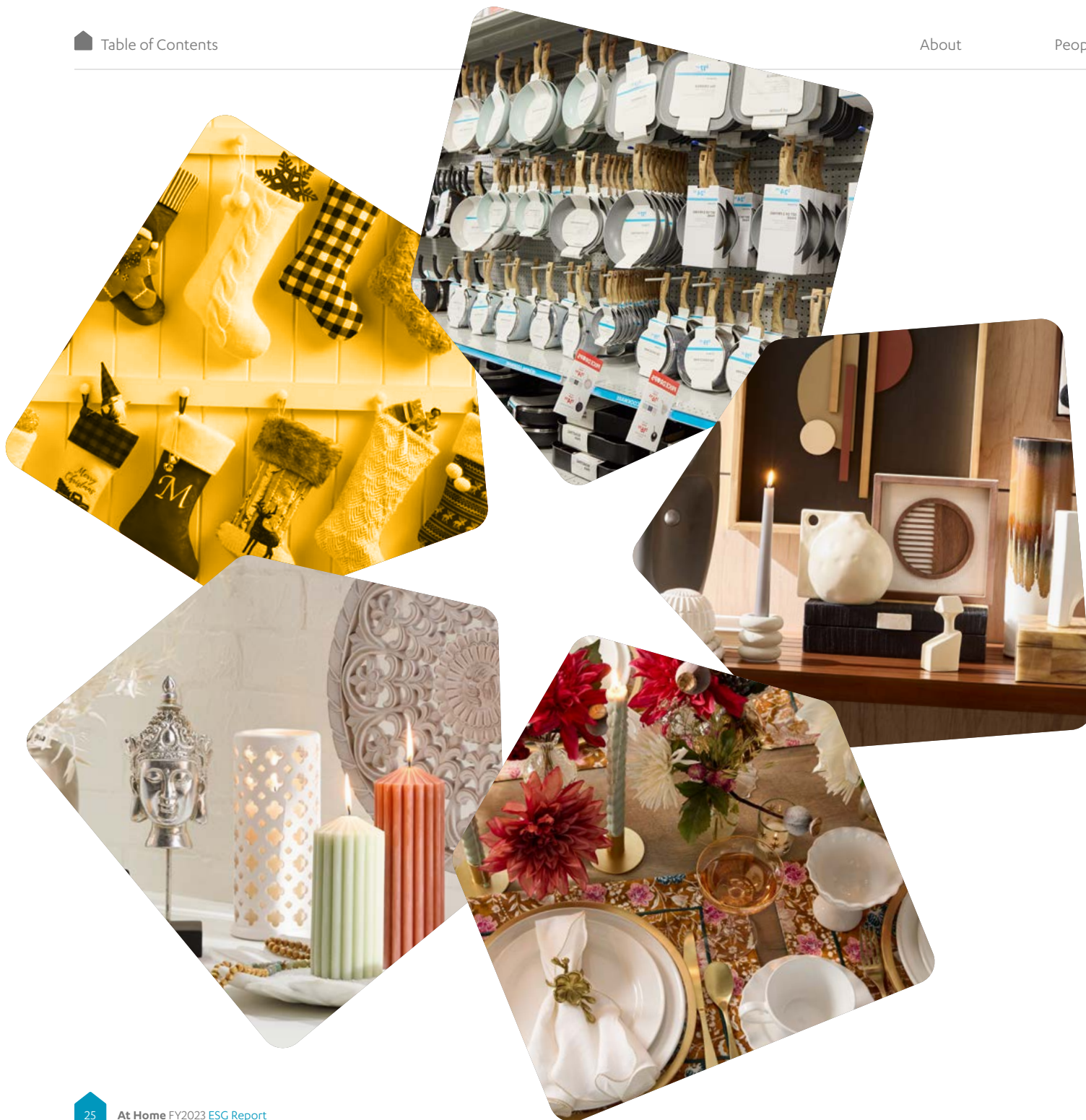




New Corporate Office and Company Culture

While our store and distribution center team members have remained in person to serve our customers and our business, our team members in our corporate office returned to a hybrid schedule in fiscal year 2023. In February 2023, we moved our headquarters from Plano, Texas to our new corporate office campus in Dallas, Texas. Our new corporate office was designed to attract and retain the best corporate talent and to enable our teams to innovate, collaborate and develop their skills by **Working Together**. Our new space enables us to collaborate and work together more seamlessly as well as build our culture through in person events, trainings and celebrations. See “Planet — Land Use and Development” to learn more about the features our team members take advantage of in our new, collaborative space.





Product

IN THIS SECTION

- Ethical Sourcing
- Product Quality and Safety
- Supply Chain Auditing and Compliance
- DEI in our Products
- Packaging
- Product Lifecycle

STRATEGIC FOCUS AREA

Ethical Sourcing

A product’s supply chain is as important as the product itself. Working closely with product partners, we are able to review and assess risks in our supply chain and develop strategies to mitigate them. Whether it’s implementing policies for Ethical Sourcing and compliance audits or product specification documents that outline product material or performance attributes, increased visibility into our products’ chain of custody allows us to seek more sustainable ways to bring carefully curated products to our customers.

Initiatives

Calculate initial supply chain emissions to complete GHG inventory

Enhance training programs and engagement with product partners

Enhance audit review processes

Determine priorities for product-related sustainability attributes and development of sustainability guidelines for certain products

Expand inquiries regarding certain product materials

“In accordance with our value to Do the Right Thing, our Responsible Sourcing Group strives to ensure that ethical trade and environmental sustainability and community partnerships are part of our operational footprint, while creating value to our business, as well as the vendors with whom we work, the customers we serve and the communities where we operate.”



Gaby Morris

Director of Quality Assurance and Responsible Sourcing

We are committed to engaging and maintaining relationships with internal and external partners in an ethical and responsible manner, while taking protective action to promote human rights, sourcing products ethically and protecting the environment. We recognize that populations that engage in meaningful, productive labor with equitable compensation contributes to a community’s overall welfare. We work with factories and product partners who have an interest both in helping their workers thrive and in shipping excellent quality, compliant products to At Home.





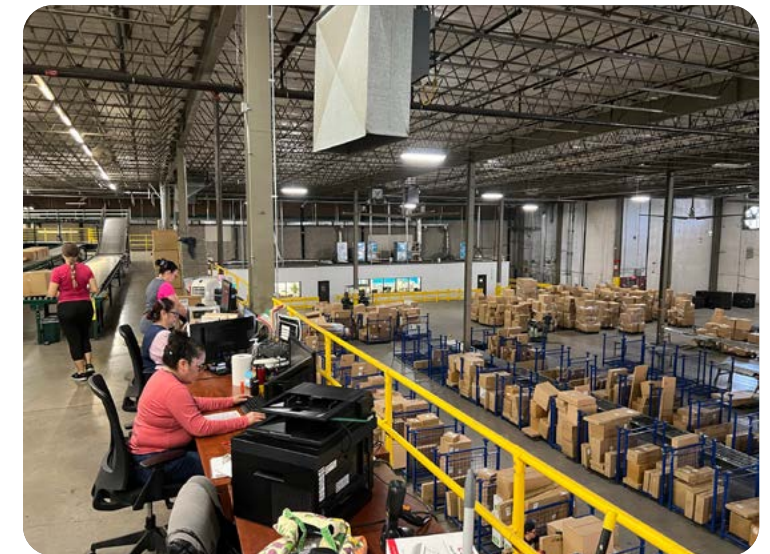
Our Ethical Sourcing Policy is based on core International Labor Organization (ILO) conventions, SA8000 standard and UN Guiding Principles on Business and Human Rights and is one of the foundations of our commitment to People and the Planet. The policy outlines the minimum standards we require from our product partners focused on protecting worker safety, ensuring safe working conditions, assuring voluntary labor, complying with local minimum wages and workday hours, allowing freedom of association, preventing discrimination and implementing raw materials sourcing strategies that consider environmental impact. The policy also provides the baseline with which we review compliance, as well as evaluate partnerships and future business relationships. All of our product partners must acknowledge, sign and abide by our Ethical Sourcing Policy, and they must engage with their supply chain accordingly by creating and managing similar strong ethical sourcing programs within their own organizations while providing supporting documentation as evidence.

At Home also requires that every new product partner submits current and valid Ethical Sourcing documentation that confirms compliance to national and local laws where they operate. Our onboarding of a new product partner is not considered complete until all documentation has been reviewed by our team.

Our Ethical Sourcing Department receives and evaluates audit reports and supporting documentation such as certifications, third-party factory audit reports and documented worker interviews. Thereafter, the Ethical Sourcing Department provides feedback to product partners and requires corrective action plans and subsequent follow-up audits as needed. Our team utilizes a digital platform to house the factory documentation gathered, including approvals and rejections, to be able to better assist the Merchandising Group on key decisions for future programs. In accordance with our Ethical Sourcing Policy, we will

terminate relationships with product partners if we learn that they are engaged in criminal activity such as human trafficking, forced labor, child labor, or violations of human rights. In doing so, the team is able to focus on higher risk geographic locations and request spot-audits, as needed.

We collaborate with third-party assessment companies which are accredited by global organizations such as Business Social Compliance Initiative and Sedex/SMETA, among others. We strongly encourage our auditing partners to be part of and accredited by the Association of Professional Social Compliance Auditors. Such accreditation allows us to expand our reach to the factories with which we work around the globe. For example, we are able to establish a standard process that leverages activities and initiatives already adopted by our product partners. We can also leverage these organizations' expertise in executing and implementing corrective action plans that are focused on improving the welfare of workers and protecting the environment.





Product Quality and Safety

Product Quality and Safety Program

Our Product Compliance, Quality and Safety Program requires that all products shipped to our stores are safe, legal and fit for its intended purpose. As such, products must not pose a material safety risk to our store team members, our customers, or the environment, and all products must meet the regulatory requirements for distribution and sale in all states in which we operate, as well as comply with federal laws and various statutes. In addition, our program requires that products function as intended and have a reasonable end of life. We participate in various forums with regulators and other leaders in the industry regarding regulatory matters.

We strive to work with product partners with core competencies that are evident in the products we commission to them. We onboard product partners who have experience and expertise in their product categories and who can demonstrate they understand and adhere to our corporate compliance program through their own compliance programs, documentation and traceability. During the product development process of our private brands, Merchandising, Sourcing and Quality Assurance Groups work with product partners and factories to ensure quality, safety and compliance are built into the product from concept to finished product. Our Product Compliance, Quality and Safety Program requires that product partners ensure that all products meet or exceed regulatory, quality and safety standards by regularly testing and inspecting their products before, during and after manufacturing and shipping and, when feasible, by reviewing and evaluating portions of their supply chain.



“Product safety and quality are always top of mind for At Home. Our dedicated team of Quality Compliance professionals, along with our product partners, ensure that the products we sell are safe and exceed customer expectations.”



Stephanie Cook
Quality Assurance Manager

Supply Chain Auditing and Compliance

Quality Assurance Training

We focus on defining and prioritizing our goals to ensure we implement a roadmap that allows us to progressively move the needle while we remain focused on what our customers want. Every fiscal year we have a goal to create or enhance our program’s technical specification documents and quality guides that consider the evolution of our supply chain as well as the changes in the regulatory environment. We collaborate with third party organizations to create testing protocols to improve the traceability and visibility into the supply chains of specific products’ and to execute field verification and inspection. We recognize that our customers are becoming more interested and engaged in the source and origin of the products as they make purchase decisions and are placing increasing value on products’ lifecycle and circularity. By working with the Merchandising and Sourcing Groups and product partners, the Quality Assurance Group assists in providing guidelines and expectations that become realistic, achievable and measurable results. Whether it’s sourcing wood furniture that is FSC certified or shatterproof ornaments that utilize recycled plastics, At Home and product partner groups hold robust dialogue and review documentation to substantiate claims and supply chain traceability.

“As global citizens, we value and embrace diverse backgrounds, experiences and perspectives and believe that there is an opportunity for our products to reflect this.”



Debbie Bentlage
VP Sourcing

Our Quality Assurance Group regularly hosts training sessions for all of our product partners, where the Quality Assurance Group reviews and explains updates to regulatory requirements and safety parameters, as well any changes to our corporate compliance program. These scheduled training sessions are mandatory for all product partners, the Quality Assurance Group maintains a log of participants and follows up with supplemental documentation and FAQs that are published for our product partner community. In addition, the Quality Assurance Group holds one-on-one sessions with new product partners during their onboarding process and schedules additional training on specific regulatory topics with product partners who ship products that are affected by these regulations.

Our Quality Assurance Group actively works to gain visibility into and understanding of our supply chain beyond direct suppliers, with particular emphasis on production of items that contain raw materials that may be subject to restrictions or sanctions, or connections to

suppliers that may be subject to restrictions or sanctions or that come from a region of the planet with particular emphasis or concern from the global community.

DEI in our Products

Our continued commitment to DEI is evident in the products we source. Our Merchandising and Sourcing Groups are conscientious of the needs and trends of our diverse customers and help us offer products that are inclusive and appealing. Whether sourcing beautifully handcrafted products from around the globe or providing items that give our customers options through representation, we keep diversity as one of the guiding principles in the development of our product offerings.

