

# ENVIRONMENT: EMISSIONS

| Emissions (metric tons CO2e)                                                                                                                                                | FY2017*             | FY2018*             | FY2019*             | FY2020*             | FY2021              |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Scope 1                                                                                                                                                                     | 27,220              | 27,802              | 27,485              | 26,244              | 27,762              |
| Scope 2 (Location-Based)                                                                                                                                                    | 379,837             | 369,870             | 327,883             | 252,600             | 247,925             |
| Scope 2 (Market-Based)                                                                                                                                                      | 361,860             | 372,362             | 325,044             | 222,148             | 111,138             |
| <b>Scope 1 and Scope 2 (Location-Based) total</b>                                                                                                                           | <b>407,057</b>      | <b>397,672</b>      | <b>355,367</b>      | <b>278,844</b>      | <b>275,686</b>      |
| <b>Scope 1 and Scope 2 (Market-Based) total</b>                                                                                                                             | <b>389,079</b>      | <b>400,164</b>      | <b>352,529</b>      | <b>248,392</b>      | <b>138,899</b>      |
| Scope 3 category 1: Purchased goods and services                                                                                                                            | 6,365,327           | 5,783,760           | 5,652,029           | 4,429,550           | 4,786,266           |
| Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)                                                                                       | 83,144              | 83,144              | 83,144              | 83,144              | 83,144              |
| Scope 3 category 4: Upstream transportation and distribution                                                                                                                | 514,832             | 514,832             | 527,081             | 527,081             | 4,429,802           |
| Scope 3 category 5: Waste generated in operations                                                                                                                           | 20,857              | 20,857              | 20,857              | 20,857              | 20,857              |
| Scope 3 category 6: Business travel                                                                                                                                         | 40,240              | 40,240              | 34,041              | 619                 | 1,774               |
| Scope 3 category 7: Employee commuting                                                                                                                                      | 20,400              | 20,400              | 20,400              | 20,400              | 20,400              |
| Scope 3 category 9: Downstream transportation and distribution                                                                                                              | 55,379              | 55,379              | 39,413              | 130,604             | 13,404              |
| Scope 3 category 11: Use of sold products                                                                                                                                   | 2,095,886           | 2,095,886           | 2,095,886           | 2,095,886           | 2,095,886           |
| Scope 3 category 12: End of life treatment of sold products                                                                                                                 | 369                 | 369                 | 369                 | 369                 | 369                 |
| Scope 3 category 14: Franchises                                                                                                                                             | 28,531              | 28,531              | 25,407              | 15,911              | 16,529              |
| <b>Scope 1, 2, and 3 total (Market-Based)</b>                                                                                                                               | <b>9,614,044</b>    | <b>9,043,562</b>    | <b>8,851,156</b>    | <b>7,572,813</b>    | <b>11,607,329</b>   |
| *2017-2020 recalculated in 2021 to account for divestments and changes to business<br>*2017 represents the base year for Gap Inc.'s Climate goals and Science-Based Targets |                     |                     |                     |                     |                     |
| Emissions Intensity                                                                                                                                                         | FY2017              | FY2018              | FY2019              | FY2020              | FY2021              |
| <b>Intensity figure</b>                                                                                                                                                     | 0.0000255800        | 0.0000233800        | 0.0000221900        | 0.0000179994        | 0.0000083323        |
| Metric numerator (Combined Scope 1 and 2 emissions, market-based)                                                                                                           | 405,503             | 387,643             | 363,586             | 248,392             | 138,899             |
| Metric denominator: Unit total revenue                                                                                                                                      | \$15,855,000,000.00 | \$16,580,000,000.00 | \$16,383,000,000.00 | \$13,800,000,000.00 | \$16,670,000,000.00 |
| Greenhouse Gas Type: Scope 1 (metric tons)                                                                                                                                  |                     |                     |                     |                     |                     |
| CO2                                                                                                                                                                         | 26,287              | 27,790              | 27,288              | 25,318              | 27,734              |
| CH4                                                                                                                                                                         | 12                  | 13                  | 14                  | 13                  | 14                  |
| N2O                                                                                                                                                                         | 21                  | 16                  | 14                  | 21                  | 14                  |
| Business division                                                                                                                                                           |                     |                     |                     |                     |                     |
| <b>Scope 1 emissions (metric tons CO2e)</b>                                                                                                                                 |                     |                     |                     |                     |                     |
| Distribution Centers                                                                                                                                                        | 6,688               | 6,384               | 6,004               | 6,291               | 6,510               |
| Corporate Headquarters                                                                                                                                                      | 1,797               | 1,691               | 1,617               | 1,629               | 2,170               |
| Retail Locations                                                                                                                                                            | 17,835              | 19,743              | 19,695              | 17,432              | 19,082              |
| <b>Scope 2, location-based (metric tons CO2e)</b>                                                                                                                           |                     |                     |                     |                     |                     |
| Distribution Center                                                                                                                                                         | 34,669              | 34,758              | 31,013              | 31,496              | 29,273              |
| Corporate Headquarters                                                                                                                                                      | 16,803              | 13,615              | 11,289              | 8,476               | 9,368               |
| Retail Locations                                                                                                                                                            | 331,350             | 323,358             | 292,904             | 204,851             | 209,284             |
| <b>Scope 2, market-based (metric tons CO2e)</b>                                                                                                                             |                     |                     |                     |                     |                     |
| Distribution Center                                                                                                                                                         | 32,033              | 29,508              | 28,885              | 28,810              | 25,365              |
| Corporate Headquarters                                                                                                                                                      | 15,857              | 11,292              | 8,703               | 6,675               | 6,690               |
| Retail Locations                                                                                                                                                            | 331,294             | 319,025             | 298,683             | 179,887             | 79,083              |
| Country/Region                                                                                                                                                              |                     |                     |                     |                     |                     |
| <b>Scope 1 emissions (metric tons CO2e)</b>                                                                                                                                 |                     |                     |                     |                     |                     |
| Canada                                                                                                                                                                      | 3,600               | 3,816               | 3,102               | 3,060               | 3,377               |
| Japan                                                                                                                                                                       | 1,565               | 1,598               | 1,606               | 1,163               | 503                 |
| United Kingdom of Great Britain and Northern Ireland                                                                                                                        | 965                 | 618                 | 888                 | 729                 | 613                 |
| United States of America                                                                                                                                                    | 20,190              | 21,786              | 21,719              | 20,400              | 23,269              |

