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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:

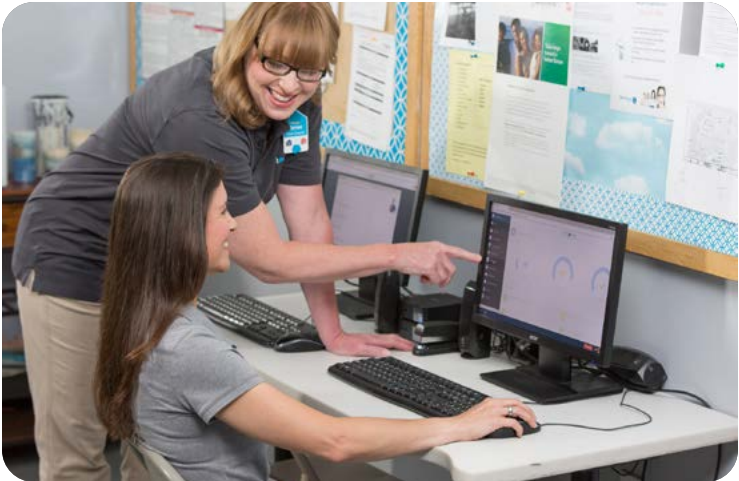
- Individual development goal writing
- Better business writing

- 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

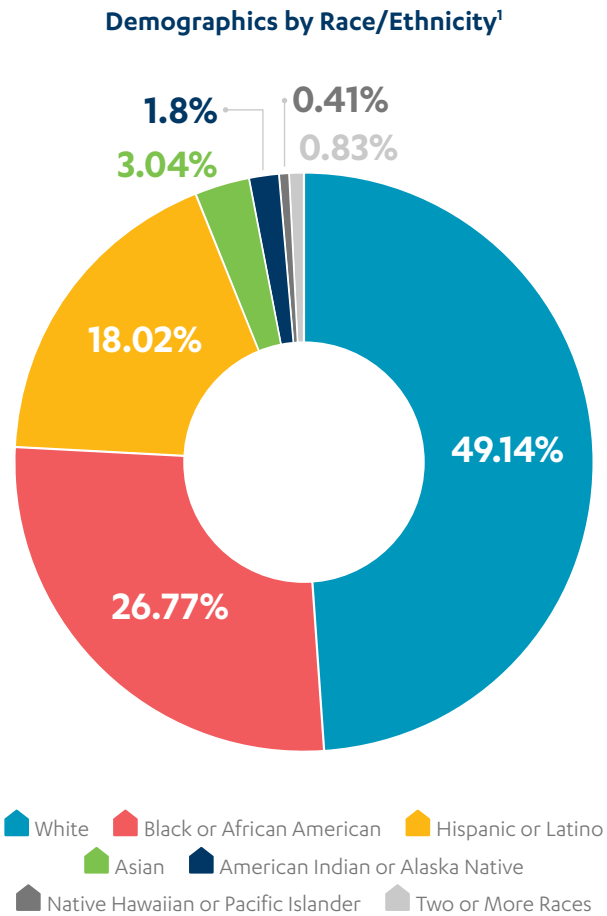
Having a diverse Company begins with attracting diverse talent. In fiscal year 2023, we collaborated with educational institutions serving significant student populations from underrepresented communities through career fairs and our internship program. In addition to ordinary course recruiting, interviewing 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

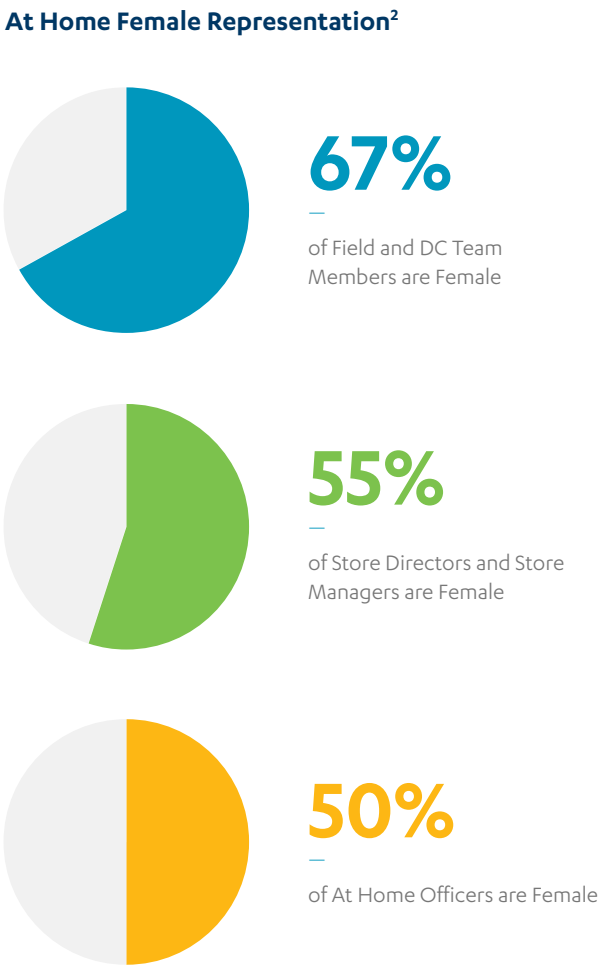
We are committed to equitable pay for each and every one of our team members. One of the initiatives in support of our ESG strategic focus on DEI & Culture is to conduct a pay equity assessment and review our compensation data in order to address pay equity across ethnic and gender demographics. We plan 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 EE0-1 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.