Our holiday collections speak to the diversity of our customers. At Home Merchant Groups have sought out opportunities to showcase items that offer our customers representation through diversity of skin tones in many of our holiday items. Seeking and embracing diversity in our product offering allows At Home to reach a broader customer base and therefore executing our mission to enable everyone to make their house a home. In addition, we continue to listen to our customers to be able to bring them the products that will help them decorate their homes beyond traditional holidays.

Our continued work with collaborators brings creative concepts and ideas to life through exceptional design work, market intelligence and global sourcing efforts. In addition to these key collaborations, we have launched our exclusive private brands, which like our every day products, speak to the diversity of tastes and authenticity.

STRATEGIC FOCUS AREA

Packaging

Taking a deeper dive into our products’ direct to consumer and transportation packaging are key components of our ESG initiatives. Our focus to evaluate new materials and technologies, engage product partners, and work closely with our packaging suppliers will help us align priorities and execute with support from all stakeholders.

Whether for transporting our products through our supply chain or the appeal it creates for sale to consumers, Packaging is a key operating focus for At Home. As part of our ESG strategic focus areas, Packaging is similarly relevant because of its environmental impact, our marketing opportunities and our reputation with stakeholders. We intend to better utilize consumer packaging that not only speaks about the products and their attributes, but also reduces waste. Further, while protective packaging is essential to preserve the quality of the product throughout its transportation, we continue to consider opportunities to reduce single use packaging, and to shift to packaging that does not increase GHG emissions in its manufacturing process by utilizing excess materials within production. For example, we use fabric sacks as packaging for bed sheets that is made from portions of the same fabric as the bed sheets instead of using plastic packaging. To date, we have reduced the use of plastic and switched to fabric self-bags for over 75% of our bed sheets sets program. We are looking at other product opportunities to right size and better utilize packaging materials that will protect the product, promote its features and functionality and reduce waste.



Initiatives

Engage with direct and indirect packaging partners regarding potential packaging guidelines and green product options

Introduce reusable At Home shopping bags and consider customer incentives regarding shopping bag use, re-use and recycling

Increase recycling rates, including product transport packaging removed in stores

Establish a packaging data baseline to use for initial packaging standards

Our Packaging Group seeks to work with printer and packaging partners who share our ESG values, including those that utilize recycled materials and components, as well as inks and other materials that have lower environmental impact and are free of toxic chemicals. We require our printing partners to provide comprehensive profiles that demonstrate their own efforts to incorporate sustainable processes and materials into their operations and continue to seek printer and packaging partners that are in closer proximity to our product partners’ factory base, in order to be more efficient and timely and to reduce waste.

In response to regulatory requirements in the state of New York, At Home has eliminated single use plastic bags at point of sale by implementing reusable bags in our stores within the state. We are now

working on a broader effort to reduce single use plastics at point of sale across all of our stores, including exploring materials and processes with added renewable and recyclable attributes. Part of implementing this initiative on a large scale will be to find a product partner who understands and shares our sustainable objectives.

“Our private brand products and packaging have been carefully curated and have come to life through thoughtful consideration for People and Planet.”



Maral Solaimani

Private Brands & Collaborations Manager

We are focused on improving our packaging guidelines that will make for more efficient transportation of our goods, while reducing unnecessary packaging, utilizing recycled materials where feasible and increasing awareness within our supply chain and customer base. Further, we are considering clearer environmental standards for the materials and inks that must be used in retail product packaging, as well as opportunities to be more efficient in our transportation packaging. We also will continue to evaluate product partners based on their own sustainability efforts and goals to make repurposing or recycling packaging available.

STRATEGIC FOCUS AREA

Product Lifecycle

We are engaging in discussions around a product's end of useful life in working with product partners on new projects. We understand that together we have a responsibility to seek better ways to reduce waste by providing options to our consumers for product disposal, as well as divert unsold products from being discarded.



Initiatives

Develop a pilot program for customer take-back for end-of-life solutions

Identify partnerships for donations and recycling of sample products and products that are damaged or marked out of stock

Initial, internal lifecycle assessment work to better understand the current state of circularity opportunities and risk for certain product categories

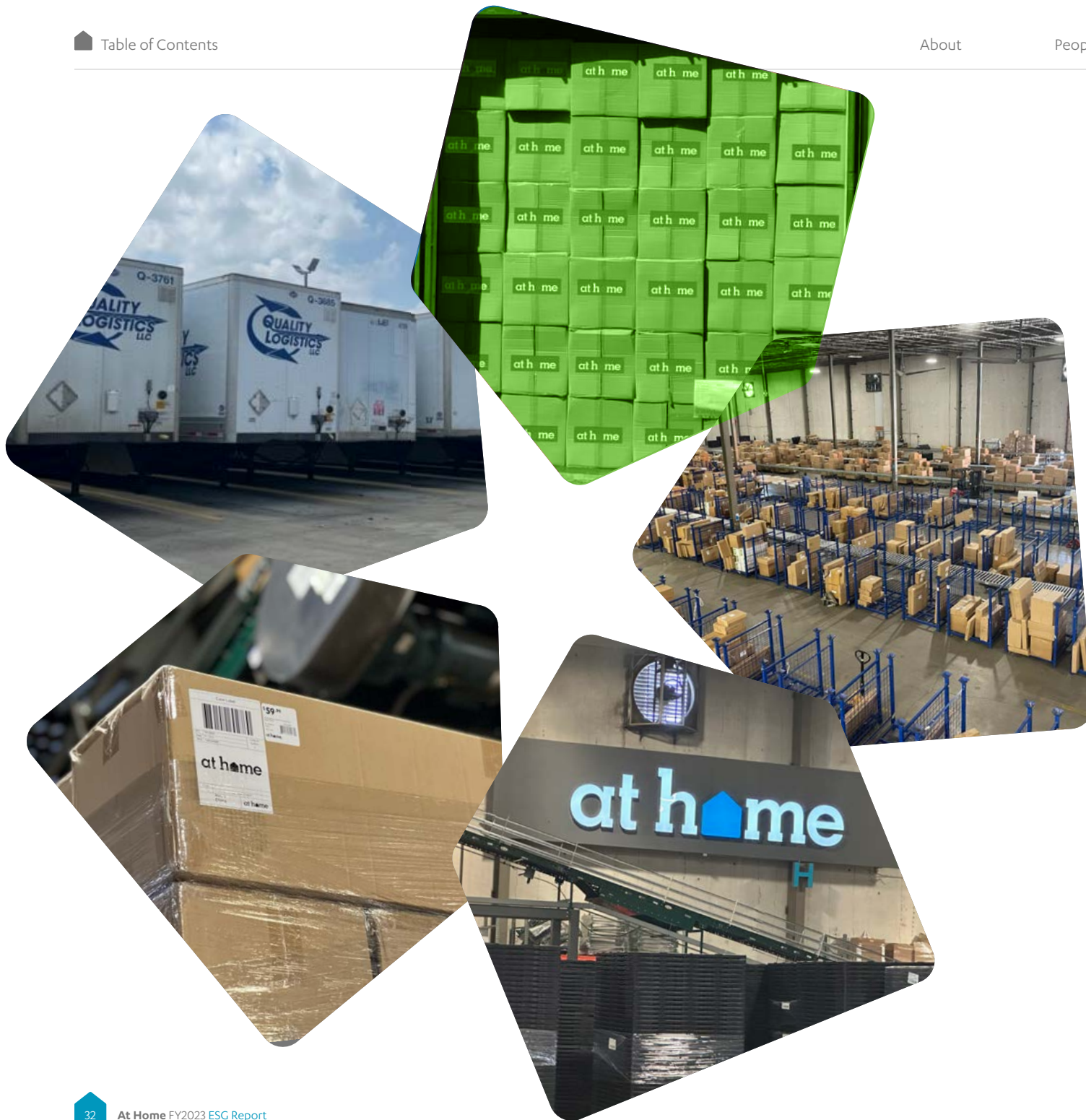
We understand the importance of product circularity and the impact that consumer products have on our Planet. As such, we are working with our product partners to better understand how various raw materials and manufacturing processes contribute to a product's useful

life. Given the number of products we sell, we value any improvements that we can make to their useful lives and how consumers dispose of them. As we collaborate in the development of new products, we carefully consider raw materials, use of chemicals and processes that allow our customers to enjoy our products for a long time and that are less detrimental to the environment. We also work with product partners to include recycled raw materials when feasible, and we encourage and support their efforts to continue to develop and enhance what is possible.

Our partnership with Habitat for Humanity has provided additional opportunities to extend the end of life of our products. In our stores, we have designated Habitat Pick-up Days when customers can bring gently used products to pre-determined store locations where Habitat for Humanity will take those products in exchange for an At Home discount coupon. Habitat for Humanity then makes use of these items that would otherwise be discarded. Take back programs such as this make it convenient for our customers to participate in recycling programs with less hassle and reinforces to them how important these programs are for us.

True to our **Be Creative** value, our stores have found additional donation opportunities within the communities where our stores are located. This has an immediate positive impact to the organizations that benefit, and it makes our associates feel equally rewarded knowing they are **Doing the Right Thing** in their communities. One of the most recent events benefitted organizations such as Goodwill of Clermont, Mariners Church, The Otherside Academy, American Legion, Miracle Hill Ministries, St. Luke's Church, and Love Your Neighbor.





Planet

IN THIS SECTION

Climate and Greenhouse Gas Emissions

Store Energy & Emissions

Omnichannel Business

Environmental Defense Fund Climate Corps Fellowship

Land Use and Development

Transportation



Climate and Greenhouse Gas Emissions

We embrace the principles of environmental sustainability by prioritizing the reduction of emissions and improving efficiency throughout our operations, while recognizing this is a journey. Our commitment to enhance our energy conservation, waste reduction, efficient transportation and logistics and sustainable packaging sets the foundation for our environmental initiatives. We recognize that our responsibility extends beyond our own facilities and reaches into our supply chain. We are dedicated to continuous improvement in the data that we collect to better guide decisions around the impact we can make. Improving emissions data collection plays a pivotal role in enhancing our decision-making processes surrounding sustainability initiatives. Accurate and comprehensive data collection enables us to gain deeper insights into our emissions profile, identify key areas of impact and prioritize effective strategies for emission reduction and environmental improvement. In addition, we have focused the last year on strengthening our internal control mechanisms to enhance the integrity and reliability of our GHG data.




We are working towards establishing internal guidelines and protocols for data collection to improve consistency and standardization across our Company. We are investing in team member education and awareness programs to foster a culture of data accuracy and responsibility. By providing our team members and partners with the necessary knowledge and tools, we empower them to

contribute to accurate data collection and reporting processes. Regular communication and engagement initiatives further promote transparency and accountability in our data gathering efforts.

We understand the significance of accurate emissions data as it guides our sustainability initiatives as we continue to improve our environmental performance in the years to come. In fiscal year 2023, we undertook significant strides in advancing the scope and quality of our most recent and historical GHG inventories. Our desire to measure and analyze our emissions impact led us to expand the number of emissions categories included in our GHG inventory, specifically as it relates to our products. In particular, our fiscal year 2023 GHG inventory encompassed a broader range of Scope 3 (defined below) activities and sources, representing a substantial advancement in our emissions reporting. For the first time, we incorporated emissions data including the upstream production of our products (i.e., Direct Purchased Goods & Services), the use of sold products and the end-of-life treatment of our sold products. By including these previously unmeasured aspects, we gained a more accurate understanding of our environmental impact throughout our value chain across the last two fiscal years.

As part of the transition of migrating our data and calculations into the Persefoni platform, At Home was able to improve its data accuracy for prior years and restate its actual emissions. Our emissions only increased by approximately 1% between fiscal years 2022 and 2023. Our ongoing commitment to sustainability and emissions reduction drives our actions as we strive to build a more sustainable future for At Home and the communities we serve. By expanding the scope of our GHG inventory and embracing a proactive approach to data collection, we will be in position to make informed decisions and drive impactful change.

At Home’s Emissions Impact

Scope	What’s Included
 <p>Scope 1 – Direct Emissions</p>	At Home operates a variety of stores, offices and distribution centers. These sites create direct emissions through natural gas usage, refrigerants via HVAC units and fleet vehicles. Scope 1 emissions accounted for approximately 3% of our total footprint in fiscal year 2023.
 <p>Scope 2 – Indirect Emissions</p>	With the number of stores we operate, we understand the significance of minimizing our indirect emissions resulting from the electricity we purchase to power our stores. Scope 2 emissions accounted for approximately 8% of our total footprint in fiscal year 2023.
 <p>Scope 3 – Upstream & Downstream Value Chain Emissions</p>	Within our value chain, we recognize the significant impact of both upstream and downstream activities on our footprint. These encompass a range of activities including, but not limited to, manufacturing, product distribution, business travel, customer use of our products and employee commute. Scope 3 emissions accounted for approximately 89% of our total footprint in fiscal year 2023.

