

DOLLAR GENERAL®

SERVING OTHERS

2024 CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY REPORT

At Dollar General, our actions are driven and informed by our foundational purpose: ***Serving Others***. That same mission guides our commitment to corporate social responsibility (CSR) and sustainability matters and will continue to support our company's future.

In 2024, we provided access to more than 20,500 stores across 48 states in the U.S. and five cities in Mexico. Since our founding in 1939, Dollar General has pursued opportunities to serve and support our communities, customers, neighbors and each other. From providing convenient access to everyday essentials and offering name brands at great prices, to creating jobs that grow into careers and investing in educational programs that can change lives, we strive every day to positively impact the communities we call home.

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ABOUT THIS REPORT

This report provides information about our CSR and sustainability efforts and initiatives, including select metrics from the Sustainability Accounting Standards Board (SASB) standards for Consumer Goods—Multiline and Specialty Retailers and identifies where our programs align with and support the United Nations Sustainable Development Goals (SDGs). Unless otherwise noted, this document covers Fiscal Year 2024.

NOTE ON MATERIALITY

The topics, statements and data included in this report are being provided because we believe they may be topics of interest for our various stakeholders. Our inclusion of these topics, statements and data is not intended to convey that we believe our efforts in these areas, or the associated metrics, although important to us, meet the definition of materiality used in the context of financial reporting, filings with the Securities and Exchange Commission or for other regulatory reporting purposes.

SUSTAINABLE DEVELOPMENT GOALS

The UN's 17 SDGs set forth a global framework for governments and organizations to build a better world for people and our planet by 2030. Our **Serving Others** platform supports and aligns most closely with the seven goals listed below. We are continuously exploring further opportunities to align the SDGs with our business strategies.

 <p>2 ZERO HUNGER</p>	 <p>4 QUALITY EDUCATION</p>	 <p>5 GENDER EQUALITY</p>	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>
 <p>10 REDUCED INEQUALITIES</p>	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	 <p>13 CLIMATE ACTION</p>	



A MESSAGE FROM OUR CEO

In 2024, we celebrated our 85th anniversary of **Serving Others**. Since our founding in rural Kentucky at the end of the Great Depression, Dollar General has remained focused on providing access to everyday products at affordable prices in convenient locations across the U.S. Our mission has stood the test of time and continues to guide our business strategies and actions, including those discussed in this report.

Whether it is creating new employment opportunities, carefully curating and optimizing our product assortment or investing in programs that help our employees and neighbors advance their education, we are working to strengthen the communities we serve. In 2024, we continued to advance our recycling efforts, expanded our piloting of lower emission technologies, conducted our first climate scenario analysis and risk assessment and created nearly 9,400 jobs. Throughout the pages of this report, you will find highlights on these and other efforts.

I am very grateful for the more than 195,000 employees that help advance our mission every day and made this work possible. Together, we are working to position the company and the communities we serve for future success.

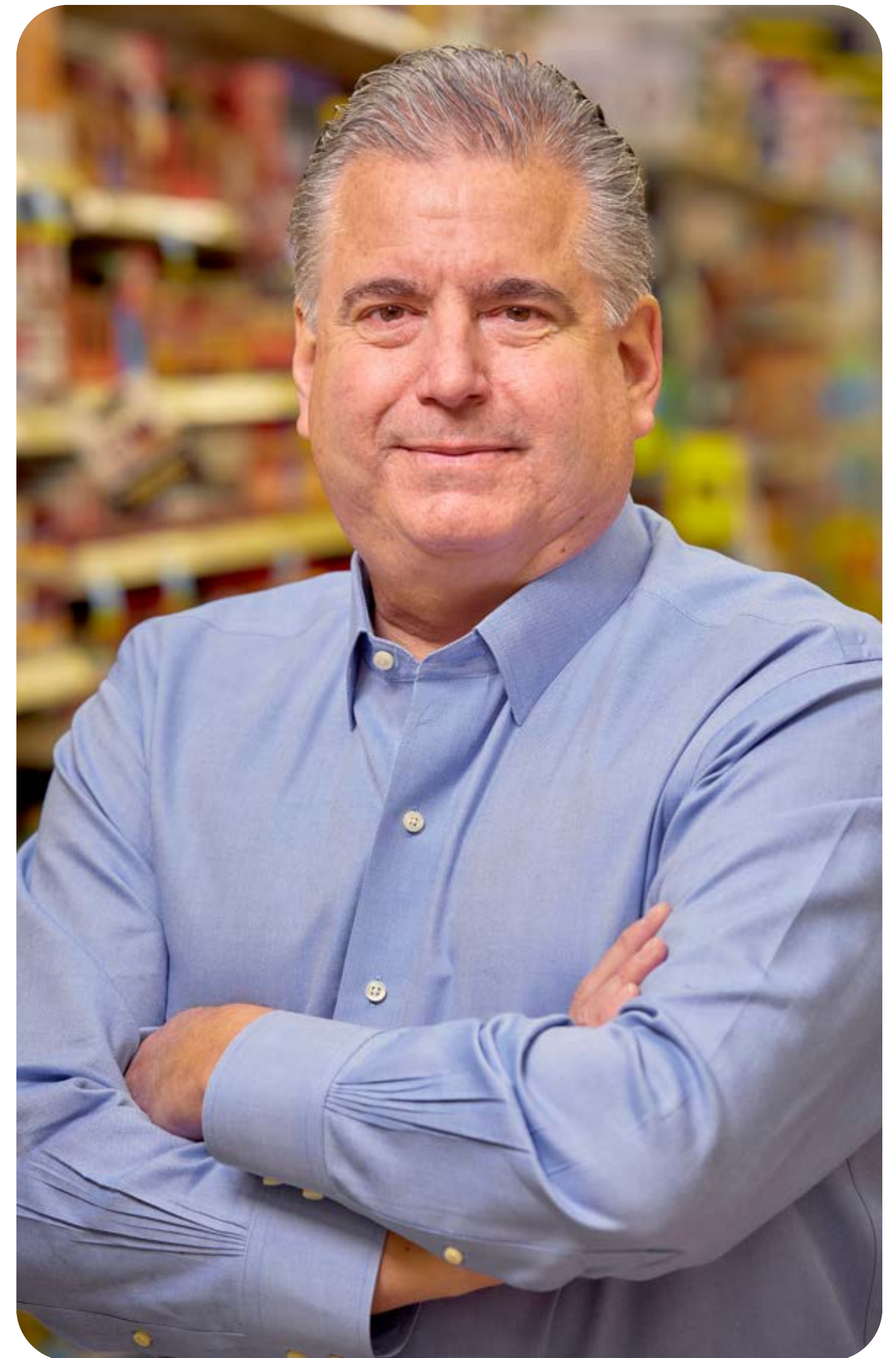
We hope you enjoy learning more about the many ways we are working to fulfill our mission of **Serving Others**.

Sincerely,



Todd Vasos

Chief Executive Officer





COMPANY OVERVIEW

ABOUT US

OUR VALUES WE BELIEVE IN

- Demonstrating integrity in everything we do.
- Providing employees the opportunity for growth and development in a friendly and fun environment.
- Delivering results through hard work and a shared commitment to excellence.
- Celebrating success and recognizing the contribution of others.
- Owning our actions and decisions and learning from our mistakes.
- Respecting the dignity and differences of others.

OPERATING PRIORITIES

- 1 Driving profitable sales growth
- 2 Capturing growth opportunities
- 3 Enhancing our position as a low-cost operator
- 4 Investing in the growth and development of our teams

OUR MISSION SERVING OTHERS

For Customers

Convenience, Quality & Great Prices

For Employees

Respect & Opportunity

For Shareholders

A Superior Return

For Communities

A Better Life



Headquartered in Goodlettsville, Tennessee, Dollar General has been delivering value to shoppers for more than 85 years. Through our more than 20,500 stores and expansive distribution network, we work to help shoppers Save time. Save money. Every day®. Delivering on that promise is a team of more than 195,000 team members.

DOLLAR GENERAL
AT A GLANCE

(As of fiscal year-end.)

20,500+

STORES

48

STATES

34

DISTRIBUTION
CENTERS

195,000+

EMPLOYEES

\$40.6B

IN NET SALES

85 YEARS

OF *SERVING OTHERS*

CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY PRIORITIES

Our mission of ***Serving Others*** plays an important role in the evaluation of our CSR and sustainability priorities. Our goal is that priority topics drive shareholder value while balancing operational, customer, community, and environmental needs.

To refine our priority areas, we enlisted an independent third party to conduct stakeholder interviews, media and other research and a review of current and pending applicable legislation. The resulting insights helped us to identify priority areas, which in turn influenced the disclosures and discussions that are reflected throughout this report.





OUR CUSTOMERS

SERVING THE NEEDS OF FAMILIES

We believe everyone should have access to affordable, everyday household essentials. We are proud to provide our customers with a wide selection of national brand and private label products at great prices in our convenient, easy-to-shop neighborhood general stores.

Driving our customer-centric model are consumer insights that help us refine our merchandising assortment and increase access to the everyday items that our customers need and want, from health and beauty products, home cleaning supplies, stationery, housewares, seasonal items and food options.

Increasing Access and Opportunity

To serve the needs of our customers, we bring the everyday products they need and want where they need them most – in an easy-to-shop neighborhood store. With more than 20,500 locations, our stores are located within five miles of approximately 73% of the U.S. population. In fiscal year 2024, we opened 725 stores, relocated 85 stores, remodeled over 1,600 stores, and opened new distribution centers in Aurora, Colorado and North Little Rock, Arkansas.

Created nearly
**9,400 JOBS IN
FISCAL-YEAR
2024**

When we open stores and distribution centers, we bring more than just affordable, quality products to communities. We also create economic growth and provide opportunities for individuals to begin and advance their careers. In 2024, we created nearly 9,400 jobs, providing positive economic growth and generating tax revenue for municipalities, all while increasing access to items families use most.

Mi Súper Dollar General

We celebrated our international expansion with the launch of the first Mi Súper Dollar General store in Escobedo, Nuevo León, Mexico in March 2023. As of fiscal year-end, we now operate a total of eight stores.

