

# Lowe's India: 2024 CSR Accomplishments

As we proudly carry forward a 100-year legacy of delivering the right home improvement products with best-in-class service and value, we continue to believe in making homes better for all. Guided by our values and core behaviors, Lowe's India remains committed to strengthening the communities we serve through purposeful CSR programs and associate-led volunteering.

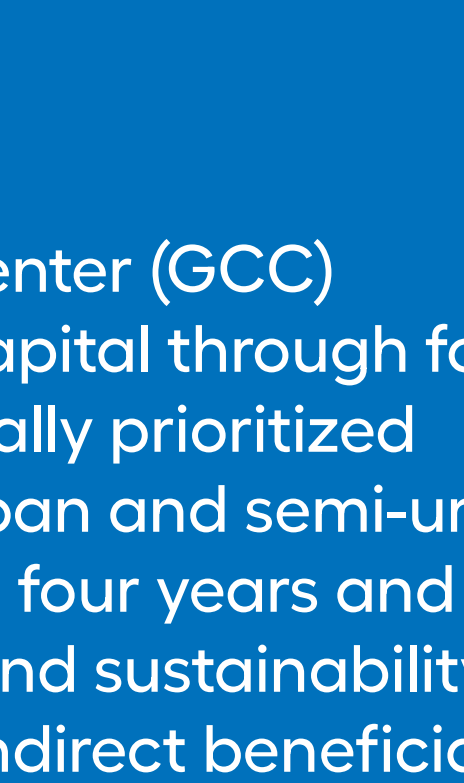
**Our CSR strategy is built on three key pillars:**



Skilling and Education



Safe homes and Infrastructure



Sustainability

## Overview:

In 2024, Lowe's India deepened its role as a Global Capability Center (GCC) committed to enhancing economic, social and environmental capital through focused community interventions. This year, our CSR efforts have especially prioritized inclusion, innovation and sustainability, touching lives across urban and semi-urban India. We have undertaken more than 40 initiatives over the last four years and in 2024 alone, our projects in skilling, infrastructure development and sustainability have impacted over 30,000 individuals — including both direct and indirect beneficiaries.

We have also begun integrating community service into offsites and leadership engagements, enabling greater associate participation and ownership of CSR goals.

## Key Highlights for 2024

### 1. Skilling & Education

- ▶ 7,500 individuals trained through Lowe's skilling and upskilling programs, including 3,000 underserved students who received digital and coding education through initiatives in Rajasthan and Karnataka.
- ▶ Over 250 learners received employment offers from private companies.
- ▶ Focused DE&I skilling initiatives were introduced to empower:
  - Girls with disabilities (Persons with Disabilities – PWDs)
  - ABLE students through the setup of STEM labs
- ▶ Higher Education Scholarships (Karnataka): Supported 650 underserved students

### 2. Safe Homes & Infrastructure

- ▶ Infrastructure development at Government ITI, Peenya, including:
  - Installation of rooftop solar panels to reduce dependency on conventional power sources.
  - Rainwater harvesting system to promote sustainable water usage and conservation on campus.
- ▶ 13 wheelchair-friendly ramps installed across 10 public locations in Bengaluru to promote accessibility.