Scope 1 & 2 Emissions

In fiscal year 2023, we continued to prioritize the measurement and analysis of our Scope 1 and 2 emissions, which play an important role in our overall GHG footprint due to our ability to more directly gather data and mitigate. Emissions from Scope 1 and 2 sources increased by 4% compared to fiscal year 2022. The opening of 23 net new stores during fiscal year 2023 contributed to additional overall emissions as we expanded our presence to serve more customers. However, while we observed an increase in total Scope 1 and 2 emissions compared to the previous fiscal year, our emission intensity per 1,000 square feet decreased by approximately 14%. As we continue to grow, we will consider our emission intensity as well as our overall emissions throughout our operations.

Scope 3 Emissions

As we continue our sustainability journey, addressing Scope 3 emissions is critical as it encompasses nearly 90% of our total footprint. By

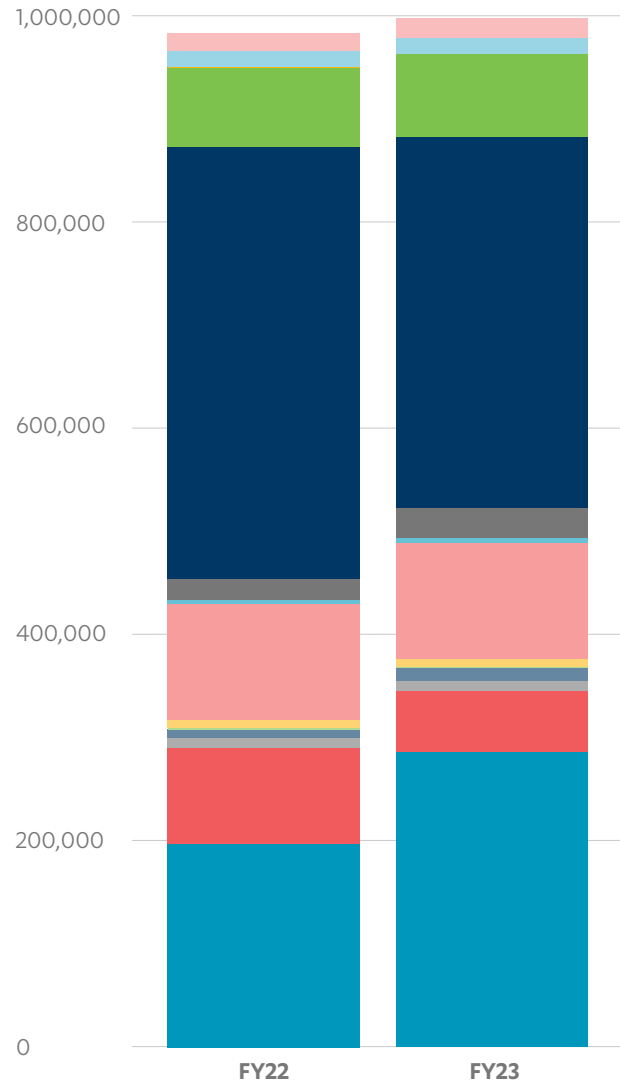
expanding our understanding and measurement of these emissions, we gain insights into the environmental impacts associated with our supply chain and team member activities. This knowledge empowers us to develop strategies and collaborations that could drive emissions reductions throughout our value chain. Our Scope 3 emissions inventory now includes impacts from upstream manufacturing of products, the use of sold products and the end-of-life treatment of sold products. Understanding at a high-level the upstream impacts of our products enable us to assess the emissions generated during the production processes by our product partners, other partners and their supply chains. Assessing the emissions from the use of and end-of-life treatment of sold products allows us to analyze the environmental implications throughout the lifecycle of our products, from their purchase by customers to their eventual disposal. Our commitment to sustainability extends beyond our own operations, as we look to actively engage with our stakeholders to promote responsible consumption, extend product lifespans and encourage recycling and proper waste management.

	Scope 1	Scope 2	Scope 3	Total
FY22	33,475	77,319	873,246	984,040
FY23	34,837	80,355	883,147	998,339
% Contribution	3%	8%	89%	

Year	Scope 1 & 2 (kgCO2e/Square Foot)	Scope 1 & 2 (kgCO2e/Store)*
FY22	4.6	454,340
FY23	3.9	430,645
% Change	-14%	-5%

*Scope 1 & 2 emissions per store include electricity, natural gas, fugitive emissions, and fleet vehicle emission

At Home Emissions by Source



Scope	Sources	FY22 (MTCO2e)	FY23 (MTCO2e)	% Change	FY23 % Contribution
Scope 1	Natural Gas	17,313	18,784	+8%	2%
	Fugitive Emissions (i.e., Refrigerants)	15,786	15,786	-	2%
	Company Owned Fleet	376	267	-29%	0%
Scope 2	Electricity (location-based)	77,319	80,355	+4%	8%
	Purchased Goods & Services	418,418	359,912	-14%	36%
Scope 3	Capital Goods	20,520	29,209	+42%	3%
	Fuel- and Energy-Related Activities (i.e., T&D Losses)	4,267	4,331	+1%	0%
	Upstream Transportation & Distribution	112,391	113,316	+1%	11%
	Waste	7,957	6,908	-13%	1%
	Business Travel	1,368	1,560	+14%	0%
	Commuting & Work From Home Energy	8,374	12,620	+51%	1%
	Downstream Transportation & Distribution	9,368	9,672	+3%	1%
	Use of Sold Products	93,605	59,271	-37%	6%
	End of Life Treatment of Sold Products	196,977	286,349	+45%	29%
	Total		984,040	998,339	+1%

STRATEGIC FOCUS AREA

Store Energy & Emissions

Through evaluations and software implementation, we are working towards a detailed understanding of our carbon footprint and considerations of reasonable measures to reduce it. Through the use of software, we are able to monitor and track emissions and emissions intensity, as well as energy usage and energy intensity, over time for our stores. The ability to continually monitor and track facility data at both the absolute level and at various intensity metrics will only further inform how At Home could enhance initiatives and track progress against future goals. As our energy strategies evolve, we plan to continue to identify efforts that are impactful to the environment and are feasible to implement within our business model.



Initiatives

Build a roadmap toward target setting for Scope 1 and 2 emissions

Identify areas of opportunity for reducing energy usage in stores

Identify opportunities to increase renewable electricity usage and reduce intensity

Energy Management Assessment

To better understand At Home’s store energy & emissions, we contracted with a third-party consultant to conduct physical walk-throughs of our stores and assess potential areas for energy optimization. This fiscal year, we chose two of our highest emitting and oldest stores, but we intend to expand the energy management assessment on a broader scale among our stores. The areas of our stores under assessment were the following:

- Lighting Retrofits
- HVAC Optimization/Upgrades
- Motor/Drive Upgrades
- Dust Collection Upgrades
- EV Charging Station Installations
- Solar Panel Installations
- Water Conservation Upgrades
- Electrical Services
- Needlepoint Bi-Polar Ionization HVAC Systems
- Air Compressor/Air Lead Studies
- Steam Trap Audits and Steam Blanket Installations
- HVAC Filter Change Out and HVAC Preventative Maintenance

The deliverables will identify where we should focus our efforts and efficiently implement solutions to work towards conducting our business in an environmentally responsible manner consistent with the needs of our stores and stakeholders.

Energy Management Systems

In fiscal year 2023, as a part of our energy savings strategy and to reduce our Scope 1 and 2 emissions, we completed the upgrade of our energy management system, NexRev, in all of our stores and distribution centers to allow for improved analytics. NexRev allows us to remotely manage energy use across all of our store and distribution center locations in real time. This centralized, online platform enables us to proactively recognize opportunities to conserve resources and realize cost savings. It also enables us to implement processes, procedures and systems that aid consumption awareness and operational improvements and improve the efficiency of our energy use.

“Energy management tools give us the data necessary to evaluate and implement energy reduction projects. By closely tracking energy consumption, we identify anomalies and new opportunities for energy savings in our facilities.”



Andrew Dettmann

Senior Director of Development and Design



In fiscal year 2023, we utilized NexRev to track all of the ambient atmosphere statistics inside our stores and adjacent areas, CO2 levels, energy usage and general device condition. NexRev also controls and tracks when lights, HVAC and other miscellaneous devices go on and off and can enact conditional starts and stops for these devices. Our Facilities Group is currently engaged with NexRev to add to its capabilities to improve its ability to increase energy efficiency in our stores.

We have integrated NexRev into Voltus, a demand management software that tracks energy consumption in real time, which allows us to monitor facility usage and quickly adjust as necessary during demand response events. In peak energy utilization seasons, Voltus sends a text recommendation with the option to opt-in. If approved, NexRev auto-adjusts the thermostat at the site. Currently, 74 of At Home sites are registered with Voltus, and we are working to enable participation for all of our facilities, including those sites which require granular meter data. Voltus can share demand response load reduction results and quantify the carbon emissions reductions associated with our participation.

Our energy management company, GetChoice, assists in our evaluation of energy utilization as well. We set average energy consumption ranges based on historical data, and GetChoice then tracks utilization outliers and notifies us so that we may triage the issue.

The energy management systems help us drive progress in continuing to reduce the energy emissions in our facilities.

LED Lighting

Recently, we completed the conversion of substantially all of the interior lighting of our stores to energy-efficient LED lighting, and we intend to implement such lighting for all new stores. Outside of our stores, we manage parking lot lighting for approximately half of our store fleet. In over 95% of the exterior parking lots that we manage, we replaced metal halide lights with LED lighting, resulting in approximately a 50% reduction on average in energy use for such lots. For store locations where we do not have direct control over the parking lots, we intend to evaluate opportunities for collaboration to improve the energy efficiency of outdoor lighting. In addition, we completed the conversion to energy-efficient LED lighting at our Carlisle Distribution Center and are working to complete the upgrade of our Plano Distribution Center.

Water Management

We are focused on improving our operational efficiency and reducing waste in our water consumption. We conserve water by installing low flow fixtures, monitoring and tracking our usage, identifying and fixing leaks and using efficient appliances in our office facilities. All of our stores, distribution centers and our corporate office have water metering and management systems that allow us to track and optimize our water consumption. In our new corporate office these water management systems include low flow aerator faucets that automatically shut off and instantaneous warm water systems to minimize the wait time for warm water, in turn reducing excessive flow of cold water.

Cool Roofs

In an effort to reduce solar heat gain in our stores, we engaged a consultant to analyze the useful life of approximately 95% of our store roofs. This was done by examining the condition of the roof and by analyzing a core sample of each roof. The results provide a short-term and long-term list of replacements based on priority categorization. Thermoplastic Polyolefin (TPO) is the material used in the replacement of store roofs and is white, which increases the reflectivity thus decreasing the amount of heat absorbed into the stores. TPO installation also encourages the replacement of the insulation below the TPO membrane which can improve the R-Value (its insulation effectiveness) to prevent energy loss from the condition space. In replacements of older roofs, there is an additional reduction in energy loss by TPO membrane placement, as it provides a more airtight fit versus what was previously in place. In fiscal year 2023, we replaced eight store roofs in six different states, and we aim to continue replacements based on the roof assessment outcome.

In addition to assessing our store roofs, we also are participating in a solar panel roof program. Because we do not manage a substantial portion of our store roofs, this is a pilot program to determine how At Home can operationally utilize renewable energy on store roofs where market conditions and landlord partnerships enable such projects.

Waste Management

In furtherance of our initiative to reduce our carbon footprint, we implement various waste-minimizing practices and streamline efforts to recycle and reuse. Where reasonably possible, we are working towards improving the reuse and recycling of materials used in our stores, distribution centers and corporate office. Recently, our Logistics Group began implementing a waste reduction program in our distribution centers. The program includes the bailing and recycling of shrink wrap and cardboard as well as the recycling of scrap metal and wood. Our Carlisle Distribution Center is already a



participant in the program and the Plano Distribution Center will be added during fiscal year 2024. So far, the program has reduced four compactor loads of waste, contributing to our total reduction in waste emissions generated by our facilities.

To better understand the scope and scale of our waste generation and recycling across our facilities, we continue to monitor and track waste tonnage data. Currently, we monitor store waste generation on a monthly reporting basis, and in the event expectations are not being achieved, our Facilities Group works with our store teams to provide additional training on waste awareness and procedures. Based on our data, waste emissions generated by our facilities decreased 13% between fiscal year 2022 and fiscal year 2023, driven by reduced trash and enhanced recycling generation. In addition to reduced emissions, At Home’s waste diversion rates improved compared to fiscal year 2022. In fiscal year 2023, diversion rates were 56% compared to 54% in

fiscal year 2022 due to the facilities’ proper disposal of recyclable and compostable material.

Refrigerants

As part of our efforts to retrofit older, less efficient equipment and appliances, we routinely replace chiller boiler systems with high-efficiency rooftop HVAC units. In the last 18 months, we replaced 14 HVAC systems. By upgrading HVAC systems in our stores, we reduce our energy usage and change from legacy refrigerant liquids to more environmentally friendly refrigerants and utilize more efficient multistage AC compressors. We also have installed variable speed drives in 75% of the HVAC units we maintain, enabling our systems to operate more precisely. Installing variable speed drive technology reduces energy consumption by approximately 45% and prolongs the life of the equipment by reducing wear and tear.

