

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The International Sustainability Standards Board (ISSB) of the International Financial Reporting Standards (IFRS) is an independent, private-sector standards-setting organization dedicated to enhancing the efficiency of capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. We disclose to the Standard for the Apparel, Accessories & Footwear industry, and select relevant disclosures from the E-Commerce and Multiline and Specialty Retailers & Distributors industries, as defined by the SASB Sustainable Industry Classification System (SICS).

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE(S) ¹
APPAREL, ACCESSORIES & FOOTWEAR					
Management of Chemicals in Product					
Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	Gap Inc. chemical restrictions are informed by global regulations, as well as hazard- and risk-based considerations. They include our Restricted Substances List (RSL) and our Manufacturing Restricted Substances List (MRSL). Since 2008, Gap Inc. suppliers have been expected to comply with our RSL. Since 2015, we have asked all of our suppliers to comply with the Zero Discharge of Hazardous Chemicals (ZDHC) MRSL, and we are aligned with the Apparel and Footwear International RSL Management (AFIRM) Group RSL. Our approach to implementation of our chemical policies includes: 1. Industry partnerships and standards: We partner with industry groups, including the AFIRM Group and the Sustainable Apparel Coalition (SAC) to implement a consistent set of tools and processes to support best practices, monitor supplier performance, and encourage use of safer chemicals. 2. Supplier engagement: We communicate chemical compliance requirements to our suppliers in our Code of Vendor Conduct (COVC) and Mill Minimum Expectations, and we require our suppliers to acknowledge and comply with these conditions. 3. Compliance and monitoring: Through third-party testing of products, product components, and wastewater effluent, as well as the use of industry data platforms, we monitor the performance of our supply chain and verify compliance with global chemical regulations and Gap Inc. chemical restrictions. To learn more about this process, please see the Chemicals Management page.	ESG Report; Environment, Chemicals Management; p.20

¹ ESG Report refers to Gap Inc.’s 2023 ESG Report; ESG Webpages refer to our Global Website, which hosts our Environment, Social, and Governance (ESG) Hub and Equality & Belonging Report; Annual Report refers to Gap Inc.’s Annual Report on Form 10-K for the fiscal year ended February 3, 2024; and Proxy Statement refers to the Notice of Annual Meeting of Gap Inc. Shareholders 2023 and 2024 Proxy Statements. Please find more information on our Investor Relations Webpages.

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE(S)
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	Gap Inc. uses the following processes to assess and manage potential risks and hazards associated with their product materials and chemicals. Input Management: The selection of better chemical inputs and starting materials is an essential part of reducing the use and discharge of hazardous chemicals. Process Management: Adherence to chemicals management best practices during manufacturing is critical for reducing both human and environmental risks. Output Management: The outputs of apparel and footwear manufacturing include finished products as well as wastewater. Gap Inc. restricts chemicals of known concern. In 2023, Gap Inc. met its goal to not source any fabrics intentionally treated with per- and polyfluoroalkyl substances (PFAS). Throughout the year, more than 99% of shipped items with water- or stain-repellent qualities were made without PFAS treatments. ¹	ESG Report; Environment, Chemicals Management; p.20
Environmental Impacts in the Supply Chain					
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	Quantitative	Percentage (%)	CG-AA-430a.1	For more than 15 years, we have required our denim laundries to participate in our Water Quality Program, which allows us to actively monitor and improve wastewater quality. In 2022, we added woven and garment dye laundries to this program, and during 2023, we expanded to knit and sweater laundries, for a total of 170 Water Quality Program participants. We also conduct a Mill Sustainability Program for an additional 59 facilities in Tier 2, for a total of 229 facilities participating in wastewater testing.	ESG Report; Environment, Water Stewardship; p.16 ESG Report; Environment, Reduction and Replenishment: Tackling Water Consumption; p.18 ESG Report; Environment, Chemicals Management; p.20
Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’s Higg Index Facility Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	Our Tier 1 and strategic Tier 2 suppliers complete the Sustainable Apparel Coalition’s Higg Index 3.0 Facility Environmental Module (FEM) self-assessment to communicate their water and energy use, along with chemicals and waste management.	ESG Report; Environment, Water Stewardship; p.16 Reduction and Replenishment; p.18 ESG Report; Environment, Climate Action; pp.21–23