With a customer-first focus, Mi Súper Dollar General is designed to offer consumers a combination of great prices and value in a convenient shopping experience. The brand concept embodies the essence of a general store tailored to meet the specific needs of local residents. Products are primarily sourced from Mexico, including fresh produce, health and beauty items, home cleaning supplies, pet care products, housewares, stationery and other household essentials.

pOpshelf

Our pOpshelf stores offer shoppers a treasure hunt experience combining continually refreshed merchandise with seasonal specials and limited time offers with the majority of items priced at \$5 or less. At the 2024 fiscal year-end, we operated over 230 pOpshelf stores.

Military Support

Dollar General proudly supports those who have served and continue to serve our country in the armed forces. We offer exclusive discounts to active military, veterans and their immediate family members. Dollar General also partners with United Through Reading, an initiative to ensure children don't miss bedtime stories when a family member is away on military service.



U.S. Veteran's Magazine
**TOP VETERAN-FRIENDLY
COMPANIES LIST FOR
10TH CONSECUTIVE YEAR**



Our Products

As a leader in the value sector, we provide customers with everyday products at great prices in a convenient, easy-to-shop store. Whether preparing a meal for a special occasion, helping your child with a school project, welcoming a pet into the family or planning a night to pamper yourself, Dollar General stores are filled with the essentials that help make life's everyday moments possible at prices you can afford with name brands and private label products you can trust.

Food Access

Our expansive store footprint uniquely positions us to help advance efforts to reduce hunger and create access to the components of a nutritious meal, such as milk and dairy products, bread, eggs, lean proteins, grains and frozen or canned fruits and vegetables.

In addition to our assortment of frozen and shelf stable foods, as of the end of fiscal year 2024, Dollar General offered:

- Fresh produce in more than 6,700 stores across the country
- Fresh produce in more than 1,300 stores in areas considered food deserts, or areas with limited options for affordable, nutritious food

To further advance food access and address food insecurity, we have a national partnership with Feeding America. Learn more about our Feeding America partnership in the [Our Communities](#) section of this report.

DG Wellbeing

In addition to improving access to healthier, nutritious foods, we also seek to bring affordable health and wellness solutions closer to home for our customers, including an assortment of over-the-counter health and wellness items at affordable prices.

Our wellness assortment has been informed by customer feedback and includes items such as over-the-counter medicines, vitamins and supplements, as well as dental care, adult incontinence and feminine hygiene products.

Through our partnership with a third-party payment platform, customers can also use health plan supplemental benefits to purchase various health and wellness-related items in their local Dollar General stores.

Product Safety and Quality

We are committed to providing safe, affordable and quality products to our customers and their families. Our vendors and manufacturers are expected to ensure their products meet or exceed applicable safety, quality and regulatory standards for product ingredients, components, labeling and packaging. Additionally, we require vendors to adhere to our Code of Business Conduct and Ethics, meet our human rights and workplace standards and product safety expectations and adhere to global human rights standards. Many of our suppliers have their own sustainability programs, and we seek to understand the components of these programs as we evolve our own.

Palm Oil

Recognizing the importance of protecting our forests and the ecosystems they support, we recently implemented a palm oil policy requiring vendors to ensure that all palm oil (including palm kernel oil and palm oil derivatives) used in our private label products is sourced in a sustainable manner and in accordance with the Roundtable on Sustainable Palm Oil or an equivalent industry standard. A copy of our palm oil policy is available on our website.

Product Testing

We expect our suppliers to provide us with products that meet our safety and quality requirements. Our product safety and compliance testing protocols are developed and conducted in collaboration with some of the largest testing companies in the world, including Intertek, Underwriters Laboratories (UL) and Eurofins, and apply to direct imports and certain domestically purchased private label items.

These items undergo periodic testing by the aforementioned laboratories, the nature and frequency of which depends on the risk profile of the product or product category, among other factors. Product labels are also evaluated based on applicable regulatory requirements and for appropriate use and safety instructions.

Product Recalls

Product recalls (whether from a direct import, private label or national brand supplier) and any product safety inquiries or investigations are coordinated by Dollar General's Global Compliance department and are supported by a cross-functional team of individuals from across our organization. A product recall may be issued either as the result of an internal investigation or based upon direction provided to the company by a government agency or a vendor.

Product investigations are initiated when the company receives information regarding a potential product safety or quality issue, including through customer complaints. The scope of any such investigation is determined on a case-by-case basis, taking into account, among other things, the nature of the potential issue and any alleged harm caused by the product. Not every report or investigation of a potential product safety or quality issue will result in a product recall. If it is determined that a product recall is necessary, the Global Compliance team is notified and coordinates the removal of the product from inventory.

Chemical Policy and Restricted Chemical List

To further enhance the safety and quality of certain of our private label products, we have implemented a restricted chemical policy and program that go beyond what is required by law. As part of this program, we have eliminated from our formulated products a number of intentionally added chemicals, which we refer to as our Restricted Substance List (RSL). Our policy applies to private brand formulated products in our Home Cleaning, Beauty and Personal Care departments and to private brand formulated cleaning products in our Hardware and Automotive Departments.

We previously expanded our RSL, more than doubling the number of chemicals on the list from eight to nineteen. In 2025, we will add OECD's PFAS for formulated products to our RSL with a goal to eliminate these chemicals from applicable products by fiscal year-end 2026.

We continue to encourage all suppliers to register product formulations with the UL WERCSmart® system and to use safer alternatives to the chemicals listed in our RSL. Through this process, we expect to gain additional insight into the chemical composition of these products. A copy of our Restricted Substance List is available on our [Corporate Social Responsibility website](#).

Dollar General also continues to be a signatory to the Chemical Footprint Project and a respondent to its survey.

Managing our Supply Chain

We believe all individuals should be treated with dignity and respect. We expect our vendors to operate in a manner that aligns with this belief and ensures a safe, respectful workplace for all individuals working within our supply chain. During our onboarding process, our sourcing and private brands teams ensure that direct import and private brand vendors are made aware of our requirements. Additionally, these vendors execute a Master Supplier Agreement, which outlines certain requirements to which they and their factories must adhere. Our Global Compliance team provides oversight of this process.

Conflict Minerals and Forced Labor

We do not contract to manufacture products covered by the Conflicts Minerals rules set forth in Section 1502 of the Dodd-Frank Act, nor do we import products from the Democratic Republic of the Congo region. We also do not import goods from the Xinjiang Uyghur Autonomous Region as covered by the Uyghur Forced Labor Prevention Act (UFLPA).

Human Rights and Workplace Standards

We are committed to advancing human rights and workplace standards throughout our supply chain. Our Human Rights Policy includes numerous standards which are guided by the Core Conventions of the International Labor Organization and other industry-related best practices. These standards, which are applicable to all vendors and their employees and communicated in a variety of ways, include the following:

- Suppliers' employees in the production of company merchandise must be at least 16 years of age, or the age required by applicable law if higher.
- Suppliers may not use involuntary or forced labor.
- Suppliers will not tolerate or condone physical, sexual or verbal harassment or abuse of any Supplier employee.
- Suppliers' employees must be employed, paid, promoted and terminated based on occupational ability and not based on personal characteristics such as race or sex or beliefs.
- Suppliers must pay wages and benefits that comply with the local and country laws.
- Suppliers will demonstrate commitment to the health and safety of employees to prevent accidents and injury occurring in the course of work.

We have a zero-tolerance policy against child labor, forced or slave labor and worker abuse and harassment. Dollar General will not conduct business with vendors or facilities that are found to have engaged in these behaviors.

All facilities producing direct import merchandise for Dollar General are audited annually by an independent third-party firm to ensure compliance with our Human Rights Policy. Our audit also assesses compliance with all applicable legal limits for working hours and the provision of safe and healthy housing, if applicable. We use multiple third-party firms to help ensure integrity in the audit and require factories to have a passing workplace assessment score or an approved corrective action plan. Factories receiving low performance ratings will not be allowed to produce products for Dollar General until corrections have been made and an additional audit is conducted to validate the corrections.

Dollar General employees with direct import responsibilities are knowledgeable about the company's human rights and workplace standards and expected to familiarize themselves with any risks presented with certain product categories and sourcing countries. Members of Dollar General's Global Compliance department review vendor and facility performance with Sourcing and Merchandising leadership to ensure understanding of issues that may pose unacceptable workplace conditions or potential product regulatory and safety concerns.

Vendors are made aware of the company's expectations in numerous ways, including but not limited to, the vendor onboarding process, the Vendor Guide, the Code of Business Conduct and Ethics, supplier and other agreements, and periodic in-person vendor summits and meetings. To view our Code of Business Conduct and Ethics and for more information about our Human Rights Policy, please visit our [Corporate Social Responsibility website](#).

AT FISCAL YEAR-END

2024

Factory Audits Performed

976

Factory Audit Pass Rate

92.5%



OUR EMPLOYEES

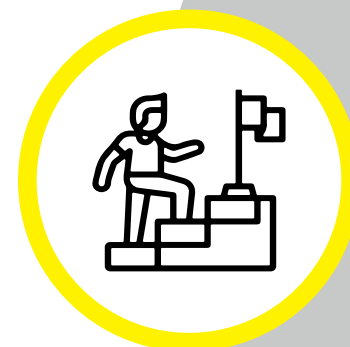
EMPLOYEE HIGHLIGHTS



195,000+
employees



~40%
of store managers started as part-time associates



~74%
internal promotion rate for positions at or above the lead sales position



17%
of our private fleet team began their careers in a store or distribution center

