

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Abercrombie & Fitch Co. ("A&F"), a company incorporated in Delaware in 1996, through its subsidiaries (collectively, A&F and its subsidiaries are referred to as the "Company" and "we"), is a global, digitally led omnichannel retailer. The Company offers a broad assortment of apparel, personal care products and accessories for men, women and kids, which are sold primarily through its digital channels and Company-owned stores, as well as through various third-party arrangements. The Company's two brand-based operating segments are Hollister, which includes the Company's Hollister, Gilly Hicks and Social Tourist brands, and Abercrombie, which includes the Company's Abercrombie & Fitch and abercrombie kids brands. These five brands share a commitment to offering unique products of enduring quality and exceptional comfort that allow customers around the world to express their own individuality and style. The Company operates primarily in North America, Europe and Asia.

As of January 29, 2022, the Company operated 729 retail stores.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data.

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1 2021	December 31 2021	No	<Not Applicable>

C0.3

(C0.3) Select the countries/areas in which you operate.

- Austria
- Belgium
- Canada
- China
- France
- Germany
- Hong Kong SAR, China
- Ireland
- Italy
- Japan
- Kuwait
- Netherlands
- Poland
- Republic of Korea
- Singapore
- Spain
- Sweden
- United Arab Emirates
- United Kingdom of Great Britain and Northern Ireland
- United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) 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, a Ticker symbol	ANF

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual(s)	Please explain
Board-level committee	The Board of Directors (the "Board") of A&F has primary responsibility for oversight of environmental, social and governance matters, and the Board executes its duties in part by assigning responsibility to the Environmental, Social, and Governance Committee (the "ESG Committee") of the Board for risks that falls under its authority. Pursuant to the charter (the "Charter") of the ESG Committee, the ESG Committee is responsible for to overseeing the Company's strategies, policies, practices, and programs regarding environmental and social matters, and to oversee the Company's governance and management of risk with respect to such matters. These matters include sustainability and climate change matters. The ESG Committee was established as the Corporate Social Responsibility Committee in Fiscal 2009.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – all meetings	<ul style="list-style-type: none"> Reviewing and guiding strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Reviewing and guiding business plans Monitoring and overseeing progress against goals and targets for addressing climate-related issues 	<Not Applicable>	<p>The Charter of the ESG Committee sets forth the duties and responsibilities of the Committee, which include:</p> <ol style="list-style-type: none"> 1. Monitoring environmental and social issues and trends, and reviewing and making recommendations on the Company's strategies, policies, practices, and programs relating to environmental and social matters on a global basis, including: responsible sourcing, health and safety, human rights, and ethical business practices; sustainability and climate change matters; diversity and inclusion initiatives (in partnership with the Compensation and Human Capital Committee of the Board); significant philanthropy and community investment; and significant community relations. 2. Overseeing the Company's governance and risk management relating to environmental and social matters on a global basis. 3. Reviewing with management the external reporting of the Company's environmental and social policies, practices, and progress, including reviewing the prudence of having the Company prepare and publish a standalone social responsibility report and, in the event the Committee determines such a report is prudent, reviewing the environmental and social disclosures made in such standalone corporate responsibility report. 4. When appropriate, making recommendations to the Board with respect to any of the areas that the Committee oversees, reviews, or monitors, and any other major environmental or social practices of the Company. 5. Reviewing and consulting with the Nominating Committee on any stockholder proposals that relate to environmental or social issues. 6. Monitoring and making recommendations to the Board as appropriate with respect to the Company's policies related to environmental and social matters. <p>The Vice President of Global Sustainability provides regular updates to the ESG Committee concerning key sustainability matters, which include climate-related issues.</p>

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	As disclosed in our Proxy Statement, the Company identifies key experience, qualifications, and skills from questionnaires completed by each of our director nominees. Director nominees who are considered to have acquired proficiency or expertise in Environmental and Social skills through direct experience or oversight responsibilities are counted in our Director Skills Matrix as possessing such skill.	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Executive Officer (CEO)	<Not Applicable>	Assessing climate-related risks and opportunities	<Not Applicable>	Quarterly
Other C-Suite Officer, please specify (EVP, General Counsel and Corporate Secretary)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Other, please specify (Vice President, Global Sustainability)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Other, please specify (Sustainability Energy Manager)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Not reported to the board
Facility manager	<Not Applicable>	Managing climate-related risks and opportunities	<Not Applicable>	Not reported to the board

C1.2a

(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).

A&F has an embedded, board-evaluated and CEO-led ESG strategy with sustainability as a key pillar. In Fiscal 2019, we became a participant in the United Nations Global Compact (UNGC), the world’s largest corporate citizenship and sustainability initiative. As part of our commitment to the UNGC, we also announced specific sustainability targets that build on our existing global social and environmental sustainability programs, some of which have been in place for approximately 20 years. These targets align with the United Nation’s Sustainable Development Goals, which address global challenges such as poverty, inequality, climate change, environmental degradation, prosperity and peace and justice. These targets specifically include short-, medium-, and long-term time horizons covering materials and traceability, water, waste, renewable energy and reduced emissions.

The General Counsel and Corporate Secretary leads A&F’s Legal, Asset Protection and Global Sustainability functions and reports directly to the Chief Executive Officer. This individual is responsible for executing and achieving the aforementioned board-approved sustainability strategy, which, in addition to achieving all established UN SDG-aligned corporate targets, includes mitigating environmental impact, conducting traceability verification and assessments across the supply chain and deepening our environmental product assortment for customers.

The Vice President, Global Sustainability reports directly to the General Counsel and Corporate Secretary and provides monthly updates regarding sustainability risks and opportunities, including climate-related risks and opportunities. This individual leads A&F’s Global Sustainability team who manage sustainable supply chain, product, environment, international giving programs, communications and reporting. The Sustainability Energy Manager reports directly to the Vice President, Global Sustainability. This global team identifies climate-related risks and opportunities in their respective areas of expertise to achieve A&F sustainability objectives and targets. At least quarterly, progress, risks and opportunities are reported to the CEO and other Executives. The CEO and General Counsel and Corporate Secretary assess the presented risks and opportunities and provide direction for the Vice President, Global Sustainability, which is then cascaded to the Global Sustainability team and rest of the organization, which include Facility Managers.

In addition, progress and updates on climate-related issues and sustainability targets are published quarterly to the A&F corporate sustainability website.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Monetary rewards are provided to associates achieving personal performance objectives, which include climate-related activities for the associates specified in C1.3a.

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive	Type of incentive	Activity incentivized	Comment
Other, please specify (Vice President, Global Sustainability)	Monetary reward	Emissions reduction target	
Other, please specify (Sustainability Energy Manager)	Monetary reward	Emissions reduction project Emissions reduction target Energy reduction project Energy reduction target	
Facilities manager	Monetary reward	Efficiency project	
Process operation manager	Monetary reward	Efficiency project	

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	1	2	This time frame is consistent with short-term procurement processes, which influence the Company's energy and carbon impact. One example is business travel.
Medium-term	2	4	This time frame is consistent with medium-term procurement processes, which influence the Company's energy and carbon impact. One example is transportation and distribution in the supply chain.
Long-term	4	10	This time frame is consistent with long-term procurement processes, which influence the Company's energy and carbon impact. Factors within this time frame impact strategy with respect to potential renewable energy sources being a more direct portion of A&F's energy portfolio as the length of these agreements tend to be between 7-10 years. Additionally, such practices are consistent with real estate processes and the length of leases.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

The Company primarily manages enterprise risk through our management-led Enterprise Risk Management Committee (the "ERM Committee"). The ERM Committee is comprised of a group of cross-functional senior members of management across the Company, and is co-chaired by our General Counsel and our Chief Financial Officer. The ERM Committee is responsible for establishing and maintaining a comprehensive and holistic Enterprise-wide Risk Management System ("ERM") for identifying, assessing, prioritizing, reporting and managing risk in a rapidly changing environment. The ERM should reflect the Company's business needs, operating realities and the nature of the regulatory environment.

The specific objectives for the ERM Committee include ensuring that:

- Management understands and accepts responsibility for identifying, assessing, prioritizing, reporting and managing risk.
- Management is strategically focused on enterprise-wide risk management.
- Processes and procedures are provided to the business units to facilitate achievement of their risk management responsibilities related to the risks identified and prioritized by the Committee.
- New products, relationships, activities and geographic expansion are reviewed and assessed.
- Risk assessments are performed regularly.
- Risk mitigation activities are successful.
- The Audit and Finance Committee (the "Audit Committee") of the Board of A&F receives quarterly reports on the activities and conclusions of the ERM Committee from representatives of the ERM Committee.

The ERM Committee is charged with ensuring that the ERM competency evolves for identifying, assessing, prioritizing, responding and managing risk as the risks continue to evolve. The ERM Committee will focus primarily on the implementation and effectiveness of ERM by applying the COSO Enterprise Risk Management – Integrated Framework (2004) and the COSO Risk Assessment in Practice (2012) frameworks.

