



at home

FISCAL YEAR 2024 ESG REPORT

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 26, 2024.

The information is presented for our fiscal year 2024 (January 29, 2023 – January 27, 2024) unless 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 2024, we continued to build on our foundational work within each of our ESG strategic focus areas, and we prioritized our initiatives in accordance with business needs and drivers. This report provides insight into the evolution of our ESG Roadmap, giving particular consideration to ESG frameworks and regulatory activity, as well as the macroeconomic environment.

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 disclosures aligned with the Task Force for Climate-Related Financial Disclosures (TCFD) Index. We continue to evaluate additional ESG frameworks and standards for future reporting.



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A Letter from Chief Executive Officer

Brad Weston

As I consider all that the At Home team has achieved in its sustainability efforts, I am proud and excited about At Home's sustainable future. In fiscal year 2024, At Home aligned its enterprise-wide efforts with ESG initiatives that create value and drive business performance. Despite the challenging macroeconomic retail environment that included impactful supply chain hurdles in fiscal year 2024, we remained focused and committed to prioritizing sustainability initiatives that drive efficiency, maximize resources to reduce costs and reinforce our sustainable operating model.

As we emerged from fiscal year 2024, we evaluated our ESG priorities to ensure we are always nimbly incorporating the right processes and products in service to our customers, our Team Members, our product partners and our planet. Learning from and embracing change has been a continued characteristic of our business and has allowed us to remain strong in times of uncertainty and a challenging home décor industry economic environment. Because of our broad assortment of priced-right product offerings, we continue to appeal to a customer base that seeks the best value for their money. We pride ourselves on being the Home & Holiday Superstore and, as such, we continue to offer over 45,000 SKUs throughout our stores and omnichannel offerings.

Tight relationships with strategic product partners allow us to work together to bring our customers the décor look they want at the best price through carefully curated product assortments and trend-right items. We continue to focus on making our stores the preferred Home & Holiday destination for our customers and have a focused view on how to continue making our brick and mortar locations as well as our omnichannel options functional, efficient and appealing to customers.

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.

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.

Our Board, executive management team and all of our talented At Home Team Members are delighted to update you on our continued progress along our ESG roadmap. Together, we are able to drive the mission of At Home to enable everyone to make their house a home while making a positive impact on the communities we serve and where our products are sourced and crafted.



A handwritten signature in black ink, appearing to read 'Brad Weston', with a long horizontal flourish extending to the right.

Brad Weston
Chief Executive Officer

Our 7 ESG Strategic Focus Areas

Store Energy & Emissions: We are prioritizing opportunities to reduce our energy usage, intensity and emissions related to operating our stores across the country. With our baseline greenhouse gas inventory established, we can evaluate our Scope 1 and Scope 2 emissions data to identify carbon reduction opportunities and establish a reduction plan for At Home. Our ESG Team and Facilities Team partner closely to optimize store energy efficiency by setting a strategy to repair and upgrade our store HVAC systems, roofs and lighting, as well as evaluating temperature set points and testing opportunities for more efficient demand ventilation. And the predictive data analytics provided by our fleetwide NexRev energy management system give the information we need to build a playbook for additional cost and carbon reduction improvements.

Ethical Sourcing: Sourcing products from around the globe means that we engage with a myriad of countries, cultures and artisan workers. This positions us with a unique opportunity to enact positive change and a responsibility to ensure we support human rights and labor rights for the many craftspeople, small business owners and leaders who participate in the manufacturing and supply of At Home products. We value and support the many efforts of our product partners to support the efficiency and sustainable success of our mission to enable everyone to make their house a home. At Home’s Merchandising, Sourcing, Compliance and ESG leaders all engage directly with our product partners to collaborate and grow toward achieving our sustainability goals.

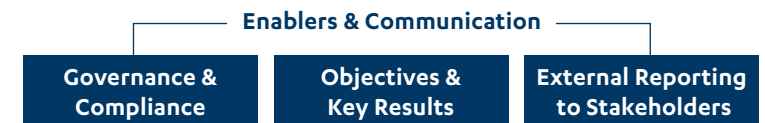
Transportation: Our priorities have been increasing utilization of SmartWay Certified carriers and increasing our visibility into product partners’ ESG initiatives to track performance. Direct relationships with transportation companies allow for open dialogue and information sharing, both of which are crucial for accurate reporting.

Cultivating Our Talent: Engaging our Team Members at all levels of the organization, improving our employee engagement score on our annual Team Member Voice Survey and providing our Team Members with the resources to map and track professional development are key priorities. Providing Team Members with opportunities to learn about areas in the organization outside their immediate periphery and helping them build their professional future is essential to retaining the best talent, maintaining engagement and developing future leadership.

DEI & Culture: Embracing diverse traditions, customs and values allows us to celebrate each other and grow as individuals and members of a global society. Our Employee Resource Groups provide the platform through which we share those traditions, customs and values. Whether acknowledging important events in history that have shaped our country or hosting an ice cream social, celebrating our Team Members’ diversity and culture brings us together.

Packaging: Striking a balance between packaging that keeps our products safe during transportation while reducing the amount of protective packaging waste is an ongoing project. Developing protective packaging guidelines, learning about and testing new materials and technologies and implementing changes is a collaborative effort with our product partners, transportation and store Team Members.