Omnichannel Business

As we continue to grow our omnichannel business as an operational priority, we are thinking creatively about how to take advantage of our nationwide footprint to optimize opportunities to ship directly and locally from our stores. We've responded to the e-commerce demand spike with new capabilities and industry-leading store fulfillment. In fiscal year 2023, we upgraded our e-commerce technology to meet shifting customer demand. Our store fulfillment technology allows for customers to buy online directly from our stores and pickup in-store or curbside.

As part of our strategic focus area to assess our Packaging, we are evaluating how we package and deliver products to our customers to ensure that we are building a sustainable omnichannel business model. As we source merchandise, we may find more opportunities to procure materials with sustainable packaging, and as some of our first steps along this journey, we are exploring strategies that increase sustainable attributes in our packaging that fit our business model.



Environmental Defense Fund Climate Corps Fellowship

EDF Climate Corps is a summer fellowship program through the Environmental Defense Fund that places graduate students inside leading organizations to accelerate clean energy projects and strategies. In fiscal year 2023, At Home hosted an EDF Fellow who worked with the Company to identify and recommend opportunities to increase At Home's sustainability measures. In partnership with the expertise of our EDF Climate Corp fellow, we were able to develop a roadmap of potential greenhouse gas reduction initiatives to be implemented over time. At Home worked with our EDF Fellow to utilize the roadmap to consider measurable and attainable goals. As we move along our ESG journey, we hope to implement initiatives that came out of the fellowship work. Our EDF Fellow worked seamlessly with At Home's ESG Group to analyze relevant data in order to prioritize initiatives with the greatest potential to reduce emissions as well as realize certain cost savings and efficiencies. In addition, the EDF Fellow evaluated our current GHG collection processes and identified efficient solutions for process gaps. The EDF Fellow's work was significant in accelerating our sustainability goals.



Land Use and Development

Corporate Office

We recently moved to a new corporate office space in order to meet the needs of our corporate team members and At Home's organizational growth. The new corporate office focuses on sustainable building practices, including building to Dallas Green Code, moving toward Energy Star® efficiencies and providing a variety of recycling programs. The new corporate office also contains sustainable features such as:

- Dimmable lights including light fixtures on the exterior windows that auto dim as more light shines through the window for energy reduction
- Motion sensor lights
- Energy efficient LED lighting
- VRF A/C units - highly efficient units that save energy and use ecofriendly freon
- A/C ductwork alongside the exterior windows that conditions the heat/cold transfers from the windows and allows an even temperature throughout the open work areas, which creates greater energy efficiency
- Irrigation from the holding lake to the north of the corporate office rather than from the city water
- Faucets that have an auto shut off feature and low flow aerators to help conserve water

As part of a master-planned, green building development, our new corporate office offers team members the option to live within walking distance in one of three onsite apartment or townhome communities that are located within one of the best public school districts in Texas. The development is centered around a 300-acre lake and is within close proximity of DFW International Airport to minimize corporate travel time. The location was also chosen based on a full commute study that identified a central location that reduces commutes for many of our team members as our corporate team recruits talent from across the Dallas-Fort Worth metroplex. In an effort to enhance our flexibility with team members and to reduce commutes, our Company culture encourages hybrid schedules for our team members. The new corporate office will provide the right tools needed for our flexible workforce including training rooms, wellness facilities and collaboration and co-working spaces. Neighborhood amenities include adjacent parks, trails, access to the Dallas rapid transit rail line and use of multiple gyms.

Our previous corporate office is a space that the corporate team members shared with our Plano, Texas distribution center and will remain in full operation for alternative uses. We intend to repurpose the office space portion of our Plano facility to serve certain needs of our Merchandising Department, which avoids building a new location. We also ensured that certain furniture, appliances and equipment that were no longer needed were repurposed to avoid ending up in a landfill. See "People — Culture and Community" for information on our partnership with the City of Dallas' Office of Homeless Solutions to donate various assets from our prior corporate office.

STRATEGIC FOCUS AREA

Transportation

Our Transportation and Logistics Group seeks solutions that can help us increase the efficiency of our logistics and transportation operations and reduce fuel used to transport our merchandise throughout our distribution network. We strive to conserve fuel and reduce travel time. We are exploring a variety of strategies to support this focus area based on the improvement of data analytics. As our data improves, we aim to use it in the furtherance of our sustainability initiatives to improve the efficiency of our routes and increase trailer utilization.



Initiatives

Reduce average transportation mileage and emissions per item

Explore the increased use of carriers that measure, benchmark, and track their efforts to increase efficiency and fuel economy

Improve data analytics for upstream transportation emissions

Shipping

At Home continues to prioritize upstream and downstream transportation, which accounted for approximately 12% of our total footprint in fiscal year 2023. We have several measures in place to ship our products with increasing efficiency and with a sensitivity to the emissions involved in moving goods via cargo ships, trains and trucks. In order to gain more control over freight movement, we recently transitioned into direct relationships with our international providers. Direct relationships will allow At Home more control to drive decisions that will further our sustainability initiatives beyond our previous efforts. Our Transportation Group is further utilizing the shift to improve data analytics for upstream transportation emissions that we hope will result in efficient shipping routes. By building from the ground up, we can ensure the retrieval of necessary data points that will guide At Home’s sustainability journey in transportation.

Additionally, we review container utilization in our inbound and outbound deliveries from our distribution centers. We require every shipping container carrying our products to be a minimum of 96.4% full before it ships from our product manufacturing partners to our distribution centers, which is an increase from our previous 93.5% utilization minimum threshold. As a result of our efforts to increase full shipping container load quantities, we were able to decrease our consolidation ratio. Reducing our consolidation ratio reduces the necessary trucking and related emissions involved in transporting our products to their export port.

Routing and Store Operations

We engaged a third-party consultant to evaluate two key areas for routing optimization: our current routes and store operations. Through the engagement, we assessed opportunities to increase capacity utilization and efficiency in the current distribution network and to increase efficiency in door-to-floor store operations which reflects our efficiency in receiving products in our stores and getting the products out to the sales floor. As a result, 28 stores are piloting a two-phase

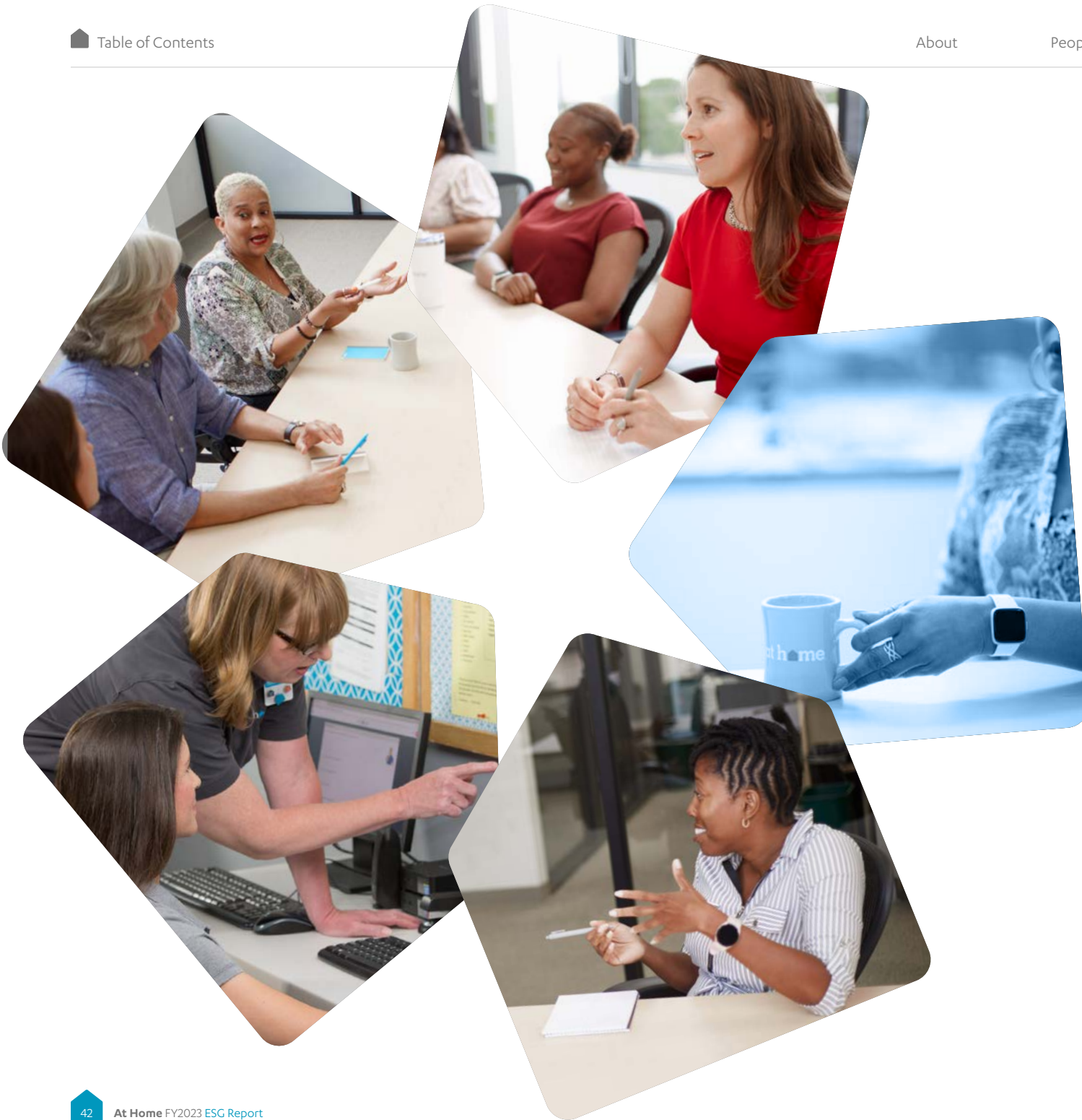
strategy. Phase one requires the accumulation of a full trailer worth of inventory for a store inside the distribution center before loading it. By staging the products first, cube utilization has increased by 3%. Phase two includes the requirements of phase one in addition to loading the inventory of two nearby stores into one trailer. This also has increased cube utilization by 3%, thus saving an additional 324 trailer deliveries and ultimately reducing our average transportation mileage and emissions per item.

“As we improve our logistics strategy, we have the unique opportunity to embed our ESG vision into the choices we make by identifying opportunities to become more efficient and environmentally friendly in our operations.”



Scott Clark
Chief Supply Chain Officer

We replaced the process of stacking and shrink-wrapping boxes onto pallets with a process that allows us to optimize trailer capacity. The process change better utilizes trailer space thereby meaningfully reducing outbound trips from our distributions centers to our stores, which also results in a corresponding reduction in transportation emissions. In addition, our loading process reduces the environmental impact of packaging because it does not utilize plastic stretch film and packaging tape, and we have realized shipping cost reductions and efficiencies in the store receiving process.



Governance

IN THIS SECTION

- ESG Governance Structure
- Enterprise Risk Management
- Climate-Related Risk Management
- Internal Controls for ESG Data
- Our Commitment to Compliance and Ethics
- Information Security and Data Privacy



Our Board and management team are focused on the alignment of our business and ESG strategy, while assessing and addressing related material risks in the short-term and long-term through our enterprise risk management process. Our corporate compliance and business continuity programs support key risks identified and our Company culture.

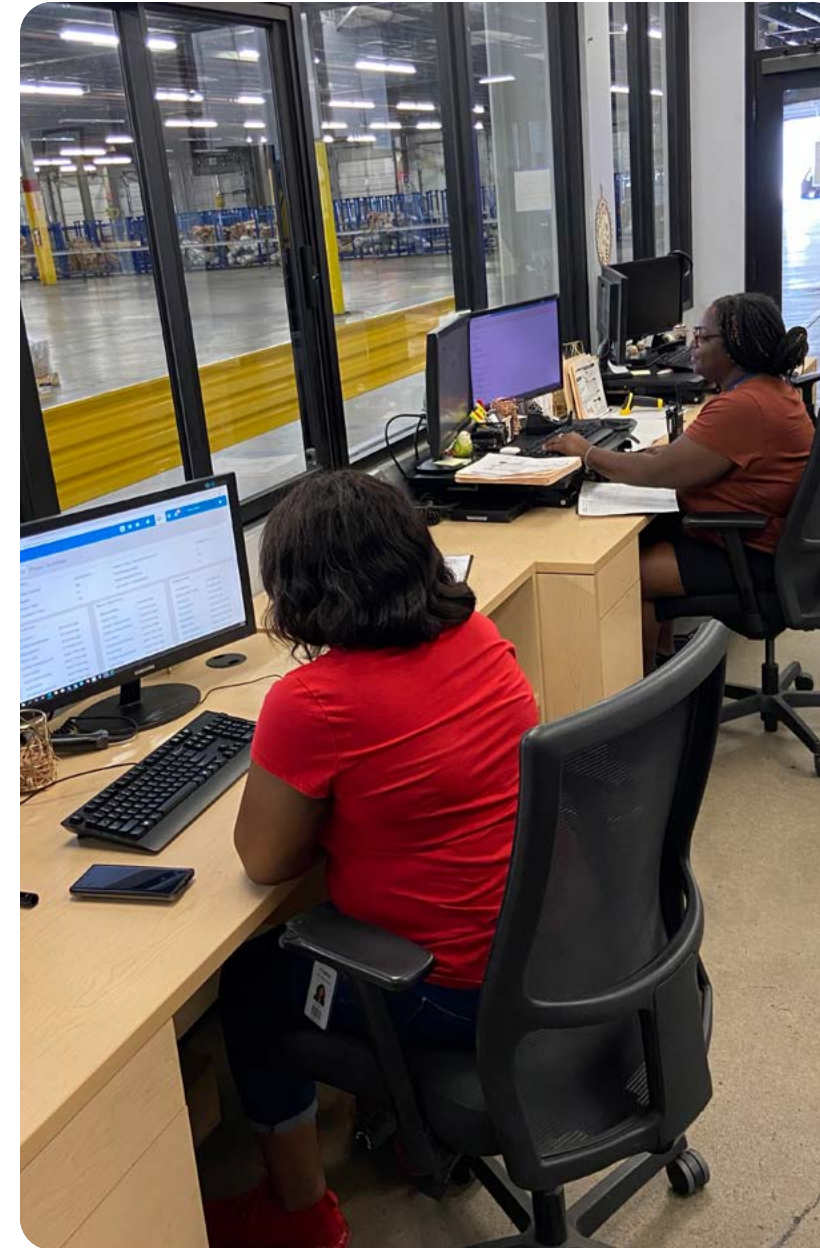
In fiscal year 2023, we established our ESG governance structure to oversee the development and initial implementation of our ESG Roadmap, strategic focus areas and initiatives. We also are continuing to enhance our monitoring processes and controls regarding data collection and reporting. Further, we undertook our first climate risk

assessment to better understand physical and transition risks that may impact our operations and stakeholders, which also served to support our initial reporting in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework in addition to the continuation of disclosures under the SASB framework in this report. We also have developed a corporate compliance program that emphasizes legal compliance and our core value of **Do the Right Thing**.