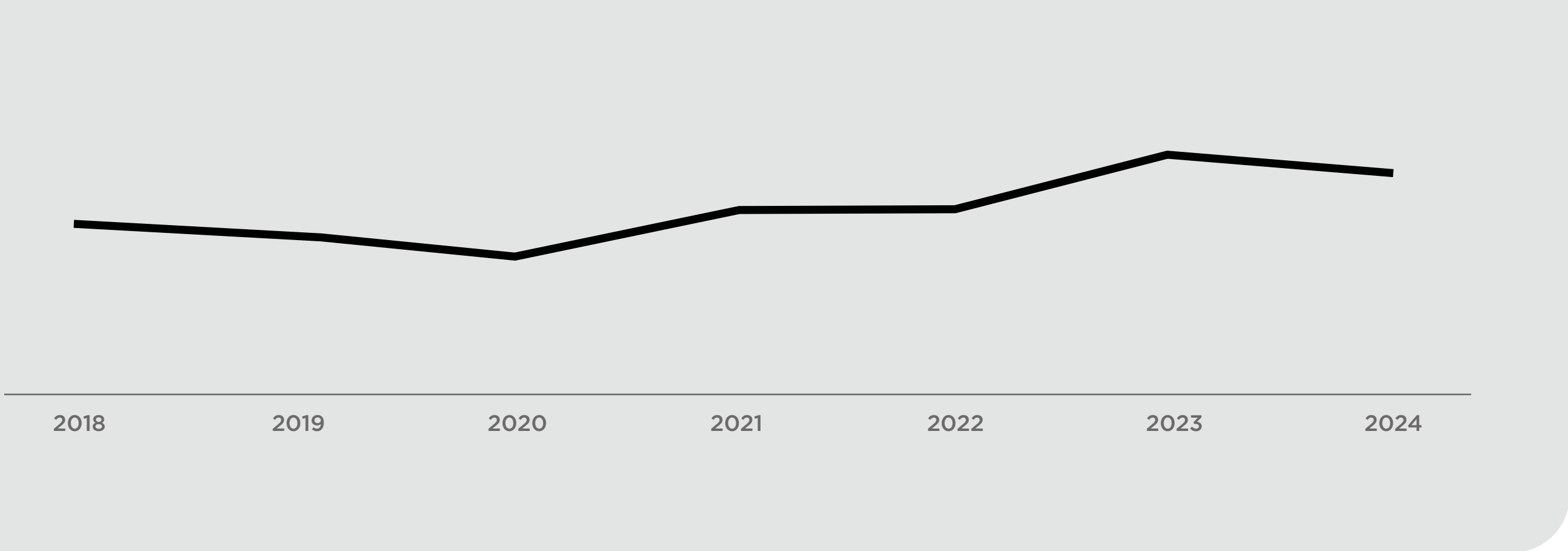


SERVING OUR DOLLAR GENERAL FAMILY

We believe our employees are our greatest asset, and their success is important to us. To help our employees advance their career goals, we take a multidimensional approach that includes everything from market competitive compensation and benefits to customizable learning journeys and access to higher education for employees and their families. The impact of our approach is reflected in the continued career growth and success of our associates.

We believe the opportunity to develop a career with a growing and purpose-driven company is a unique competitive advantage and our greatest currency in attracting and retaining talent. We have a variety of benefits and development opportunities designed to support employees along their career and life journeys. To evaluate the effectiveness of our talent and compensation strategies, we monitor metrics such as turnover trends, staffing levels and applicant flows. In 2024, we continued to be pleased with our overall applicant flow and staffing levels, which we believe are indicators of our ability to attract talent.

Store Manager Turnover (FY18-FY24)



Benefits and Well-Being

We care about the health and well-being of our employees and their families. We offer a variety of competitive benefits to help them lead healthy lives at work and home. Below is an overview of some of these benefits. Eligibility and benefit levels may vary by program.

Physical Health

We have a wide range of offerings that include medical, prescription, telemedicine, dental, vision, flexible spending accounts, health savings accounts (with a company match), disability insurance, healthy lifestyle and disease management programs, centers of excellence surgery offerings and more.

Mental Health

To further support the well-being of our employees and members of their households, our Employee Assistance Program provides access to private counseling sessions and unlimited access to free online resources for a wide range of topics including anxiety, stress, depression, life changes, legal resources, child and elder caregiver resources, and much more. Additionally, throughout the year, employees are invited to attend webinars on a variety of topics such as financial empowerment, suicide prevention, and the potential impact of social media on mental health.

Financial Health

To help our employees and their families increase their financial knowledge and create a path to a more secure financial future, free financial counseling is available through our Employee Assistance Program. Additionally, all full-time and part-time employees can immediately start saving for the future in the 401(k) plan, with matching contribution eligibility after one year and 1,000 hours of service.

Daily Pay

We provide our retail employees early access to their earned wages through an advance pay program. This initiative was designed to enhance financial flexibility and support to our dedicated team members.

Parental Leave and Family Planning

To support our employees on their family building journeys, in addition to paid maternity and parental leave, we also offer adoption benefits to all employees who have at least one year of service.

Wellness Program

Our Better Life Wellness Program is designed to encourage a healthy lifestyle and overall physical, financial, and behavioral well-being. The program offers a variety of resources that include fitness and nutrition challenges, diet and physical activity tracking, access to certified counselors and health assessments to better understand how lifestyle habits can impact overall health. Health plan members who participate in the Better Life Wellness Program are eligible to receive wellness incentives such as reduced copays, free generic medications on certain therapeutics, and premium credits to help lower their healthcare expenses.

Employee Assistance Foundation

The Employee Assistance Foundation has been providing hope and help to our co-workers for 19 years. During some of life's most challenging moments, such as when a teammate loses a loved one or suffers damage to their home from a natural disaster or fire, the Foundation is there to support our employees in need.

Funding for the Foundation comes from the company, board members and co-workers joining together to serve our Dollar General family. During fiscal year 2024, the Foundation awarded over \$2.5 million to co-workers in need.



Dollar General's adoption assistance program took the stress out of the process and allowed me to focus on adopting my little princess! My wife and I are truly grateful to Dollar General for having this benefit and helping us grow our family!

Rick B., Store Manager
Serving Others at DG since 2010



Employee Health and Safety

Dollar General is committed to providing a safe work environment. Following the ISO 45001 international standard, our safety system includes standardized policies and procedures, training, ongoing communication, employee engagement, recognition and accountability, combined with monitoring and use of data analytics to drive preventative strategies and help evolve overall safety strategies and initiatives.

Safety Teams

Fostering a culture of safety requires the involvement and commitment of every employee. For our stores, day-to-day safety compliance is led by our store managers, and districtwide safety compliance is led by our district managers. Monthly safety meetings, safety information centers and routine visits from field leadership provide avenues both for employees to raise and discuss safety concerns and management to recognize employees for their success. Dollar General provides several 24/7, 365-day toll-free hotline resources to report work-related safety concerns, hazards, injuries or illnesses.

In 2024, we implemented enhancements to our safety policies designed to strengthen compliance, enhance communication, and increase employee recognition and awareness of available resources. Some of our efforts include:

- Establishment of a Safety Operations Center to enhance store safety compliance.
- Created a new field safety, senior manager role in each operating territory to support safety and injury prevention efforts in our stores.
- Enhancements to field leadership store visits to reinforce employee safety engagement and store safety routines.
- In-person facilitated Safety Orientation with new district managers and regional directors led by Dollar General's director of safety.
- Safety engagement sessions with all regional directors across the organization.
- Enhancements to the employee safety resources and training programs including updated Employee Safety Handbook.

Distribution Center Safety Teams consist of onsite personnel and safety committees that train new hires and oversee ongoing safety training, conduct near-miss and incident investigations and safety audits, and drive employee engagement regarding safety matters through recognition. The distribution center teams are also led by a network-wide safety steering committee with representatives from across the supply chain network. The steering committee reviews safety initiatives, network-wide communications, and ongoing monitoring of data analytics and serves as a resource for employees to brainstorm new ideas and processes to minimize risk within facilities.

In 2024, we continued to strengthen our supply chain safety efforts by enhancing training for our safety operations managers and implementing new technology to improve safety across the network. Additionally, we increased safety reinforcement training to bolster employee safety awareness and supplement OSHA annual refreshers.

To further recognize our employees' accomplishments, we also provided all distribution center employees with access to a recognition platform, making safety recognition accessible and visible throughout the network and easy to celebrate colleagues.

Fleet Safety

For our Private Fleet teams, ensuring the safety of our drivers, our employees and the communities we serve is of the utmost importance. Our fleet has local safety supervisors who engage with our drivers, fleet maintenance teams and distribution centers to ensure proper training, safe equipment and safe loads. Our trucks are equipped with safety systems including, among others, collision mitigation technology and event-driven cameras. We continuously evaluate and, where necessary or appropriate, invest in new technology, improved truck specifications, facilities, training and reporting tools across our fleet.



Safety Metrics

The following provides a five-year overview of our safety metrics by work location (i.e., stores and distribution centers). As detailed in the chart, in 2024, 83% of our stores were accident-free, and our store incident rate was 3.98.

Additionally, the overall distribution center incident rate for 2024 was 3.60 which was below the most recent BLS industry average for Warehousing and Storage. The distribution center incident rate has been below the BLS industry average for several years.

SAFETY METRICS (FISCAL YEAR)

STORES	2020	2021	2022	2023	2024
Incident Rate	4.87	4.57	4.05	4.10	3.98
Lost Time Rate	0.73	0.68	0.69	0.69	0.73
Employee Accident-Free Stores	79%	81%	83%	82%	83%

DISTRIBUTION CENTERS (OVERALL)	2020	2021	2022	2023	2024
Incident Rate	5.17	3.68	3.53	3.92	3.60
Lost Time Rate	1.07	1.08	1.14	1.24	1.0



Leadership Development and Training

Creating opportunities for our team members to grow and thrive is the central focus of our leadership development and training programs. Whether an employee is starting their career in an entry-level position or a seasoned business leader, we have an array of programs to help build competence, unlock potential and support each team member's career journey. Some highlights of our development offerings include:

SKILLS-BASED LEARNING: Daily reinforcement trainings deliver three to five minute personalized, question-based micro-lessons that help increase job efficiency and reinforce skillsets for our store and distribution center employees.

LEADERSHIP DEVELOPMENT: To create growth opportunities and a culture of continuous learning, we offer a wide collection of trainings for our field leaders, supply chain and retail employees. These trainings include topics from business execution strategies, culture, leadership skills and communication to coaching, mentorship and more.

EDUCATION: Everyone's education journey is unique. That is why we offer our employees and their families a multitude of programs to advance their education. These opportunities include:

- **Free College Tuition:** Employer-paid, full-tuition-covered degree programs at select universities.
- **Tuition Assistance:** Yearly tuition assistance to start or complete a degree at the institution of your choice for eligible employees.
- **On-demand Education Platform:** Day-one access for employees and their families to free, transferrable college courses through our dedicated online education platform.
- **High School Equivalency Test Reimbursement:** Employees are eligible for high school equivalency test fee reimbursement under the tuition reimbursement program.



