Gap Inc.

2025 CDP Corporate Questionnaire 2025

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

The Gap, Inc. (Gap Inc., the "Company," "we," and "our") is a house of iconic brands offering apparel, accessories, and personal care products for men, women, and children under the Old Navy, Gap, Banana Republic, and Athleta brands. Gap Inc. is an omni-channel retailer, with sales to customers both in stores and online, through Company-operated and franchise stores, websites, and third-party arrangements. The inclusion of information contained in this questionnaire is being made in good faith based on information that is available to Gap Inc. as of February 1, 2025, (unless otherwise specified), and should not be construed as a characterization regarding the materiality or financial impact of that information to investors in Gap Inc. For a discussion of risks that are material to investors in Gap Inc., please see our Annual Report on Form 10-K for the year ended February 1, 2025, as well as our subsequent filings with the Securities and Exchange Commission (SEC). Given the inherent uncertainty in predicting and modeling future conditions, caution should be exercised when interpreting the information provided in this questionnaire. In addition, the controls, processes, practices, and infrastructures described in this questionnaire are not intended to constitute any representation, warranty, or other assurance that such controls, processes, practices, and infrastructures will result in any specific outcome, result, or achievement of a stated target or goal. The responses to this questionnaire may include "forward-looking statements" within the meaning of the U.S. federal securities laws. Forward-looking statements are any statements other than statements of historical fact. Forward-looking statements represent our current judgment about possible future events and are often identified by words such as "anticipate," "appears," "approximately," "believe," "continue," "could," "designed," "effect," "estimate," "evaluate," "expect," "forecast," "goal," "initiative," "intend," "may," "objective," "outlook," "plan," "potential," "priorities," "project," "pursue," "seek," "should," "target," "when," "will," "would," or the negative of

any of those words or similar expressions. In making these statements, we rely upon assumptions and analysis based on our experience and perception of historical trends, current conditions, and expected future developments, as well as other factors we consider appropriate under the circumstances. We believe these judgments are reasonable, but these statements are not guarantees of any future events or financial results, and our actual results may differ materially due to a variety of factors, many of which are described in our Annual Report on Form 10-K for the year ended February 1, 2025, as well as our subsequent filings with the SEC. We caution readers not to place undue reliance on forward-looking statements. Forward-looking statements speak only as of the date they are made, and we undertake no obligation to update publicly or otherwise revise any forward-looking statements, whether as a result of new information, future events, or other factors that affect the subject of these statements, except where we are expressly required to do so by law.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	02/01/2025	*Select from:* ☑ Yes	*Select from:* ☑ No

[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

1508600000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

364760-10-8

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ Yes

(1.6.2) Provide your unique identifier

GAP

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

IRS Employer Identification: Delaware 94-1697231
[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ Oman
☑ Peru
☑ Chile
☑ China
☑ India
☑ Greece
☑ Israel
☑ Kuwait
☑ Mexico
☑ Panama
☑ Ireland
☑ Uruguay
☑ Cambodia
☑ Colombia
☑ Paraguay
☑ Indonesia
☑ Mauritius
☑ Sri Lanka
☑ Italy
☑ Japan
☑ Qatar
☑ Spain
☑ Canada
☑ Poland
☑ Turkey
☑ Croatia
☑ Czechia
☑ Ecuador
☑ Portugal
☑ Slovakia
☑ Slovenia
☑ Viet Nam
☑ Guatemala
☑ El Salvador
☑ Netherlands
☑ Philippines

☑ Bangladesh
☑ Costa Rica
☑ Dominican Republic
☑ United Arab Emirates
☑ United States of America
☑ Bolivia (Plurinational State of)
☑ United Kingdom of Great Britain and Northern Ireland
☑ Taiwan, China
☑ Republic of Korea

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ Tier 4+ suppliers

(1.24.7) Description of mapping process and coverage

Gap Inc. has identified and mapped all (full coverage) Tier 1 supplier facilities, including information on the facility's address, region, parent vendor, primary type of product manufactured, type of facility, number of workers, gender diversity of workers, audit and compliance results from third party assessments, and participation in

our supplier capability building programs. This information is housed in a supplier management software as well as provided by suppliers through Cascale's Higg FEM. We publish our Tier 1 facility list twice a year (to our company website and the Open Supply Hub) and continue improving visibility into Tier 2 and beyond. We continue increasing our visibility to Tiers 2, 3 and 4 and are working to develop policies to extend additional oversight and governance of tiers upstream in our supply chain, including a mill policy we have issued which fully covers our Tier 2 suppliers. In 2024, we launched our Mill Compliance Agreement, which expands oversight to our Tier 2 mills nominated by our Tier 1 vendors. The aim is to increase upstream visibility to help ensure compliance with global regulatory requirements and related internal policies. We are committed to utilizing industry tools such as the Social & Labor Convergence Program (SLCP) and Higg Index Facility Environmental Module (FEM) to assess our strategic Tier 2 mills. These partnerships have also allowed us to begin collecting detailed profiles of our Tier 3 spinners. Additionally, we are also implementing traceability tools that give us further visibility for specific fibers within our product portfolio.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:

☑ No, but we plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:

☑ No standardized procedure

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

We trace our usage of fossil fuel-based fibers, such as polyester (PET) and recycled polyester (rPET) in our apparel products and have a goal to reach 45% recycled polyester by 2025. We have current external goals in line with The Fashion Pact to eliminate unnecessary and problematic plastics in our supply chain, and to ensure that at least half of necessary packaging is made with 100% recycled content. We are working towards greater transparency in the amount of packaging we use and are in the process of mapping all packaging and plastics in our supply chain. In certain jurisdictions in the United States and Canada, we are subject to Extended Producer Responsibility regulation. For those jurisdictions, we have mapped our plastic consumption and distribution in accordance with the Producer Responsibility Organization guidelines.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

1

(2.1.3) To (years)

3

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our short-term time horizon is linked to our Annual Operating Plan of 1 year (AOP) and Long Range Plan of 3 years (LRP), which are updated each year to outline strategic and financial plans for the company and for all departments. This includes achievement of our 2025 sustainability goals.

Medium-term

(2.1.1) From (years)

4

(2.1.3) To (years)

6

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our medium-term time horizon is linked to dependencies, impacts, risks, and opportunities that we expect to realize within 4 to 6 years. This includes achievement of our 2030 goals.

Long-term

(2.1.1) From (years)

7

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Our long-term horizon is linked to dependencies, impacts, risks, and opportunities that we expect to realize within 7 years and beyond. This includes achievement of our 2050 goals.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

☑ Water

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

☑ Sub-national

☑ National

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

☑ WWF Water Risk Filter

Enterprise Risk Management

☑ Enterprise Risk Management

International methodologies and standards

☑ IPCC Climate Change Projections

☑ Life Cycle Assessment

Other

☑ Desk-based research

☑ External consultants

☑ Internal company methods

☑ Partner and stakeholder consultation/analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Tornado

☑ Wildfires

☑ Cyclones, hurricanes, typhoons

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Flood (coastal, fluvial, pluvial, ground water)

Chronic physical

☑ Heat stress

☑ Increased severity of extreme weather events

Policy

☑ Changes to national legislation

☑ Increased pricing of water

Market

☑ Availability and/or increased cost of certified sustainable material

☑ Availability and/or increased cost of raw materials

Reputation

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

☑ Stigmatization of sector

Technology

☑ Transition to lower emissions technology and products

☑ Transition to water efficient and low water intensity technologies and products

☑ Other technology, please specify :transition to reusable products, transition to increasing recycled content

Liability

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs
☑ Customers
☑ Employees
☑ Investors
☑ Suppliers
☑ Regulators
☑ Local communities
☑ Other water users at the basin/catchment level

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Our Global Sustainability team leads the process to identify, assess, and manage environmental-related dependencies and/or impacts throughout our operations and supply chain. Assessment findings are considered as part of the annual enterprise risk assessment (ERA) described below. In 2022, we completed our first climate scenario analysis (which referenced the IPCC Climate Change Projections) to understand the financial impact of climate-related risks and opportunities under four different global warming scenarios (see more in question 5.1). In 2024, we conducted the company's second climate scenario analysis to better understand the impact of physical and transition risks related to climate change. We use the WWF Water Risk Filter to assess our sourcing from water-stressed regions and focus our water replenishment efforts. In 2024, we piloted setting contextual water targets with three suppliers in high-risk basins. We conduct lifecycle assessments on our key product offerings to understand which supply chain tiers have the highest impact. Gap Inc. considers many stakeholders in our assessment, including: (1) customers, to understand the potential value our customers gain from our environmental initiatives; (2) employees, to remain dedicated to upholding our values; (3) NGOs, to measure and improve our impacts through environmental and social practices, such as our use of Higg tools to survey and engage our suppliers; and (4) regulators, to ensure our actions are lawful. The Risk Committee, currently comprising the full Senior Leadership Team, oversees the annual ERA, facilitated by our Internal Audit team. The ERA results are presented to the Board to facilitate discussion of high-risk areas, and provide the foundation for the annual Internal Audit plan, management's ongoing monitoring and risk mitigation efforts, and ongoing Board-level oversight. The Risk Committee meets quarterly throughout the year to review ERA mitigation plans and progress, as well as selected risks, third-party dependencies and critical risk events. The company also has a Risk Steering Committee, which currently includes a subset of the Senior Leadership Team, that meets monthly and sets the agendas for the Risk Committee meetings. On a quarterly basis, our Chief Audit Executive updates the Audit and Finance Committee on the Internal Audit plan and any changes to the company's enterprise risk profile. Climate and sustainability-related risks are considered as part of the ERA process. Our Board of Directors and senior leaders across the company monitor climate and sustainability-related risks and opportunities. The Business Continuity (BC) team analyzes, prioritizes, and helps mitigate physical risks resulting from extreme weather, natural hazards, and other external events to protect all company-operated sites. The BC team uses predictive and actual models from national and international agencies such as the U.S. National Oceanic and Atmospheric Administration to track potential and actual impacts. The team uses this information to determine the event, company risk, and residual risk remaining after preparedness plans are developed.

[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

☑ Yes

(2.2.7.2) Description of how interconnections are assessed

We recognize environmental issues are interdependent, and many of our environmental capability-building programs are designed to address water and climate impacts simultaneously. In our scenario analysis, we assessed the impact of climate change on water scarcity and water-related extreme events such as drought and flood. In our facility-level water assessment, we consider both the ecological concerns of the region including the status of ecosystems, and additionally look at access to water, sanitation, and hygiene (WASH) services, as our commitment to human rights and fair labor illustrate our desire to promote the well-being of the persons operating in our value chain. We are able to collect energy, emissions, water consumption and discharge, and other environmental data from our Tier 1 and 2 suppliers through the Higg Facility Environmental Module (FEM), which utilizes existing water risk assessment frameworks such as the WWF Water Risk Filter and the WRI Aqueduct tool. Our Water Quality Program (WQP), which covers all Tier 1 suppliers and strategic Tier 2 facilities that use wet processing and/or chemicals in production (approximately 300 facilities), mandates wastewater testing and submission of Chemical Inventory Lists (CILs). Through WQP and our vendor compliance approach, we support suppliers in identifying and applying necessary corrective measures to improve chemicals and wastewater management.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:

☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

☑ Upstream value chain

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas of limited water availability, flooding, and/or poor quality of water

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Our Global Resilience team analyzes, prioritizes, and helps mitigate physical risks resulting from extreme weather, natural hazards, and other external events to protect company-operated sites. We use predictive and actual models from national and international agencies such as the U.S. National Oceanic and Atmospheric Administration to track potential and actual impacts. This information is used to determine the event, company risk, and residual risk remaining after preparedness plans are developed. Using the WWF Water Risk Filter, we assessed all direct operations and supply chain sites to identify high water-risk areas. Our 2024 climate scenario analysis revealed that water risks, such as scarcity or flooding, may pose climate-related risks across our value chain. To address this, we are targeting suppliers with high water usage in South and Southeast Asia and Central America that face chronic and acute water risks. We aim to set contextual water targets and assess appropriate water-saving technologies with these suppliers. In 2024, we piloted contextual water targets with three suppliers in high-risk basins, using data on local watershed stress to create a roadmap for improving water use efficiency, reducing pollution, and mitigating water scarcity risks. Our FIDO Tech partnership exemplifies these efforts. Gap Inc. is partnering with FIDO Tech, which uses artificial intelligence (AI) and acoustic sensors to detect the largest and often unseen leaks in water pipelines, to find and repair leaks in Bangalore, India, where our supply chain footprint was identified as having potential exposure to water stress.The same assessment has been done for company-operated sites in the U.S., with a focus on regions that have a higher risk of drought and flooding. As part of our scenario mapping, we are also identifying higher-risk sites for interventions.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ No, we have a list/geospatial map of priority locations, but we will not be disclosing it

[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

☑ Other, please specify :Maturity of mitigation strategies

(2.4.7) Application of definition

Gap Inc. defines substantive effects for risks based on the degree of risk exposure and maturity of mitigation strategies. Risks are categorized into four categories: (1) low risk exposure and higher mitigation maturity, (2) high risk profile and higher mitigation maturity, (3) low risk profile and lower mitigation maturity, and (4) high risk profile and lower mitigation maturity. Management uses these parameters to determine appropriate responses for substantive risks and guide ongoing oversight and monitoring.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Gap Inc. defines substantive effects for opportunities based on achievement of our short, medium, and long-term strategic objectives.
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

(2.5.1) Identification and classification of potential water pollutants

Select from:

☑ Yes, we identify and classify our potential water pollutants

(2.5.2) How potential water pollutants are identified and classified

Gap Inc. chemical restrictions are informed by global regulations, as well as hazard- and risk-based considerations. They include our Restricted Substances List (RSL) and our Manufacturing Restricted Substances List (MRSL). Since 2008, Gap Inc. suppliers have been expected to comply with our RSL. Since 2015, we have asked all of our suppliers to comply with the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL, and we are aligned with the Apparel and Footwear International RSL Management (AFIRM) Group RSL. We track emerging chemical issues and update our approach as needed. Our approach to implementation of our chemical policies includes: (1) Industry partnerships and standards: We partner with industry groups, including the AFIRM Group and Cascale to implement a consistent set of tools and processes to support best practices, monitor supplier performance, and encourage use of safer chemicals. (2) Supplier engagement: We communicate chemical compliance requirements to our suppliers in our Code of Vendor Conduct (COVC) and Mill Compliance Agreement, and we require our suppliers to acknowledge and comply with these conditions. (3) Compliance and monitoring: Through third-party testing of products, product components, and wastewater effluent, as well as the use of industry data platforms, we monitor the performance of our supply chain and verify compliance with global chemical regulations and Gap Inc. chemical restrictions.
[Fixed row]

(2.5.1) Describe how your organization minimizes the adverse impacts of potential water pollutants on water ecosystems or human health associated with your activities.

Row 1

(2.5.1.1) Water pollutant category

Select from:

☑ Inorganic pollutants

(2.5.1.2) Description of water pollutant and potential impacts

The production of textiles involves a variety of chemical substances including inorganic pollutants, dyes, sprays, foams, and wash chemicals and bleaches. These and other compounds used in the production of textiles have the potential to become detrimental waterborne inorganic pollutants.

(2.5.1.3) Value chain stage

Select all that apply

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Assessment of critical infrastructure and storage condition (leakages, spillages, pipe erosion etc.) and their resilience

☑ Beyond compliance with regulatory requirements

☑ Water recycling

☑ Reduction or phase out of hazardous substances

(2.5.1.5) Please explain

Through our COVC, we expect and evaluate supplier and product compliance with industry guidelines, including the Apparel and Footwear International RSL Management (AFIRM) Group Restricted Substances List (RSL), the ZDHC Manufacturing Restricted Substances List (MRSL), and the ZDHC Wastewater Guidelines. We track emerging chemical issues to inform our approach, for example we committed to eliminate PFC-based finishes and materials from our supply chain in 2020 and achieved this goal in 2023. We measured success by our percentage progress toward our goal to not source any fabrics intentionally treated with per-and polyfluoroalkyl substances (PFAS). In 2024, we strengthened and expanded our documentation and product-testing requirements to maintain the elimination of intentional use of PFAS-based finishes. We continue to work with our suppliers and industry partners to address risk of unintentional PFAS contamination. To mitigate use of dimethylformamide (DMF) in production of conventional polyurethane-coated fabrics, our Quality team conducted audits of relevant fabric mills and is working with mills to improve production practices. We have started to scale sourcing of water-based polyurethane (made without DMF). We evaluate the performance of suppliers using third-party testing, verification, audits, and other means, including Higg FEM. We aim to reduce water use in manufacturing processes and minimize our freshwater footprint by reducing or recycling water in manufacturing.

Row 2

(2.5.1.1) Water pollutant category

Select from:

☑ Pesticides

(2.5.1.2) Description of water pollutant and potential impacts

Pesticides used in the growth and production of raw material feedstock for natural fibers including cotton have the potential to become detrimental waterborne pollutants.