“The Audit and Risk Management Committee serves to oversee that At Home’s initiatives are aligned with core business strategies and serve to mitigate identified risks. We must also track and assess the initiatives using KPIs based on accurate data supported within a strong control framework.”



Gary Bischooping
Director and Chair of the Audit and Risk Management Committee



ESG Governance Structure

In fiscal year 2023, we established our ESG governance structure and implemented reporting and control formalities to guide us as we move forward on our journey.

ESG Board Governance



The Audit and Risk Management Committee of the Board was delegated the responsibility to provide primary oversight of our ESG Roadmap, strategies, performance metrics, reporting and policies. In addition, such Committee also oversees other key topics in the ordinary course that can impact our ESG-related activities, including internal controls, cybersecurity and data privacy, financial reporting, enterprise

ESG Management Governance



risk management and compliance and ethics. Lee Bird and Mary Jane Broussard, our Chief Administration Officer, General Counsel and Corporate Secretary who serves as our executive ESG sponsor, together with other executive leaders provide such Committee with quarterly updates and discussion topics that are aligned with our ESG Roadmap. The Compensation and Human Capital Committee of the Board serves the critical role of overseeing human capital management, including DEI, recruitment, retention and talent development. Such Committee’s ESG-related activities include a review of a team member diversity dashboard on a quarterly basis, as well as inclusion survey results and action plans as applicable. The Board supports our overall ESG efforts through its oversight of operations and strategy and approval of the annual budget. In addition to receiving quarterly Committee reports on

ESG responsibilities, the Board has an annual strategic discussion on our ESG Roadmap and implementation activities. At the time of publication of this report, our Board consists of seven directors, including four directors selected by or affiliated with Hellman & Friedman, our majority stockholder (Erik Ragatz, Sameer Narang, Gary Bischooping and Caroline Sohr), our Chairman of the Board & Chief Executive Officer Lee Bird and independent directors, Diane Sullivan and John Butcher.

Our management governance is led by our ESG Executive Steering Committee, which consists of the following senior leaders:

- Chief Executive Officer (current Board Liaison)
- General Counsel and Chief Administrative Officer (current Executive ESG sponsor)
- VP Compliance Officer, Associate General Counsel (ESG Group lead; ESG Executive Steering Committee liaison)
- Chief Operating Officer
- Chief Merchandising Officer
- Chief Financial Officer
- Chief People Officer
- Chief Information Officer
- Chief Development Officer
- Chief Supply Chain Officer
- SVP Marketing
- SVP Direct Sourcing
- SVP Chief Digital Office
- SVP General Merchandising Manager
- SVP Stores



Our ESG Executive Steering Committee reviews strategic objectives, provides leadership regarding initiatives and ensures alignment across the Company. It meets quarterly just prior to the quarterly Audit and Risk Management Committee meetings. Our ESG Group is accountable for managing our ESG program on a day-to-day basis, while overseeing our ESG Strategic Initiative Teams that utilize subject-matter expertise to develop and implement the initiatives, support data collection and reporting and track related KPIs. Our ESG Group is established within our Legal department and is accountable for managing all ESG activities, creating policies, monitoring performance, overseeing stakeholder communications, drafting this report and tracking market trends. Each of the eight ESG Strategic Initiative Teams (consisting of the seven strategic focus areas and the Communications Group) meet monthly with the ESG Group to discuss ongoing and planned activities, as well as long-term strategic considerations.

We also have engaged various third-party advisors to support our internal teams, including to provide software tools and guidance for

our GHG inventory and related control system, to serve as independent consultants to lead the materiality and climate risk assessments, to enhance our understanding of market trends and best practices and to develop and implement project and process management principles.

Noteworthy governance achievements in fiscal year 2023 and year-to-date fiscal year 2024 include:

- Establishing our ESG governance structure among the Board, management and department leaders
- Attending and leading a session at the annual ESG leadership summit of Hellman & Friedman’s portfolio companies
- Collaborating with our ESG counterparts within the Hellman & Friedman portfolio, participating in the Hellman & Friedman ESG Deep Dive Series of hosted virtual learning sessions and utilizing the expertise of internal Hellman & Friedman ESG leaders through various meetings and access

- Expanding the ESG Group to include additional legal and ethical sourcing team members and to enhance partnerships with external advisors (some of whom serve as formal group members)
- Transforming the ESG strategic focus areas into specific, tailored initiatives tracked by KPIs and developing a detailed reporting structure to implement and track initiatives individually and in aggregate
- Implementing kickoff meetings with the Board and management teams to ensure alignment of the overall scope of our ESG Roadmap with the Company’s operations and other strategies and establishing a meeting cadence amongst applicable groups to drive accountability and support oversight
- Coordinating enhanced data collection and controls through a new carbon accounting tool, following a comprehensive analysis of software providers
- Coordinating the climate risk assessment and mitigation considerations
- Enhancing communication to and training for team members, including through newsletters, a redesigned ESG microsite and more regular communications coordinated with existing Company-wide events and activities
- Implementing significant project management and process improvement principles to optimize ESG team resource utilization, improve training and bolster operational organization around repeatable, scalable processes memorialized in playbooks, internal reporting frameworks and an annual calendar

Enterprise Risk Management

Effective assessment and management of risk, overseen by our Audit and Risk Management Committee, is foundational to our culture and critical to our success. Our enterprise risk management structure is based on the Committee of Sponsoring Organization's Enterprise Risk Management Integrated Framework and risk assessment guidance. Our enterprise risk management process is designed to identify, assess, prioritize and address material risks and potential significant events where there may be opportunities to improve our operations or risks that could prevent us from achieving our strategic objectives. Risks are identified through frequent meetings of senior management and executive leadership, a fraud risk assessment by our Internal Audit Group and the annual audit of our financial statements, among other things. Risks are assessed based on their likelihood of occurring and their potential impact to the business against financial, brand, legal, or operational factors. Executive leadership aligns on the top operational, financial and strategic risks through a heat map exercise, and executives are assigned leadership roles relating to the Company's response and mitigation plans based on the category of risk. Each of the Company's top enterprise business risks is assigned an executive risk owner that oversees monitoring and mitigation plans and provides periodic updates to the Executive Team and Audit and Risk Management Committee. Enterprise risks and mitigation activities are relayed to the Audit Committee at least annually.



TEAM MEMBER SPOTLIGHT

Karen Martinez
Head of Internal Audit

How long have you worked with At Home? What are the key activities in your current role?

I joined At Home in December 2017, after approximately 20 years serving in a variety internal audit roles across industries. I joined when At Home was a public company and spent the first few years evolving the Internal Audit function to address a myriad of ordinary course SEC compliance matters, assisting the Audit Committee (now the Audit and Risk Management Committee) in its oversight role, and partnering with EY on audit-related matters. Although we are a private company now, Hellman & Friedman and management have elected to continue many of the foundational elements of our Internal Audit department. In fiscal year 2023, Internal Audit's time was equally split between SOX compliance and operational audits for stores.

What is your role in the Enterprise Risk Management program?

While we no longer file SEC reports that include our key risks and mitigating activities, our Enterprise Risk Management program continues to be a critical project for me and my team. On an annual basis, I meet individually with each member of the executive leadership team to discuss historical and new risks that keep them up at night relevant to their area and responsibilities. I present the results to the full executive leadership team and lead an interactive discussion around each risk that includes collectively ranking or prioritizing them. The result is a list of six to eight high-level risks and a similar number of watchlist risks. Each high-level risk has an executive risk owner assigned to monitor, create a formal mitigation plan, and then report periodically on such matters to the Audit and Risk Management Committee. Watchlist risks are monitored periodically by the executive leadership team.

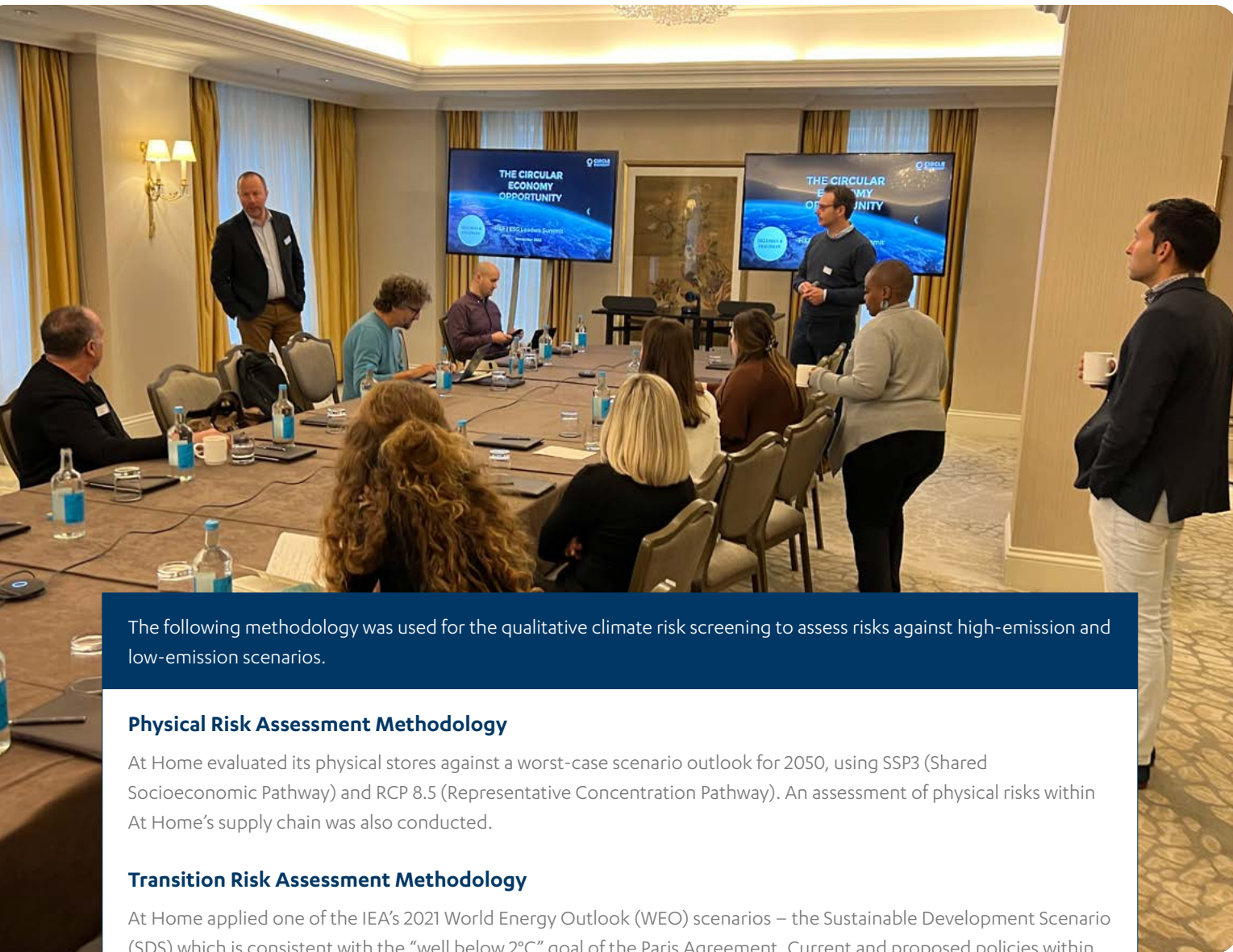
In the fourth quarter, we present the Enterprise Risk Assessment to the Audit and Risk Management Committee and lead a discussion of key matters. Thereafter, the executive risk owner will lead reporting and activities around the high-level risks. Almost every Audit and Risk Management Committee meeting includes an update on one or more risks and a discussion of ongoing mitigation strategies, including presentations from executive risk owners.