Employee Engagement

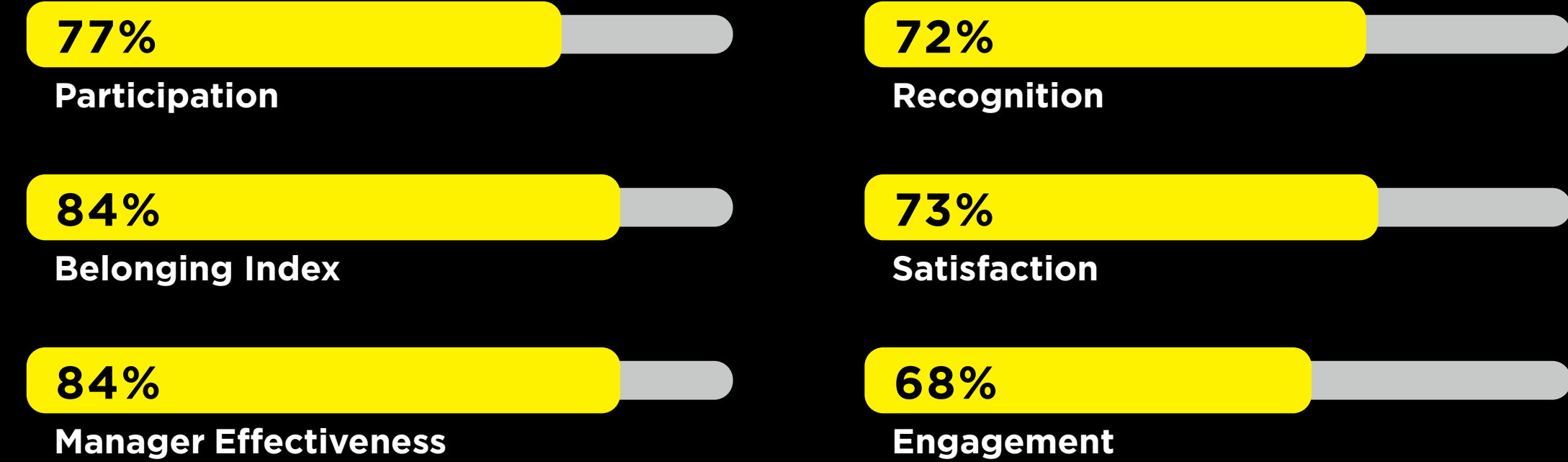
We work hard to advance a culture where employees feel valued, supported and connected to our mission of **Serving Others**. We offer multiple communication platforms to engage our teams including:

- In-person and virtual CEO-led town halls
- Leader-led listening sessions
- Engagement surveys
- Communication boards
- Training programs
- Regional and national leadership meetings

Employee feedback is critical to shaping enterprise-wide engagement initiatives and helping us continue to be an employer of choice. Our annual DG Voice survey, regular pulse surveys, onboarding and exit surveys, along with listening sessions and continuous feedback loops conducted throughout the year, enable us to gain more insight into our employees' experiences, strategic initiatives, and company improvements. We use the feedback we gain to guide efforts to amplify our culture, strengthen the sense of belonging among our teams and ensure all employees feel heard, supported and valued.

2024 DG VOICE OVERALL COMPANY RESULTS

In 2024, we surveyed our entire workforce. The results of that comprehensive survey are provided below.



IN 2024, WE SURVEYED OUR ENTIRE WORKFORCE, WHO TOLD US SOME OF THE THINGS THEY LIKE MOST ABOUT THEIR JOB AT DOLLAR GENERAL:

“ Being able to **PROVIDE** for me/my family.



“ Feeling like my contributions matter and my work is **PURPOSEFUL**.



Employee Development

We strive to create an environment where every employee feels valued, respected, and supported, which we believe drives engagement and has a positive impact on our business, our customers and the communities we serve. In 2024, employees across the organization had the opportunity to participate in training and learning experiences aimed at advancing their development.

Early Career Opportunities

As we look for opportunities to increase access to talent, we are proud to partner with colleges and universities with degree programs aligned with Dollar General's business needs. As part of our college and university recruitment strategy, we cultivate relationships with multiple institutions across the United States to help us reach high-performing future leaders for internship and post-graduate opportunities.

Additionally, Dollar General continues to create new opportunities for personal and professional growth, and ultimately career advancement. Each summer, Dollar General sponsors a robust, paid, 10-week internship program that offers practical, real world, hands-on experience to college students. Opportunities within human resources, supply chain, technology, communications, marketing, finance, merchandising and more provide students with leadership and operational skills, job shadowing, professional development, mentorship with structured feedback, networking with senior leaders across the company, team outings and volunteer opportunities and more. In addition to the structured summer program, select departments offer internships throughout the year.

To learn more about all of our early career opportunities, visit our [Early Careers website](#).

Workforce Composition

Our workforce data represents more than 195,000 employees and is based on employee self-identification. For information on our workforce composition, please see our [EEO-1 consolidated report](#).





OUR COMMUNITIES

SERVING OUR NEIGHBORS AND COMMUNITIES

An integral part of the Company's mission of **Serving Others** is our philanthropic strategy. We balance our efforts with local initiatives and strategic partnerships that drive social impact through education, hunger alleviation, disaster relief and reforestation. During fiscal year 2024, Dollar General and its Foundations donated more than \$27 million to local and national efforts extending hope and opportunity.

OUR SOCIAL IMPACT EFFORTS FOCUS ON THREE PILLARS:

MIND

Creating pathways to opportunity:

- Literacy
- Education

BODY

Increasing access to critical resources:

- Hunger Relief
- St. Jude Children's Research Hospital

PLANET

Strengthening conservation efforts:

- Reforestation
- Habitat Preservation
- Disaster Relief

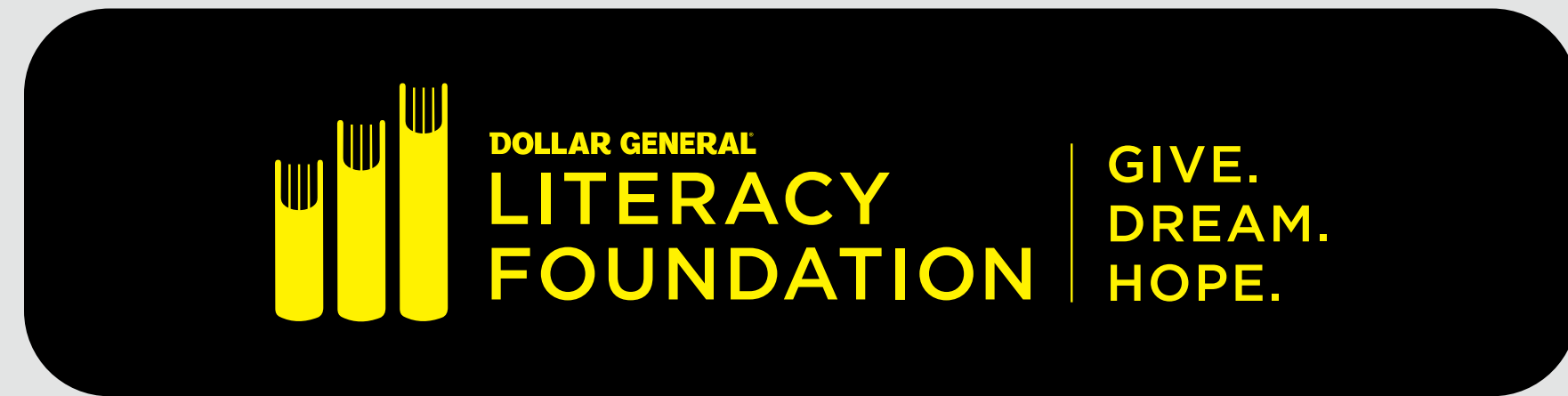


MIND

Literacy and Education

Dollar General Literacy Foundation

We believe literacy and education play an important role in increasing opportunities for social mobility, civic engagement and economic empowerment. Since its inception over 30 years ago, the Foundation has donated more than \$257 million to adult, family and youth literacy programs to help students of all ages pursue their educational goals. To learn more, please visit dgliteracy.org.



This fiscal year:

\$18.1
MILLION
DONATED



1,855
GRANTS
AWARDED



BODY

Hunger Relief and Pediatric Cancer

Supporting Food Access

We care about our customers and their families and believe everyone should have access to affordable, nutritious food.

In 2024, we donated more than \$1.1 million to Feeding America and its affiliates. We also supported local food banks in over 5,200 communities through our food recovery efforts in our local stores and distribution centers resulting in:

- More than 28.1 million pounds of food to Feeding America food banks,
- Over 22.4 million meals.

Since the launch of our food donation program in 2019, we have donated over 66 million pounds of food, equivalent to more than 51.3 million meals.

Supporting Pediatric Healthcare

We are proud to celebrate 19 years of partnership with St. Jude Children's Research Hospital, which advances research, provides quality care and ensures that families of ill children never receive a bill for treatment, travel, housing or food. Through our annual in-store Thanks and Giving® campaign and corporate donations, we have raised more than \$3 million for the hospital's life-saving work.

PLANET

Reforestation, Habitat Preservation and Disaster Relief

Promoting Reforestation

We understand the vital role trees play in creating a thriving and healthy environment, from advancing air quality and soil health to natural habitats and biodiversity and more. Since 2021, Dollar General has partnered with the Arbor Day Foundation to restore more than 605 acres of forest and planted more than 319,200 trees.

In fiscal year 2024, we planted over 127,700 trees across the United States and Mexico.

Revitalizing Critical Habitats

Since 2021, we have partnered with Arbor Day to restore the longleaf pine ecosystem throughout the southeast that has been impacted by development and natural disasters. This ecosystem is home to a diversity of plant and animal species, many endemic only to this habitat.

In 2024, following the third-largest wildfire in the state's history, we partnered with Arbor Day to help revitalize habitats damaged by the Bootleg Fire in Oregon. The fire devastated the trees and wildlife of the Klamath Falls Basin, a biodiversity hub and top nesting area for bald eagles. Through our partnership efforts, we planted over 23,000 trees in the affected area of southern Oregon. The return of this tree canopy will support a wide range of wildlife, providing homes for birds, big game, and small mammals.

