

DOLLAR GENERAL®

SERVING OTHERS

ENVIRONMENTAL, SOCIAL,
& GOVERNANCE REPORT

2023



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

In 2023, in communities spanning 48 states, we opened our doors every day at nearly 20,000 stores with a united sense of purpose: to serve. 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 ESG 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 2023.

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.





TODD VASOS

CHIEF EXECUTIVE OFFICER

A MESSAGE FROM OUR CEO

For the past 85 years, Dollar General has been proud to serve as America's neighborhood general store. Our mission of ***Serving Others*** informs everything we do, including our sustainability efforts.

Throughout this report you will see a common theme relating to the responsibility we feel to serve as an essential partner in the communities we call home. From providing access to a wide selection of food and everyday products to increasing access to educational programs and creating meaningful career opportunities, to our efforts to reduce our environmental footprint and protect natural habitats, we strive every day to stay true to the fundamentals that have been foundational to our longevity and success.

In 2023, we undertook a number of actions designed to better serve our existing communities and expand the number of communities we serve. For example, we increased the number of our stores offering fresh produce to more than 5,000, and we plan to further expand that number in 2024. We also opened our first three Mi Súper Dollar General stores in Mexico, continuing our focus on serving the underserved.

Additionally, we worked to advance and refine our sustainability efforts in areas such as recycling and reforestation, reduce our emissions, implement new policies such as our environmental and palm oil policies, pilot new technologies and expand the benefits and training offerings available to our employees. I believe our continued progress has positioned us well for future success.

As we reflect on our accomplishments, we are grateful for the incredible work of our teams in delivering on our mission. Thank you for taking the time to review this report and learn more about how our teams are working together to fulfill our mission of ***Serving Others*** every day.

Best regards,

Todd Vasos
Chief Executive Officer

DOLLAR GENERAL



Our customers make the best employees!
If you enjoy shopping at Dollar General, consider growing with us!



DollarGeneral.com/Careers

BUYING TOBACCO FOR MINORS COULD COST YOU.

AUTOMATIC SLIDING DOOR

AUTOMATIC SLIDING DOOR

ore Hours

8 a.m. - 10 p.m.
8 a.m. - 10 p.m.
8 a.m. - 10 p.m.

We accept SNAP



DG DEALS

BEAUTY

SAVE MORE
DC DIGITAL COUPONS

We're here for you.

No Loitering or Soliciting

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 our diverse teams through development, empowerment & inclusion

OUR MISSION SERVING OTHERS

For Customers

Convenience, Quality & Great Prices



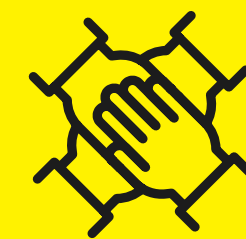
For Employees

Respect & Opportunity



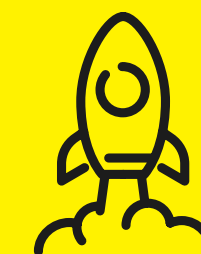
For Communities

A Better Life



For Shareholders

A Superior Return



Headquartered in Goodlettsville, Tennessee, Dollar General has been delivering value to shoppers for more than 80 years. Through our nearly 20,000 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 185,000 team members.

DOLLAR GENERAL AT A GLANCE

(As of fiscal year-end. Distribution center count is as of March 1, 2024.)

19,986
STORES

48
STATES

32 
DISTRIBUTION
CENTERS

185,000+
EMPLOYEES

\$38.6B
IN NET SALES

#108 
*FORTUNE*TM 500
LIST

OUR HISTORY

1939

J.L. Turner and Cal Turner, Sr. open J.L. Turner and Son Wholesale in Scottsville, Kentucky. Each invested \$5,000 and became partners in a wholesale, dry-goods business to serve retailers that survived the Great Depression.

1955

The first Dollar General retail store opens. Turner's Department Store in Springfield, Kentucky converted to the first Dollar General store in June 1955. The store's business model was simple. No item would cost more than \$1. Soon, Dollar General stores began sprouting up across southern Kentucky.

1968

Dollar General becomes a public company.

1976

Dollar General exceeds annual sales of \$100 million.

1989

Dollar General celebrates its 50th anniversary. Fifty years after the founding of J.L. Turner and Son Wholesale, Dollar General operated approximately 1,300 stores in 23 states, employing more than 7,000 individuals.

1993

The Dollar General Literacy Foundation is established. Founded on the belief that literacy opens doors for personal, professional and economic growth, the Dollar General Literacy Foundation provides financial support for libraries, schools and nonprofits to further literacy and education both nationally and in the communities that Dollar General serves.

1999

Dollar General recognized on the *Fortune*™ 500 list for the first time.

2000

Dollar General relocates its corporate office to Goodlettsville, Tennessee.

2009

Dollar General becomes a public company (again). After the company went private for two years, Dollar General returned to the NYSE under its current stock symbol DG.

2012

In April, Dollar General opens its 10,000th store in Merced, California. In November, Dollar General is named to the S&P 500®.

2019

Dollar General's training and development program named #1 worldwide by *Training* magazine. Dollar General celebrates the grand opening of its 16,000th store in Panama City, Florida.

2020

Dollar General named to *Fortune*™ magazine's 2020 list of World's Most Admired Companies. *Training* magazine names Dollar General's training and development program to its top spot for the second consecutive year.

2021

Dollar General named to the Fortune 100 - ranked #91 on the *Fortune*™ 500 list.

2022

Dollar General expands its retail footprint into its 47th state.

2023

Dollar General expanded its retail locations and now serves all 48 continental United States and opened its first store in Mexico.

OUR ENVIRONMENTAL, SOCIAL AND GOVERNANCE PRIORITIES

Our mission plays an important role in our evaluation of ESG priority issues. Our goal is that priority topics effectively drive value for shareholders 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 eleven priority areas, which in turn influenced the disclosures and discussions that are reflected throughout this report.

PRIORITY AREAS

ENVIRONMENTAL

- Greenhouse Gas Emissions and Climate Impact
- Product and Packaging Sustainability
- Product Safety and Quality

SOCIAL

- Employee Health, Safety and Wellbeing
- Human Rights
- Diversity, Equity and Inclusion
- Product Access and Affordability
- Pay and Wages
- Talent Attraction, Retention and Development

GOVERNANCE

- Cybersecurity and Data Privacy
- Business Ethics



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 everyday 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 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 nearly 20,000 locations, our stores are located within five miles of approximately 75% of the U.S. population. In fiscal year 2023, we opened more than 980 stores, relocated 129 stores, remodeled over 2,000 stores, and opened one new distribution center in Blair, Nebraska.

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 2023, we created over 14,000 local jobs, providing positive economic growth and generating tax revenue for municipalities, all while increasing access to items families use most.

EXPANSION into **MEXICO** | **EXPANSION** into our **48TH STATE** | **CREATED** over **14,000 JOBS**
Montana



Mi Súper Dollar General

Dollar General celebrated our international expansion with the launch of the first Mi Súper Dollar General store in Escobedo, Nuevo León, Mexico in March 2023.

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 were launched in 2020 and 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 2023 year-end, we operated over 200 pOpshelf stores.



Over 5,000 Dollar General stores provide fresh fruits and vegetables. Over 1,000 of these stores are in areas that are considered food deserts or with limited options for affordable, nutritious food.

Food Access

More than 17 million U.S. households live with food insecurity.¹ With our expansive store footprint, Dollar General is uniquely positioned 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.

As of the end of fiscal year 2023, Dollar General offered fresh produce in over 5,000 stores across the country, offering convenient access to an affordable assortment of fresh fruits and vegetables. Over 1,000 of those stores that provide fresh produce are in areas that are considered food deserts, or areas with limited options for affordable, nutritious food.

Beyond our in-store offerings, we also partner with Feeding America to support their mission to end hunger. In 2023, we donated over \$1,000,000 and provided Feeding America affiliates with the equivalent of over 12 million meals in food donations. 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. Over the past four years, we expanded our health merchandise assortment with approximately 30% more selling space and approximately 250 additional items in more than 6,900 stores where we identified the need for this expanded assortment.

In 2023, we also launched a partnership with a third-party payment platform to allow customers to use health plan supplemental benefits to purchase various health and wellness-related items in their local Dollar General stores.

¹USDA: Household Food Security in the United States, A report summary from the Economic Research Service September 2022

Military Support

Dollar General proudly supports all 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.

In 2023, for the second consecutive year, the global research consultancy Brand Keys named Dollar General one of America's most patriotic brands. Through its annual survey, Brand Keys identifies brands consumers believe best embody the value of patriotism.