## ENVIRONMENT: ENERGY

| Scope 1 and 2 Energy Consumption (MWh)                               | FY2020         | FY2021           |
|----------------------------------------------------------------------|----------------|------------------|
| <b>Total Energy Consumption</b>                                      | <b>926,301</b> | <b>1,170,582</b> |
| MWh from non-renewable sources (Scope 1)                             | 138,191        | 151,270          |
| MWh from non-renewable sources (Scope 2)                             | 707,928        | 759,732          |
| MWh from renewable sources (Scope 2)                                 | 80,182         | 277,180          |
| % of owned and operated electricity from renewable sources (Scope 2) | 11%            | 37%              |

## ENVIRONMENT: WATER

| Owned and Operated Water Consumption, North America | FY2021    |
|-----------------------------------------------------|-----------|
| Cubic Meters                                        | 1,023,333 |

## ENVIRONMENT & SOCIAL: SUPPLY CHAIN

| Factories Supplying Branded Clothing to Gap Inc. Brands                                 | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------------------|--------|--------|--------|--------|--------|
| <b>Share of Sourcing Unit Volume from Preferred Supplier Factories</b>                  |        |        |        |        |        |
| All Sourcing Countries                                                                  | 75%    | 77%    | 78%    | 74%    | 68%    |
| <b>Factory Ratings</b> (assessed factories supplying Gap Inc. branded clothing)         |        |        |        |        |        |
| Green (Good)                                                                            | 37%    | 39%    | 45%    | 54%    | 67%    |
| Yellow (Fair)                                                                           | 58%    | 59%    | 53%    | 45%    | 32%    |
| Red (Action Required)                                                                   | 5%     | 2%     | 2%     | 1%     | <1%    |
| <b>COVC Audits</b>                                                                      |        |        |        |        |        |
| % of Tier 1 Suppliers audited to COVC                                                   | 90%    | 93%    | 91%    | 81%    | 83%    |
| % of audits conducted by third-party (ILO-IFC Better Work and SLCP)                     | 22%    | 30%    | 34%    | 71%    | 68%    |
| <b>COVC Issue Resolution Rate</b>                                                       |        |        |        |        |        |
| % of corrective actions plans resolved by end of Fiscal Year                            | 91%    | 88%    | 82%    | 85%    | 84%    |
| <b>Business from Tier 1 and Tier 2 Suppliers</b>                                        |        |        |        |        |        |
| # of Tier 1 branded-apparel supplier factories                                          | 855    | 774    | 737    | 659    | 705    |
| # of mill facilities mapped (Tier 2)                                                    | 179    | 203    | 191    | 168    | 231    |
| % of business from mill facilities (Tier 2)                                             | 80%    | 75%    | 75%    | 66%    | 65%    |
| <b>Number of Factories Active During the Full Fiscal Year</b>                           |        |        |        |        |        |
| (Independent factories supplying branded clothing to Gap Inc. brands)                   | 701    | 673    | 648    | 598    | 559    |
| <b>Number of Assessed Factories</b>                                                     |        |        |        |        |        |
| (all sourcing countries, and factories were active during at least part of fiscal year) | 855    | 778    | 733    | 667    | 652    |
| <b>New Factory Evaluations and Approvals</b>                                            |        |        |        |        |        |
| # of new factories evaluated                                                            | 137    | 148    | 139    | 110    | 116    |
| % approved                                                                              | 65%    | 76%    | 78%    | 78%    | 74%    |
| % pending                                                                               | 20%    | 8%     | 6%     | 9%     | 5%     |

# SOCIAL: EMPLOYEES

| Employees                                                                    | FY2017         | FY2018         | FY2019         | FY2020         | FY2021        |
|------------------------------------------------------------------------------|----------------|----------------|----------------|----------------|---------------|
| <b>Total Employees</b>                                                       | <b>135,000</b> | <b>135,000</b> | <b>129,000</b> | <b>117,000</b> | <b>97,000</b> |
| <b>U.S. Ethnic Breakdown for Full and Part-Time, Non-Seasonal Employees*</b> |                |                |                |                |               |
| White                                                                        |                |                |                |                |               |
| All                                                                          | 47%            | 45%            | 44%            | 45%            | 45%           |
| Management                                                                   | 71%            | 69%            | 68%            | 68%            | 59%           |
| New Hires                                                                    | 41%            | 41%            | 41%            | 45%            | 38%           |
| Asian                                                                        |                |                |                |                |               |
| All                                                                          | 7%             | 7%             | 7%             | 7%             | 7%            |
