Abercrombie & Fitch Co. - Climate Change 2023

C0. Introduction

C0.1

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

Abercrombie & Fitch Co., a company incorporated in Delaware in 1996, through its subsidiaries (collectively, Abercrombie & Fitch Co. and its subsidiaries are referred to as "A&F," the "Company," "we," "us," and "our"), 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. Our brands are Abercrombie & Fitch, abercrombie kids, Hollister, Gilly Hicks and Social Tourist. These 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, the Middle East and Asia.

As of January 28, 2023, the Company operated 762 retail stores.

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date
January 1 2022

End date
December 31 2022

Indicate if you are providing emissions data for past reporting years
No

Select the number of past reporting years you will be providing Scope 1 emissions data for
<Not Applicable>

Select the number of past reporting years you will be providing Scope 2 emissions data for
<Not Applicable>

Select the number of past reporting years you will be providing Scope 3 emissions data for
<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
Spain
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 or committee	Responsibilities for climate-related issues
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 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	Reviewing innovation/R&D priorities Overseeing and guiding employee incentives Reviewing and guiding strategy Overseeing the setting of corporate targets Monitoring progress towards corporate targets Reviewing and guiding the risk management process	<Not Applicable>	The Charter of the ESG Committee sets forth the duties and responsibilities of the Committee, which include: 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. The Vice President of Global Sustainability provides quarterly KPI updates to the ESG Committee concerning key sustainability matters, which include climate-related issues and goal progress.

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 and from results of a third-party skills assessment. 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.

Position or committee
Chief Sustainability Officer (CSO)

Climate-related responsibilities of this position
Integrating climate-related issues into the strategy
Setting climate-related corporate targets
Monitoring progress against climate-related corporate targets

Coverage of responsibilities
<Not Applicable>

Reporting line
CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line
Quarterly

Please explain
A&F has an embedded, board-evaluated and CEO-led ESG strategy with sustainability as a key pillar. As a purpose-driven company, it's important for A&F to align its business practices and priorities with our values. To begin to do this with greater transparency and impact, in 2022, and in partnership with an experienced third-party, we conducted our first materiality assessment to identify the environmental, social and governance ("ESG") topics that are most important to our stakeholders and our long-term business success. From this assessment, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities. Our updated ESG goals align with the United Nations' Sustainable Development Goals ("SDGs").

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-evaluated 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 international social and impact programming, environment and climate change, and sustainability communications and reporting. Sustainability Managers report 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. 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 the management of climate-related issues.

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
Chief Sustainability Officer (CSO)

Type of incentive
Monetary reward

Incentive(s)
Bonus - % of salary
Salary increase
Shares

Performance indicator(s)
Progress towards a climate-related target
Achievement of a climate-related target

Incentive plan(s) this incentive is linked to
This position does not have an incentive plan

Further details of incentive(s)
Monetary rewards are provided to associates achieving personal performance objectives, which include the management of climate-related issues for the associate specified.

Explain how this incentive contributes to the implementation of your organization’s climate commitments and/or climate transition plan
For the management of climate-related issues, this incentive relates to continuing to build, align and meet corporate climate-related targets, which are aligned with the UN Global Compact Sustainable Development Goals through 2022, 2025 and 2030. Personal performance objectives are evaluated on an annual basis.

As a purpose-driven company, it’s important for A&F to align its business practices and priorities with our values. To begin to do this with greater transparency and impact, in 2022, and in partnership with an experienced third-party, we conducted our first materiality assessment to identify the environmental, social and governance ("ESG") topics that are most important to our stakeholders and our long-term business success. From this assessment, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities.