PRODUCT SAFETY & 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 workplace conditions 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 those programs as we evolve our own programs.

Palm Oil

Recognizing the importance of protecting our forests and the ecosystems they support, we recently implemented a palm oil policy for our private label suppliers to require that palm oil (including palm kernel oil and palm oil derivatives) used in their 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. Dollar General's product safety and regulatory compliance program applies to direct imports and certain domestically purchased private label items. We develop product safety and compliance testing protocols in collaboration with some of the largest testing companies in the world, including Intertek, Underwriters Laboratories and Eurofins.

All direct import products and certain private label items undergo periodic laboratory testing, the nature and frequency of which depends on the risk profile of the product or product category, among other factors. This testing is performed on randomly selected items by independent, third-party inspectors to ensure compliance and accountability.

Dollar General partners with global, independent, third-party testing laboratories to conduct various physical, mechanical, electrical and chemical tests, as applicable, on the company's direct import products, based on Company expectations and applicable regulatory and safety requirements. 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.

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)*.

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 take additional steps to reduce or eliminate from our products a number of intentionally added chemicals, which we refer to as our Restricted Substance List (RSL). We recently updated and expanded our policy to apply not only to all private brand core formulated products in our Home Cleaning, Beauty and Personal Care departments but also to all non-core items in these categories and to all private brand formulated cleaning products in our hardware and automotive departments.

We also have expanded our RSL, more than doubling the number of chemicals on the list from eight to 19. Since the implementation of our policy, we have removed the following intentionally added chemicals from the private brand formulated products noted above: 1-Bromopropane, Asbestos, 1,4-dioxane, Cyclic Aliphatic Bromides Cluster of flame retardants (HBCD), Octamethylcyclotetrasiloxane (D4), Lead and Lead Compounds, Cadmium and Cadmium Compounds, Bisphenol A (BPA), Diethyl phthalate, Dibutyl phthalate, Tetrachloroethylene (PERC), Formaldehyde, Toluene, Nonylphenol Ethoxylates, Butylparaben, Propylparaben, Trichloroethylene, Triclocarban and Triclosan.

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.

Dollar General is a signatory and respondent to the Chemical Footprint Project.

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 all direct import and certain private brand vendors are made aware of our requirements. Additionally, these vendors complete a Master Supplier Agreement, which outlines certain requirements to which they and their factories must adhere. Our Global Compliance team provides oversight of this program.

Human Rights and Workplace Conditions

We are committed to advancing global human rights standards through our direct import supply chain. Our human rights and workplace conditions expectations, which are applicable to each direct import vendor and their employees, and communicated in a variety of ways, include the following:

- All employees in the production of company merchandise must be at least 16 years of age, regardless of applicable law (which may allow younger workers).
- Suppliers may not use involuntary or forced labor.
- Wages and benefits must comply with the local and country laws.
- Suppliers must comply with all applicable legal limits for working hours. Employees may not work more than six consecutive days.
- 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 will not tolerate or condone physical, sexual, psychological or verbal harassment or abuse of any Supplier employee.
- Suppliers will demonstrate commitment to the health and safety of employees to prevent accidents and injury occurring in the course of work.
- If Suppliers provide residential housing for employees, such housing is healthy and safe.

Dollar General requires all vendors to have high standards of ethical labor practices which includes work environment expectations. We have a zero-tolerance policy against child labor, forced or slaved labor and worker discrimination/harassment. We will not conduct business with vendors or facilities that are found to have engaged in these behaviors. Facilities producing direct import merchandise for Dollar General are audited annually by an independent third-party firm. The audit is based upon the International Labor Organization standards. We utilize multiple third-party audit firms to help ensure consistency and integrity in the process.

Every direct import factory doing business with Dollar General must have a passing workplace assessment score or an approved corrective action plan. Shipping approval will not be issued until this requirement is satisfied. A factory's failure to cooperate during this evaluation may result in an immediate order cancellation. Factories receiving sufficiently 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 or relevant supply chain responsibilities are expected to familiarize themselves and comply with the company's safety and workplace conditions expectations, as well as 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 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 Risk Assessment practices, please visit our website at [about us/corporate social responsibility/additional information](#).



OUR EMPLOYEES

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

Our employees are the heart of our company. Their success, both personally and professionally, is important to us, which drives our commitment to creating an inclusive environment that provides support and growth opportunities. To help our employees progress along their individual journeys and career paths, we offer market-competitive compensation and benefits, employee resource groups, career development programs and college education assistance for employees and their families.

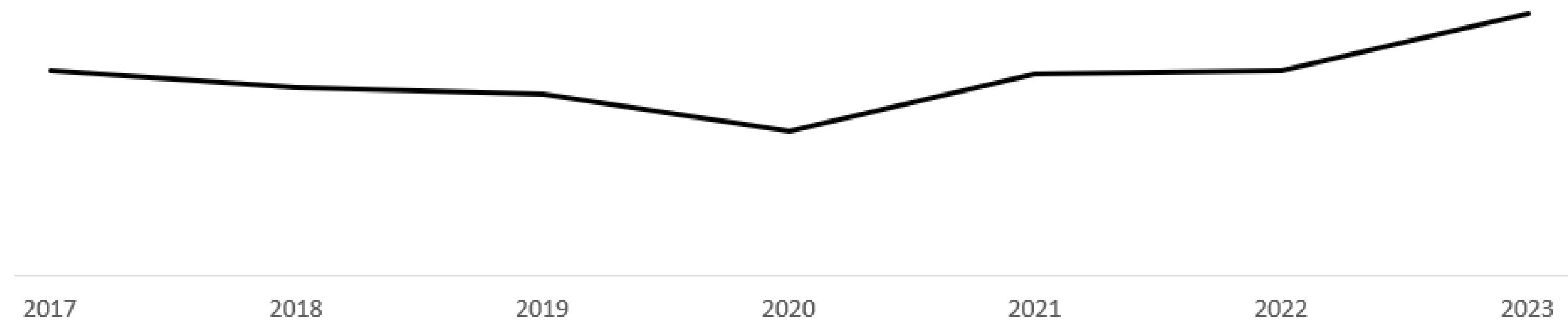
INVESTING IN CAREERS

We believe our greatest asset is our Dollar General family. To position them for success, we take a multidimensional approach which includes offering everything from market-competitive compensation and benefits packages to opportunities to customize their professional development and learning journeys based on position, career goals and aspirations.

As a growing retailer, we continue to create new jobs and opportunities for personal and professional development and, ultimately, career advancement. We believe the opportunity to develop a career with a growing and purpose-driven company is a unique competitive advantage and remains our greatest currency in attracting and retaining talent. We have a robust internal promotion pipeline as evidenced by nearly 74% of our employees at or above the lead sales position being placed from within. Approximately 40% of internally placed store managers started as a part-time sales associate and approximately 14% of our growing private fleet team began their careers with us in either a store or distribution center.

To evaluate the effectiveness of our talent and compensation strategies, we monitor metrics such as turnover trends, staffing levels and applicant flows. In 2023, we continued to be pleased with our overall applicant flow and staffing levels, which we believe are indicators of our ability to attract talent. However, we experienced higher-than-desired rates of turnover for certain positions, in particular for our store manager position, which we are monitoring and actively working to address.

SM Turnover (FY17-FY23)



On average, a part-time sales associate can **ADVANCE TO STORE MANAGER IN APPROXIMATELY THREE YEARS**, without a college degree requirement.

Our private fleet offers a **COMPETITIVE COMPENSATION PACKAGE** with the opportunity for drivers to earn an average of \$90,000 a year, annual bonus opportunities and day-one competitive benefits eligibility.

BENEFITS AND WELL-BEING

We care about the health and wellbeing of our employees and their families. We offer a broad range of benefits to help them lead healthy lives at work and home. Among those offerings are our medical, prescription, telemedicine, dental and vision plans; flexible spending accounts; disability insurance; paid vacation; healthy lifestyle and disease management programs; discounts for products and services; parental leave; adoption assistance; life insurance; and a variety of supplemental health and welfare programs. Eligibility and benefit levels may vary by program.

Health plan participants are also eligible for our Better Life Wellness program. Employees who opt into the wellness program receive access to a wellness platform and resources designed to encourage a healthy lifestyle and improve overall health, including physical, financial and behavioral health. Eligible participants enjoy reduced copays when they need to see a doctor and free generics on certain drug therapeutics. Program participants can also access educational information, set nutrition goals and activity challenges and access certified counselors. The points, or Wellness Credits, they earn for completing Better Life Wellness program activities help participants lower their medical premium costs.