You recently assisted in the Company's first climate risk assessment. How will climate risk be integrated into the Enterprise Risk Management program?

As an Internal Auditor, I welcome the opportunity to broaden the scope of our review of strategic business risks. Climate risks impact our business today, and we need to consider how they may impact current and future operational strategies, both from a defensive and offensive perspective. While the two processes remain independent, one or more climate-risks may become high-level or watchlist risks in a given year, and we'll address those in the same strategic way we do for other key risks. I see my role as helping to connect the dots throughout the organization since I am involved in so many integrated activities across departments and teams.

As At Home continues its ESG journey, what is another opportunity you see for Internal Audit over time?

It's important to have robust, reliable controls around ESG data. As we enhance our data gathering and reporting in the coming years, it will be critical to establish and maintain an effective system of internal control over sustainability reporting. I expect Internal Audit will partner with management and the Audit and Risk Management Committee to identify risks and establish controls over ESG data and reporting, which is currently being done through a more manual and early-stage process. We will leverage the Committee of Sponsoring Organizations' Internal Control-Integrated Framework and guidance recently issued for sustainability reporting to assist with this process. Internal Audit will provide objective assurance regarding the effectiveness of internal controls over sustainability reporting, which will position us to obtain assurance on certain sustainability information from an independent auditor.



Climate-related Risk Management

In fiscal year 2023, we completed our initial climate risk assessment. Through detailed interviews of senior leaders by an independent consultant, we evaluated physical and transition risks in the near-term and long-term and reviewed resulting material risks and opportunities that are likely to impact our business and strategy. In the scenario of a high-carbon future and therefore strong physical disruptions from extreme weather and higher supply chain risks, we reviewed event-based and ongoing physical impacts related to temperature, sea level rise and floods, roof age, tornadoes, earthquakes and volcanoes. In the scenario of a low-carbon future, and therefore significant policy change and prioritization of low-carbon alternatives, we reviewed transition risks including regulatory and legal, technology, market and reputational risks. We also conducted a supplementary high-level review of similar impacts on the materials used in our supply chain. The foregoing initial screening assessment will be supplemented in the future through an evaluation of the financial impacts of identified risks, as well as mitigating actions through a cost-benefit lens.

The following methodology was used for the qualitative climate risk screening to assess risks against high-emission and low-emission scenarios.

Physical Risk Assessment Methodology

At Home evaluated its physical stores against a worst-case scenario outlook for 2050, using SSP3 (Shared Socioeconomic Pathway) and RCP 8.5 (Representative Concentration Pathway). An assessment of physical risks within At Home’s supply chain was also conducted.

Transition Risk Assessment Methodology

At Home applied one of the IEA’s 2021 World Energy Outlook (WEO) scenarios – the Sustainable Development Scenario (SDS) which is consistent with the “well below 2°C” goal of the Paris Agreement. Current and proposed policies within the U.S. and At Home’s global supply chain were also considered.

See the table below for a representative selection of climate-related risks relevant to At Home and its current mitigation activities. At Home is prepared to respond promptly to external climate-related risks such as changes in regulation, costs, or consumer sentiment, and intends to conduct deeper analyses on critical risks and further explore opportunities to effectively manage and mitigate them.

Risk Type	Example Risk Description	Relevancy	Impacts	Current Mitigation Activities
Physical	Ever-increasing risk of extreme heat, drought, precipitation, high winds and more. In recent years, At Home has experienced store disruptions from extreme weather events that were the first of their kind for the last 100-200 years.	Short, Medium and Long	Extreme weather affects At Home’s ability to operate (e.g., store closures), its capital expenditures (e.g., repairs and renovations) and its supply chain (e.g., delays in product arrival or high cost due to scarcity), to name a few.	At Home has invested in weather-predicting technology to support emergency response and disaster preparedness. The software will alert the Company to extreme weather events early and will track patterns to inform future mitigation strategies (e.g., site selection, building specifications, etc.).
Regulatory	Current and proposed carbon pricing mechanisms, energy portfolio standards, building standards and even product regulations at the federal and state level.	Medium and Long	Current and proposed regulation in support of a low-carbon economy may increase At Home’s operating costs (e.g., renewable energy sourcing, carbon credits or taxation) and product prices if new standards require premium materials or processing activities.	At Home monitors emerging regulation related to product guidelines, building standards, carbon pricing and more. The Company is also a member of RILA (Retail Industry Leaders Association) which enables At Home to stay alert to industry regulations and disruptions.
Technology	Advancements in low-carbon technology will require At Home to invest in new assets; however, investment levels for key emission-reducing technologies (solar PV, heat pumps, sustainable fuel) may remain high due to demand.	Medium and Long	Current assets may decrease in value and/or be retired early in favor of more efficient equipment. Investments in low-carbon fuel may increase cost of equipment operation and product transportation.	At Home replaces its current assets with newer, efficient options when equipment needs replacing and continues to evaluate options for low-carbon alternatives. The Company is also optimizing its freight flow from supplier to distribution center to store and end customer.
Market	Energy costs may fluctuate as the energy sector transitions away from fossil fuel and the cost of renewable energy gradually decreases.	Medium and Long	Higher expected cost of fuel and electricity, as well as demand for low-carbon products, may increase At Home’s operational spend.	At Home has invested in energy management software for its stores to actively monitor usage and address hot spots. In addition to the Company’s newly built corporate office, At Home has deployed several energy reduction initiatives across its stores and distribution centers to manage against price increases.
Reputational	Current and prospective employees may perceive At Home’s ESG efforts and the Company’s management of climate impacts as less than industry peers.	Short, Medium and Long	Lower perception may impact the Company’s ability to attract and retain talent as team member preferences trend towards values-driven companies.	At Home has increased its ESG and climate programming in recent fiscal years and continues to undertake peer reviews to enhance its understanding of market practice. At Home intends to build upon these foundations and further engage team member in the Company’s progress.
Opportunity	Consumer trends towards responsible companies may attract new customers with a strategy that aligns with changing consumer expectations.	Medium and Long	A proactive ESG strategy may increase At Home’s probability of capturing market share within a certain customer segment.	At Home is proactively developing its ESG program and publicly communicating its goals and progress.



Investing in Our Roofs

At Home increased its capital expenditures on roof replacements in fiscal year 2023, helping to protect our people, product and stores as aging roofs and changing precipitation patterns combine to create new demands on operations in certain regions. One Colorado roof that was replaced in fiscal year 2023, for example, also registered as one of the top three stores at risk for future rain and snowfall in the climate risk screening. With many locations across the southeastern United States, At Home is aware of extreme weather events rising in both frequency and intensity. Our Chief Development Officer collaborates with the Senior Vice President of Stores and our operations and facilities teams to identify high-risk locations requiring upgrades such as roof replacements. These teams prioritize a select number of upgrades each year, balancing capital cost against potential risk and other factors, then propose the budget and justification to the Board.

Internal Controls for ESG Data

In fiscal year 2023, we also took steps to assess and enhance internal controls regarding data collection and monitoring processes. We implemented a carbon accounting tool from Persefoni to enhance our data collection and reporting accuracy, completeness, timeliness and controls. The continued utilization of this software and related processes will enable us to set KPIs that we can track, meet regulatory requirements and stakeholder expectations over time and eventually facilitate auditing and assurance of our data and control framework. GHG inventory data that is consistent and complete also will improve our ability to do relevant peer benchmarking and, if desired,

would enhance our confidence in establishing targets and creating performance-based compensation goals for ESG matters. Any reduction targets would intend to position the Company to remain competitive in a low carbon economy and to reduce our exposure to certain climate-related risks.

In addition, we continue to implement project and process management techniques to document the most efficient methods of data collection and allow us to increase reporting consistency and reliability, as well as our ability to obtain and analyze third-party data instead of spend-based estimated data. All of the foregoing will improve the Board's and management's decision-making, resource allocation and value-creation and transformational strategies on ESG matters.

Our Commitment to Compliance and Ethics

Our corporate compliance program is designed to ensure our policies, processes and activities support ethical action and help prevent and detect violations of laws and regulations as well as our own Code of Business Principles. We seek to **Do the Right Thing** for our team members, customers, product partners and our communities and to live our core values every day. We also are committed to providing a safe and healthy work environment, maintaining a respectful and inclusive workplace and providing equitable opportunities for our team members. Therefore, we provide our team members with the resources, training and support that allow them to align with our core values. Our policies are intended to familiarize our team members and other stakeholders with key regulations that impact our operations and establish clarity regarding discipline for violations of our policies.

Our ESG-related policies that we have implemented include:

- **Code of Business Principles** – This policy reflects our strong commitment to ethics, integrity and compliance with applicable laws, including our prohibition of discrimination, harassment and retaliation for all conduct affecting a team member’s work, and provides guidance on how to operate our business aligned with our principles.
- **Ethical Sourcing Policy** – This policy is based on core ILO conventions, the internationally recognized ETI base code, Social Accountability International’s SA8000 standard, as well as the UN Guiding Principles on Business and Human Rights. Our Ethical Sourcing Policy outlines the minimum compliance standards we require from our contracted product



partners with At Home and for their own supply chains. The policy requires, among other things, 100% voluntary labor, safe, humane and hygienic working conditions, zero child labor and living wages.

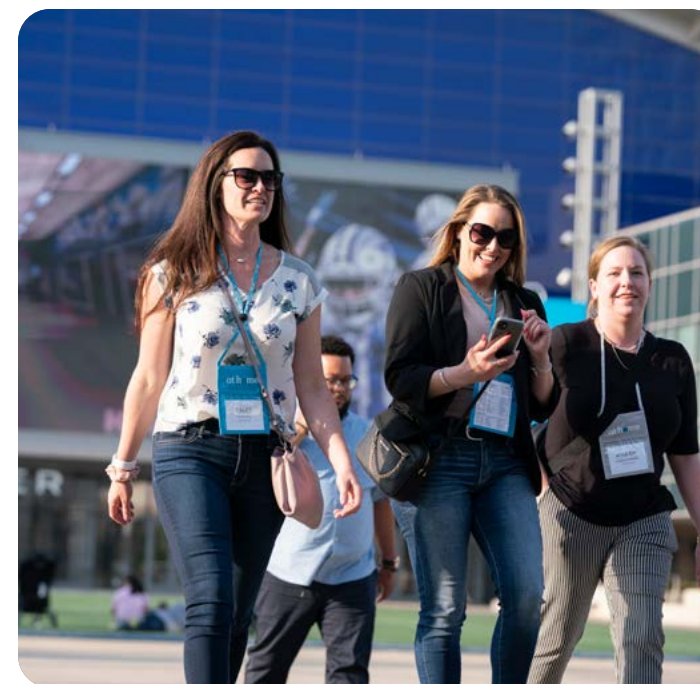
- **Human Rights Policy** – This policy reflects our commitment to the human rights of our team members, the employees of our product partners and others in our supply chain and our customers. This policy is informed by our support for internationally recognized principles and policies, including the UN Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.
- **Anti-Bribery and Anti-Corruption Policy** – This policy confirms our mandate to comply with all applicable laws in the conduct of our business, including the U.S. Foreign Corrupt Practices Act and similar anti-corruption laws and the strict prohibition of corrupt and illegal practices, including the offering, payment of or receipt of bribes from public officials or any other person or any facilitation of such activities. Further, the policy states that our books and records must be prepared and maintained in a manner that is complete, accurate and timely, including following policies and procedures underlying our system of internal controls.
- **Sanctions and Export Controls Compliance Policy** – This policy addresses our commitment to conduct our business in full compliance with all economic sanctions, export controls and anti-boycott laws and regulations in any jurisdiction in which we operate.
- **California Transparency in Supply Chain Act Disclosure** – This policy addresses our product partner requirements regarding compliance with applicable law, ethics and our policies, appropriate training regarding such matters and our right to terminate business relationships due to failure of compliance or to certify as to such compliance.

All new team members review and agree to adhere to our Code of Business Principles and Team Member Handbook. Throughout the fiscal year, we utilize certain trainings and certifications to promote the standards and values set forth in our Code of Business Principles, Team Member Handbook and other important safety and compliance policies including those policies described in this report.

Speak Up Integrity Hotline—Reporting Concerns

At Home values compliance, fairness and transparency. We encourage our team members to share their concerns and feedback, including anonymously or confidentially, and we provide avenues for doing so.