| Management                                                                   | 10%            | 10%            | 11%            | 11%            | 24%           |
| New Hires                                                                    | 6%             | 6%             | 6%             | 6%             | 8%            |
| Black                                                                        |                |                |                |                |               |
| All                                                                          | 20%            | 19%            | 18%            | 17%            | 17%           |
| Management                                                                   | 6%             | 7%             | 7%             | 6%             | 4%            |
| New Hires                                                                    | 25%            | 24%            | 23%            | 22%            | 24%           |
| Latinx                                                                       |                |                |                |                |               |
| All                                                                          | 22%            | 24%            | 25%            | 26%            | 25%           |
| Management                                                                   | 11%            | 12%            | 12%            | 13%            | 7%            |
| New Hires                                                                    | 21%            | 22%            | 23%            | 20%            | 23%           |
| Native American, Native Hawaiian, and Two or More Races                      |                |                |                |                |               |
| All                                                                          | 5%             | 5%             | 5%             | 5%             | 6%            |
| Management                                                                   | 2%             | 2%             | 2%             | 3%             | 5%            |
| New Hires                                                                    | 6%             | 7%             | 7%             | 7%             | 7%            |
| Total Minorities                                                             |                |                |                |                |               |
| All                                                                          | 54%            | 55%            | 56%            | 55%            | 55%           |
| Management                                                                   | 29%            | 31%            | 32%            | 32%            | 41%           |
| New Hires                                                                    | 58%            | 59%            | 59%            | 55%            | 62%           |
| <b>Global Gender Representation*</b>                                         |                |                |                |                |               |
| VP & Above                                                                   |                |                |                |                |               |
| Women                                                                        | 50%            | 54%            | 58%            | 58%            | 58%           |
| Men                                                                          | 50%            | 46%            | 42%            | 42%            | 42%           |
| Director / Sr. Director                                                      |                |                |                |                |               |
| Women                                                                        | 61%            | 62%            | 62%            | 61%            | 61%           |
| Men                                                                          | 39%            | 38%            | 38%            | 39%            | 39%           |
| Manager / Sr. Manager                                                        |                |                |                |                |               |
| Women                                                                        | 61%            | 59%            | 58%            | 58%            | 57%           |
| Men                                                                          | 39%            | 41%            | 42%            | 42%            | 43%           |
| Store Management                                                             |                |                |                |                |               |
| Women                                                                        | 68%            | 70%            | 72%            | 74%            | 75%           |
| Men                                                                          | 32%            | 30%            | 28%            | 26%            | 25%           |
| External Hires                                                               |                |                |                |                |               |
| Women                                                                        | 74%            | 74%            | 75%            | 74%            | 74%           |
| Men                                                                          | 26%            | 26%            | 25%            | 26%            | 26%           |
| Overall                                                                      |                |                |                |                |               |
| Women                                                                        | 76%            | 76%            | 76%            | 76%            | 76%           |
| Men                                                                          | 24%            | 24%            | 24%            | 24%            | 24%           |