(2.5.1.3) Value chain stage

Select all that apply

☑ Upstream value chain

(2.5.1.4) Actions and procedures to minimize adverse impacts

Select all that apply

☑ Reduction or phase out of hazardous substances

(2.5.1.5) Please explain

We measure success of minimizing pesticide impacts by our fiber consumption share of more sustainable cotton. For example, organic cotton does not use pesticides. By 2025, Gap Inc. aims to source 100% of cotton from more sustainable sources (we define "more sustainable" cotton as Better Cotton, verified U.S.-grown cotton (USCTP), organic, in-conversion to verified organic, recycled, or regenerative cotton) in order to reduce the environmental impacts of cotton production on the environment. As of the end of 2024, 98% of cotton used in Gap Inc. product was more sustainably sourced. To manage the impacts of pesticides and reach our 100% more sustainable cotton goal, we collaborate with suppliers to increase the supply of preferred raw materials, such as farm-level programs for in-conversion organic cotton, and have participated in funding for in-conversion to organic cotton.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

We have not identified environmental risks with the potential to have substantive effects on our organization, based on the assessment framework described above. For more information about risks we may face related to climate change and extreme weather, please see our Annual Report on Form 10-K for the year ended February 1, 2025, as well as our subsequent filings with the Securities and Exchange Commission (SEC). Notwithstanding the foregoing, there are inherent climate-related risks wherever business is conducted. Our properties and operations, and those of our franchisees, vendors and other business partners, may be vulnerable to the adverse effects of climate change, which may include an increase in the frequency and severity of weather conditions and other natural cycles such as wildfires and droughts and shifts in climate patterns. The physical changes prompted by climate change could result in increased regulation or changes in consumer preferences and spending patterns. Such events have the potential to disrupt our operations and those of our franchisees, vendors and other business partners, cause store and factory closures, and impact our customers, employees and workers in our supply chain, all of which may adversely affect our business.

Water

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

We have not identified environmental risks with the potential to have substantive effects on our organization, based on the assessment framework described above. For more information about risks we may face related to climate change and extreme weather, please see our Annual Report on Form 10-K for the year ended February 1, 2025, as well as our subsequent filings with the Securities and Exchange Commission (SEC). Notwithstanding the foregoing, there are inherent climate-related risks wherever business is conducted. Our properties and operations, and those of our franchisees, vendors and other business partners, may be vulnerable to the adverse effects of climate change, which may include an increase in the frequency and severity of weather conditions and other natural cycles such as wildfires and droughts and shifts in climate patterns. The physical changes prompted by climate change could result in increased regulation or changes in consumer preferences and spending patterns. Such events have the potential to disrupt our operations and those of our franchisees, vendors and other business partners, cause store and factory closures, and impact our customers, employees and workers in our supply chain, all of which may adversely affect our business.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Evaluation in progress

(3.1.3) Please explain

We have not identified environmental risks with the potential to have substantive effects on our organization, based on the assessment framework described above. For more information about risks we may face related to climate change and extreme weather, please see our Annual Report on Form 10-K for the year ended February 1, 2025, as well as our subsequent filings with the Securities and Exchange Commission (SEC). Notwithstanding the foregoing, there are inherent climate-related risks wherever business is conducted. Our properties and operations, and those of our franchisees, vendors and other business partners, may be vulnerable to the adverse effects of climate change, which may include an increase in the frequency and severity of weather conditions and other natural cycles such as wildfires and droughts and shifts in climate patterns. The physical changes prompted by climate change could result in increased regulation or changes in consumer preferences and spending patterns. Such events have the potential to disrupt our operations and those of our franchisees, vendors and other business partners, cause store and factory closures, and impact our customers, employees and workers in our supply chain, all of which may adversely affect our business. While we continually evaluate alternatives to plastic packaging and materials, we do not anticipate that our use of plastics will result in any substantive effect on the company. [Fixed row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	*Gap Inc. was not subject to any fines, enforcement orders, or penalties for water-related regulatory violations in 2024.*

[Fixed row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, and we do not anticipate being regulated in the next three years

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

We have assessed various environmental opportunities, including renewable energy, Virtual Power Purchase Agreements (VPPAs), lower carbon-intensive fibers, supply chain efficiency, and transportation efficiency. In pursuit of achieving our Science-Based Targets, we evaluate each of these opportunities for their relative impact toward lowering our emissions while providing business value to the company. However, our evaluation indicates that these opportunities are unlikely to have a substantive effect on our organization as defined by the company.

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

☑ Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

We have assessed various environmental opportunities, including supply chain efficiency programs, water-saving manufacturing methods such as Washwell, and leak detection in our direct operations and supply chain. In pursuit of achieving our water goals, we evaluate each of these opportunities for their relative impact toward lowering our water footprint or increasing access to WASH in our global communities, while providing business value to the company. However, our evaluation indicates that these opportunities are unlikely to have a substantive effect on our organization as defined by the company.
[Fixed row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ More frequently than quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ No

[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Water	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, and we do not plan to within the next two years	*Select from:* ☑ Other, please specify :See Explain Why	*We consider Biodiversity issues within an intersectional context alongside Climate and Water issues.*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

(4.1.2.7) Please explain

Each committee of the Board of Directors plays a role in overseeing various parts of our environmental, social, and governance (ESG) program. The Audit and Finance Committee's responsibilities include overseeing disclosure controls including controls related to climate data, and risk assessment and risk management and the internal audit function generally, which includes assessment, monitoring, and management of climate risks. With respect to environmental sustainability, the Governance & Sustainability Committee oversees strategies to support the sustainable growth of the Company's business, including the Company's environmental stewardship practices, social and community issues involving supply chain, the Company's philanthropy and community giving activities, and the identification of topics related to the foregoing that are most relevant and important to the Company and any risks or goals related thereto. The Committee has a written charter and is composed entirely of independent directors, and provides regular updates to the Board regarding the Company's environmental activities and strategies. To assist in its oversight responsibilities, the Committee receives regular updates from our Chief Supply Chain and Transformation Officer and other senior leaders, who in turn meet with teams across the Company including the Sourcing, Production, Brand and Operations, ESG Reporting, and Global Sustainability teams. As noted, the Committee oversees establishing and monitoring progress against climate-related goals, which include our science-based targets, and goal progress is also reported to the full Board. The policy outlining the Committee's accountability for this environmental issue is the Committee's charter, available publicly on our website: https://gapinc-prod-a6bndyfubmc5d9ey.z03.azurefd.net/gapmedia/gapcorporatesite/media/images/investors/governance/corporate-governance-guidelines-2025-final.pdf

Water

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Board-level committee

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Reviewing and guiding innovation/R&D priorities

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

(4.1.2.7) Please explain

Each committee of the Board of Directors plays a role in overseeing various parts of our environmental, social, and governance (ESG) program. The Audit and Finance Committee's responsibilities include overseeing disclosure controls including controls related to climate data, and risk assessment and risk management and the internal audit function generally, which includes assessment, monitoring, and management of climate risks. With respect to environmental sustainability, the Governance & Sustainability Committee oversees strategies to support the sustainable growth of the Company's business, including the Company's environmental stewardship practices, social and community issues involving supply chain, the Company's philanthropy and community giving activities, and the identification of topics related to the foregoing that are most relevant and important to the Company and any risks or goals related thereto. The Committee has a written charter and is

composed entirely of independent directors, and provides regular updates to the Board regarding the Company's environmental activities and strategies. To assist in its oversight responsibilities, the Committee receives regular updates from our Chief Supply Chain and Transformation Officer and other senior leaders, who in turn meet with teams across the Company including the Sourcing, Production, Brand and Operations, ESG Reporting, and Global Sustainability teams. As noted, the Committee oversees establishing and monitoring progress against climate and water-related goals, which include our science-based targets, and goal progress is also reported to the full Board. The policy outlining the Committee's accountability for this environmental issue is the Committee's charter, available publicly on our website: https://gapinc-prod-a6bndyfubmc5d9ey.z03.azurefd.net/gapmedia/gapcorporatesite/media/images/investors/governance/governance-and-sustainability-charter-2025-final.pdf
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:
☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply
☑ Consulting regularly with an internal, permanent, subject-expert working group
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience
☑ Active member of an environmental committee or organization

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience

☑ Active member of an environmental committee or organization

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ Yes

Water

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

☑ No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

☑ Not an immediate strategic priority

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

We consider Biodiversity issues within an intersectional context alongside Climate and Water issues as they arise. We are in the early stages of exploring our approach to nature. In 2023, we conducted a land-use assessment of our natural fibers and leather with Conservation International to better understand the impact of our raw materials. We also assessed our Forest, Land, and Agriculture (FLAG) emissions footprint. While we did not meet the threshold for setting a FLAG science-based target, we continue exploring how to integrate nature-based solutions into our climate roadmap.
[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Supply Chain and Transformation Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets
☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning
☑ Developing a climate transition plan
☑ Implementing a climate transition plan
☑ Conducting environmental scenario analysis
☑ Managing annual budgets related to environmental issues
☑ Implementing the business strategy related to environmental issues
☑ Developing a business strategy which considers environmental issues
☑ Managing major capital and/or operational expenditures relating to environmental issues
☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:
☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:
☑ Quarterly

(4.3.1.6) Please explain

The Chief Supply Chain and Transformation Officer has the highest level of direct responsibility for climate-related matters and reports directly to the CEO. The Chief Supply Chain and Transformation Officer also meets regularly with the Board of Directors Governance and Sustainability Committee on climate strategy, ongoing climate programs, and other climate issues. This role approves annual budgets and strategic plans, guides strategy, coordinates with our Supply Chain and Procurement teams, approves climate-related expenses, and sets priority for climate goals. Specific examples include the setting of our Science Based Targets.

Water

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Chief Supply Chain and Transformation Officer

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing supplier compliance with environmental requirements

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Developing a business strategy which considers environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Chief Supply Chain and Transformation Officer has the highest level of direct responsibility for water-related matters and reports directly to the CEO. The Chief Supply Chain and Transformation Officer also meets regularly with the Governance and Sustainability Committee on water strategy, ongoing water programs, and other water issues. This role approves annual budgets and strategic plans, guides strategy, coordinates with our Supply Chain and Procurement teams, approves water-related expenses, and sets priority for water goals. Specific examples are: reporting total summarized water savings and capacity-building programs throughout the Gap Inc. portfolio within the past FY, review of future-facing water-related sustainability goals, and specific instances of progress within the FY at mills and facilities we are investing in for decreased water demand (Washwell program, WASH progress, sourcing practices, mill development, etc.).
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

As described in our FY24 Proxy Statement, for each executive, individual performance is assessed to determine if an adjustment is warranted. Each executive's annual performance is rated on a five-level scale from Unsatisfactory to Exceptional. In assessing each executive's individual performance, achievement of our strategic priorities (including, for the Chief Supply Chain and Transformation Officer, achievement of our climate-related goals and progress on climate-related initiatives), challenges the executive faced during the year, the Company's financial performance, and demonstration of our values-based leadership behaviors, among any other relevant factors, are considered. Based on these ratings, the CEO makes recommendations to the Compensation and Management Development Committee for final bonus payout adjustments, if any, for executives that report to the CEO, and the Committee decides whether any adjustment is warranted for the CEO without the CEO's participation.

Water

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

0

(4.5.3) Please explain

As described in our FY24 Proxy Statement, for each executive, individual performance is assessed to determine if an adjustment is warranted. Each executive's annual performance is rated on a five-level scale from Unsatisfactory to Exceptional. In assessing each executive's individual performance, achievement of our strategic priorities (including, for the Chief Supply Chain and Transformation Officer, achievement of our climate-related goals and progress on climate-related initiatives), challenges the executive faced during the year, the Company's financial performance, and demonstration of our values-based leadership behaviors, among any other relevant factors, are considered. Based on these ratings, the CEO makes recommendations to the Compensation and Management Development Committee for final bonus payout adjustments, if any, for executives that report to the CEO, and the Committee decides whether any adjustment is warranted for the CEO without the CEO's participation.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Chief Supply Chain and Transformation Officer

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Reduction in absolute emissions in line with net-zero target

Emission reduction

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

As noted above, executives' annual cash incentive bonus may be adjusted to account for individual performance which, in the case of our Chief Supply Chain and Transformation Officer, includes achievement of our climate-related goals and progress on climate-related initiatives.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Because the position's bonus can be adjusted depending on individual performance, which includes achievement of our climate-related goals and progress on climate-related initiatives, the position is incentivized to achieve those goals and make progress on those initiatives.

Water

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Other C-Suite Officer, please specify :Chief Supply Chain and Transformation Officer

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

Resource use and efficiency

☑ Reduction of water withdrawal and/or consumption volumes – upstream value chain (excluding direct operations)

☑ Improvements in water efficiency – upstream value chain (excluding direct operations)

Pollution

☑ Improvements in wastewater quality – upstream value chain (excluding direct operations)

☑ Reduction or phase out of hazardous substances

Policies and commitments

☑ Increased access to workplace WASH – upstream value chain (excluding direct operations)

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

As noted above, executives' annual cash incentive bonus may be adjusted to account for individual performance which, in the case of our Chief Supply Chain and Transformation Officer, includes achievement of our water-related goals and progress on water-related initiatives.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Because the position's bonus can be adjusted depending on individual performance, which includes achievement of our water-related goals and progress on water-related initiatives, the position is incentivized to achieve those goals and make progress on those initiatives.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Gap Inc.'s Climate Policy describes our Scope 1, 2, and 3 goals which span direct, upstream, and downstream operations and our value chain. Implementation of this policy is driven by Gap Inc.'s Global Sustainability department, in partnership with functional leaders from our Brands, Supply Chain, Procurement, Store Development, Real Estate, Logistics and Store Operations.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to 100% renewable energy

☑ Commitment to net-zero emissions

Additional references/Descriptions
☑ Description of renewable electricity procurement practices
☑ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

gap_inc_climate_change_policy.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply
☑ Water

(4.6.1.2) Level of coverage

Select from:
☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Gap Inc.'s PFC Policy outlines our commitment to eliminate all PFC-based DWR, stain repellent, and other finishes from our supply chain.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Water-specific commitments

☑ Commitment to reduce or phase out hazardous substances

Additional references/Descriptions

☑ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ No, and we do not plan to align in the next two years

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

gap_inc_pfc_policy.pdf

Row 3

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Water

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

(4.6.1.4) Explain the coverage

Our water policy addresses our impacts and dependencies on water in our operations and outlines company targets and goals that aim to build resilience by reducing dependencies and minimizing our impacts on water resources. We are guided by the CEO Water Mandate, which mobilizes business leaders on water, sanitation, and the SDGs. We are committed to continuous progress against the six core elements of stewardship – 1. Direct operations, 2. Supply chain and watershed management, 3. Collective action, 4. Public policy, 5. Commitment and engagement, and 6. Transparency. Our policy is guided by frameworks including but not limited to the United Nations (UN) Guiding Principles on Business and Human Rights, the UN Sustainable Development Goals (SDGs) and the Paris Agreement on climate change. We disclose our standards for water-related performance in our direct operations and procurement to keep ourselves accountable for any water-related impacts we may have. In addition, our Code of Vendor Conduct requires that key WASH needs of garment workers are met to ensure the health and safety of our employees and of the local communities in which we operate, as we recognize that access to safe water and sanitation is a basic human right.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

Water-specific commitments

☑ Commitment to control/reduce/eliminate water pollution

☑ Commitment to reduce water consumption volumes

☑ Commitment to reduce water withdrawal volumes
☑ Commitment to safely managed WASH in local communities

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with Sustainable Development Goal 6 on Clean Water and Sanitation

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

2024-gap-inc-impact-report-1.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:
☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply
☑ Ceres
☑ HerProject
☑ B Corporation
☑ CEO Water Mandate
☑ Textile Exchange
☑ The Fashion pact
☑ Leather Working Group
☑ Water Resilience Coalition

☑ UN Global Compact
☑ Alliance for Water Stewardship (AWS)
☑ Sustainable Apparel Coalition (SAC)
☑ Partnership for Cleaner Textile (PaCT)
☑ Water Action Hub (by CEO Water Mandate)
☑ Science-Based Targets Initiative (SBTi)
☑ Better Cotton Initiative (BCI)
☑ Apparel and Footwear International RSL Management AFIRM Group
☑ Other, please specify **:World Economic Forum, UNFCCC**