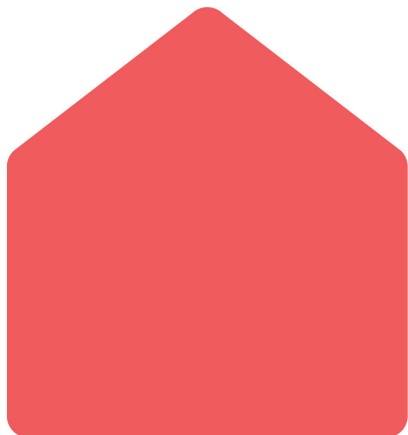
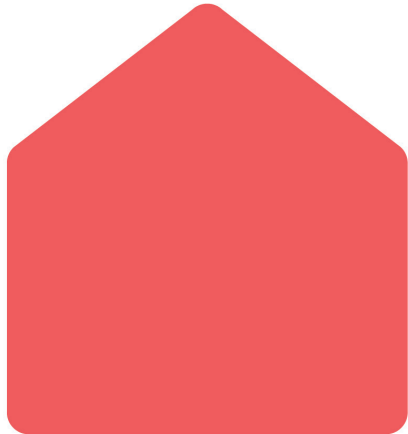
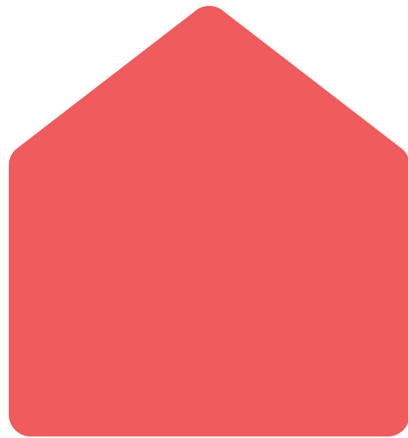
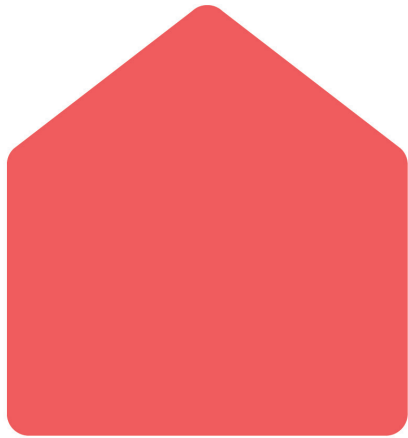
Product Lifecycle: Other environmental priorities include evaluating the end of useful life and product disposal. We want to ensure our customers have products they can enjoy for a long time. However, we also want to be good stewards of the planet by reducing our impact on the environment, improving product circularity and seeking ways to reuse or repurpose products.



ESG Roadmap

In fiscal year 2024, we took strategic actions to implement our ESG Roadmap.





People

Cultivating Our Talent

Investing in our Team Members is not only an investment in our greatest asset and the heart of the At Home family, but it also builds a stronger organization that is committed to our business and our future.

During fiscal year 2024, we significantly increased the number of Team Members promoted from our stores, distribution centers and home office. Providing resources and support to our Team Members to help them reach their personal and professional goals directly impacts their performance and engagement, which correlates to our overall success. We have made both formal and informal training available to all associates through educational modules, LinkedIn Learning, and self-paced tutorials to better equip them to set and achieve their professional goals. This has translated into tangible career paths for our Team Members.

As part of the survey responses, we received over 2,000 comments, each of which was reviewed by our People Teams. Some of these comments are being transformed into actionable goals and tasks that will benefit our Team Members.

Resources for our People

In fiscal year 2024, At Home expanded on the information and action items resulting from our first inclusion index survey to measure diversity, equity, and inclusion (DEI) sentiments from our Team Members across all areas: full-time and part-time; stores; distribution centers and home office; and leaders at all organizational levels. For example, translating training manuals and visual guides for our Team Members has positively impacted their daily work activities, improved efficiencies and allowed them to feel better seen and represented by removing language barriers and misinterpretations. This and many other small changes we received as comments last

year have evolved into increased attention and care of our Team Members, providing a tangible and beneficial impact while strengthening our culture.

Mentorship Program

In fiscal year 2024, At Home launched its formal mentorship program that—in its first year—focused on the development of our high potential corporate Team Members. Team Members were nominated by leadership and strategically matched with a mentor based on unique development needs, skill gap identification and targeted needs of the business. Serving as the mentors were twenty-two of our talented executives and officers.

Mentees participated in mentor-focused training as well as in various developmental activities including 360-degree feedback assessments, conflict style evaluation and learning sessions, and DiSC® personality and communication style training, in addition to the meaningful value provided by the mentor-mentee relationships. The mentorship connections established through the program continue to strengthen our talent pool and our cross-functional collaboration and acumen. We will continue to expand and grow our mentorship program offerings and resources to reach more Team Members across the organization.

Developing Career Paths

We have seen firsthand that peer learning is a powerful tool. Our Team Members are eager to learn about areas of interest within the organization with which they might not interact regularly or areas they might want to explore as a future career. Through our Lunch & Learn and Let's Break to Educate series, our Team Members teach peers about what they do and how they fit in with the organization, providing candid answers to questions about performing those roles firsthand. With a better understanding of the big picture and more personal viewpoints, on the area, Team Members can have more productive and focused conversations about career paths and professional development.



All People All Colors (APAC) Group Celebrates Black History Month



Home Office Team Members celebrate Diwali

Volunteerism

Volunteer Time Off

At Home's generous Volunteer Time Off program encourages Team Members to give back to their communities and work in service to organizations that resonate with their personal values. At Home Team Members donated over one thousand volunteer hours in the last fiscal year utilizing the Volunteer Time Off benefit. The organizations that we dedicate our time to supporting include Habitat for Humanity, Minnie's Food Pantry, Resource Center of Dallas and others. Encouraging our Team Members to generously donate their time and skills ignites our collective passion and brings a heightened sense of satisfaction and fulfillment for our At Home family.

