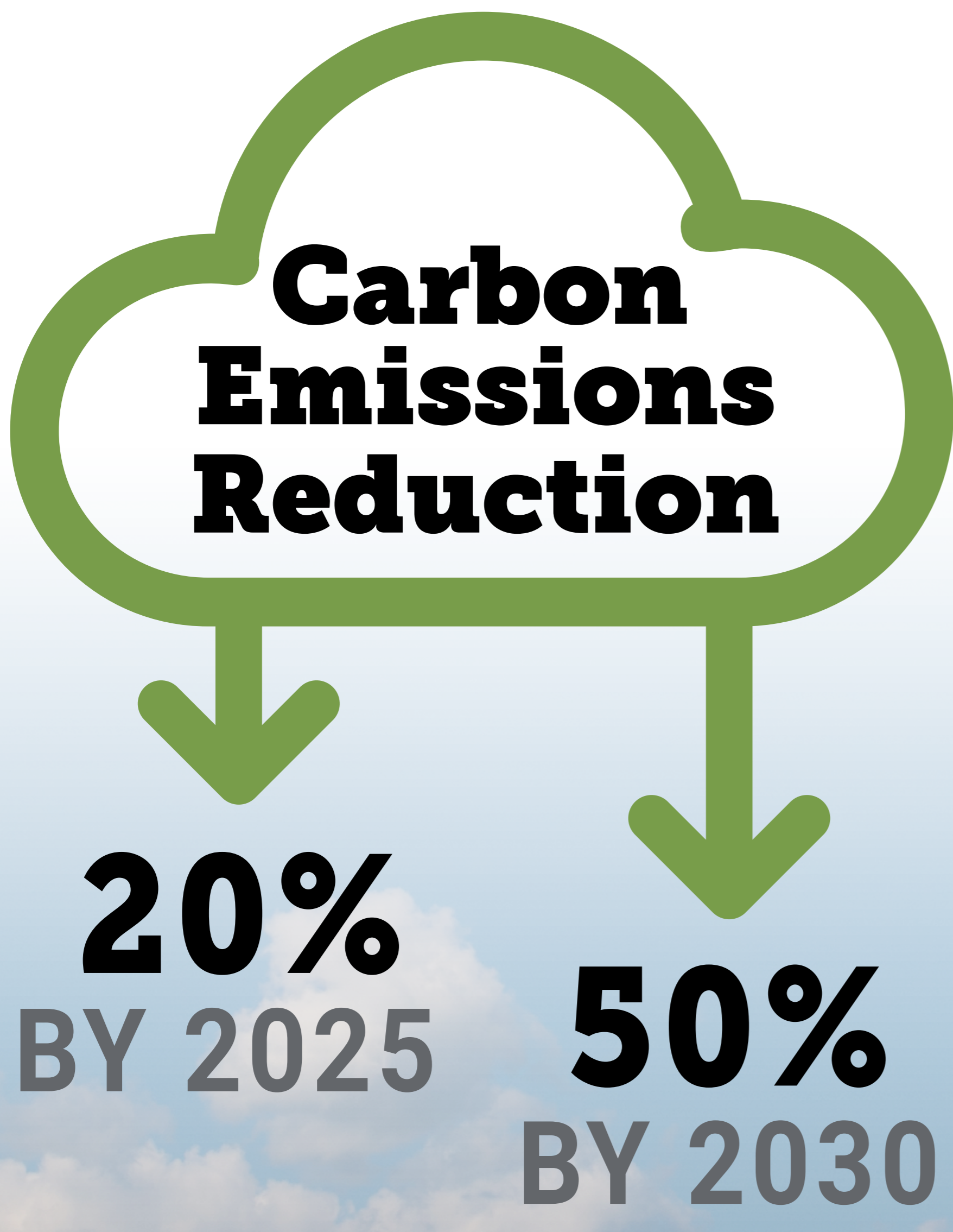




# TRACTOR<sup>®</sup> SUPPLY CO.

## Deepening Our Commitment to ESG with New Sustainability and Diversity, Equity & Inclusion Goals



NET ZERO  
EMISSIONS  
ACROSS ALL  
OPERATIONS  
BY 2040



# 5 YEAR GOALS

## DIVERSITY, EQUITY & INCLUSION

Double the number of stores where Team Members mirror the communities they serve



Increase People of Color in manager positions and above by 50%

Increase spending with diverse suppliers by 35%



Increase commitment to funding programs and education for Black and African Americans by 30%

# 4

Consecutive Years of Inclusion in the FTSE4Good Index



FTSE4Good

# FOR LIFE OUT HERE<sup>SM</sup>