(4.10.3) Describe your organization's role within each framework or initiative

Certified B Corporation - Our Athleta brand is certified as a benefit corporation (\B Corp\), furthering its commitment to using business as a force for good to drive social and environmental impact by meeting rigorous standards across social and environmental performance, accountability and transparency. Additionally, to further uphold Athleta's commitments to people and the planet, Athleta, Inc. amended its legal charter to become a Delaware Public Benefit Corporation. Science-Based Targets Network - We have three active science-based targets: Reduce Scope 1 and 2 greenhouse gas (GHG) emissions by 90% from a 2017 baseline; Reduce Scope 3 GHG emissions from purchased goods and services by 32.5% from a 2017 baseline; and Source 100% renewable electricity for our company-operated facilities globally. TCFD - Gap Inc. has aligned its operations with the TCFD guidance and has reported to the TCFD framework for three years (2021-2023). UN Global Compact - Gap Inc. has been a member of the UNGC since 2003. We engage with their CEO Water Mandate and Women's Empowerment Principles. Gap Inc. has identified six SDGs (5, 6, 8, 10, 12, and 13 - Climate Action) as most relevant to our business; also recognizing SDGs 4, 7, and 17 as interconnected to our strategy. The Fashion Pact – We are an active member and are participating in working groups focused on Lower Impact Materials and Lower Impact Production. We Are Still In – We are aligned to the requirements for membership for this organization through our climate goals and ambitions. Ceres -- We are actively engaged in the investor-led Ceres Valuing Water Finance Initiative (VWFI). CEO Water Mandate and Water Action Hub (by CEO Water Mandate) -- We continue active engagement with the UN Global Compact's CEO Water Mandate and its key initiatives, WASH4Work, Water Action Hub, and the Water Resilience Coalition (WRC) – of which we are a founding member. Throughout 2023, we participated in working groups and consulted on the WRC's Net Positive Water Impact draft framework. Better Cotton Initiative -- For three years, we have participated in the Better Cotton traceability panel. Sustainable Apparel Coalition – We are a founding member of the SAC, now known as Cascale, Inc. We utilize Cascale's Higg modules for supplier data collection and industry collaboration. Apparel and Footwear International RSL Management AFIRM Group -- We are aligned with the Apparel and Footwear International RSL Management (AFIRM) Group RSL and expect our suppliers to comply with the guidelines. Textile Exchange – We have committed to the Textile Exchange 2025 Polyester Challenge in alignment with our raw materials goals. In 2023, we completed brand certification to Textile Exchange's Content Claim Standard (CCS 3.0). We have joined industry collaborations such as the Textile Exchange Recycled Polyester Challenge, rPET Round Table, and Biosynthetics Working Group to improve the sourcing of preferred materials. Leather Working Group -- Gap Inc. and our brands engage with various industry standards, working groups, and organizations to advance preferred raw material sourcing and claims. Alliance for Water Stewardship (AWS) --.We launched learning pilots with select suppliers to assess watershed risks and develop action plans, including through participation in the Alliance for Water Stewardship's Impact Accelerator in Chennai, India.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ Yes, we engaged directly with policy makers

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

☑ Sustainable Development Goal 6 on Clean Water and Sanitation

(4.11.4) Attach commitment or position statement

2024-gap-inc-impact-report-1.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ Yes

(4.11.6) Types of transparency register your organization is registered on

Select all that apply

☑ Mandatory government register

(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization

United States Senate Lobbying Disclosure Act - Registrant Name Gap Inc.; Registrant ID 47963; Client ID 12

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

At Gap Inc., we believe that it is important to participate in political and regulatory processes on issues that affect our business and community interests. We work proactively to enable Gap Inc.'s strategies through public policy and government advocacy. We also participate in political activities and advocate for legislation when there is a connection to our business and our ability to grow the business in a way that is consistent with our values, our legal obligations, and our Codes of Business Conduct and Vendor Conduct. For example, in the past we have been active in policy discussions and have lobbied on issues related to trade, tax, workforce, privacy, transportation/infrastructure, sustainability and retail crime issues. Gap Inc. only takes positions on ballot measures, initiatives or propositions that have a direct impact on our business. Our Government Affairs team manages and oversees the Company's political activities. All corporate political contributions are reviewed and approved in advance by both the (i) Head of Government Affairs and (ii) the Chief Legal and Compliance Officer. In addition, the Chief Supply Chain and Transformation Officer (who oversees our environmental sustainability and climate efforts), advises on climate-related political contributions. Our corporate political contributions are reviewed annually by the Board. The Board also receives periodic updates regarding our political activities. Our ESG Reporting, Global Sustainability, and Government Affairs teams collaborate crossfunctionally to assess the alignment between our climate objectives and political activities and provide recommendations on how best to advocate for practical, impactful climate-related legislation. The Governance and Sustainability Committee's oversight of the Company's environmental sustainability efforts and strategies, together with the Board's oversight of the Company's political activities, and the involvement of the Chief Supply Chain and Transformation Officer in setting climate-related goals and advising on climate-related political contributions, helps ensure that our political activities are consistent with our environmental commitments. In the event of any inconsistency, relevant subject matters experts up to and including the Head of Government Affairs and the Chief Supply Chain and Transformation Officer would ultimately be responsible for remedying the inconsistency.
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

California Senate Bills: Climate Corporate Data Accountability Act (SB 253 and SB 261 Wiener) and Climate-Related Financial Risk Disclosure Act (SB 261 Stern), SB 54 and SB 707 packaging and textile recycling regulations.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply

☑ Climate change

☑ Water

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Transparency and due diligence

☑ Mandatory environmental reporting

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ Sub-national

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ United States of America

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Neutral

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Ad-hoc meetings

☑ Responding to consultations

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Gap Inc. engaged with the non-profit, Ceres, throughout the development of California Senate Bills 253 and 261. They served as educators about the developing bills through webinars and convened companies that would be impacted by the bills to discuss any proposed alternative approaches. We engaged in this dialogue but did not propose any exceptions.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

North America

☑ Other trade association in North America, please specify :RILA, AAFA, NRF, and others shared in description

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

☑ Water

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

RILA advances the retail industry through public-policy advocacy and promotes operational excellence and innovation, and through research and thought leadership, RILA propels developments that foster both economic growth and sustainability. Gap Inc. is active in RILA's Environmental and Energy Management Committee and Compliance Group and meets with the groups monthly. Representing more than 1,000 world-famous name brands, AAFA is the trusted public policy and political voice of the apparel and footwear industry, its management and shareholders, its nearly four million U.S. workers, and its contribution of more than 400 billion in annual U.S. retail sales. Gap Inc.'s Head of Government Affairs is the Chair of the Trade Policy Leadership Committee. The Trade Policy Committee serves as the

principal "eyes and ears" for AAFA on trade and other legislative and regulatory matters at national and international levels. It directs lobbying and advocacy responses for matters affecting the U.S. apparel and footwear industry. It advises the AAFA's board and executive committee on policy positions. As members of the National Retail Federation (NRF), we are aligned with their position on climate policy, which states that individuals, businesses, communities, nonprofit organizations and governments around the world will need to work collaboratively to prevent, mitigate and adapt to climate change. NRF supports pragmatic, cost-effective, economy-wide climate policy solutions and practices including ongoing support for market-based incentives for decarbonization, efficiency, recycling, and net-zero research.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

1307920

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

Gap Inc. is a member of various industry and trade associations that further our business, economic and community interests. These associations keep us informed on developments and trends in our industry and help us focus our advocacy in the most effective way. We often communicate and advocate our positions through our membership in concert with our industry partners. All dues paid to these trade associations are made with corporate funds. In Calendar Year (CY) 2024, the estimated expenditure was $1,307,920, 57% of which supported non-deductible lobbying activities. The following is a list of U.S.-based trade and industry associations that Gap Inc. supported in CY 2024 in excess of $1,000 that engage in significant public policy advocacy related to our core business interests: American Apparel & Footwear Association, Arizona Retailers Association, Bay Area Council, Business Roundtable, Business for Innovative Climate and Energy Policy, California Retailers Association, Florida Retail Federation, Illinois Retail Merchants Association, LA County Business Federation, National Retail Federation, Ohio Council of Retail Merchants, Retail Council of New York State, Retail Industry Leaders Association, San Francisco Chamber of Commerce, San Francisco Partnership, Tennessee Retail Association, Texas Retailers Association.

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

[Add row]

(4.12) Have you published information about your organization’s response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☑ Yes

(4.12.1) Provide details on the information published about your organization’s response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:
☑ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply
☑ Climate change

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Risks & Opportunities
☑ Strategy

(4.12.1.6) Page/section reference

18-20

(4.12.1.7) Attach the relevant publication

FY2024 10K Filing.pdf

(4.12.1.8) Comment

No further comment.

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

☑ Water

☑ Biodiversity

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Strategy

☑ Value chain engagement

☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Dependencies & Impacts
☑ Public policy engagement
☑ Water accounting figures
☑ Content of environmental policies

(4.12.1.6) Page/section reference

10-11, 13-15, 16-19, 40, 44

(4.12.1.7) Attach the relevant publication

2024-gap-inc-impact-report-1.pdf

(4.12.1.8) Comment

No further comment.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Every three years or less frequently

Water

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Not defined
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Current Policies, Delayed Transition, Net Zero 2050

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Level of action (from local to global)

☑ Global targets

Relevant technology and science

☑ Other relevant technology and science driving forces, please specify :Advancements or disruptions in low-carbon technology

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This analysis uses three scenarios from the Network for Greening the Financial System (NGFS): Current Policies, Delayed Transition, and Net Zero 2050. The Current Policies scenario assumes policies currently in place without significant new climate policies or investment allocation, leading to a higher global warming (~3 degrees Celsius or more by 2100). The risk profile is minimal near-term transition costs but increased physical risks from climate change. The Delayed Transition

scenario assumes global annual emissions do not decrease until 2030, followed by varying levels of policy ambition to reduce emissions, leading to temporary emissions growth followed by a steep decline after 2030 to limit warming to ~2 degrees Celsius. The risk profile is higher financial and economic disruption due to sudden policy shifts. The Net Zero 2050 scenario assumes achievement of net zero carbon emissions globally by 2050 through policy and innovation that impacts the economy, leading to limited global warming by ~1.5 degrees Celsius. The risk profile includes higher short-term transition costs but reduced long-term physical risks.

(5.1.1.11) Rationale for choice of scenario

We selected the Current Policies and Net Zero 2050 scenarios to align with physical risk scenarios required by regulation, and selected the Delayed Transition as it reflects regional variation in policy ambition globally, which aligns to differences in legislation seen between the US and the EU.

Water

(5.1.1.1) Scenario used

Water scenarios

☑ WWF Water Risk Filter

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.7) Reference year

2024

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Number of ecosystems impacted

Finance and insurance

☑ Sensitivity of capital (to nature impacts and dependencies)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The WWF Water Risk Filter (WRF) is a tool that helps companies and investors assess water risks and make better decisions about investments and corporate strategies. The WRF uses global and local data sets to analyze variables like water scarcity, extreme weather, and regulatory scrutiny. It also includes risk layers for current and future scenarios, such as 2030 and 2050. The WRF's assumptions include: basin water risks, the nature and conditions of the basins where sites operate; operational water risks, how sites depend on and impact water; and reputational risk, stakeholders' and local communities' perceptions of how companies conduct business sustainably. The WRF's scenarios integrate quantitative projections of physical risks like water quality, flooding, scarcity, and ecosystem services status. They also include future regulatory and reputational risks, such as cultural importance, biodiversity importance, media scrutiny, and conflict. The scenarios are derived from the Water Risk Filter regulatory risk categories (5. Enabling Environment; 6. Institutions & Governance; 7. Management Instruments; and 8. Infrastructure & Finance) in the year 2020 (baseline), added with assumptions (i.e. change in risk, individually for each risk category) based on the work from International Institute for Applied Systems Analysis (IIASA) Water program: the hydro-economic classification, and on the Shared Socioeconomic Pathways' extended narratives towards water availability.

(5.1.1.11) Rationale for choice of scenario

We selected the WWF Risk Filter as a free tool with a detailed methodology and mapping that we could apply to assess all our supplier's facilities and company-operated sites. In 2024, we mapped nearly all our Tier 1 and 2 manufacturing sites for water risk and stress using the WWF Water Risk Filter tool and are now focusing on higher-risk sites for interventions (water reduction strategies and water replenishment projects). The same assessment has been done for company-operated sites in the U.S., with a focus on regions that have a higher risk of drought and flooding. In 2024, we piloted setting contextual water targets with three suppliers in higher-risk basins. The pilots drew on data regarding local watershed stress to reduce water use and mitigate risks from water scarcity.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Regulators, legal and policy regimes

☑ Level of action (from local to global)

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario depicts SSP1 - 1.5 degrees Celsius warming by 2100. This is a low warming world under which climate impacts would be low, there are low challenges to mitigation and adaptation, and the world shifts gradually but pervasively towards a more sustainable path.

(5.1.1.11) Rationale for choice of scenario

We selected the SSP1-RCP2.6, SSP2-RCP4.5, and SSP5-RCP8.5 pathways to help quantify the potential inherent value at risk from physical climate-related risks within our assessed portfolio. These pathways reflect a range of plausible future financial impacts, ensuring a robust foundation for risk assessment and strategic

planning. The analysis is based on data from the latest IPCC (Intergovernmental Panel on Climate Change) and World Bank Group and is structured to align with Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.0ºC - 2.4ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Regulators, legal and policy regimes

☑ Level of action (from local to global)

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario depicts SSP2 with 2-3 degrees Celsius warming by 2100. This scenario depicts a medium warming scenario. It assumes medium challenges to mitigation and adaptation in which the world follows a path in which social, economic, and technological trends do not shift markedly from historic patterns. Some countries make relatively good progress while others fall short.

(5.1.1.11) Rationale for choice of scenario

We selected the SSP1-RCP2.6, SSP2-RCP4.5, and SSP5-RCP8.5 pathways to help quantify the potential inherent value at risk from physical climate-related risks within our assessed portfolio. These pathways reflect a range of plausible future financial impacts, ensuring a robust foundation for risk assessment and strategic planning. The analysis is based on data from the latest IPCC (Intergovernmental Panel on Climate Change) and World Bank Group and is structured to align with Task Force on Climate-related Financial Disclosures (TCFD) guidelines.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0ºC and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Cost of capital

Regulators, legal and policy regimes

☑ Level of action (from local to global)

Direct interaction with climate

☑ On asset values, on the corporate

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario depicts SSP5 with greater than 4 degrees Celsius warming by 2100. This scenario depicts a high warming scenario. It assumes high challenges to mitigation, low challenges to adaptation, and a world that places increasing faith in competitive markets, innovation and participatory societies to produce rapid technological progress and development of human capital as the path to sustainable development. This scenario also references Coupled Model Intercomparison Project Phase 6.

(5.1.1.11) Rationale for choice of scenario

We selected the SSP1-RCP2.6, SSP2-RCP4.5, and SSP5-RCP8.5 pathways to help quantify the potential inherent value at risk from physical climate-related risks within our assessed portfolio. These pathways reflect a range of plausible future financial impacts, ensuring a robust foundation for risk assessment and strategic planning. The analysis is based on data from the latest IPCC (Intergovernmental Panel on Climate Change) and World Bank Group and is structured to align with Task Force on Climate-related Financial Disclosures (TCFD) guidelines.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Our physical risk assessment considered 149 sites, including vendor locations, transportation points, offices, stores, and distribution centers that were screened across 8 climate hazards and 3 climate scenarios for 3 time horizons (present, 2030, and 2050). Outcomes of the physical risk scenario analysis under SSP5-8.5 (high warming scenario) indicate elevated exposure to at least one physical hazard in 2030, rising further in 2050, including water stress and extreme heat, particularly in the Eastern US, Latin America, Middle East, and Southeast Asia. As a response to the physical risk scenario findings, our business process of "risk and opportunities identification, assessment, and management" and "capacity building" has been influenced. We shared the climate scenario analysis findings with our Global Resilience team who develops contingency plans for higher risk sites in our direct operations and enhances resilience in distribution centers by diversifying

transport hubs, establishing alternative routes, and using real-time hazard monitoring. We continue to collaborate with our Store Operations team to promote heat-resilient infrastructure and more efficient HVAC systems. We have also contracted with various community solar projects that allow us to support the domestic renewable energy industry while also providing price stability, building resilience against future volatility in power prices and creating forward-looking financial risk tolerance. We encourage similar practices in our supply chain. Our transition risk assessment screened under 3 scenarios to 2050 for potential transition risks under 4 categories: (1) policy and legal, (2) technology, (3) market, and (4) reputation. Outcomes under the Net Zero 2050 scenario indicated changing policy and legal risks as the transition to a low carbon economy would require regulatory compliance as well as market risks with the potential for cotton price volatility. As a response to the transition risk scenario findings, our business process of "strategy and financial planning" has been influenced by working to diversify our cotton portfolio and invest in more sustainable sources for fibers in the reporting year. This also impacts our "target setting and transition planning", as we have a goal of reaching 100% more sustainable cotton by 2025. Additionally, we are seeing emerging regulations that have a financial impact (such as the fines posed by the EU ETS for maritime emissions). To address these, we have begun partnering with key transportation vendors on programs that support the adoption of biofuels. We have also bolstered our process controls and rigor around our ESG reporting and disclosures to ensure that we are monitoring emerging regulations, addressing internal processes for compliance and implementing programs that allow us to track and report on these programs with sufficient substantiation and validation.

Water

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

In 2024, we mapped nearly all our Tier 1 and 2 manufacturing sites for water risk and stress using the WWF Water Risk Filter tool and are now focusing on higher-risk sites for interventions (e.g. water reduction strategies and water replenishment projects). In 2024, we piloted a supplier engagement program to support three suppliers in higher-risk basins to set contextual water targets to reduce their freshwater use. The pilots drew on data regarding local watershed stress to reduce water use and mitigate risks from water scarcity. We also use the results of the water risk assessment to prioritize geographies with higher-risk for our water replenishment projects. The results of this analysis have influenced our business process in the reporting year for identifying risks and opportunities at our supplier's facilities and within our direction operations. For company-operated sites in the U.S., we identified strategic areas of focus for local project opportunities in regions that have a higher risk of drought and flooding. We source cotton from regions with higher water stress (which we consider to be above 3.5 on WWF's scale) and higher Global Climate Index rankings. As a response to this finding of the scenario analysis, our business process of "strategy and financial planning" has been influenced by working to diversify our cotton portfolio and invest in more sustainable sources for fibers in the reporting year. This also impacts our target setting and transition planning, as we have a goal of reaching 100% more sustainable cotton by 2025.