### 3. Environmental Sustainability

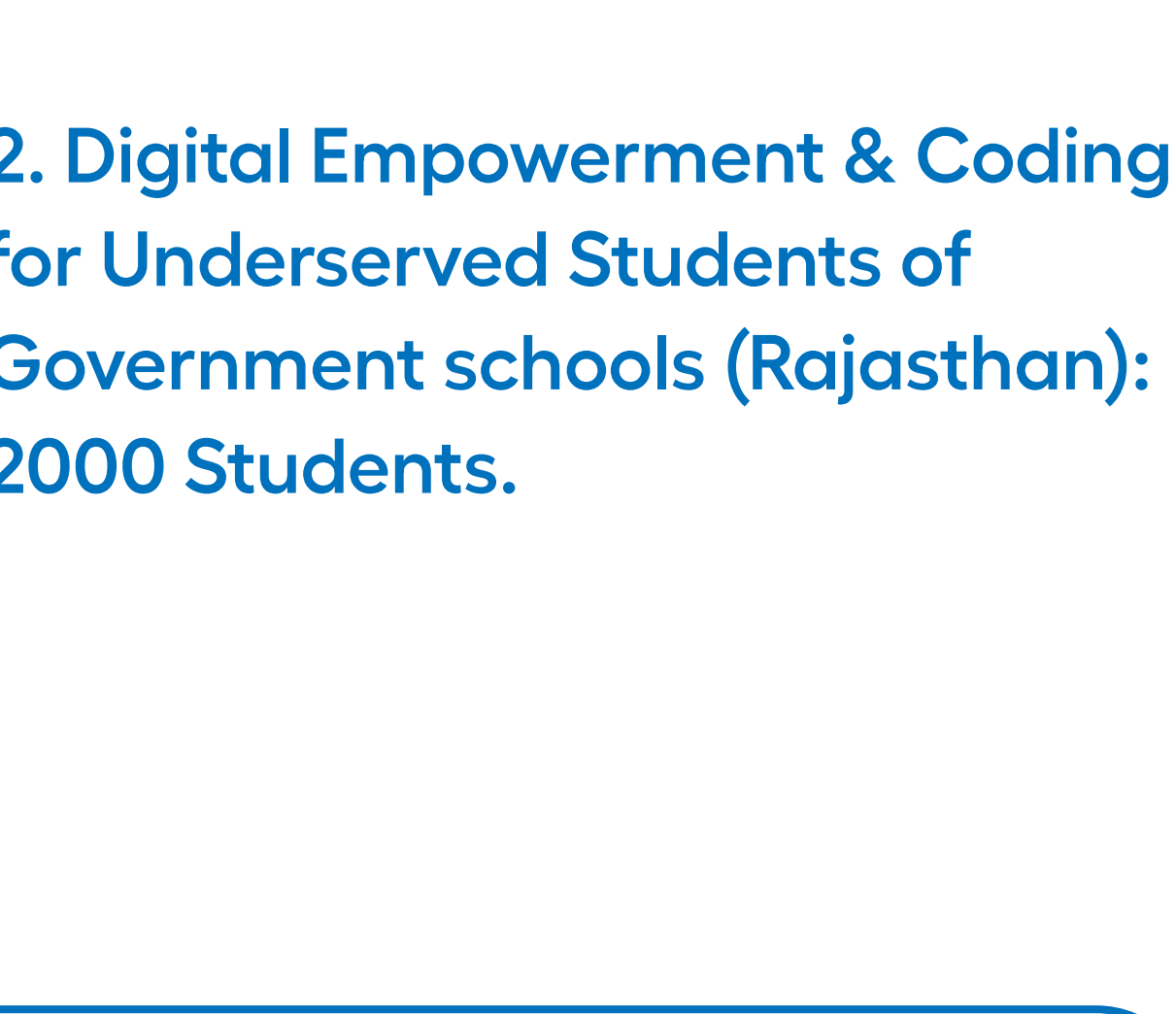
- ▶ Periodic clean-up drives and plantation of native species to restore biodiversity.
- ▶ Infrastructure upgrades to enhance inclusivity and create more community-friendly environments, including Paved walking path interventions around Hunasamaranahalli Lake.
- ▶ Plog Run was conducted in Bengaluru to raise awareness about plastic waste and promote eco-conscious community participation through fitness-based clean-up activities.

## Associate Engagement

India BEST survey feedback indicates that associates take pride in Lowe's CSR work and feel positively about the opportunities available to contribute. Our model of embedding community service into team activities helps associates engage meaningfully beyond traditional volunteering. Since the last 4 years, 4336 associates registered for volunteering in over 50+ volunteering events. Lowe's India established a virtual volunteering platform in partnership with Goodera (a global leader in CSR, Volunteering, and ESG), to enable our associates, to volunteer and support community development projects. The purpose of this was to make volunteering experience extremely seamless, easy to use, easy to navigate and Lowe's consciously invested in a robust platform. In 2024 itself, the platform received 1200 plus registrations with 15 volunteering events being completed.