In addition to our work in the United States, we also continued our collaborative efforts in Mexico to help protect the endangered monarch butterfly and its indispensable role as a pollinator in North America. In 2024, we planted over 12,500 sacred fir and smooth-bark Mexican pine trees to protect and restore the monarch butterfly's habitat.

Supporting Disaster Relief

During times of natural disaster, we offer support through our longstanding partnership with the American Red Cross. In 2024, we provided in-kind and monetary donations totaling over \$1.2 million to help the Red Cross provide essential aid to people in need across the country. Dollar General's pre-positioned support and giving empowers the Red Cross to rapidly mobilize personnel and supplies to impacted areas.

We also provided over \$700,000 worth of in-kind support to Feeding America affiliates to help aid in the response to Hurricanes Helene and Milton.

To support public school libraries affected by natural disasters in Dollar General communities, the Dollar General Literacy Foundation offers the Beyond Words grant program. The grant program provides funding to public school libraries that have been severely impacted by disasters, helping them rebuild, re-establish and/or expand library resources and literacy programs. To learn more, please visit dgliteracy.org.





OUR ENVIRONMENT

SERVING AS GOOD STEWARDS

Dollar General is committed to being a good environmental steward. As we work to advance our sustainability efforts, we thoughtfully consider strategies that reduce our environmental footprint, preserve natural resources and protect the vibrancy of the communities we call home, now and for generations to come.

To learn more, a copy of our environmental policy is available on our [Corporate Social Responsibility website](#) under additional information.

CLIMATE GOALS

Dollar General has both shorter-term and longer-term goals to reduce our GHG emissions*.

15% REDUCTION per square foot by 2026

30% REDUCTION per square foot by 2031

CARBON FOOTPRINT¹	2020	2021	2022	2023	2024
Enterprise Square Footage²	146,256,000	154,666,867	163,562,147	174,736,366	186,301,607
GHG Emissions Scope 1 (MT CO ₂ e)	565,598	625,813	658,617	712,806	692,872
GHG Emissions Scope 2 (MT CO ₂ e)(Market-Based)	1,052,622	1,175,716	1,258,232	1,275,193	1,044,557
GHG Emissions Scope 1 and 2 Total (MT CO ₂ e)(Market-Based)	1,618,220	1,801,529	1,916,849	1,987,998	1,737,429
Carbon Intensity (MT CO ₂ e/1000 SQ FT)	11.1	11.6	11.7	11.4	9.3
Energy Consumed Purchased Electricity (kWh)	2,582,574,879	2,788,883,930	3,062,439,074	3,316,455,860	3,631,125,319

*Using 2020 as a baseline for comparison.

¹All metrics are based on calendar year-end.

²Enterprise square footage for calendar year 2024 includes retail, SSC, distribution center and warehouse square footage. Notes: Scope 1 includes stationary (natural gas, propane, heating oil, backhaul generators and fugitive emissions from refrigerants) and mobile (corporate jet, fleet vehicles, owned trucking, owned refrigeration trailers, and leased trucking) emissions. Scope 2 includes purchased electricity and renewable energy credits. Scope 2 emissions calculations for CO₂e from kWh consumption for 2024 was made using updated eGrid factors released January 17, 2025.

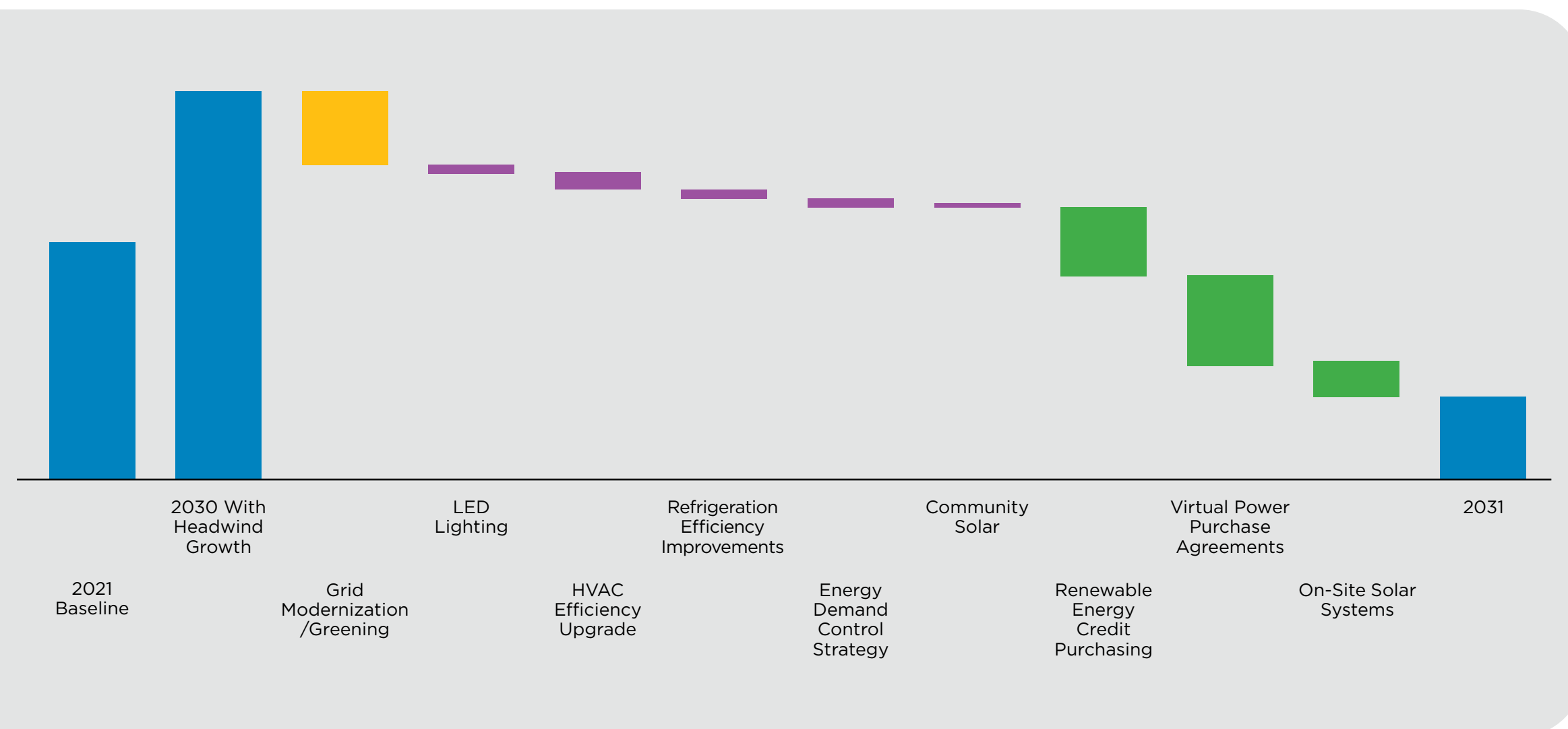
TRANSITION PATHWAYS

Our path to achieving our 2031 emission reduction goals is multifaceted and takes into consideration various assets and elements of our operations including but not limited to:

- Investments in energy efficiency projects
- Cleaner refrigeration technologies
- Renewable energy strategies
- Transportation optimization

The chart below is representative of the pathways we are taking toward our goal attainment.

As we work to lower our emissions, we understand the importance of working with like-minded organizations that are respectful of the environment and value sustainability in their operating model. In 2024, at least 75% of our consumer product goods spend was with brands that have publicly stated emission goals.



ENERGY EFFICIENCY AND CONSERVATION

From new lighting and climate control strategies to renewable energy, we are leveraging technology to help us improve our energy consumption.

Energy Management Systems

Energy management systems, now installed in approximately 99% of Dollar General stores, are certified to meet ISO 5001 standards, allowing us to use data to make better informed decisions about energy use.

Additionally, 41% of our stores are equipped with new and replacement HVAC systems that include variable frequency drives (VFDs). In 2024, we added VFDs in more than 1,160 additional stores.

Lighting Solutions

Interior and exterior store lighting represents a large component of our energy use. In 2016, we began our initial transition to light emitting diode (LED) lighting in our stores. LED lighting uses approximately 70% less energy and lasts longer than fluorescent lights, which also contributes to reduced waste and maintenance expense. We continued these efforts in 2024, installing even more efficient LED lighting in ~2,000 stores and reducing the post-installation energy usage in those stores by approximately 46%. At fiscal year-end, we had converted over 99% of our interior store lighting, nearly 85% of our exterior store lighting and 82% of exterior store signage to LED.

Refrigeration Improvements

As we expand access to refrigerated and frozen food in our stores, we are continuously exploring and implementing solutions that are energy efficient and environmentally friendly. Some of our efforts include, replacing inefficient and aged coolers and freezers with ENERGY STAR® rated units, adding doored cooler units in place of less efficient open-air units, and working with manufacturers to design large capacity coolers that use natural refrigerants.

In 2022, we began partnering with a manufacturer to meet our large capacity cooler needs with a design that uses natural refrigerants. Through this effort, we now have more than 590 stores with these ENERGY STAR® rated, natural refrigeration units and are continuing our expansion efforts.

Renewable Energy

As a growing retailer, we are engaging in a multi-layered approach to renewable energy efforts that can help us achieve our emission reduction goals. Our renewable energy strategy includes both on-site and off-site renewable power projects, community solar agreements, wind energy supply agreements, renewable energy credit purchasing, green pricing agreements and virtual power purchasing agreements. When assessing these projects, we consider multiple factors including lease life on locations, ease of installation and overall return on investment.

In 2024, **~2,000 STORES** were powered by wind and solar energy agreements.



FUEL EFFICIENCY

Our global supply chain uses a variety of transportation systems to deliver goods throughout the Dollar General network. Whether our merchandise moves by land, rail or sea, it follows a strategically mapped routing system, designed to maximize efficiency and thus limit the environmental impact of its journey.

- By sea, our goods move aboard ocean freight carriers, powered by low-sulfur fuel oil (LSFO) in compliance with International Maritime Organization (IMO) 2020 mandates to reduce air pollution from ships.
- By land, we move our goods between our distribution centers and stores through traditional freight truckloads, their routes optimized for fuel efficiency and to minimize road mileage.
- Our fleet fuel efficiency strategy follows guidance from the U.S. EPA's SmartWay® program, designed to help companies advance supply chain sustainability by measuring, benchmarking and improving freight transportation efficiency.