[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:

☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

We are evaluating existing business processes and supplier partnerships to understand where shifts can be made towards lower emission choices across design, fabric, and garment manufacturing. As we work towards our climate ambitions, we are aware that achieving these goals will require aspects of our business to evolve and are putting the strategies and steps in place towards reducing climate impacts.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We do not have a feedback mechanism in place, and we do not plan to introduce one within the next two years

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Our transition plan is an evolving document that informs our strategies towards reducing climate impacts. Key assumptions of our transition plan include: (1) Climate change impacts will continue to be observed in the near to mid-term across our operations and supply chain; (2) Countries will make progress towards their nationally determined contributions (NDCs); (3) Gap Inc. will need to continue to invest in decarbonization initiatives in order to achieve our climate goals; (4) There will continue to be interest in both how Gap Inc. measures and manages our emissions as well as how we are planning on addressing the impacts of climate change on our business by numerous stakeholders – which may result in a gradual increase in regulations focused on climate reporting requiring us to continually improve our traceability and emissions reporting; and (5) Our business will need to continue working with our supply chain partners on accelerating decarbonization initiatives. Key dependencies of our transition plan include: (1) Renewable energy-friendly policies are implemented to reduce the carbon intensity of our products and production processes to enable moving toward increased electrification and away from coal and other high emitting fuels. However, reductions in emissions from electrification will only occur if the local grids and governments also have policies that support renewable energy development and grid connection; (2) Identification and scaling of technologies in thermal energy and fabric manufacturing that use non-fossil fuel inputs; and (3) Collective and multi-stakeholder action alongside the industry, supply chain partners, NGO groups, the investment community, and government organizations. We continue to participate in multi-stakeholder initiatives such as the UNFCCC and The Fashion Pact, and are members of trade organizations that can play a role in supporting the industry to scale levers to decarbonization.

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

In our fiscal 2024 Impact Report, we disclosed progress against our Science Based Targets using fiscal 2024 emissions data. Progress toward our 2030 goals include a 74% reduction in Scope 1 and 2 market-based emissions since 2017 (target: 90%); a 13% reduction in our Scope 3 purchased goods and services emissions since 2017 (target: 32.5%); and reaching 52%of electricity use from company-operated facilities from renewable sources (target: 100%). Progress toward our 2050 net-zero carbon emissions goal included a 17% reduction since 2017, receiving SBTi approval, and developing a long-term strategic roadmap to achieve the target. We also conducted a stakeholder feedback session on our climate strategy and refreshed our climate scenario analysis of physical and transitional climate-related risks.. Progress on our renewable energy goal is accredited to our solar onsite and VPPA projects. Since launching in 2020 at our DC in Fresno, California, our 3-megawatt onsite solar project has generated approximately 33% of the facility's annual electricity usage. We have two existing VPPA projects – Aurora Wind, a 90-megawatt offsite wind farm in North Dakota, and Fern Solar, a 7.5-megawatt offsite solar project in North Carolina. Fern Solar has offset 100% of Athleta's store electricity in North America since 2021. In addition to making progress towards our goals, in 2024 we conducted other activities informed by our transition plan. In our direct operations, we focused on efficiency initiatives. Approximately 37% of our stores in North America are enabled with energy management systems (EMS). These stores use approximately 9% less electricity per square foot than non-EMS enabled stores. At our DCs, we replaced diesel combustion engine shunt trunks, used to move trailers, with electric-powered models. Our DC in Fishkill, New York, completed the transition in 2023, and in 2024 we expanded this project to our DC in Fresno, California. For our supply chain decarbonization initiatives, we joined the Future Supplier Initiative which offers brands financing models and technical support to help suppliers transition to low-carbon technologies and implement renewable energy solutions at the factory level. We also encourage key suppliers to participate in Cascale's Manufacturer Climate Action Program (MCAP) to accelerate the adoption of science-aligned targets and develop decarbonization plans for their facilities. In 2024, 22 vendors with 119 active facilities participated in MCAP. In 2024, one of our strategic mill facilities completed Aii's Carbon Leadership Program (CLP), which supports facility-level decarbonization action plan development. In 2024, supplier efficiency programs saved approximately 2,200 metric tons of CO2e. As of the end of 2024, 13 of our strategic suppliers have VPPAs, and we are working to grow this number.

(5.2.12) Attach any relevant documents which detail your climate transition plan (optional)

2024-gap-inc-impact-report-1.pdf,gap_inc_climate_change_policy.pdf,2024-cdp-climate-and-water.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ Water

☑ Biodiversity

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

We recognize that our decarbonization efforts must consider and address our impacts on nature, specifically water, biodiversity, deforestation and land use. Gap Inc. has a comprehensive and ambitious 2030 water strategy, published in 2023, as well as 2050 commitments to achieve net positive water impact and a water resilient value chain, through our participation in the Water Resilience Coalition, an initiative of the UN Global Compact and the CEO Water Mandate. We also have a 2030 goal to reduce water use and replenish water to nature equivalent to water used in manufacturing and owned and operated facilities—prioritizing action in higher water stress regions along our value chain. We are building out a replenishment portfolio of projects to restore and conserve watershed health, which have intersectional benefits across water quality, water quantity, climate resilience, carbon sequestration or greenhouse gas reduction, biodiversity, livelihoods, and community wellbeing. Additionally, we are beginning to map and connect our work in climate and water to projects on deforestation and biodiversity. For example, we are supporters of the CanopyStyle initiative to eliminate risk of deforestation in our manmade cellulosic (MMCF) supply chain, and we are expanding our work to other materials relevant to our business including paper and paper-based packaging, leather, and timber. In 2023, we conducted a land-use assessment of our natural fibers and leather with Conservation International to better understand the impact of our raw materials. We also assessed our Forest, Land, and Agriculture (FLAG) emissions footprint. While we did not meet the threshold for setting a FLAG science-based target, we continue exploring how to integrate nature-based solutions into our climate roadmap.
[Fixed row]

(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

For OPEX, our expenses include the water utility bills for our headquarters and distribution centers, as well as our water programs focused on efficiency, quality, data management, and strategic programming to meet our water reduction goals. However, the majority of OPEX is attributed to the water utility bills. As our number of HQ and DCs has not significantly changed from 2023 to 2024, we experienced a 0% change in OPEX and anticipate the same in the future. For CAPEX, we have not had any projects in our direct operations that would be defined as CAPEX (such as acquiring or upgrading our fixed assets related to water management or security) in the past two years, therefore no change has occurred year over year, and we anticipate the same in the future.
[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from: ☑ No, and we do not plan to in the next two years	*Select from:* ☑ No standardized procedure	*Our efforts are currently focused on reduction and efficiency programs to meet our targets.*

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Water ☑ Plastics
Other value chain stakeholders	*Select from:*	*Select all that apply*

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	☑ Yes	☑ Climate change ☑ Water ☑ Plastics

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

☑ Dependence on water

☑ Impact on water availability

☑ Impact on pollution levels

☑ Other, please specify :Procurement spend

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

This definition is specific to suppliers at the facility level and not connected to company-wide risks, opportunities, impacts, and dependencies substantive threshold defined in question 2.4. We classify suppliers as having a substantive impact if they continue to use coal in their operations. We collaborate to understand suppliers' plans to phase out coal and where limitations may require additional support. As of 2024, all Tier 1 suppliers had a plan to phase out coal by 2030.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:
☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

30

Water

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:
☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply
☑ Basin/landscape condition
☑ Dependence on water
☑ Impact on water availability
☑ Other, please specify :Procurement spend

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 100%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

This definition is specific to suppliers at the facility level and not connected to our company-wide risks, opportunities, impacts, and dependencies substantive threshold defined in question 2.4. For water-related dependencies, we consider suppliers located in regions of high to extremely high water stress (as defined by the WWF risk filter level greater than 3.5) to have reached the threshold of substantive.

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

128
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

☑ Procurement spend

☑ Strategic status of suppliers

(5.11.2.4) Please explain

We identify "strategic suppliers", defined as the supplier facilities representing 80% of our total business spend. We also use a Vendor Scorecard to evaluate suppliers and incorporate this knowledge into our sustainability long-term goals. The Vendor Scorecard includes information about each supplier's production quality, social compliance, and participation in Cascale's Higg FEM Index. The scorecard is updated monthly and used internally by our buyers, quality assurance, and supplier sustainability teams, and shared externally (with partial visibility) with suppliers so they're aware of their performance and incentivized to improve their score. Sustainability components account for 30% of the vendor score and include Code of Vendor Conduct compliance (20% - including environmental compliance and safety), Higg FEM Participation (5% - including carbon emissions, energy usage, water consumption, and waste practices), and P.A.C.E./RISE participation (5% - a program empowering women workers in supply chains). Following Strategic Supplier and Vendor Scorecard selection, we identify facilities that are capable of energy and water efficiency programs that also have a sizeable production footprint relative to our business. Using supplier-reported energy use data from Higg FEM, we assessed our Tier 1 and 2 suppliers to identify facilities with higher emissions, allowing us to prioritize which suppliers to engage in decarbonization initiatives.

Water

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to water

(5.11.2.4) Please explain

We identify "strategic suppliers", defined as the supplier facilities representing 80% of our total business spend. We also use a Vendor Scorecard to evaluate suppliers and incorporate this knowledge into our sustainability long-term goals. The Vendor Scorecard includes information about each supplier's production quality, social compliance, and participation in Cascale's Higg FEM Index. The scorecard is updated monthly and used internally by our buyers, quality assurance, and supplier sustainability teams, and shared externally (with partial visibility) with suppliers so they're aware of their performance and incentivized to improve their score. Sustainability components account for 30% of the vendor score and include Code of Vendor Conduct compliance (20% - including environmental compliance and

safety), Higg FEM Participation (5% - including carbon emissions, energy usage, water consumption, and waste practices), and P.A.C.E./RISE participation (5% - a program empowering women workers in supply chains). Following Strategic Supplier and Vendor Scorecard selection, we identify facilities that are capable of energy and water efficiency programs that also have a sizeable production footprint relative to our business. Using supplier-reported water data from Higg FEM, we identified Tier 1 and 2 facilities that consume the largest volumes of freshwater and assessed supplier water risk with the WWF Water Risk Filter to prioritize suppliers and regions for reduction engagements.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

As part of Gap Inc.'s Code of Vendor Conduct (COVC), facilities that produce goods for Gap Inc. shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. Wherever there is a difference in the requirements as per local law and that in the Gap Inc. COVC, the more stringent requirement should apply. Vendor and Vendor Affiliates shall use only Gap Inc. approved facilities for the production of goods. Vendors shall obtain prior written authorization from Gap Inc. to use these facilities prior to the start of production. Facilities shall comply with all applicable laws and regulations regarding working conditions and shall provide workers with a safe and healthy environment. Annual assessment through audited supplier self-assessments like the Higg FEM and the use of supplier scorecards help ensure these requirements are met. If COVC violations are identified, parties are informed, and corrective action plans are developed. These plans must include actions to address findings, eliminate root causes, and assign accountability, with clear deadlines for each action. Our timeline for corrective actions and escalation is within 60 days of identification, with the development of a long-term prevention plan extending up to a maximum of 120 days. For ongoing non-compliances, we implement a responsible exit plan, monitoring the facility to address any pending issues during deactivation.

Water

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

As part of Gap Inc.'s Code of Vendor Conduct (COVC), facilities that produce goods for Gap Inc. shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules and regulations. Wherever there is a difference in the requirements as per local law and that in the Gap Inc. COVC, the more stringent requirement should apply. Vendor and Vendor Affiliates shall use only Gap Inc. approved facilities for the production of goods. Vendors shall obtain prior written authorization from Gap Inc. to use these facilities prior to the start of production. Facilities shall comply with all applicable laws and regulations regarding working conditions and shall provide workers with a safe and healthy environment. Annual assessment through audited supplier self-assessments like the Higg FEM and the use of supplier scorecards help ensure these requirements are met. If COVC violations are identified, parties are informed, and corrective action plans are developed. These plans must include actions to address findings, eliminate root causes, and assign accountability, with clear deadlines for each action. Our timeline for corrective actions and escalation is within 60 days of identification, with the development of a long-term prevention plan extending up to a maximum of 120 days. For ongoing non-compliances, we implement a responsible exit plan, monitoring the facility to address any pending issues during deactivation.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.12) Comment

We ask 100% of our Tier 1 suppliers to respond to Cascale's Higg Facility Environmental Module (FEM) questionnaire on an annual basis to evaluate suppliers' performance on energy, emissions, water, chemicals, and labor. The Higg FEM includes collecting information on their carbon emissions, water, and waste data. Our Tier 1 vendors are those that we have direct procurement spend with and are the first line of engagement into our supply chain. In 2024, 100% (567) of our Tier 1

suppliers completed the Higg FEM assessment and 92% (519) verified their responses; 75% (186) of our Tier 2 suppliers completed the assessment and 70% (174) verified their responses. If a supplier fails to report to the Higg FEM, we will mark this as a Code of Vendor Conduct violation in their annual assessment. This impacts their vendor rating score, which is used as a business-decision-making input for our production teams. Vendor ratings are color coded as green, yellow, and red (with red indicating more severe violations). Higg FEM participation constitutes 5% of the weighted vendor rating.

Water

(5.11.6.1) Environmental requirement

Select from:

☑ Environmental disclosure through a non-public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.5) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.6) % tier 1 suppliers with substantive environmental dependencies and/or impacts related to this environmental issue that are in compliance with this environmental requirement

Select from:

☑ 100%

(5.11.6.12) Comment

We ask 100% of our Tier 1 suppliers to respond to Cascale's Higg Facility Environmental Module (FEM) questionnaire on an annual basis to evaluate suppliers' performance on energy, emissions, water, chemicals, and labor. The Higg FEM includes collecting information on their carbon emissions, water, and waste data. Our Tier 1 vendors are those that we have direct procurement spend with and are the first line of engagement into our supply chain. In 2024, 100% (567) of our Tier 1 suppliers completed the Higg FEM assessment and 92% (519) verified their responses; 75% (186) of our Tier 2 suppliers completed the assessment and 70% (174) verified their responses. If a supplier fails to report to the Higg FEM, we will mark this as a Code of Vendor Conduct violation in their annual assessment. This impacts their vendor rating score, which is used as a business-decision-making input for our production teams. Vendor ratings are color coded as green, yellow, and red (with red indicating more severe violations). Higg FEM participation constitutes 5% of the weighted vendor rating.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to mitigate environmental impact

Information collection

☑ Collect GHG emissions data at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.8) Number of tier 2+ suppliers engaged

174

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We ask 100% of our Tier 1 suppliers and strategic Tier 2 suppliers to respond to Cascale's Higg Facility Environmental Module (FEM) questionnaire on an annual basis to understand their environmental footprint. The Higg FEM collects information on carbon emissions, water, and wastewater data. Success is measured by the percentage of Tier 1 and Tier 2 suppliers responding to the Higg Index FEM, with 100% of Tier 1 response indicating success. In 2024, 100% (567) of our Tier 1 suppliers completed the Higg FEM assessment and 92% (519) verified their responses; 75% (186) of our Tier 2 suppliers completed the assessment and 70% (174) verified their responses. Compared to 2023, Tier 1 completion rates stayed consistent and verification rates increased from 84% to 92%, while Tier 2 completion increased from 73% to 75% and verification increased from 67% to 70%. Therefore, both Tiers had success in 2024. As we improve traceability in our supply chain; increased verification is also an indication of success and improved data quality. By collecting GHG emissions data from our suppliers, we can work better with our suppliers to lower emissions in accordance with our Scope 3 2030 science-based target. For example, in 2024, 22 vendors with 119 active facilities participated in Cascale's Manufacturer Climate Action Program (MCAP) and one of our strategic mill facilities completed Aii's Carbon Leadership Program (CLP), which supports facility-level decarbonization action plan development. In 2024, supplier efficiency programs saved approximately 2,200 metric tons of CO2e. As of the end of 2024, 13 of our strategic suppliers have VPPAs and we are working to grow this number.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Environmental disclosure through a non-public platform

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Water

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Total water withdrawal volumes reduction

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to mitigate environmental impact

Information collection

☑ Collect water quality information at least annually from suppliers (e.g., discharge quality, pollution incidents, hazardous substances)

☑ Collect water quantity information at least annually from suppliers (e.g., withdrawal and discharge volumes)

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

☑ Tier 2 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.7) % tier 1 suppliers with substantive impacts and/or dependencies related to this environmental issue covered by engagement