1 A few items shipped early in the year included a PFAS-finished fabric produced and purchased prior to January 1, 2023.

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE(S)
Labor Conditions in the Supply Chain					
Percent of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	CG-AA-430b.1	We have communicated to our entire supplier base our expectations of their social and environmental performance, which are requirements of doing business with us. Facilities with a consistently low nonconformance rate may be assessed on a biannual basis; all facilities are audited prior to initial production.	ESG Report; Social: Supply Chain, Human Rights; p.30 ESG Report; Social: Supply Chain, Assessment and Remediation; p.32
Priority non-conformance rate and associated corrective action rate for suppliers’ labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	We use a color-coded system to rate each facility’s performance. High-performing facilities with no critical and few violations are rated green; average performers are yellow; and those that need to address one or more serious issues are red. For issues open as of 2/1/2023, 78 percent of corrective action plans were resolved by 2/1/2024.	ESG Report; Social: Supply Chain, Human Rights; p.30 ESG Report; Social: Supply Chain, Assessment and Remediation; p.32 ESG Webpages; COVC Findings ESG Report; Appendix, Supplemental Data; p.78
Description of greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	1. The labor practices and working conditions at the third-party suppliers that make apparel for Gap Inc. brands can affect reputation, business continuity, and operating costs for our brands and the company overall. Most workers in our supply chain are women, which is why in addition to labor practices, we have strong focus of empowering women to create lasting impact. 2. Excessive overtime, fire and structural safety, and gender-based violence and harassment are high-risk supply chain issues that we have specific programs in place to address. The human rights impact of these risks can be severe, and these issues can also present operational risk to our supply chain and reputational risk to our portfolio of brands.	ESG Report; Social: Supply Chain, Human Rights; p.30 ESG Report; Social: Supply Chain, Assessment and Remediation; p.32

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCE(S)
Raw Material Sourcing					
(1)List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	N/A	CG-AA-440a.3	<p>PRIORITY RAW MATERIALS</p> <p>Environmental and/or Social Factors:</p> <p>Cotton: Changes in water access, drought, flooding, heat waves, soil deterioration, and other climate, water, and biodiversity impacts can affect availability, cost, and quality of cotton crops.</p> <p>Polyester: As a synthetic, petroleum-based synthetic fiber, polyester can contribute to anthropogenic pollution in the extraction and production phases, it does not naturally biodegrade, and there are concerns about microplastic pollution.</p> <p>Nylon: Conventional nylon is a petroleum-based synthetic fiber that contributes to anthropogenic pollution and greenhouse gases in the production phase and requires large amounts of water to produce.</p> <p>Manmade cellulosic fibers: Derived from wood and wood pulp by-products, manmade cellulosic fibers are susceptible to environmental factors such as drought, flooding, natural disasters, and disease, which could potentially impact the harvest of the materials substantively and is also connected to deforestation and decreasing biodiversity.</p> <p>Discussion of Business Risks and/or Opportunities:</p> <p>Cotton: Farming and processing cotton typically involves the use of large quantities of water as well as chemicals, and often takes place in regions facing water and climate risks.</p> <p>Polyester: We expect the costs of raw material commodities like polyester and recycled polyester (rPET) to increase based on demand, availability, and environmental factors such as drought, flood, and natural disaster in our regions of procurement and production. The production of synthetic materials including polyester relies on fossil fuel and petroleum derivatives, and as such is susceptible to fluctuations in the cost and availability of petroleum products.</p> <p>Nylon: Conventional nylon’s reliance on large amounts of water in the production phase makes nylon manufacturing susceptible to environmental factors such as drought, flooding, and other water related infrastructure problems.</p> <p>Manmade cellulosic fibers: Uncertainty in materials procurement supply chains can be a point of potential risk for organizations when sourcing manmade cellulosic fibers. We maintain a diverse supplier base, validate the source origin for our materials, and rely on industry certifications and branded cellulosic fibers sourcing which have proven to have a reduced environmental impact compared with conventional cellulose.</p> <p>Management Strategy:</p> <p>Our holistic preferred fibers strategy uses life-cycle assessment (LCA) data on indicators including global warming potential, water use, and eutrophication, as well as evaluations for biodiversity, potential for circularity, chemistry, land use change, and social conditions within production. Gap Inc.’s Supply Chain and Sourcing teams monitor and respond to risks for key raw materials using a multi-factor model that includes cotton, polyester, nylon, and manmade cellulosic fibers prices. Gap Inc. takes a portfolio approach to cotton sourcing, with an emphasis on cultivating diverse sources of more sustainable cotton across several regions to reduce risk.</p> <p>We measure our progress by setting and working toward public goals to increase the percentage of more sustainable cotton and recycled polyester used in our products, and continue to ensure 100% of our manmade cellulosic fibers are not sourced from ancient, endangered, high-conservation-value, or high-carbon-stock forests.</p> <p>Partnerships are a key tenet of our approach. We have joined industry collaborations such as the Textile Exchange Recycled Polyester Challenge, rPET Round Table, and Biosynthetics Working Group to improve the sourcing of materials. We are also interested in advancing opportunities around lower-impact nylon and elastane, two critical performance fibers with few existing alternative options.</p>	ESG Report; Environment, Raw Materials and Product; p.24 ESG Report; Environment, Climate Action; p.21 ESG Report; Environment, Water Stewardship; p.16 <u>2023 CDP Climate Submission</u> ; C1.3, C2.2, C2.2a <u>2023 CDP Water Submission</u> ; W3.3b

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA					REFERENCE(S)
(1)Amount of priority raw materials purchased, by materials, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Metric tons (t)	CG-AA-440a.4	Priority raw material (name)	Certification/Standard & Associated Discussion (Technical Protocol #3-3.3) ¹	2021	2022	2023	ESG Report; Environment, Raw Materials and Product; p.24
					%certified	%certified	%certified		
				Manmade cellulosic fibers	Lenzing, TENCEL, Viscose, Birla LivaECO	13%	14%	14%	
				Cotton	Better Cotton Initiative (BCI), Global Organic Textile Standard (GOTS), Organic Content Standard (OCS)	79%	81%	98%	
				Polyester	Global Recycled Standard (GRS), Recycled Content Standard (RCS)	10%	16%	19%	
				Nylon	Global Recycled Standard (GRS), Recycled Content Standard (RCS)	10%	12%	7%	
				Wool	Responsible Wool Standard (RWS), Global Recycled Standard (GRS), Recycled Content Standard (RCS)	14%	44%	43%	
Activity Metric									
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	Tier 1 branded-apparel supplier facilities are defined as direct-relationship cut-and-sew facilities and their associated embroidery, laundry, and screen-printing facilities.					ESG Report; Social: Supply Chain, Assessment and Remediation; p.32
				Year	# of Tier 1 branded-apparel supplier factories	# of mill facilities (Tier 2)	% of business from mill facilities (Tier 2)		
				2021	705	231	65%		
				2022	702	249	79%		
				2023	682	707 ²	73%		

1 Percentages may also include fibers that pass an internal threshold of traceability standards for more sustainable practices.

2 This number is inclusive of vendor-sourced mills.

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA				REFERENCE(S)
E-COMMERCE								
Hardware Infrastructure Energy & Water Management								
(1) Total water withdrawn; (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Cubic meters (m³), Percentage (%)	CG-EC-130a.2	WATER CONSUMPTION AND RISK	2021	2022	2023	ESG Report; Environment, Water Stewardship; p.16
				Company-operated water consumption (cubic meters)	1.02 million	892 thousand	895 thousand	
				Supply Chain water consumption (cubic meters)	26 million	32 billion	Available later in 2024	
				Water consumption in WWF risk level <2.5	2%	5%	Available later in 2024	
				Water consumption in WWF risk level 2.5–3.5	75%	65%	Available later in 2024	
				Water consumption in WWF risk level 3.5–4.5	19%	22%	Available later in 2024	
				Water consumption in WWF risk level not yet assessed	4%	8%	Available later in 2024	
Data Security								
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-EC-230a.1	See references.				ESG Report; Governance, Business Ethics and Integrity; p.56 Gap Inc. Webpages; Privacy Policy Gap Inc.’s Code of Business Conduct
Employee Recruitment, Inclusion & Performance								
Employee engagement as a percentage	Quantitative	Percentage (%)	CG-EC-330a.1	In 2023, 4,982 employees filled out the HQ Pulse survey, a Gap Inc. survey that is conducted internally. We measure engagement through the following metrics: 81% responded yes to the statement: “I am proud to work here” 72% responded yes to the statement: “I intend to stay for at least the next 12 months”				ESG Report; Social: Workplace and Community, People; p.47
(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	Rate	CG-EC-330a.2					ESG Report; Appendix, Supplemental Data; p.78
				Total employee turnover rate				
				Voluntary employee turnover rate				

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA								REFERENCE(S)	
Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Quantitative	Percentage (%)	CG-EC-330a.3	EMPLOYEES								ESG Report; Social: Workplace and Community, Equality & Belonging; p.44 ESG Report; Appendix, Supplemental Data; p.78	
				Year	White	Asian	Black	Hispanic/Latinx	Other ¹	Women	Men		Non-binary
				2021	45%	7%	17%	25%	6%	76%	24%		–
				2022	44%	6%	16%	25%	9%	75%	24%		1%
				2023	41%	5%	15%	24%	15%	76%	23%		1%
				MANAGEMENT									
				Year	White	Asian	Black	Hispanic/Latinx	Other ¹	Women	Men		
				2021	59%	24%	4%	7%	5%	63%	37%		
				2022	56%	10%	10%	17%	6%	65%	35%		
				2023	52%	8%	10%	17%	13%	66%	34%		
				TECHNICAL STAFF									
				Year	Women	Men							
				2021	24%	76%							
				2022	28%	72%							
				2023	29%	71%							
¹ The data combines ethnic groups identified as two or more ethnicities, Middle Eastern, Native American, or API (Asian Pacific Islanders and Native Hawaiians).													
Product Packaging & Distribution													
Total greenhouse gas (GHG) footprint of product shipments	Quantitative	Metric tons (t) CO ₂ -e	CG-EC-410a.1	Year	Upstream transportation and distribution (metric tons CO ₂ e)			Downstream transportation and distribution (metric tons CO ₂ e)			ESG Report; Environment, Climate Action; p.21		
				2021	670,820			117,670					
				2022	169,045			83,633					
				2023	2023 data will be available on our website later in 2024								
				Upstream emissions calculated using primary metric ton/km information at a haul level from Gap internal systems, multiplied by Defra product transportation emission factors. This represents emissions from our suppliers to our distribution centers. Downstream emissions calculated using primary metric ton/km information at a haul level from Gap internal systems, multiplied by Defra product transportation emission factors.									

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA			REFERENCE(S)
Discussion of strategies to reduce the environmental impact of product delivery	Discussion and Analysis	N/A	CG-EC-410a.2	Gap Inc. is a signatory of the Arctic Shipping Pledge. Created in partnership with Ocean Conservancy, the pledge is a commitment to never intentionally send ships through the Arctic’s fragile ecosystem. Gap Inc. is also a member of the Environmental Protection Agency’s (EPA) SmartWay Transport Partnership, an initiative which empowers businesses to move goods in the cleanest, most energy-efficient way possible to protect public health and reduce emissions. Gap Inc. was recognized by the EPA with the 2020 SmartWay Freight Partner Excellence Award.			ESG Report; Environment, Climate Action; p.21
Activity Metrics							
Entity-defined measure of user activity	Quantitative	Number	CG-EC-000.A	Year	Total global online orders (excluding franchises)		
				2021	83,997,807		
				2022	80,235,600		
				2023	76,055,779		
				This data includes orders placed in the United States Specialty (Web and App), U.S. Factory, Canada, and Japan. It does not include franchises, cancellations, or returns.			
Number of shipments	Quantitative	Number	CG-EC-000.C	Year	Total global shipments to customers (excluding franchises)		
				2021	124,463,015		
				2022	112,916,023		
				2023	102,829,442		
				This data includes packages transported in the United States, Canada, and Japan.			
MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS							
Energy Management in Retail & Distribution							
(1)Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ)	CG-MR-130a.1 CG-EC-130a.1	Year	Total energy consumed at retail and distribution centers (GJ)		% renewable
				2021	3,038,091		33%
				2022	2,935,820		33%
				2023	2023 data will be available on our website later in 2024		-
				Percentage of grid electricity is not available.			

TOPIC/ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA			REFERENCE(S)
Workforce Diversity & Inclusion							
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	See CG-EC-330a.3.			ESG Report; Social: Workplace and Community, Equality & Belonging; p.44 ESG Report; Appendix, Supplemental Data; p.78
Product Sourcing, Packaging, and Marketing							
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-410a.2	See CG-AA-250a.2.			ESG Report; Environment, Chemicals Management; p.20
Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	Following a three-part strategy, our aim is to combat unnecessary and problematic plastic packaging waste. Elimination: Eliminate and substitute plastic packaging with non-plastic alternatives. Diversión: Divert plastics from landfill through recycling when feasible and where we have control over packaging disposal. Conversion: Convert necessary plastics to non-virgin materials when feasible.			ESG Report; Environment, Circularity; p.26 ESG Report; Environment, Waste; p.28
Activity Metrics							
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	Year	Company-operated stores	Franchises	Annual Report 2023; p.28 Annual Report 2022; p.28 Annual Report 2021; p.30
				2021	2,835	564	
				2022	2,685	667	
				2023	2,562	998	
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square feet (m²)	CG-MR-000.B	Year	Retail space	Distribution center space	Annual Report 2023; p.22 Annual Report 2022; p.20–21 Annual Report 2021; p.23
				2021	33.3 million	9.3 million	
				2022	31.8 million	9.5 million	
				2023	30.6 million	9.6 million	