Under these COSO frameworks the ERM Committee should assess risks identified and prioritize key risks for the attention of senior management and the Audit Committee to enable appropriate responses. The risk assessment methodology should consider: severity, likelihood, vulnerability, and velocity.

The goal of the ERM Committee is to encourage broader thinking by the Company in relation to risks so that greater focus is applied to continual evolution of the Company's competencies related to risk management, and in keeping with the COSO updated Enterprise Risk Management–Integrating with Strategy and Performance (2017) leading to value creation through a risk management culture.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

Direct operations
Upstream
Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

More than once a year

Time horizon(s) covered

Short-term
Medium-term
Long-term

Description of process

The ERM Committee is responsible for establishing and maintaining a comprehensive and holistic ERM for identifying, assessing, prioritizing, reporting and managing risk in a rapidly changing environment. The ERM should reflect the Company's business needs, operating realities and the nature of the regulatory environment.

The specific objectives for the ERM Committee include ensuring that:

- Management understands and accepts responsibility for identifying, assessing, prioritizing, reporting and managing risk.
- Management is strategically focused on enterprise-wide risk management.
- Processes and procedures are provided to the business units to facilitate achievement of their risk management responsibilities related to the risks identified and prioritized by the ERM Committee.
- New products, relationships, activities and geographic expansion are reviewed and assessed.
- Risk assessments are performed regularly.
- Risk mitigation activities are successful.
- The Audit Committee receives quarterly reports on the activities and conclusions of the ERM Committee from representatives of the ERM Committee

The ERM Committee's responsibilities include the following:

- Overall responsibility for the ERM process, including developing and implementing the processes and procedures to identify, assess, respond to and report on the most significant risks identified in the risk assessment process.
- Identification, assessment, prioritization, management and reporting of significant risks considering likelihood, severity, vulnerability and velocity.
- Ensure proper risk management by recommending ownership, roles, responsibilities and accountabilities related to risk management.
- Review risk philosophy, strategy, policies and processes, and report on risk implementation and communication to help ensure enterprise risk management is a part of the Company's culture.
- Work with business units on monitoring and reporting to ensure compliance and reporting of the risks identified and prioritized by the ERM Committee.
- Promote ERM to management, educate the Company on the ERM process, and help create a culture of risk awareness and management.
- Assess risks on an ongoing basis, including not only business and financial risks, but all risks the company faces, including legal, regulatory, compliance, governmental,

operational, treasury, shareholder, vendor, customer, product, political, environmental, international, supply, reputational, human resources, technology, insurance and audit.

- Review and approve any new products, activities or significant new relationships, or geographic expansions and assess the risk associated with them for incorporation into the ongoing risk management and mitigation program and as part of a process of calculating risk-adjusted profitability.
- Annual review of the documented risk management process and recommend such changes as are deemed necessary to assure that the Company has current enterprise risk management process.
- Review the risk assessment, annually and periodically, consider the appropriateness thereof, and decide whether any risks should be added, deleted or modified.
- Review disclosures regarding risk contained in the Company's Annual Report on Form 10-K and Quarterly Reports on Form 10-Q.
- Create and maintain a planner identifying the timing and frequency for reports on identified risks.
- Determine the ERM Committee membership based on changing dynamics of the business.

Pursuant to the Audit Committee Charter, the Audit Committee is responsible for:

A. Overseeing the Company's enterprise risk management framework including, but not limited to:

(i) policies with respect to risk assessment and risk management; (ii) the risk tolerance of the Company; and (iii) the Company's major financial risk exposures and the steps management has taken to monitor and control such exposures.

B. Reviewing and discussing with the General Counsel, the Internal Auditor, the Chief Operating Officer, the Chief Financial Officer, the Chief Ethics Compliance Officer (the "CECO") and the Company's independent auditors any significant risks or exposures, steps management of the Company has taken or should consider taking to minimize such risks and exposures and the Company's policies with respect to risk assessment and risk management.

The ERM Committee will work with the Audit Committee on the following oversight matters:

- Determining and concurring with the Company's risk philosophy and risk tolerance
- Determining that overall strategy and strategic decisions are in alignment with the Company's risk tolerance and philosophy
- Ascertaining the extent to which management has established effective ERM in the organization
- Reviewing the Company's portfolio view of risk and considering it in relation to the Company's risk tolerance
- Being apprised of the most significant risks and ascertaining whether management is responding appropriately

Internal Audit Responsibilities related to ERM:

- International Standards for the Professional Practice of Internal Auditing charge the internal audit function with the responsibility for monitoring and evaluating the effectiveness of the organization's risk management system. In this role, Internal Audit will support management by providing assurance on the: ERM processes—both design and function; Effectiveness and efficiency of risk responses and related control activities; Completeness and accuracy of ERM reporting
- This responsibility for evaluating the effectiveness of the organization's risk management efforts requires the internal audit function to maintain its independence and objectivity from the process. Accordingly, from a governance perspective the reporting responsibility for the ERM function is a management responsibility that is separate from Internal Audit.

Management Responsibilities for ERM:

- Heads of business units, business processes and functional departments are responsible for identifying, assessing, prioritizing, reporting and managing risk relative to meeting the unit's objectives based on guidance from the ERM Committee. They ensure that processes utilized are in compliance with the company's ERM practices and procedures and that their unit's activities are within established risk tolerance levels.
- Management is responsible for developing and refining the enterprise-wide tolerance for risk subject to consultation with and approval by the Audit Committee.
- Heads of business units should report on a periodic basis to the ERM Committee and describe and analyze: Risks in their business; What is the probability and severity; What controls have been or will be put in place to minimize these risks; Where loss has occurred or might occur; What monitoring is being done; What testing has been done; and How to assure proper accounting and reporting of financial data disclosure policies and procedures, if appropriate.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Heightened changes and scrutiny in the regulatory or compliance landscape could disrupt A&F's supply chain or other aspects of the business, which could result in lost sales and could increase costs, as well as could result in violations of laws leading to civil or criminal penalties, and a negative impact on Brand Reputation.
Emerging regulation	Relevant, always included	Heightened changes and scrutiny in the regulatory or compliance landscape could disrupt A&F's supply chain or other aspects of the business, which could result in lost sales and could increase costs, as well as could result in violations of laws leading to civil or criminal penalties, and a negative impact on Brand Reputation.
Technology	Relevant, always included	This includes changing fashion trends and consumer preferences and the ability of A&F to manage inventory commensurate with customer demand. Agreements for the manufacture and purchase of merchandise are made well in advance of the applicable selling season, and A&F is vulnerable to changes in consumer preferences and demand, pricing shifts, and the sub-optimal selection and timing of merchandise purchases.
Legal	Relevant, always included	A&F is subject to numerous laws and regulations, including customs, truth-in-advertising, securities laws, consumer protection, general privacy, health information privacy, identity theft, online privacy, employee health and safety, international minimum wage laws, unsolicited commercial communication, franchising, and zoning and occupancy laws and ordinances that regulate retailers generally and/or govern the importation, intellectual property, promotion and sale of merchandise and the operation of retail stores, direct-to-consumer operations and distribution centers.
Market	Relevant, always included	Interruption in the flow of merchandise from key vendors and international manufacturers could negatively impact the results of operations or expose the Company to liability from the actions of third-party vendors acting on the Company's behalf. A&F relies on two distribution centers domestically, and a new West Coast DC that opened in Sep 2021 which is operated by a third-party. There are third-party distribution centers internationally, and operations are subject to local and regional factors, such as system failure, accident, economic and weather conditions, natural disasters, demographic and population changes, workforce availability as well as other unforeseen events and circumstances. Fluctuations in the cost, supply & demand and quality of raw material and other resources could cause manufacturing delays and increased COGS. A&F's international expansion plan is dependent on a number of factors that could have an adverse impact on results of operations. International expansion has placed, and will continue to place, increased demands on operational, managerial and administrative resources at all levels of the Company. These increased demands may cause A&F to operate business less efficiently, which in turn could cause deterioration in the performance of existing stores or could adversely affect inventory levels. Furthermore, A&F's ability to conduct business in international markets may be adversely affected by legal, regulatory, political and economic risks. In addition, as the Company expands internationally, it may incur significant costs related to starting up and maintaining foreign operations.
Reputation	Relevant, always included	Any unplanned event with potentially significant adverse health and safety, financial, legal or reputational consequences. Any of these consequences could affect and have a material impact on business, associates, customers, vendors, communities A&F does business in, shareholders, and suppliers. A&F's failure to appropriately address emerging environmental, social and governance matters could have a material adverse impact on A&F's reputation and, as a result, business.
Acute physical	Relevant, always included	A&F facilities, systems and stores, as well as the facilities and systems of vendors and manufacturers, are vulnerable to natural disasters, pandemic disease and other unexpected events that could have a material adverse effect on business, result of operations and liquidity.
Chronic physical	Relevant, always included	A&F facilities, systems and stores, as well as the facilities and systems of vendors and manufacturers, are vulnerable to natural disasters, pandemic disease and other unexpected events that could have a material adverse effect on business, result of operations and liquidity.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Current regulation	Enhanced emissions-reporting obligations
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Primary potential financial impact

Increased indirect (operating) costs

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

A&F has a global footprint, which includes locations in the EU. The European Council Energy Efficiency Directive ("EED") required each EU country to introduce national legislation and programs for monitoring and tracking energy consumption, and identifying energy efficiency opportunities. EU countries were required to adopt into national law energy audit requirements applicable to most medium/large organizations. Failure to comply will result in penalties and fines.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

50000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Penalties by country will vary, but can be up to \$50,000 or a percentage of annual turnover or energy consumption.