Select from:
☑ 100%

(5.11.7.8) Number of tier 2+ suppliers engaged

174

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We ask 100% of our Tier 1 suppliers and strategic Tier 2 suppliers to respond to Cascale's Higg Facility Environmental Module (FEM) questionnaire on an annual basis to understand their environmental footprint. The Higg FEM collects information on carbon emissions, water, and wastewater data. Success is measured by the percentage of Tier 1 and Tier 2 suppliers responding to the Higg Index FEM, with 100% of Tier 1 response indicating success. In 2024, 100% (567) of our Tier 1 suppliers completed the Higg FEM assessment and 92% (519) verified their responses; 75% (186) of our Tier 2 suppliers completed the assessment and 70% (174) verified their responses. Compared to 2023, Tier 1 completion rates stayed consistent and verification rates increased from 84% to 92%, while Tier 2 completion increased from 73% to 75% and verification increased from 67% to 70%. Therefore, both Tiers had success in 2024. As we improve traceability in our supply chain; increased verification is also an indication of success and improved data quality. Based on supplier provided Higg FEM water withdrawal data, we nominate and subsidize select suppliers for efficiency initiatives. For example, in 2024, we piloted contextual water targets with three suppliers in higher-risk basins, using data on local watershed stress to create a roadmap for improving water use efficiency, reducing pollution, and mitigating water scarcity risks. We are investing in priority geographies where we have a significant supply chain footprint that coincides with geographies facing higher water stress identified through our water risk assessment using WWF's Water Risk Filter. Our FIDO Tech partnership exemplifies these efforts. Gap Inc. is partnering with FIDO Tech's artificial intelligence (AI) and acoustic sensors to find and repair leaks in Bangalore, India, where we have a supply chain footprint that was identified as having potential exposure to water stress. Using Higg FEM data, we assess suppliers' chemicals management practices. In 2024, all Tier 1 suppliers and strategic Tier 2 facilities that use wet processing and/or chemicals in production (approximately 300 facilities) participated in Gap Inc.'s Water Quality Program (WQP), which mandates wastewater testing and submission of Chemical Inventory Lists (CILs). Through WQP and vendor compliance, we support suppliers to improve their chemicals and wastewater management. In 2024, more than 200 suppliers received chemicals management trainings.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:
☑ Yes, please specify the environmental requirement :Environmental disclosure through a non-public platform

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :Employees

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Our Gap Inc. corporate brand employees (worldwide) are an important part of our value chain, and a partner that we engage with often through sustainability-related announcements and targeted trainings. Certain Gap Inc. employees receive training on the Company's sustainability initiatives (including initiatives related to climate change, water efficiency, responsible sourcing, and more) and strategy for improvement. It is important that all Gap Inc. employees are aligned to our Company values. This element of our culture incorporates making environmentally responsible decisions through material and fiber choices in the design of our products. We strategize to support our merchandisers and product designers as a particularly important part of our value chain in the employee group due to their proximity to our raw materials selection. As such, we provide them training on our Preferred Fibers Kit. The Preferred Fibers Kit and Product Claims toolkit empower our employees to make more sustainable choices in our raw materials (such as choosing recycled polyester over conventional synthetics) and be able to communicate the decision-making process behind these choices to key stakeholders in the supply chain (such as explaining the reduced carbon footprint and waste generated during production).

(5.11.9.6) Effect of engagement and measures of success

The measurement of success for this engagement is ultimately shown by our progress towards our 100% sustainable cotton and 45% recycled polyester goals – if we are training employees successfully, their decisions will be reflected in our fiber consumption reports. The target year for our fiber consumption goals is 2025, and as of fiscal year end 2024, we reached 98% more sustainable cotton and 40% recycled polyester. As of 2023, our company-wide onboarding sessions embed sustainability topics. Through the trainings, participating employees gained a greater understanding in Gap Inc.'s approach to sustainable fibers and how to avoid misleading sustainability marketing claims. We also offer product design teams training and Fiber Toolkits that help them contribute to achieving our sustainability goals in their design choices for our apparel. This has resulted in more conversation about integrating sustainability throughout our business, as more of our workforce want to understand how they can contribute to and integrate sustainability in their own roles.

Water

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify :NGOs, manufacturing partners, local communities

(5.11.9.2) Type and details of engagement

Innovation and collaboration

☑ Incentivize collaborative sustainable water management in river basins

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Gap Inc. has a history of designing innovative programs in collaboration with NGOs, nonprofits, public and private sectors, and local governments and communities to address water stress, improve access to clean water and sanitation, and advance water-saving manufacturing innovations. Working with relevant stakeholders is essential to creating large-scale impact in watersheds where cotton is grown or apparel is manufactured. Our strategy to strengthen community water resilience, reduce suppliers' manufacturing freshwater footprint, and replenish water to nature encompasses a range of interventions through collective action partnerships, including the Women and Water Collaborative, WaterEquity Global Access Fund IV, UN Global Compact's CEO Water Mandate (including WASH4Work and the WRC), World Resources Institute's (WRI) Aqueduct Alliance, Apparel Impact Institute (Aii), the Global Water Challenge, FIDO Tech, and the Alliance for Water Stewardship (AWS). In 2024, we partnered with four suppliers to assess watershed risks and develop action plans, including through participation in the Alliance for Water Stewardship's Impact Accelerator in Chennai, India. Suppliers identified and invested in solutions such as water recycling to reduce their water risks. We plan to expand this work with additional suppliers in higher-risk watersheds. We also developed, in partnership with the Water Resilience Coalition (WRC), WaterAid, Cargill, and GSK, – the Women and Water Collaborative which provides water-stressed communities in India with access to WASH services and conserves and replenishes water in priority river basins. In 2024, through the Collaborative, we conducted groundwork assessments for water supply enhancement and leadership training modules in select water-stressed river basins. We partnered with technology company, FIDO Tech, to launch a leak detection and repair project in Bangalore, India, a region that overlaps with our manufacturing supply chain. In collaboration with Global Water Challenge, we launched our first water replenishment project with Parmarth Samaj Sevi Sansthan (PSSS) to construct a groundwater recharge system, implement watershed restoration solutions, and provide technical water management training to local farmers. Both the FIDO Tech and the GWC projects will strengthen basin health in priority, higher-water-stressed regions along our value chain.

(5.11.9.6) Effect of engagement and measures of success

Success is measured through the number of people empowered to improve their access to clean water and sanitation, the amount of water reduced in manufacturing, and the amount of water replenished to nature through our partnerships. These metrics were selected as key performance indicators in accordance with our 2030 interim goals and 2050 goal to achieve net positive water impact in water-stressed regions and support a water resilience supply chain. Since 2017, we have reached over 2.6 million people with improved WASH services – on track to reach our goal of 5 million by 2030. In 2024, we reduced or replenished to nature 3.9 billion liters of water.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information about your products and relevant certification schemes

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 100%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We use product labeling, webpages, social media, and blog posts to educate our customers on more sustainable fibers, and how they can wear, care for, and discard their clothes to reduce our products' total environmental footprint. We also engage in and contribute to industrywide solutions to reduce end-of-life impacts.

(5.11.9.6) Effect of engagement and measures of success

We measure the effect of customer engagement by the success of our wider ambitions of achieving net-zero carbon emissions and net positive water impact by 2050 – as well as our external commitments to The Fashion Pact and the UNFCCC Fashion Industry Charter for Climate Action. Progress toward our 2050 net-zero carbon emissions goal included a 17% reduction since 2017, receiving SBTi approval, and developing a long-term strategic roadmap to achieve the target. We made progress on our net positive water impact goal by reducing or replenishing 3.9 billion liters of water. By validating more sustainable raw materials claims, we build trust with customers and empower them to make informed purchasing decisions. Our circularity programs help customers rethink how to interact with their garments. Programs such as thredUP's Clean Out Kit and Athleta's Preloved site invite customers to resell clothes they no longer use, helping keep garments out of landfills. In 2024, the Clean Out Kit program diverted more than 848,800 clothing items from landfill, and Athleta's Preloved site sold nearly 11,300 Athleta items through ThredUp® for a total of nearly 30,600 since launching in 2022.

[Add row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We have consolidated and calculated our environmental performance data using the approach of operational control because this is the same consolidation approach as used in our financial accounting, and aligns with how the majority of data is available for environmental issues within our business divisions.

Water

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We have consolidated and calculated our environmental performance data using the approach of operational control because this is the same consolidation approach as used in our financial accounting, and aligns with how the majority of data is available for environmental issues within our business divisions.

Plastics

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We have consolidated and calculated our environmental performance data using the approach of operational control because this is the same consolidation approach as used in our financial accounting, and aligns with how the majority of data is available for environmental issues within our business divisions.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

We have consolidated and calculated our environmental performance data using the approach of operational control because this is the same consolidation approach as used in our financial accounting, and aligns with how the majority of data is available for environmental issues within our business divisions.
[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply ☑ No

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ US EPA Emissions & Generation Resource Integrated Database (eGRID)

☑ Smart Freight Centre: GLEC Framework for Logistics Emissions Methodologies

☑ 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

(7.3) Describe your organization's approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

We calculate both Scope 2 by location-based and market-based methodologies. In the market-based figure, we apply our solar and wind VPPA credits. Our science-based targets follow the market-based figures.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

27220

(7.5.3) Methodological details

Our methodology for Scope 1 emission activities involves collection, auditing, and warehousing of usage data through Schneider Electric's Resource Advisor platform. In adherence to the GHG Protocol, we use the most up-to-date emission factors from Climate Registry and USA EPA MRR - Commercial sector. Specifically for natural gas, we utilize actual utility bills at relevant sites, resorting to thorough gap filling and estimation methods where data is absent but applicable. These choices have been made to ensure a comprehensive and accurate approach to emissions calculation in line with industry best practices and standards.

Scope 2 (location-based)

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

379837

(7.5.3) Methodological details

Our methodology for Scope 2 emission activities involves collection, auditing, and warehousing of usage data through Schneider Electric's Resource Advisor platform. In adherence to the GHG Protocol, we utilize the recommended hierarchy for granularity of emission factor application. We utilize actual utility bills at relevant sites for electric power, chilled water, and steam, resorting to thorough gap filling and estimation methods where data is absent but applicable. These choices have been made to ensure a comprehensive and accurate approach to emissions calculation in line with industry best practices and standards.

Scope 2 (market-based)

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

361734

(7.5.3) Methodological details

Our methodology for Scope 2 emission activities involves collection, auditing, and warehousing of usage data through Schneider Electric's Resource Advisor platform. In adherence to the GHG Protocol, we utilize the recommended hierarchy for granularity of emission factor application. We utilize actual utility bills at relevant sites for electric power, chilled water, and steam, resorting to thorough gap filling and estimation methods where data is absent but applicable. These choices have been made to ensure a comprehensive and accurate approach to emissions calculation in line with industry best practices and standards.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

4730372

(7.5.3) Methodological details

Used a hybrid approach, with primary data, secondary, and extrapolated data for Tier 1 through 4 apparel inputs and production. In Tier 1 and 2, we utilize Higg FEM data (primary data provided by suppliers). For Tier 3 and 4, at the raw materials and yarn level, we calculated emissions based on fiber weights and industry average emission factors (derived from the Higg MSI - Materials Sustainability Index). Calculated emissions for accessories, services, and miscellaneous goods using a spend-based method. Extrapolated breakdown of categories for baseline based on most recent year of data and overall spend trends by year.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Capital goods are incorporated into purchased goods & services category.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

15518

(7.5.3) Methodological details

This information is estimated using data from our Scope 1 and 2 emissions, which are based on utility provider electricity, natural gas, jet fuel and propane usage.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

514832.0

(7.5.3) Methodological details

Emissions are calculated using primary tonne.km information at a haul level from Gap Inc. internal systems, multiplied by Defra product transportation emission factors. This represents emissions from our suppliers to our distribution centers.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

14645

(7.5.3) Methodological details

Emissions are calculated using utility bills supplied by waste management providers across our operations.

Scope 3 category 6: Business travel

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

48801

(7.5.3) Methodological details

Includes hotel stays, rail travel, air travel and car rentals, with air travel provided at a haul level per passenger. Emissions calculated using Defra 2023 factors based, assuming radiative forcing.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

256355

(7.5.3) Methodological details

Distance between the home and local office/store/distribution center work address for each of our employees. Assumes average car, petrol.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Gap Inc. does not have upstream leased assets.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

55379.0

(7.5.3) Methodological details

Emissions calculated using primary tonne.km information at a haul level from Gap Inc. internal systems, multiplied by Defra product transportation emission factors. We also receive emissions information from UPS, which represents emissions from online shipments from DCs to customers or from Ship-From-Store methods. The UPS data is verified by SGS and represents 76% of the total emissions which are provided by our suppliers.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Based on industry guidance, processing of sold products is not relevant to Gap Inc.'s business model.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

2095886

(7.5.3) Methodological details

Calculations are based on average assumed life of products per product category and average consumer use / wash behavior.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

119353

(7.5.3) Methodological details

"Fiber: The calculation is based on the fiber weight (kg) of our products manufactured and number of garments by clothing type reused/resold through programs such as ThredUp, for which we used average weights of garments to estimate these emissions. Weight data of products sold is not available and so we used sourcing weights to estimate EOL emissions and assumed the consumer sends the products to the landfill if not accounted for in the ThredUp reports. As part of Gap's partnership with ThredUp, we are able to obtain information on product re-sold to ThredUp. This is assumed to be part of ThredUp's EoL and is not included in our EoL calculation. Packaging/miscellaneous items: The calculation is based on average weight data of miscellaneous accessories and product packaging. We used industry disposal method percents to estimate emissions. "

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Gap Inc. does not have downstream leased assets.

Scope 3 category 14: Franchises

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

28531.0

(7.5.3) Methodological details

Franchise specific method takes into account the emissions factors for each location of our international franchise sites and applies the factors to site-specific square footage data to estimate annual energy usage.

Scope 3 category 15: Investments

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Gap doesn't have investments that meet the Scope 3 criteria of relevancy. As per GHG Protocol Technical Guidance, "Category 15 is designed primarily for private financial institutions (e.g., commercial banks), but is also relevant to public financial institutions (e.g., multilateral development banks, export credit agencies) and other entities with investments not included in scope 1 and scope 2." This does not apply to Gap Inc. as an apparel retailer. Any investments made by the Company are not of material impact or are reflected in other categories of our Scope 3 emissions.

Scope 3: Other (upstream)

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not calculated, not relevant

Scope 3: Other (downstream)

(7.5.1) Base year end

02/03/2018

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not calculated, not relevant
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

39569

(7.6.3) Methodological details

Our methodology for Scope 1 emission activities involves collection, auditing, and warehousing of usage data through Schneider Electric's Resource Advisor platform. In adherence to the GHG Protocol, we use the most up-to-date emission factors from Climate Registry and USA EPA MRR - Commercial sector. Specifically

for natural gas, we utilize actual utility bills at relevant sites, resorting to thorough gap filling and estimation methods where data is absent but applicable. These choices have been made to ensure a comprehensive and accurate approach to emissions calculation in line with industry best practices and standards.
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

210902

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

59753

(7.7.4) Methodological details

Our methodology for Scope 2 emission activities involves collection, auditing, and warehousing of usage data through Schneider Electric's Resource Advisor platform. In adherence to the GHG Protocol, we utilize the recommended hierarchy for granularity of emission factor application. We utilize actual utility bills at relevant sites for electric power, chilled water, and steam, resorting to thorough gap filling and estimation methods where data is absent but applicable. These choices have been made to ensure a comprehensive and accurate approach to emissions calculation in line with industry best practices and standards.
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:
☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

4098703

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

60

(7.8.5) Please explain

Used a hybrid approach, with primary data, secondary, and extrapolated data for Tier 1 through 4 apparel inputs and production. In Tier 1 and 2, we utilize Higg FEM data (primary data provided by suppliers). For Tier 3 and 4, at the raw materials and yarn level, we calculated emissions based on fiber weights and industry average emission factors (derived from the Higg MSI - Materials Sustainability Index). Calculated emissions for accessories, services, and miscellaneous goods using a spend-based method. Extrapolated breakdown of categories for baseline based on most recent year of data and overall spend trends by year.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Capital goods are incorporated into purchased goods & services category.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

51664

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

This information is estimated using data from our Scope 1 and 2 emissions, which are based on utility provider electricity, natural gas, jet fuel and propane usage.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

526578

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using primary tonne.km information at a haul level from Gap Inc. internal systems, multiplied by Defra product transportation emission factors. This represents emissions from our suppliers to our distribution centers.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

13295

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Emissions are calculated using utility bills supplied by waste management providers across our operations.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

21119

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Includes hotel stays, rail travel, air travel and car rentals, with air travel provided at a haul level per passenger. Emissions calculated using Defra 2024 factors based, assuming radiative forcing.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

76290

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Distance between the home and local office/store/distribution center work address for each of our approximately 82,000 employees. Assumes average car, petrol. Uses 2024 emissions.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Gap Inc. does not have upstream leased assets.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

126896

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.5) Please explain

Emissions calculated using primary tonne.km information at a haul level from Gap Inc. internal systems, multiplied by Defra product transportation emission factors. We also receive emissions information from UPS, which represents emissions from online shipments from DCs to customers or from Ship-From-Store methods. The UPS data is verified by SGS and represents 76% of the total emissions which are provided by our suppliers.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Based on industry guidance, processing of sold products is not relevant to Gap Inc.'s business model. Intermediate products are products that require further processing, transformation, or inclusion in another product before use, and Gap Inc. only sells completely finished products, therefore we have no intermediate product processing to report.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

