



# SERVING OTHERS

2025 Corporate Social Responsibility & 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.

During 2025, Dollar General provided access to more than 20,800 stores across 48 U.S. states and five cities in Mexico. Since our founding in 1939, we have consistently 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 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 corporate social responsibility 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 2025.

### 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.

## 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 worked with an independent third party to conduct stakeholder interviews, media and other research. The resulting insights helped us to identify priority areas, which we review periodically to ensure their continued appropriateness, and in turn influenced the disclosures and discussions that are reflected throughout this report.



# SUSTAINABLE DEVELOPMENT GOALS



The UN's 17 Sustainable Development Goals (SDGs) outline a global framework for governments and organizations to build a better world for people and the planet by 2030. Our *Serving Others* platform supports and aligns most closely with the seven SDGs listed above. We continue to explore further opportunities to align the SDGs with our business strategies.



# A MESSAGE FROM OUR CEO

Todd Vasos Chief Executive Officer



I am pleased to share our 2025 ***Serving Others*** report on corporate social responsibility and sustainability.

As we look back on the past year, I am proud of the progress we have made and look forward to the opportunities that lie ahead.

At the heart of our business strategy and the achievements outlined in this report is our mission of *Serving Others*. Guided by this mission, we continued this year to build upon our longstanding efforts to meet the everyday needs of millions of Americans, create opportunities for our employees, and support and uplift the communities we call home.

Additionally, we continued to make progress with our environmental efforts, advancing our renewable energy strategy and achieving our goal of reducing our greenhouse gas emissions by 15% per square foot by 2026.

All the efforts highlighted in this report would not be possible without our incredible team members. For all they do every day, I am grateful.

As your trusted neighborhood store, our commitment to our mission and founding beliefs remains unwavering. We look forward to building on our achievements and continuing to create lasting value as we serve others.

A handwritten signature in black ink, appearing to read 'Todd Vasos'. The signature is fluid and cursive, written over a white background.

**Todd Vasos**  
Chief Executive Officer

# 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

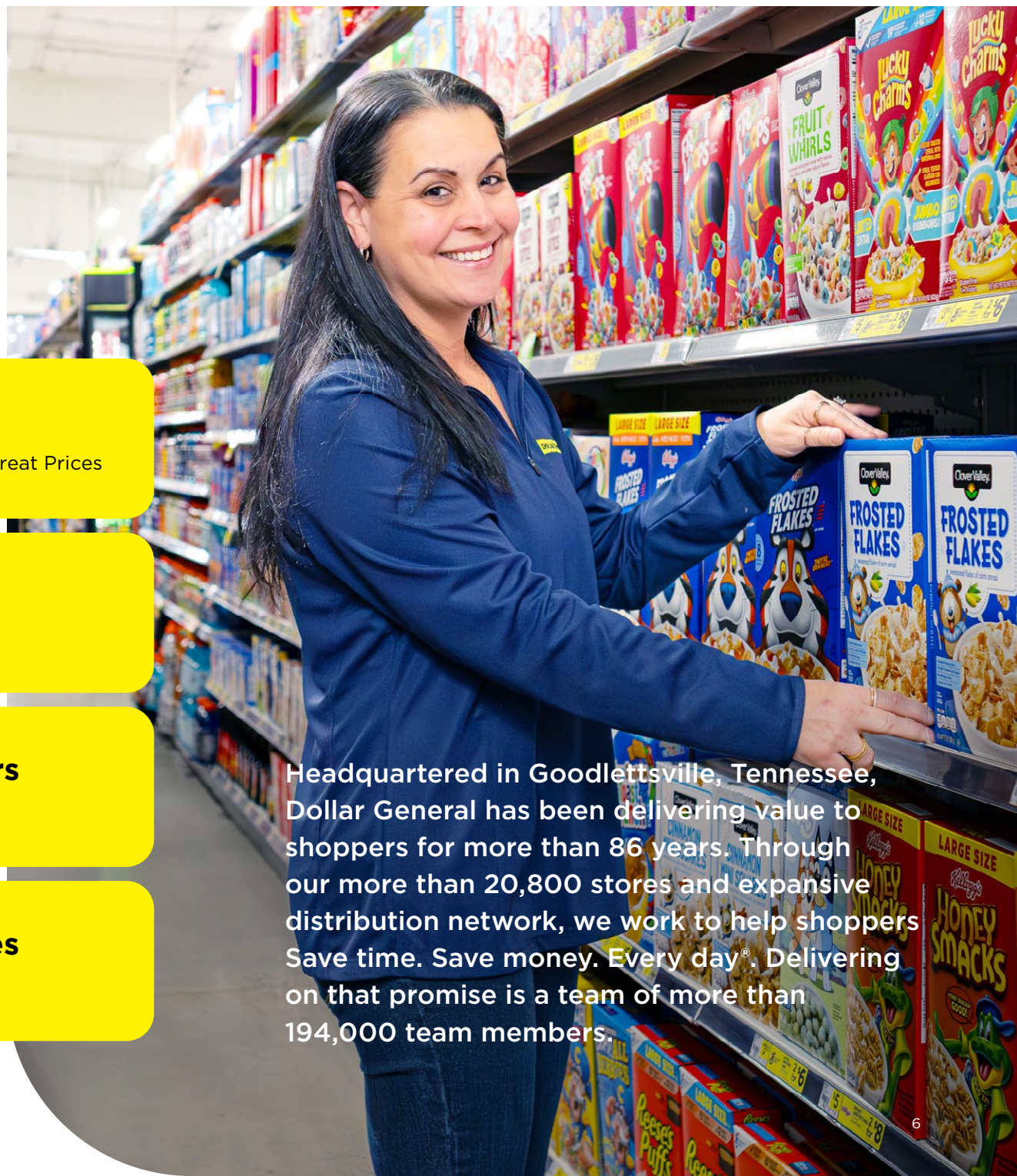
Respect & Opportunity

#### 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 86 years. Through our more than 20,800 stores and expansive distribution network, we work to help shoppers Save time. Save money. Every day<sup>®</sup>. Delivering on that promise is a team of more than 194,000 team members.

# AT A GLANCE

(As of fiscal year-end)

# 20,800+

Stores

# 194,000+

Employees

# 48

States



# 16

Stores in Mexico

# \$42.7B

in Net Sales

# 34

Distribution Centers

# 86

Years of *Serving Others*

## Awards and Recognition

#112 rank on the *Fortune* 500 List

America's Most Admired Workplaces recognition by *Newsweek*

World's Most Admired Companies recognition by *Fortune Magazine*

America's Most Loved Brands recognition by *Newsweek*



# OUR CUSTOMERS

From health and beauty items to home cleaning supplies, stationery, housewares, seasonal décor, and food options, we make it simple for customers to find the products they need and want at a value they can trust.

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## Access and Opportunities

With more than 20,800 locations, our stores are located within five miles of approximately 75% of the U.S. population.

In fiscal year 2025, we opened 589 stores, relocated 47 stores, remodeled over 4,254 stores, and finalized the opening of our newest distribution center in North Little Rock, Arkansas. When opening stores and distribution centers, we bring affordable, quality products to communities. We also create economic growth and provide opportunities for individuals to begin and advance their careers. In 2025, our new stores created more than 4,600 jobs, providing positive economic growth and generating tax revenue for municipalities, all while increasing access to products that families use most.

