

Welcome to your CDP Water Security Questionnaire 2022

W0. Introduction

W0.1

(W0.1) Give a general description of and introduction to your organization.

The Gap, Inc. (Gap Inc., the "Company", "we", and "our") was founded in San Francisco in 1969. Today, Gap Inc. is a leading global retailer offering clothing, accessories and personal care products for men, women and children under the Old Navy, Gap, Banana Republic and Athleta brands, with approximately 97,000 employees, including part-time and full-time employees. Gap Inc. products are available for purchase worldwide through company-operated stores, franchise stores, and e-commerce sites (as of FY'21, January 31 2021 to January 29, 2022).

As our business evolves, we continue to work on further integrating sustainability into our core business and interactions with all stakeholders, including the suppliers that make our branded products. We believe sustainability promotes innovation and improves employee engagement, operational efficiency, productivity, and ultimately, our profitability.

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. We plan to leverage the learnings from Athleta as a case study for Gap Inc., providing a benchmark and roadmap of potential opportunities for greater social and environmental impact across the enterprise.

The inclusion of information contained in the responses below to this questionnaire are being made in good faith based on information that is available to the Company as of January 29, 2022 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 January 29, 2022 filed with the Securities and Exchange Commission, our subsequent Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K. Given the inherent uncertainty in predicting and modelling 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.

FORWARD LOOKING STATEMENTS

The responses to this questionnaire contain information which may be considered forward-looking within the meaning of the U.S. federal securities laws. All statements other than those that are purely historical are forward-looking statements. Words such as “expect,” “anticipate,” “believe,” “estimate,” “intend,” “plan,” “project,” and similar expressions also identify forward-looking statements, but the absence of these words does not mean that a statement is not forward-looking. Forward-looking statements include, among others, statements regarding achievement of our climate change goals and any expected financial and other benefits therefrom, the anticipated financial and other impacts of climate-related risks and opportunities, expectations related to various climate-related scenarios, expectations related to renewable energy generation projects, including on the achievement of our climate change goals, expectations for collecting and submitting climate change information within required timeframes, and expectations for future climate-related regulation, including by a carbon pricing system.

For information regarding risks and uncertainties associated with our business and a discussion of some of the factors that may cause actual results to differ materially from the results expressed or implied by such forward-looking statements, please refer to our Securities and Exchange Commission filings, including the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections in our Annual Report on Form 10-K for the year ended January 29, 2022, as well as our subsequent filings with the Securities and Exchange Commission. We assume no obligation to publicly update or revise our forward-looking statements even if experience or future changes make it clear that any projected results expressed or implied therein will not be realized.

W0.2

(W0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date
Reporting year	February 1, 2021	January 31, 2022

W0.3

(W0.3) Select the countries/areas in which you operate.

- Afghanistan
- Argentina
- Armenia
- Azerbaijan
- Bahrain
- Bangladesh
- Brazil
- British Indian Ocean Territory
- Cambodia
- Chile
- China

Colombia
Costa Rica
Croatia
Cyprus
Czechia
Egypt
El Salvador
France
Georgia
Greece
Guatemala
Hong Kong SAR, China
Hungary
India
Indonesia
Ireland
Israel
Italy
Japan
Jordan
Kuwait
Mauritius
Mexico
Morocco
Oman
Panama
Paraguay
Peru
Philippines
Portugal
Puerto Rico
Qatar
Republic of Korea
Russian Federation
Saudi Arabia
Slovakia
Slovenia
South Africa
Spain
Sri Lanka
Sweden
Taiwan, China
Turkey
Ukraine
United Arab Emirates
United Kingdom of Great Britain and Northern Ireland
United States of America

Uruguay
Viet Nam

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

No

W0.7

(W0.7) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization.	Provide your unique identifier
Yes, another unique identifier, please specify IRS Employer Identification Number: Delaware 94-1697231	94-1697231

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Not very important	Vital	Direct use: Freshwater use in our direct operations – including our stores, distribution centers and HQ offices – is limited to supporting our main activities and thus is minimally important. Freshwater in our direct operations is primarily used for hygiene, cleaning and maintenance activities, food

			<p>preparation and personal consumption by employees. In comparison to water consumption from indirect use in our supply chain, direct operations water usage is significantly lower.</p> <p>Indirect use: Freshwater is vital in our indirect use because it is a key resource from our raw materials through conversion to our finished goods. Water is used in growing key fibers such as cotton, and in our manufacturing process, including dyeing, washing, and finishing our garments. It is also critical to our labor force for their community livelihood. Significant drought conditions can have an adverse effect on our ability to secure raw materials and manufacture. Some of our suppliers have water intensive operations in water scarce areas and therefore face risk to business continuity if freshwater is limited. Access to good quality freshwater is also important for our suppliers' workers' and the communities we serve for personal consumption and well-being as well as cleaning and maintenance.</p> <p>Future freshwater dependency for direct and indirect use is expected to decrease as we aim to shift our freshwater use towards recycled water, efficient agriculture practices and waterless practices in certain manufacturing processes.</p>
<p>Sufficient amounts of recycled, brackish and/or produced water available for use</p>	<p>Not very important</p>	<p>Important</p>	<p>Direct use: Recycled water is not generally used to support Gap Inc.'s direct operations, because freshwater is required for all hygiene, cleaning and maintenance activities, food preparation and personal consumption by employees. Use of recycled water is limited to landscape irrigation, which generally falls outside of our own facilities. Because recycled water is not generally used in direct operations, this is not very important to the success of our business.</p> <p>Indirect use: Indirect use of recycled water is important because water is a key resource throughout our operations. It is a necessary input for garment processes at mills and laundries, including dyeing, washing, and finishing and is</p>

			<p>used in our supply chain to conserve the amount of water withdrawn. An increasing amount of our supply chain is using partial recycling techniques to conserve water. Some geographical areas also have Zero-Liquid Discharge laws that mandate water recycling rates of 80-95%. We are supportive of these efforts and work with our strategic suppliers to increase their use of recycled water. Waste water treatment is also important for protecting the health and safety of workers and people in the local community; high-quality water treatment is one of our critical areas of compliance for our wet processing suppliers.</p> <p>Future dependency on recycled water is expected to increase in our direct and indirect operations as a means to minimize use of fresh water in high stressed regions. We anticipate an increase in freshwater prices or limits on availability. To mitigate the risks associated with higher prices and availability limits, we are anticipating we will need to shift towards recycled water and support its availability of it in our manufacturing regions.</p>
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W1.3

(W1.3) Provide a figure for your organization’s total water withdrawal efficiency.

	Revenue	Total water withdrawal volume (megaliters)	Total water withdrawal efficiency	Anticipated forward trend
Row 1	16,670,000,000	25,898.64	643,663.142157272	Future dependency on recycled water is expected to increase lowering the burden on the freshwater usage in North American company-owned facilities.

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

Yes, our customers or other value chain partners

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for this coverage

Suppliers are incentivized through the enforcement of Gap Inc.'s Code of Vendor Conduct (COVC), which includes provisions on management of their environmental impacts, including energy and GHG emissions, air pollution, water consumption, water quality, wastewater, as well as chemical use and handling. Favorable supplier scores incentivize future business with the supplier, while non-compliance with our COVC can lead to a reduction of business, up to and including termination of the business relationship.

We request all Tier 1 suppliers of branded products, and our preferred Tier 2 mills to report on water consumption using the Sustainable Apparel Coalition's (SAC) Higg Index Facility Environment Module (FEM). This represents 76-100% of our suppliers. Our teams engage suppliers to encourage and assist them with reporting. Water-related data reported by suppliers through the Higg Index include annual water usage, daily wastewater production, treatment of wastewater, evidence of water use reductions. In 2018, we also began verifying these assessments for improved reporting.