Cost of response to risk

100000

Description of response and explanation of cost calculation

Indicative cost of up to \$100,000 for compliance strategy and energy audit program depending on the scope of the program needed at time of compliance for December 2023.

Comment

Identifier

Risk 2

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Cyclone, hurricane, typhoon
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Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

A&F facilities, systems and stores, as well as the facilities and systems of vendors and manufacturers, are vulnerable to natural disasters, pandemic disease and other unexpected events that could have a material adverse effect on A&F's business, result of operations and liquidity.

Time horizon

Short-term

Likelihood

About as likely as not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

10750000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

Estimated financial impact from Hurricane Sandy resulting in an estimated \$10,000,000 in lost store sales and \$750,000 in lost direct-to-consumer sales.

Cost of response to risk

0

Description of response and explanation of cost calculation

A&F's Enterprise Risk Management process inherently addresses the potential impact of acute physical weather impacts. This includes a detailed planned mitigation strategy. The Asset Protection Global Security Operations Center ("GSOC") command center and IT Network Operations Center monitor current events using media and Internet resources. There are department-level business continuity plans (BCP) for critical business functions (payroll, treasury, etc.) that are coordinated with Emergency Protocols, as well as communications with Associates. All stores maintain a Crisis Management manual, which provides guidance for responding to a range of in-store catastrophes/events. GSOC maintains procedural guidelines for managing acute physical events. The GSOC can function as the preliminary emergency operations center ("EOC") and ultimately complement local responders in the event of a crisis. Health and Safety requires all stores globally to walk through their evacuation procedures quarterly so that they conduct training on different types of evacuations and communication in the event of an emergency. Stores which were closed will resume cadence once reopened.

Comment

Identifier

Risk 3

Where in the value chain does the risk driver occur?

Downstream

Risk type & Primary climate-related risk driver

Technology	Substitution of existing products and services with lower emissions options
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Primary potential financial impact

Decreased revenues due to reduced demand for products and services

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

This includes changing fashion trends and consumer preferences and the ability of A&F to manage inventory commensurate with customer demand. Agreements for the manufacture and purchase of merchandise are made well in advance of the applicable selling season, and A&F is vulnerable to changes in consumer preferences and demand, pricing shifts, and the sub-optimal selection and timing of merchandise purchases.

Time horizon

Medium-term

Likelihood

About as likely as not

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

A&F does not have a financial impact figure.

Cost of response to risk

Description of response and explanation of cost calculation

A&F has implemented a number of initiatives throughout its supply chain to confirm materials are sourced in a responsible, transparent manner. A&F works closely with its supply chain partners to trace the origin of the materials through the tiers, back to the forest or farm. A&F strives to source materials with sustainable fibers by 2025, including:

- 25% of cotton through Better Cotton Initiative
- 25% of polyester from recycled materials
- 50% of viscose from Canopy supported innovative products
- 100% of wool certified through the Responsible Wool Standard
- 100% of down certified through the Responsible Down Standard

Comment**C2.4****(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

C2.4a**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.****Identifier**

Opp1

Where in the value chain does the opportunity occur?

Downstream

Opportunity type

Products and services

Primary climate-related opportunity driver

Shift in consumer preferences

Primary potential financial impact

Increased revenues resulting from increased demand for products and services

Company-specific description

A&F is committed to making more styles with more eco-friendly materials like recycled fabrics and organic cotton. The Gilly Hicks brand Go Recharge Activewear is made with 89% recycled materials.

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

A&F does not have a financial impact figure.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

A&F actively markets the Gilly Hicks brand Go Recharge Activewear on its consumer-facing website.

Comment**Identifier**

Opp2

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Move to more efficient buildings

Primary potential financial impact

Reduced indirect (operating) costs

Company-specific description

A&F maintains a Continuous Energy Improvement program for its corporate-owned global Home Office (HO) and two Distribution Centers (DCs).

Time horizon

Short-term

Likelihood

Very likely

Magnitude of impact

Medium-low

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

48000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

The continuous energy improvement program resulted in \$48,000 in energy savings in 2021. This is compared to a baseline time period and normalized for weather.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

In 2021, at the Home Office (HO) and Distribution Centers (DCs), the Company maintained its Continuous Energy Improvement program during which the staff focused on retrocommissioning. This included demand ventilation controls, DC space temperature controls, replacing HW heaters, staggering AHU occupied start times and decommissioning the war room system.

Comment**Identifier**

Opp3

Where in the value chain does the opportunity occur?

Upstream

Opportunity type

Resource efficiency

Primary climate-related opportunity driver

Reduced water usage and consumption

Primary potential financial impact

Reduced direct costs

Company-specific description

Garment manufacturing uses a great amount of water, particularly the dying and washing processes. A&F works diligently with its supply chain partners to identify opportunities for efficiency and conservation and strived for at least 30% water reduction in denim production by 2022, which it has achieved.

Time horizon

Short-term

Likelihood

Likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

No, we do not have this figure

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact figure

A&F does not have a financial impact figure.

Cost to realize opportunity

0

Strategy to realize opportunity and explanation of cost calculation

The A&F Co. sustainability and sourcing teams work together to drive denim suppliers to implement new technologies, equipment, and water saving methodologies to

decrease water use in A&F denim production. Examples include using low MLR (material to liquor ratio) washing machines, e-Flow technology to reduce chemical consumption, and reducing the number of cycles per wash by optimizing operation procedures.

All of A&F's denim washhouses use Jeanologia's Environmental Impact Monitoring (EIM) software to measure water consumption per denim. Through adopting environmentally friendly washing technologies, A&F has decreased the water used by 32% compared to the conventional wash method.

A&F continues to expand its water reduction program and sets expectations for denim washhouses on water reduction and water recycling. In 2021, the Company conducted a survey to all denim washhouses against industry water best practices and provided them with proper guidance to identify water saving opportunities. Through these efforts, A&F will quickly anticipate opportunities for further freshwater reduction.

Comment

C3. Business Strategy

C3.1

(C3.1) Does your organization's strategy include a transition plan that aligns with a 1.5°C world?

Row 1

Transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a transition plan within two years

Publicly available transition plan

<Not Applicable>

Mechanism by which feedback is collected from shareholders on your transition plan

<Not Applicable>

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

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

<Not Applicable>

Explain why your organization does not have a transition plan that aligns with a 1.5°C world and any plans to develop one in the future

As part of A&F's continued commitment to the environmental principles of the UN Global Compact, in 2019 the Company announced the following corporate goals for energy and carbon reduction.

- (1) Global Store Scope 1 and 2 GHG emissions reduction of 35% by 2030
- (2) Total Scope 1 and 2 GHG emissions reduction of 47% by 2030
- (3) 100% Renewable Electricity for corporate owned Global Home Office and Distribution Centers in 2023

These goals align with limiting the global temperature rise to 1.5°C and support the United Nations Sustainable Development Goals #7 Affordable and Clean Energy and #13 Climate Action. In order to meet the Company's 2030 commitments, renewable energy and operational energy reduction are two of the primary strategies.

Scope 3 GHG emissions include indirect emissions that occur in A&F's value chain, including product transportation, travel and supplier emissions.

A&F started gathering data on product shipments in 2014. The Company continued to work with third-party transportation partners to gain greater visibility concerning product delivery, from distribution centers to stores and stores to consumers in 2017.

As supplier emissions remain a large unknown relative to the Companies' Scope 3 emissions, A&F partnered with an Environmental Defense Fund Climate Corp Fellow in 2019 to identify product shipment emissions in the supply chain. Efforts continued in 2020 as A&F acknowledged the strategic importance and growing significance of transportation and distribution generated emissions from third parties. In 2020, the Company began implementing measures to capture emissions data for domestic freight and intermodal transportation to add into its inventory.

In 2021, the Company partnered with The British Standards Institution to identify all applicable Scope 3 emissions categories in accordance with the Science Based Targets (SBT) guideline.