Habitat For Humanity

Through our deep-rooted partnership with Habitat for Humanity, our Team Members have the opportunity to participate in home building events. During these events, our Team Members participate in hands-on construction activities that provide the opportunity to learn new skills and to see tangible results at the end of their workday. These home building projects have an enormous impact on all who participate. In addition to volunteer time, At Home also collaborates with Habitat for Humanity as part of our focus on product lifecycle and avoiding waste in our value chain. In fiscal year 2024, Habitat for Humanity was one of the organizations that At Home worked with to donate product at the end of its sellable life, diverting unnecessary waste of good product while supporting worthy organizations.



American Heart Association Heart Walk

Last Fall, Team Members from our stores, distribution center and home office engaged in some friendly competition, raised funds and walked together in the American Heart Association's Heart Walk in North Texas. At Home ranked 35th out of 119 participating corporations with over 100 registered Team Members—a turnout that was inspiring throughout the organization. Team members who would not otherwise interact in their daily work activities had an opportunity to meet each other and share experiences—everything from our seasonal products to favorite sports teams—all while walking together to support a meaningful cause. This sense of unity and community is at the heart of At Home.

Our Employee Resource Groups

Our Employee Resource Groups (ERGs) organized and participated in events that showcased culture, heritage and traditions throughout the year.

These events not only reflect our core value of having fun, but also educate us about the things we have in common and the unique aspects of each other. Last fall, a group of Team Members within our corporate office organized Diwali celebration featuring food, music and photo opportunities. Our Team Members across the Company likewise organized celebrations and engagement activities for Women's History Month, Black History Month, Pride Month and more.



North Texas-area Team Members participate in the American Heart Association Heart Walk

At Home Foundation

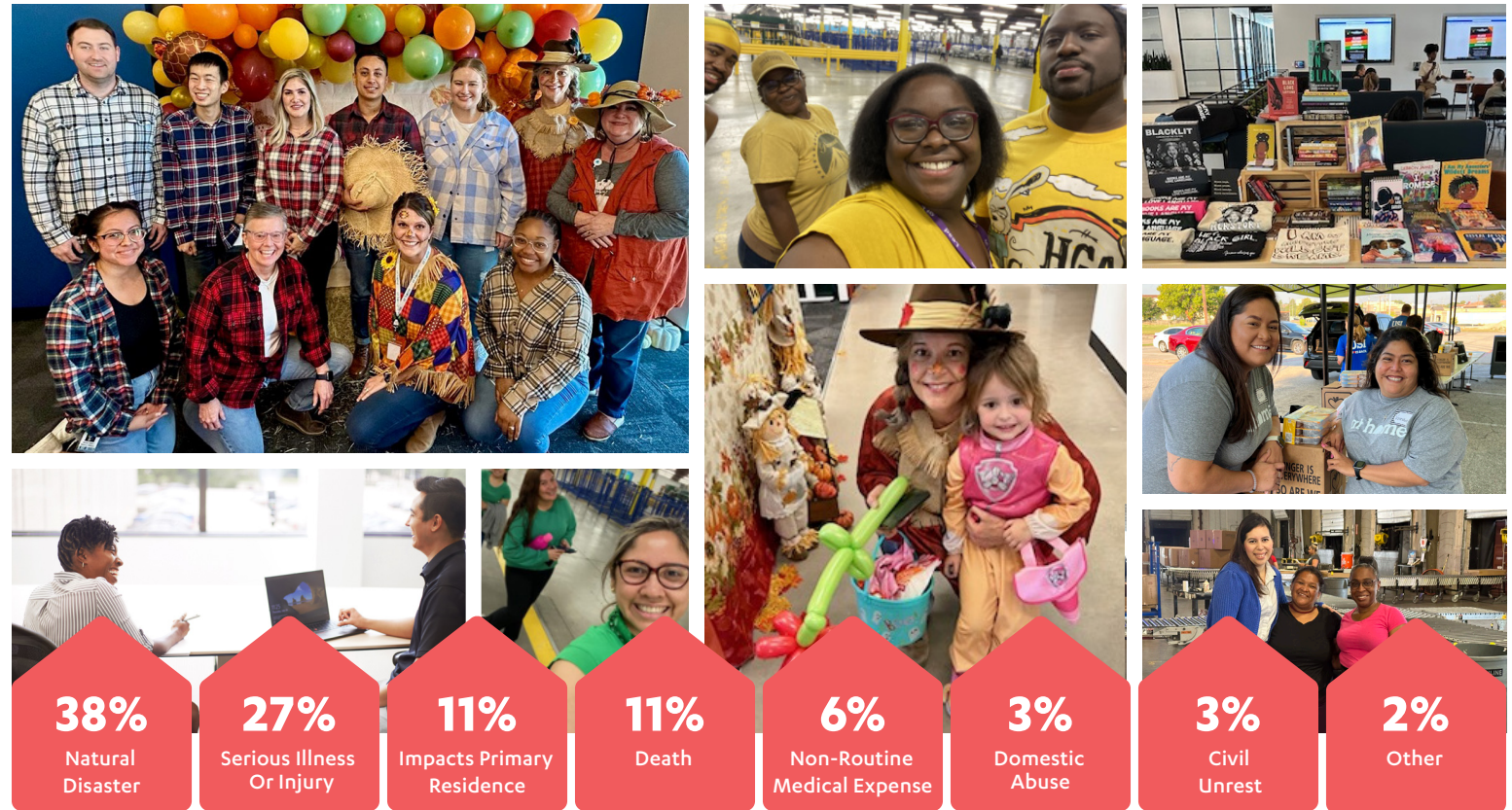
The At Home Foundation is an impactful nonprofit that supports our Team Members in times of their greatest need, providing resources when they are facing unforeseen financial hardship. The At Home Foundation relies primarily on individual donations from our Team Members—as well as support from At Home—to fund grants. These grants provide life-changing support and aid to Team Members in times of uncertainty by providing some stress relief to focus on the most pressing priorities. We believe At Home is our work family, and therefore, we are there for one another.