Impact of the engagement and measures of success

Gap Inc. is committed to transparency and accountability when reporting on water use throughout the supply chain. We request that all 206 of our Tier 1 suppliers, which consist of about 50 denim laundries, report on water use, risks, and management practices by completing a self-assessment through the Higg Facility Environmental Module (FEM). The Higg FEM provides manufacturers, retailers and brands with data to reflect their company's environmental footprint and provides a platform to standardize how facilities measure and evaluate their environmental performance. Higg FEM data collection allows us to calculate our water baseline by geography, facility type, and category, and understand our progress towards our goal to save 10 billion liters of water in our manufacturing processes by 2020. As a component of the FEM, participants are asked to gauge their geographical risk to water availability using either the WWF Water Risk Filter or the WRI Aqueduct Tool. Gap Inc. completed Basin Risk Assessment through Water Risk Filter for its 795 T1 and T2 suppliers. Further operational risk assessment was done for 32 of the high-risk suppliers. Vendors are encouraged to have

their FEM data verified, and for those who choose to verify Gap Inc. includes their verified data as part of our supplier scorecards to incentivize progress toward verification. For Tier 2 suppliers, it is not mandatory to verify the FEM but mills are encouraged to verify as we are in the process of developing mill scorecards. Success in supplier engagement is measured by the percentage of Tier 1 suppliers who submit their annual water data using the Higg Index FEM. We consider this engagement to be successful if 100% for Tier 1 and 80% for Tier 2 or more of suppliers submit to SAC's Higg Index. In 2021, 99% of our Tier I cut and sew manufacturers and 91% of strategic Tier II fabric mills and dyehouse suppliers used the Higg. These mill facilities that represent over 68% of our business based on sourcing spend. An increasing number of facilities are also taking the necessary step of verifying their Higg assessments. In 2022, Gap Inc. will be setting contextual water targets based on the assessments we have coordinated over the past ten years of water stewardship work.

Comment

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Innovation & collaboration

Details of engagement

Encourage/incentivize innovation to reduce water impacts in products and services
 Encourage/incentivize suppliers to work collaboratively with other users in their river basins
 Educate suppliers about water stewardship and collaboration

% of suppliers by number

1-25

% of total procurement spend

76-100

Rationale for the coverage of your engagement

We work with our strategic mill and laundry suppliers on water and energy efficiency programs to incentivize their investments into operational efficiency that minimizes their water consumption. These suppliers represent 1-25% of our total suppliers and are from some of our largest sourcing countries, such as India, Vietnam, and China. We concentrate on high-volume suppliers located in areas of water risk. As many suppliers are concentrated at a regional level, collaboration and innovation allows for local-specific solutions and action. Our top 5 largest sourcing countries, Vietnam, Indonesia,

China, India, and Bangladesh represent approximately 76% of our sourcing spend, when including other countries with which we engage in water stewardship programs, we estimate they represent approximately 76-100% of our sourcing spend.

We have engaged 114 facilities to date in 10+ programs across our strategic geographies, such as the India Water Partnership in India, Race to the Top in Vietnam, PaCT in Bangladesh, and NRDC Clean by Design. We are a founding partner of the Apparel Impact Institute (Aii), a platform that supports cross-brand collaboration to improve operational efficiency and reduce water, energy and chemicals use. Many of the previous water related programs that we participated in, including Clean by Design, the China Mill Efficiency Program, Taiwan Mill Efficiency Program and Race to the Top in Vietnam are now streamlined under the Aii umbrella. Aii also piloted a water and chemistry efficiency program in India.

Incentivization occurs through including verified water data in our supplier scorecards should our suppliers choose to partake in water saving initiatives. This process then scores suppliers more favorably should they show to have positively impacted their water use through measurement, reduced consumption, increased recycling, or participation in other water related initiatives.

Impact of the engagement and measures of success

Engaging suppliers at the country level has allowed us to expand our coverage and incentivize participation by working with trusted groups such as PaCT in Bangladesh and the Apparel Impact Institute which operates programs in China, Vietnam, India, and Taiwan. We believe this provides competitive benefits to suppliers who are eager to engage in collaborations and gain market and production efficiencies, in addition to compliance with local regulation.

Through PaCT we can support suppliers to take part in chemical management and wastewater avoidance programs, and with Aii we can support suppliers to maximise their water efficiency through Aii's CLEAN by DESIGN programs. Both programs allow us to support our suppliers to move beyond compliance with local regulation to adopting innovative water saving solutions.

We had a goal of 10 billion liters water saving in our manufacturing process by 2020. Gap Inc. exceeded its goal by saving 11.2 billion liters of water from 2014-2020 – 10.2 billion with resource energy-efficiency programs and 1 billion through processing and product innovation. In 2021, Gap Inc. has saved 13.78 billion (since 2014) liters through facility efficiency program and innovations

Comment

W1.4c

(W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

At Gap Inc, we recognize the importance of partnerships and collaborations with industry, NGO's and other forms of external engagement to achieve our sustainability targets. Gap Inc.'s goal is to drive change by directing suppliers/value chain partners to address impacts in facilities, encouraging our supply chain to take responsibility for the environmental/social impacts of their regions, and collaborating with local governments to build resilient communities. In FY2021, we embarked on a water strategy-setting process with water stewardship experts at the Water Foundry. We also engaged more than 20 leading stakeholders and water experts to gather feedback on our preliminary water strategy across raw materials, manufacturing, and customer communities through a round table discussion facilitated by Ceres. To guide future strategy, we are working with World Wildlife Fund (WWF) to concentrate our water stewardship activities in water-stressed regions along our supply chain and developing a framework for community water resilience. Specific examples of stakeholder engagement in our supply chain are: NGO partnerships (CARE, WaterAid, The Ellen MacArthur Foundation, Water.org, Institute for Sustainable Communities, Better Cotton Initiative) public engagement (Signatory of the CEO Water Mandate, speaking at World Water Day, participation in seven SIWI World Water Week Panels), and public communication of our work to our customers, through surveying and online engagement (email, blog posts, social media). Stakeholders were selected based on their ability to help us reduce the negative environmental impacts of the regions we operate or partner in, and to maximize the positive impacts of our sustainability targets. Success is measured through quantitative impact reduction toward a sustainability target and qualitative impact measured through stakeholder communications on program impacts, surveying tools, and feedback from partner organizations and communities impacted.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

No

W3. Procedures

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Value chain stage

Direct operations
Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of an established enterprise risk management framework

Frequency of assessment

Annually

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market
Enterprise risk management
International methodologies and standards
Other

Tools and methods used

WRI Aqueduct
WWF Water Risk Filter
Life Cycle Assessment
Internal company methods
External consultants

Contextual issues considered

Water availability at a basin/catchment level
Water quality at a basin/catchment level
Stakeholder conflicts concerning water resources at a basin/catchment level
Implications of water on your key commodities/raw materials

Water regulatory frameworks
Status of ecosystems and habitats
Access to fully-functioning, safely managed WASH services for all employees

Stakeholders considered

Customers
Employees
Investors
Local communities
NGOs
Regulators
Suppliers
Water utilities at a local level
Other water users at the basin/catchment level
Other, please specify

Tier 1 Suppliers are assessed annually against Gap Inc.'s Code of Vendor Conduct, which includes provisions on environmental impacts, including water consumption, water quality, wastewater, as well as chemical use and handling.

Comment

We conduct enterprise-level and asset-level risk assessments with a third-party auditor advisor at least once per year. These assessments encompass environmental risks across our business and supply chain are discussed with the Board and Senior Risk committee on a quarterly basis. Water risks are also factored into country risk assessments that are conducted annually through collaboration between our Global Sustainability, Sourcing and Supply Chain functions. Our risk assessment procedures look throughout our entire supply chain; this scale allows us to understand all risks and opportunities we face from water.

Gap Inc. conducted the basin water risk assessment for 795 T1 and T2 suppliers using WWF Water Risk Filter to assess:

- Water quantity- scarcity
- Quantity – flooding
- Water quality
- Ecosystem service status
- Enabling environment (policy and law)
- Institutions and governance
- Management instruments
- Infrastructure & finance
- Cultural importance
- Biodiversity importance
- Media scrutiny
- Conflict

W3.3b

(W3.3b) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

We Use External Tools:

- Higg Facility Environmental Module (FEM), which includes the option for suppliers to use either the WRI Aqueduct Tool or the WWF Water Risk Filter to gauge their geographic risk to water related issues. We incentivize our largest supply partners verify their FEM data with verifying organizations and external consulting firms. Partnering with WWF, Gap Inc. used the WWF Water Risk Filter specifically to gauge supply chain water risk for 795 Tier I and Tier II facilities.

We Use Internal Tools:

- The Gap, Inc. Risk Committee, comprised of key leaders across corporate and brand functions, assists the leadership team in its oversight of the enterprise risk management process, which includes (i) identification of existing and emerging risks (including water-related risks) that may threaten the company's operations or impede the company's ability to achieve its long-term goals, (ii) execution of appropriate response plans, and (iii) ensuring clear risk ownership and accountability.
- Life Cycle Assessment is used as a means of determining the environmental impacts of the products we make, and the materials which we use in our products within our direct and indirect operations.
- The Gap Inc. Preferred Fibers Toolkit, a document developed based on LCA data ranks the sustainability attributes of various materials based on environmental factors including water consumption/risk.