Purchased goods and services are the greatest contributor to A&F's GHG footprint, which account for 70% of total emissions. A&F's global sustainability team is working with the sourcing team to identify reduction opportunities such as increases in our use of recycled materials and more sustainable viscose. A&F is enrolled in the Carbon Leadership Program (CLP) by Apparel Impact Institute (aii) to work with our strategic Tier 1 and 2 suppliers to set a reduction plan and target.

A&F will continue our work to establish a reduction target and begin identifying additional carbon reduction opportunities.

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	The use of climate-related scenario analysis was deemed potentially beneficial in the 2020 reporting year. In 2021, the Company partnered with The British Standards Institution (BSI) to identify all applicable Scope 3 emissions categories in accordance with the Science Based Targets (SBT) guideline. As part of this initiative, the Company plans to use climate-related scenario analysis to establish a Scope 3 reduction target, improve energy efficiency and evaluate investment in additional renewable energy opportunities.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	<p>Climate change risks and opportunities impact A&F products and services in the short- (1-2 years) and medium-term (2-4 years) time horizons.</p> <p>The most substantial strategic decision was made in 2019, when A&F announced sustainability goals through 2025 focused on three key areas: global product, global home office and global stores. The product goals are outlined below:</p> <ol style="list-style-type: none"> (1) 30% water reduction in denim production (2) 100% Responsible Down Standard Down (3) 25% Better Cotton (4) Train 25,000 More Workers On Human Trafficking (5) Expand Capacity Building Programs to 50,000 More Workers (6) 100% Responsible Wool Standard Wool (7) 50% Canopy Supported Innovative Viscose (add) (8) 25% Recycled Polyester <p>All of these goals collectively align the Company to reduce the climate change impact of its products, and in 2020, A&F achieved 100% of its goal to source 100% of down from Responsible Down Standard certified sources by 2025. A&F also achieved its goal of 30% water reduction in denim production.</p> <p>In 2019, A&F joined the Better Cotton Initiative and the Company is committed to improving cotton farming practices globally.</p> <p>On Earth Day 2020, A&F announced its partnership with thredUP, the world's largest fashion resale marketplace. Through this partnership, customers can send any brand of like-new women's and children's clothing to thredUP, and the garments will then be "re-commerced" on thredUP's site. Once the garments are received and processed, customers will earn gift cards for use at A&F, abercrombie kids, Hollister and Gilly Hicks, ultimately gaining credit for future purchases while helping keep clothing in use and out of landfills.</p> <p>In 2022, A&F joined Textile Exchange, a global non-profit driving positive impact on climate change across the fashion and textile industry. It guides brands, manufacturers, and farmers towards purposeful production from the very start of the supply chain. A&F utilizes the Textile Exchange Standards to verify sustainability claims in products, including the Responsible Down Standard (RDS), Responsible Wool Standard (RWS) and the Global Recycled Standard (GRS).</p>
Supply chain and/or value chain	Yes	<p>Climate change risks and opportunities impact A&F's supply chain and/or value chain in the short- (1-2 years) and medium-term (2-4 years) time horizons.</p> <p>The most substantial strategic decision was made in 2012, when A&F utilized the Sustainable Apparel Coalition's Higg Index to partner with laundries and mills to measure and improve environmental performance. The Higg Facility Environmental Module (FEM) measures impact in specific areas for individual factories. Assessments are conducted at least once a year and are then verified by SAC-approved, on-site assessors. A&F confirms verification. The results guide manufacturers around making improvements and provide current best practices in the field.</p> <p>Under the Higg FEM scoring system, the questions are categorized in three levels – 1, 2 and 3, signifying general thresholds of good, better, and best environmental practices. When a facility achieves Level 1, it indicates an "awareness and understanding of sources and system". A&F works closely with its supply chain partners to achieve Level 1 in 100% of mills and laundries completing the Higg FEM. To work towards A&F's goal of achieving Level 1 in Higg FEM in 100% of Mills and Laundries, the A&F Hong Kong team supports facilities through factory visits, trainings, setting targets, identifying areas of improvement across all seven sections and tracking improvement progress through Performance Improvement Plans. The number of facilities achieving Level 1 status continues to increase yearly. All of the facilities which have performed the Higg FEM self-assessment annually since 2018 have achieved Level 1 status for at least one of the impact categories.</p>
Investment in R&D	Yes	<p>Climate change risks and opportunities impact A&F's investment in R&D in the short- (1-2 years) and medium-term (2-4 years) time horizons.</p> <p>The most substantial strategic decision was made in 2019, when A&F required denim washhouses to conduct wastewater tests against the Zero Discharge of Hazardous Chemicals (ZDHC) guideline, which includes 29 physical and chemical parameters (e.g., temperature, chemical oxygen demand (COD), heavy metals, etc.) and 14 chemical groups on the ZDHC MRSL (Manufacturing Restricted Substances List). In 2021, the A&F wastewater test program covered all denim washhouses and garment dye houses. Looking forward, the Company will expand the program to key fabric mills. The purpose of the testing is to ensure discharged wastewater from washhouses are not polluting the environment.</p> <p>A&F appointed a ZDHC approved laboratory to collect wastewater samples and conduct testing annually in all denim washhouses and garment dye houses. Factories' level of conformance is rated based on the test results. Factories need to submit corrective action plans if any parameters detected exceed the limit. We also work with at risk suppliers to identify improvement opportunities, particularly on their chemical management systems.</p> <p>In addition to the wastewater test program, the Company continues to build vendor capabilities in monitoring to reduce environmental impact and complying with all relevant local laws and regulations, including the proper use and management of chemicals, hazardous and non-hazardous waste disposal, wastewater, water quality, energy use, GHG emissions and recycling.</p> <p>As part of the Company's annual social audit, an A&F designated third party assesses compliance with environmental permits, including compliance with wastewater discharge permits. For suppliers in China, A&F conducts annual surveillance to check wastewater compliance through the Institute of Public & Environmental Affairs (IPE) platform. In 2021, 99% of China suppliers were without any environmental violations published on IPE.</p>

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Operations	Yes	<p>Climate change risks and opportunities impact A&F's operations in the short- (1-2 years) and medium- (2-4 years) and long-term (4-10 years) time horizons.</p> <p>The most substantial strategic decision was made in 2019, when A&F announced sustainability goals through 2030 focused on three key areas: global product, global home office and global stores. The product goals are outlined below:</p> <p>(1) Global Store Scope 1 and 2 GHG emissions reduction of 35% by 2030 (2) Total Scope 1 and 2 GHG emissions reduction of 47% by 2030 (3) 100% Renewable Electricity for corporate owned Global Home Office and Distribution Centers in 2023</p> <p>A&F has implemented numerous initiatives targeting the energy efficiency of its operations, including adjusting various Energy Management System (EMS) set point schedules to reduce kWh consumption and subsequent GHG impact and a global project to convert to LED lighting, and a global project to install submeters to better track energy consumption.</p> <p>In 2019, the A&F procurement team partnered with Caliber.global, a transportation logistics company offering a unique CO2 emissions calculator. A direct routing program was established in the US to ship store fixtures directly from production facilities to stores. This routing change not only reduced the number of shipments, but also the associated CO2 emissions. Between February 2019 and September 2020, the program saved over 400 tons of CO2, which is the same as removing 86 passenger vehicles from the road each year.</p> <p>In 2021, A&F announced an agreement with AEP Energy, a subsidiary of American Electric Power. The Company signed an agreement with AEP Energy to provide clean energy through an Integrated Renewable Energy (IRE) solution. AEP Energy will supply the the Company's global corporate headquarters and two distribution centers in New Albany, Ohio with clean energy through the IRE – a long-term, fixed price retail energy option that supports new, locally-sourced wind and solar – for 13 years beginning in 2023.</p>

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Revenues Indirect costs Capital expenditures Capital allocation	<p>A&F recognizes the importance of financial planning related to climate-related risks and opportunities. One example is in the Companies' long-term (4-10 years) energy procurement strategy.</p> <p>In 2021, A&F announced an agreement with AEP Energy, a subsidiary of American Electric Power. The Company signed an agreement with AEP Energy to provide clean energy through an Integrated Renewable Energy (IRE) solution. AEP Energy will supply the the Company's global corporate headquarters and two distribution centers in New Albany, Ohio with clean energy through the IRE – a long-term, fixed price retail energy option that supports new, locally-sourced wind and solar – for 13 years beginning in 2023.</p>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Absolute target

C4.1a

(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.

Target reference number

Abs 1

Year target was set

2020

Target coverage

Company-wide

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Base year

2019

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

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

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

<Not Applicable>

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

73213

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2****Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

Target year

2030

Targeted reduction from base year (%)

47

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

38802.89

Scope 1 emissions in reporting year covered by target (metric tons CO2e)**Scope 2 emissions in reporting year covered by target (metric tons CO2e)****Scope 3 emissions in reporting year covered by target (metric tons CO2e)**

<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

55172

% of target achieved relative to base year [auto-calculated]

52.4293586971968

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

The target coverage is for all Company-wide, global Scope 1 & 2 GHG emissions.