¹ As of 10/21/2022



² As 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

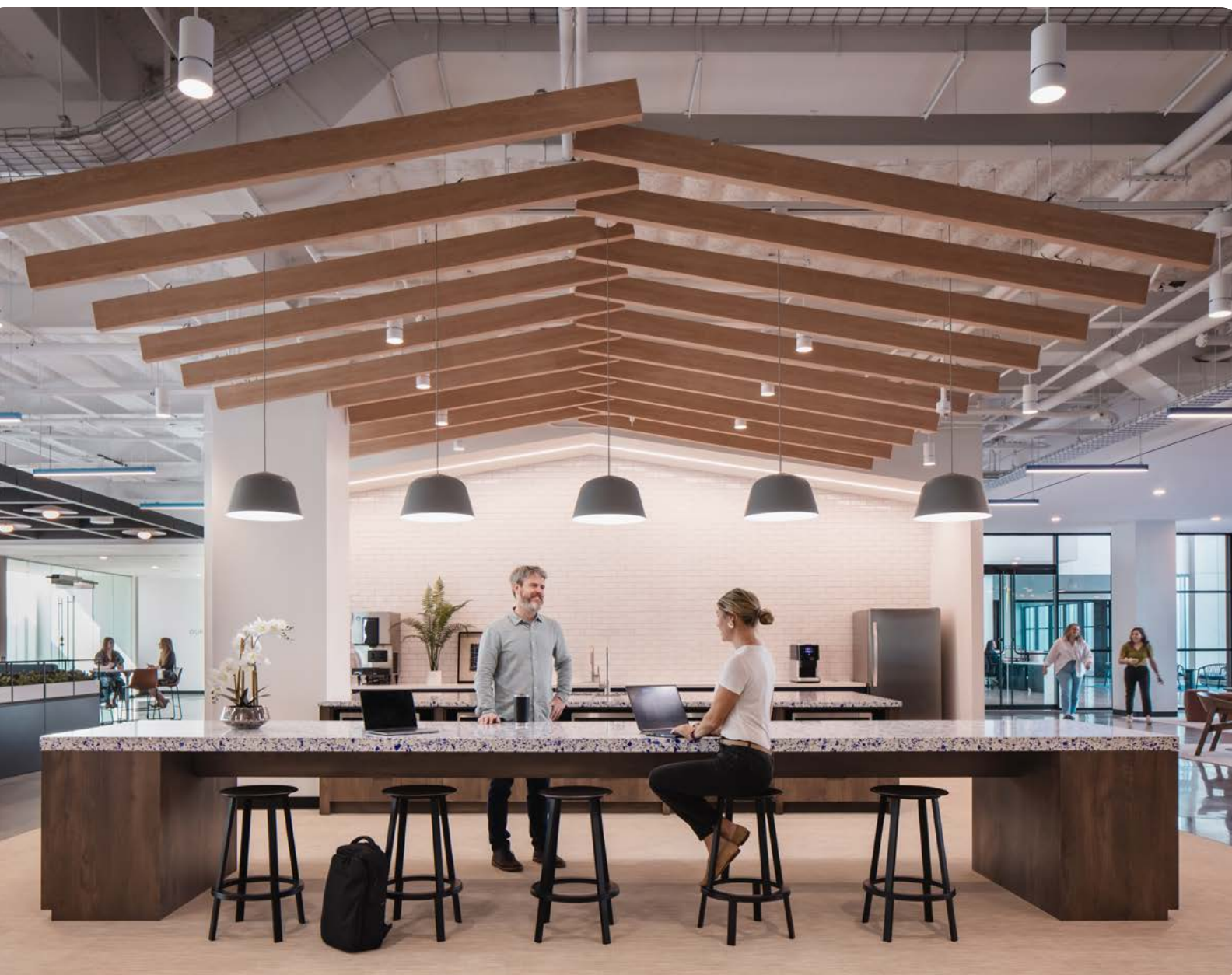
We also host Habitat Pick-up Days at select stores. Habitat Pick-up Days provide At Home customers with an opportunity to donate their gently-used home décor, furniture items and kitchenware and to be rewarded with a discount to purchase new products from us. The donated items are sold at Pick-up Day 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.