Informed Decision Making Based on the Tools we Use:

- Gap Inc. uses this combination of external industry tools, internal consumer product knowledge and life cycle assessment data to develop lower impact products. Supply chain tools such as the FEM allow sourcing teams to create products at facilities with reduced impact. An example of this has been Gap Inc.'s efforts source product from Arvind Limited, a supplier with reduced water impact compared to conventional processing techniques. The Arvind mill program was a multimillion-dollar investment by Gap Inc. to enable the facility to implement water recycling and treatment onsite. Internal tools allow Gap Inc. to estimate the environmental impacts of our products and make decisions on what materials constitute our products. An example of this would be our public sustainability target to source 100% more sustainable cotton by 2025, based on LCA substantiated impact claims for different cotton fibers. Another example would be the use of the Water Risk Filter which allows Gap Inc. to examine water risks affecting nations and regions to forecast sourcing in the next 3-6 years and aiding our development of contextual water-based targets by 2022.

Why We Consider Certain Contextual Issues:

- Gap Inc. considers basin level water-based risk assessment on water availability and quality to be paramount in our risk assessment, as changing demands and water availability per region have the potential to substantively impact our indirect and direct business operations. We use a water regulatory framework to ensure that we are adequately managing our procedure in water resources. We consider both the ecological concerns of the region including the status of ecosystems, as deteriorating environmental quality has the potential to substantively impact

certain natural fiber procurement processes, which could detrimentally impact business operations. We 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 wellbeing of the persons operating in our value chain.

Why we consider Stakeholders:

- Gap Inc. considers customers, employees, NGO's, regulators, water utilities and water users at the local level to best determine the contextual risk of the region of operation. Customers are engaged to understand what the potential value our customers gain from our environmental initiatives. Employees are engaged to ensure we are remaining dedicated to upholding our values in sustainability targets and reporting. NGO's are engaged both to measure and improve the environmental impacts of our operations through environmental and social practices, such as our use of the Sustainable Apparel Coalition (SAC) Higg tools to survey and engage our supplier network. Regulators are engaged to ensure our actions are lawful and designed to ensure Gap Inc. is compliant with all applicable laws and standards in our regions of operation. Water utilities and water users are engaged to contextualize the impact of our operations on water scarcity within the region, so that we can best prioritize water savings initiatives in regions exposed to potential water risk. Through programs such as the Women + Water Alliance in the Godavari and Narmada River Basins, we work with partners to conduct hydrological assessments of these river basins to understand the local context and dynamics, including water availability and quantity/quality, and communities' access to water, sanitation, and hygiene services to inform local solutions.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes, only in our value chain beyond our direct operations

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

In 2021, basin risk assessment and operational risk assessment was conducted for 794 facilities. The basin risk found 10 facilities to be at very high risk (overall risk) and 160 at high risk.

In 2021, we defined substantive strategic impact from climate-related risks to be one that has a high likelihood to (a) adversely impact the Company's annual consolidated revenues by at least \$500 million and/or annual operating income by at least \$10 million and/or (b) have a materially adverse impact on our business operations defined as a major operating failure impacting the business for days to weeks including impact to people, process and/or technology.

One example of a substantive impact is the risk of water availability to our suppliers' operations. This could lead to significant delays in production as our suppliers' capacity is diminished,

which could lead to lost revenues well over \$500 million. Water-related impacts such as drought, storms or extensive flooding in agricultural regions where cotton is produced could substantially increase the cost of cotton, which is an essential raw material for our product, affecting our costs of goods sold. Historically, we have experienced substantive impacts from droughts in Pakistan impacting global cotton pricing and availability, raising our product costs and impacting revenues.

W4.1b

(W4.1b) What is the total number of facilities exposed to water risks with the potential to have a substantive financial or strategic impact on your business, and what proportion of your company-wide facilities does this represent?

	Total number of facilities exposed to water risk	% company-wide facilities this represents	Comment
Row 1	22	1-25	We've identified water-intensive operations exposed to water risk through water risk mapping, using the WWF Water Risk Filter. This surveying process found 160 Gap Inc. suppliers to be in regions exposed to water risk. Of these 160 facilities, 22 facilities were found to be strategic facilities. Strategic facilities in this case are defined as facilities which when taken together represent 80% of our business volume based on sourcing spend.

W4.1c

(W4.1c) By river basin, what is the number and proportion of facilities exposed to water risks that could have a substantive financial or strategic impact on your business, and what is the potential business impact associated with those facilities?

Country/Area & River basin

India

Other, please specify

Bay of Bengal

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

The facilities that are reported are facilities in the value chain that are “preferred” i.e. major suppliers and are in areas of Extremely High-Water Stress.

Country/Area & River basin

India

Other, please specify

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company’s total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

India

Other, please specify

Arabian Sea

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company’s total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

Pakistan

Other, please specify

Arabian Sea Coast

Number of facilities exposed to water risk

4

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

India

Narmada

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

India

Other, please specify

Arabian Sea Coast

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

China

Other, please specify

Yellow Sea

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

China

Other, please specify

South China Sea/INDO

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

Indonesia

Other, please specify

Java

Number of facilities exposed to water risk

3

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

1-10

Comment

Country/Area & River basin

Viet Nam
Other, please specify
South China Sea

Number of facilities exposed to water risk

2

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

Bangladesh
Other, please specify
Meghna

Number of facilities exposed to water risk

2

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

1-10

Comment

Country/Area & River basin

Viet Nam
Hong (Red River)

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

Cambodia
Mekong

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

1-10

Comment

Country/Area & River basin

Viet Nam
Other, please specify
Dong Nai & Vaico

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

Country/Area & River basin

Sri Lanka
Other, please specify
Sri Lanka

Number of facilities exposed to water risk

1

% company-wide facilities this represents

Less than 1%

% company's total global revenue that could be affected

Less than 1%

Comment

W4.2a

(W4.2a) Provide details of risks identified within your value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

Country/Area & River basin

China

Dong Jiang

Stage of value chain

Supply chain

Type of risk & Primary risk driver

Acute physical

Drought

Primary potential impact

Reduction or disruption in production capacity

Company-specific description

Gap Inc. brands sourced approximately 9.90% of merchandise from China in fiscal 2021. Our risk assessments indicate the ability to source products from China on favorable terms could be affected by a number of water-related risks, including water scarcity, stress and extreme weather events such as drought or flooding. Water is a key input at many stages of our supply chain in China for manufacturing, including spinning, ginning and wet processing.

Timeframe

1-3 years

Magnitude of potential impact

Medium-low

Likelihood

Likely

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

688,000,000

Potential financial impact figure - minimum (currency)**Potential financial impact figure - maximum (currency)****Explanation of financial impact**

Experiencing supply chain disruption would cause financial impacts for our sourcing, potentially requiring production shifts or delaying product delivery. China has been enforcing environmental laws more stringently, especially for facilities that discharge wastewater, which has caused facility closures and supply chain disruptions throughout the industry. We expect this to continue into the near-term over 1-3 years and potentially beyond. The total potential financial impact figure is based on the specific cost of goods sold from these vendors in FY21 (\$688,000,000).

Primary response to risk

Upstream
Increase supplier diversification

Description of response

Our Supply Chain and Sourcing teams' work to develop and maintain a diverse supplier base across a number of countries reduces risk on an ongoing basis. Gap Inc. has responded to increased water stress on suppliers leading to disruptions in production through supplier diversification led by our Supply Chain and Sourcing teams. For instance, we have an extensive supplier base across 25 countries in case any one supplier experiences water stress and disruptions to production. We are working to integrate more sustainable materials, which are less vulnerable to climate and other environmental impacts, into our product design and sourcing practices. We are also working to use more sustainable fabrics and raw materials that use less water. We require all Tier 1 suppliers of branded products, and identified strategic Tier 2 mills, to report on water consumption using the Sustainable Apparel Coalition's (SAC) Higg Index. This allows us to both identify and address water-related risks within our immediate supply chain. With this, we are working on integrating environmental data, including water use, into our sourcing scorecards and decisions. By the end of 2021, 99 percent of our Tier 1 and 91 percent of our strategic Tier 2 suppliers used the Sustainable Apparel Coalition's Higg Index 3.0 Facility Environmental Module self-assessment to communicate their water and energy use from 2020. We have mapped out mill facilities that represent over 65% of our business. We have also actively monitored and helped to remediate wastewater quality at denim laundries through our Water Quality Program (WQP).