In 2024, all inbound and outbound fleet carriers, including our own private fleet, **EARNED EPA SMARTWAY® CERTIFICATION.**

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In 2024, we reduced our stem miles, or the distances trucks must travel to reach their first delivery, by **3.9%** from the previous year in our fresh deliveries and **2.8%** in our dry deliveries.



DISTRIBUTION CENTER EFFICIENCY

Within our 34 distribution centers, we have implemented numerous measures to improve our energy efficiency, from lighting and temperature control systems to electric material handling systems and building materials.

Technology and Equipment

To help with optimal energy utilization, each of our distribution centers utilize smart lighting strategies, which uses occupancy sensors to determine when lighting is needed.

Due to advances in technology, battery storage capabilities and electric equipment, we have been able to improve energy efficiency within our material handling at our distribution centers.

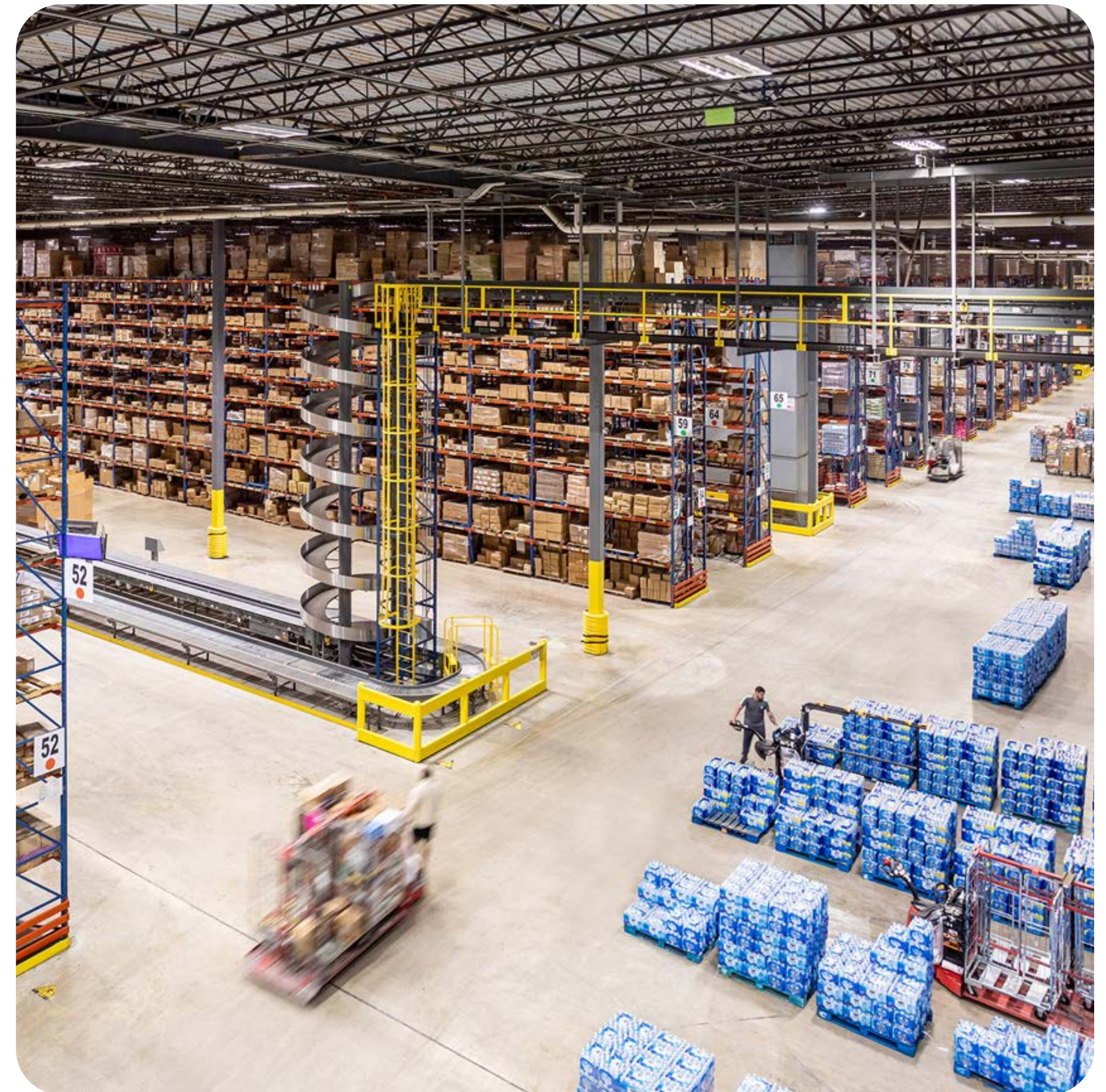
In 2024, we expanded our lithium-ion battery powered forklifts to five additional sites. These vehicles require less maintenance and may result in less material handling equipment due to faster charging times and a longer charge life.

We also use VFDs for all conveyers and whenever possible for our climate control equipment, further reducing energy usage in our distribution centers. In 2024, 27 of our 34 distribution centers utilized VFDs or similar technology for climate control devices.

Building Enhancements

To reduce energy consumption, the majority of our distribution centers have been outfitted with thermoplastic polyolefin roofing finishes, which reflect sunlight, reduce cooling costs and save energy. As an added advantage, at the end of their useful life they typically are fully recyclable.

Over 40% of our distribution centers that use ammonia for cooling and refrigeration are equipped with adiabatic condensers for temperature control. As a result, these systems use water only as needed based on ambient temperatures and system demands and the water used does not require chemical treatment.



CLIMATE SCENARIO ANALYSIS AND RISK ASSESSMENT

To further enhance our climate-related disclosures, we conducted a Taskforce for Climate-related Disclosure (TCFD) aligned climate scenario analysis and risk assessment. This work used “what-if” scenarios to explore certain climate-related scenarios and their potential impacts and associated risks.

Strategy

Climate-related Risks and Opportunities

In 2024, in alignment with the TCFD recommendations, we identified and assessed certain potential climate risks¹ and opportunities that, if they were to occur, could impact our business. The table below provides an overview of this assessment and should not be considered exhaustive.

- Short-term
- Medium-term
- Long-term

TABLE 1. Potential Climate-related Physical Risks²

RISK CATEGORY	POTENTIAL IMPACT	TIME HORIZON
<p>ACUTE PHYSICAL</p> <p>Extreme weather events on operations and supply chain</p>	<p>Increased acute weather events and natural disasters have the potential to increase expense (capital or operating) from property damage, loss of inventory, business disruption, and/or disruption of supplier operations. The occurrence of one or more extreme weather events, such as hurricanes, fires, floods, tornadoes, unusual weather conditions, or similar disruptions may adversely affect, to varying degrees, our operational and financial performance.</p> <p>Weather-related events also could affect consumer shopping patterns or prevent customers from reaching our stores in impacted markets, which may lead to lost sales.</p> <p>These events also may increase the costs of insurance if they result in significant loss of property or other insurable damage to the Company or in the market more generally.</p>	<p>●</p>
<p>CHRONIC PHYSICAL</p> <p>Rising mean temperatures</p>	<p>Depending on their severity and duration, climate changes such as increased drought, rising mean temperatures and sea level rise, could impact operational and supply chain costs.</p>	<p>●</p>

¹The potential risks and impacts of climate change include both physical risks (such as extreme weather events or rising mean temperatures) and transition risks (such as regulatory or technology changes).

²For purposes of this report, short-term is defined as >1 year, medium-term as 1-5 years, and long-term as 5+ years.

TABLE 2. Potential Climate-related Transition Risks

RISK CATEGORY	POTENTIAL IMPACT	TIME HORIZON
<p>POLICY Carbon pricing mechanisms</p>	<p>Implementation of carbon pricing mechanisms may increase operating costs. The Company uses natural gas, diesel fuel, gasoline and electricity in our operations, which may face increased regulation. Regulations taxing or limiting greenhouse gas emissions and energy inputs may increase costs associated with compliance as well as merchandise and supply chain costs.</p>	
<p>POLICY Changes in regulation on products</p>	<p>Emerging regulations such as extended producer responsibility, bans or limitations on plastics (including single-use plastics) and minimum post-consumer recycled plastic content may result in increased operating and merchandise costs, which may increase product pricing and thus potentially impact consumer purchasing behaviors.</p>	

TABLE 3. Potential Climate-related Opportunities

RISK CATEGORY	POTENTIAL IMPACT	TIME HORIZON
<p>RESOURCE EFFICIENCY Use of more efficient modes of transportation</p>	<p>Use of more efficient modes of transport and or transportation routes may reduce operational and supply chain emissions and costs. Dollar General may have opportunities to transition to more efficient and lower carbon modes of transport when upgrading vehicles to reduce emissions and costs across direct operations and the supply chain. However, this benefit must be weighed against any losses in productivity (e.g., longer delivery times or stem miles).</p>	
<p>ENERGY SOURCE Use of low-carbon energy sources</p>	<p>Implementation of renewable energy strategies may reduce costs, exposure to fossil fuel price fluctuation, and increase capital availability through incentives. As Dollar General continues to grow its operations, there could be opportunities to increase operational efficiency across the business, which results in lowering operational (i.e., energy) costs. However, these improved costs may be offset by expense related to alternative energy suppliers.</p>	

WASTE AND RECYCLING

We are always looking for new ways to create efficiencies and reduce, reuse or recycle waste across our supply chain.

Recycle

We have robust recycling initiatives dedicated to helping minimize waste. Due to the strategic placement of our stores and distribution centers, we are able to create a consolidated, efficient process for recycling cardboard, plastic and mixed paper by backhauling these materials from our stores to our distribution centers. This process eliminates the need for in-store baling machines and additional trucks dedicated to picking up materials at more than 20,450 locations.

In 2024, we completed over 1,100 visual waste audits at store locations and are using the data to help optimize waste management and recycling efficiencies.

Single-stream Recycling

We invite the public to participate in rechargeable battery recycling, bottle and aluminum can takebacks and single-stream recycling in more than 3,400 of our stores across the country. In calendar year 2024, our single-stream recycling programs diverted 9.5 tons of recyclable materials away from landfills.