Created **35,000+ Jobs**  
Over the Past Five Years

### MI SÚPER DOLLAR GENERAL

We marked a major milestone in our international expansion with the opening of our first Mi Súper Dollar General store in Escobedo,

Nuevo León, Mexico, in March 2023. By 2025 fiscal year-end, the banner had grown to a total of 16 stores in Mexico. Built with a customer-first mindset, Mi Súper Dollar General delivers a compelling combination of value, competitive pricing, and convenience. The concept reflects the spirit of a neighborhood general store—purposefully designed to meet the everyday needs of local residents and enhanced with offerings such as financial services and an in-store bakery. Products are primarily sourced from Mexico, including fresh produce, health and beauty essentials, home cleaning supplies, pet care, housewares, stationery, and more.

### POPSHELF

Our pOpshelf stores deliver a true “treasure hunt” experience, offering fresh, fun, and affordable finds with many items priced at \$5 or less. Shoppers can explore an ever-changing assortment—from on-trend beauty and self-care products to seasonal décor, pet essentials, and unique gift ideas—all curated to surprise and delight. At the end of fiscal 2025, we operated 180 pOpshelf locations.

### EVERYDAY PRODUCTS AT GREAT PRICES

As a value sector leader, we provide customers with essential everyday products at great prices in a convenient, easy-to-shop store. Whether it’s preparing a meal for a special occasion, helping a child with a school project, welcoming a pet into the family or planning a night of self-pampering, Dollar General



stores are filled with items that help make life’s everyday moments possible with products customers can trust at prices they can afford.

**ADDRESSING FOOD ACCESS**

With our expansive store footprint, we are uniquely positioned to help reduce hunger and improve access to nutritious foods, including milk and dairy products, bread, eggs, lean proteins, grains, and frozen or canned fruits and vegetables. Beyond our frozen and shelf-stable offerings, as of the end of fiscal 2025, Dollar General provided fresh produce in more than 7,000 stores nationwide, 1,350 of which are located in areas designated as “food deserts” by the USDA.

To further increase food access and combat food insecurity, we maintain a national partnership with Feeding America. Additional details of this partnership can be found in the **Our Communities section** of this report.

**CUSTOMER WELLBEING AT DOLLAR GENERAL**

In addition to expanding access to nutritious foods, we are committed to bringing affordable health and wellness solutions closer to home, making them more accessible to customers in their own communities. Our thoughtfully curated assortment of products is shaped by customer feedback and includes over-the-counter medications, vitamins and supplements, dental care, adult incontinence products, and feminine hygiene essentials. To further support our customers’ needs, we



partner with a third-party payment platform, enabling the use of health plan supplemental benefits to purchase a range of health and wellness items at local Dollar General stores.

**MILITARY SUPPORT**

Dollar General proudly supports those who have served and continue to serve our country in the armed forces. We offer exclusive monthly discounts to active military, veterans and their immediate family members with additional discounts on Memorial and Veteran’s Day. 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.

**OPPORTUNITIES FOR SMALL BUSINESS**

We have not forgotten our small-town roots and humble beginnings. Eighty-six years ago, we began as a small business with a commitment to providing affordable products our neighbors need and want. Today, we are designing opportunities to help local, diverse and small suppliers engage in this mission with us.

We believe our business should take into account the communities we serve. This comes to life through our employees, our products and our network of suppliers and service providers.

As we work to build customer loyalty, offer relevant products, and positively contribute to our communities, we have designed ways to empower local and small businesses, including those that are certified as women- and minority-owned, to engage in our procurement process. Some of our efforts include educational programs, capacity-building activities, virtual supplier pitch sessions, participation in industry conferences and matchmaking events, as well as financial enablement programs to help increase access to capital and accelerate cash flows.

## 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, adhere to our human rights and workplace standards and meet our product safety expectations, and adhere to global human rights standards. Many of our suppliers have their own responsible sourcing and 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 have 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 QUALITY AND SAFETY

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 our Global Compliance

Department and 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 added OECD's PFAS, a diverse class of over 4,700 synthetic fluorine-containing chemicals, for formulated products to our RSL with a goal to eliminate these chemicals from applicable products by fiscal year-end 2026.

We encourage all suppliers to register product formulations with the UL WERCSmart® system and, through this process, we expect to gain additional insight into the chemical composition of the products we sell. For those suppliers who are not subject to our Chemical Policy, we nonetheless encourage them to use safer alternatives to the chemicals listed in our RSL.

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

A copy of our Restricted Substance List is available on our [Social Responsibility website](#).

## 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 that 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, sex or beliefs.
- Suppliers must pay wages and benefits that comply with applicable local and country laws.
- Suppliers must demonstrate their commitment to the health and safety of their employees by preventing workplace accidents and injuries 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

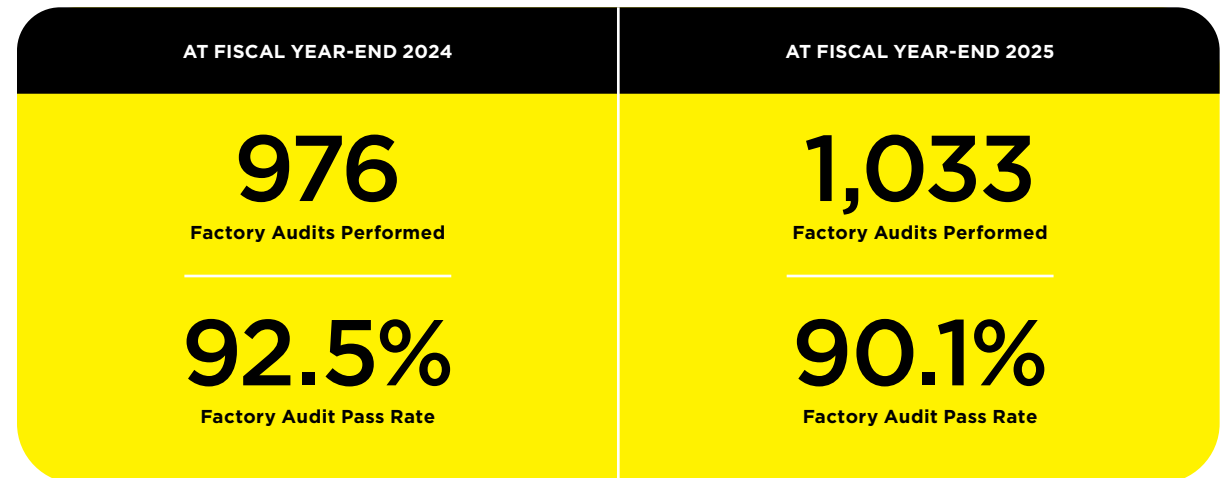
business with vendors or facilities that are found to have engaged in these behaviors.

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 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.

Employees with direct import responsibilities are expected to be knowledgeable about

the company's human rights and workplace standards and 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 or safety concerns.

We communicate our expectations to vendors through multiple channels, including but not limited to, the vendor onboarding process, the Vendor Guide, our Code of Business Conduct and Ethics, supplier and other agreements, and periodic in-person vendor summits and meetings. For more information on our Code of Business Conduct and Ethics and our Human Rights Policy, please visit our [Social Responsibility website](#).






# OUR EMPLOYEES

Our employees are at the heart of everything we do. Supporting their professional and personal growth is important to us, and we are committed to fostering an inclusive environment where every team member can thrive. To help employees advance along their unique career paths, we provide market-competitive compensation and benefits, career development programs, and college education assistance for both employees and their families.