Our Code of Business Principles specifies that team members have an obligation to promptly report possible non-compliance with applicable laws or our policies, any questionable accounting, internal controls or auditing matters and any retaliation against team members or other persons who make, in good faith, any allegation of such matters. We maintain our Speak Up Integrity Hotline, which promotes anonymous and confidential reporting (to the extent permitted by applicable law and consistent with our policies) via phone call, text, or web portal that can be used 24 hours a day, seven days a week. We advertise this hotline through permanent displays in conspicuous locations in all of our facilities. Speak Up reports are timely and thoughtfully responded to by appropriate persons. We also provide additional methods of reporting violations, including raising concerns to different levels of supervisors, our Legal Department, or our Human Resources Department. Additionally, At Home has an “open door” culture that reassures team members at all levels that they can share concerns in good faith with their supervisor or Company leaders without fear of reprisal. We do not tolerate intimidation, disadvantage or reprisal against any team member who makes a report in good faith.



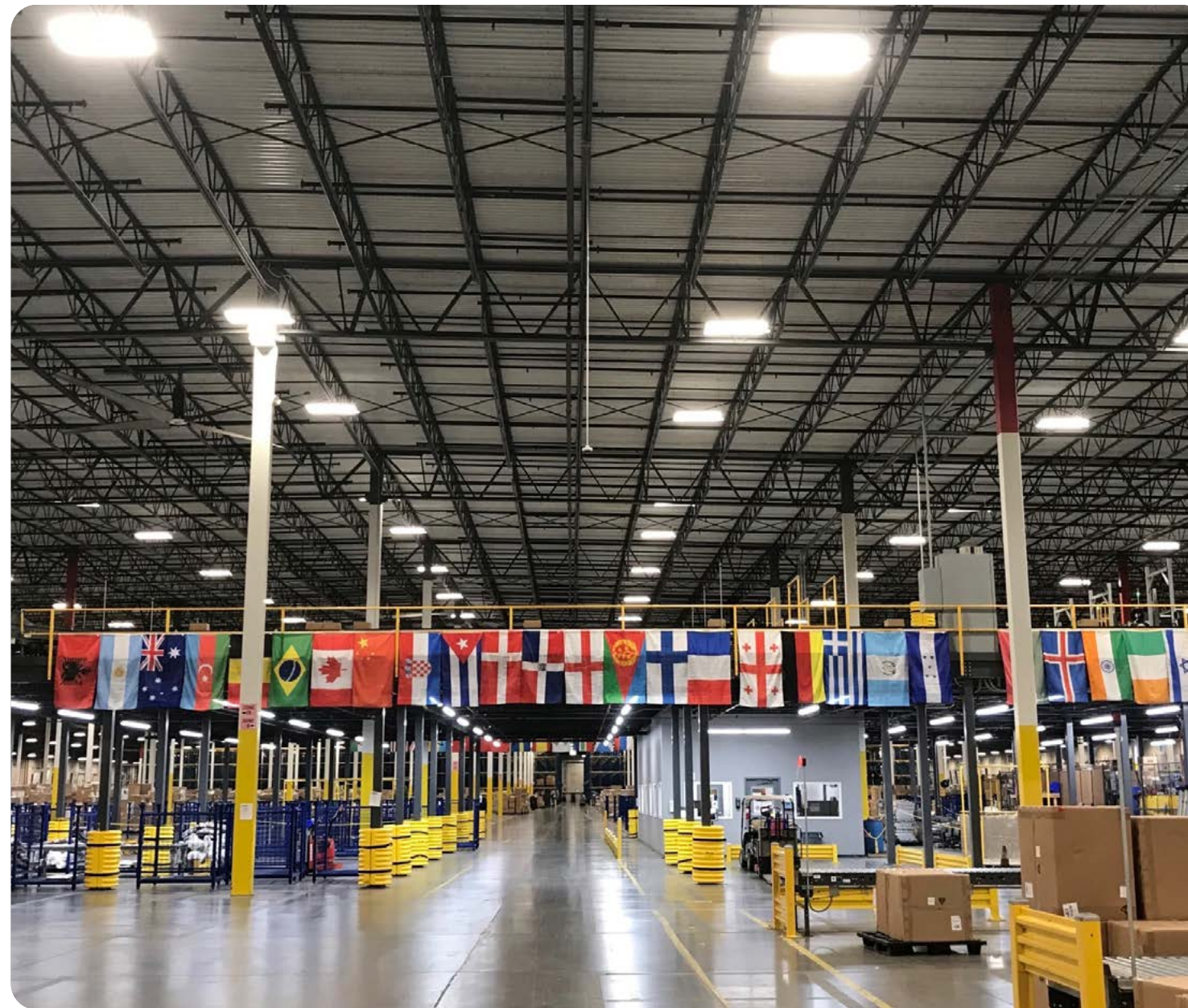
At Home leadership and the Audit and Risk Management Committee of our Board regularly review the issues raised in these reports as part of their engagement and oversight of At Home’s corporate compliance program. Communications made through the confidential hotline and certain communications to the Board to the extent relating to accounting, internal accounting controls, or auditing matters will be reviewed by the Audit and Risk Management Committee in accordance with its established procedures. Such Committee also receives regular updates regarding the use of the hotline, including analytical data regarding the number of reports and the types of matters reported.

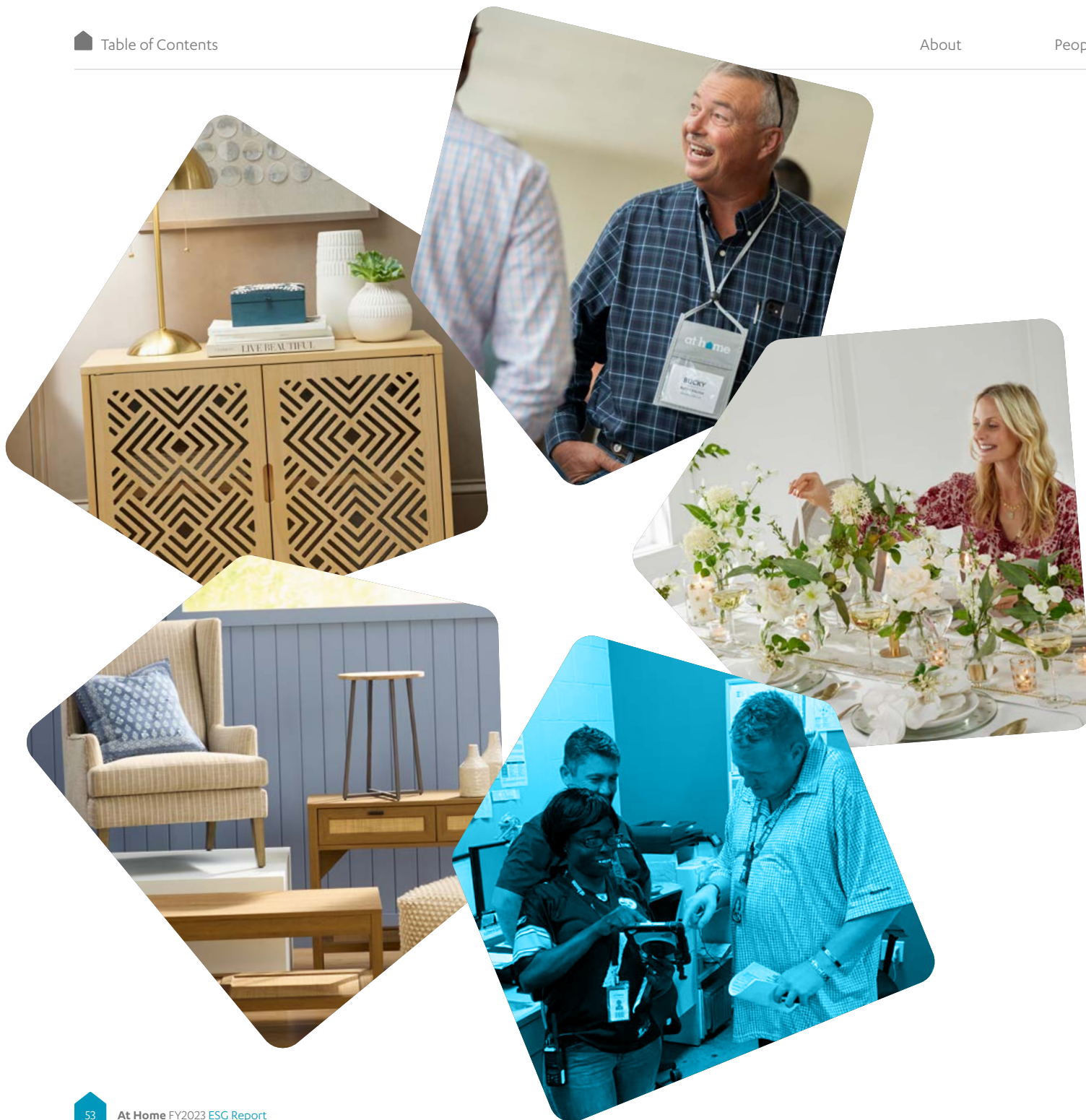
Information Security and Data Privacy

Information security and data privacy are integral parts of our ESG commitment. Our cybersecurity policy describes how we collect, use and disclose personal information. We prioritize the protection of sensitive data, manage risks and continuously enhance our security posture. Information security is overseen by our Chief Information Officer & Head of Strategy and led by our Director of Information Security. Our Audit and Risk Management Committee receives quarterly updates on ongoing initiatives, market trends, risks and threats and training. We continue to make significant investments in our IT systems, including cyber security solutions, security training, applications for finance and accounting functions, supply chain management, data warehouse management systems and automation for our distribution centers.

Our information security and privacy program is updated periodically to comply with the evolving data security and privacy laws and industry frameworks, including with the Payment Card Industry Data Security Standards, the Sarbanes Oxley Act and state privacy laws, such as the California Consumer Privacy Act. Our team of both in-house and third-party experts use a variety of methodologies to continuously monitor for threats and enhance our business continuity plan and processes. They conduct regular security scans, trainings and perform annual penetration tests to uncover potential weaknesses or gaps. The combination of these activities lowers risk by allowing us to both protect critical data and remove potential vulnerabilities before an incident occurs.

In fiscal year 2023, we augmented our information security governance risk and compliance program and identity and access management program through security trainings, phishing campaign simulations, identity access management enhancements and ongoing cybersecurity policy enhancements. The continuous improvement and expansion of these programs will progress in lockstep with At Home's business growth as we pursue our goal of increasing cyber-resiliency and reducing risk to the Company and our customers.





Appendix

IN THIS SECTION

- Glossary
- SASB Table
- EEO-1 Data
- TCFD Index

Glossary

Term	Definition
Carbon emissions	Release of carbon dioxide (CO ₂) into the atmosphere preventing heat from escaping, leading to disrupted weather patterns and higher global temperatures
Climate risk assessment	An analysis of the likelihood of future climate hazards and their potential impact
Dallas Green Code	Comprehensive green building standards for new construction
Energy Star®	The United States government-backed symbol for energy efficiency. The blue ENERGY STAR label provides simple, credible and unbiased information that consumers and businesses rely on to make well-informed decisions
Environmental Protection Agency (EPA) SmartWay	A program that helps companies advance supply chain sustainability goals by providing credible tools, data and standard for measuring, benchmarking and improving environmental performance and reducing transportation-related emissions
Fiscal year 2023	The Company’s most recently completed fiscal year, from January 30, 2022 through January 28, 2023
Greenhouse gas or GHG	Gasses that trap heat in the atmosphere (e.g., CO ₂)
GHG/greenhouse gas inventory	Accounting and summary of emissions data for a given fiscal year within the GHG framework
Human Resources Information System or HRIS	Software system used to collect and store employee data
HVAC	Heating, ventilation and air conditioning systems used to control temperature, humidity and air quality in an enclosed space
Key performance indicators (or KPIs)	A quantifiable measure of performance over time for a specific objective. At Home has created preliminary KPIs for its initiatives
Materiality assessment	A comprehensive assessment of At Home’s ESG strengths, weaknesses and opportunities for action that was an important data point to consider in the creation of our ESG Roadmap and ESG strategic focus areas
NexRev	Energy management system utilized by At Home that helps reduce operational waste and lower energy cost and use
Persefoni	Climate Management & Accounting Platform (CMAP) that allows for streamlined carbon accounting and decarbonization planning
Scope 1, 2, & 3 emissions	Greenhouse gas emission classifications: <ul style="list-style-type: none"> • Scope 1: Direct emissions from an organization’s owned or controlled sources • Scope 2: Indirect emissions created by the production of energy that is purchased by the organization • Scope 3: Indirect emissions (not included in scope 2) that occur within the organization’s value chain, including upstream and downstream emissions
Voltus	A demand management software that tracks energy consumption in real-time and allows At Home to monitor operations and quickly adjust during demand response events

Forward-looking Statements

The information contained in this report includes forward-looking statements regarding, among other things, our expectations for future performance, goals, plans and objectives. You should not place undue reliance on these forward-looking statements, which are based on currently available information and management's current expectations and beliefs about future events or future performance and actions. Although we believe such expectations and beliefs are reasonable, such statements speak only as of the date of this report or otherwise specified herein. We do not undertake any obligation to update or revise any of the forward-looking statements after such date, whether as a result of new information, future events or otherwise. Forward-looking statements are not guarantees of future performance or results and involve inherent risks and uncertainties that could cause actual results to materially differ from those referenced in such forward-looking statements.

Disclaimers

This report describes topics that we consider to be important to stakeholders when evaluating environmental, social and governance matters of At Home. The inclusion of information in this report is not an indication that such information is material as defined under the securities and other laws and the applicable regulations thereunder.