| Employees Continued                                  | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------|--------|--------|--------|--------|--------|
| <b>U.S. Promotion Rates by Gender &amp; Position</b> |        |        |        |        |        |
| VP & Above                                           |        |        |        |        |        |
| Women                                                | 4%     | 3%     | 1%     | 8%     | 15%    |
| Men                                                  | 11%    | 8%     | 3%     | 6%     | 7%     |
| Director / Sr. Director                              |        |        |        |        |        |
| Women                                                | 9%     | 7%     | 6%     | 6%     | 22%    |
| Men                                                  | 6%     | 6%     | 7%     | 6%     | 17%    |
| Manager / Sr. Manager                                |        |        |        |        |        |
| Women                                                | 13%    | 11%    | 12%    | 10%    | 23%    |
| Men                                                  | 13%    | 7%     | 11%    | 8%     | 15%    |
| Professional                                         |        |        |        |        |        |
| Women                                                | 8%     | 8%     | 8%     | 4%     | 16%    |
| Men                                                  | 8%     | 8%     | 8%     | 4%     | 11%    |
| Overall                                              |        |        |        |        |        |
| Women                                                | 8%     | 8%     | 8%     | 4%     | 19%    |
| Men                                                  | 8%     | 8%     | 8%     | 5%     | 14%    |

\*Please see our Equality & Belonging Report for more information

# SOCIAL: COMMUNITY & EMPLOYEE ENGAGEMENT

| Community and Employee Engagement                                        | FY2019      | FY2020      | FY2021      |
|--------------------------------------------------------------------------|-------------|-------------|-------------|
| <b>Volunteering - Full and part-time, non-seasonal employees</b>         |             |             |             |
| % of Employees Volunteering                                              | 28%         | 21%         | 32%         |
| # of Hours Volunteered                                                   | 355,575     | 160,566     | 266,000+    |
| <b>Financial Donations</b>                                               |             |             |             |
| Employee-Matched Donations from Gap Inc.                                 | \$1,151,287 | \$1,200,000 | \$1,300,000 |
| Gap Inc. Grants                                                          | \$1,700,000 |             |             |
| Gap Foundation Grants                                                    | \$1,960,000 |             |             |
| <b>Employee Engagement (Pulse Survey)</b>                                |             |             |             |
| % that responded "Yes" to: "I intend to stay for the foreseeable future" |             |             | 95%         |
| % that responded "Yes" to: "I am proud to work here"                     |             |             | 87%         |