## Some of key CSR initiatives 2024:

### 1. Coding Classes for 1000 underserved students from Government Schools



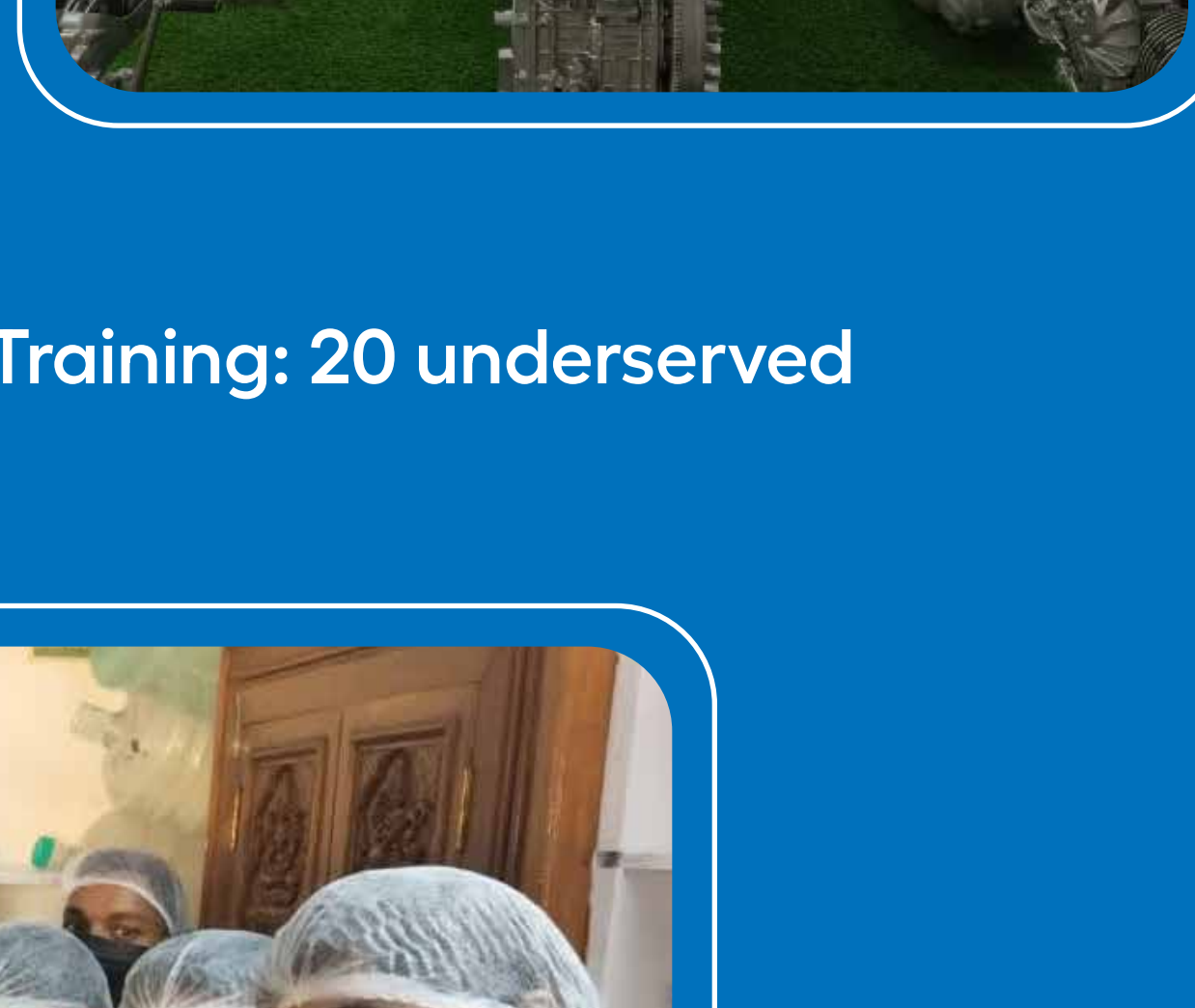
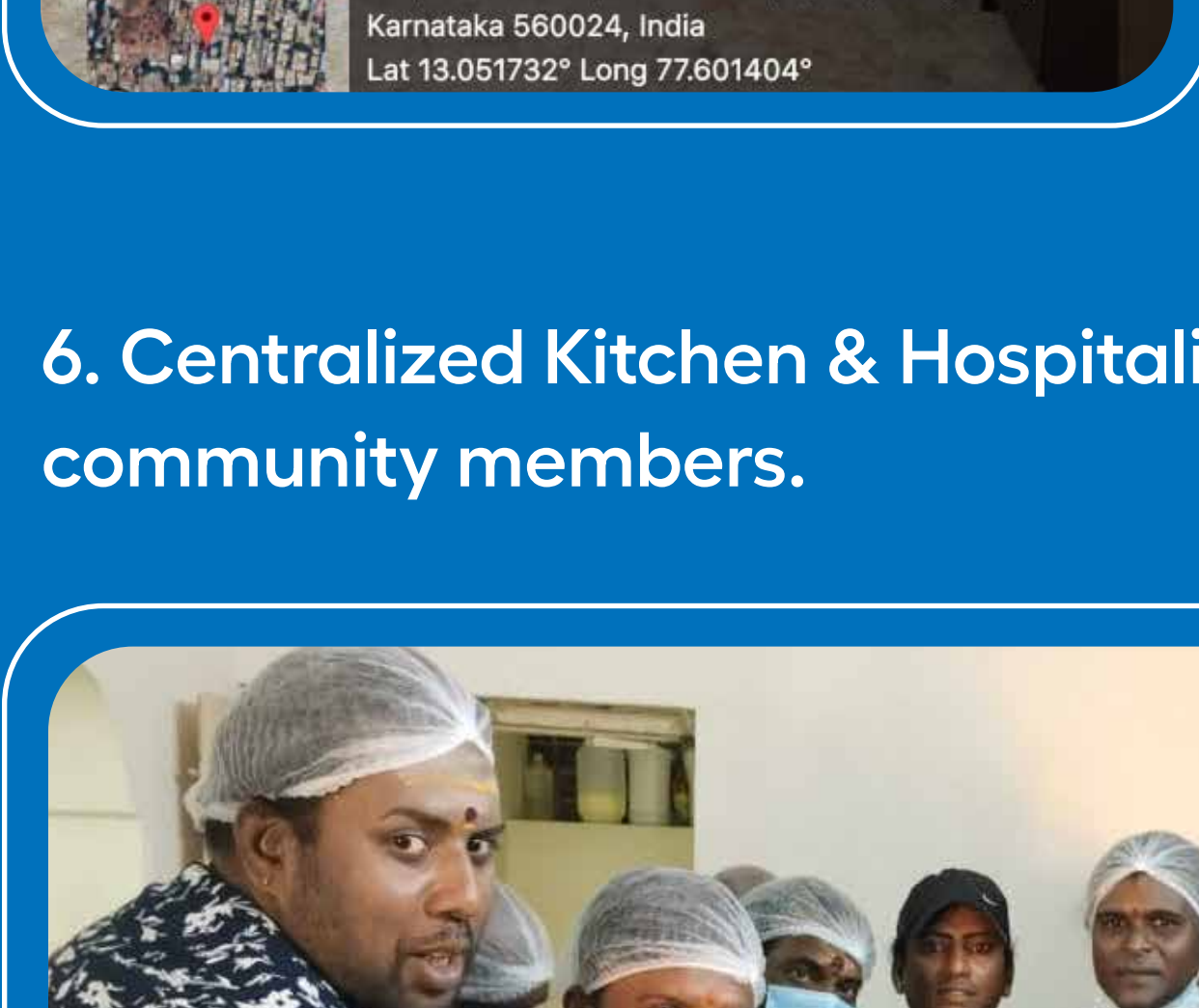
### 3. Higher Education Scholarships (Karnataka): 650 underserved students



