



We're focused each and every day on bringing a great retail experience to the nearly 2,000 communities we're proud to serve.

To do that, we want to ensure that our teams, guests and partners feel welcomed, respected, included and supported whenever they interact with our brand. We believe it makes us a stronger company.

We're proud of the work we've done. Across our Target team, we'll continue **valuing all voices and approaches, being authentic and respectful of one another and creating experiences where everyone can thrive.**

Some examples in action for our team:

- Attracting top talent by building teams with different perspectives and experiences
- Recruiting from a broad range of sources, including business schools, Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), trade schools and more
- Benefits to all team members starting at 25 hours per week
- Flexible scheduling to help team members find jobs that fit their lives
- A track record of pay equity*
- Opportunities for all to learn, grow, and develop new skills
 - Tuition assistance through our industry-leading Dream To Be program: Over 30,000 team members have enrolled in the program since its launch, mostly frontline workers
 - Our Store Director Development Program, specifically designed for our store leaders
- Communities and Networks for our team that are open to all and foster connection, community and belonging
- Celebrating holidays, seasonal moments and heritage months
- Reporting our team's demographic makeup annually in our Sustainability & Governance Report to reflect the vast perspectives and experiences we build on our teams
- A commitment to team member engagement, fostered through regular team listening and leader accountability to strong results

Some examples in action for our business:

- A joyful shopping experience that makes shopping accessible and welcoming to all across stores and digital channels
- An assortment with a mix of national brands, owned brands and new, emerging brands – including Black-owned, Asian-owned, Latino-owned, Veteran-owned and women-owned brands and more
- Partnerships with entrepreneurs from all backgrounds
- Celebrating holidays, seasonal moments and heritage months with products online and in select stores
- Investments in a wide variety of media, including Black-owned and Spanish-language media

Some examples in action for our communities:

- 1 million volunteer hours from our team in 2024
- More than 12,000 hours of pro bono work for small business in 2024
- Donating 5% of our pre-tax profits for 60+ years
- Partnerships with 20,000+ organizations to help serve and support the many communities where we do business
- Target Circle members earn votes by shopping with Target, which they can use to direct funding via Target grants to nonprofits in their communities
- Contributing around \$5 million a year in partnership with nonprofit organizations to support disaster relief efforts and food access across the country

* Our most recent analysis showed that, after taking into account relevant factors such as job title, location and tenure, our team members in the U.S. are paid equally regardless of gender, race, or ethnicity.