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# Employee Highlights


194,000+

employees


~40%

of store managers started as part-time associates



75%

internal placement rate for positions at or above the lead sales position

20%

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



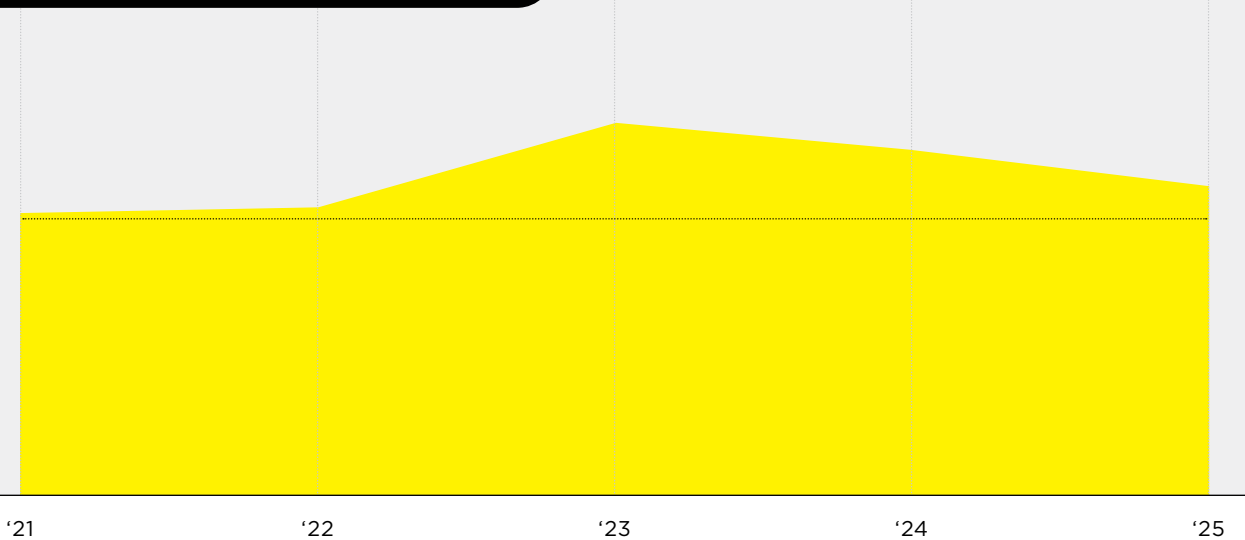


## Serving Our Dollar General Family

We believe our employees are our greatest asset, and their success is important to us. To support their career journeys, 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 that the opportunity to build a career with a purpose-driven, growing company is a unique competitive advantage and our greatest currency for attracting and retaining talent. Our range of benefits and development programs is designed to support employees at every stage of their careers and lives. To evaluate the effectiveness of our talent and compensation strategies, we monitor metrics such as turnover trends, staffing levels and applicant flows. In 2025, 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



■ Store Manager Turnover      ..... Store Manager Turnover: Target Turnover

## 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. 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 support the well-being of our employees and their household members, our Employee Assistance Program (EAP) offers confidential counseling sessions and unlimited access to a wealth of online resources covering topics such as anxiety, stress, depression, life transitions, legal guidance, and caregiver support. Throughout the year, employees are also invited to participate in informative webinars on subjects like financial empowerment, suicide prevention, and the impact of social media on mental health, helping them build skills and resources for both personal and professional life.



### FINANCIAL HEALTH

Free financial counseling is available through our Employee Assistance Program to help employees and their families increase their financial knowledge and create a path to a more secure financial future. 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 journey, in addition to paid maternity and parental leave, we offer adoption benefits to all employees who have at least one year of service.

### WELLNESS PROGRAM

Our Better Life Wellness Program is built to inspire a healthy lifestyle and support overall physical, financial, and behavioral well-being.

The program offers a wide range of resources, including fitness and nutrition challenges, tools for tracking diet and physical activity, access to certified counselors, and health assessments that help employees understand how their daily habits influence overall health. Health plan members who engage with the Better Life Wellness Program can also earn valuable wellness incentives, such as reduced copays, free generic medications for select therapies, and premium credits to help lower healthcare costs.

**EMPLOYEE ASSISTANCE FOUNDATION**

The Employee Assistance Foundation has been providing hope and help to our co-workers for over 20 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 them. Funding for the Foundation comes from the company, board members and co-workers joining together to serve our Dollar General family. During fiscal year 2025, the Foundation awarded more than \$1.69 million to co-workers in need.

**LEADERSHIP DEVELOPMENT AND TRAINING**

Creating opportunities for 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, an array of programs are available to help build competence, unlock potential and support each team member’s career journey. Some highlights of our development offerings include:

**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 training courses include topics from business

execution strategies, culture, leadership skills and communication to coaching, mentorship and more.

**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 distribution center employees.

In 2025, the Employee Assistance Foundation awarded more than **\$1.69M to co-workers in need.**

**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 an undergraduate degree at the institution of their choice for eligible full-time employees.

- **On-demand Education Platform:** Day-one access for employees and their families to free, transferable 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.

**COLLEGE CREDIT**

Employees who complete our Store Manager Training program can earn up to nine semester credit hours towards the completion of an undergraduate degree through our partnership with the American Council on Education’s Learning Evaluations program.

**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. Through these partnerships, we build strong relationships with institutions across the United States, connecting with high-performing future leaders for both 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 hands-on experience to

college students in a variety of departments. Interns gain leadership and operational skills, participate in job shadowing, professional development sessions, structured mentorship with feedback, networking with senior leaders, team outings, and volunteer activities.

In addition to the summer intern program, select departments offer internships throughout the year, further expanding opportunities for early career development. To explore all of our early career opportunities, visit our [Early Careers website](#).



## Employee Health and Safety

Dollar General is committed to providing a safe work environment. Aligned with the ISO 45001 international standard, our safety system integrates standardized policies and procedures, comprehensive training, ongoing communication, employee engagement, recognition, and accountability. Coupled with monitoring and data analytics, this approach allows us to implement preventative strategies and evolve our safety initiatives across the organization.

### SAFETY

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 for employees to raise and discuss safety concerns, while allowing management to recognize employees' safety achievements. Employees also have access to 24/7, 365-day toll-free hotline resources to report work-related safety concerns, hazards, injuries or illnesses.

In 2025, we continued to enhance our safety policies and practices, further strengthening compliance, supporting and promoting communication, and increasing employee

recognition and awareness of available resources. Some of our efforts include:

- **Retail Safety Committee:** Established with representatives from management and hourly employees, the committee includes participation from multiple departments to ensure there is a safety stakeholder in each business unit.
- **Field Safety Support:** Deployed field safety senior managers to support safety engagement and injury prevention efforts in our stores.
- **Updated Training:** Enhanced Safety Orientation training for new district managers and regional directors led by Dollar General's senior director of safety.
- **Employee Resources:** Enhanced employee safety resources and training programs including a new Safety Orientation computer-based learning module, online DG SAFE campaign, and Employee Safety Handbook.

### DISTRIBUTION CENTER SAFETY TEAMS

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 safety engagement 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 2025, 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 by using our internal communications platform to provide quick-take safety engagement and education.

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 making it easy to celebrate colleagues.

