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# Tractor Supply Company Statement

June 27, 2024

For more than 85 years, Tractor Supply has been focused on one thing...serving Life Out Here. Every day our 50,000 Team Members take care of our customers like family. We deeply value our relationship with our customers and the communities we call home.

We are passionate about being good neighbors in our hometowns because without you, we would not be what we are. It is imperative to us that our customers' hard-earned dollars are taking care of our Team Members and the communities we all love. As you supported us, we have invested millions of dollars in veteran causes, emergency response, animal shelters, state fairs, rodeos and farmers markets. We have also invested in the future of rural America. We are the largest supporter of FFA and have longstanding relationships with 4-H and other educational organizations.

We work hard to live up to our Mission and Values every day and represent the values of the communities and customers we serve. We have heard from customers that we have disappointed them. We have taken this feedback to heart.

Going forward, we will ensure our activities and giving tie directly to our business. For instance, this means we will:

1. No longer submit data to the Human Rights Campaign
2. Refocus our Team Member Engagement Groups on mentoring, networking and supporting the business
3. Further focus on rural America priorities including ag education, animal welfare, veteran causes and being a good neighbor and stop sponsoring nonbusiness activities like pride festivals and voting campaigns
4. Eliminate DEI roles and retire our current DEI goals while still ensuring a respectful environment
5. Withdraw our carbon emission goals and focus on our land and water conservation efforts

We will continue to listen to our customers and Team Members. Your trust and confidence in us are of the utmost importance, and we don't take that lightly.

As we look forward to celebrating our nation's independence, we also celebrate our more than 50,000 team members across 2,250 stores. Rural communities are the backbone of our nation and what make America great. We are honored to be a part of them.

We are always here and ready to serve you and your family with our legendary service for the life you love. See you in the stores.

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