Cost of response

150,000

Explanation of cost of response

The cost to manage this opportunity is Gap's membership to the Apparel Impact Institute (Aii), a platform that supports cross-brand collaboration to improve operational

efficiency and reduce water, energy and chemicals use. The annual membership fee is \$150,000

Country/Area & River basin

India
Cauvery River

Stage of value chain

Supply chain

Type of risk & Primary risk driver

Acute physical
Drought

Primary potential impact

Supply chain disruption

Company-specific description

Experiencing supply chain disruption would cause financial impacts for our sourcing, potentially requiring production shifts or delaying product delivery. We source a large portion of our product from India and this basin comprises of many of our suppliers upstream operations.

Timeframe

1-3 years

Magnitude of potential impact

Medium-high

Likelihood

About as likely as not

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

1,003,300,000

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

This has the potential to affect up to 10% of our purchased goods. Experiencing supply chain disruption would cause financial impacts for our sourcing, potentially requiring production shifts or delaying product delivery. The total potential financial impact figure

is based on the specific cost of goods sold and occupancy expenses from these vendors within a fiscal year (total COGS = \$10,033,000,000).

Primary response to risk

Supplier engagement

Promote investment in infrastructure and technologies for water saving, re-use and recycling among suppliers

Description of response

As a signatory to the CEO Water Mandate, we are collaborating with other companies, governments, civil society and others to address locally based contextual challenges related to water scarcity, quality and governance, and access to water and sanitation. In 2018, we helped to create: “Businesses for Water Security in the Noyyal Bhavani River Basin”, a project focused on improving the long-term sustainability of India’s Cauvery River Basin, a critical watershed in one of our key sourcing regions. The project looks beyond individual facility or single company initiatives to more holistically address risks in the river basin where our, and other brands’ supply chains operate. It aims to help address the root causes of water risks that threaten businesses, communities, and ecosystems alike. In 2017, Gap Inc. has launched the USAID Women + Water Alliance, a collaboration aimed at improving the health and economic outcomes for women, households, and communities impacted by the apparel industry in India.

Cost of response

120,000

Explanation of cost of response

This is part of our membership to the CEO Water Mandate Action Platform (\$100,000 annually) and the water resilience cost (\$20,000 annually).

Country/Area & River basin

India
 Godavari

Stage of value chain

Supply chain

Type of risk & Primary risk driver

Acute physical
 Drought

Primary potential impact

Supply chain disruption

Company-specific description

Experiencing supply chain disruption would cause financial impacts for our sourcing, potentially requiring production shifts or delaying product delivery. We source a large portion of our product from India and this basin comprises of many of our strategic suppliers upstream operations. While we don't have complete traceability on the cotton

used in our products, we work with cotton farmers in this basin as part of the Women and Water Alliance to build water resilience in targeted water basins.

Timeframe

1-3 years

Magnitude of potential impact

Medium

Likelihood

Likely

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

460,754,504

Potential financial impact figure - minimum (currency)

Potential financial impact figure - maximum (currency)

Explanation of financial impact

Estimated potential financial impact is representative of the cost of goods produced in India within a fiscal year.

Primary response to risk

Supplier engagement

Introduce/strengthen water management incentives for suppliers

Description of response

As a signatory to the CEO Water Mandate, we are collaborating with other companies, governments, civil society and others to address locally based contextual challenges related to water scarcity, quality and governance, and access to water and sanitation. We have been working with key suppliers in this river basin as part of the Women + Water Alliance to develop a water security plan that accounts for their use of water while also evaluating the needs of surrounding communities. With our partner, ISC (Institute for Sustainable Communities), we have developed a comprehensive document, Best Practices for Water Stewardship, that is specific to the apparel industry in an attempt to scale impact across the industry. Together with global textile manufacturer Arvind Limited, we are building an 18,000-square-foot Water Innovation Center for Apparel in the Godavari region of India.

Cost of response

100,000

Explanation of cost of response

The cost of the response is our membership cost to the CEO Water Mandate Action Platform, which is \$100,000 annually.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Gap Inc. has more than 3,300 company-operated and franchise stores as of FY21, as well as an online retail presence. We do not consider ourselves exposed to water risks in our direct operations as we have a highly diversified retail presence and are unlikely to experience widespread impact to direct operations. We have, historically, had water related impacts to direct operations such as flooding and storm damage from Hurricanes. For instance, during hurricanes Harvey, Irma, and Maria in Q3 of 2017 impacted our retail footprint for a limited duration, which included the closure of a combined total of 277 of our stores, for an average of approximately 6 days, representing 0.1% of our total store days lost. We believe that the average loss in sales for one store closed is about \$10,493 per day. Therefore, the estimation is based on the calculation of the 2017 hurricane events. 277 stores x 6 days x \$10,493 loss in sales/store/day = \$17,439,366, which does not exceed our significance threshold.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Resilience

Primary water-related opportunity

Increased supply chain resilience

Company-specific description & strategy to realize opportunity

Gap Inc. understands the importance of building a more resilient supply chain. As extreme weather events become more prominent and more likely in high-risk water regions because of anthropogenic influenced climate change, there is an increased likelihood that a water related event could detrimentally impact our business unless resilient sourcing strategies are implemented. Gap Inc. has identified natural fibers sourcing as a primary short-term target for increased supply chain resilience, as water

related weather events including drought, flooding, and storms could substantively impact natural fibers sourcing regions with the potential to destroy upwards of 30% of raw materials procured in a year depending on fiber and region of impact. Creating more resilient cotton supply chains specifically is Gap Inc.'s biggest priority, as 68% of total fiber content by mass used in the Gap Inc. portfolio for FY21 production was cotton.

To engage industry and NGO's since 2020 Gap Inc. has participated in the U.S. Cotton Trust Protocol and Textile Exchange's 2025 Sustainable Cotton Challenge to strengthen our commitments towards sustainable sourcing. All Gap Inc. brands including: Gap, Banana Republic, Athleta, and Old Navy have committed to using 100% more sustainable cotton by 2025. This includes organic, recycled and Better Cotton Initiative (BCI) cotton. As of FY21, 79% of all cotton in the Gap Inc. portfolio was sourced from more sustainable sources (certified organic, recycled, Better Cotton Initiative, USCTP). To further aid in transition to sustainable cotton procurement, specific brands in the Gap Inc. portfolio have made more robust cotton sourcing commitments, including Banana Republic's 2021 commitment to funding the work of Action for Social Advancement (ASA), an NGO that trains cotton farmers on converting to organic practices, and is sourcing cotton from the 1500 farmers participating. Since 2017, as part of the Women + Water Alliance, we have built 1000+ water security plans for our cotton growers and are continuing to conduct this type of work through our commitment for sustainable sourcing by 2025. Since 2020, Gap Inc. has been participating in a pilot program with the U.S. Cotton Trust Protocol (USCTP) to trace products made with U.S. grown cotton, and successfully traced over 140,000 garments to their material origin in 2021 and we intend to increase this value annually.

Estimated timeframe for realization

4 to 6 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

105,000,000

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact

The number provided is the membership fee cost for large companies as defined by BCI, however our total costs may vary. Retailers and Brand members pay a Membership Fee and a variable Volume Based Fee (VBF). The membership fee is calculated on total cotton lint footprint, and the VBF is calculated on how much Better

Cotton is sourced.

Type of opportunity

Products and services

Primary water-related opportunity

New R&D opportunities

Company-specific description & strategy to realize opportunity

All our brands expanded their efforts to embed sustainability into product design and raw materials selection, and they increased consumer communications to emphasize the importance of sustainability to the people who buy and wear our clothes. Based on a consumer survey conducted in January 2021 on Gap Inc. consumers, 30% stated sustainability as an important purchase driver and 12% of the total customers stated that “making products that don’t harm people or planet” as an important focus area for the brands they shopped at.

In 2018, we completed and rolled out our Preferred Fiber & Materials Toolkit, which we created alongside third-party industry partners. The tool empowers product teams to select the best fibers based on sustainability impacts such as water, chemicals, energy and emissions, land use and biodiversity, social conditions, animal welfare, potential for circularity and improved conditions for women. This toolkit was gifted to Textile Exchange in 2020 with the hope of open-sourcing this information to guide the industry towards meaningful change.

For every brand within Gap Inc., sustainability and saving water is considered a business priority. Beginning with Athleta and Gap testing and scaling innovations from recycled fibers to water-saving denim washes like Washwell, we learned a lot from our first brand-level goals in 2017. By 2018, all our brands established executive sustainability steering committees, defined their own priorities and goals, and led strategy workshops on sustainability with cross-functional teams. This empowers each brand to build a strategy that is true to their own identity while also pursuing meaningful environmental and social impact.

In 2019, our Banana Republic brand also announced a partnership with a Spanish mill, Tejidos Royo, to produce denim using Dry Indigo®, an innovative, new waterless, indigo foam-dyeing technique. The process can reduce water usage by up to 99%, while also using 89% less chemicals, reducing energy usage by 65%, and eliminating water discharge when compared to the traditional slasher indigo (or sheet dyeing) process.