Plan for achieving target, and progress made to the end of the reporting year**List the emissions reduction initiatives which contributed most to achieving this target**

<Not Applicable>

Target reference number

Abs 2

Year target was set

2020

Target coverage

Other, please specify (Global Stores Scope 1 and 2 GHG emissions reduction)

Scope(s)

Scope 1

Scope 2

Scope 2 accounting method

Market-based

Scope 3 category(ies)

<Not Applicable>

Base year

2019

Base year Scope 1 emissions covered by target (metric tons CO2e)**Base year Scope 2 emissions covered by target (metric tons CO2e)****Base year Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

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

51430

Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2****Base year Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**

<Not Applicable>

Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

70.2

Target year

2030

Targeted reduction from base year (%)

35

Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]

33429.5

Scope 1 emissions in reporting year covered by target (metric tons CO2e)

Scope 2 emissions in reporting year covered by target (metric tons CO2e)

Scope 3 emissions in reporting year covered by target (metric tons CO2e)

<Not Applicable>

Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

37122

% of target achieved relative to base year [auto-calculated]

79.4866809255299

Target status in reporting year

Underway

Is this a science-based target?

Yes, we consider this a science-based target, and we have committed to seek validation of this target by the Science Based Targets initiative in the next two years

Target ambition

1.5°C aligned

Please explain target coverage and identify any exclusions

The target coverage is for all Company-wide, global store Scope 1 & 2 GHG emissions. Purchased electricity and natural gas combustion for our global retail stores are the largest driver of A&F's Scope 1 & 2 emissions. Strategically, a separate goal was set for this operating area to provide a clear path and monitor progress toward achieving the broader, global Scope 1 & 2 GHG emissions goal.

Plan for achieving target, and progress made to the end of the reporting year

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Target(s) to increase low-carbon energy consumption or production

C4.2a

(C4.2a) Provide details of your target(s) to increase low-carbon energy consumption or production.

Target reference number

Low 1

Year target was set

2020

Target coverage

Site/facility

Target type: energy carrier

Electricity

Target type: activity

Consumption

Target type: energy source

Renewable energy source(s) only

Base year

2019

Consumption or production of selected energy carrier in base year (MWh)

29983

% share of low-carbon or renewable energy in base year

0

Target year

2023

% share of low-carbon or renewable energy in target year

100

% share of low-carbon or renewable energy in reporting year

0

% of target achieved relative to base year [auto-calculated]

0

Target status in reporting year

Underway

Is this target part of an emissions target?

Yes, achieving 100% renewable electricity for A&F's corporate owned global home office and distribution centers in 2023 is a key part of achieving the Companies' global total Scope 1 and 2 GHG emissions reduction of 47% by 2030.

Is this target part of an overarching initiative?

Other, please specify (Consistent with the UN SDGs and SBTs that have not been verified by the SBTi.)

Please explain target coverage and identify any exclusions

The sites covered under this target are the global, corporate owned home office and distribution centers under its operational control. These sites/facilities account for a significant portion of the Companies' Scope 1 & 2 emissions and thus a separate renewable energy goal was set as a strategic component to achieving the broader, global Scope 1 & 2 GHG emissions goal.

Plan for achieving target, and progress made to the end of the reporting year

In 2021, A&F announced an agreement with AEP Energy, a subsidiary of American Electric Power. The Company signed an agreement with AEP Energy to provide clean energy through an Integrated Renewable Energy (IRE) solution. AEP Energy will supply the the Company's global corporate headquarters and two distribution centers in New Albany, Ohio with clean energy through the IRE – a long-term, fixed price retail energy option that supports new, locally-sourced wind and solar – for 13 years beginning in 2023.

List the actions which contributed most to achieving this target

<Not Applicable>

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	2	724
To be implemented*		
Implementation commenced*	1	15861
Implemented*	1	2774
Not to be implemented		

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Company policy or behavioral change	Site consolidation/closure
-------------------------------------	----------------------------

Estimated annual CO2e savings (metric tonnes CO2e)

2774

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

Investment required (unit currency – as specified in C0.4)

0

Payback period

<1 year

Estimated lifetime of the initiative

Ongoing

Comment

A&F continues to evaluate and manage its store fleet through its ongoing global store network optimization initiative and has taken actions to optimize store productivity by remodeling, right-sizing or relocating stores to smaller square footage locations, and closing legacy stores.

As part of this initiative, the Company closed two flagship locations during Fiscal 2021, leaving the Company with five operating flagships at the end of Fiscal 2021, down from seven at the beginning of the year. In addition, the Company closed 42 non-flagship locations, resulting in 44 total store closures during Fiscal 2021. These actions reduced total Company store gross square footage by approximately 0.2 million gross square feet, or 3%, as compared to Fiscal 2020 year-end. The actions taken in Fiscal 2021 continued to transform the Company's operating model and reposition the Company for the future as the Company continues to focus on aligning store square footage with digital penetration.

Since Fiscal 2018, the Company removed 1.5 million gross square feet, or 23% of our global base, reflecting closure of 228 locations, including 14 flagship stores.

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Employee engagement	<p>In early 2015, environmental sustainability was identified as a key priority across the company. To help drive the environmental mission and program, each department named a Sustainability Lead to represent their team. Over 40 Sustainability Leads captured current energy-related initiatives, identified and implemented new energy conservation or efficiency environmental initiatives and educated associates on A&F's environmental progress. To help educate and engage associates more broadly, A&F uses a variety of media, including email communications, and the A&F Cares website. This education and communication continues in the reporting year 2021.</p> <p>Since 2016, A&F Co. has held an interactive, annual Earth Day Pop Up in April to educate associates, engage them in our sustainability work and show them where they can be more active in the environmental space. Activities include tree planting at our Global Home Office, lunch and learn sessions on specific environmental topics, recycling drives, interactive trailers and more.</p> <p>On Earth Day 2022, A&F Co. announced the formation of its Sustainability Associate Resource Group (ARG), which will provide a forum for all associates interested in making an impact on social and environmental issues. This ARG will support A&F's corporate sustainability missions and goals, as well as help cultivate community in support of sustainability principles and initiatives throughout the organization. The ARG will offer opportunities for associates to learn and engage at an individual level and contribute to social and environmental stewardship.</p>
Compliance with regulatory requirements/standards	<p>Article 8 of the Energy Efficiency Directive requires energy audits in most of the European markets in which A&F has facilities. Additionally, the UK and France implemented reporting schemes and carbon associated surcharges that drive mitigation of these costs.</p>
Dedicated budget for energy efficiency	<p>In 2021, at the Home Office (HO) and Distribution Centers (DCs), the Company maintained its Continuous Energy Improvement program during which the staff focused on retrocommissioning. This included demand ventilation controls, DC space temperature controls, replacing HW heaters, staggering AHU occupied start times and decommissioning the war room system.</p>

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

Other, please specify (Better Cotton Initiative)

Type of product(s) or service(s)

Other	Other, please specify (Sustainable Materials in Apparel Products)
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Description of product(s) or service(s)

In 2019, A&F joined the Better Cotton Initiative (BCI). The Company is committed to improving cotton farming practices globally and sourcing 25% of our cotton as Better Cotton by 2025. The Better Cotton Principles and Criteria require Better Cotton farmers to use good management practices that maintain the integrity of soils, restore largely degraded soils and reduce GHG emissions.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

<Not Applicable>

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

<Not Applicable>

Functional unit used

<Not Applicable>

Reference product/service or baseline scenario used

<Not Applicable>

Life cycle stage(s) covered for the reference product/service or baseline scenario

<Not Applicable>

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

<Not Applicable>

Explain your calculation of avoided emissions, including any assumptions

<Not Applicable>

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	No	<Not Applicable>

(C5.2) Provide your base year and base year emissions.**Scope 1****Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

6513

Comment

This is the base year for the A&F Co Abs 1 target covering Scope 1 and 2 emissions referenced in Question C4.1a.

Scope 2 (location-based)**Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

70200

Comment**Scope 2 (market-based)****Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

66700

Comment

This is the base year for the A&F Co Abs 1 target covering Scope 1 and 2 emissions referenced in Question C4.1a.

Scope 3 category 1: Purchased goods and services**Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

971021

Comment**Scope 3 category 2: Capital goods****Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

54400

Comment**Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)****Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

18776

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

161790

Comment

Category 4 and Category 9 data cannot be separated by A&F because the Company cannot differentiate the distribution center delivery costs paid by A&F and the customers. Therefore, both categories will be reported together.

Scope 3 category 5: Waste generated in operations

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

9053

Comment

Scope 3 category 6: Business travel

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

4252

Comment

Scope 3 category 7: Employee commuting

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Per A&F's Greenhouse Gas Inventory Management Plan, Category 7 emissions are excluded at this time, as A&F has little to no control of employee commuting.

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Per A&F's Greenhouse Gas Inventory Management Plan, Category 8 is excluded as A&F operates leased retail sites, which are reported within Scope 1-2. International offices represent other leased operations but produce a proportionally low volume of emissions. A&F has a low degree of control over reducing these emissions and a low quality and availability of data.