Tertiary Packaging

An effective strategy to help prevent wasting resources through excessive packaging is to forego packaging in the first instance. We utilize this approach to reduce tertiary packaging, i.e., packaging used for shipping large quantities of goods. By conducting an economic order quantity analysis, we have reduced the volume of incoming partial pallets associated with tertiary packaging, which, in turn, also means fewer employee touches and enhanced overall efficiency in our distribution centers.

RECYCLING EFFORTS RESULTS

(during calendar year 2024)

2,000+

TONS OF PLASTIC

274,000+

TONS OF CARDBOARD

485

TONS OF PAPER

6.7M+

PALLETS

EQUIVALENT TO:

1.9B+

GALLONS OF WATER SAVED

2.5B+

KWH OF ENERGY SAVED

2.6M+

BARRELS OF OIL SAVED



In 2024, our reuse and recycling programs helped us achieve a **66% landfill diversion rate.**

Reuse

Co-creating a Circular Economy

In 2024, Dollar General partnered with a third-party asset recovery vendor to resell and repurpose 3,100 tons of used refrigeration equipment from remodeled or relocated facilities. Through this partnership, we refurbish non-working units to bring them to like-new condition and resell them. Any units that cannot be returned to a working standard are used for parts to maximize their use and minimize waste.

Beyond our repurposed refrigeration equipment, we also have a centralized disposal process and protocol for all IT assets, coordinated by Dollar General's Device Services team. Once equipment such as computers, printers and scanners, among other hardware, are slated for disposal, we take the appropriate steps to decommission them and find alternatives to disposal. These alternatives include reselling to certified contractors, donations to schools or nonprofits or recycling through a certified contractor.

Organic Waste Programs

Dollar General has implemented organic waste programs in Vermont, California and Austin, Texas. Food from stores in these markets that cannot be sold or donated is placed into specialized bins and taken to composting facilities. We have managed over 430 tons of organic waste through these efforts which helps reduce methane gas at landfills and sequester carbon in the soil.

Transforming Unused Dairy

In 2024, we donated over 4,800 tons of milk to local food banks and diverted more than 17,400 tons of expired dairy from landfills. Of this total, more than 15,900 tons was transferred to regional producers of animal feed, where it was used as a high-quality additive to livestock feed. Another 1,400 tons of expired dairy product was repurposed in a waste-to-energy process by a farm located near our Pottsville, Pennsylvania distribution center. Electricity generated from our donated milk not only serves the energy needs of this approximately 1,300-acre farm, but the surplus power is sold back to the local electric grid.

Reduce

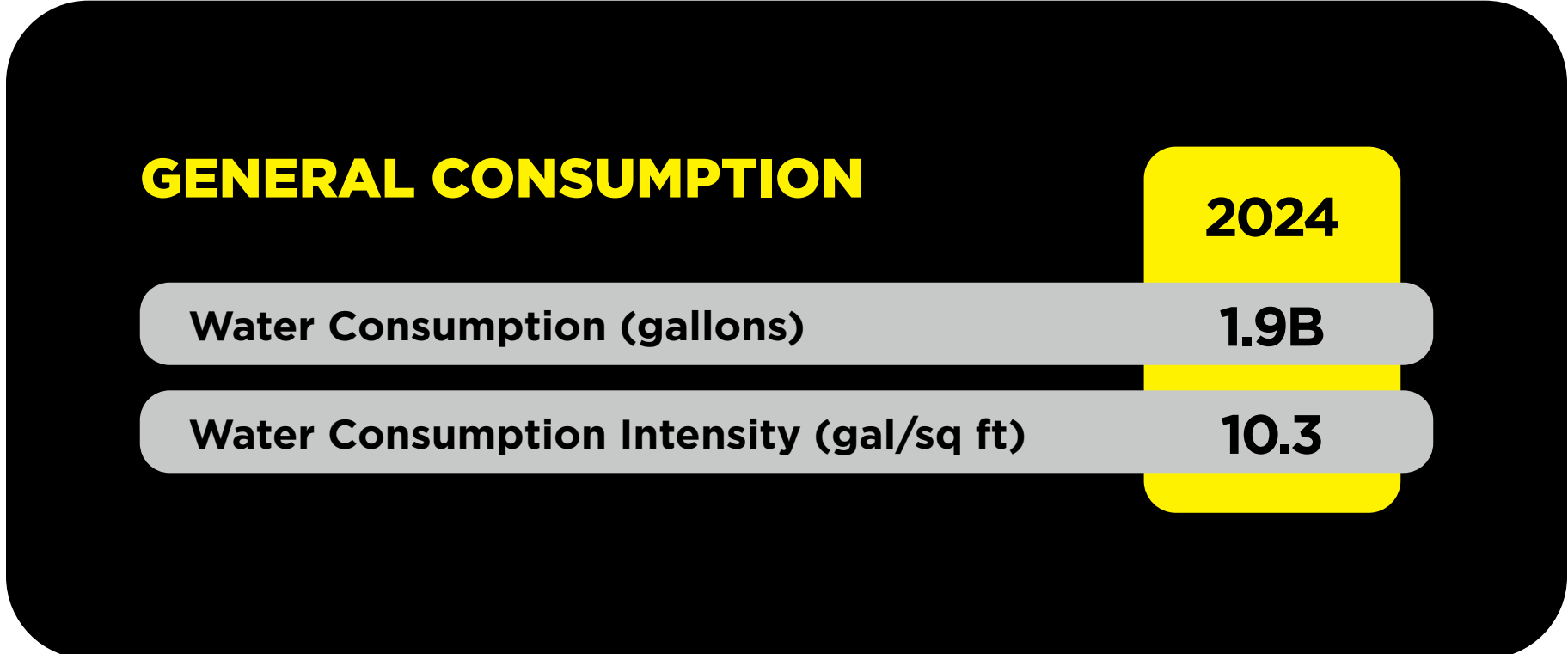
New Store Growth and Store Remodels

Working with our developers, Dollar General has implemented a virtually zero-waste construction strategy for both new and remodeled stores. As we optimize store formats to deliver greater convenience to our customers, we are increasingly using pre-engineered materials to limit on-site construction modifications, which eliminates waste and reduces construction costs. As part of these efforts, our pre-engineered steel buildings are designed so the building shell and corresponding structure are a precise fit. Any scrap that is generated is recycled into raw material. This construction process applies to 80% of our new stores, while 19% are reused in conventional lease spaces and the remaining 2% of our new store construction is our low-waste designs for our wood prototype buildings. Through these practices, we have substantially reduced the burden of construction waste on landfills in our communities.

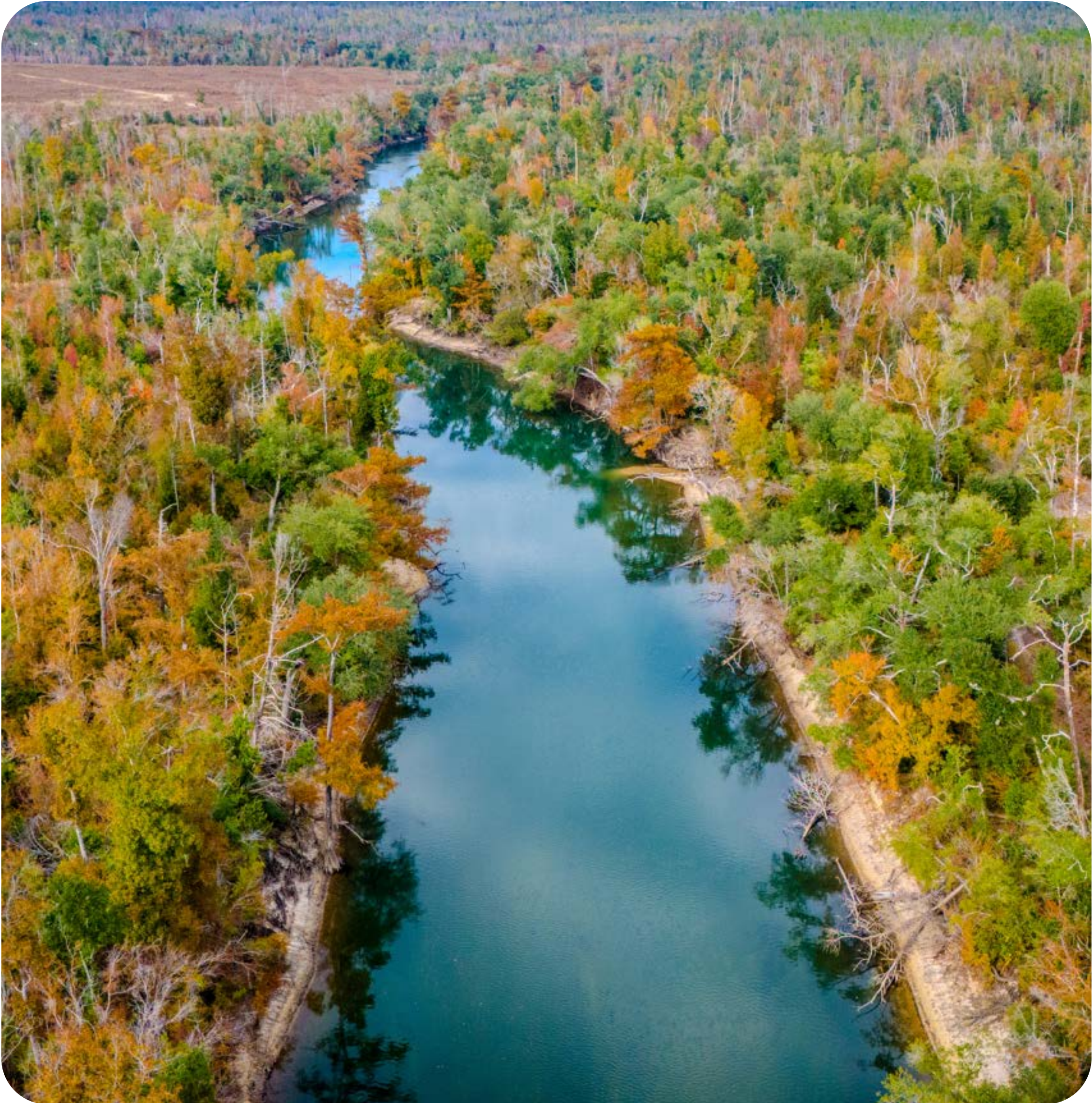


WATER CONSERVATION

Listed below are our enterprise-wide water consumption rates. As we look to the future, we will continue to explore ways to improve our efficiency and reduce our water usage intensity.