Estimated timeframe for realization

1 to 3 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact

Shifting consumer preferences, especially through the Covid-19 related events of 2021, are leading to opportunities for us to continue to position our portfolio of purpose-led brands. We see potential shifts in consumer purchasing of more sustainable products due to efforts such as our shift to more sustainable cotton. For example, we've launched a platform for our Gap brand called Generation Good, and we are increasing the percentage of our product which falls under this platform. Gap, Old Navy, Athleta and Banana Republic have all committed to sustainability goals including a heavy emphasis on water reduction, and we are communicating their values and actions to their customers. Estimating financial impact is extremely difficult, as customer choices and sales depend on a wide variety of factors, to which this opportunity may or may not contribute.

Type of opportunity

Markets

Primary water-related opportunity

Stronger competitive advantage

Company-specific description & strategy to realize opportunity

For every brand within Gap Inc., sustainability is considered a business priority. Beginning with Athleta and Gap testing and scaling innovations from recycled fibers to water-saving denim washes, we learned a lot from our first brand-level goals in 2017. By 2018, all our brands established executive sustainability steering committees, defined their own priorities and goals, and led strategy workshops on sustainability with cross-functional teams. This empowers each brand to build a strategy that is true to their own identity while also pursuing meaningful environmental and social impact.

In 2019, our Banana Republic and Old Navy brands established their first sustainability-focused goals, incorporating sustainable materials and water savings into design, raw materials sourcing, and manufacturing and processing. Banana Republic also announced a partnership with a Spanish mill, Tejidos Royo to produce denim using Dry Indigo®, an innovative, new waterless, indigo foam-dyeing technique. Apparel using this process was manufactured at a factory that recycles 98% of its water and was launched to customers in early 2020.

We have continued to communicate our product sustainability efforts to customers through store displays, product descriptions, product labeling, social media and other channels. We also engage in educational campaigns and media around events such as World Water Day and through our strategy to source more sustainable cotton, including the Better Cotton Initiative (BCI).

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

Potential financial impact figure – minimum (currency)

Potential financial impact figure – maximum (currency)

Explanation of financial impact

We are in the process of evaluating the full opportunity of shifting consumer preferences. We see potential shifts in consumer purchasing of more sustainable products due to efforts such as our shift to more sustainable cotton. For example, we've launched a platform for our Gap brand called Gap for Good and are increasing the percentage of our product which falls under this platform. Gap, Old Navy, Athleta and Banana Republic have all committed to sustainability goals and are communicating their values and actions to their customers. Estimating financial impact is extremely difficult, as customer choices and sales depend on a wide variety of factors, to which this opportunity may or may not contribute.

W5. Facility-level water accounting

W5.1

(W5.1) For each facility referenced in W4.1c, provide coordinates, water accounting data, and a comparison with the previous reporting year.

Facility reference number

Facility 1

Facility name (optional)

Artistic Fabric & Garment Industries (Pvt.) Ltd. (Denim Division-II)

Country/Area & River basin

Pakistan

Other, please specify

Arabian Sea Coast

Latitude

24.85

Longitude

67.21

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

857.05

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

857.05

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

863.5

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

1,000.54

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 2

Facility name (optional)

Artistic Milliners (Pvt) Limited

Country/Area & River basin

Pakistan

Other, please specify

Arabian Sea Coast

Latitude

24.84

Longitude

67.14

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

337.99

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

337.99

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

279.26

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

279.26

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

337.99

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 3

Facility name (optional)

Arvind Limited

Country/Area & River basin

India

Other, please specify

Bay of Bengal

Latitude

12.93

Longitude

77.51

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

342.16

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

342.16

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

208.33

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

208.33

Total water consumption at this facility (megaliters/year)

342.16

Comparison of total consumption with previous reporting year

About the same

Please explain

Arvind facilities have a water recycling system implemented on-site as well as on site water treatment for all effluent streams. Wastewater is processed before being discharged to a wastewater treatment facility, however much of the water is recycled on site.

Facility reference number

Facility 4

Facility name (optional)

Arvind Mill

Country/Area & River basin

India

Other, please specify

Arabian Sea

Latitude

23.02

Longitude

72.36

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

2,669.62

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

2,669.62

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

1,895.01

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

1,895.01

Total water consumption at this facility (megaliters/year)

2,669.62

Comparison of total consumption with previous reporting year

About the same

Please explain

Arvind facilities have a water recycling system implemented on-site as well as on site water treatment for all effluent streams. Wastewater is processed before being discharged to a wastewater treatment facility, however much of the water is recycled on site.

Facility reference number

Facility 5

Facility name (optional)

Auro Textiles(Vardhman)

Country/Area & River basin

India

Other, please specify
Sutlej

Latitude

30.93

Longitude

76.83

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

102.39

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

102.39

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

113.34

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

113.34

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

113.34

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 6

Facility name (optional)

BEST PACIFIC TEXTILE LTD

Country/Area & River basin

Viet Nam

Hong (Red River)

Latitude

20.56

Longitude

106.12

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

1,573.99

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

1,573.99

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

2,727.46

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

2,727.46

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

3,000.21

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water

Facility reference number

Facility 7

Facility name (optional)

BLACK PEONY (HK) LTD

Country/Area & River basin

China

Huang He (Yellow River)

Latitude

31.82

Longitude

120.02

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

2,568.1

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

2,568.1

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

2,311.26

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

2,311.26

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

2,568.1

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 8

Facility name (optional)

Artistic Fabric & Garment Industries (Pvt) Ltd@MALIR (BUILDING 1)

Country/Area & River basin

Pakistan

Other, please specify

Artistic Fabric & Garment Industries (Pvt) Ltd@MALIR (BUILDING 1)

Latitude

24.86

Longitude

67

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

5.87

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

5.29

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

5.88

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 9

Facility name (optional)

Artistic Fabric & Garment Industries (Pvt) Ltd@MALIR (BUILDING 2)

Country/Area & River basin

Pakistan

Other, please specify

Arabian Sea Coast

Latitude

24.86

Longitude

67

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

4.63

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

0

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

4.63

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 10

Facility name (optional)

CRYSTAL INTERNATIONAL GROUP LIMITED

Country/Area & River basin

Bangladesh

Other, please specify

Meghna

Latitude

23.99

Longitude

90.42

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

203.17

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

203.17

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

162.54

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

162.54

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

203.17

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 11

Facility name (optional)

ECLAT TEXTILE CO LTD

Country/Area & River basin

Viet Nam

Other, please specify

South China Sea

Latitude

10.72

Longitude

106.92

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

130.25

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

130.25

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

144.72

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

144.72

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

144.72

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 12

Facility name (optional)

Eclat Textile Co. Ltd

Country/Area & River basin

Viet Nam

Other, please specify

South China Sea

Latitude

10.59

Longitude

107.04

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

332.07

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

332.07

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

708.76

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

708.76

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

779.63

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 13

Facility name (optional)

Vardhman Fabrics

Country/Area & River basin

India
Narmada

Latitude

23.29

Longitude

77.35

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

2,201.58

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

2,201.58

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

3,603.09

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

3,603.09

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

4,003.43

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we

assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 14

Facility name (optional)

HANSAE CO LTD

Country/Area & River basin

Viet Nam

Other, please specify

Dong Nai & Vaico

Latitude

10.48

Longitude

106.36

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

153.81

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

153.81

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

169.19

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

169.19

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

169.19

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 15

Facility name (optional)

Kam Hing International Holdings Ltd.

Country/Area & River basin

China

Other, please specify

South China Sea

Latitude

22.18

Longitude

112.31

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

247.88

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

247.88

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

1,547.75

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

1,547.75

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

3,067.96

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 16

Facility name (optional)

MAKALOT INDUSTRIAL CO LTD

Country/Area & River basin

Cambodia

Mekong

Latitude

11.53

Longitude

104.86

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

31.93

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

31.93

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

28.73

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

28.73

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

31.93

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 17

Facility name (optional)

MAS ACTIVE TRADING (PVT) LTD, Unichela (PVT) ltd.

Country/Area & River basin

Sri Lanka

Other, please specify

Sri Lanka

Latitude

6.71

Longitude

79.93

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

170.84

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

170.84

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

136.06

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

136.06

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

170.84

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 18

Facility name (optional)

MAS INTIMATES (PVT) LTD, Masihata Sweaters Ltd.