Certain statements regarding our policies, guidelines, goals or forward-looking statements are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement and actual results may differ materially. We cannot guaranty that our directors, officers, team members and product partners follow the requirements of our codes, policies and guidelines in all circumstances. Uncertainties are inherent in collecting data from a wide range of facilities and operations.

Standards of measurement and methods of calculating sustainability and other data included in this report are evolving and numbers reported (other than audited financial data) are based on our calculations and good faith estimates, which include a number of assumptions and have not been externally assured. We believe that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions and as internal controls and processes continue to evolve, actual results could differ materially from the original estimates.

Sustainability Accounting Standards Board (SASB) Table

Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure																								
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	1,070,056 GJs 69% Grid Electricity 0% Renewable																								
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	We recognize the importance of maintaining the trust and confidence of our customers, especially as we further develop our omnichannel capabilities. Our approach to IT security starts with a certified management system that outlines the processes and procedures we use to assess and manage our IT, including regular checks and tests so we can uncover any potential weaknesses or gaps in our systems before they can be exploited.																								
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	At this time, At Home does not disclose this information due to security reasons.																								
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	<table border="1"> <thead> <tr> <th></th> <th colspan="5">Region</th> </tr> <tr> <th></th> <th>South</th> <th>East</th> <th>Central</th> <th>West</th> <th>Distribution Centers</th> </tr> </thead> <tbody> <tr> <td>(1)</td> <td>\$13.72</td> <td>\$14.92</td> <td>\$14.74</td> <td>\$15.35</td> <td>\$17.07</td> </tr> <tr> <td>(2)</td> <td>0.0%</td> <td>4%</td> <td>8%</td> <td>15%</td> <td>0%</td> </tr> </tbody> </table> <p>As of fiscal 2023 year-end; excludes overtime</p>		Region						South	East	Central	West	Distribution Centers	(1)	\$13.72	\$14.92	\$14.74	\$15.35	\$17.07	(2)	0.0%	4%	8%	15%	0%
	Region																												
	South	East	Central	West	Distribution Centers																								
(1)	\$13.72	\$14.92	\$14.74	\$15.35	\$17.07																								
(2)	0.0%	4%	8%	15%	0%																								
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	152% 165%																								
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	CG-MR-310a.3	\$0																								

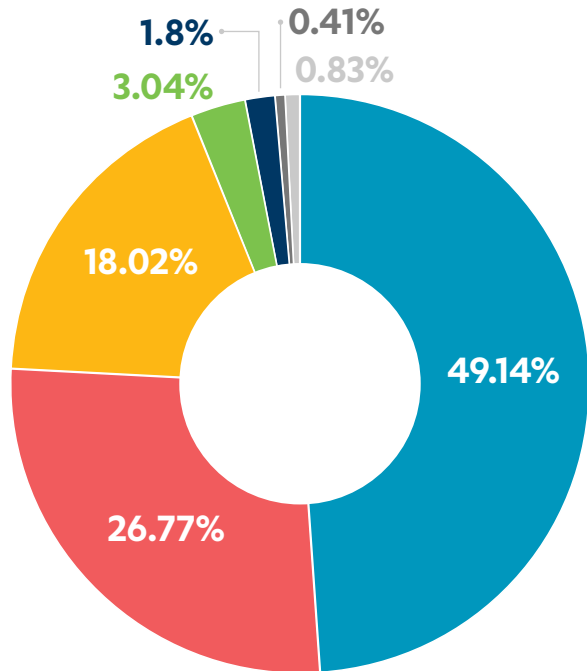
Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Female corporate officers – 50% Female (14 of 28 as of end of fiscal year 2023) For our Store Directors and Store Managers women represent 55% Females represent 67% of our remaining field and distribution center team members
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	At Home resolved one discrimination and retaliation claim arising from a lack of clearly communicated expectations and performance issues prior to termination of employment. Although unsubstantiated, At Home considered the number and nature of the claims and made a strategic decision to resolve the matter prior to litigation. The specific terms of the resolution cannot be legally disclosed, but the amount at issue was not deemed to be material from an accounting perspective.

Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	CG-MR-410a.1	\$0
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	CG-MR-410a.2	<p>Every product we sell is required to comply with all federal and state laws for restricted substances and emissions. We have an experienced Quality Assurance Group that, in close partnership with At Home’s Legal Department, manages the multilayered approach of our product regulatory compliance program.</p> <p>At Home product partners are required to confirm quality, safety, and regulatory compliance through product and component material testing. We also require our product partners to establish their own reasonable compliance programs that include ongoing product testing and quality controls throughout their manufacturing operations, from sourcing raw materials to assembling finished products. See page 28, Product Quality and Safety.</p>
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	<p>The cardboard boxes and packaging used to protect our products during transport and in our stores are compressed and baled onsite at our stores, and then sent out to be recycled.</p> <p>Our practice of baling onsite allows us to reduce the frequency of pickups and more efficiently transport the material for recycling, which can help to minimize related emissions. See page 30, Packaging.</p>
Activity Metric	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	<p>258 retail locations</p> <p>2 distribution centers + Garland, TX storage facility</p>
	Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	<p>26,381,441 square feet</p> <p>1,242,083 square feet (1,842,570 square feet including Garland, TX storage facility)</p>

EEO-1 Data

■ White
 ■ Black or African American
 ■ Hispanic or Latino
 ■ Asian
 ■ American Indian or Alaska Native
 ■ Native Hawaiian or Pacific Islander
 ■ Two or More Races

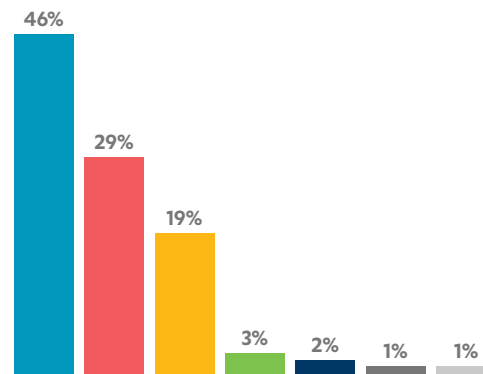
Demographics by Race/Ethnicity



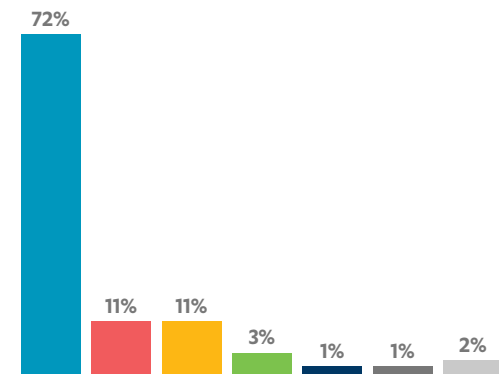
*All data as of 10/21/2022

Note: Reflected racial/ethnic values are indicative of the stated team member category

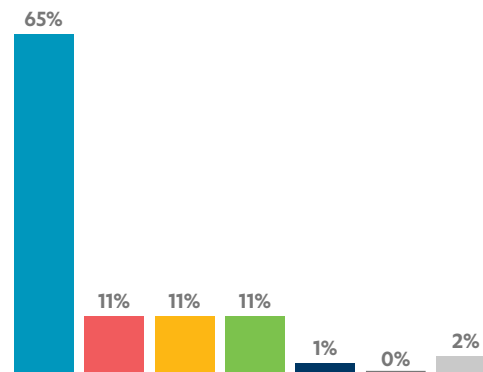
Sales Workers



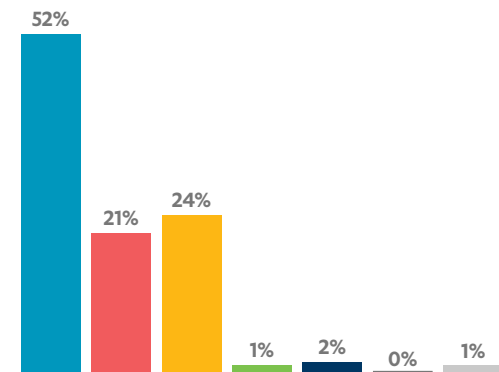
First or Midlevel Officials and Managers



Professionals

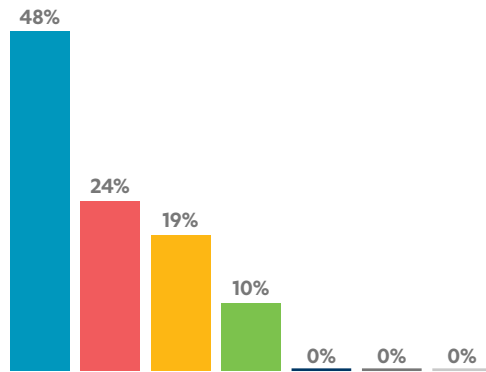


Laborers and Helpers

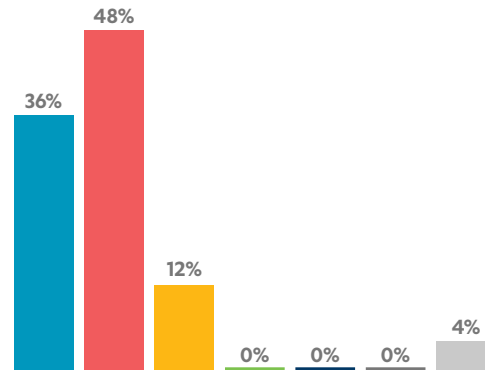


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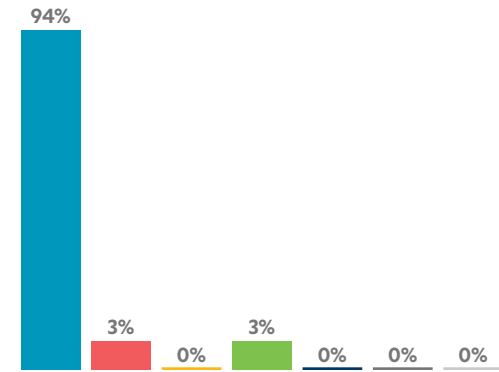
Administrative Support Workers



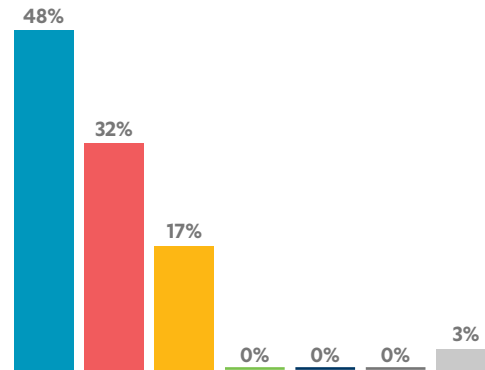
Craft Workers



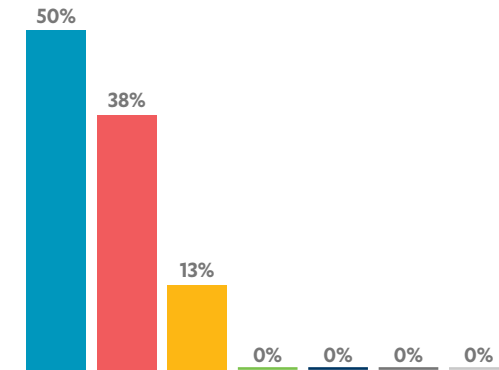
Executive or Senior Level Officials and Managers



Operatives



Service Workers



*All data as of 10/21/2022

Note: Reflected racial/ethnic values are indicative of the stated team member category

Task Force for Climate-related Financial Disclosures (TCFD) Index

Title	Title	Title
<p>Governance</p> <p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	Describe the board’s oversight of climate-related risks and opportunities.	Governance, ESG Governance Structure Pgs. 44-45 Governance, Enterprise Risk Management Pg. 46
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Governance, ESG Governance Structure Pgs. 44-45 Governance, Enterprise Risk Management Pg. 46
<p>Strategy</p> <p>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.</p>	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Governance, Climate-related Risk Management Pgs. 47-49
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Governance, Climate-related Risk Management Pgs. 47-49
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Governance, Climate-related Risk Management Pgs. 47-49
<p>Resilience</p> <p>Disclose how the organization identifies, assesses and manages climate-related risks.</p>	Describe the organization’s processes for identifying and assessing climate-related risks.	Governance, Climate-related Risk Management Pgs. 47-49
	Describe the organization’s processes for managing climate-related risks.	Governance, ESG Governance Structure Pgs. 44-45 Governance, Enterprise Risk Management Pg. 46 Governance, Climate-related Risk Management Pgs. 47-49
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Governance, ESG Governance Structure Pg.44 Governance, Enterprise Risk Management Pg. 46
<p>Metrics & Targets</p> <p>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</p>	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Planet, Climate and Greenhouse Gas Emissions Pgs. 33-35
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.	Planet, Climate and Greenhouse Gas Emissions Pgs. 33-35
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	At Home has developed a substantial list of preliminary KPIs across its seven ESG strategic focus areas. These preliminary KPIs, and progress against them, position the Company to remain competitive in a low-carbon economy.

at home

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