All metrics are based on calendar year-end.





OUR GOVERNANCE

SERVING WITH INTEGRITY

Dollar General is committed to operating with integrity and high ethical standards. This is reflected in our corporate governance practices and efforts to enhance long-term shareholder value while meeting the needs of our customers and communities.

Ethical Conduct

Our mission and values are built on a foundation of trust, honesty, fairness and respect. Our commitment to maintaining a values-driven, integrity-based culture guides our interactions with fellow employees, business partners, shareholders and customers. To ensure this trust is maintained and that we operate with the highest ethical standards, all employees, officers, Board members and vendors are expected to adhere to our Code of Business Conduct and Ethics. A copy of our Code of Business Conduct and Ethics can be found in the investor information section of our website.

Board Leadership

Our Board of Directors represents a diversity of experience, backgrounds, and viewpoints, and is chaired by an independent director. For additional information regarding Board composition, please refer to our latest proxy statement.

Corporate Social Responsibility and Sustainability Governance Structure

The Board of Directors and its three standing committees are responsible for oversight of the Company's corporate responsibility and sustainability related efforts.

Nominating, Governance and Corporate Responsibility Committee

The Nominating, Governance and Corporate Responsibility (NGCR) Committee has primary responsibility for oversight of corporate governance and significant corporate social responsibility and sustainability matters (to the extent not overseen by the full Board or another committee). Such matters may include significant matters relating to the environment, human rights, health and safety, supply chain, community and governmental relations, charitable contributions, political contributions (if any) and similar matters. As part of this oversight, the NGCR Committee reviews our sustainability disclosures and practices, including climate-related disclosures, practices, strategy, goals and targets; oversees our

annual shareholder outreach program and shareholder proposals; receives regular reports on engagements with and viewpoints provided by shareholders on governance, corporate responsibility and sustainability matters; and reviews detailed information regarding corporate governance trends and practices—all of which informs recommendations to the Board.

Compensation and Human Capital Management Committee

The Compensation and Human Capital Management (CHCM) Committee provides oversight of significant matters relating to our human capital management strategy, including diversity and inclusion; recruitment, engagement and retention of employees; succession planning; labor-related matters; and compensation philosophy.

Audit Committee

The Audit Committee oversees financial reporting matters and enterprise risk management (ERM), including cybersecurity and data privacy. The Company's ERM framework evaluates significant internal and external business, financial, legal, reputational, corporate responsibility and sustainability, and other risks; identifies mitigation strategies and assesses any residual risk.

For further information on the Audit Committee's oversight of cybersecurity, please see the Cybersecurity & Data Privacy section of this report.

Additional information regarding corporate governance and committee functions is provided within applicable Board-adopted written charters available on the "Corporate Governance" section of our website, located at <https://investor.dollargeneral.com>.

Management Oversight of Corporate Responsibility and Sustainability

Executive-level oversight is conducted by the company's Sustainability Committee, comprised of members of the executive leadership team and the Vice President of Corporate Social Responsibility and Philanthropy. The Committee meets regularly to set strategic direction and ensure programs are aligned with corporate objectives. Reporting to the company's Executive Vice President and General Counsel, the CSR team helps coordinate and deliver enterprise-wide initiatives, supports the planning and execution of functional workstreams and provides visibility and communications on progress to the executive leadership team. Working teams within the business lead functional planning and execution and report progress to the CSR team.

Political Contributions

Dollar General does not have a political action committee (PAC) and does not make contributions or expenditures to participate or intervene in any campaign on behalf of (or in opposition to) any candidate for public office or to influence the general public with respect to the candidate for a specific election.

A copy of our political contributions policy is available on our [Corporate Social Responsibility website](#).

Member Organizations and Trade Associations

Dollar General is a member of certain trade associations that help advance the sharing of information relevant to our industry, industry-related best practices, and or leadership development.

We reviewed our relationships with trade associations and member organizations focused on political or legislative advocacy and did not identify any expenditure in excess of \$10,000 to 501C(4), 501C(6), or 527 organizations that were used to influence candidates for election, elections, or referendum in 2024. The Company paid dues of ~\$1 million in the aggregate to various trade organizations such as the Retail Industry Leaders Association, Food Marketing Institute and various state retail associations and chambers of commerce of which it was a member in 2024.



Cybersecurity and Data Privacy

It's important to us that we protect the personal information of our employees, customers and business partners, as well as our own confidential and propriety business information.

We approach information security in a holistic, defense-in-depth manner and layer security controls to strengthen our protective posture. We work diligently to safeguard our data according to applicable industry regulations and laws, as well as best practices.

Cybersecurity

Cybersecurity is critical to our business operations. In addition to robust daily operations and consideration as part of enterprise risk management, the Audit Committee of the Board of Directors receives updates on cyber risk and associated risk mitigation efforts on a quarterly basis from our Chief Information Officer and Chief Information Security Officer.

Based on industry-recognized frameworks such as ISO/IEC 27001, NIST, PCI DSS and similar others, our information security program is designed to meet the unique information security needs of the Dollar General environment, considering—among other things—an evolving risk climate, as well as emerging threats, technologies and related trends. Robust vulnerability and threat management programs—including but not limited to vulnerability scanning and application and penetration testing—work to identify and react to potentially exploitable vulnerabilities that may exist in the environment.

In addition to consideration as part of the enterprise risk management program, cybersecurity risk is further evaluated through various internal and external audits and assessments designed to validate the effectiveness of our controls for managing the security of our information assets. Management develops action plans to address select identified opportunities for improvement, and the Audit Committee quarterly reviews reports and metrics, including a dashboard, pertaining to cybersecurity risks and mitigation efforts with our Chief Information Officer and our Chief Information Security Officer to help the Audit Committee understand and evaluate current risks, monitor trends, and track our progress against specific metrics. The Audit Committee also has the responsibility to review with management and the outside auditor any unauthorized access to information technology systems that could have a material effect on the Company's financial statements. Further, the Audit Committee receives quarterly updates regarding our business continuity and IT disaster recovery plan, as well as cybersecurity incidents which occurred during the prior quarter.

The Audit Committee has undertaken cybersecurity education in recent years to assist members in overseeing related risks. Such activities included a cyber threat intelligence update focusing on the global impact of ransomware on the retail sector and trends in retail sector compromises; the state of cybersecurity regulation; an overview of methods to perform cyber risk quantification; an update on the evolving retail landscape's impact on cyber risk to retail organizations; and an overview of Company-specific cyber-related risks considerations.

Employee Training

Security training and awareness programs are integrated into our onboarding and ongoing activities. While organizations providing contingent workers are responsible for general security training and awareness of their personnel, all employee and contingent worker email account holders are included in periodic phishing testing and training activities, which includes post-testing remedial training for those who fail testing exercises.

Data Privacy

Data privacy is an important element of maintaining the trust of our customers, employees, and business partners. Our Privacy Policy provides information on how we collect, use and share personal information. A copy of the policy is available on our [Privacy Policy and Data Protection website](#).

A Few Key Privacy Efforts:

- Full credit card information processed in our stores and through our digital properties is not stored on any Dollar General systems.
- Customers can unsubscribe to promotional communications at any time. Customers also have the opportunity to delete their Dollar General accounts on the Dollar General website or in our mobile app.
- Depending on the laws in their state of residence, customers may have the right to request what personal information Dollar General has collected about them and to request deletion of their personal information. Customers in the states that have passed comprehensive data privacy laws may also have the right to opt out of the “sale” or “share” of their personal information, as those terms are defined in applicable law.



APPENDIX

SASB INDEX

ACTIVITY METRIC	CODE	2024	2023	2022
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	20,594 34	19,986 (as of 2/2/24) 32 (as of 3/1/24)	19,104 31
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.A	156,882,270 (as of fiscal year-end) 25.7 million (as of fiscal year-end)	151,094,829 23.7 million	142,987,061 23.1 million

TOPIC	METRIC	DISCLOSURE
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable CG-MR-130a.1	See Our Environment section
Data Security	Description of approach to identifying and addressing data security risks CG-MR-230a.1	See Cybersecurity and Data Privacy section
	1) Number of data breaches, 2) percentage that are personal data breaches, 3) number of customers affected CG-MR-230a.2	The Company intends to disclose information about data breaches when and to the extent required by applicable laws and regulations.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees and distribution center employees earning minimum wage, by region CG-MR-310a.1	Not Disclosed
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees CG-MR-310a.2	See Our Employees section
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations CG-MR-310a.3	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with alleged labor law violations are included in the company's quarterly financial filings (i.e. Forms 10-K or 10-Q).

SASB INDEX

TOPIC	METRIC	DISCLOSURE
Workforce Diversity & Inclusion	Percentage of (1) gender and diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees <i>CG-MR-330a.1</i>	EEO1 data is available on the company's website
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination <i>CG-MR-330a.2</i>	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with alleged employment discrimination are included in the company's quarterly financial filings (i.e. Forms 10-K or 10-Q).
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental or social sustainability standards <i>CG-MR-410a.1</i>	Not Disclosed
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products <i>CG-MR-410a.2</i>	See Chemical Policy and Restricted Chemical List
	Discussion of strategies to reduce the environmental impact of packaging <i>CG-MR-410a.3</i>	See Our Environment section

TASK FORCE ON CLIMATE-RELATED FINANCIAL (TCFD)

TOPIC	METRIC	DISCLOSURE
Governance	Describe the board’s oversight of climate-related risks and opportunities	See Our Governance section
	Describe management’s role in assessing and managing climate-related risks and opportunities	See Our Governance section
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	See Our Environment section
	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning	See Our Environment section
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	See Our Environment section
Risk Management	Describe the organization’s processes for identifying and assessing climate-related risks	See Our Environment section
	Describe the organization’s processes for managing climate-related risks	See Our Environment section
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management	See Our Governance section
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Not Disclosed
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas emissions and the related risks	See Our Environment section
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See Transition Pathways

DOLLAR GENERAL®