### FLEET SAFETY

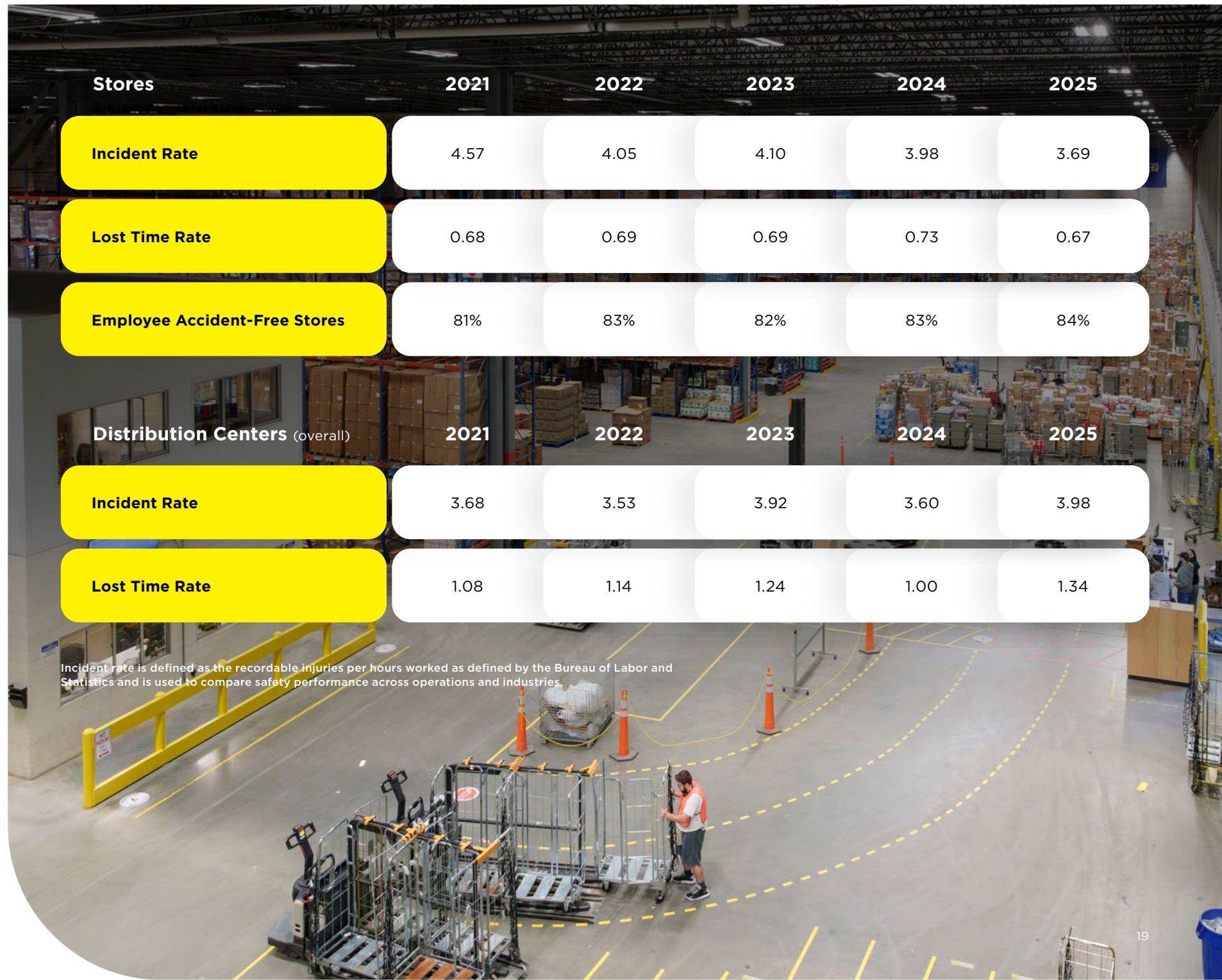
We are committed to the safety of our drivers, our employees and the communities we serve. Our fleet has local safety supervisors who engage with our drivers, fleet maintenance teams, and distribution centers to ensure proper training, safe equipment and safe loads.

Our trucks are equipped with safety systems including, among others, collision mitigation technology and event-driven cameras. On an ongoing basis, we evaluate and, where necessary or appropriate, invest in new technology, truck specifications, facilities, training and reporting tools across our fleet.

**SAFETY METRICS**

The following provides a five-year overview of certain important safety metrics for our stores and distribution centers. As detailed in the chart, in 2025, 84% of our stores were accident-free, and our store incident rate was 3.69.

The overall distribution center incident rate for 2025 was 3.98 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.



## Employee Engagement

We work hard to advance a culture where employees feel valued, supported and connected to our mission of **Serving Others**. We engage our teams in a variety of ways, 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. Through our annual DG Voice survey, regular pulse checks, onboarding and exit surveys, listening sessions, and other feedback mechanisms, we gain insights regarding our strategic priorities, employee experiences, and opportunities for improvement. This feedback also informs our efforts to amplify our culture, strengthen the sense of belonging among our teams and ensure all employees feel heard, supported and valued.

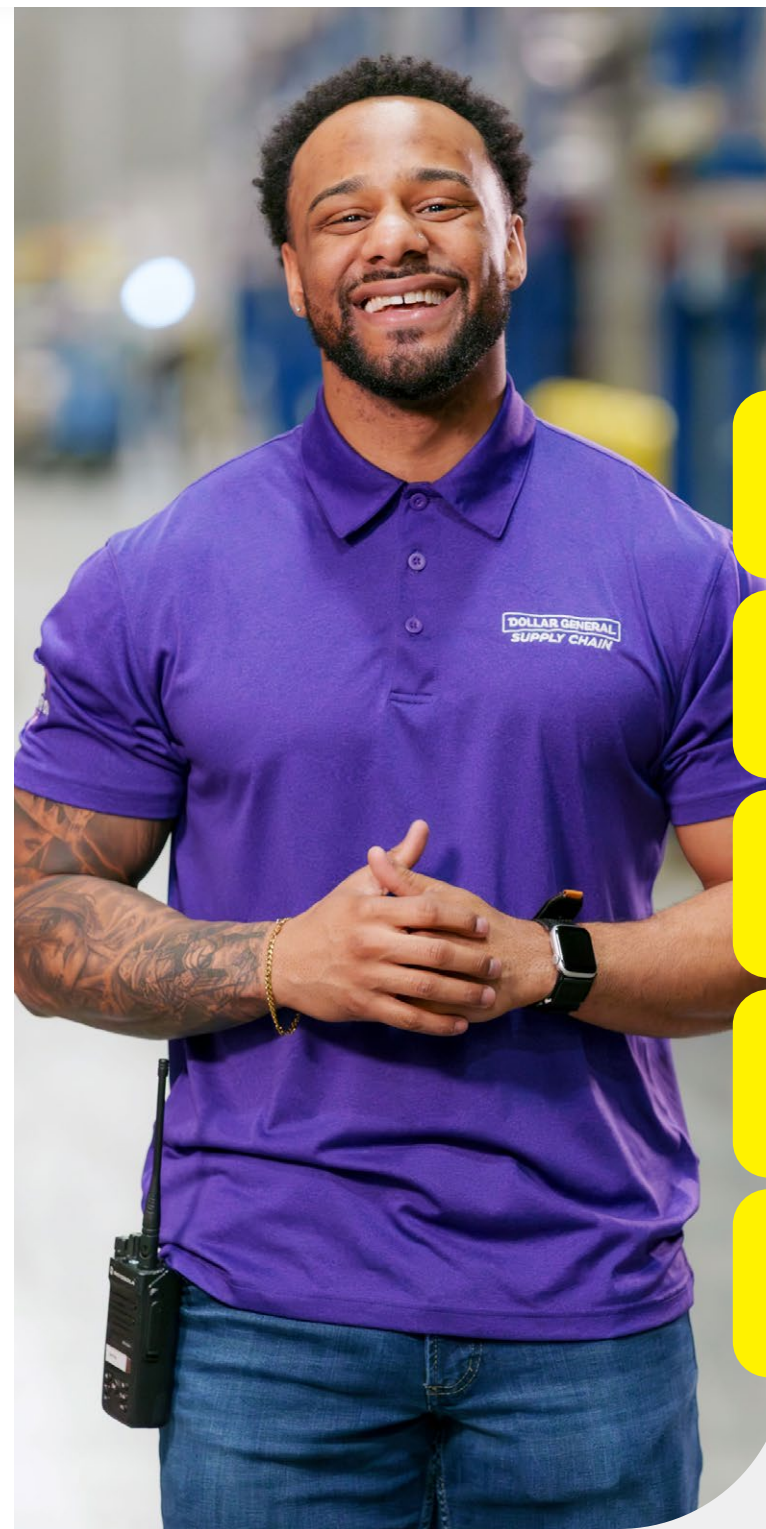
This year, we asked our employees to identify factors that drive positive engagement, and their feedback highlighted several key factors:

- Confidence in the future of Dollar General
- Belief that career goals can be achieved within the company
- Feeling supported in navigating organizational changes

These themes strongly influenced our Overall Satisfaction metric, which we continuously monitor and aim to improve. By listening to our employees and demonstrating responsiveness to their feedback, we can work together to address challenges and celebrate our successes in an environment where all employees feel respected and valued.