977583

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Methodology for indirect use phase emissions, please specify :GHG Protocol followed

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Calculations are based on average assumed life of products per product category and average consumer use / wash behavior.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

105260

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average product method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Fiber: The calculation is based on the fiber weight (kg) of our products manufactured and number of garments by clothing type reused/resold through programs such as ThredUp, for which we used average weights of garments to estimate these emissions. Weight data of products sold is not available and so we used sourcing weights to estimate EOL emissions and assumed the consumer sends the products to the landfill if not accounted for in the ThredUp reports. As part of Gap's

partnership with ThredUp, we are able to obtain information on product re-sold to ThredUp. This is assumed to be part of ThredUp's EoL and is not included in our EoL calculation. Packaging/miscellaneous items: The calculation is based on average weight data of miscellaneous accessories and product packaging. We used industry disposal method percents to estimate emissions.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Gap Inc. does not have downstream leased assets

Franchises

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

25715

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Franchise-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

Franchise specific method considers the emissions factors for each location of our international franchise sites and applies the factors to site-specific square footage data to estimate annual energy usage.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Gap Inc. doesn't have investments that meet the Scope 3 criteria of relevancy. As per GHG Protocol Technical Guidance, "Category 15 is designed primarily for private financial institutions (e.g., commercial banks), but is also relevant to public financial institutions (e.g., multilateral development banks, export credit agencies) and other entities with investments not included in scope 1 and scope 2." This does not apply to Gap Inc. as an apparel retailer. Any investments made by the Company are not significant or are reflected in other categories of our Scope 3 emissions.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

None to report

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

None to report
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

gap-inc-_ul-solutions_fy-2024-ghg-verification-report_final_06-27-25_updated.pdf

(7.9.1.5) Page/section reference

1-4

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-1

(7.9.1.7) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

gap-inc-_ul-solutions_fy-2024-ghg-verification-report_final_06-27-25_updated.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-1

(7.9.2.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

gap-inc-_ul-solutions_fy-2024-ghg-verification-report_final_06-27-25_updated.pdf

(7.9.2.6) Page/ section reference

1-4

(7.9.2.7) Relevant standard

Select from:

☑ ISO14064-1

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Franchises
☑ Scope 3: Business travel
☑ Scope 3: Employee commuting
☑ Scope 3: Use of sold products
☑ Scope 3: Purchased goods and services
☑ Scope 3: Waste generated in operations
☑ Scope 3: End-of-life treatment of sold products
☑ Scope 3: Upstream transportation and distribution
☑ Scope 3: Downstream transportation and distribution
☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

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(7.9.3.6) Page/section reference

1-4

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-1

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

152437

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

60

(7.10.1.4) Please explain calculation

Renewable energy consumption increased. Gap's vPPAs including the Aurora Wind Farm and Fern Solar projects generated increased renewable energy, as well as a new direct PPA at Fresno DC.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

10060

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

4

(7.10.1.4) Please explain calculation

Building energy efficiency projects such as HVAC upgrade initiatives, electrification of company fleet, and supplier engagement initiatives contributed to these emissions reductions.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestments between FY23 and FY24, resulting in 0 change

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions between FY23 and FY24, resulting in 0 change

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers between FY23 and FY24, resulting in 0 change

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in output was measured between FY23 and FY24, resulting in 0 change.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in methodology responsible for a change in emissions occurred, resulting in 0 change.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in boundary occurred, resulting in 0 change.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No change in physical operating conditions occurred, resulting in 0 change.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

7314

(7.10.1.2) Direction of change in emissions

Select from:
☑ Increased

(7.10.1.3) Emissions value (percentage)

3

(7.10.1.4) Please explain calculation

Unidentified changes in emissions occurred between FY23 and FY24, resulting in 7,314 increase (which was primarily counterbalanced by the change in renewable energy consumption and other emissions reduction activities).

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No other changes in emissions to report.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:

☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:

☑ No

(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Select from:
☑ Yes

(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

32890

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

16

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

29

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

6634

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Bangladesh

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

36

(7.16.3) Scope 2, market-based (metric tons CO2e)

36

Bolivia (Plurinational State of)

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Cambodia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

1

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

3493

(7.16.2) Scope 2, location-based (metric tons CO2e)

6327

(7.16.3) Scope 2, market-based (metric tons CO2e)

5897

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2982

(7.16.3) Scope 2, market-based (metric tons CO2e)

2982

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Costa Rica

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

3

Croatia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Dominican Republic

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ecuador

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

El Salvador

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Greece

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Guatemala

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

938

(7.16.3) Scope 2, market-based (metric tons CO2e)

938

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1

(7.16.3) Scope 2, market-based (metric tons CO2e)

1

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Israel

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

18

(7.16.3) Scope 2, market-based (metric tons CO2e)

18

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

48

(7.16.3) Scope 2, market-based (metric tons CO2e)

77

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

2254

(7.16.2) Scope 2, location-based (metric tons CO2e)

12902

(7.16.3) Scope 2, market-based (metric tons CO2e)

12902

Kuwait

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mauritius

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

48

(7.16.3) Scope 2, market-based (metric tons CO2e)

48

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

11

(7.16.2) Scope 2, location-based (metric tons CO2e)

51

(7.16.3) Scope 2, market-based (metric tons CO2e)

69

Oman

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Paraguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Qatar

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Republic of Korea

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Slovenia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Sri Lanka

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2

(7.16.3) Scope 2, market-based (metric tons CO2e)

2

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1289

(7.16.3) Scope 2, market-based (metric tons CO2e)

1289

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

89

(7.16.3) Scope 2, market-based (metric tons CO2e)

89

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

21

(7.16.2) Scope 2, location-based (metric tons CO2e)

134

(7.16.3) Scope 2, market-based (metric tons CO2e)

265

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

33789

(7.16.2) Scope 2, location-based (metric tons CO2e)

185999

(7.16.3) Scope 2, market-based (metric tons CO2e)

35103

Uruguay

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

37

(7.16.3) Scope 2, market-based (metric tons CO2e)

37
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	*Corporate Headquarters and Retail Locations*	*32822*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By business division

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

	Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Corporate Headquarters and Retail Locations*	*174874*	*22437*
Row 3	*Distribution Centers*	*36028*	*37317*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

39569

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

210902

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

59753

(7.22.4) Please explain

Our emissions include all company and subsidiary activities

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Our response does not include any other entities.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:

☑ No

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ More than 0% but less than or equal to 5%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ Yes
Consumption of purchased or acquired cooling	*Select from:* ☑ Yes
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ No

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

179284

(7.30.1.4) Total (renewable + non-renewable) MWh

179284.00

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

347569

(7.30.1.3) MWh from non-renewable sources

666203

(7.30.1.4) Total (renewable + non-renewable) MWh

1013772.00

Consumption of purchased or acquired steam

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

1511

(7.30.1.4) Total (renewable + non-renewable) MWh

1511.00

Consumption of purchased or acquired cooling

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

774

(7.30.1.4) Total (renewable + non-renewable) MWh

774.00

Total energy consumption

(7.30.1.1) Heating value

Select from:
☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

347569

(7.30.1.3) MWh from non-renewable sources

847773

(7.30.1.4) Total (renewable + non-renewable) MWh

1195342.00
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ No

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of heat	*Select from:* ☑ No
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

None consumed

Other biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

None consumed

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

None consumed

Coal

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

None consumed

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

275

(7.30.7.8) Comment

Includes diesel

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

173152

(7.30.7.8) Comment

Includes natural gas and propane

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

5857

(7.30.7.8) Comment

Includes jet fuel

Total fuel

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

179284

(7.30.7.8) Comment

Includes diesel, jet fuel, natural gas, and propane
[Fixed row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Financial (virtual) power purchase agreement (VPPA)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

328848

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

(7.30.14.10) Comment

Aurora Wind Farm VPPA in North Dakota, USA

Row 2

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Financial (virtual) power purchase agreement (VPPA)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

13291

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

(7.30.14.10) Comment

Fern Solar VPPA in North Carolina, USA

Row 3

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5422

(7.30.14.6) Tracking instrument used

Select from:

☑ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

Select from:

☑ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

☑ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2020

(7.30.14.10) Comment

Fresno Solar array on-site installation at Gap Inc. Distribution Center in Fresno, California USA
[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Bangladesh

(7.30.16.1) Consumption of purchased electricity (MWh)

60

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

60.00

Bolivia (Plurinational State of)

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Cambodia

(7.30.16.1) Consumption of purchased electricity (MWh)

2

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

53557

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

53557.00

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

China

(7.30.16.1) Consumption of purchased electricity (MWh)

5038

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5038.00

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Costa Rica

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Croatia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Czechia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Dominican Republic

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ecuador

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

El Salvador

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Greece

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guatemala

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

India

(7.30.16.1) Consumption of purchased electricity (MWh)

1275

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1275.00

Indonesia

(7.30.16.1) Consumption of purchased electricity (MWh)

1

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1.00

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Israel

(7.30.16.1) Consumption of purchased electricity (MWh)

42

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

42.00

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

154

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

154.00

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

26783

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1430

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

28213.00

Kuwait

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Mauritius

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

130

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

130.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

180

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

180.00

Oman

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Panama

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Paraguay

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Qatar

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Republic of Korea

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovakia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Slovenia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sri Lanka

(7.30.16.1) Consumption of purchased electricity (MWh)

5

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5.00

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

2325

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2325.00

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

211

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

211.00

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

682

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

682.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

581113

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1281

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

582394.00

Uruguay

(7.30.16.1) Consumption of purchased electricity (MWh)

0

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

73.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.0000065837

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

99322

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

15086000000

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

19

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

☑ Change in revenue

(7.45.9) Please explain

Our VPPAs generated more MWh in FY2024 than they did in FY2023, therefore our market-based emissions decreased. Our revenue also increased from FY23 to FY24, therefore decreasing the intensity metric.

Row 2

(7.45.1) Intensity figure

0.0000166029

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

250471

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

15086000000

(7.45.5) Scope 2 figure used

Select from:

☑ Location-based

(7.45.6) % change from previous year

3

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Other emissions reduction activities

☑ Change in revenue

(7.45.9) Please explain

Our location-based emissions decreased from FY23 to FY24. Our revenue also increased from FY23 to FY24, therefore decreasing the intensity metric.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Gap_Inc.-Near-TermApprovalLetter-Friday_15November2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

01/31/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

02/03/2018

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

27220

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

361734

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

388954.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

02/01/2031

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

38895.400

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

39569

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

59753

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

99322.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

82.74

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target covers our Company-operated facilities (Scope 1 and 2 market-based emissions). We revised this baseline in 2021 from previously reported numbers to account for our acquisition in 2019 and divestiture in 2021 of Janie and Jack, as well as the divestiture of Intermix in 2021.

(7.53.1.83) Target objective

The target objective is part of our UNFCCC Fashion Industry Charter for Climate Action and Fashion Pact commitments, as well as an interim target to achieving our 2050 Net Zero goal.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Our strategy to achieving this target is multifaceted, and pursues several decarbonization levers. First, we focus on operational efficiency. We continuously increase energy efficiency across our stores, distribution centers (DCs), and headquarters by updating building and energy management systems; lighting; heating, ventilation, and air conditioning (HVAC) systems; roofing; and modes of transportation. Approximately 37% of our stores in North America are enabled with energy management systems (EMS). These stores use approximately 9% less electricity per square foot than non-EMS enabled stores. At our DCs, we're replacing diesel combustion engine shunt trunks, used to move trailers, with electric-powered models. Our DC in Fishkill, New York, completed the transition in 2023, and in 2024 we expanded this project to our DC in Fresno, California. Second, we invest in renewable electricity. We have invested in three projects since 2020, which contributed to a 74% reduction in Scope 1 and 2 emissions from 2017 to 2024. We aim to expand our North American renewable electricity investments with onsite and offsite solar and wind projects.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Gap_Inc.-Near-TermApprovalLetter-Friday_15November2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ Well-below 2°C aligned

(7.53.1.5) Date target was set

01/31/2020

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 1 – Purchased goods and services

(7.53.1.11) End date of base year

02/03/2018

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

4730372

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

4730372.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

4730372.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

81.78

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

81.78

(7.53.1.54) End date of target

02/01/2031

(7.53.1.55) Targeted reduction from base year (%)

32.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

3193001.100

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

4098703

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

4098703.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

4098703.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

41.09

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our Scope 3 emission reduction target focuses on purchased goods & services as the largest category. Our purchased goods & services impacts include emissions from our Tier 1 & 2 suppliers (i.e., cut & sew facilities, dying facilities, fabric mills, etc.) as well as the embodied carbon of our products (the upstream impact of the cotton, wool, leather, polyester, etc. supply chains). Our target is intended to address the main sources of these GHG emissions by reducing our supply chain's energy and emission footprint, shifting to renewable sources of energy, encouraging our suppliers to set their own SBTs when feasible, and using less carbon-intensive materials in the design phase (such as organic cotton or recycled inputs). We exclude category 11 where our influence is low on consumer use of sold products (i.e., consumer behavior drives how clothes are washed and at what frequency) and policies to reduce this may increase emissions from a systems basis (for example, making a garment less durable reduces its use phase emissions but increases other categories). The Apparel and Footwear Sector Science-based Target Guidance (November 2018 V2.0) has the provision to exclude use of sold products from Scope 3 calculations for these reasons.

(7.53.1.83) Target objective

The target objective is part of our UNFCCC Fashion Industry Charter for Climate Action and Fashion Pact commitments, as well as an interim target to achieving our 2050 Net Zero goal.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Our strategy to achieving this target is multifaceted, and pursues several decarbonization levers. First, we focus on converting priority fibers in our products to lower-carbon-impact alternatives and are seeking more precise life cycle assessment data of our preferred raw materials to further connect our product and climate strategies. Second, we partner with our suppliers to accelerate their decarbonization strategies, including coal phase-out, efficiency, renewable electricity, insets and offsets, financing opportunities, science-based target setting, and financing opportunities. We monitor basic supplier compliance with our Code of Vendor Conduct's environmental standards and consider suppliers' carbon intensities when awarding business. Finally, we advocate for favorable policies in priority supply chain geographies through groups such as UNFCCC. As of the end of FY2024, we achieved a 13% reduction since 2017.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Gap,Inc.-Net-ZeroApprovalLetter-Friday,15November2024_compressed.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

04/21/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 14 – Franchises

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 12 – End-of-life treatment of sold products

☑ Scope 3, Category 4 – Upstream transportation and distribution

☑ Scope 3, Category 9 – Downstream transportation and distribution

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(7.53.1.11) End date of base year

02/03/2018

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

27220

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

361734

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

4730372

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

15518

(7.53.1.17) Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)

514832

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

14645

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

48801

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

256355

(7.53.1.22) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)

55379

(7.53.1.25) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)

119353

(7.53.1.27) Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)

28531

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

5783786.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

6172740.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.38) Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.43) Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

100

(7.53.1.46) Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)

100

(7.53.1.48) Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

02/01/2051

(7.53.1.55) Targeted reduction from base year (%)

100

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

0.000

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

39569

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

59753

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

4098703

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

51664

(7.53.1.62) Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

526578

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

13295

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

21119

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

76290

(7.53.1.67) Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)

126896

(7.53.1.70) Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)

105260

(7.53.1.72) Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)

25715

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

5045520.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

5144842.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

16.65

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our intent to publish a Net Zero target was announced in 2022 as a continuation of our previous carbon neutrality goal. In 2023, we recalculated our 2017 emissions baseline and defined the scope 3 categories that are included as indicated. All our calculated emissions categories, except for Scope 3.11 Use of Sold Goods are included in the target. Scope 3.11 is excluded as it is primarily out of the control of Gap Inc. due to the nature of our industry and products. In 2024, our Net Zero target was approved by the SBTi.

(7.53.1.83) Target objective

The target objective is part of our UNFCCC Fashion Industry Charter for Climate Action and Fashion Pact commitments.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

In 2022, we announced this target to strengthen our previous commitment to reach carbon neutrality and began the road-mapping process to achieve it by 2050. In 2024, the target was approved by SBTi and we reported our first annual progress in the 2024 Impact Report, reaching a 13% reduction since 2017.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Targets to increase or maintain low-carbon energy consumption or production

☑ Net-zero targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:

☑ Low 1

(7.54.1.2) Date target was set

10/15/2019

(7.54.1.3) Target coverage

Select from:

☑ Organization-wide

(7.54.1.4) Target type: energy carrier

Select from:

☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

02/03/2018

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

0

(7.54.1.9) % share of low-carbon or renewable energy in base year

0

(7.54.1.10) End date of target

02/01/2031

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

100

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

52

(7.54.1.13) % of target achieved relative to base year

52.00

(7.54.1.14) Target status in reporting year

Select from:

☑ Underway

(7.54.1.16) Is this target part of an emissions target?

Yes, this target contributes to emission reduction targets Abs1.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply

☑ Science Based Targets initiative

(7.54.1.18) Science Based Targets initiative official validation letter

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(7.54.1.19) Explain target coverage and identify any exclusions

This target includes electricity-use from Scope 2. The target date is the end of Gap Inc.'s fiscal year 2030 which ends on February 1st, 2031.

