



## The Home Depot Inc.

Ticker : HD

Country of Operation : USA

Meeting Date : 5/19/2022

Meeting Type : Annual

| Item # | Proposal Text  | Proponent    | Mgmt Rec | Vote Instruction | Vote Rationale   |
|--------|--|--------------|----------|------------------|--|
| 1      | Report on Steps to Improve Gender and Racial Equity on the Board | Share Holder | Against  | Against          | While supporting the spirit of the proposal, the company has made relatively fair progress on increasing board diversity and does not lag behind industry peers. The board highlights the addition in the past five years of four independent directors, all of whom are female and/or members of a historically under-represented racial or ethnic group. In addition, the board has a policy that requires the nominating committee to consider diverse candidates when hiring new board members, and board members have received unconscious bias training. |
| 2      | Oversee and Report a Racial Equity Audit                         | Share Holder | Against  | For              | Shareholders would benefit from the company further assessing their approach to diversity, equity, inclusion and civil rights. Considering that there are standard improvements the company could make in terms of disclosure and policies, such as disclosing EEO-1 data and its DE&I goals, support is warranted.  |