



2023 & 2022 Employer Information Report (EEO-1)

We build people, too.

D.R. Horton would not be the nation's largest homebuilder without the diverse group of talented individuals who work for our Company. We are committed to hiring, developing and supporting an energetic, diverse workforce and maintaining a productive, positive and inclusive workplace. We focus significant attention toward attracting and retaining talented and experienced individuals to manage and support our operations. In recent years, D.R. Horton has experienced significant growth in our operations, and thus in our workforce, and we are excited to welcome new members into the Horton family while continuing to take great care of our existing employees.

In line with the reporting requirements of the U.S. Equal Employment Opportunity Commission (EEOC) for private sector employers with 100 or more employees, we annually submit our EEO-1 Component 1 report to the EEOC, which highlights our demographic workforce data for that period. To provide a transparent view of our workforce demographics, we publish this data annually. Our final certified 2023 and 2022 EEO-1 Reports were submitted to the EEOC in 2024 and are reflected on the following pages.

Additional information detailing diversity, equity and inclusion at D.R. Horton, as well as our employee tenure, turnover, training and development initiatives, compensation plans, benefits and initiatives for employee well-being and policies, procedures, resources and statistics around employee health and safety can be found in our 2023 ESG Report. We also anticipate including similar, updated human capital information in future ESG Reports that will be posted to our Investor Relations website at investor.drhorton.com. As a people-first company, we believe our individual differences are our collective strength, and we remain committed to fostering diversity throughout our organization.

2023 EMPLOYER INFORMATION REPORT (EEO-1) - D.R. HORTON, INC.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Totals
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/Sr Officials & Mgrs	6	2	182	1	1	-	-	1	62	2	2	-	1	1	261
First/Mid Officials & Mgrs	102	111	1,277	44	26	4	5	12	691	70	26	4	7	7	2,386
Professionals	298	98	2,404	89	48	6	16	33	487	66	22	2	2	9	3,580
Technicians	28	16	192	25	24	2	2	8	74	9	9	2	-	2	393
Sales Workers	180	194	794	106	24	9	3	14	999	188	41	2	4	14	2,572
Administrative Support	115	528	422	45	28	3	3	11	1,653	268	65	14	11	41	3,207
Craft Workers	237	48	739	61	9	13	3	11	135	8	3	2	-	2	1,271
Operatives	5	-	5	-	-	-	-	-	-	1	-	-	-	-	11
Laborers & Helpers	4	-	9	-	-	-	-	-	2	-	-	-	-	-	15
Service Workers	2	1	21	1	-	-	-	1	-	1	-	-	-	-	27
TOTAL	977	998	6,045	372	160	37	32	91	4,103	613	168	26	25	76	13,723

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			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/Sr Officials & Mgrs	3	2	170	3	2	-	-	1	54	2	1	-	1	2	241
First/Mid Officials & Mgrs	99	90	1,139	40	19	2	5	11	626	47	23	3	8	6	2,118
Professionals	275	92	2,375	82	43	7	12	28	478	69	20	4	2	9	3,496
Technicians	29	9	169	22	27	1	1	9	52	5	8	2	-	1	335
Sales Workers	146	166	703	77	18	6	3	12	901	138	31	2	1	11	2,215
Administrative Support	120	536	453	55	29	5	3	13	1,698	304	66	17	14	46	3,359
Craft Workers	256	46	872	50	11	13	2	16	131	8	2	2	-	1	1,410
Operatives	1	-	3	-	-	-	-	-	-	-	-	-	-	-	4
Laborers & Helpers	6	2	11	1	-	-	-	1	3	1	-	-	-	-	25
Service Workers	2	1	22	1	-	-	-	1	1	1	-	-	-	-	29
TOTAL	937	944	5,917	331	149	34	26	92	3,944	575	151	30	26	76	13,232