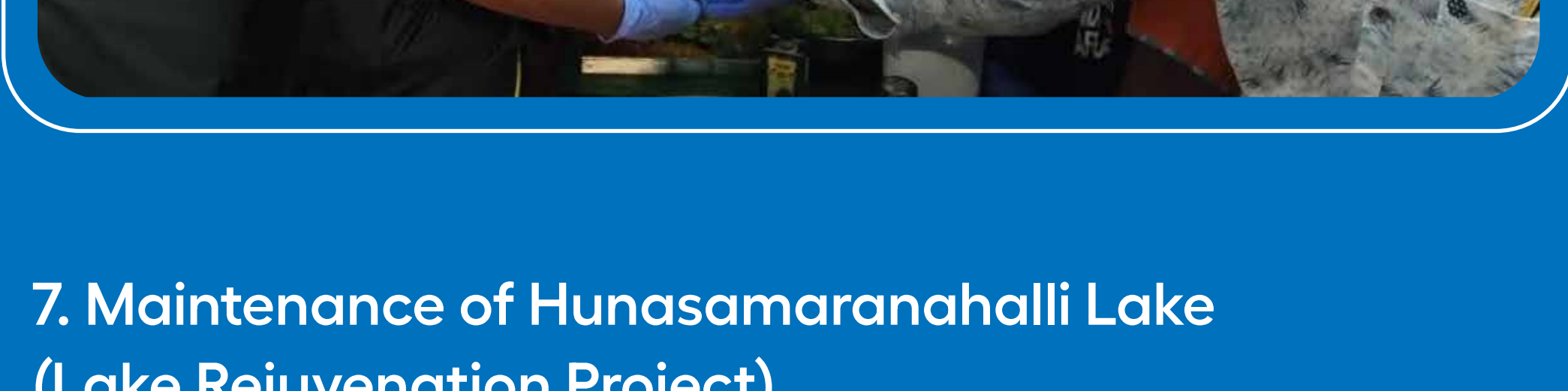
### 4. Setting Up 13 STEM/Mini Science Centers in Bengaluru