SUPPORTING FAMILIES

To support our employees and their diverse-family building journeys, we offer adoption assistance benefits to all employees, full or part-time.

To further support the well-being of our employees and members of their households, our Employee Assistance Program (EAP) provides access to mental health, legal and financial counseling services. The program also includes unlimited access to free, online resources, as well as six private counseling sessions per topic per year.

Supporting Financial Resiliency

To help our employees and their families increase their financial knowledge and create a more secure financial future, Dollar General offers:

- Free financial counseling for employees and members of their households through our EAP
- 401K participation eligibility for all full-time and part-time employees on day one, with matching contribution eligibility after one year and 1,000 hours of service

Employee Assistance Foundation

When our employees face difficult times, the Dollar General Employee Assistance Foundation provides hope and help. For more than 18 years, the Foundation has been there to offer support when an employee loses a loved one or incurs damage to their home due to a natural disaster or fire.

Funding for the Foundation comes from the company, board members and co-workers joining together to serve our Dollar General family. During fiscal year 2023, the Foundation awarded over \$2 million to co-workers in need.



LEADERSHIP DEVELOPMENT & TRAINING

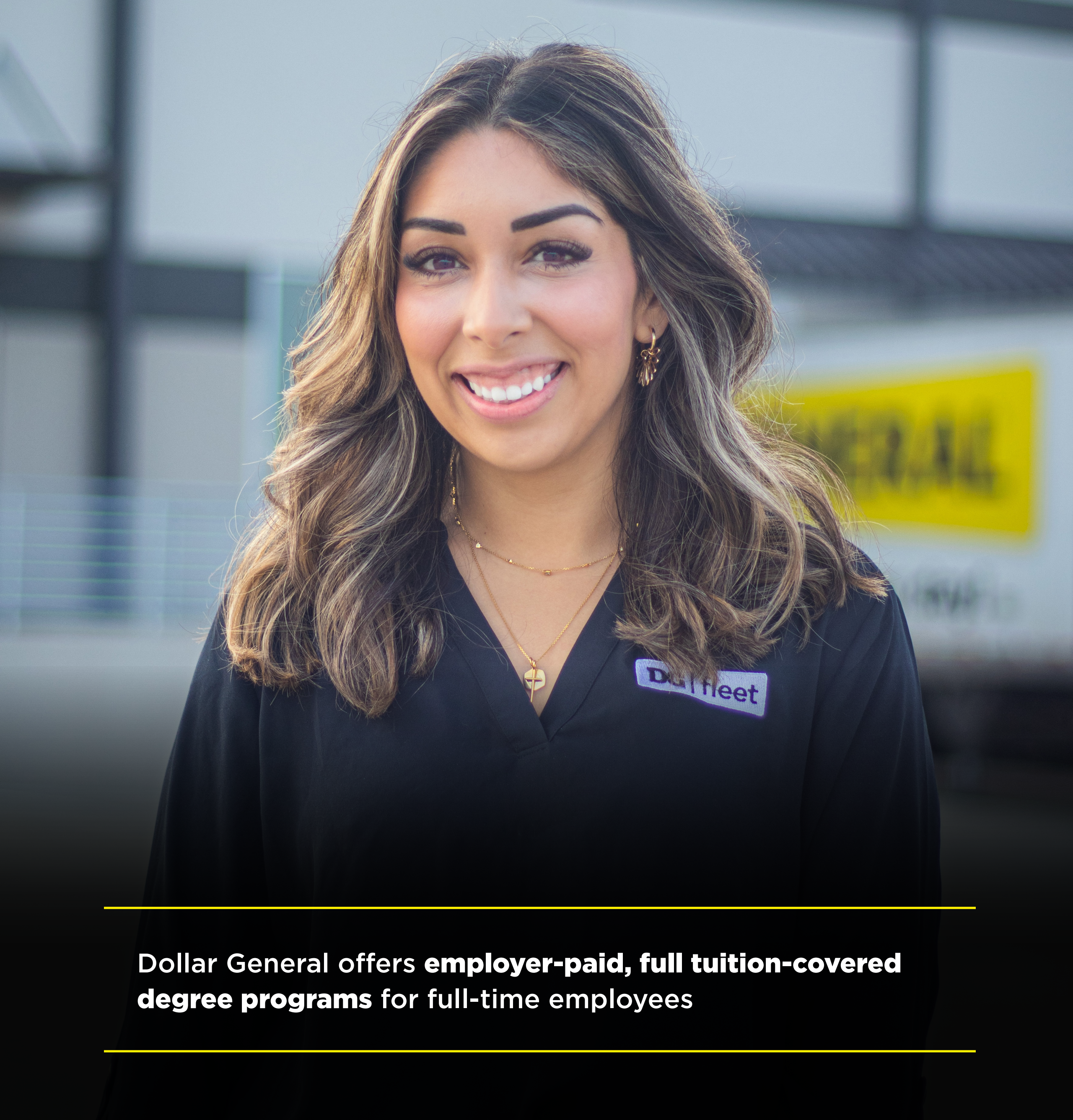
In 2023, our award-winning training team provided comprehensive learning opportunities for employees at all levels of the company. As evidenced by our high internal promotion rates, our focus is on providing development opportunities to continue to grow our internal bench and prepare employees for the next level. Through our inclusive programs at various levels, employees can embark on curated development journeys at various points in their careers to help them strengthen skillsets and achieve their career goals.

Over the past year, through the use of emerging technologies and broadening partnerships, our development and training programs have been diversified, individualized and scaled like never before. Through these new delivery models combined with our traditional in-person and virtual trainings, we were able to offer a more flexible approach to training and cater to the diverse learning styles and needs of our employees. This resulted in over 5.5 million training courses completed by employees across the company.

In 2023, we expanded our training initiatives within both Supply Chain and Retail, creating dedicated training roles across the network. This strategic move ensured that employees have a focused training team, thereby enhancing the effectiveness and standardization of our training programs and promoting a culture of continuous learning and development at all levels.

Through the use of an AI-powered reinforcement engine, we also offered daily reinforcement training which delivers personalized, question-based micro-learning sessions on job-related topics to help increase job specific related knowledge. These micro-lesson sessions, spanning three to five minutes each, help reinforce skillsets for a stronger career trajectory for our store and distribution center employees.





Education Credits and Scholarships

Dollar General is dedicated to providing education and career growth for our employees through world-class training, innovative development programs and education advancement opportunities. Dollar General’s educational benefits platform allows our employees to access higher education without facing financial barriers. As part of this offering, full-time employees receive access to employer-paid, full-tuition-covered degree programs at select universities. Additionally, we also offer eligible employees a yearly tuition assistance stipend to start or complete a degree program at the higher education institution of their choice.

To help our employees accelerate their path to an undergraduate degree, we partnered with the American Council on Education’s Learning Evaluation to provide up to nine semester credit hours towards the completion of an undergraduate degree for employees who complete our Store Manager Training program.

We understand the importance of education not only for our employees but also for their family members. Starting on day one, Dollar General employees and immediate family members can access free, transferable college courses through our dedicated online education platform. This on-demand platform is self-paced, giving our employees and their families the flexibility to complete general education courses on their own time.

Dollar General offers employer-paid, full tuition-covered degree programs for full-time employees

ENGAGING OUR TALENT

We work hard to advance a culture where employees feel valued, supported and connected to our mission of *Serving Others*.

We engage our teams through multiple communication platforms including in-person and virtual CEO-led town halls, leader-led listening sessions, engagement surveys, communication boards, training programs and regional and national leadership meetings. We also launched an employee app to enable employees to communicate and connect with each other and the business and introduced a new internal communications framework to streamline and share important information.

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. We capture feedback on key metrics including engagement, satisfaction, recognition, manager effectiveness and belonging. We also collect feedback on strategic initiatives, company improvements and the overall experience. We use the feedback we gain to guide efforts to amplify our culture, strengthen the sense of belonging among our diverse teams and ensure all employees feel heard, supported and valued.



2023 DG VOICE OVERALL COMPANY RESULTS

In 2023, we surveyed our entire workforce. The results of that comprehensive survey are provided below.