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/Chief Operating 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 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 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	We are subject to numerous domestic and foreign laws and regulations, including those related to customs, truth-in-advertising, securities, consumer protection, general privacy, health information privacy, identity theft, online privacy, general employment, employee health and safety, minimum wages, unsolicited commercial communication and zoning and occupancy laws, as well as ordinances that regulate retailers generally and/or govern the importation, intellectual property, promotion and sale of merchandise and the operation of retail stores, digital operations and distribution centers. If these laws and regulations were to change, or were violated by our management, associates, suppliers, vendors or other parties with whom we do business, the costs of certain merchandise could increase, or we could experience delays in shipments of our merchandise, be subject to fines or penalties, temporary or permanent store closures, or increased regulatory scrutiny or suffer reputational harm, which could reduce demand for our merchandise and adversely affect our business and results of operations. Any changes in regulations, the imposition of additional regulations, or the enactment of any new or more stringent legislation including the areas referenced above, could adversely affect our business and results of operations.
Emerging regulation	Relevant, always included	Laws and regulations at the local, state, federal and various international levels frequently change, and the ultimate cost of compliance cannot be precisely estimated. Changes in the legal or regulatory environment affecting responsible sourcing, supply chain transparency, or environmental protection, among others, may result in increased compliance costs for us and our business partners. Additionally, we may face regulatory challenges in complying with applicable global sanctions and trade regulations and reputational challenges with our consumers and other stakeholders if we are unable to sufficiently verify the origins of material sourced for the manufacture of our products. In addition, we are subject to a variety of regulatory and reporting requirements, including, but not limited to, those related to corporate governance and public disclosure. Stockholder activism, the current political environment, financial reform legislation, government intervention and regulatory reform may lead to substantial new regulations and disclosure obligations. New requirements or changes in current regulatory reporting requirements may introduce additional complexities, lead to additional compliance costs, divert management's time and attention from strategic business activities, and could have a significant effect on our reported results for the affected periods. Failure to comply with such regulations could result in fines, penalties, or lawsuits and could have a material adverse impact on our business. There is also uncertainty regarding potential laws, regulations, and policies related to ESG and global environmental sustainability matters, including disclosure obligations and reporting on such matters. Changes in the legal or regulatory environment affecting ESG disclosure, responsible sourcing, supply chain transparency, or environmental protection, among others, including regulations to limit carbon dioxide and other greenhouse gas emissions, to discourage the use of plastic or to limit or to impose additional costs on commercial water use may result in increased costs for us and our business partners, all of which may negatively impact our results of operations, financial condition and cash flows.
Technology	Relevant, always included	Our success largely depends on our ability to anticipate and gauge the fashion preferences of our customers and provide merchandise that satisfies constantly shifting demands in a timely manner. Because we may enter into agreements for the manufacture and purchase of merchandise well in advance of the applicable selling season, we are vulnerable to changes in consumer preferences and demand, pricing shifts, and the sub-optimal selection and timing of merchandise purchases. Moreover, there can be no assurance that we will continue to anticipate consumer demands and accurately plan inventory successfully in the future. Changing consumer preferences and fashion trends, and our ability to anticipate, identify and respond to them, could adversely impact our sales. Inventory levels for certain merchandise styles no longer considered to be "on trend" may increase, leading to higher markdowns to sell through excess inventory and, therefore, lower than planned margins. Conversely, if we underestimate consumer demand for our merchandise, or if our manufacturers fail to supply quality products in a timely manner, we may experience inventory shortages, which may negatively impact customer relationships, diminish brand loyalty and result in lost sales.