### WORKFORCE COMPOSITION

Our workforce data represents more than 194,000 employees and is based on employee self-identification. For information on our workforce composition, please see our [EEO-1 consolidated report](#).



### 2025 DG VOICE OVERALL COMPANY RESULTS

In 2025, we surveyed our entire workforce.

**85%**  
Manager Effectiveness

**77%**  
Employee Experience

**72%**  
Well-Being

**71%**  
Overall Satisfaction

**69%**  
Engagement



# OUR COMMUNITIES

Since our founding more than 86 years ago at the end of the Great Depression, our company has remained committed to meeting the basic needs of our neighbors and creating a positive impact in the communities we call home.

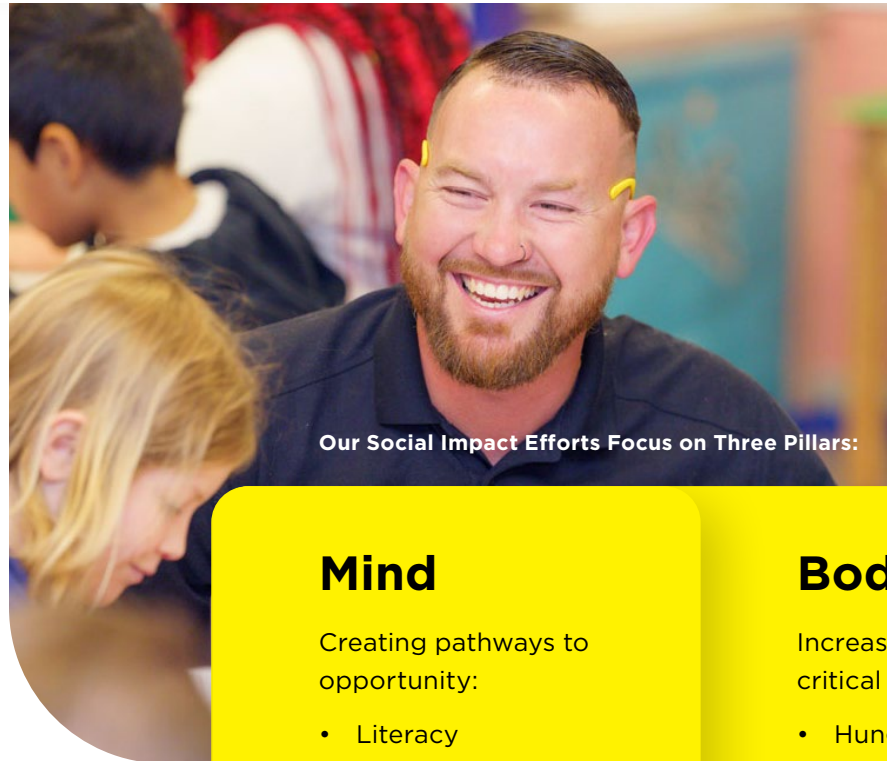
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## IN THIS SECTION:

- 23** Literacy and Education →
- 23** Hunger Relief and Pediatric Healthcare →
- 24** Reforestation, Habitat Preservation and Disaster Relief →

# Serving Our Neighbors and Communities

At the heart of Dollar General’s mission of *Serving Others* is our philanthropic strategy. We combine local initiatives with strategic partnerships to create meaningful impact, focusing on education, hunger relief, disaster response, and reforestation. In fiscal year 2025, Dollar General and its Foundations contributed over \$26.1 million to support local and national programs, extending hope, opportunity, and positive change to communities across the country.



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

At Dollar General, we believe literacy and education are powerful tools for advocating and advancing social mobility, fostering civic engagement, and empowering communities economically. Since its founding over 32 years ago, the Dollar General Literacy Foundation has contributed over \$276 million to support adult, family, and youth literacy programs, helping learners of all ages reach their educational goals. To learn more, visit [dgliteracy.org](http://dgliteracy.org).



THIS FISCAL YEAR:

**\$18.9**  
Million donated

**1,976**  
Grants awarded



BODY

# Hunger Relief

We believe everyone should have access to affordable, nutritious food. In 2025, we contributed more than \$1.3 million to Feeding America and its network of affiliates. Through our local store and distribution center food recovery efforts, we also supported food banks and pantries in over 7,000 communities, resulting in:

- More than 36.5 million pounds of food donated to Feeding America food banks
- Over 27.9 million meals provided to families in need

Since launching our food donation program in 2019, Dollar General has donated over 103 million pounds of food, delivering more than 79.3 million meals.

# Pediatric Healthcare

We are proud to celebrate 20 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 provided more than \$46.1 million to support the hospital’s life-saving work.

## PLANET

## Reforestation, Habitat Preservation and Disaster Relief

### PROMOTING REFORESTATION

Trees play an essential role in sustaining healthy communities and ecosystems—from improving air quality and enriching soil health to supporting wildlife habitats and biodiversity. Since 2021, we have partnered with the Arbor Day Foundation to restore over 848 acres of forest and plant more than 434,000 trees. In fiscal year 2025 alone, we planted over 137,500 trees across the United States and Mexico, helping to strengthen the environment for current and future generations.

### REVITALIZING CRITICAL HABITATS

Helping restore important ecosystems, habitats and wildlife corridors is an important aspect of our reforestation efforts. For the past five years, we have worked with the Arbor Day Foundation to help restore important ecosystems in the southeastern United States impacted by natural disaster, planting over 166,000 trees along the Gulf Coast to support local wildlife.



We partnered with Arbor Day to plant 25,000 trees to help revitalize habitats damaged by the Archie Creek Fire in Douglas County, Oregon. These trees will provide nesting and roosting habitat for the threatened northern spotted owl and provide streamside shade and reduced sedimentation in area creeks where threatened Coho salmon are found.

We also provided funding for more than 10,000 trees in the Bayou Teche National Wildlife Refuge, improving habitat and aiding in the creation of a wildlife corridor for black bears and other animals to the larger Atchafalaya Basin. Finally, our reforestation

efforts continued in Mexico, where over 12,500 trees were planted in 2025 to help protect and restore the endangered monarch butterfly's habitat.

### DISASTER RELIEF

During natural disasters, Dollar General provides critical support through our long-standing partnership with the American Red Cross. In 2025, we contributed over \$280,000 in monetary and in-kind donations, helping the Red Cross deliver essential aid to communities across the country. By prepositioning resources and coordinating support in

advance, Dollar General enables the Red Cross to rapidly mobilize personnel and supplies to areas affected by emergencies.

In addition, the Dollar General Literacy Foundation supports public school libraries impacted by natural disasters through the Beyond Words grant program. These grants help public school libraries rebuild, expand, and restore library resources and literacy programs, ensuring students continue to have access to the tools they need to succeed. Learn more at [dgliteracy.org](https://dgliteracy.org).



# OUR ENVIRONMENT

Dollar General seeks to ensure the communities we call home remain vibrant for generations to come. As we grow our business, we continuously explore ways to further reduce and limit our impact on the planet while balancing operational and customer needs.

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## IN THIS SECTION:

- 27** Transition Pathways →
- 27** Climate Scenario Analysis and Risk Assessment →
- 28** Energy Efficiency and Conservation →
- 29** Fuel Efficiency →
- 30** Distribution Center Sustainability →
- 31** Waste and Recycling →
- 32** Water Conservation →

Photo courtesy of the Arbor Day Foundation highlighting a project supported by our funding.

## Serving as Good Stewards

Dollar General is dedicated to responsible environmental stewardship. As we advance our sustainability initiatives, we carefully implement strategies that minimize our environmental footprint, conserve natural resources, and support the long-term health and vitality of the communities we serve. To learn more, a copy of our environmental policy is available on our [Social Responsibility website](#) under Additional Information.

### CLIMATE GOALS

In 2020, Dollar General set both shorter-term and longer-term goals to reduce our GHG emissions\*. As of the end of calendar year 2025, we exceeded our 2026 goal of a 15% reduction per square foot.

✓ **15%**

Reduction per square foot by 2026

**30%**

Reduction per square foot by 2031

Carbon Footprint <sup>1</sup>	2021	2022	2023	2024	2025
<b>Enterprise Square Footage</b>	154,666,867	163,562,147	174,736,366	186,301,607	187,515,521
<b>GHG Emissions Scope 1</b> (MT CO <sub>2</sub> e)	625,813	658,617	712,806	692,872	743,890
<b>GHG Emissions Scope 2</b> (MT CO <sub>2</sub> e)(Market-Based)	1,175,716	1,258,232	1,275,193	1,044,557	706,808
<b>GHG Emissions Scope 1 and 2 Total</b> (MT CO <sub>2</sub> e)(Market-Based)	1,801,529	1,916,849	1,987,998	1,737,429	1,450,698
<b>Carbon Intensity</b> (MT CO <sub>2</sub> e/1000 SQ FT)	11.6	11.7	11.4	9.3	7.7
<b>Energy Consumed Purchased Electricity</b>	2,788,883,930	3,062,439,074	3,316,455,860	3,631,125,319	3,815,801,269

\*Using 2020 as a baseline for comparison

<sup>1</sup>All metrics are based on calendar year-end.

<sup>2</sup>Enterprise square footage for calendar year 2025 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 CO<sub>2</sub>e from kWh consumption for 2025 was made using updated eGrid factors released June 12, 2025.

## Transition Pathways

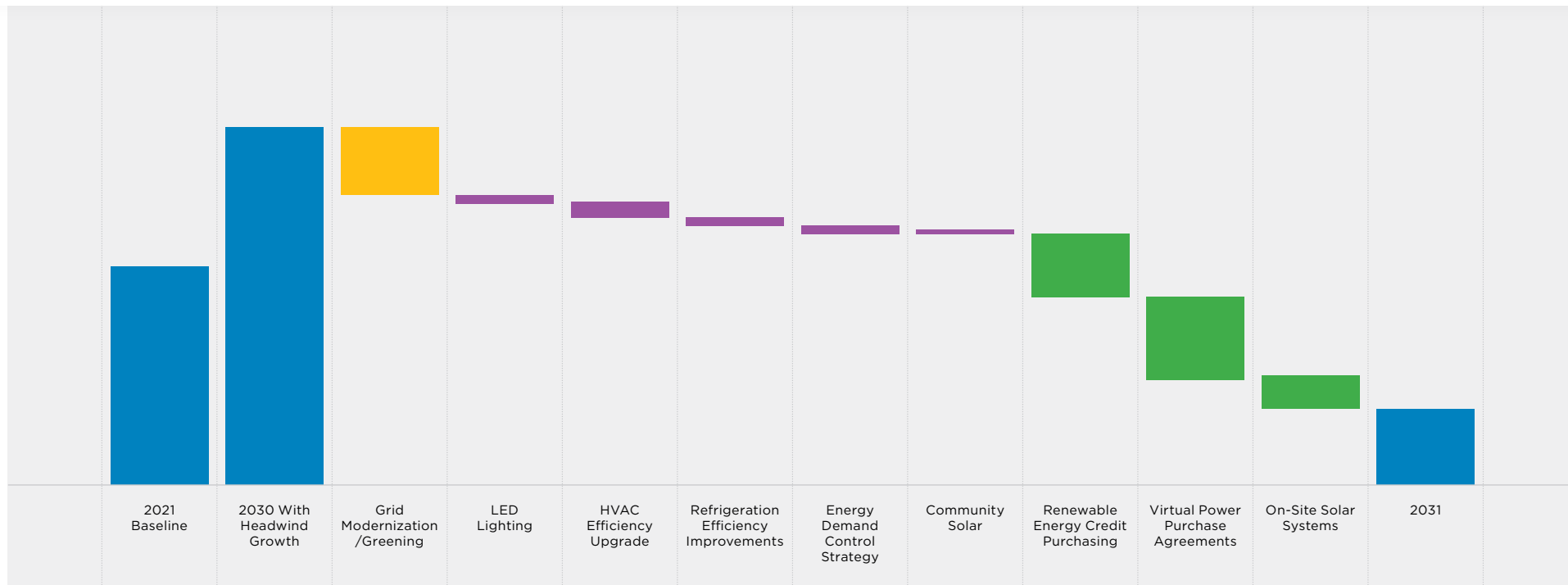
Our path to achieving our 2031 emission reduction goals is multifaceted and takes into consideration various assets and elements of our operations including but not limited to:

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

The chart to the right 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 2025, more than 75% of our consumer product goods spend was with brands that have publicly stated emission goals or efforts.

### CLIMATE SCENARIO ANALYSIS AND RISK ASSESSMENT

To further enhance our climate-related disclosures, we performed a Taskforce for Climate-related Financial Disclosures (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. To view a copy of our Climate-Related Risk Report, please visit the [Social Responsibility section](#) of our website.



# Energy Efficiency and Conservation

## INNOVATING FOR ENERGY EFFICIENCY

We are harnessing technology and smart design to improve energy efficiency across our stores—from advanced lighting and climate control strategies to renewable energy initiatives.

## ENERGY MANAGEMENT SYSTEMS

Approximately 99% of our stores now feature energy management systems certified to ISO 50001 standards. These systems give us real-time data and insights, allowing us to make informed decisions that optimize energy consumption. In addition, 43% of our stores are equipped with modern HVAC systems featuring variable frequency drives (VFDs). In 2025 we installed VFDs in more than 638 additional locations.

## LIGHTING SOLUTIONS

Lighting represents a significant component of our energy use. Since 2016, we have been transitioning to energy-efficient LED lighting, which consumes roughly 70% less energy and lasts longer than traditional fluorescent bulbs, reducing both waste and maintenance costs. In 2025, we installed upgraded LED systems in approximately 1,371 stores, cutting post-installation energy use by an average of 44% in those stores. By year-end, over 99% of



interior store lighting, nearly 85% of exterior lighting, and 84% of exterior signage had been converted to LEDs.

## REFRIGERATION IMPROVEMENTS

We continue to invest in energy-efficient refrigeration solutions, including replacing older units with ENERGY STAR® rated coolers and freezers, converting open-air units to doored units, and working with manufacturers to design large-capacity units that use natural refrigerants. In partnership with a manufacturer, we now have more than 1,026 stores equipped with large capacity coolers that use natural refrigerants, and we

continue to expand this footprint. Additionally, adding doors to open-air produce units has further reduced energy use for those units, keeping products fresh while lowering our environmental impact and expense.