84%

Belonging Index

71%

Recognition

83%

Manager Effectiveness

70%

Satisfaction

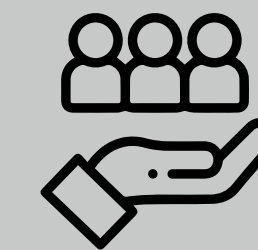
76%

Participation

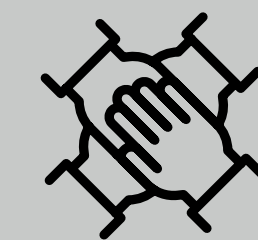
66%

Engagement

IN 2023, WE SURVEYED OUR ENTIRE WORKFORCE, WHO TOLD US SOME OF THE THINGS THEY LOVE MOST ABOUT WORKING AT DOLLAR GENERAL ARE:



“THE PEOPLE I WORK WITH” OR “OUR PEOPLE”



“SERVING MY CUSTOMERS & COMMUNITY” OR “OUR MISSION”

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.

In 2023, the company engaged an independent third-party to conduct an audit of the impact of its policies and practices on the safety and wellbeing of its employees. The audit was conducted under the direction of the company's general counsel, with oversight from the Board of Directors, and a report on the findings of the audit is available on our website at [about us/corporate social responsibility/additional information](#).

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 district-wide 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 2023, we implemented several enhancements to our safety policies and programs, including the following:

- Enhancements to field leadership visits to stores to drive employee and team engagement around important safety topics and to supplement third party safety audits.
- Enhanced training 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 ongoing store-level Monthly Safety training programs.



A key component of these efforts was centered around open lines of communication regarding safety concerns, employee recognition and available resources.

Distribution Center Safety Teams consist of onsite personnel and safety committees that train new hires and oversee ongoing safety training, near-miss and incident investigations and safety audits, and drive employee engagement regarding safety matters through recognition. The distribution teams are also led by a network-wide safety steering committee comprised of representation from across the many operations in the supply chain network. The steering committee reviews safety initiatives, network-wide communication, 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 2023, we continued to strengthen our supply chain safety efforts by creating a new leadership position, Safety Operations Manager, within each traditional distribution center. The new position participates in weekly engagement sessions with other Safety Operations Managers across the network, led by Dollar General's Director of Safety and a Distribution Center operations leader. Additionally, we created a new safety response team comprised of leaders across the distribution network.

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 2023 over 80% of our stores were accident free, and our store incident rate was 4.10, or in line with the most recent industry average for All Other Merchandise Stores according to the U.S. Bureau of Labor Statistics (BLS). For 2021 and 2022, the store incident rate was below the industry average.²

Additionally, the overall distribution center incident rate for 2023 was 3.92, which also 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	2019	2020	2021	2022	2023
Incident Rate	4.50	4.87	4.57	4.05	4.10
Lost Time Rate	0.66	0.73	0.68	0.69	0.69
Employee Accident-Free Stores	81%	79%	81%	83%	82%

DISTRIBUTION CENTERS (OVERALL)	2019	2020	2021	2022	2023
Incident Rate	3.88	5.17	3.68	3.53	3.92
Lost Time Rate	0.66	1.07	1.08	1.14	1.24

²The most recent BLS industry averages relate to 2022, as the 2023 averages had not been published at the time of this Report.

SPOTLIGHT

DEVELOP TO LEAD

We expanded our mentorship program, matching officers with directors and senior directors outside of their business units to accelerate the development of talent through experience, exposure, education and advocacy.

WOMEN IN LEADERSHIP MASTERCLASS

This program focuses on developing and retaining female talent across Dollar General through various leadership development modules, such as the Emotional Intelligence Framework, Assertiveness in the Workplace, Courage and Risk Taking and Building Resilience.

DIVERSITY & INCLUSION

Our fourth operating priority is Investing in our diverse teams through development, empowerment and inclusion. We strive to create an environment where every employee feels valued, respected, supported and is able to bring their authentic self to work every day.

Focused on Inclusive Development

We believe our commitment to diversity and inclusion (D&I) starts with our leadership, including our board of directors, and we have focused on equipping leaders to lead cultural transformation and model inclusivity at every level. In 2023, our D&I team delivered training and learning experiences at all levels of the company to advance development and inclusion.

Racial Equity Audit

To help guide our diversity and inclusion efforts, we engaged an independent third-party consultant to conduct a racial equity audit to examine how Dollar General's business practices may impact communities of color across four key stakeholder groups - employees, customers, communities and business partners. To review a copy of the report, please visit dollargeneral.com.

My Difference Makes a Difference

We believe that our diverse teams are a strategic advantage and allow us to better serve our customers and communities. We believe in putting people first, with respect for each individual's dignity and differences.

With the launch of a storytelling initiative in 2022, members of our teams courageously shared their personal stories, expressing how their different dimensions of diversity make a difference and how showing up as their authentic selves has helped to unlock their potential at work. Building on this momentum, we expanded the initiative in 2023 to feature more employee stories that highlight the transformative impact of embracing authenticity at work. You can learn more about how we are celebrating our differences on our [landing page](#).

INVESTING IN BRIGHT FUTURES.

We understand that career goals are personal. That's why we offer high school equivalency test reimbursement, opportunities for paid CDL training, employer paid college tuition and online development courses from some of the nation's leading colleges. Wherever an individual is on their education and career journey, we provide an opportunity for them to develop and grow.

Empowering Employee Resource Groups

Dollar General's Employee Resource Groups (ERGs) are employee-led groups designed to foster inclusion and unite individuals across our organization with shared interests and backgrounds. Each group has two executive sponsors who support and champion its efforts. Last year marked a significant milestone as Dollar General broadened the reach of its ERGs to include distribution center, fleet, field and retail employees, expanding representation and active engagement across our entire enterprise.



Mission: Impact and enhance the diversity of Dollar General's culture through recruiting, retention, development, awareness, networking and community outreach.



Mission: Connect young professionals to growth opportunities through professional development, community and networking events.



Mission: Support Dollar General's mission of *Serving Others* by providing a forum for LGBTQIA+ employees and their allies, promoting inclusion and tolerance.



Mission: Celebrate and support our active-duty military, National Guard & Reserves, veterans and their families through networking, education and community outreach.



Mission: Cultivate and advance an inspirational, inclusive and empowering women's network at Dollar General to support women in their personal and professional lives through diversified connections, leadership opportunities and educational experiences.

Nashville Business Journal's
2023 Leaders in Diversity

Diversity Woman Media's
Best Companies for Women 2023

Best of the Best 2023 Top Veteran Company by *US Veterans Magazine* for 9th consecutive year

2023 America's Greatest Workplaces for LGBTQ+ List by *Newsweek* and *Plant-A-Insights Group*

DiversityComm's **2023 Top LGBTQ Friendly Companies**

Strengthening HBCU Relationships

To expand our recruitment efforts and better reflect the communities we serve, for the past two years, we have partnered with nine historically Black colleges and universities (HBCUs) that have disciplines aligned to Dollar General's business needs. Through these relationships, we are working to create a pipeline of opportunity for students at the following schools:

- Alabama Agricultural & Mechanical University
- Alabama State University
- Florida Agricultural & Mechanical University
- Grambling State University
- Mississippi Valley State University
- North Carolina Agricultural & Technical State University
- Prairie View A&M University
- Tennessee State University
- Texas Southern University

INROADS

Dollar General is proud to partner with and invest in INROADS efforts to deliver innovative leadership development programs and creative solutions that identify, accelerate and elevate underrepresented talent throughout their careers. Over the past four years, we have donated \$3 million to support INROADS Internship Program, College Links, Visiones, and student development seminars and workshops.

At 16 years-old, Ivan R. was a participant of INROADS and dreamed of becoming a human resources executive at a Fortune 500 company. "It gives me a level of pride and a moment of emotion that a program I joined when I was 16 has come full circle. INROADS opened doors for me and placed mentors in my life that helped shape me into the leader I am today," shared Ivan. "This program had a meaningful impact in my development both personally and professionally. Today, I still rely on the skills I learned."

During Ivan's 20+ year career with Dollar General, he has been developed and promoted from within the company, holding several roles of increasing responsibility. Currently, Ivan serves as senior vice president of human resources within our Supply Chain organization.

Ivan continues to pay forward the impact INROADS had on his career journey by supporting Dollar General's partnership and sharing his time to facilitate development programs for college students transitioning into careers and by serving on panel discussions available to high school students enrolled in INROADS College Links program.