(7.54.1.20) Target objective

This target contributes to Gap Inc.'s emission reduction targets Abs1, which are Company-wide. The target objective is part of our UNFCCC Fashion Industry Charter for Climate Action and Fashion Pact commitments, as well as an interim target to achieving our 2050 Net Zero goal.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

Our strategy to achieve this target consists of (1) an agreement to develop an additional 3-megawatt solar array at our Fresno, California distribution center; (2) a first-of-its-kind Virtual Power Purchasing Agreement (a "VPPA") partnership that is enabling us to procure a total of 42.5 megawatts of a 100-megawatt solar project in North Carolina; and (3) a 90 megawatt VPPA for the Aurora Wind Project with Enel Green Power North America, marking one of the largest offsite renewable energy contracts by an apparel retailer. In 2024, our renewable electricity projects produced 347,561 megawatt hours of electricity that were applied to our emissions inventory, which accounted for 52% of our Scope 2 electricity use. We aim to expand our North American renewable electricity investments with onsite and offsite solar and wind projects to achieve this goal.
[Add row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

04/21/2022

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

☑ Abs2

☑ Abs3

☑ Low1

(7.54.3.5) End date of target for achieving net zero

02/01/2051

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Gap,Inc.-Net-ZeroApprovalLetter-Friday,15November2024_compressed.pdf

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

Our net zero target includes Scope 1, 2 and all material categories from Scope 3. In 2023, we recalculated our 2017 baseline and in 2024 this target received approval from the SBTi.

(7.54.3.11) Target objective

The target objective is part of our UNFCCC Fashion Industry Charter for Climate Action and Fashion Pact commitments.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ No, and we do not plan to within the next two years

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

We are exploring options to use offsets for the remaining 10 percent of our emissions at the target year.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

SBTi has reviewed and approved this target. On an annual basis, we measure our progress against this target and review our GHG accounting boundary to determine any necessary changes in scope or methodology.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Select from:

☑ Yes

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*1*	*`Numeric input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*6*	*162497*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☑ Heating, Ventilation and Air Conditioning (HVAC)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

7802

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.9) Comment

This initiative replaced HVAC and building management systems at our distribution centers in Gallatin, TN, Fishkill, NY, Fresno, CA, and Groveport, OH.

Row 3

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Company fleet vehicle efficiency

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

58

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 1

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

73000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

104000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

*This initiative replaced diesel combustion engine trucks at our distribution centers with electric powered trucks. This initiative investment follows a leasing model: 1000 per truck per week. Fresno leases 2 trucks for the full year (2 * 1000 * 52). The predicted annual monetary savings of $73,000 was calculated based on the average monthly cost of diesel in California compared to the gallons of diesel saved each month after implementing the initiative in 2024. In 2024, the estimated CO2e savings were 58 MT.*

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

3810

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

10000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

150000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

The 7.5-megawatt offsite Fern Solar Farm in North Carolina has been generating energy since 2020. The VPPA required no upfront cost other than the combined legal fees to execute the Fern and Aurora agreements (300,000/2 = 150,000). All information provided on the payback period and savings is estimated based on market rate projections for solar energy pricing. Thus, these can change drastically month-over-month due to any unforecasted climate hazards or transmission issues. The predicted annual monetary savings are calculated as the amount Gap Inc. is paid for the generation of clean energy. Based on prior years' performance, we anticipate an average annual rate of approximately $10,000. In 2024, we received a total annual CO2e savings of 3,810 MT.

Row 5

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Wind

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

147385

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

5800000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

150000

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

The 90-megawatt Aurora Wind Farm in North Dakota has been generating energy since January 2020. The VPPA required no upfront cost other than the combined legal fees to execute the Fern and Aurora agreements (300,000/2=150,000). All information provided on the payback period and savings is estimated based on market rate projections for solar energy pricing. Thus, these can change drastically month-over-month due to any un-forecasted climate hazards or transmission issues. The predicted annual monetary savings are calculated as the amount Gap Inc. is paid for the generation of clean energy. Based on the average revenue from the project during 2021 and 2022, we estimate an average of $5.8 million in revenue/year. In 2024, the project reduced our footprint by 147,385 MT CO2e.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1242

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

502000

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

These savings represent our Fresno Solar PPA (3 MW install – projected annual generation 6,300 MWh). In June 2018, we signed a 20-year power purchase agreement for 3 megawatts of onsite solar at our Fresno distribution center with the developer SunPower Construction was completed in February 2020 and the project The project generates approximately 33% of the facility's annual electricity usage. We also estimate a cost savings annually of approximately $502,000. The 502,000 was derived from the assumed energy priced around 8 cents/kWh with the project yielding about 6.3 million kWh annually (6.3 million kWh X 0.08/kWh 502,000) for the Fresno solar project. We estimate these costs through our agreement to purchase this energy at a fixed price over a period of time. In 2024, the onsite reduced our footprint by 1,242 metric tons CO2e.

Row 7

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Supplier engagement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

2200

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

As a founding member of the Apparel Impact Institute (Aii), we support our suppliers' participation in its efficiency programs. In 2024, one of our strategic mill facilities completed Aii's Carbon Leadership Program (CLP), which supports facility-level decarbonization action plan development. In 2024, supplier efficiency programs saved approximately 2,200 metric tons of CO2e.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

In surveys across the Company, a significant majority of our employees are proud of Gap's Inc. reputation within the community, believe in our values and feel that our leadership demonstrates a high degree of integrity in the communities we live and work in. Engaging our employees on environmental and social issues like climate change issues allows us to reflect on a common set of values, promote healthy and sustainable living and working and contributes to recruitment and retention rates within the Company. To that end, we have communicated our GHG goal to the entire Company to give visibility to the goal and help drive engagement on environmental initiatives. Employees play a key role in meeting our goals and integrating sustainability further into our business.

Row 2

(7.55.3.1) Method

Select from:

☑ Financial optimization calculations

(7.55.3.2) Comment

Return on Investment (ROI) calculations are a key method for driving investments in emission reduction activities, especially as a selling point to upper management and leaders within the business groups. Investments which have a 1-3 year ROI are the types of activities we have typically engaged in the past.

Row 3

(7.55.3.1) Method

Select from:

☑ Lower return on investment (ROI) specification

(7.55.3.2) Comment

Setting public goals has helped drive investment toward emission reduction activities. We have also begun comparing the ROI and Internal Rate of Return (IRR) on the various paths of investment necessary to achieve our 2030 GHG emissions reduction goal to help drive investment in energy related projects earlier in the goal term.
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:
☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:
☑ No

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:
☑ Yes

(7.79.1) Provide details of the project-based carbon credits retired by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:
☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project Identification Number: ACR595 - The Elk Forestry Project is approximately 14,230 acres of southern Appalachian hardwood forest located at the crux of five southeastern Kentucky counties on the Cumberland Plateau. By committing to maintain forest CO2 stocks through sustainable management, the project will provide significant climate benefits through carbon sequestration.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

116

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Investment analysis

☑ Barrier analysis

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: improved forest management (IFM) on non-federal U.S. forest lands

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 2

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR459 - The Klawock Heenya Native Community Forestry Project is located on 8,619 acres of mixed conifer, western hemlock-sitka spruce, and western redcedar-hemlock forests in Southern Alaska. By committing to maintain forest CO2 stocks through sustainable management, the project will provide significant climate benefits through carbon sequestration.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

116

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Investment analysis

☑ Barrier analysis

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: improved forest management (IFM) on non-federal U.S. forest lands

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 3

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR566 - 100-Mile Wilderness Forestry Project is located on approximately 13,000 acres of northern hardwood and spruce-fir forestland in northern Maine. By committing to maintain forest CO2 stocks through sustainable management, the project will provide significant climate benefits through carbon sequestration.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

5

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Investment analysis

☑ Barrier analysis

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Activity-shifting

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: improved forest management (IFM) on non-federal U.S. forest lands

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 4

(7.79.1.1) Project type

Select from:

☑ Forest ecosystem restoration

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR376 - Massachusetts Tri-City Forestry Project, covering about 13,536 forested acres across three southwestern Massachusetts townships (Holyoke, West Springfield, and Westfield), represents the first forest carbon project in the U.S. to be initiated collaboratively by multiple public landowners.

Aggressive commercial harvesting is commonplace in the surrounding areas, and there is ample mill capacity to absorb the abundant timber supply. As part of their commitment to increase carbon stocks across their forestlands, and as a strategy to maximize future carbon revenues, Holyoke and West Springfield pledged to notably reduce their harvesting, and Westfield elected to cease commercial harvesting altogether. All three townships plan to use revenue generated from the carbon project to facilitate forest management activities promoting the protection of water resources for local drinking water reservoirs.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

106

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2018

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements
☑ Investment analysis
☑ Barrier analysis
☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply
☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply
☑ Activity-shifting
☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: improved forest management (IFM) on non-federal U.S. forest lands

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 5

(7.79.1.1) Project type

Select from:

☑ Landfill gas

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: CAR475 - The Gaston County Landfill (Landfill) is an active landfill owned and operated by Gaston County Solid Waste and Recycling with a permitted design capacity of 6.1 million megagrams. The Landfill, which opened in 1988, covers 130.5 acres. A landfill gas collection and control system was voluntarily installed in 2008 and currently consists of 107 total landfill gas extraction wells and cleanouts associated collection piping and a blower/flare station. The Project destruction devices include a 4-inch open candlestick flare, a 10-inch open candlestick flare with a maximum capacity of 250 scfm and 2000 scfm, respectively, and three GE Jenbacher lean burn engines with 1.4 MW installed capacity each. Blowers are used to extract the LFG and send it to the engines or to the open flares for destruction.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

116

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ CAR (The Climate Action Reserve)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Not assessed

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: Climate Action Reserve Landfill Project Protocol Version 5.0

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable

Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 6

(7.79.1.1) Project type

Select from:

☑ HFCs

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR773 - The voluntary emission reduction project, A-Gas V8, was undertaken to encourage the recovery of used HFCs and to avoid production of virgin HFCs through the reclamation of HFCs. The project HFCs were U.S. domestically sourced and were reclaimed from HVAC systems. The HFC was reclaimed to industry specification standards at A-Gas facilities with the intention to resell into the market.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

102

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 7

(7.79.1.1) Project type

Select from:

☑ HFCs

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR905 - The voluntary emission reduction project A-Gas V14 was undertaken to encourage the recovery of used HFCs and to avoid production of virgin HFCs through reclamation. The HFCs in this project were U.S. domestically sourced and were reclaimed to industry specification standards at A-Gas facilities with the intention to re-sell into the market.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

630

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2023

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).

Row 8

(7.79.1.1) Project type

Select from:

☑ HFCs

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Project identification number: ACR629 - The Hudson Technologies HFC Reclamation Project Champaign 2020 voluntary emission reduction project was undertaken to encourage the recovery of used HFCs and to avoid production of virgin HFCs through the reclamation of HFCs. The project HFCs were U.S. domestically sourced and were reclaimed from HVAC systems. The HFC was reclaimed to industry specification standards at A-Gas facilities with the intention to resell into the market.

(7.79.1.4) Credits retired by your organization from this project in the reporting year (metric tons CO2e)

157

(7.79.1.5) Purpose of retirement

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at retirement

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ ACR (American Carbon Registry)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Consideration of legal requirements

☑ Market penetration assessment

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Offset project protocol: Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants

(7.79.1.14) Please explain

Terrapass describes their portfolio procurement standards as follows: First, We only buy carbon offsets that have been inspected and validated by the most highly regarded independent registries that ensure transparency and quality in the creation, quantification, and verification of offset projects. These standards require that offsets be real, additional (i.e. they wouldn't have happened under a "business as usual" scenario), permanent, quantifiable, never double counted or double sold, and independently verified. These registries include Verra, Gold Standard, Climate Action Reserve and American Carbon Registry, among others. Second, we only purchase carbon offsets that have been generated within the last 5 years or less. This ensures that our customers' purchases support incremental carbon emission reduction and create demand for new project development. Third, we only purchase from project types that use highly regarded and widely accepted scientific methodologies for carbon emission reduction. These project types include Methane Capture and Destruction, HFC/ODS Industrial Gas Destruction, Renewable Energy and Forestry. In partnership with the Terrapass Solairus Aviation Clear Sky Program, we purchase carbon credits to offset our previous fiscal year corporate jet fuel usage (included in Scope 1). Terrapass organizes this purchase through several projects (listed separately here).
[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☑ No

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly.

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly.

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly..

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly.

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly.

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water use monthly..

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Our company-operated footprint does not include any manufacturing facilities. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations. Water discharge quality in terms of standard effluent parameters are not relevant, as our stores, offices, and distribution centers are not operating with more than 70% of their power generation from wind, solar, and hydropower sources, as defined by CDP.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Our company-operated footprint does not include any manufacturing facilities. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations. Water discharge quality in terms of priority substance emissions to water are not relevant, as our stores, offices, and distribution centers use no chemicals or processes which would emit such chemicals into our effluent.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Our company-operated footprint does not include any manufacturing facilities. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations. Water discharge quality in terms of temperature is therefore not relevant, as there are no processes which greatly impacts the temperature of water.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:

☑ 76-99

(9.2.2) Frequency of measurement

Select from:

☑ Monthly

(9.2.3) Method of measurement

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which is well-defined with many checkpoints and results in accurate and updated data. Data transfers include complete invoice information which is used to calculate our total company-operated water consumption monthly.

(9.2.4) Please explain

The percent of company-operated sites where water was monitored in Fiscal 2024 was between 76 and 99 percent due to the rate of invoices received from our total company-operated site list. While the above method of measurement aims to collect all invoice data for water, sometimes there are gaps in the data which can be estimated. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge and therefore Withdrawal – Discharge Consumption of approximately zero.

Water recycled/reused

(9.2.1) % of sites/facilities/operations

Select from:

☑ Not relevant

(9.2.4) Please explain

Our company-operated footprint does not include any manufacturing facilities. Water in company-operated sites includes water used for hygiene and sanitation (WASH) services, and basic plumbing. Each facility is responsible for adhering to applicable laws and regulations. Reused/recycled water is not relevant because there are no processing stages which would allow for the recycling of water on site at company-operated facilities.

The provision of fully-functioning, safely managed WASH services to all workers

(9.2.1) % of sites/facilities/operations

Select from:

☑ 100%

(9.2.2) Frequency of measurement

Select from:

☑ Continuously

(9.2.3) Method of measurement

All Gap Inc. company-operated facilities are required to comply with all applicable occupational health and safety protocols and water treatment standards in their country or region of operation.

(9.2.4) Please explain

We operate in line with national- and state level OSHA standards and are committed to implementing sound engineering controls, and preventing and promptly addressing injuries, using an integrated approach. Gap Inc.'s internal Safety and Claims teams analyze risks, collaborating with operational leaders to adjust business practices in line with emerging incident trends. Our Internal Audit department completes reviews of global DCs and stores to gauge procedural compliance and solicit feedback from business partners. We also use third-party firms to perform operational audits and survey our DCs, corporate offices, and data centers. These processes are intended to identify and remedy any violations related to WASH services.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.1) Volume (megaliters/year)

767

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which has many checkpoints for accurate and updated data. Data includes complete invoice information which is used to calculate our total company-operated water use monthly. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. The invoice data does not include water withdrawals by source or quality, water discharge quality by destination, treatment method, standard effluent parameters, emissions to water, or temperature, and water recycled/reused. Because most our company-operated sites are within shared leases such as malls, we have very little control over water reduction initiatives that can be actioned to reduce consumption. We have already implemented more efficient measures at our HQs and DCs and therefore do not anticipate further savings. Our strategic focus on water reduction initiatives is primarily within our upstream supply chain.

Total discharges

(9.2.2.1) Volume (megaliters/year)

767

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which has many checkpoints for accurate and updated data. Data includes complete invoice information which is used to calculate our total company-operated water use monthly. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. The invoice data does not include water withdrawals by source or quality, water discharge quality by destination, treatment method, standard effluent parameters, emissions to water, or temperature, and water recycled/reused. Because most our company-operated sites are within shared leases such as malls, we have very little control over water reduction initiatives that can be actioned to reduce consumption. We have already implemented more efficient measures at our HQs and DCs and therefore do not anticipate further savings. Our strategic focus on water reduction initiatives is primarily within our upstream supply chain.