“Team Members are the heartbeat of our organization. Through the At Home Foundation, we encourage Team Members to invest in one another’s well-being to create a thriving ecosystem where success is shared and lives are positively impacted. By uplifting and supporting Team Members when they need it most, we create a more resilient community in the face of any adversity.”



Amanda Gray
Chief People Officer



Percentage allocation of At Home Foundation funds provided to support Team Members during fiscal year 2024



Product

Our Merchandising Team

Our Merchandising Team is responsible for bringing amazing products to life through beautiful aesthetics, versatile functionality, curated materials and intricate manufacturing processes.

We work with our product partners to seek out sustainable raw material options and manufacturing processes that are appropriate for each item. We require our product partners to maintain raw materials traceability and to utilize thoughtful materials intended to elevate the product’s functionality. Bringing together what is beautiful to the eye and what is impactful to the environment requires experienced consideration and delicate balance. The success of our product development work is achievable only through collaboration, communication and a respect for the people and communities where our products are made by skilled artisans and entrepreneurs.

Our Merchandising Team partners closely with our ESG Team to research and ideate on the best strategy for growing sustainability into our product attributes and offerings for customers. In order to better bring sustainable products to our customers and their home, we assess what is important to our customers and all stakeholders as well as what advances are being offered by our retail peers. Collaborating with product partners who prioritize the selection of eco-friendly raw materials and assess the environmental footprint of their products is crucial in shaping the final product. In response, At Home has strengthened both internal and external partnerships to closely monitor products and their supply chain from the source.

We require our product partners to maintain records to adequately disclose their supply chain data as well as to grant us accessibility. We also work with our product partners to require compliance with applicable regulatory requirements, which we audit through our Product Regulatory Compliance Program managed by our Product Quality Compliance Team. All product partners with whom we work are responsible for upholding good governance practices around their raw materials sourcing, manufacturing processes and overall product quality assurance.

We are taking our product partners on our sustainability journey, which is giving us better insight into their sustainability initiatives and goals. This is helping us deepen our relationships and leading to more informed and data-driven partnerships, as well as more accurate reporting. Understanding how some of our product partners measure

carbon footprints within their own supply chains enables us to use that data in our reporting, making it more accurate.

Last Fall, At Home’s ESG Team traveled to Asia to visit factories and work with product partners in diverse product categories such as wall décor, Christmas trees and faux floral, textiles, tabletop décor and lighting. The Team engaged with factory and product partner teams on At Home’s ESG priorities, as well as learning about their own ESG initiatives and seeking ways to further collaborate and build on each of our efforts. Product partners sharing their Scope 1 and Scope 2 data translates into a much more accurate and refined Scope 3 inventory for Purchased Goods and Services for At Home, and better defines achievable targets. Deeper supply chain visibility strengthens our partnerships through common goals and a more realistic, actionable roadmap.





Planet

Our Operations & Fulfillment

Transportation has been a vital part of our foundational work in establishing Greenhouse Gas Emissions targets and progressing towards our ESG goals.

We have become more efficient in our containerization practices which directly correlates with reduced costs and emissions. We have also developed direct relationships with our international and domestic transportation providers which improves efficiencies and performance within our supply chain, as well as enabling visibility into product-specific data analytics.

As part of the goal to increase engagement and understanding of our supply chain and our greenhouse gas footprint, the ESG team visited various ports of origin in China and India to meet with port teams and ocean carriers. As with factories, closely engaging with logistics providers will allow us to share data that directly impacts our Scope 2 and Scope 3 footprint and will collectively aid in achieving our efforts towards reducing carbon emissions.

Store Development

In the last year, At Home opened eight new stores. Part of our protocol for opening new stores in second generation locations involves assessing the existing building to ensure it meets our sustainability standards. Where appropriate, sustainability measures include efficient lighting, HVAC reviews and upgrades, rooftop solar panel options, electric vehicle charging stations, and recycling and waste management planning.

Working with third party experts and alongside local government agencies, we seek to meet or exceed all regulatory requirements and position the store for sustainable operations by incorporating forward-thinking efficiencies that can reduce waste and energy-related emissions. We continue to use our fleet wide energy optimization system to monitor and track site-specific energy usage, allowing us to proactively regulate and respond to trends and variations.



Supply Chain Operations



Growing ESG with our textile partners in India

Climate & Greenhouse Gas Emissions

Our dedication to environmental sustainability centers on reducing emissions and improving operational efficiency.

We understand that sustainability is an ongoing journey. Our commitment to energy conservation, waste reduction, efficient logistics and sustainable packaging forms the foundation of our environmental strategy. Recognizing that our responsibilities extend beyond our own facilities to our entire supply chain, we continuously strive to enhance the data we collect to guide impactful decisions.