Country/Area & River basin

Bangladesh

Other, please specify

Meghna

Latitude

23.99

Longitude

90.42

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

173.24

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

173.24

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

149.58

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

149.58

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

173.24

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 19

Facility name (optional)

PT DAEHAN GLOBAL

Country/Area & River basin

Indonesia

Other, please specify

Java

Latitude

-6.9

Longitude

106.84

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

101.38

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

101.38

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

92.16

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

92.16

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

101.38

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 20

Facility name (optional)

PT Yakjin

Country/Area & River basin

Indonesia

Other, please specify

Java

Latitude

-0.65

Longitude

107.65

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

12.64

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

12.64

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

21.66

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

21.66

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

21.66

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 21

Facility name (optional)

SAE-A TRADING CO., LTD, PT L&B Indonesia

Country/Area & River basin

Indonesia

Other, please specify

Java

Latitude

-6.85

Longitude

106.76

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

19.83

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

19.83

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

12.2

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

12.2

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

19.87

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

Facility reference number

Facility 22

Facility name (optional)

Shahi Exports Private Limited

Country/Area & River basin

India

Other, please specify
Gersoppa

Latitude

14.23

Longitude

74.87

Located in area with water stress

Yes

Total water withdrawals at this facility (megaliters/year)

167.02

Comparison of total withdrawals with previous reporting year

About the same

Withdrawals from fresh surface water, including rainwater, water from wetlands, rivers and lakes

167.02

Withdrawals from brackish surface water/seawater

Withdrawals from groundwater - renewable

Withdrawals from groundwater - non-renewable

Withdrawals from produced/entrained water

Withdrawals from third party sources

Total water discharges at this facility (megaliters/year)

888.68

Comparison of total discharges with previous reporting year

About the same

Discharges to fresh surface water

888.68

Discharges to brackish surface water/seawater

Discharges to groundwater

Discharges to third party destinations

Total water consumption at this facility (megaliters/year)

987.42

Comparison of total consumption with previous reporting year

About the same

Please explain

For facilities which have reported their total water consumption, blue and grey water consumption, but have not reported their specific withdrawal and discharge sources, we assume that 100% of the volume of withdrawal and discharge water was sourced/discharged in fresh surface water.

W5.1a

(W5.1a) For the facilities referenced in W5.1, what proportion of water accounting data has been third party verified?

Water withdrawals – total volumes

% verified

76-100

Verification standard used

This was verified by the Higg FEM index.

Water withdrawals – volume by source

% verified

76-100

Verification standard used

This was verified by the Higg FEM index.

Water withdrawals – quality by standard water quality parameters

% verified

76-100

Verification standard used

This was verified by the Higg FEM index.

Water discharges – total volumes

% verified

76-100

Verification standard used

Water discharges – volume by destination

% verified

26-50

Verification standard used

This was verified by the Higg FEM index.

Water discharges – volume by final treatment level

% verified

Not verified

Please explain

Water discharges – quality by standard water quality parameters

% verified

Not verified

Please explain

Water consumption – total volume

% verified

76-100

Verification standard used

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

Yes, we have a documented water policy that is publicly available

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Company-wide	<p>Description of business dependency on water</p> <p>Description of business impact on water</p> <p>Description of water-related performance standards for direct operations</p> <p>Description of water-related standards for procurement</p> <p>Reference to international standards and widely-recognized water initiatives</p> <p>Company water targets and goals</p> <p>Commitment to align with public policy initiatives, such as the SDGs</p> <p>Commitments beyond regulatory compliance</p> <p>Commitment to water-related innovation</p> <p>Commitment to stakeholder awareness and education</p> <p>Commitment to water stewardship and/or collective action</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in the workplace</p> <p>Commitment to safely managed Water, Sanitation and Hygiene (WASH) in local communities</p>	<p>We have a responsibility and an opportunity to address water issues as a critical natural resource for our business—used to cultivate raw materials like cotton, consumed in the mills and laundries that manufacture our products, and used by consumers when they wash their clothes. Our water enshrines our commitment to address water security in our operations and supply chain. Our water policy addresses our interactions with water at a business level and outlines company targets and goals that aim to reduce dependency on water and our impact on water. To aid this, our policy includes our commitments to align with public policy initiatives such as the CEO Water Mandate, water-related innovation, stakeholder awareness and education, and water stewardship to ensure that we are compliant with water regulation and international standards related to water, as well as ensure that our stakeholders are committing to the same standards. Partnerships like our investment in the Arvind Mill program to build an 18,000-foot water innovation center highlight this effort. Within Gap Inc. partner facilities, our Code of Vendor Conduct requires that key WASH needs of garment workers are met, and we have set a goal to have a water-resilient supply chain by 2050.</p> <p>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.</p> <p>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</p>

		<p>Acknowledgement of the human right to water and sanitation</p> <p>Recognition of environmental linkages, for example, due to climate change</p>	<p>and procurement to keep ourselves accountable for any water-related impacts we may have. In addition, we include WASH in our policy 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. In all, we believe that these all contribute to our efforts for good water stewardship practices as an integral part of mitigating climate change and biodiversity loss.</p>
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W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

Position of individual	Please explain
<p>Director on board</p>	<p>The Gap Inc. Governance and Sustainability Committee (the “Committee”) of its Board of Directors (the “Board”) assists the Board in fulfilling its oversight responsibilities relating to the Company’s corporate governance matters, including the annual review of the Company’s Corporate Governance Guidelines, the annual self-assessment of the Board, its committees and individual directors, the identification and selection of director nominees, oversight of the Company’s programs, policies and practices relating to environment, social and community, and governance issues and impacts to support the sustainable growth of the Company’s business, including oversight of establishing and making progress against water-use goals, and such other duties as directed by the Board. The Committee is composed entirely of independent directors.</p> <p>The Company’s ESG program is overseen by the Committee, which provides regular updates to the Board regarding the Company’s ESG activities and strategies. To assist in its oversight responsibilities, the Committee receives regular updates from our Chief Growth Transformation Officer, who in turn meets with leaders across the Company from Sourcing, Production, Brand and Operations, and the ESG team</p> <p>In 2021, the Committee reviewed progress against our enterprise-wide water-use goals, which include our goals to support a water-resilient supply chain by 2030, and to empower 2 million people (including 1 million women) with access to improved drinking water and sanitation, work towards zero discharge of hazardous chemicals in our supply chain and eliminate PFC-based finishes from our supply chain, in each</p>

	case by 2023.
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W6.2b

(W6.2b) Provide further details on the board’s oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Overseeing major capital expenditures Reviewing and guiding business plans Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding strategy Reviewing and guiding corporate responsibility strategy Reviewing innovation/R&D priorities Setting performance objectives	<p>The Company’s ESG program is overseen by the Committee, which provides regular updates to the Board regarding the Company’s ESG activities and strategies. To assist in its oversight responsibilities, the Committee receives regular updates from our Chief Growth Transformation Officer.</p> <p>The Chief Growth Transformation Officer is part of the Senior Leadership team and meets regularly with leaders across the Company from Sourcing, Production, Brand and Operations, and the ESG team. Additionally, the ESG team works with business partners and experts to assess and manage business risks, including the risks that water-use impacts could pose to our business.</p> <p>The Committee oversees and approves our enterprise-wide strategies and goals related to water-use, our progress against those goals and other issues related to water-use. This includes reviewing progress against our goals to work with our suppliers to conserve water in manufacturing processes and our new 2030 and 2050 goals pertaining to water resiliency and net water positivity across water stressed regions in our supply chain.</p>

W6.2d

(W6.2d) Does your organization have at least one board member with competence on water-related issues?

	Board member(s) have competence	Criteria used to assess competence of board member(s) on water-related issues
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	on water-related issues	
Row 1	Yes	One of our Board members has experience in water-related issues as a co-founder and trustee of the Pisces Foundation, a non-profit organization which makes grants to support innovators who are doing what is necessary to achieve a safe, stable climate, provide kids with environmental know-how to create a sustainable world, and to guarantee clean and abundant water for all.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify
Chief Growth Transformation Officer

Responsibility

Assessing future trends in water demand
Assessing water-related risks and opportunities
Managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

The Chief Growth Transformation Officer (CGTO) has the highest level of direct responsibility for water-related matters and reports to our Chief Growth Officer (CGO) who reports to the CEO. Both the CGO and CGTO are part of the Executive Leadership Team and meet with the Board quarterly. The CGTO meets with the Board on water strategy, ongoing water programs and issues. This role oversees approving annual budgets and strategic plans, guiding strategy, coordinating with our supply chain and strategic sourcing teams, and priority setting for water goals. Specific examples are: Reporting total summarized water savings and capacity building programs throughout the Gap Inc. portfolio within the past FY, the review of all future facing water related sustainability goals, and specific instances of project progress within the last fiscal year at mills and facilities we are investing in for decreased water demand (Washwell program, WASH progress, sourcing practices, mill development, etc).