Total consumption

(9.2.2.1) Volume (megaliters/year)

0

(9.2.2.2) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.4) Five-year forecast

Select from:

☑ About the same

(9.2.2.5) Primary reason for forecast

Select from:

☑ Maximum potential volume reduction already achieved

(9.2.2.6) Please explain

Gap Inc. Procurement maintains our company-operated site list and invoicing. Water bill payment is managed through a 3rd party system which has an automatic feed to our water and energy management system. Invoices are passed on a daily basis through this process, which has many checkpoints for accurate and updated data. Data includes complete invoice information which is used to calculate our total company-operated water use monthly. In our direct operations, sites consist of offices, stores, and distribution centers (no manufacturing), where water is mainly used for a sanitary use, and therefore consumption is insignificant, we consider that Withdrawal Discharge. The invoice data does not include water withdrawals by source or quality, water discharge quality by destination, treatment method, standard effluent parameters, emissions to water, or temperature, and water recycled/reused. Because most our company-operated sites are within shared leases such as malls, we have very little control over water reduction initiatives that can be actioned to reduce consumption. We have already implemented more efficient measures at our HQs and DCs and therefore do not anticipate further savings. Our strategic focus on water reduction initiatives is primarily within our upstream supply chain. [Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

(9.2.4.1) Withdrawals are from areas with water stress

Select from:

☑ Yes

(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)

85.6

(9.2.4.3) Comparison with previous reporting year

Select from:

☑ Higher

(9.2.4.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.4.5) Five-year forecast

Select from:

☑ About the same

(9.2.4.6) Primary reason for forecast

Select from:

☑ Other, please specify :No significant change in direct operations forecasted

(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress

11.16

(9.2.4.8) Identification tool

Select all that apply

☑ WRI Aqueduct

☑ WWF Water Risk Filter

(9.2.4.9) Please explain

In 2024, we used the WWF Water Risk Filter and WRI Aqueduct tool to assess our sourcing from water-stressed regions by mapping our company-operated sites to their water basin source to identify areas for local projects. Our direct operations water withdrawal is about the same every year due to no significant changes in our site count or operations. While in most years, some stores are opened and/or closed, there is usually not a net impact on the company's overall water withdrawal. [Fixed row]

(9.2.7) Provide total water withdrawal data by source.

Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties and therefore fresh surface water is not relevant.

Brackish surface water/Seawater

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties and therefore brackish surface water is not relevant.

Groundwater – renewable

(9.2.7.1) Relevance

Select from:

☑ Not relevant

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties and therefore groundwater is not relevant.

Groundwater – non-renewable

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties and therefore groundwater is not relevant.

Produced/Entrained water

(9.2.7.1) Relevance

Select from:
☑ Not relevant

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties and therefore produced/entrained water is not relevant.

Third party sources

(9.2.7.1) Relevance

Select from:
☑ Relevant

(9.2.7.2) Volume (megaliters/year)

767

(9.2.7.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.7.5) Please explain

All our direct operations water withdrawal is from local municipalities managed by third parties. Our direct operations water withdrawal and discharge is about the same every year due to no significant changes in our site count or operations. While in most years some stores are opened and/or closed, there is usually not a net impact on the company's overall water withdrawal and discharge. Therefore, any change in water withdrawal/discharge amount each year would be due to fluctuations in general business activity at the site.
[Fixed row]

(9.2.8) Provide total water discharge data by destination.

Fresh surface water

(9.2.8.1) Relevance

Select from:

☑ Not relevant

(9.2.8.5) Please explain

All our direct operations water discharge is to local municipalities managed by third parties and therefore fresh surface water is not relevant.

Brackish surface water/seawater

(9.2.8.1) Relevance

Select from:
☑ Not relevant

(9.2.8.5) Please explain

All our direct operations water discharge is to local municipalities managed by third parties and therefore brackish surface water is not relevant.

Groundwater

(9.2.8.1) Relevance

Select from:
☑ Not relevant

(9.2.8.5) Please explain

All our direct operations water discharge is to local municipalities managed by third parties and therefore groundwater is not relevant.

Third-party destinations

(9.2.8.1) Relevance

Select from:
☑ Relevant

(9.2.8.2) Volume (megaliters/year)

767

(9.2.8.3) Comparison with previous reporting year

Select from:

☑ About the same

(9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.8.5) Please explain

All our direct operations water discharge is to local municipalities managed by third parties. Our direct operations water withdrawal and discharge is about the same every year due to no significant changes in our site count or operations. While in most years some stores are opened and/or closed, there is usually not a net impact on the company's overall water withdrawal and discharge. Therefore, any change in water withdrawal/discharge amount each year would be due to fluctuations in general business activity at the site.
[Fixed row]

(9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

Tertiary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

All our direct operations water discharge is managed by third parties. As an apparel retailer, our stores, distribution centers, and headquarters use direct freshwater mainly for toilets, cleaning, cafeterias, etc. Therefore, we do not discharge any water pollutants and tertiary treatment is not relevant

Secondary treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

All our direct operations water discharge is managed by third parties. As an apparel retailer, our stores, distribution centers, and headquarters use direct freshwater mainly for toilets, cleaning, cafeterias, etc. Therefore, we do not discharge any water pollutants and secondary treatment is not relevant.

Primary treatment only

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Not relevant

(9.2.9.6) Please explain

All our direct operations water discharge is managed by third parties. As an apparel retailer, our stores, distribution centers, and headquarters use direct freshwater mainly for toilets, cleaning, cafeterias, etc. Therefore, we do not discharge any water pollutants and primary treatment is not relevant.

Discharge to the natural environment without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:
☑ Not relevant

(9.2.9.6) Please explain

All our direct operations water discharge is managed by third parties and therefore we do not discharge any water pollutants to the natural environment without treatment and is not relevant.

Discharge to a third party without treatment

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Relevant

(9.2.9.2) Volume (megaliters/year)

767

(9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☑ About the same

(9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☑ Increase/decrease in business activity

(9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☑ 100%

(9.2.9.6) Please explain

All water used in Gap Inc. direct operations (including offices, stores, and distribution centers) is water used for basic sanitation/hygiene and WASH provisions. 100% of this water is discharged to local wastewater treatment facilities in accordance with all applicable laws and regulations in the country/state/region of operation. All water is discharged to the third-party wastewater treatment facilities without any specific treatment taking place at Gap Inc. facilities, because there are no chemical additives or processing phases which would require additional wastewater treatment. Our direct operations water withdrawal and discharge is about the same every year due to no significant changes in our site count or operations. While in most years some stores are opened and/or closed, there is usually not a net impact on the company's overall water withdrawal and discharge. Therefore, any change in water withdrawal/discharge amount each year would be due to fluctuations in general business activity at the site.

Other

(9.2.9.1) Relevance of treatment level to discharge

Select from:

☑ Not relevant

(9.2.9.6) Please explain

All our direct operations water discharge is managed by third parties and other forms of water discharge are not relevant.
[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

Direct operations

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

In our direct operations, we do not consider ourselves exposed to substantive water risks as we have a highly diversified retail presence and are unlikely to experience a widespread impact. Gap Inc. ended fiscal 2024 with 2,506 Company-operated stores and 1,063 franchise store locations in about 40 countries as well as an online retail presence. While we have had water-related impacts on direct operations in the past such as flooding and storm damage from hurricanes, none had an impact that passed the threshold of a substantive effect. Based on our assessments, the risks were not evaluated as passing the threshold of substantive effect as defined in question 2.4. For example, in late September 2022, Hurricane Ian caused some store closures for various periods of time depending on the destruction caused by the storm. For stores damaged or lost, we filed an insurance claim which represents the financial impact in addition to lost sales. The financial impact did not have a substantive impact as defined by the company.

Upstream value chain

(9.3.1) Identification of facilities in the value chain stage

Select from:

☑ No, we have assessed this value chain stage but did not identify any facilities with water-related dependencies, impacts, risks, and opportunities

(9.3.4) Please explain

In our supply chain, we similarly did not find environmental risks that had the potential to have a substantive effect on our organization due to our diversified supplier base, with over 200 vendors with facilities in approximately 30 countries. Although some facilities are in regions of higher water-stress as defined by the WWF Water Risk Filter, we have focused our context-based water targets on those regions to mitigate any potential impacts. We have also assessed various environmental opportunities, including supply chain efficiency programs, water-saving manufacturing methods such as Washwell, and leak detection in our direct operations and supply chain. In pursuit of achieving our water goals, we evaluate each of these opportunities for their relative impact toward lowering our water footprint or increasing access to WASH in our global communities, while providing business value to the company. However, our evaluation indicates that these opportunities are unlikely to have a substantive effect on our organization as defined by the company.
[Fixed row]

(9.5) Provide a figure for your organization’s total water withdrawal efficiency.

(9.5.1) Revenue (currency)

15086000000

(9.5.2) Total water withdrawal efficiency

19668839.63

(9.5.3) Anticipated forward trend

Future dependency on recycled water is expected to increase through strategic initiatives as part of Gap Inc.'s 2050 Net Positive water impact targets, including an increase in recycled water, a reduction in total water volume, and manufacturing process efficiencies which lower the amount of water used per garment produced.
[Fixed row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

(9.13.1) Products contain hazardous substances

Select from:

☑ No

(9.13.2) Comment

We require supplier compliance with our Code of Vendor Conduct and Mill Compliance Agreement (for nominated mills) and expect suppliers to adhere to industry guidelines including the Apparel and Footwear International RSL Management Group Restricted Substances List, the Zero Discharge of Hazardous Chemicals Manufacturing Restricted Substances List, and the ZDHC Wastewater Guidelines. We assess supplier performance through vendor compliance audits, Higg FEM, and work with suppliers to address nonconformances. We track emerging chemical issues and update our approach as needed. Proactively addressing chemicals of concern helps prepare Gap Inc. for compliance with future regulations. In some cases, phasing out a chemical of concern has the potential to result in lower water and energy usage in production processes. In 2024, we strengthened and expanded our documentation and product-testing requirements to maintain the elimination of intentional use of PFAS-based finishes achieved in 2023.
[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

(9.14.1) Products and/or services classified as low water impact

Select from:

☑ Yes

(9.14.2) Definition used to classify low water impact

Low water impact is defined as a process or material change in the production of a unit of product which saves at least an estimated 20% of water compared to conventional processing of the product.

(9.14.4) Please explain

Washwell (launched in 2016) has saved a total of 6.0 billion liters of water in our finishing process compared to conventional methods. We convey Washwell to our customers on websites & on-product labels. The measure of success is the number of denim items made per season that are produced with Washwell methods. As of the end of fiscal 2024, 100% of Old Navy's and 100% of Gap brand's eligible denim met Washwell standards.
[Fixed row]

(9.15) Do you have any water-related targets?

Select from:
☑ Yes

(9.15.1) Indicate whether you have targets relating to water pollution, water withdrawals, WASH, or other water-related categories.

Water pollution

(9.15.1.1) Target set in this category

Select from:
☑ Yes

Water withdrawals

(9.15.1.1) Target set in this category

Select from:
☑ Yes

Water, Sanitation, and Hygiene (WASH) services

(9.15.1.1) Target set in this category

Select from:
☑ Yes

Other

(9.15.1.1) Target set in this category

Select from:

☑ No, and we do not plan to within the next two years

(9.15.1.2) Please explain

Gap Inc. 2050 Goals: Support a water-resilient supply chain and achieve net positive water impact in water-stressed regions. In 2024, we advanced our 2030 roadmap by joining AWS's Impact Accelerator in Chennai, expanding our Arvind partnership to eliminate freshwater in denim mills, and launching the Global Water Innovation Centre for Action in India. With Global Water Challenge and PSSS, we began a replenishment project including groundwater recharge and watershed restoration. We also partnered with FIDO Tech on leak detection and pipeline repair in Bangalore. Through the Women + Water Collaborative, we conducted assessments and leadership training in India, welcoming three new partners. We invested in WaterEquity's Fund IV and Water & Climate Resilience Fund, which dispersed funding for large-scale climate-resilient water infrastructure and expanded microlending for community-led water access. No quantitative metrics are available yet, so we are not reporting further in 9.15.2.
[Fixed row]

(9.15.2) Provide details of your water-related targets and the progress made.

Row 1

(9.15.2.1) Target reference number

Select from:
☑ Target 1

(9.15.2.2) Target coverage

Select from:
☑ Organization-wide (including suppliers)

(9.15.2.3) Category of target & Quantitative metric

Water, Sanitation, and Hygiene (WASH) services
☑ Increase in the proportion of local population using safely managed drinking water services around our facilities and operations

(9.15.2.4) Date target was set

04/30/2017

(9.15.2.5) End date of base year

02/03/2018

(9.15.2.6) Base year figure

0

(9.15.2.7) End date of target year

02/01/2031

(9.15.2.8) Target year figure

5000000

(9.15.2.9) Reporting year figure

2600000

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

52

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Sustainable Development Goal 6

☑ Water Resilience Coalition

(9.15.2.13) Explain target coverage and identify any exclusions

Gap Inc. 2030 Goal: Empower 5 million people touched by the apparel industry to improve their equitable access to clean water and sanitation.

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

Through our partnership organizations and our supply chain sustainability team we are leveraging opportunities to improve drinking water systems through microloans and on-site trainings.We have reached 2.6 million people since 2017.

(9.15.2.16) Further details of target

Since 2017, we have reached over 2.6 million people with improved WASH services – on track to reach our goal of 5 million by 2030. Developed in partnership with the Water Resilience Coalition (WRC), WaterAid, Cargill, and GSK – the Women + Water Collaborative provides water-stressed communities in India with access to WASH services and conserves and replenishes water in priority river basins. This year, we conducted groundwork assessments for water supply enhancement and leadership training modules in select water-stressed river basins. We welcomed three new partners to the Collaborative. We also contributed to WaterEquity's Water and Climate Resilience Fund, a $100 million fund that invests in climate-resilient water supply and sanitation infrastructure, such as bulk water supply, wastewater treatment, and water reuse.

Row 2

(9.15.2.1) Target reference number

Select from:

☑ Target 2

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (including suppliers)

(9.15.2.3) Category of target & Quantitative metric

Water withdrawals

☑ Reduction in total water withdrawals

(9.15.2.4) Date target was set

04/30/2022

(9.15.2.5) End date of base year

01/28/2023

(9.15.2.6) Base year figure

0

(9.15.2.7) End date of target year

02/01/2031

(9.15.2.8) Target year figure

100.0

(9.15.2.9) Reporting year figure

14

(9.15.2.10) Target status in reporting year

Select from:

☑ Underway

(9.15.2.11) % of target achieved relative to base year

14

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Sustainable Development Goal 6

☑ Water Resilience Coalition

(9.15.2.13) Explain target coverage and identify any exclusions

Gap Inc. 2030 Goal: Reduce water use and replenish water to nature, equivalent to 100% of the water used in manufacturing apparel and in our company-operated facilities.

(9.15.2.14) Plan for achieving target, and progress made to the end of the reporting year

Minimize our freshwater footprint by reducing water used in manufacturing, increasing recycling, improving wastewater quality, and developing context-based targets with suppliers to implement water quality and efficiency projects. We replenish and restore water in priority water-stressed basins where our cotton is grown, clothing is manufactured, and customers and employees live, and we partner with suppliers to reduce water-related operational risks. In 2024, we reached 14% achieved – we reduced or replenished 3.9 billion liters of water and consumed 28 billion liters from manufacturing apparel and our company-operated facilities.

(9.15.2.16) Further details of target

None to report.

Row 3

(9.15.2.1) Target reference number

Select from:

☑ Target 3

(9.15.2.2) Target coverage

Select from:

☑ Organization-wide (including suppliers)

(9.15.2.3) Category of target & Quantitative metric

Water pollution

☑ Reduction of hazardous substance use

(9.15.2.4) Date target was set

04/30/2017

(9.15.2.5) End date of base year

02/03/2018

(9.15.2.6) Base year figure

0

(9.15.2.7) End date of target year

02/03/2024

(9.15.2.8) Target year figure

100

(9.15.2.9) Reporting year figure

100

(9.15.2.10) Target status in reporting year

Select from:

☑ Achieved and maintained

(9.15.2.12) Global environmental treaties/initiatives/ frameworks aligned with or supported by this target

Select all that apply

☑ Zero Discharge of Hazardous Chemicals (ZDHC)

(9.15.2.13) Explain target coverage and identify any exclusions

In 2024, we maintained the elimination of intentional use of PFAS-based finishes achieved in 2023.

(9.15.2.15) Actions which contributed most to achieving or maintaining this target

We strengthened and expanded our documentation and product-testing requirements to support continued compliance with regulatory bans on PFAS based finishes and we continue to work with our suppliers and industry partners to address risk of unintentional PFAS contamination.

(9.15.2.16) Further details of target

None to report.
[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Land/water management

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?
	Select from: ☑ No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	*Select from:* ☑ Data not available	-
UNESCO World Heritage sites	*Select from:* ☑ Data not available	-
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Data not available	-
Ramsar sites	*Select from:* ☑ Data not available	-
Key Biodiversity Areas	*Select from:* ☑ Data not available	-
Other areas important for biodiversity	*Select from:* ☑ Data not available	-

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Electricity/Steam/Heat/Cooling consumption

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-1

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

UL Solutions has verified the GHG emissions and environmental data of The Gap, Inc. to a limited level of assurance for the period of February 1, 2024 to January 31, 2025. In UL Solutions' opinion, based on the verification activities performed: (a) there is no evidence that the GHG emissions and environmental data statement are not materially correct, are not a fair representation of GHG data and information, and have not been prepared in accordance with ISO 14064 Part 1:2018 and the GHG Protocol Corporate Standard, (b) direct energy consumption in FY 2024 was 179,284,446 kWh, and (c) indirect energy consumption in FY 2024 1,016,482,772 kWh.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

gap-inc-_ul-solutions_fy-2024-ghg-verification-report_final_06-27-25_updated.pdf
[Add row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Supply Chain and Transformation Officer

(13.3.2) Corresponding job category

Select from:

☑ Chief Operating Officer (COO)

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute