

GLOBAL REPORTING INITIATIVE (GRI) INDEX

We sought to prepare the report in reference with the [Global Reporting Initiative \(GRI\) Standards](#). Note: GS Report refers to Gap Inc.'s 2020 Global Sustainability Report; Sustainability Webpages refer to our Global Website, which hosts our Environment, Social and Governance (ESG) Hub and Equality & Belonging Report 2021; Annual Report refers to Gap Inc.'s Annual Report on Form 10-K for the fiscal year ended January 30, 2021; and Proxy Statement refers to the Notice of Annual Meeting of Gap Inc. Shareholders 2021 Proxy Statement.

GRI Indicator	Description	Disclosure Source	Section(s)	Page(s)
GENERAL STANDARD DISCLOSURE				
ORGANIZATION PROFILE				
102-1	Name of the Organization	Annual Report	Part I, Item 1. Business	1
102-2	Description of the organization's activities; primary brands, products, and services, including an explanation of any products or services that are banned in certain markets	Annual Report	Part I, Item 1. Business	1
102-3	Location of organization's headquarters	Annual Report	Part I, Item 1. Business	1
102-4	Location of operations: Number of countries where the organization operates, and names of countries where it has significant operations and/or that are relevant to the topics covered in the report	Annual Report	Part I, Item 2. Properties	22
102-5	Nature of ownership and legal form	Annual Report	Part II, Item 5. Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities	23
102-6	Markets served, including geographic breakdown, sectors served, and types of customers/beneficiaries	Annual Report	Part I, Item 1. Business, and Item 2. Properties	1, 22
102-7	Scale of the reporting organization	Annual Report	Part I, Item 1. Business, and Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations	1, 26
102-8	Information on employees and other workers	Annual Report Sustainability Webpages	Part I, Item 1. Business Measuring Our Progress: Employees What We're Made Of	4

The inclusion of information contained in this table is being made in good faith based on information that is available to the company as of January 30, 2021 (unless otherwise noted in this table, our related Sustainability Report or the applicable underlying disclosure source). Given the inherent uncertainty in predicting and modeling future conditions, caution should be exercised when interpreting the information provided. In addition, the controls, processes, practices and infrastructures described in the responses below 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.

GRI Indicator	Description	Disclosure Source	Section(s)	Page(s)
ORGANIZATION PROFILE CONTINUED				
102-9	Describe the organization's supply chain	GS Report	Product Life Cycle	46
102-10	Significant changes regarding the organization's size, structure, ownership, or its supply chain	GS Report	Sustainability Governance	43
102-11	Whether and how the organization applies the precautionary approach or principle	GS Report	Sustainability Governance	43
102-12	List externally-developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	Sustainability Webpages	ESG Hub	
102-13	Memberships in industry or other associations, and national or international advocacy organizations	Sustainability Webpages	Memberships and Partner Organizations	
STRATEGY				
102-14	Statement from the most senior decision-maker of the organization	GS Report	Our Commitment to Sustainability Our Approach	3 4
102-15	Description of key impacts, risks, and opportunities	GS Report	ESG Appendix and Forward-Looking Statements	47
ETHICS AND INTEGRITY				
102-16	Describe the organization's values, principles, standards and norms of behavior	GS Report	Sustainability Governance	43
GOVERNANCE				
102-18	Report the governance structure of the organization, including committees of the highest governance body and committees responsible for decision-making on economic, environmental and social impacts	GS Report	Sustainability Governance	43
102-32	The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered	GS Report	Sustainability Governance Gap Inc.'s Board of Directors, particularly the Governance and Sustainability sub-committee, oversees our Global Sustainability program. The board receives regular updates on social and environmental risks and opportunities from the Chief Growth Transformation Officer, who is also a member of Gap Inc.'s Executive Leadership Team.	43

GRI Indicator	Description	Disclosure Source	Section(s)	Page(s)
GOVERNANCE CONTINUED				
102-33	Process for communicating critical concerns to the highest governance body	GS Report	Sustainability Governance The Chief Growth Transformation Officer has the highest level of direct responsibility for ESG matters and reports to our Chief Growth Officer, who reports to the CEO. Both the Chief Growth Officer and Chief Growth Transformation Officer participate on the Senior Leadership Team and meet with the board on a quarterly basis. The Governance and Sustainability Committee receives updates from the Chief Growth Transformation Officer on our environmental initiatives and performance. While Governance is an essential function of the board, the addition of oversight of the Company's sustainability efforts and strategies ensures that sustainability is elevated as a topic and considered regularly in corporate decision-making.	43
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups engaged by the organization	GS Report Sustainability Webpages	Stakeholder Engagement Memberships and Partner Organizations	45
102-42	Basis for identification and selection of stakeholders with whom to engage	GS Report	Stakeholder Engagement	45
102-43	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	GS Report	Stakeholder Engagement Having operated a variety of facility-focused programs in the 25 years since our Global Sustainability team was established, we have developed a comprehensive network of stakeholders that affect, or are affected by, our company. These stakeholders include organizations and multi-stakeholder initiatives that enable us to collaborate, learn, develop new approaches and create collective action. We also engage stakeholders when issues arise, including violations of our Human Rights Policy, Code of Vendor Conduct (COVC) or Code of Business Conduct (COBC). In those cases, we seek to work with suppliers, unions, worker-representative organizations, and local and international NGOs that have expertise and connections in that area. Our aim is to prioritize the impact on affected parties and come to a fair and ethical resolution. We schedule our engagement with stakeholders based on their connection to our business, our ability to impact them and the salience of the issue being addressed. One of the ways we do this is to regularly collect feedback through Pulse surveys distributed through our Human Resources team.	45
102-44	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	GS Report	ESG Appendix and Forward-Looking Statements Stakeholder Engagement	47 45

GRI Indicator	Description	Disclosure Source	Section(s)	Page(s)
REPORTING PRACTICE				
102-45	List all entities included in the organization's consolidated financial statement; report whether any entity is not covered in the report	Annual Report	Part I, Item 1. Business	2
102-46	Process for defining report content and topic boundaries; explain how the organization has implemented the Reporting Principles for defining report content	GS Report	About This Report	2
102-47	List the material topics identified in the process for defining report content	GS Report	ESG Appendix and Forward-Looking Statements	47
102-48	The effect of any restatements of information given in the previous reports, and the reasons for such restatements	N/A	There are no restatements from the previous report data.	
102-49	Significant changes from previous reporting periods in the list of material topics and topic Boundaries	GS Report	ESG Appendix and Forward-Looking Statements	47
102-50	Reporting period for information provided	GS Report	About This Report	2
102-51	Date of most recent previous report	GS Report	About This Report	2
102-52	Reporting cycle (annual, biennial, etc.)	GS Report	About This Report	2
102-53	Contact point for questions regarding the report or its contents	GS Report	About This Report	2
102-55	The GRI content index	Sustainability Webpages	GRI Content Index	

GRI Indicator	Description	Disclosure Source	Section(s)	Page																																				
SPECIFIC STANDARD DISCLOSURE																																								
ECONOMIC																																								
Aspect: Economic Performance																																								
201-1	Direct economic value generated and distributed	Annual Report	Part II, Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations.	26																																				
201-2	Financial implications and other risks and opportunities due to climate change	ESG Hub	CDP Climate Disclosure																																					
Aspect: Market Presence																																								
202-1	Ratios of standard entry level wage by gender compared to local minimum wage at significant locations of operation	Proxy Statement	2020 CEO Pay Ratio	75																																				
		GS Report	Talent Development	27																																				
Aspect: Indirect Economic Impacts																																								
203-2	Significant indirect economic impacts, including the extent of impacts	GS Report	Human Rights and Social Dialogue	18																																				
			Employee Engagement and Community Impact	30																																				
205-1	Operations assessed for risks related to corruption	Code of Business Conduct Policies																																						
ENVIRONMENTAL																																								
Aspect: Materials																																								
301-1	Materials used by weight or volume		<p>GAP INC. SUSTAINABLE FIBER SOURCING: NATURAL FIBERS</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>More Sustainable Cotton</td> <td>41.0%</td> <td>60.0%</td> <td>54.0%</td> </tr> <tr> <td>Recycled Wool</td> <td>3.5%</td> <td>15.7%</td> <td>10.6%</td> </tr> </tbody> </table> <p>GAP INC. SUSTAINABLE FIBER SOURCING: SYNTHETICS</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Recycled Nylon</td> <td>0.3%</td> <td>0.5%</td> <td>0.9%</td> </tr> <tr> <td>Recycled Polyester</td> <td>0.7%</td> <td>1.1%</td> <td>5%</td> </tr> </tbody> </table> <p>Note: Figure for 2019 Recycled Polyester was incorrectly listed as 0.7% on page 67 of the 2019 Gap Inc. Global Sustainability Report.</p> <p>GAP INC. SUSTAINABLE FIBER SOURCING: MANUFACTURED CELLULOSICS</p> <table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2019</th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Lenzing Modal</td> <td>3.9%</td> <td>2.4%</td> <td>3.1%</td> </tr> <tr> <td>Preferred Viscose/Modal/Lyocell</td> <td>6.1%</td> <td>5.4%</td> <td>4.1%</td> </tr> </tbody> </table>		2018	2019	2020	More Sustainable Cotton	41.0%	60.0%	54.0%	Recycled Wool	3.5%	15.7%	10.6%		2018	2019	2020	Recycled Nylon	0.3%	0.5%	0.9%	Recycled Polyester	0.7%	1.1%	5%		2018	2019	2020	Lenzing Modal	3.9%	2.4%	3.1%	Preferred Viscose/Modal/Lyocell	6.1%	5.4%	4.1%	
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Aspect: Energy																																								
302-1	Energy consumption within the organization	Sustainability Webpages	Measuring Our Progress: Environment																																					
302-3	Energy intensity	Sustainability Webpages	Measuring Our Progress: Environment																																					
302-4	Reduction of energy consumption	Sustainability Webpages	Measuring Our Progress: Environment																																					