Name of the position(s) and/or committee(s)

Sustainability committee

Responsibility

Assessing future trends in water demand

Assessing water-related risks and opportunities
 Managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Quarterly

Please explain

The Governance and Sustainability Committee is a sub-committee of the Board and receives updates from the Chief Growth Transformation Officer on our environmental initiatives and performance. The Board’s, together with its Governance and Sustainability Committee’s, oversight of the Company’s sustainability efforts and strategies ensures that sustainability is considered regularly in corporate decision-making. Reports to the Board by members of management include regular presentations on our goals and progress, including all future facing water related targets such as a 2050 goal to have net-positive water impacts in water-stressed regions.

W6.4

(W6.4) Do you provide incentives to C-suite employees or board members for the management of water-related issues?

	Provide incentives for management of water-related issues	Comment
Row 1	No, and we do not plan to introduce them in the next two years	

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

- Yes, direct engagement with policy makers
- Yes, trade associations
- Yes, funding research organizations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

GAP INC. POLITICAL ENGAGEMENT POLICY: 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, ports/infrastructure, and environmental issues. Gap Inc. only takes positions on ballot measures, initiatives or propositions that have a direct impact on our business. Our Government Affairs department manages and oversees the Company’s political activities. All corporate political contributions

are reviewed and approved in advance by both the (i) Vice President of Government Affairs and (ii) the Chief Growth Transformation Officer (who oversees our ESG and climate efforts). The Government Affairs Public Policy team and Strategy teams all report to the Chief Growth Transformation Officer as well as ESG to ensure consistency in corporate strategy, ESG goals and public advocacy. Our corporate contributions and political activities are reviewed annually by the Board.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

Yes (you may attach the report - this is optional)

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	21-30	Gap Inc.'s water impact scope of work extends 21-30 years, including our 2030 goal to establish baselines and water related impacts for all priority suppliers, and our 2050 goal to have net positive water impact in water stressed regions. Water management (discharge, withdrawal, measurement) and strategic sourcing for water impact are our primary targets as these contribute to our organization's long-term strategy to become more resilient to water related impacts, positively influencing our business. An example is strengthening our supplier relationship with Arvind mill based on their commitment to increased water recycling and processing efficiency since 2016. Arvind has saved over 1.7 billion liters of water since 2019 through reclaimed wastewater recapture and use. A collaboration with Arvind and Gap Inc. is constructing a 18,000 sq. ft. Water Innovation Center for Apparel in India set to open in 2022. Our ESG Teams are elevated into the Growth Office, which is accountable for enterprise-wide strategy setting, ensuring that ESG operational strategy is implemented and integrated into our growth planning from raw material procurement to finished goods retail. Water related risks

			are reviewed annually using tools such as the Higg FEM. Outstanding issues are elevated to the Growth Office for review of their potential impacts on current/projected future business operations. This influences supply chain allocation for finished goods and material sourcing from supply chains.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	21-30	Gap Inc. has integrated contextual site and water basin target setting, reduced water consumption, on site water recycling, water discharge and consumption in operations into our strategic business objectives, contributing toward our 2030 goal to establish baselines and water related impacts for all priority suppliers, and our 2050 goal to have net positive water impact in water stressed regions. Since 2020 we have sourced from facilities rated green or yellow (where water related impacts contribute to scoring), and we have saved over 10 billion liters of water through water reduction initiatives such as the expansion of the Washwell program. The Supplier Sustainability and Product Sustainability teams at Gap Inc. prioritize sourcing from suppliers committed to reducing water related impacts, and suppliers which are transparent and offer basin level water data through the Higg FEM. Annual water assessments throughout our entire Tier I finished good supply chain and strategic (>80% of sourcing spend) Tier II supply chain using the WWF Water Risk Filter have resulted in adaptation strategies and a dataset to monitor improvements over our target period. Partnering with specific mills like the Arvind mill program have offered insights into water saving technology such as Arvind's ability to recycle more than 90% of water used on site. The intent is to learn techniques which can be applied at scale across the supply chain to aid in our efforts to achieve our 2030 and 2050 goals.
Financial planning	Yes, water-related issues are integrated	21-30	Gap Inc. Integrates water related risks into our financial planning and is relevant to company strategy as our 2030 and 2050 water targets are endorsed by senior executive leadership and our Board. Water impact per site is integrated into our Gap Inc. sourcing strategy, where we consider the cost, availability, and quality of materials and supply chain partners both currently and anticipated cost/availability/quality in the future as climate change alters the growth and procurement of resources. Ex.) Since 2018 we have implemented the "Businesses for Water Security in the Noyyal Bhavani River Basin" to address the root causes of water risks in this basin. Our

			<p>sourcing teams work to ensure that our primary natural fibers (cotton, where >60% of Gap Inc. product is made from cotton) are sourced in regions less likely to be impacted by drought/flooding. Ex.) Sourcing from the Better Cotton Institute and other preferred fiber sources (recycled, organic, USCTP) and paying a premium on these materials to ensure supply chain security and longevity. We include climate risk factors in our annual 10K financial report, where natural disasters such as hurricanes, tornadoes, floods, and other extreme weather conditions are considered. Our target period extends 21-30 years based on our 2050 goal to have net positive impact in water stressed regions, which will use sourcing strategies aligned with Sustainable Development Goals to build resilient supply chains for Gap Inc. sourcing.</p>
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W7.2

(W7.2) 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?

Row 1

Water-related CAPEX (+/- % change)

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

Water-related OPEX (+/- % change)

19

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

1

Please explain

Relevant operational expenditures include in-country facility-level water programs focused on efficiency and quality; data management/analytics including water footprinting; risk assessment; and strategy work. This increase is largely due to resourcing allocated against our long-term strategy to meet our water-related goals. We are partnering with WWF to build a comprehensive water strategy and determine specific regions for water-focused interventions and programming over the next 30 years and anticipate OPEX to increasingly grow as we determine those programs.

W7.3

(W7.3) Does your organization use scenario analysis to inform its business strategy?

	Use of scenario analysis	Comment
Row 1	Yes	As part of our enterprise risk assessment, Gap Inc. uses a combination of qualitative and quantitative tools/metrics to determine our potential exposure to climate and water-related risks. The water related impacts of climate change including but not limited to drought, flooding, and increased risk of hurricanes/storms would negatively impact our organization’s ability to source raw materials for our products and our main source of revenue. Gap Inc. uses the IEA 450 Transition Scenarios and IEA INDC scenarios to model climate mitigation in the event of different climate action movements globally. Gap Inc. takes into consideration various climate target scenarios (1.5°C, 2, 3 and 4°C scenarios), expected population, global fossil fuel and electricity use, and physical climate related impacts in our scenario analyses.

W7.3a

(W7.3a) Provide details of the scenario analysis, what water-related outcomes were identified, and how they have influenced your organization’s business strategy.

	Type of scenario analysis used	Parameters, assumptions, analytical choices	Description of possible water-related outcomes	Influence on business strategy
Row 1	Water-related Climate-related	As part of our enterprise risk assessment, Gap Inc. uses a combination of qualitative and quantitative tools/metrics to determine our potential exposure to climate and water-related risks. The water related impacts of climate change including but not limited to drought, flooding, and increased risk of hurricanes/storms would negatively impact our organization’s ability to source raw materials for our products and our main source of revenue. Gap Inc. uses the IEA 450 Transition Scenarios and IEA INDC scenarios to model climate	Our business and results of operations could be adversely affected by natural disasters, public health crises, political crises, negative global climate patterns, or other catastrophic events. Natural disasters, such as hurricanes, tornadoes, floods, earthquakes, wildfires, and other extreme weather conditions; unforeseen public health crises, political crises, such as terrorist attacks, war, labor unrest, and other political instability; negative global climate	We consider these types of catastrophic events as part of our disaster recovery and business continuity planning, Gap Inc.'s commitment to become carbon neutral by 2050, and to source materials/produce products strategically in regions with reduced water risk are specific examples of this. Gap Inc. additionally partners with organizations within our supply chain to reduce water impact, including but not limited to our partnership with Arvind mill to create a Water Innovation Center and to increase the percentage of

		<p>mitigation in the event of different climate action movements globally. Gap Inc. takes into consideration various climate target scenarios (1.5°C, 2, 3 and 4°C scenarios), expected population, global fossil fuel and electricity use, and physical climate related impacts in our scenario analyses.</p>	<p>patterns, especially in water stressed regions; or other catastrophic events or disasters occurring in or impacting the areas in which our stores, distribution centers, corporate offices or our vendors' manufacturing facilities are located, whether occurring in the United States or internationally, could disrupt our, our franchisees' and our vendors' operations. Climate change may increase both the frequency and severity of extreme weather conditions and natural disasters, and the physical changes prompted by climate change could result in increased regulation or changes in consumer preferences. Related to water specifically, natural disasters including storms, drought, and flood have the potential to substantively impact Gap Inc. business operations. Drought in cotton producing regions have the potential to destroy or reduce the total quantities of cotton produced in a year, limiting availability, raising costs, and possibly requiring inventory planning to accommodate raw</p>	<p>products made with water saving technology.</p>
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			material availability and price.	
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W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

While Gap is taking many steps to reduce its water use and impacts, we currently do not expect that setting an internal price of water would have a material effect on our water footprint.