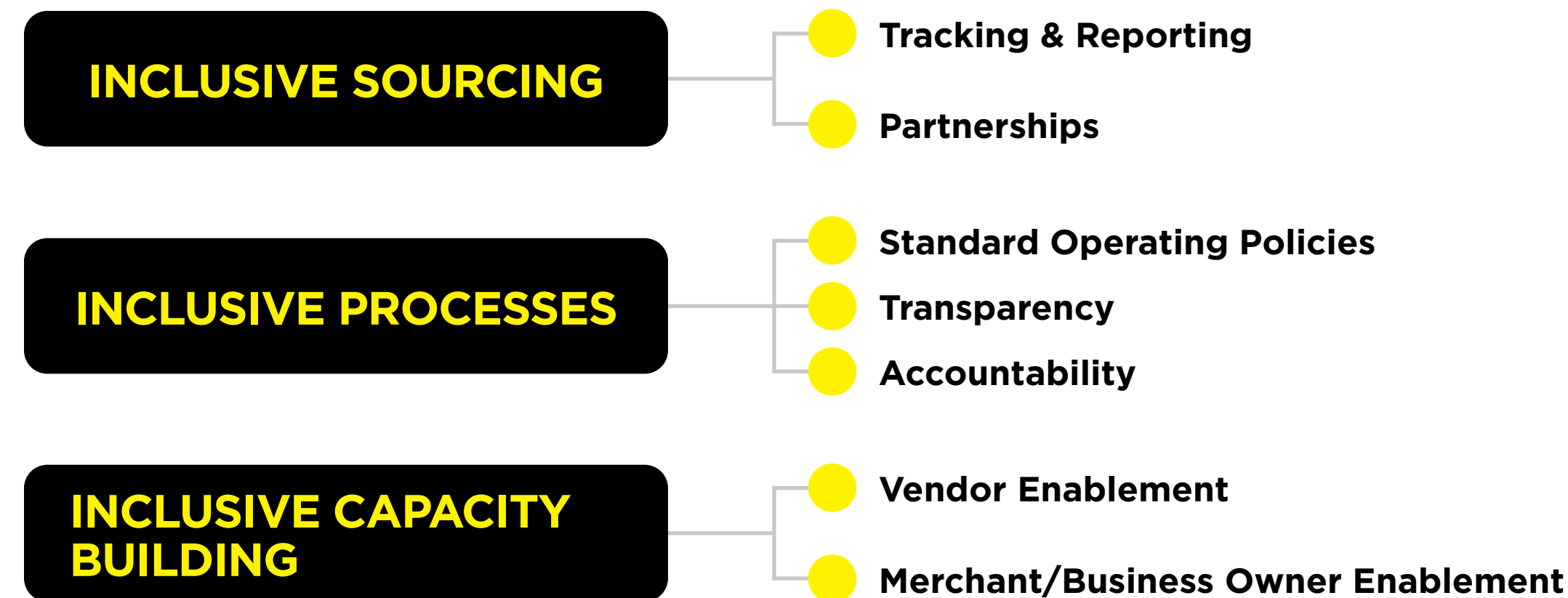
"Dollar General's commitment to INROADS is very personal to me. I am humbled to give back by way of my work at Dollar General. I have a great responsibility to foster a more equitable and inclusive world."



SUPPLIER DIVERSITY

We strive to remove or mitigate unintended barriers for businesses certified as minority, women, LGBTQ+, veteran, or disability owned businesses, helping to increase the representation of these groups in the communities we serve.

Our Supplier Diversity business initiative is grounded in inclusivity and centers on three key pillars:



We categorize a supplier as diverse if they meet the following qualifications:

51% owned/operated by U.S. citizen who qualifies as:

Minority | Woman | LGBTQ+
 Veteran (including disabled veteran)
 Disability

A third-party certification:

National Minority Supplier Development Council (NMSDC)
 Certified Women’s Business Enterprise (WBENC)
 National LGBT Chamber of Commerce (NGLCC)
 National Veteran-Owned Business Association (NaVOBA)
 Disability:IN

To reinforce our commitment to ensuring an inclusive environment that minimizes barriers to participation in Dollar General’s procurement process, we have partnered with a third party financial institution to implement tools that provide opportunities for minority-owned businesses to access capital and accelerate cash flows.

Additionally, in 2023, Dollar General hosted a virtual diverse supplier pitch session. Over 290 submissions were received. Pre-qualified vendors were then invited to participate in 15-minute pitch sessions. Participants pitches covered all merchandising categories.

We also hosted a Diverse Supplier Networking event, which allowed us to listen and understand what is important to our diverse suppliers and allowed our suppliers to network with each other and share best practices.



WORKFORCE COMPOSITION (as of fiscal year-end)

Our workforce data represents more than 185,000 employees and is based on employee self-identification. Additionally, our EEO-1 consolidated report data can be located on our [website](#).

OFFICER GROUP

The following data includes all employees at the Vice President level and above.

38.04%

Female

21.74%

Racially or Ethnically Diverse

MANAGEMENT

The following data includes all U.S.-based employees at the manager level and above, with the exception of Dollar General's Officer Group.

75.5%

Female

26.23%

Racially or Ethnically Diverse

NON-MANAGEMENT

The following data includes all full-time and part-time non-management employees based in the United States.

63.0%

Female

38.70%

Racially or Ethnically Diverse

TOTAL WORKFORCE

64.57%

Female

37.13%

Racially or Ethnically Diverse



OUR COMMUNITIES



SERVING OUR NEIGHBORS AND COMMUNITIES

Since our founding at the end of the Great Depression, we have remained committed to creating a positive social impact in the communities we call home. This commitment is reflected in our philanthropic investments and community outreach efforts. During fiscal year 2023, Dollar General and its Foundations donated more than \$28 million to local and national efforts that are uplifting and empowering our neighbors. Our giving is focused in three areas: mind, body and planet.

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 RESTORATION
DISASTER RELIEF**



NOURISHING MINDS LITERACY AND EDUCATION

We believe literacy and education are key drivers of social mobility, civic engagement and economic empowerment, and we proudly support learning initiatives that strengthen literacy within our communities and extend hope for a brighter future.

Dollar General Literacy Foundation

The Dollar General Literacy Foundation collaborates with national, regional and grassroots organizations to invest in literacy programs that increase access to quality instruction, professional development for teachers and reading resources for classrooms.

Over the past 30 years, the Foundation has helped to build brighter futures, donating more than \$239 million to literacy programs. From hometown communities to large-scale literacy initiatives, the Foundation has helped more than 20 million individuals learn to read, prepare for the high school equivalency test or master the English language.

As we look to the next 30 years, we remain committed to expanding access to literacy programming, elevating classroom instruction quality and empowering teachers to help students of all ages pursue their educational goals and achieve their dreams.

In 2023, the Dollar General Literacy Foundation received the **WORLD LITERACY AWARD** for significant contribution by an organization.

In fiscal-year 2023 alone, the Dollar General Literacy Foundation **GRANTED OVER \$19.2 MILLION** to nonprofits, schools and libraries, reaching more than 3.9 million people.

FUN FACT

Dollar General spreads the joy of reading with over **228,500 NEW BOOKS DONATED** to local elementary schools during store openings.



NOURISHING MINDS PARTNERSHIP HIGHLIGHTS

LEARNING ALLY

In partnership with Learning Ally, the Dollar General Literacy Foundation funded the development of instructional videos and training materials for educators that model effective methods for bringing science-based literacy practices to life in the classroom. In addition to teacher classroom support, we've developed family literacy materials to help caregivers integrate literacy into their daily lives with in-home and on-the-go literacy activities, EdTech resources and education advocacy tips. These resources are carefully designed to enhance family learning experiences and support teachers in developing students into independent, engaged learners.



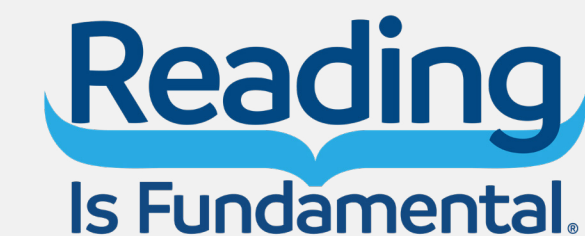
DISCOVERY EDUCATION AND THE NATIONAL AFTERSCHOOL ASSOCIATION

We partnered with Discovery Education and the National Afterschool Association to develop interactive learning experiences using research based instructional strategies. These dynamic micro-lessons are designed to help educators as they embed the five foundational components of literacy—phonemic awareness, phonics, fluency, vocabulary and comprehension—into their instruction. Short videos and interactive trainings are flexibly designed for teachers with limited time. They are accessible for free and provide ways to effortlessly incorporate these learning strategies into classrooms and afterschool programs.



READING IS FUNDAMENTAL

For nearly 20 years, the Dollar General Literacy Foundation has supported the nonprofit Reading Is Fundamental and helped bring nearly 2 million books into the homes of more than 600,000 students. Our Books for Ownership program invites children from 70 elementary schools located in our distribution center communities to choose three books throughout the school year to keep for themselves. This program highlights the simple yet significant act of allowing students to choose their own books, resulting in higher reading engagement.



NOURISHING BODIES

Our philanthropic efforts focus on helping individuals and families meet their basic needs, from ensuring our neighbors have access to nutritious foods to helping children with challenging diseases secure access to high-quality healthcare.

Supporting Neighbors through Nutrition

In fiscal year 2023, we donated over \$1 million to support Feeding America and its affiliates efforts to advance food security nationwide and expand program capacity in high-need markets and rural communities. In addition to our financial contributions, we also supported local food banks in over 3,000 communities through our food recovery efforts in our local stores and distribution centers during calendar year 2023. These donations resulted in more than 16 million pounds of food to Feeding America food banks, translating to over 12 million meals. Since the launch of our food donation program in 2019, we have donated over 38 million pounds of food, equivalent to more than 28 million meals.

Together with Feeding America, we are dedicated to our shared goal of ending food insecurity in America. For further details on our circular economy and food waste reduction efforts, please refer to the Environment section of this report.

Supporting Pediatric Healthcare

We are proud to celebrate 18 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 \$34.5 million for the hospital’s life-saving work.

IMPACT AWARD
by Progressive Grocer (2023) — Dollar General
RECOGNIZED FOR FOOD SECURITY AND NUTRITIONAL LEADERSHIP



Employees from our Marion, Indiana Distribution Center joined together to sort food and prepare meals for those in need at a local community center.

NOURISHING THE PLANET REFORESTATION AND HABITAT RESTORATION

As a purpose-driven company, we embed environmental stewardship into our operational strategy and philanthropic efforts.

Promoting Reforestation

Since 2021, Dollar General has partnered with the Arbor Day Foundation to restore more than 321 acres of forest. In fiscal year 2023, we helped plant over 96,000 trees in deforested areas near the Mississippi River in Louisiana and Mississippi. The trees play a crucial role in improving water quality by stabilizing the soil and filtering out pollutants that contribute to low oxygen levels. Deteriorated habitats are linked to changes in fish diets, growth rates and reproduction, but can recover rapidly with reforestation.



Revitalizing Critical Habitats

The historic longleaf pine ecosystem once extended from southeastern Virginia to Florida, west through Louisiana to east Texas. Today, only small patches of these trees remain. As longleaf pine numbers decline, so does the incredible diversity of plant and animal species supported by this ecosystem, including many endemic only to this habitat. In partnership with the Arbor Day Foundation, Dollar General has supported longleaf pine replanting efforts in Alabama, North Carolina, Louisiana, Mississippi and Florida, helping preserve critical habitat for gopher tortoise, red-cockaded woodpecker and other rare species.

In addition to our work in the U.S., we also expanded our collaborative efforts into Mexico to help protect the endangered monarch butterfly and its indispensable role as a pollinator in North America. We planted over 6,000 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 to disaster response through our partnership with the American Red Cross. In 2023, we provided in-kind and monetary donations totaling over \$380,000 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.

NOURISHING THE MIND, BODY & PLANET WITH KINDNESS

Promoting Acts of Kindness

Our mission of *Serving Others* comes to life every day through employee acts of kindness and compassion. To celebrate and recognize these moments, in 2020 Dollar General established DG Kindness. This campaign enables us to recognize, celebrate and amplify our employees' acts of kindness by joining them in supporting their hometown charities.

In addition to individual recognition, we launched a DG Kindness Week campaign and hosted over 60 nonprofit volunteer events during the fall of 2023 with our field and distribution center team members. These events resulted in over 5,500 volunteer hours to local charities.

Demonstrating their dedication to *Serving Others*, the leadership team of Region 5 joined together to spread kindness at EP!C's Harvest program in Illinois. This nonprofit program provides education and employment opportunities for adults with intellectual and development disabilities to be involved in the nonprofit's greenhouse, garden and CSA program. Together, our volunteers helped prepare a greenhouse for spring planting and another "season" of opportunity.



"In addition to making a lasting impact in our communities, spending time together outside of work creates a stronger bond within our team and helps us serve our customers, employees and communities better," shared Gerielle B., Dollar General's region director.



OUR ENVIRONMENT

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



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 ensure 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 website at <https://www.dollargeneral.com/about-us/corporate-social-responsibility> under additional information.

Throughout 2023, we actively pursued new opportunities to reduce greenhouse gas (GHG) emissions and advance our recycling and waste diversion efforts.

EMISSIONS REDUCTION

Beginning in 2021, we set a shorter-term goal to reduce GHG emissions by 15% per square foot by 2026, and a longer-term goal of 30% per square foot by 2031, using 2020 as a baseline for comparison.

To achieve our emission reduction goals, we are taking a wide variety of actions, including but not limited to investments in energy efficiency projects, cleaner refrigeration technologies, energy management systems and renewable energy strategies such as off-site and on-site renewable energy agreements.

CARBON FOOTPRINT ¹	2020	2021	2022	2023
Enterprise Square Footage	146,256,000	154,666,867	163,562,147	174,736,366
GHG Emissions Scope 1 (MT CO ₂ e)	565,598	625,813	658,617	712,806
GHG Emissions Scope 2 (MT CO ₂ e)(Market-Based)	1,052,622	1,175,716	1,258,232	1,275,193
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
Carbon Intensity (MT CO ₂ e/1000 SQ FT)	11.1	11.6	11.7	11.4
Energy Consumed Purchased Electricity (kWh)	2,582,574,879	2,788,883,930	3,062,439,074	3,316,455,860

¹All metrics are based on calendar year-end

ENERGY CONSERVATION

From new lighting and climate control strategies to renewable energy, we are leveraging technology to help us improve our energy consumption. Among other energy-saving upgrades, our updated 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, 36% of our stores are now equipped with new and replacement HVAC systems that include variable frequency drives (VFDs). In 2023, we added VFDs in more than 1,000 additional stores.

Lighting Solutions

Interior and exterior store lighting represents a large component of our energy use. In 2016, we conducted 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 2023, installing even more efficient LED lighting in approximately 500 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 75% of exterior store signage to LED. These installation efforts represented a 24% energy reduction in our operations.

Renewable Energy

As a growing retailer, we are exploring the ways in which renewable energy can help us achieve our emission reduction goals. Our renewable energy strategy includes both on-site renewable power projects such as on-site solar panels, as well as off-site projects such as expansion of community solar agreements and wind energy supply agreements, which power more than 1,000 stores in Texas. When assessing these projects, we consider multiple factors including lease life on locations, ease of installation and overall return on investment.

Refrigeration Improvements

As we expand our food refrigeration, we are continually exploring opportunities to transition to more efficient and environmentally friendly methods. As part of our cooler door expansion, we are actively replacing inefficient and aged coolers and freezers with ENERGY STAR® rated units for an average 20% increase per unit in energy efficiency.

Additionally, in 2022, we collaborated with a manufacturer on the design of a refrigerated merchandiser that uses a natural refrigerant and meets our large capacity requirements. We piloted the new design in select stores in 2022 and expanded the implementation this fiscal-year to more than 260 additional stores.

As we decommission coolers and freezers, we partner with a third-party vendor to ensure the coolers and their components are recycled, reused or repurposed. Additional details regarding these efforts are available in the circular economy section of this report.

As a participating member in the North American Sustainable Refrigeration Council, Dollar General is exploring opportunities to improve our systems for refrigeration. The council, comprising industry experts and other retailers, convenes throughout the year to share best practices for implementing natural and sustainable refrigerants.





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 2023, all our inbound and outbound fleet carriers, including our own private fleet, earned SmartWay certification.

DID YOU KNOW?

Approximately 48% of the trucks used to deliver goods to our stores and distribution centers are **OUR OWN PRIVATE FLEET.**

STEM MILES

With the addition of our distribution center in Blair, Nebraska, we were able to reduce stem miles, or the distances trucks must travel to reach their first delivery, by 2.5% from the previous year in our fresh deliveries and 6.8% in our dry deliveries.

DISTRIBUTION CENTER EFFICIENCY

Within our 32 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. Each of our distribution centers utilize smart lighting strategies, which uses occupancy sensors to determine when lighting is needed.

Equipment Upgrades

In the evolving landscape of technological progress, we are witnessing remarkable advances in battery storage and electric vehicles and equipment. We are harnessing this momentum to bring about significant strides in our energy efficiency.