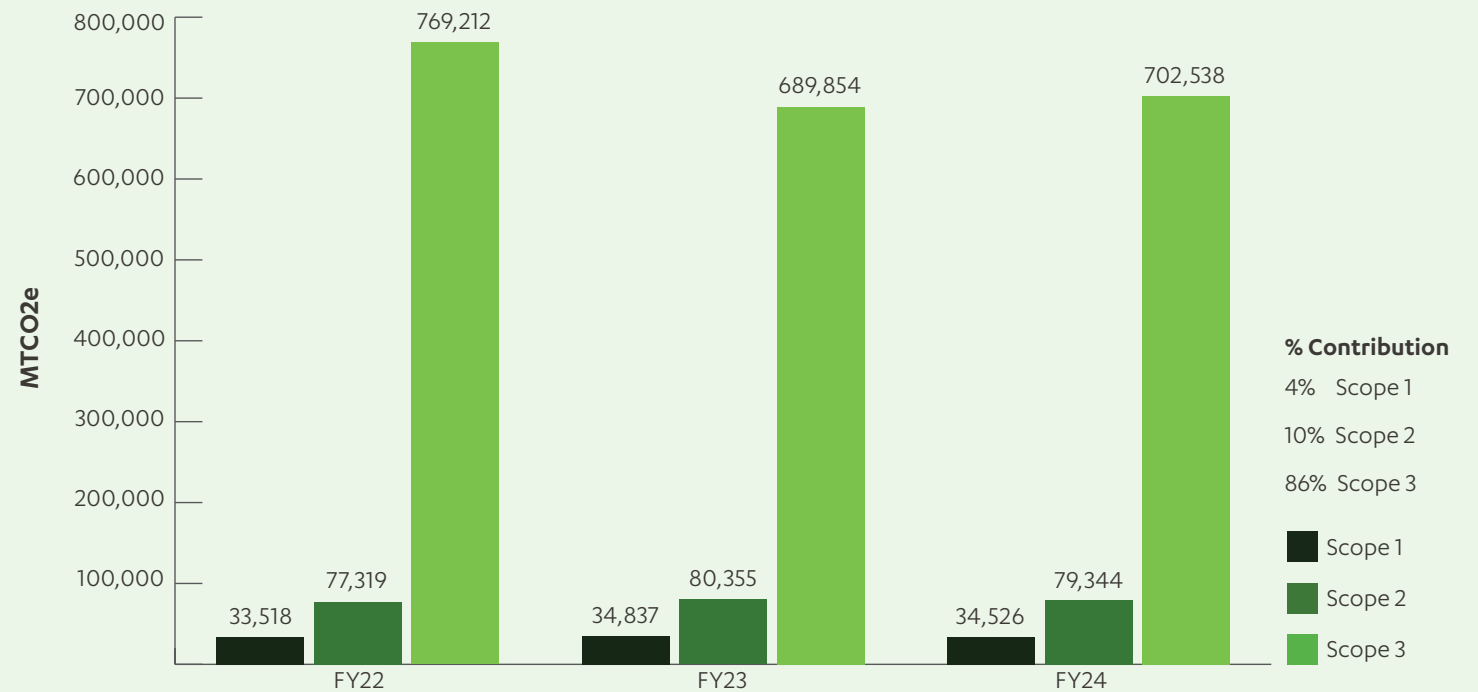
Accurate emissions data is essential for refining our sustainability efforts. By enhancing our data collection processes, we gain better insights into our emissions profile, identify critical areas for improvement and prioritize effective strategies for reducing emissions. Over the past year, we have bolstered our internal control mechanisms to ensure the integrity and reliability of our greenhouse gas inventory data. We have also made significant strides in improving data collection accuracy from internal and external stakeholders—such as shipping and utilities—which has enhanced our inventory accuracy and improved our decision-making capabilities.

As we continue to engage internal and external partners both upstream and downstream in our supply chain, we increase data sharing opportunities, leading to enhanced visibility and insights across the supply chain. Additionally, this can encourage alignment on common objectives, in turn fostering cohesion and synergy within our network of partners.

At Home is dedicated to minimizing our emissions footprint through a comprehensive approach that addresses both direct and indirect emissions. While we have made progress in reducing Scope 1 and 2 emissions, we recognize that Scope 3 emissions—particularly those related to purchased goods, product use and end-of-life treatment—represent the largest portion of our greenhouse gas inventory.

In fiscal year 2024, our overall emissions increased by 1% compared to the prior fiscal year, reflecting our ongoing efforts to balance growth with sustainability. We are actively engaged in strategic sourcing initiatives and collaborate with suppliers to identify opportunities for emissions reduction throughout our value chain.

At Home’s Greenhouse Gas Inventory by Scope



Scope 1 & 2 Emissions

Within our store operations, we are exploring opportunities to reduce energy consumption through efficiency upgrades that prioritize cleaner fuel options.

In addition to efficiency upgrades, we are prioritizing other energy management strategies and opportunities for renewable energy procurement as part of our efforts to reduce Scope 2 emissions tied to electricity usage.

Our direct Scope 1 emissions stem from natural gas usage, refrigerants from HVAC units, and fleet vehicles at our stores, offices and distribution centers. In fiscal year 2024, Scope 1 emissions made up approximately 4% of our total footprint and remained consistent with previous years' emissions. Implementing efficiency upgrades that are aimed at reducing energy consumption and emissions associated with natural gas usage, as well as prioritizing cleaner fuel alternatives, will enable us to achieve Scope 1 and 2 reductions.

Minimizing indirect emissions from electricity purchased to power our stores is crucial. In fiscal year 2024, Scope 2 emissions accounted for about 10% of our total footprint. Every light bulb, every air conditioner, every cash register all contribute to our Scope 2 emissions from purchased electricity. Through a combination of our central smart energy management system, our strategy for implementing efficiency upgrades and other operational improvements, we are committed to a vibrant and welcoming customer experience that efficiently utilizes energy resources.

At Home's Emissions Impact

Despite an increase in our overall footprint due to the opening of 23 net new stores, our commitment to sustainability drove a decrease in Scope 1 and 2 emissions per 1,000 square feet. Through focused cost reduction strategies and energy-efficient practices, we reduced energy consumption by 2.7 million kWh compared to the prior year, resulting in savings exceeding \$250,000. This success highlights the collective impact we can make when prioritizing both environmental and financial responsibility.