W7.5

(W7.5) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Definition used to classify low water impact	Please explain
Row 1	Yes	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.	Washwell™ (launched in 2016) has saved over 2.5B liters of water in our finishing process compared to conventional methods. We convey Washwell to our customers on websites & on-product labels. Old Navy has a goal that 100% of denim items are made with at least one water-saving technique - Washwell, usage of recycled cotton or production in a facility with Zero Liquid Discharge. The measure of success is the number of denim items made per season that are part of Washwell or in the case of Old Navy, that are water-saving. Gap had a goal of 75% of its denim to qualify for Washwell by end of 2021 and by end of 2020, we reached 91% for our Holiday season. By the Holiday 2021 season, Old Navy reached 84% of applicable denim qualifying for Washwell, and Gap brand reached 99% Washwell.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	<p>Company-wide targets and goals</p> <p>Business level specific targets and/or goals</p> <p>Site/facility specific targets and/or goals</p> <p>Brand/product specific targets and/or goals</p>	<p>Targets are monitored at the corporate level</p> <p>Goals are monitored at the corporate level</p>	<p>Gap Inc. has long-term business objectives for the following water related issues: Contextual site and water basin target setting, reduced water consumption, on site water recycling, water discharge and consumption, and water scarcity due to climate change induced changes in weather patterns. Through annual supply chain surveying using tools like the Higg FEM and WWF Water Risk Filter, Gap Inc. monitors our supply chain and sets goals in priority impact areas. This is done to reduce potential future financial risk for Gap Inc. to reduce water related impacts, and to positively influence the livelihoods of the communities in which we operate.</p> <p>We collaborate with other organisations to develop water programs. Ex.) Our WASH program for women in water-stressed river basins in India. We worked with CARE, Water.org, WaterAid, and the Institute for Sustainable Communities through the USAID Gap Inc. Women+Water program. The insights we gain from this program will inform our community water resilience strategy and our 2050 water-resilient supply chain goals.</p> <p>We support our tier 1 & 2 suppliers in conducting environmental footprint assessments using SAC's Higg Index. Higg Index results are included as part of our supplier scorecards. We are also actively monitoring and helping improve wastewater quality at denim laundries through our Water Quality Program, which expects complete compliance with wastewater guidelines.</p> <p>We monitor through reported facility-level results from the Higg Index, and to achieve savings, we work with various collaborative initiatives that have measurable water-saving outcomes, such as PaCT, India Water Partnership and Race to the Top. With product-based projects, such as our Washwell processing for our denim, we calculate savings</p>

			<p>based on baselines for the volume produced. This monitoring of the Higg Index result informs our water strategy and target setting by allowing us to understand our baselines and areas of improvement.</p> <p>Gap Inc. is working with fabric mills and laundries to improve practices, and we are pursuing partnerships across our supply chain to reduce water and chemicals use. By working with fabric mills and laundries directly, we can understand where we can make the greatest positive impacts, which informs our target setting and program development.</p> <p>Our Mill Sustainability Program aims to improve the practices of fabric mills by engaging with strategic mills to help us meet our long-term commitments. This addresses human rights obligations, particularly access to water for the communities surrounding the fabric mills we utilise. Our program establishes clear environmental standards, and we are integrating those standards into our sourcing decisions. We focus on:</p> <ol style="list-style-type: none"> 1. Community water resilience – supported by the Women+Water alliance 2. Resource efficiency and manufacturing – supported by our Mill sustainability and Water Quality programs 3. Raw materials and product – supported by our Washwell process
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W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Water, Sanitation and Hygiene (WASH) services in the community

Level

Company-wide

Primary motivation

Increase freshwater availability for users/natural environment within the basin

Description of target

In 2021 Gap Inc. announced our goal to empower 2 million people to improve access to drinking water and sanitation by 2023 in cotton growing and textile manufacturing communities in India, as part of the USAID Gap Inc. Women + Water Alliance, through collective action among our partners WaterAid, Water.org, CARE and Institute for Sustainable Communities (ISC). Gap Inc. will reach at least 1 million women by; partnering with WaterAid to help villages and local governments develop and implement water action plans; working with Water.org to provide microloans for items like water hand pumps and water filters; helping women, particularly from underserved socio-economic and ethnic backgrounds, to build skills on water sanitation and hygiene practices through the Gap Inc. P.A.C.E. program with our partner CARE; and training cotton farmers to implement water stewardship best practices to improve water quality and availability with our partner, Institute for Sustainable Communities (ISC).

Quantitative metric

Other, please specify

Total Number of Individuals reached by the USAID Gap Inc. Women+Water Alliance

Baseline year

2016

Start year

2017

Target year

2023

% of target achieved

75

Please explain

Gap Inc. goals surrounding empowering individuals and communities with access to improve water and sanitation are underway. 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. Through the Women+Water program we have empowered 1.5 million people with improved water access since 2017, including 938,000+ people in 2021.

W8.1b

(W8.1b) Provide details of your water goal(s) that are monitored at the corporate level and the progress made.

Goal

Engagement with suppliers to reduce the water-related impact of supplied products

Level

Company-wide

Motivation

Water stewardship

Description of goal

Our sustainable manufacturing goal of conserving 10 billion liters of water by 2020 was met, and Gap Inc. Continues to achieve enhanced water security through company-wide water use minimization. This is important to Gap Inc. because it prioritizes engagement with our supply chain to reduce the water-related impact of supplied products which is a potential significant risk to our business. Product innovation and efficiency improvements at fabric mills and laundries were key to achieving these water savings. We are implementing this goal company-wide across our supply chain through our involvement with external programs. we achieved a total water savings (since 2014) of 13.78 billion liters of water in 2021, through increasing the percentage denim and woven product creating using Washwell™ processing. By 2025, all applicable denim and woven products will be made using Washwell™ wash processing.

Gap Inc. is also working with other leading brands to advocate for the implementation of more environmentally responsible manufacturing practices. This includes working with the Apparel Impact Institute (Aii) which is focused on helping mills improve their operational efficiencies to reduce water, energy and chemical use. Gap Inc. is a member of the Zero Discharge of Hazardous Chemicals (ZDHC) Programme. Additionally, Gap Inc. is a signatory to the United Nations Global Compact CEO Water Mandate and the Water Resilience Coalition.

Baseline year

2017

Start year

2018

End year

2025

Progress

Our threshold of success was whether our combination of resource efficiency programs at supply chain facilities and improved production processes would lead us to achieve our goal to save 10 billion liters of water. We did achieve this goal, saving 13.78 billion liters of water by the end of 2021. This was measured by metered water use per facility reported in the Higg FEM, and estimated water reductions per garment using EIM Jeanologia software for denim and woven products per facility.

We collaborate with strategic mills and laundries to significantly reduce their water impacts. 89 facilities have participated and completed our resource efficiency programs. The facilities saw average water use reductions of 20 percent through their implemented efficiency programs. We map water risks to help prioritize areas of focus and drive countrywide or basin specific approach. Our partnership with Arvind Limited to launch a

waste treatment facility to allow Arvind's denim mill to use reclaimed municipal wastewater also led to significant water savings.

Improved production processes: Our Washwell™ denim wash program conserves water in the laundry stage of production. Washwell debuted with Gap brand in 2016 and has now expanded to Old Navy, Athleta and Banana Republic. By 2025, all applicable denim products will be made using Washwell™ wash processing. The Washwell program has contributed savings of more than 1.5 billion liters of water towards our goal.

W9. Verification

W9.1

(W9.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1a)?

No, but we are actively considering verifying within the next two years

W10. Sign off

W-FI

(W-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

W10.1

(W10.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Chief Growth Transformation Officer	Chief Operating Officer (COO)

W10.2

(W10.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

Yes

Submit your response

In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

Please confirm below

I have read and accept the applicable Terms