## RENEWABLE ENERGY

As a growing retailer, our GHG emission reduction goals necessarily depend on renewable energy solutions. We take a multi-layered approach to renewable energy efforts, including consideration of on-site and off-site renewable projects, community solar agreements, wind energy supply agreements, renewable energy credit purchases, green

pricing options, and virtual power purchase agreements. When evaluating projects, we consider multiple factors such as site lease life, ease of installation, ongoing related expense, and overall return on investment.

**In 2025, ~3,300 stores were powered by wind and solar energy agreements.**

## DRIVING SUSTAINABLE SUPPLY CHAIN PRACTICES

We are committed to delivering products efficiently while working to minimize the environmental footprint of our global supply chain. Whether goods move by land, rail, or sea, each shipment follows a strategically designed routing system to maximize efficiency and thus limit the environmental impact of its journey.

- **By Sea:** Our merchandise travels aboard ocean freight carriers powered by low-sulfur fuel oil (LSFO), in full compliance with International Maritime Organization (IMO) 2020 regulations, helping to significantly reduce air pollution from shipping.
- **By Land:** Freight moves between our distribution centers and stores through carefully optimized truck routes, minimizing fuel consumption, road mileage, and overall emissions.
- **Fleet Efficiency:** Guided by the U.S. EPA's SmartWay® program, our fleet strategy focuses on measuring, benchmarking, and improving transportation efficiency across the network.



In 2025, all inbound and outbound fleet carriers, including our private fleet, earned **EPA SmartWay® certification**. Through strategic route optimization, we also reduced stem miles—the distance trucks travel to reach their first delivery—by **3.1% for fresh deliveries** and **2.3% for dry deliveries** compared to the previous year.



## Distribution Center Sustainability

In 2025, within our 34 distribution centers, we continued to advance our sustainability efforts through technology, energy management, and efficient transportation practices across our network.

### TECHNOLOGY AND EQUIPMENT

Our centers leverage smart lighting systems with occupancy sensors, ensuring lights are used only when needed. Variable frequency drives (VFDs) on conveyors and climate control systems reduce energy consumption while optimizing operations. In 2025, 27 of our 34 distribution centers utilized VFDs or similar technologies for climate control. Lithium-ion battery-powered forklifts, deployed at five additional sites in 2025, improve efficiency with faster charging, longer battery life, and lower maintenance requirements.

Many of our facilities feature thermoplastic polyolefin (TPO) roofing, which reflects sunlight to reduce cooling costs and is fully recyclable at the end of its life. Additionally, more than 44% of centers using ammonia-based cooling systems are equipped with adiabatic condensers, which optimize temperature control while using water only as needed, without chemical treatment.

# Waste Management and Recycling

We continuously seek ways to create efficiencies and reduce, reuse or recycle waste across our supply chain.

## RECYCLE

Dollar General is committed to minimizing waste through strategic and efficient recycling initiatives. Leveraging the placement of our stores and distribution centers, we have established a consolidated process for backhauling cardboard, plastic, and mixed paper from stores to our distribution centers. This approach reduces the need for in-store baling machines and eliminates extra truck trips for material pickups across more than 20,766 locations, reducing emissions and improving operational efficiency.

In 2025, we conducted over 510 visual waste audits at our stores, using these insights to optimize recycling practices, enhance waste management efficiency, and identify opportunities for further sustainability improvements across our network.

## SINGLE-STREAM RECYCLING

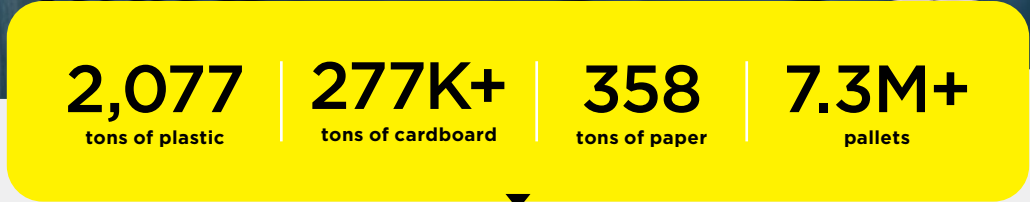
Customers can take advantage of rechargeable battery recycling, bottle and aluminum can takebacks and single-stream recycling in more than 3,606 of our stores across the country. In

calendar year 2025, our single-stream recycling programs diverted 209 tons of recyclable materials away from landfills.

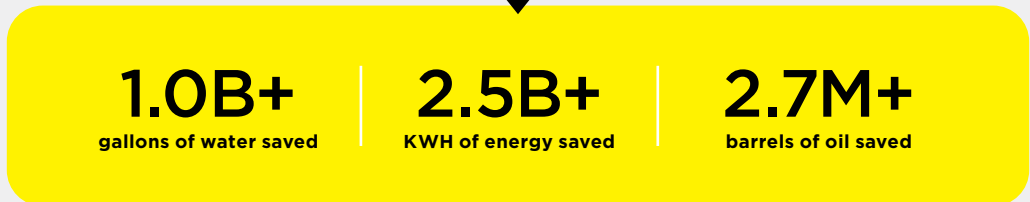
## TERTIARY PACKAGING

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.

**In 2025, our reuse and recycling programs helped us achieve a 66% landfill diversion rate.**



EQUIVALENT TO





**REUSE**

**CO-CREATING A CIRCULAR ECONOMY**

In 2025, Dollar General advanced its efforts to support a circular economy by partnering with a third-party asset recovery vendor to repurpose 4,243 tons of refrigeration equipment from remodeled or relocated stores. Non-working units are refurbished to like-new condition and resold, while units that cannot be fully restored are broken down for parts, maximizing their use and minimizing waste.

Our circular approach extends beyond refrigeration. Dollar General maintains a centralized disposal protocol for IT assets, managed by our Device Services team. Computers, printers, scanners, and other hardware slated for disposal are carefully decommissioned, with alternatives to landfill prioritized. These include resale through certified contractors, donations to schools and nonprofit organizations, or recycling through certified vendors, ensuring our technology lifecycle supports sustainability and resource efficiency.

**ORGANIC WASTE PROGRAMS**

Dollar General participates in 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. In the 2025 calendar year, we routed

over 527 tons of organic waste through these efforts which helps reduce methane gas at landfills and sequester carbon in the soil.

**TRANSFORMING UNUSED DAIRY**

In 2025, Dollar General donated over 6,262 tons of milk to local food banks and diverted more than 13,542 tons of expired dairy from landfills. Of this, 12,155 tons were sent to regional producers to be used as a high-quality additive in livestock feed. An additional 1,387 tons of expired dairy were repurposed through a waste-to-energy process at a farm near our Pottsville, Pennsylvania distribution center. The electricity generated from this process powers the farm's operations across approximately 1,300 acres, with surplus energy returned to the local electric grid, turning potential waste into a valuable resource for the community.

**REDUCE**

**NEW STORE GROWTH AND STORE REMODELS**

Dollar General has partnered with developers to implement a **virtually zero-waste construction approach** for both new and remodeled stores. By optimizing store formats to deliver greater convenience to our customers, we increasingly rely on pre-engineered materials, reducing on-site modifications, cutting costs, and eliminating unnecessary waste. Our pre-engineered steel buildings are designed with precision, so

the shell and structure fit perfectly, and any scrap generated is recycled back into raw materials. In 2025, this construction method was applied to 86% of new stores, while 12% utilized conventional lease spaces, and the remaining 2% followed our low-waste wood prototype designs. Through these strategies, Dollar General has significantly minimized construction waste and reduced the impact on local landfills, advancing our commitment to sustainable building practices.

**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.

General Consumption	2025
Water Consumption (gallons)	1.9B
Water Consumption Intensity (gal/sq ft)	11.1

All water consumption metrics are based on calendar year-end.