	Scope 1	Scope 2	Scope 3	Total
FY22	33,518	77,319	769,212	880,049
FY23	34,837	80,355	689,854	805,049
FY24	34,526	79,344	702,538	816,408
% Contribution	4%	10%	86%	

Year	Scope 1 & 2 (kgCO2e/Square Foot)	Scope 1 & 2 (kgCO2e/Store)*
FY22	4.6	471,646
FY23	3.9	446,480
FY24	3.8	428,084
% Change	-18%	-9%

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

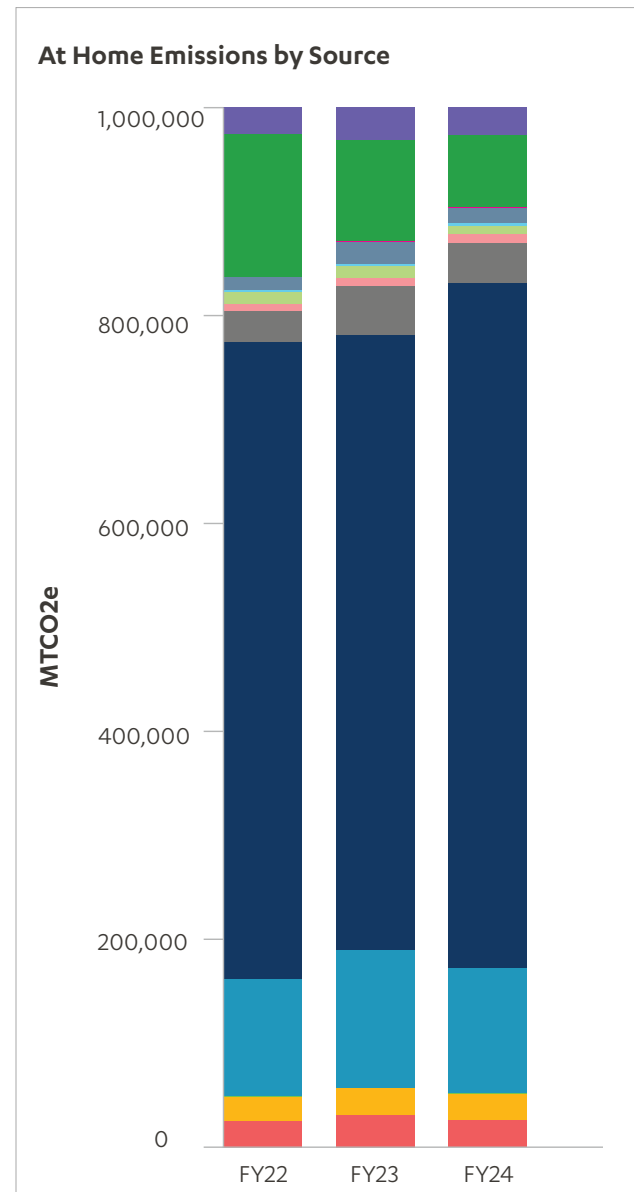
Scope 3 – Upstream & Downstream Value Chain Emissions

While we celebrate our successes, we acknowledge that there is more work to be done. The measure of our Scope 3 emissions—primarily from purchased goods, use of sold products and end-of-life treatment—represents the largest portion of our greenhouse gas footprint.

We continue to refine our emissions accounting methodology to ensure accuracy and transparency. In fiscal year 2024, Scope 3 emissions constituted approximately 86% of our total footprint. Based on improved data and internal considerations, we have reclassified a majority of our downstream transportation and distribution emissions as upstream transportation and distribution, reflecting At Home’s control over this activity. Additionally, we have made minor adjustments to purchased goods & services calculations to eliminate double counting. These adjustments are reflected in the revised emissions breakdown.

Engaging our partners in emissions reduction initiatives is critical to shrinking our overall footprint. By establishing clear sustainability criteria for them and fostering collaborative partnerships, we can drive significant reductions in emissions from purchased goods, services and capital goods.

At Home recognizes that our responsibility extends beyond our own operations. We are committed to engaging with our supply chain partners to drive positive change and promote sustainable practices. We believe that transparent communication of our sustainability goals and progress is crucial for building trust and support among our stakeholders, including employees, customers and investors. By working together, we can create a more sustainable future for our company, our customers and the communities we serve.



Scope	Sources	FY24 (MTCO2e)
Scope 1	Natural Gas	17,518
	Fugitive Emissions (i.e., Refrigerants)	16,696
	Company Owned Fleet	312
Scope 2	Electricity (location-based)	79,344
Scope 3	Purchased Goods & Services	436,196
	Capital Goods	25,458
	Fuel-and Energy-Related Activities (i.e., T&D Losses)	5,399
	Upstream Transportation & Distribution	85,159
	Waste	5,370
	Business Travel	1,954
	Commuting & Work From Home Energy	9,295
	Downstream Transportation & Distribution	966
	Use of Sold Products	45,332
	End of Life Treatment of Sold Products	88,377
Total		816,409



Governance

Governance

Each of our seven strategic focus areas has clear and defined objectives and key results that evolve with our business.

We continue building a solid governance structure supported from many angles within the organization and with the participation from all Team Members. From our Board of Directors and ESG Executive Steering Committee, to our cross-functional ESG Working Teams and countless Team Members working to support our efforts, At Home is focused on compliance and performance success as a strong and sustainable global corporate citizen. In line with At Home’s core value, we “Do the right thing.”

Our ESG governance structure includes reporting and control formalities to guide us as we move forward on our journey. 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 risk management and compliance and ethics. Chief Executive Officer Brad Weston 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 the 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. The Committee’s ESG-related activities include a review of a Team Member diversity dashboard, 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. 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 (Chairman of the Board Erik Ragatz, Caroline Sohr, Gary Bischooping and Sameer Narang), our Chief Executive Officer Brad Weston, and independent directors Diane Sullivan and John Butcher.



Engaging with our product partners on governance best practices within their own organizations



Appendix

Sustainability Accounting Standards Board (SASB) Table

Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure
Energy Management in Retail & Distribution	(1) Total energy consumed	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	(1) 1,073,992 GJs
	(2) Percentage grid electricity				(2) 68%
	(3) Percentage renewable				(3) 0% Renewable
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	CG-MR-230a.1	Acknowledging the significance of upholding the trust and confidence of our valued customers, particularly as we advance our omnichannel capabilities, we remain steadfast in our commitment to robust IT security measures. Consistent with previous years, our approach is founded on a certified management system delineating the processes and procedures governing the assessment and management of our IT infrastructure. Through regular checks and comprehensive testing protocols, we proactively identify and address any vulnerabilities or shortcomings within our systems, preempting potential exploits and safeguarding the integrity of our operations.
	(1) Number of data breaches	Quantitative	Number, Percentage (%)	CG-MR-230a.2	At this time, At Home does not disclose this information due to security reasons.
	(2) Percentage involving personally identifiable information (PII)				
(3) Number of customers affected					

Topic	Accounting Metric	Category	Unit of Measure	Code	Disclosure																				
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="4">Region</th> </tr> <tr> <th></th> <th>Region 1 (South)</th> <th>Region 2 (North)</th> <th>Region 3 (West)</th> <th>Distribution Centers</th> </tr> </thead> <tbody> <tr> <td>(1)</td> <td>\$14.58</td> <td>\$15.60</td> <td>\$16.20</td> <td>\$17.62</td> </tr> <tr> <td>(2)</td> <td>0.0%</td> <td>12.0%</td> <td>10.9%</td> <td>0%</td> </tr> </tbody> </table> <p>As of fiscal 2024 year-end; excludes overtime</p>		Region					Region 1 (South)	Region 2 (North)	Region 3 (West)	Distribution Centers	(1)	\$14.58	\$15.60	\$16.20	\$17.62	(2)	0.0%	12.0%	10.9%	0%
		Region																							
		Region 1 (South)	Region 2 (North)	Region 3 (West)	Distribution Centers																				
(1)	\$14.58	\$15.60	\$16.20	\$17.62																					
(2)	0.0%	12.0%	10.9%	0%																					
(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	(1) 43.93% (2) 6.60%																					
Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	CG-MR-310a.3	At Home resolved one discrimination lawsuit and two pre-litigation settlements. In all cases, At Home did not admit guilt but opted for resolution to avoid potential litigation costs and distractions. The discrimination lawsuit involved allegations of communication and performance management issues leading to termination of employment. The pre-litigation settlements were resolved prior to formal legal action. The specific terms of the resolutions are confidential, and the financial impact was not deemed material from an accounting standpoint.																					
Workforce Diversity & Inclusion	Percentage of (1) Gender (2) Diversity group representation for (a) Executive management (b) Non-executive management (c) All other employees	Quantitative	Percentage (%)	CG-MR-330a.1	Female corporate officers – 50% Female (14 of 28 as of end of fiscal year 2024) Over 50% of our store directors and store managers are women Over two thirds of our remaining field and distribution center team members are women.																				
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	\$0																				

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	Every product in our inventory is obligated to adhere to federal and state regulations regarding restricted substances and emissions. Our multilayered approach to product regulatory compliance involves rigorous testing procedures conducted by both our internal teams and our product partners. In addition to our internal assessments, we mandate that our product partners establish robust compliance programs encompassing continuous product testing and quality controls throughout their manufacturing processes. These programs ensure that regulatory standards are upheld, from the sourcing of raw materials to the assembly of finished products. For further details, please refer to page 28, "Product Quality and Safety," in our FY23 ESG report .
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	CG-MR-410a.3	At Home employs multiple strategies to reduce the environmental impact of its packaging. The company prioritizes the efficient use and recycling of packaging materials. Cardboard boxes and packaging are compressed and baled onsite at stores before being sent for recycling. This practice reduces transportation frequency, optimizes the recycling process, and minimizes associated emissions. Additionally, At Home has recently hired a Packaging Manager to oversee packaging strategies, including maximizing protection and optimizing packaging efficiency. These efforts aim to minimize waste, conserve resources, and reduce the environmental footprint associated with packaging.
Activity Metric	Number of: (1) Retail locations (2) Distribution centers	Quantitative	Number	CG-MR-000.A	267 retail locations 2 distribution centers + Garland, TX storage facility
	Total area of: (1) Retail space (2) Distribution centers	Quantitative	Square meters (m ²)	CG-MR-000.B	Retail space: 27,783,718 square feet DCs: 1,897,864 square feet (including Garland, TX storage facility)

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

At Home’s approach to assessing and managing climate-related risks and opportunities remains consistent with the TCFD recommendations. We continue to evaluate the potential impacts of climate change on our business, including physical risks such as extreme weather events and transition risks associated with the shift to a low-carbon economy. Our governance structure ensures that climate-related issues are

integrated into our risk management and strategic planning processes. For a detailed discussion of At Home’s TCFD-aligned disclosures — including our governance structure, risk management processes, and metrics and targets — please refer to our [FY2023 ESG report](#). We remain committed to transparently communicating our progress and efforts to in addressing climate-related risks and opportunities.

Title	Title	Title
<p>Governance</p> <p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>The At Home Board of Directors exercises oversight of climate-related risks and opportunities primarily through its Audit and Risk Management Committee. This committee is responsible for:</p> <ul style="list-style-type: none"> • Reviewing climate-related risks and opportunities: This includes evaluating physical risks (e.g., extreme weather events) and transition risks (e.g., changes in regulations or consumer preferences). • Overseeing climate-related strategies and initiatives: This includes reviewing the company’s greenhouse gas (GHG) emissions reduction targets, renewable energy goals, and other sustainability initiatives. • Monitoring climate-related performance: The committee tracks the company’s progress on climate-related goals and targets, using key performance indicators (KPIs) and other metrics. • Ensuring integration of climate considerations into risk management: This involves identifying, assessing, and prioritizing climate-related risks and developing appropriate mitigation strategies. <p>In addition to the Audit and Risk Management Committee, the full Board of Directors receives regular updates on climate-related matters and engages in an annual strategic discussion on the company’s ESG Roadmap, which includes climate-related goals and initiatives. The Board also approves the annual budget, which allocates resources for climate-related activities.</p>

Title	Title	Title
<p>Governance</p> <p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>Describe management’s role in assessing and managing climate-related risks and opportunities. Governance,</p>	<p>At Home’s management plays a pivotal role in assessing and managing climate-related risks and opportunities, ensuring that the company is well-prepared to navigate the challenges and capitalize on the opportunities presented by climate change.</p> <p>The ESG Executive Steering Committee, consisting of senior leaders from various functions. 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 Team 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. The ESG Executive Steering Committee, led by the VP Compliance Officer, Associate General Counsel, is accountable for managing all ESG activities, creating policies, monitoring performance, overseeing stakeholder communications, drafting this report and tracking market trends.</p>
<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>	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.</p>	<p>At Home has identified the following climate-related risks and opportunities over the short, medium and long term:</p> <p>Short-term risks:</p> <ul style="list-style-type: none"> • Reputational risk if sustainability efforts are not perceived favorably. • Extreme weather events disrupting the ability to operate our capital expenditures or supply chain due to extreme weather events. <p>Medium-term risks and opportunities:</p> <ul style="list-style-type: none"> • Increased costs associated with investments in low-carbon technologies and products. • Potential for stranded assets if current assets decrease in value due to new technologies. • Opportunity to attract new customers with a sustainability-focused strategy. <p>Long-term risks and opportunities:</p> <ul style="list-style-type: none"> • Increased costs of fuel and electricity impacting operational spend. • Regulatory requirements related to carbon pricing and building standards could increase costs. • Opportunity to gain market share by capturing a segment of customers interested in sustainability.

Title	Title	Title
<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>	<p>Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.</p> <hr/> <p>Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>In FY23, At Home conducted a climate risk assessment to evaluate the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. The assessment considered both physical risks and transition risks associated with climate change. Physical risks include extreme weather events, rising sea levels, and floods. Transition risks include regulatory changes, changes in consumer preferences, and technological advancements. We acknowledge the potential for these risks to disrupt its business and supply chain and are taking steps to mitigate these risks and capitalize on these opportunities. For example, our company is investing in energy-efficient technologies and practices to reduce its carbon footprint and working to source more sustainable materials and products.</p> <hr/> <p>At Home’s strategy is resilient to various climate-related scenarios, including a 2°C or lower scenario. Our climate risk assessment methodology evaluates both physical and transition risks. Through these assessments, we’ve identified and are actively mitigating potential vulnerabilities. Our investments in energy-efficient technologies, sustainable materials, and overall environmental impact reduction align with a 2°C or lower scenario. We are confident in our strategy’s resilience, and our focus on sustainability positions us well to adapt and thrive amidst evolving climate-related challenges. We remain committed to ongoing monitoring and reassessment to ensure continued adaptability.</p>

Title	Title	Title
<p>Resilience</p> <p>Disclose how the organization identifies, assesses and manages climate-related risks</p>	<p>Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>At Home employs a holistic process for identifying and assessing climate-related risks, encompassing both physical and transition risks.</p> <p>For physical risks, we utilize a data-driven approach that leverages scientific models and climate projections. Specifically, we assess our stores against a worst-case 2050 scenario 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. In assessing transition risks, 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.</p> <p>Our risk assessment process is dynamic and iterative, involving regular reviews and updates to ensure our understanding of climate-related risks remains accurate and relevant. In the future we aim to supplement this assessment through an evaluation of the financial impacts of identified risks, as well as mitigating actions through a cost-benefit lens.</p>
	<p>Describe the organization’s processes for managing climate-related risks.</p>	<p>At Home manages climate-related risks through a systematic process to identify and assesses potential risks, using scenario analysis and climate risk modeling. Risks are prioritized based on potential impact, and mitigation strategies are developed and implemented. These strategies include physical risk mitigation (e.g., enhancing resilience to extreme weather), transition risk mitigation (e.g., investing in renewable energy), and adaptation strategies (e.g., adjusting sourcing practices). Progress is continuously monitored through KPIs, with regular reviews and updates to risk assessments based on new information.</p>
	<p>Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.</p>	<p>Climate-related risk management is integrated into our overarching Enterprise Risk Management (ERM) framework. This ensures climate risks are not isolated, but considered alongside other potential threats and opportunities to the business. 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.</p> <p>Climate-related risks are prioritized within this register, ensuring we address the most significant threats to our operations and supply chain. We maintain a dynamic approach, regularly reviewing and adjusting our strategies as the risk landscape evolves. Our commitment to transparency is reflected in regular reports detailing our risk management efforts to our Board of Directors and Stakeholders.</p>

Title	Title	Title
<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>	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p> <hr/> <p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas emissions and the related risks.</p> <hr/> <p>by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>ESG Roadmap, Pg. 5</p> <hr/> <p>Planet, Climate and Greenhouse Gas Emissions Pgs. 14 - 17</p> <hr/> <p>ESG Roadmap, Pg. 5</p> <p>In At Home’s FY23 ESG Report, a robust set of initial Key Performance Indicators (KPIs) spanning seven ESG strategic focal points within its ESG framework were developed. By leveraging the insights gained from these KPIs and analyzing annual trends, the company is well-equipped to inform potential targets and goals, ensuring a proactive approach to sustainable growth and innovation.</p>