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Aspect: Water				
303-2	Water sources significantly affected by withdrawal of water	Sustainability Webpages	ESG Hub	
Aspect: Emissions				
305-1	Direct (Scope 1) GHG emissions	Sustainability Webpages	ESG Hub	
305-2	Energy indirect (Scope 2) greenhouse gas emissions	Sustainability Webpages	ESG Hub	
305-3	Other indirect (Scope 3) greenhouse gas emissions	Sustainability Webpages	ESG Hub	
305-4	GHG emissions intensity	Sustainability Webpages	ESG Hub	
305-5	Reduction of GHG emissions	Sustainability Webpages	ESG Hub	
Aspect: Waste				
306-3	Waste generated	GS Report	Circularity and Waste Gap Inc. is currently developing a data collection strategy for our waste management, which will detail our waste generated and waste diverted to disposal data. We will share this strategy and data in our 2021 Global Sustainability Report.	40
306-4	Waste diverted to disposal	GS Report	Circularity and Waste In North America, 90 percent of our waste is discarded by our stores. As part of our ongoing commitment to sustainability, this data will be available next year in our 2021 report, along with our new waste strategy. At a store level, we are continuing to put programs into place to divert our waste. For example, Old Navy has expanded its hanger recycling program to 600 stores, which will divert 2.2 million pounds of plastic from the landfill annually. The program will be expanded to all stores by the end of 2021. Additionally, Athleta diverted 74 percent of the waste it generated from retail stores.	40
Aspect: Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria	Sustainability Webpages	SASB Reference Table Measuring Our Progress: Working Conditions	
308-2	Negative environmental impacts in the supply chain and actions taken	GS Report Sustainability Webpages	Environment: Enriching Communities Measuring Our Progress: Environment	32-41

GRI Indicator	Description	Disclosure Source	Section(s)	Page
SOCIAL				
Aspect: Employment				
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Webpages	Benefits, Scheduling + Safety Measuring Our Progress: Employees	
401-3	Parental leave	Sustainability Webpages	Benefits, Scheduling + Safety	
Aspect: Training & Education				
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Webpages	Career Development	
Aspect: Diversity & Equal Opportunity				
405-1	Diversity of governance bodies and employees	Proxy Statement	Key Director Attributes	11
		Sustainability Webpages	Measuring Our Progress: Employees What We're Made Of	
		Equality & Belonging Report 2021	Our People Data	9
405-2	Ratio of basic salary and remuneration of women to men	Equality & Belonging Report 2021	In 2014, we were the first Fortune 500 company to validate with an external firm that we pay women and men equally. Since then, we've conducted annual reviews of our pay data by gender. Starting in 2020, we had an external firm assess our pay data by race for all U.S. employees, and we're committed to fixing any disparities we find. Additionally, Gap Inc. is currently working on gathering the remuneration of women to men for each employee category by significant location of operation, and will share the findings in the 2021 Global Sustainability Report.	7
Aspect: Non-discrimination				
406-1	Total number of incidents of discrimination and corrective actions taken	Sustainability Webpages	Measuring Our Progress: Working Conditions	
Aspect: Freedom of Association and Collective Bargaining				
407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk	Sustainability Webpages	Improving Supply Chain Working Conditions Measuring Our Progress: Working Conditions	
Aspect: Child Labor				
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainability Webpages	Improving Supply Chain Working Conditions Measuring Our Progress: Working Conditions	

GRI Indicator	Description	Disclosure Source	Section(s)	Page
Aspect: Forced or Compulsory Labor				
409-1	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor	Sustainability Webpages	Improving Supply Chain Working Conditions Measuring Our Progress: Working Conditions	
Aspect: Human Rights Assessments				
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	GS Report Sustainability Webpages	Human Rights and Social Dialogue Measuring Our Progress: Working Conditions	18-23
Aspect: Local Communities				
413-1	Percentage of operations with implemented local community engagement, impact assessments and/or development programs	Sustainability Webpages	Measuring Our Progress: Community	
Aspect: Supplier Social Assessments				
414-1	Percentage of new suppliers that were screened using human rights criteria	Sustainability Webpages	SASB Reference Table Measuring Our Progress: Working Conditions	
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Webpages	Improving Supply Chain Working Conditions Measuring Our Progress: Working Conditions	
Aspect: Public Policy				
415-1	Political contributions	Political Engagement Policy		