Scope 3 category 9: Downstream transportation and distribution

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

161790

Comment

Emissions in reporting year include both Category 4 and Category 9.

Category 4 and Category 9 data cannot be separated by A&F because the Company cannot differentiate the distribution center delivery costs paid by A&F and the customers. Therefore, both categories will be reported together.

Scope 3 category 10: Processing of sold products**Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment**

Per A&F's Greenhouse Gas Inventory Management Plan, this category has been excluded, as A&F's products are typically not used as an intermediate input into consumer end products. Category 10 includes emissions from processing of sold intermediate products by third-parties (e.g., manufacturers) after sale by the reporting company. Intermediate products are products that require further processing, transformation, or inclusion in another product before use, and therefore result in emissions from processing subsequent to sale by Abercrombie and before use by the end consumer.

Scope 3 category 11: Use of sold products**Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

110365

Comment**Scope 3 category 12: End of life treatment of sold products****Base year start**

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

12076

Comment**Scope 3 category 13: Downstream leased assets****Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment**

Per A&F's Greenhouse Gas Inventory Management Plan, this category is excluded as A&F does not lease products, services, or sites.

Scope 3 category 14: Franchises**Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment**

Per A&F's Greenhouse Gas Inventory Management Plan, while A&F has franchises in Mexico and UAE, this category has been excluded as the total franchise business sales contribute around 0.5% of total net sales.

Scope 3 category 15: Investments**Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment**

Per A&F's Greenhouse Gas Inventory Management Plan, this category is excluded as A&F does not make a significant volume of investments that are not captured in the company's existing Scope 1-3 inventory. Acquisitions will be accounted for within existing Scope 1-3 reporting.

Scope 3: Other (upstream)**Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment****Scope 3: Other (downstream)****Base year start****Base year end****Base year emissions (metric tons CO2e)****Comment**

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

ISO 14064-1

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

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

7261

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

45926

Scope 2, market-based (if applicable)

47897

Start date

<Not Applicable>

End date

<Not Applicable>

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

905303

Emissions calculation methodology

Hybrid method

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

100

Please explain

Category 1 purchased goods and services emissions are included. A&F purchases a significant volume of materials, components, and shipping. A&F uses various upstream suppliers during the manufacturing process from the extraction of raw materials to the packing of final products (Tiers 1 through 4, and others).

This category includes all upstream (e.g., cradle-to-gate) emissions from the production of products purchased or acquired by A&F in the reporting year.

A&F employs a hybrid method for calculating emissions from purchased goods and services. This uses a combination of supplier-specific activity data, data related to material type/weight, and procurement data related to spend to fill gaps.

Capital goods

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

15430

Emissions calculation methodology

Spend-based method

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

0

Please explain

Category 2 emissions are included as they comprise upstream (e.g., cradle-to-gate) emissions from the production of capital goods purchased or acquired by A&F.

This category of emissions relates to the extraction, production, and transportation of capital goods purchased or acquired by A&F in the reporting year. Emissions from the use of capital goods by the reporting company are accounted for in either scope 1 (e.g., for fuel use) or scope 2 (e.g., for electricity use), rather than in scope 3.

Emissions associated with capital goods are calculated based on spend data.

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

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

14712

Emissions calculation methodology

Fuel-based method

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

0

Please explain

Category 3 emissions are included as they comprise emissions from distribution and transportation of equipment/materials not owned by A&F.

This category includes emissions related to the production of fuels and energy purchased and consumed by A&F in the reporting year that are not included in Scope 1 or Scope 2. Category 3 excludes emissions from the combustion of fuels or electricity consumed by A&F because they are already included in Scope 1 or Scope 2. Category 3 only includes: extraction, production, and transportation of fuels and energy purchased or acquired by A&F in the reporting year, not already accounted for in Scope 1 or Scope 2.

A&F calculates emissions in this category by multiplying the volume of fuel consumed by the appropriate well-to-tank emission factors.

Upstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

242347

Emissions calculation methodology

Distance-based method

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

100

Please explain

Emissions in reporting year include both Category 4 and Category 9.

A&F purchases a significant amount of logistics services to transport and warehouse their products and materials both upstream and downstream. A&F has access to a moderate level quality of information.

Category 4 and Category 9 data cannot be separated by A&F because the Company cannot differentiate the distribution center delivery costs paid by A&F and the customers. Therefore, both categories will be reported together.

Based on the type of activity data received from suppliers, A&F will rely on calculations provided by logistics providers and/or calculate emissions based on the distance-based method, which involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance emission factor for each GHG (CO₂, CH₄, N₂O).

Waste generated in operations

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

4847

Emissions calculation methodology

Spend-based method
Waste-type-specific method

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

100

Please explain

Category 5 emissions are included in reporting due to emissions produced in offsite disposal and treatment of waste from products, materials, components, and operations. Abercrombie has waste and recycling data from its stores and distribution centers (DCs).

This category includes emissions from third-party disposal and treatment of waste in the reporting year. This category includes emissions from disposal of both solid waste and wastewater. Only waste treatment in facilities owned or operated by third-parties is included in Scope 3. Waste treatment at facilities owned or controlled by Abercrombie is accounted for in Scope 1 and Scope 2. Treatment of waste generated in operations is categorized as an upstream Scope 3 category because waste management services are purchased by A&F. This category includes all future emissions that result from waste generated in the reporting year.

Based on availability of relevant data, A&F will use the waste-type specific method to determine emissions from waste based on weight and disposal method (recycling, landfill, combustion) or by spend data. This involves using emission factors for specific waste types and waste treatment methods (e.g., recycling, landfill, specific incineration unit with emission controls).

Business travel

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO₂e)

910

Emissions calculation methodology

Spend-based method
Distance-based method

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

100

Please explain

Category 6 emissions produced by A&F upstream business travel are included as global operations sometimes require employees to travel for business. In addition, high quality data is also available to A&F.

This category includes emissions from the upstream transportation of employees for business-related activities in vehicles owned or operated by third-parties, such as aircraft, trains, buses and passenger cars.

A&F uses emission factors and a distance-based method for air travel and spend-based method for land travel and hotels.

Employee commuting

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

Category 7 emissions are excluded at this time, as A&F has little to no control of employee commuting. A&F employs a workforce at multiple sites globally that are expected to contribute a modest proportion of emissions, consistent with sector guidance, and A&F allocates 0% of spend, and therefore, has a low degree of control over reducing these emissions. Data quality and availability is low particularly for employees at retail operations.

Upstream leased assets

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

Category 8 is excluded as Abercrombie operates leased retail sites, which are reported within Scope 1-2. International offices represent other leased operations but produce a proportionally low volume of emissions. Abercrombie has a low degree of control over reducing these emissions and a low quality and availability of data.

Downstream transportation and distribution

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

242347

Emissions calculation methodology

Distance-based method

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

100

Please explain

Emissions in reporting year include both Category 4 and Category 9.

A&F purchases a significant amount of logistics services to transport and warehouse their products and materials both upstream and downstream. A&F has access to a moderate level quality of information.

Category 4 and Category 9 data cannot be separated by A&F because the Company cannot differentiate the distribution center delivery costs paid by A&F and the customers. Therefore, both categories will be reported together.

Based on the type of activity data received from suppliers, A&F will rely on calculations provided by logistics providers and/or calculate emissions based on the distance-based method, which involves determining the mass, distance, and mode of each shipment, then applying the appropriate mass-distance emission factor for each GHG (CO₂, CH₄, N₂O).

Processing of sold products

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

This category has been excluded, as A&F's products are typically not used as an intermediate input into consumer end products. Category 10 includes emissions from processing of sold intermediate products by third-parties (e.g., manufacturers) after sale by the reporting company. Intermediate products are products that require further processing, transformation, or inclusion in another product before use, and therefore result in emissions from processing subsequent to sale by A&F and before use by the end consumer.

Use of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

90077

Emissions calculation methodology

Methodology for indirect use phase emissions, please specify (A&F obtains received-product unit records and product weight from its sourcing team. A&F establishes a number of washer/dryer uses per year and weight per wash/dry based on industry data. This data is multiplied against electricity emission factors.)

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

0

Please explain

This category is in scope for A&F. Downstream emissions from the use of A&F sold products may include washing, drying, and ironing of apparel. This category is proportionally relevant for A&F. Although data quality and availability are low and must be estimated, A&F's ability to influence use of sold products is also low and must focus on influencing consumer behavior.

Abercrombie estimates this category by calculating emissions from washing and drying using indirect use-phase emissions.

End of life treatment of sold products

Evaluation status

Relevant, calculated

Emissions in reporting year (metric tons CO2e)

11130

Emissions calculation methodology

Waste-type-specific method

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

0

Please explain

A&F included this category for emissions from downstream end of life treatment of products sold.

This category includes the total expected end-of-life emissions from all products sold in the reporting year.

Abercrombie estimates emissions from downstream end-of-life treatment of sold products by collecting/using data on total mass of sold products. The weight of discarded product is then multiplied by an emission factor for landfilling and incineration based on the market (US, EMEA, APAC, Other), net sales and percentage of landfilling and incineration in that market (based on publications and LCA information).

Downstream leased assets

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

This category is excluded as A&F does not lease products, services, or sites.

Franchises

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

While A&F has franchises in Mexico and UAE, this category has been excluded as the total franchise business sales contribute around 0.5% of total net sales.

Investments

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

This category is excluded as A&F does not make a significant volume of investments that are not captured in the company's existing Scope 1-3 inventory. Acquisitions will be accounted for within existing Scope 1-3 reporting.

Other (upstream)

Evaluation status

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

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

<Not Applicable>

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.000014856

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

55158

Metric denominator

unit total revenue

Metric denominator: Unit total

3712768000

Scope 2 figure used

Market-based

% change from previous year

10

Direction of change

Decreased

Reason for change

As part of its ongoing global store network optimization initiative and stated goal of repositioning from larger format, tourist-dependent flagship locations to smaller, omn-enabled stores that cater to local customers, the Company closed its Abercrombie & Fitch brand Singapore and Hamburg flagship locations during Fiscal 2021. This leaves the Company with five operating flagships at the end of Fiscal 2021, down from seven at the beginning of Fiscal 2021 and 15 at the beginning of Fiscal 2020.

In addition, the Company closed 42 non-flagship locations, resulting in 44 total store closures during Fiscal 2021. Store optimization efforts in Fiscal 2021 reduced total Company store gross square footage by approximately 0.2 million gross square feet, or 3%, as compared to Fiscal 2020 year-end. The actions taken in Fiscal 2021, combined with ongoing digital sales growth, are expected to continue to transform the Company's operating model and reposition the Company for the future as it continues to focus on aligning store square footage with digital penetration.

This, combined with increased unit total revenue in Fiscal 2021, resulted in the 10% improvement in emissions intensity.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO2e)	GWP Reference
CO2	5732	IPCC Fifth Assessment Report (AR5 – 100 year)
CH4	3	IPCC Fifth Assessment Report (AR5 – 100 year)
N2O	4	IPCC Fifth Assessment Report (AR5 – 100 year)
HFCs	1522	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/region.

Country/Region	Scope 1 emissions (metric tons CO2e)
Canada	4
France	69
Germany	94
Italy	40
Netherlands	9
China	133
Spain	140
United Kingdom of Great Britain and Northern Ireland	43
United States of America	6727

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Stationary Emissions	4991
Mobile Emissions	748
Fugitive Emissions	1522

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/region.

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	66	283
Belgium	43	53
Canada	154	153
France	214	232
Germany	1413	2403
Hong Kong SAR, China	691	687
Ireland	62	93
Italy	300	481
Japan	361	360
Republic of Korea	49	49
Kuwait	243	243
Netherlands	456	558
China	3357	3339
Poland	118	141
Singapore	57	57
Spain	449	646
Sweden	0	1
United Arab Emirates	463	463
United Kingdom of Great Britain and Northern Ireland	933	1401
United States of America	36497	36254

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Purchased Electricity	45926	47897

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output	3358	Increased	6	<p>As a result of COVID-19, numerous state and local jurisdictions have imposed, and others in the future may impose, shelter-in-place orders, quarantines, executive orders and similar government orders and restrictions for their residents to control the spread of COVID-19. These closures, in particular in 2020, significantly reduced energy demand in our operation.</p> <p>As of January 29, 2022, all U.S. Company-operated stores were fully open for in-store service; however, temporary store closures have subsequently been mandated in certain parts of the Asia-Pacific ("APAC") region in response to COVID-19. This return to operation subsequently resulted in increased energy demand in our operation.</p> <p>In Fiscal 2021, even as stores reopened, roughly half of our sales were digital, compared to about a third in Fiscal 2018. We have thoughtful plans in place to continue to invest in digital and omnichannel capabilities and enhancements to create best-in-class customer experiences while growing profitably across channels. On our path to strategically refine our global footprint, since Fiscal 2018, we have removed 1.5 million gross square feet, or 23% of our global base, reflecting the closure of 228 locations, including 14 flagship stores. We have closed oversized and unproductive locations, and found new ways to meet our customers through enhanced shopping experiences, both in stores and through our digital channels.</p>
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

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

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

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

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	30589	30589
Consumption of purchased or acquired electricity	<Not Applicable>	0	125882	125882
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	0	156471	156471

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	No
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Not applicable.

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Not applicable.

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Not applicable.

Coal

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Not applicable.

Oil

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Not applicable.

Gas

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

27318

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Includes natural gas and propane for stationary combustion (Scope 1).

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

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

3271

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Includes diesel for stationary combustion and gasoline for mobile combustion (Scope 1).

Total fuel**Heating value**

Unable to confirm heating value

Total fuel MWh consumed by the organization

30589

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Total from Gas and Other non-renewable fuels (e.g. non-renewable hydrogen) rows.

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Sourcing method

None (no active purchases of low-carbon electricity, heat, steam or cooling)

Energy carrier

<Not Applicable>

Low-carbon technology type

<Not Applicable>

Country/area of low-carbon energy consumption

<Not Applicable>

Tracking instrument used

<Not Applicable>

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

<Not Applicable>

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

<Not Applicable>

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

<Not Applicable>

Comment

C8.2g

(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.

Country/area

Austria

Consumption of electricity (MWh)

480

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

480

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Belgium

Consumption of electricity (MWh)

261

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

261

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Canada

Consumption of electricity (MWh)

1183

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1183

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

France

Consumption of electricity (MWh)

3970

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

3970

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Germany

Consumption of electricity (MWh)

4080

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4080

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Hong Kong SAR, China

Consumption of electricity (MWh)

839

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

839

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Ireland

Consumption of electricity (MWh)

209

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

209

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Italy

Consumption of electricity (MWh)

1050

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1050

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Japan

Consumption of electricity (MWh)

739

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

739

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Republic of Korea

Consumption of electricity (MWh)

94

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

94

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Kuwait

Consumption of electricity (MWh)

399

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

399

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Netherlands

Consumption of electricity (MWh)

1236

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1236

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

China

Consumption of electricity (MWh)

5365

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

5365

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Poland

Consumption of electricity (MWh)

177

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

177

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Singapore

Consumption of electricity (MWh)

147

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

147

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Spain

Consumption of electricity (MWh)

2255

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

2255

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

Sweden

Consumption of electricity (MWh)

36

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

36

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United Arab Emirates

Consumption of electricity (MWh)

917

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

917

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of electricity (MWh)

4434

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

4434

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

Country/area

United States of America

Consumption of electricity (MWh)

98010

Consumption of heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

98010

Is this consumption excluded from your RE100 commitment?

<Not Applicable>

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

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

C10.1a

(C10.1a) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.**Verification or assurance cycle in place**

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

A&F_Assurance Statement 2021_v2.0 issued 22 July 2022.pdf

Page/ section reference

Pages 1-4

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1b

(C10.1b) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Scope 2 approach

Scope 2 location-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

A&F_Assurance Statement 2021_v2.0 issued 22 July 2022.pdf

Page/ section reference

Pages 1-4

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

Scope 2 approach

Scope 2 market-based

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

A&F_Assurance Statement 2021_v2.0 issued 22 July 2022.pdf

Page/ section reference

Pages 1-4

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.1c

(C10.1c) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Scope 3 category

Scope 3: Purchased goods and services

Scope 3: Capital goods

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

Scope 3: Upstream transportation and distribution

Scope 3: Waste generated in operations

Scope 3: Business travel

Scope 3: Downstream transportation and distribution

Scope 3: Use of sold products

Scope 3: End-of-life treatment of sold products

Verification or assurance cycle in place

Annual process

Status in the current reporting year

Complete

Type of verification or assurance

Limited assurance

Attach the statement

A&F_Assurance Statement 2021_v2.0 issued 22 July 2022.pdf

Page/section reference

Pages 1-4

Relevant standard

ISO14064-3

Proportion of reported emissions verified (%)

100

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, we are waiting for more mature verification standards and/or processes

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

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

C11.2

(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

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

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

Yes, other partners in the value chain

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Information collection (understanding supplier behavior)

Details of engagement

Collect climate change and carbon information at least annually from suppliers

% of suppliers by number

100

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

63

Rationale for the coverage of your engagement

A&F does not directly produce its merchandise, but the Company works closely with supply chain partners to help identify and implement opportunities to minimize environmental impact in the manufacturing process. A&F has a relatively high level of quality and availability of climate-related information for Tier 1 and 2 suppliers, which represents 63% of Scope 3 Purchased Goods and Services. Since 2012, A&F has utilized the Sustainable Apparel Coalition's Higg Index to partner with Tier 1 and 2 suppliers to measure and improve environmental performance. The Higg Facility Environmental Module (FEM) measures impact in specific areas, including climate-related data, for individual factories. Assessments are conducted at least once a year and are then verified by SAC-approved, on-site assessors. The results guide manufacturers around making improvements and provide current best practices in the field. In the APAC region, the A&F Hong Kong team supports facilities through factory visits, trainings, setting targets, identifying areas of improvement across all seven sections and tracking progress through Performance Improvement Plans. A&F strives for 100% of Tier 1 and 2 factories to complete the Higg FEM self-assessment. In 2019, A&F set a goal to achieve Level 1 in Higg FEM in 100% of Mills and Laundries by 2021, which was achieved in 2020.

Impact of engagement, including measures of success

Success in supplier engagement is measured by the percentage of Tier 1 and 2 suppliers that complete the Higg FEM self-assessment increasing year-over-year striving for 100%, which A&F tracks and reports annually. In 2021, 289 facilities, or 84%, completed the Higg FEM, up from 70% in 2020 and 62% in 2019. In 2020, A&F achieved its goal of 100% of Mills and Laundries achieving Level 1 in Higg FEM by 2021. This is improved from 93% in 2019. A&F also tracks Higg FEM verified responses, which was 50% in 2021.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Run an engagement campaign to education customers about your climate change performance and strategy
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% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

In 2021, in support of Earth Day, A&F ran a customer-facing social media engagement campaign focused on the Company's sustainably-sourced and recycled materials and climate-related goals. This included A&F's 2023 100% renewable electricity agreement for corporate-owned global home office and distribution centers, and thredUP, where customers can send any brand of like-new women's and children's clothing, and the garments will then be "re-commerced" on thredUP's site.

Impact of engagement, including measures of success

A&F measured success based on digital engagement with the sustainability campaign. The average reach was 37,000, which was 50% to the benchmark. The average exit rate was 6% with 49 direct links to e-commerce sustainability sites.

C12.1d

(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.

A&F engages its associates (employees) in the value chain on climate-related topics annually. In 2021, A&F held an Earth Day pop-up at its Global Home Office in New Albany where its Brand Protection team provided an overview of sell-off, donation and waste-to-energy solutions to manage excess inventory. There was also a pop-up facilitated by the Hollister Brand swimwear team on the use of recycled polyester in its swim lines. A&F utilizes a weekly company-wide Around the Fire newsletter to keep associates informed on relevant climate-related strategy updates, training and additional information.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, suppliers have to meet climate-related requirements, but they are not included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Complying with regulatory requirements

Description of this climate related requirement

A&F requires suppliers to respect and honour and comply with all applicable requirements of any federal, state, local or equivalent laws and regulations contained in any relevant applicable international agreement, convention or treaty with respect to its performance and the delivery of the services it undertakes in signed agreements, including, but not limited to, regulations and requirements of customs, port or other authorities.

% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

100

Mechanisms for monitoring compliance with this climate-related requirement

Grievance mechanism/Whistleblowing hotline

Response to supplier non-compliance with this climate-related requirement

Retain and engage

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate

Yes, we engage indirectly through trade associations

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Yes

Attach commitment or position statement(s)

A&F Cares_Sustainability_Environmental_Energy_06302022.pdf

Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy

A&F is active in the Energy Management Network (EMN) and Sustainability Committee in the Retail Industry Leaders Association (RILA) trade association, in which best practices and strategies to reduce energy, carbon and the retail industry's environmental impacts are discussed.

The EMN is composed of energy practitioners who work to improve energy efficiency and procurement – including the procurement of renewable and alternative energy.

RILA's Sustainability Committee is composed of retail sustainability and corporate social responsibility (CSR) executives focused on enabling more environmentally sustainable and circular business opportunities. Sustainability executives address issues that affect greenhouse gas (GHG) emissions, the efficient and responsible use of natural resources, and product- and material-lifecycle value retention. They also manage responses to stakeholder requests for information on sustainability performance.

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.3b

(C12.3b) Provide details of the trade associations your organization engages with which are likely to take a position on any policy, law or regulation that may impact the climate.

Trade association

Other, please specify (Retail Industry Leaders Association (RILA))

Is your organization's position on climate change consistent with theirs?

Consistent

Has your organization influenced, or is your organization attempting to influence their position?

We are not attempting to influence their position

State the trade association's position on climate change, explain where your organization's position differs, and how you are attempting to influence their position (if applicable)

From RILA's Retail Climate Priorities webpage:

"Climate change is a bigger threat than any one individual, company, industry, or government can address on its own. As the trade association of our country's leading retail companies, RILA believes effective public policy has a critical role to play in protecting communities and economies globally from climate change's most disruptive impacts. The United States should not shy away from its obligation to act.

We urge the Biden administration and Members of Congress to collaborate on bipartisan legislation that supports innovation, economic resiliency, and energy efficiency to help the United States prepare our economy and workforce to meet necessary emissions reductions.

Responding to the economic and moral imperatives of addressing climate change requires thoughtful and meaningful action. Leading retailers know the intricacies of navigating complex relationships and operational realities in the pursuit of sustainability. The retail industry is an ally in the fight against climate change and stands ready to partner with policymakers and provide constructive insights as we work towards achievable goals."

Funding figure your organization provided to this trade association in the reporting year, if applicable (currency as selected in C0.4) (optional)

Describe the aim of your organization's funding

<Not Applicable>

Have you evaluated whether your organization's engagement with this trade association is aligned with the goals of the Paris Agreement?

No, we have not evaluated

C12.4

(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary communications

Status

Underway – previous year attached

Attach the document

A&F Cares_Sustainability_Environmental_Energy_06302022.pdf

Page/Section reference

Pages 1-5.

Content elements

Governance
Strategy
Emissions figures
Emission targets
Other metrics

Comment

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	Yes, both board-level oversight and executive management-level responsibility	<p>A&F's Board has primary responsibility for oversight of environmental, social and governance matters, and the Board executes its duties in part by assigning responsibility to the ESG Committee of the Board for risks that falls under its authority. Pursuant to the Charter of the ESG Committee, the ESG Committee is responsible for overseeing the Company's strategies, policies, practices, and programs regarding environmental and social matters, and to oversee the Company's governance and management of risk with respect to such matters, which include sustainability and biodiversity-related issues.</p> <p>The Charter of the ESG Committee sets forth the duties and responsibilities of the Committee:</p> <ol style="list-style-type: none"> 1. Monitoring environmental and social issues and trends, and reviewing and making recommendations on the Company's strategies, policies, practices, and programs relating to environmental and social matters on a global basis, including: responsible sourcing, health and safety, human rights, and ethical business practices; sustainability and climate change matters; diversity and inclusion initiatives (in partnership with the Compensation and Human Capital Committee of the Board); significant philanthropy and community investment; and significant community relations. 2. Overseeing the Company's governance and risk management relating to environmental and social matters on a global basis. 3. Reviewing with management the external reporting of the Company's environmental and social policies, practices, and progress, including reviewing the prudence of having the Company prepare and publish a standalone social responsibility report and, in the event the Committee determines such a report is prudent, reviewing the environmental and social disclosures made in such standalone corporate responsibility report. 4. When appropriate, making recommendations to the Board with respect to any of the areas that the Committee oversees, reviews, or monitors, and any other major environmental or social practices of the Company. 5. Reviewing and consulting with the Nominating Committee on any stockholder proposals that relate to environmental or social issues. 6. Monitoring and making recommendations to the Board as appropriate with respect to the Company's policies related to environmental and social matters. <p>The Vice President of Global Sustainability provides regular updates to the ESG Committee concerning key sustainability matters, which include biodiversity-related issues.</p>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	Yes, we have made public commitments and publicly endorsed initiatives related to biodiversity	Other, please specify (In 2019, A&F announced sustainability goals through 2025 focused on three key areas: (1) product; (2) global home office; and (3) global stores. The goals align with the UN's Sustainable Development Goals (SDGs), including SDG 15 (biodiversity).)	SDG

C15.3

(C15.3) Does your organization assess the impact of its value chain on biodiversity?

	Does your organization assess the impact of its value chain on biodiversity?	Portfolio
Row 1	Yes, we assess impacts on biodiversity in our upstream value chain only	<Not Applicable>

C15.4

(C15.4) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity-related commitments
Row 1	Yes, we are taking actions to progress our biodiversity-related commitments	Other, please specify (A&F corporate target progress related to materials, traceability and waste with a primary impact on SDG 15 (biodiversity).)

C15.5

(C15.5) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.6

(C15.6) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
In voluntary sustainability report or other voluntary communications	Governance	Pages 1-5 A&F Cares_Sustainability_Corporate Goals_06302022.pdf

C16. Signoff

C-FI

(C-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.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Vice President, Global Sustainability	Environment/Sustainability manager

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	Non-public

Please confirm below

I have read and accept the applicable Terms