# OUR GOVERNANCE

Our mission of *Serving Others* is the cornerstone of our commitment to purpose-driven leadership.

## IN THIS SECTION:

- 34** Ethical Conduct →
- 34** Board Leadership →
- 34** Corporate Social Responsibility and Sustainability Governance Structure →
- 35** Political Contributions →
- 35** Member Organizations and Trade Associations →
- 36** Cybersecurity and Data Privacy →

## Serving With Integrity

Dollar General is dedicated to **conducting business with integrity and the highest ethical standards**. Our commitment is reflected in robust corporate governance practices that balance the pursuit of **long-term shareholder value** while meeting the needs of our customers, employees 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 COMPOSITION

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 four 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 issues 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; 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, primarily including succession planning; recruitment, engagement and retention of employees; labor related matters; our executive compensation program; and the overall compensation philosophy and principles for the general employee population.

### 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.

### Technology Committee

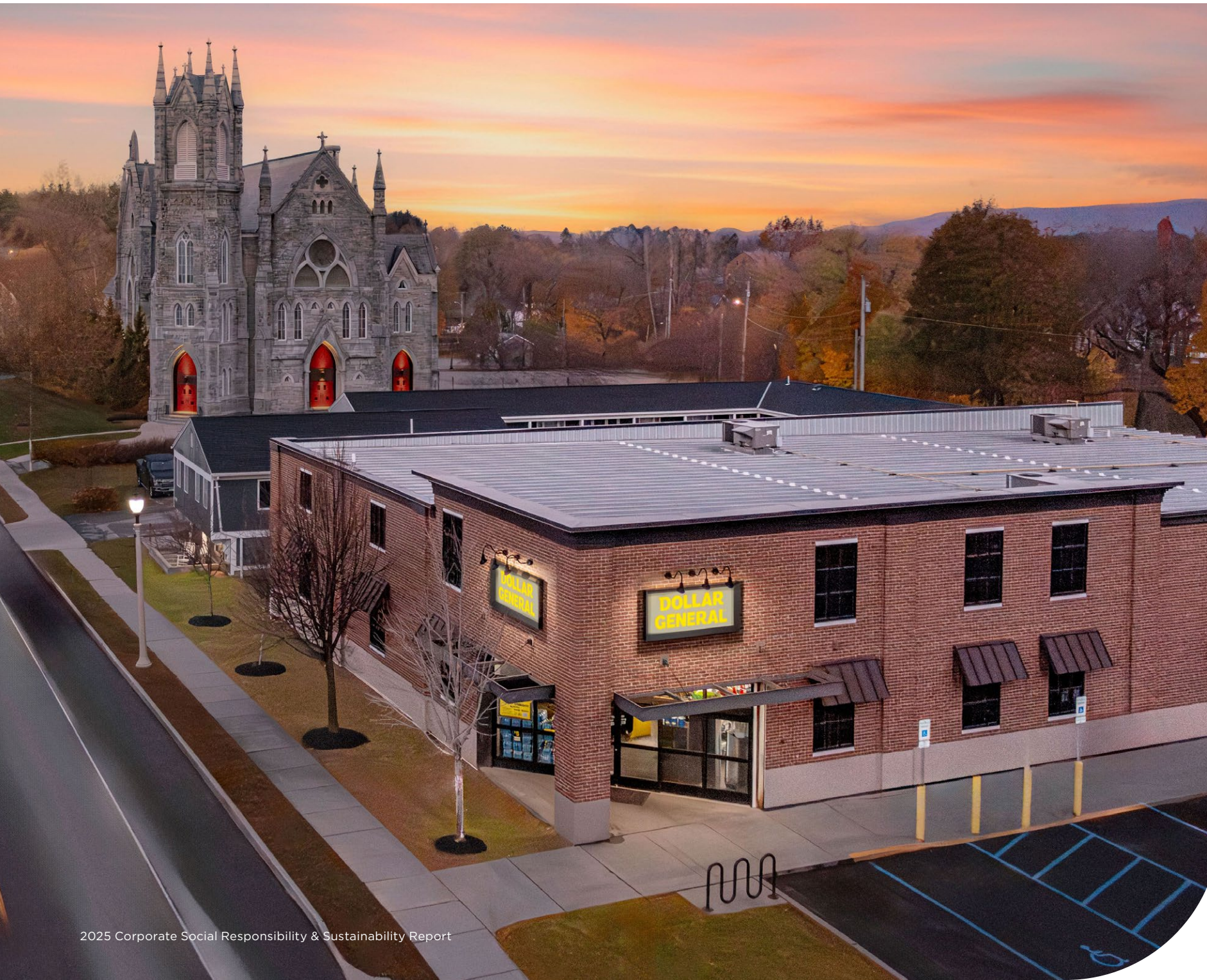
The Technology Committee oversees the Company's technology strategy and investments and receives regular updates on best practices and issues relating to significant emerging technology trends. The Technology

Committee consults with the Audit Committee as necessary regarding technology-related matters as they relate to or affect the Company's enterprise risk management.

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 an 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 [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 2025. The Company paid dues of -\$928,000 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 2025.

## 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 proprietary 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.

### 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 website at [www.dollargeneral.com/privacy-policy](http://www.dollargeneral.com/privacy-policy).

### 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 information regarding the personal information Dollar General has collected about them and to request deletion of their personal information. Customers nationwide are able to opt out of the “sale” or “share” of their personal information, as those terms are defined and used in comprehensive data privacy laws in the United States.

### 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.



# APPENDIX

**IN THIS SECTION:**

- 38** SASB Index →
- 40** Task Force on Climate-Related Financial Disclosures (TCFD) →

# SASB INDEX

Activity Metric	Code	2025	2024	2023	2022
<b>Number of:</b> <b>(1) retail locations and</b> <b>(2) distribution centers</b>	CG-MR-000.A	20,893 34	20,594 34	19,986 (as of 2/2/24) 32 (as of 3/1/24)	19,104 31
<b>Total area of:</b> <b>(1) retail space and</b> <b>(2) distribution centers</b>	CG-MR-000.A	158,897,855 (as of fiscal year-end) 25.7 million (as of fiscal year-end)	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
<b>Energy Management in Retail &amp; Distribution</b>	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable CG-MR-130a.1	See Our <b>Environment</b> section
<b>Data Security</b>	Description of approach to identifying and addressing data security risks CG-MR-230a.1	See <b>Cybersecurity &amp; Data Privacy</b> 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.
<b>Labor Practices</b>	(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 <b>Employees</b> 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 (continued)

Topic	Metric	Disclosure
<b>Workforce Diversity &amp; Inclusion</b>	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>	See <b>Workforce Composition</b> section. 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).
<b>Product Sourcing, Packaging &amp; Marketing</b>	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 <b>Chemical Policy and Restricted Chemical List</b>
	Discussion of strategies to reduce the environmental impact of packaging <i>CG-MR-410a.3</i>	See <b>Environment</b> section

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

Topic	Metric	Disclosure
Governance	Describe the board's oversight of climate-related risks and opportunities	See <a href="#">Our Governance</a> section
	Describe management's role in assessing and managing climate-related risks and opportunities	See <a href="#">Our Governance</a> section
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	See <a href="#">Our Environment</a> section
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	See <a href="#">Our Environment</a> section
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	See <a href="#">Our Environment</a> section
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks	See <a href="#">Our Environment</a> section
	Describe the organization's processes for managing climate-related risks	See <a href="#">Our Environment</a> section
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	See <a href="#">Our Governance</a> 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 <a href="#">Our Environment</a> section
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See <a href="#">Transition Pathways</a>

To view a copy of our Climate-Related Risk Report, visit the [Social Responsibility section](#) of our website.

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