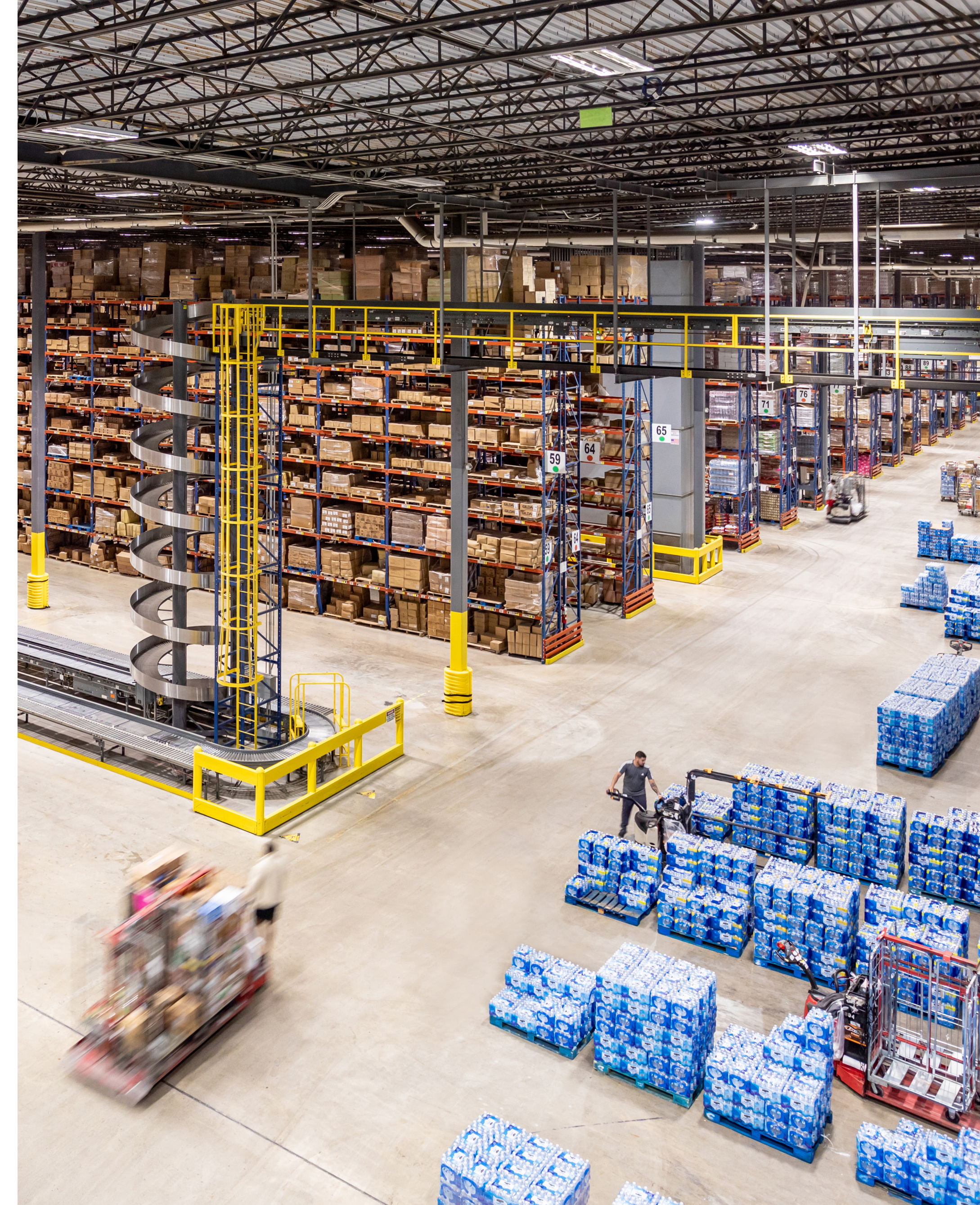
Our transition to electric-powered material handling equipment, such as forklifts, has helped to reduce our emissions. As of March 1, 2024, we tested forklifts powered by lithium-ion batteries at four of our sites. These vehicles require less maintenance and may result in less material handling equipment 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. As of March 1, 2024, 22 of our 32 distribution centers utilized VFDs or similar technology for climate control devices.

Building Enhancements

Identifying strategies to ‘work smarter, not harder’ has led us to test innovative solutions for our infrastructure that are rooted in sustainability. To reduce energy consumption, the majority of our distribution centers have been fully 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.

Our Blair, Nebraska distribution center now operates with independent cooling units, delivering cooling only to the areas that need it and ensuring optimal energy efficiency. In addition to requiring less building material (e.g., piping), these new units are waterless, supporting our water conservation efforts.

Finally, approximately 45% 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.



WASTE AND RECYCLING

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

RECYCLE

Our robust recycling initiatives highlight our dedication to minimizing waste. At our Store Support Center in Tennessee, we recycle consumer cardboard, loose paper, plastic bottles, aluminum cans, shrink wrap, light bulbs, batteries, cooking oil, toner cartridges, scrap metal, obsolete fixtures, broken furniture and motors. We also work to recycle and e-cycle outdated computers and network equipment, all according to EPA guidelines.

We also invite the public to participate in rechargeable battery recycling, bottle and aluminum can takebacks and single-stream recycling in more than 2,200 of our stores across the country. In calendar year 2023, our single stream recycling programs diverted 8.66 tons of recyclable materials away from landfills. Our recycling and food waste management efforts in calendar year 2023 led to 1,109,933 metric tons of GHG emissions avoided, equivalent to 2.5 million barrels of oil saved, or enough electricity to power 219,052 homes for one year.

Cardboard

Due to the strategic placement of our stores and distribution centers, we are able to create a consolidated, efficient process for recycling one of our most prevalent byproducts—cardboard. The concept is simple: for those goods that arrive at our stores in cardboard boxes, our store associates break down the boxes, then load them onto a truck that is returning to one of our distribution centers. This allows us to eliminate the need for in-store baling machines and additional trucks dedicated to picking up baled cardboard at nearly 20,000 locations. Once the cardboard has been returned to the nearest distribution center, it is baled for recycling and sold directly to paper mills. This process allows us to have dedicated resources check for potential contaminants and remove any unrecyclable material which helps us produce cleaner bales. Since we launched the program in 2008, we have recycled more than 3 million tons of cardboard—the paper equivalent of more than **55 million trees saved** from cardboard recycling alone. The GHG savings from this process alone is more than 10 million metric tons of CO₂ avoided.

Since 2008, we have recycled over 3 million tons of cardboard—the paper equivalent of 55 million trees saved and emissions equivalent of more than 10 million metric tons of CO₂ avoided.

**RECYCLING
EFFORTS RESULTS**
(during calendar year 2023)

2,014 
TONS OF PLASTIC

274,000
**TONS OF
CARDBOARD**

933 
TONS OF PAPER

6 MILLION
PALLETS

1.9 BILLION
GALLONS 
OF WATER SAVED

2.6 BILLION
kWh OF 
ENERGY SAVED

2.5 MILLION
BARRELS
OF OIL SAVED

Mixed Paper

Since 2010, we have recycled over 36,000 tons of mixed paper, resulting in 145,503 metric tons of avoided CO₂ emissions. This material includes unsold or outdated magazines, newspapers, greeting cards and store paperwork (to the extent it does not contain personal information), which is returned to our distribution centers to be recycled.

Plastics

We are actively working to keep plastics out of our environment. Currently, the plastic bags offered to our customers contain at least 10% recycled content. In collaboration with Closed Loop Partners' Beyond the Bag consortium of retailers, we are exploring best practices to reduce single-use plastics, including promoting reusable bags among other cost-effective, scalable alternatives.

As part of this collaborative engagement, from May through July 2023, Dollar General, national retailers and local shops across Denver, CO and Tucson, AZ joined forces for the 'Bring Your Own Bag' pilot program. To reinforce responsible shopping habits, participating stores strategically placed a series of creative reminders encouraging customers to bring reusable bags and consider where else they could bring bags, beyond the grocery store.

In addition to our efforts with the consortium, we bale and recycle the plastic film used at our distribution centers and stores to wrap and protect goods. Since the program's inception in 2012 through the end of calendar year 2023, we had recycled more than 23,000 tons of plastic film.

Pallets and Tertiary Packaging

Our distribution centers work to minimize the environmental impact of our pallet program. The pallet pool is a mix of both leased, vendor-owned pallets and our own whitewood pallets. After use, leased pallets return to the appropriate vendor and whitewood pallets remain in our distribution centers for reuse. When whitewood pallets become damaged or otherwise unusable, we recycle them for other end goods.

An effective strategy to help prevent wasting resources through excessive packaging is to forego the packaging in the first place. That's our approach to the reduction of tertiary packaging; that is, packaging used for shipping large quantities of goods. By conducting an economic order quantity analysis, we've reduced the volume of incoming partial pallets associated with tertiary packaging. This reduction in partial pallet volume also means fewer employee touches and enhanced overall efficiency in our distribution centers.