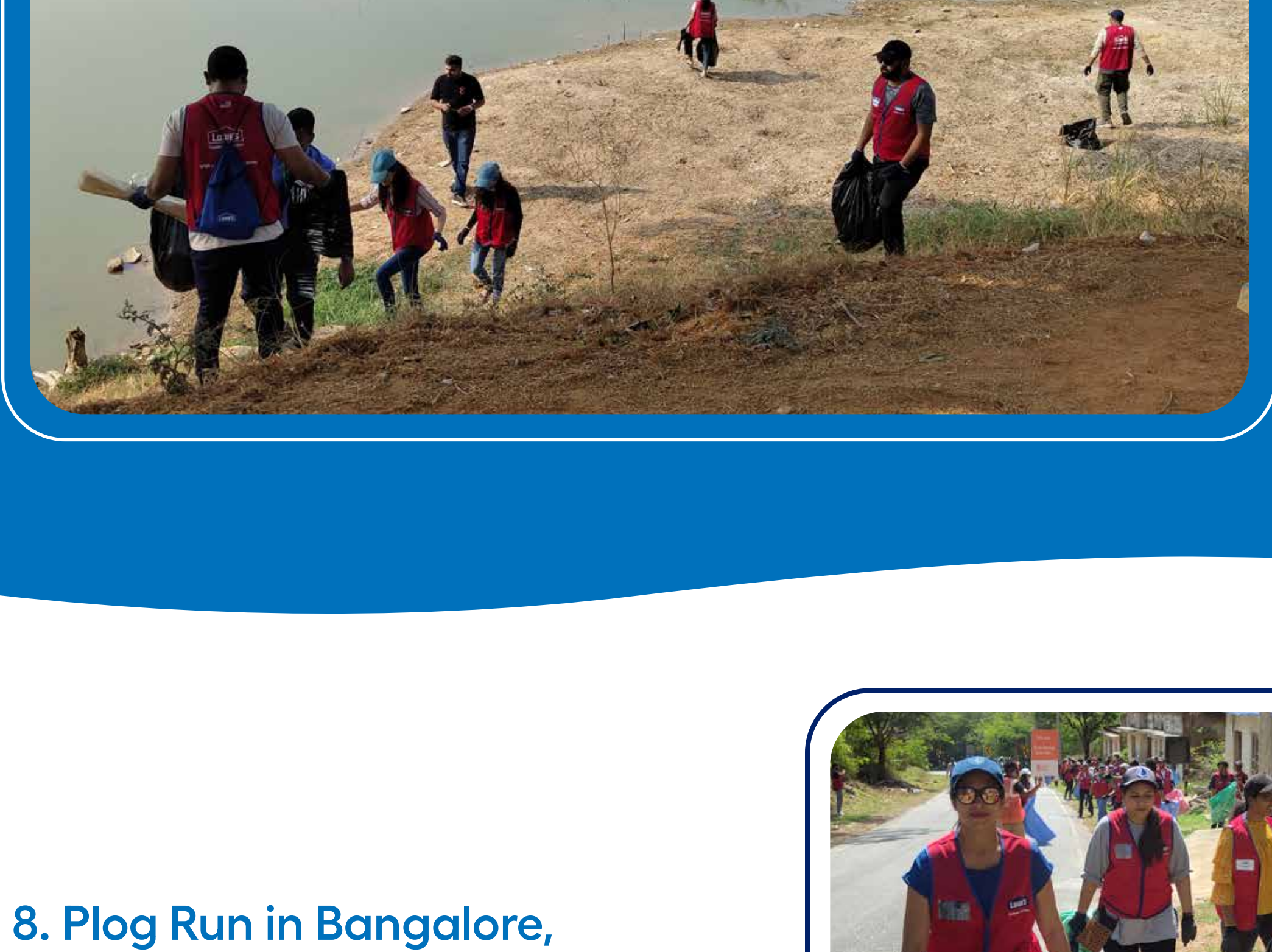
### 5. Training of Underserved Youth in Green Jobs: 350 youths



### 6. Centralized Kitchen & Hospitality Training: 20 underserved community members.



### 7. Maintenance of Hunasamaranahalli Lake (Lake Rejuvenation Project)



### 8. Plog Run in Bangalore, Karnataka, Nandi hills



### 10. Training of 308 Underserved Students in Renewable Energy and Sustainable Practices: Government Industrial Institute, Tumkur Road, Peenya, Bengaluru-560022



### 11. Making health centers, government schools and public places inclusive for underserved communities through infrastructure support