REUSE

Co-creating a Circular Economy

A circular economy is one in which waste streams are no longer considered valueless, but rather as resources that can be productively reused within the economy or composted to nourish the local environment, effectively ‘closing the material loop.’

As we apply this model to our operations, we are seeing the business benefits of reuse firsthand. In 2023, Dollar General partnered with a third-party asset recovery vendor to resell and repurpose 4,707 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 389 tons of organic waste through these efforts which helps reduce methane gas at landfills and sequester carbon in the soil. In 2023 this program helped Dollar General offset the carbon emissions it would take to charge over 13.9 million smartphones one-time.

In 2023, our reuse and recycling programs helped us achieve a **LANDFILL DIVERSION RATE OF NEARLY 61%**.

CIRCULARITY

SPOTLIGHT

TRANSFORMING UNUSED DAIRY

Dairy products represent an important source of nutrition, which is why we go to great lengths to avoid their waste. In 2023, we reduced our milk waste by over 3,500 tons and diverted more than 13,000 tons of expired dairy from landfills. Of this total, more than 11,000 tons was transferred to regional producers of animal feed, where it was used as a high-quality additive to livestock feed.

Another 1,700 tons of expired dairy product was repurposed in a waste-to-energy process. A Pennsylvania farm located near our Pottsville, PA distribution center uses an anaerobic digester to convert milk into natural gas, which is then used to generate electricity. Electricity generated from our donated milk not only served the energy needs of this approximately 1,200-acre farm, but the surplus power was sold back to the local electric grid.

WASTE REDUCTION

SPOTLIGHT

SETTING A NEW STANDARD, RESOURCEFULNESS ON DISPLAY

In 2022 we launched a waste optimization program. Participating stores, totaling 77 by the end of the fiscal year, produce no more than three 96-gallon barrels of waste each week.

REDUCE

New Store Growth and Store Remodels

We are finding significant opportunity for waste reduction in our approach to construction. 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 77% of our new stores, while 21% 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.

Reducing Food Waste

Dollar General's commitment to better understanding and serving our customers is reflected in the careful management of our food products. Between our food donations, composting efforts and product recovery programs, we have reduced our food waste footprint at over 3,800 stores.

We owe much of this achievement to our deepening community engagements in our store and distribution center locations. In partnership with Feeding America affiliated food banks, we reduced food waste and moved food into the hands of those in need. Last year alone, we donated more than 16 million pounds of food to Feeding America food banks, equivalent to over 12 million

meals. Since we established our pilot food donations program in 2019, we have donated over 38 million pounds of food, or more than 28 million meals through Feeding America.

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.

YEAR WATER USAGE* (GAL)

2021

1,541,863,825

2022

1,687,542,424

2023

1,858,191,290

*Metrics based on calendar year end



OUR GOVERNANCE

SERVING WITH INTEGRITY

Board Leadership

Our Board of Directors represents a diversity of experience, backgrounds, viewpoints, tenure, age, gender and race and is chaired by an independent director.

Directors are elected annually via majority voting and, other than our CEO, satisfy our independence criteria and those of the New York Stock Exchange.

Governance, Corporate Social Responsibility and Sustainability Risk Oversight

The Board and its three standing committees comprised solely of independent directors have an important role in our risk oversight process, including oversight of management’s ESG efforts.

The entire Board is regularly informed about risks through the committee reporting process, as well as through special reports and updates from management and advisors. This enables the Board and its committees to coordinate the risk oversight role, particularly with respect to risk interrelationships. The Board believes this division of risk management responsibilities effectively addresses the material risks facing Dollar General.

The annual budget—which includes those costs related to our enterprise-wide ESG efforts—undergoes full Board review and approval. In addition, as part of its regular review of progress versus the strategic plan, our Board reviews related material risks as appropriate.

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.

BOARD DIVERSITY

33.3%

Female

33.3%

Racially Diverse

44.4%

Blended Race + Gender

55.6%

Blended Race + Gender + Country of Origin

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; labor-related matters; and compensation philosophy. As part of this oversight, each quarter the CHCM Committee reviews metrics pertaining to recruitment, retention, engagement and diversity and inclusion efforts and results with the Chief People Officer. The Board retains direct oversight of certain human capital management areas, including annual discussions of management succession planning with the Chief Executive Officer and the Chief People Officer, review of significant employee-related litigation and legal matters at least quarterly with our General Counsel, and discussions of our various human capital matters with the Chief Executive Officer.

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, ESG and other risks; identifies mitigation strategies and assesses any residual risk. The program employs interviews with our Board and various levels of management and reviews strategic initiatives, recent or potential legislative or regulatory changes, certain internal metrics and other information. In connection with its oversight of the ERM program, the Audit Committee discusses management the process by which risk assessment and risk management is undertaken and our major financial and other risk exposures and the steps management has taken to monitor and control such exposures. The Audit Committee reviews enterprise risk evaluation results at least annually and high residual risk categories, along with their mitigation strategies, quarterly.

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

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



ESG OVERSIGHT

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.

Pre-approval by the Chief Executive Officer is required for any company contribution or expenditures directly made to influence the general public with respect to a referendum. If any such contributions are made by the Company, such contributions will be publicly disclosed on an annual basis.

Any company contributions or expenditures (including but not limited to dues or membership fees) of greater than \$10,000 directly made to entities organized under Section 527 (political organizations), Section 501(c)(4) (which may include social welfare organizations or special interests groups), or 501(c)(6) (which may include trade associations) of the Internal Revenue Code, which may be used 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, or any segment thereof, with respect to an election or referendum, must be approved in advance by the Company's Vice President of Government Affairs, Executive Vice President and General Counsel, and Chief Executive Officer. Such contributions and expenditures will be publicly reported on an annual basis.

Dollar General understands and values the right to vote in political elections at the local, state and federal level. While we are respectful of our employees' rights to engage in personal political activities, employees must do so in their own names, at their own expense and not imply any endorsement or participation by the Company.

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

We have reviewed our relationships with any organizations focused on political or legislative advocacy and did not identify any expenditure in excess of \$10,000 to 501C(3), 501C(6), or 527 organizations that were used to influence candidates for election, elections, or referendum in 2023. The Company paid dues of less than \$700,000 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 2023.

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.

Speaking Up

We encourage employees and vendors to report illegal, unethical or questionable behavior. Additionally, our open-door policy welcomes employees to reach out to share concerns, ask questions or seek guidance. Employees and vendors may also report legal or ethical concerns through our toll-free 24/7 hotline— anonymously, if desired—to a live operator. We have a nonretaliation policy for all reports made in good faith. On at least a quarterly basis, our Internal Audit department reports any concerns to the Audit Committee, to the extent required by the Internal Investigations Policy.

CYBERSECURITY & 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.

Data Privacy

Data privacy is an important element of maintaining the trust of our customers, employees, and business partners. Strategic approaches to protecting customer cardholder information include not storing or handling customers' unencrypted full credit/debit card information, which reduces customer cardholder data exposure risk. In-store credit/debit transactions utilize point-to-point or end-to-end encryption solutions; online storefronts (e.g., e-commerce and other digital sales channels) utilize secure, tokenized third-party credit payment services.

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.

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.

SASB INDEX

ACTIVITY METRICS

Metric	Code	2023	2022	2021
Number of: (1) retail locations and (2) distribution centers	CG-MR-000.A	19,986 (as of 2/2/24) 32 (as of 3/1/24)	19,104 31	18,130 28
Total area of: (1) retail space and (2) distribution centers	CG-MR-000.A	151,094,829 23.7 million	142,987,061 23.1 million	134,466,867 23.1 million

SUSTAINABILITY DISCLOSURE TOPICS AND METRICS

Topic	Metric	Disclosure
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable <i>CG-MR-130a.1</i>	See Environment section
Data Security	Description of approach to identifying and addressing data security risks <i>CG-MR-230a.1</i>	See Cybersecurity & Data Privacy section
	1) Number of data breaches, 2) percentage that are personal data breaches, 3) number of customers affected <i>CG-MR-230a.2</i>	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 <i>CG-MR-310a.1</i>	Not Disclosed
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees <i>CG-MR-310a.2</i>	See Our Employees section
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations <i>CG-MR-310a.3</i>	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).

SUSTAINABILITY DISCLOSURE TOPICS AND METRICS

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>	See Workforce Composition 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).
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 Environment section

DOLLAR GENERAL®