	Relevance & inclusion	Please explain
Legal	Relevant, always included	We, along with third parties we do business with, are involved, from time to time, in litigation arising in the ordinary course of business. Litigation matters may include, but are not limited to, contract disputes, employment-related actions, labor relations, commercial litigation, intellectual property rights, product safety, environmental matters and shareholder actions. Litigation, in general, may be expensive and disruptive. We cannot predict with certainty the outcomes of these legal proceedings and other contingencies, and the costs incurred in litigation can be substantial, regardless of the outcome. Substantial unanticipated verdicts, fines and rulings do sometimes occur. As a result, we could, from time to time, incur judgments, enter into settlements or revise our expectations regarding the outcome of certain matters, and such developments could have a material adverse effect on our results of operations in the period in which the amounts are accrued and/or our cash flows in the period in which the amounts are paid. The outcome of some of these legal proceedings and other contingencies could require us to take, or refrain from taking, actions which could negatively affect our operations and, depending on the nature of the allegations, could negatively impact our reputation. Additionally, defending against these legal proceedings may involve significant expense and diversion of management's attention and resources. Stockholder activism, which could take many forms or arise in a variety of situations, remains popular with many public investors. Due to the potential volatility of our stock price and for a variety of other reasons, we may become the target of securities litigation or stockholder activism. Responding to stockholder activists campaigns may involve significant expense and diversion of management's attention and resources without yielding any improvement in our results of operations or financial condition.
Market	Relevant, always included	Our distribution center operations are susceptible to local and regional factors, such as system failures, accidents, labor disputes, economic and weather conditions, natural disasters, significant power interruptions or outages, demographic and population changes, and other unforeseen events and circumstances. We rely on our distribution centers to manage the receipt, storage, sorting, packing and distribution of our merchandise. If our distribution centers are not adequate to support our operations, including as a result of capacity constraints in response to an increase in digital sales, the increased rate of merchandise returns, we could experience adverse impacts such as shipping delays and or customer dissatisfaction. In addition, if our distribution operations were disrupted due to, for example, labor shortages, natural disasters or power interruptions or outages, and we were unable to relocate operations or find other property adequate for conducting business, our ability to replace inventory in our stores and process digital and third-party orders could be interrupted, potentially resulting in adverse impacts to sales or increased costs. Changes in the cost, availability and quality of the fabrics or other raw materials used to manufacture our merchandise could have a material adverse effect on our cost of sales, or our ability to meet customer demand. The prices for such fabrics depend largely on the market prices for the raw materials used to produce them, particularly cotton. The price and availability of such raw materials may fluctuate significantly, depending on many factors, including crop yields, weather patterns and other unforeseen events. For example, significant inflationary pressures have and may continue to impact the cost of labor, cotton and other raw materials. Increased global uncertainty has also impacted and may in the future impact the cost, availability and quality of the fabrics or other raw materials used to manufacture our merchandise, and compliance with sanctions, customs trade orders and sourcing laws, such as those issued by the U.S. government related to the ongoing conflict in Ukraine and entities and individuals connected to China's Xinjiang Uyghur Autonomous Region, could impact the price of cotton in the marketplace and the global supply chain.
Reputation	Relevant, always included	Our ability to maintain our reputation is critical and public perception about our products or operations, whether justified or not, could impair our reputation, involve us in litigation, damage our brands and have a material adverse impact on our business. Events that could jeopardize our reputation, include, but are not limited to, the following: • We fail to maintain high standards for merchandise quality and integrity; • We fall victim to a cyber-attack, resulting in customer data being compromised; • We fail to comply with ethical, social, product, labor, health and safety, legal, accounting or environmental standards, or related political considerations; • Our associates' actions don't align with our values and fail to comply with our Code of Business Conduct and Ethics; • Third parties with which we have a business relationship, including our brand representatives and influencer network, fail to represent our brands in a manner consistent with our brand image or act in a way that harms their reputation; • Third-party vendors fail to comply with our Vendor Code of Conduct or any third parties with which we have a business relationship with fail to represent our brands in a manner consistent with our brand image; • Unfavorable media publicity and consumer perception of our products, operations, brand or experience; and • Our position or perceived lack of position on ESG, public policy or other similar issues and any perceived lack of transparency about those matters. Damage to our reputation and loss of consumer confidence for these or any other reasons could lead to adverse consumer actions, including boycotts, have negative impacts on investor perception and could impact our ability to attract and retain the talent necessary to compete in the marketplace, all of which could have a material adverse impact on our business, as well as require additional resources to rebuild our reputation.
Acute physical	Relevant, always included	Our retail stores, corporate offices, distribution centers, infrastructure projects and digital operations, as well as the operations of our vendors and manufacturers, are vulnerable to disruption from natural disasters, such as hurricanes, tornadoes, floods, earthquakes, extreme cold events and other adverse weather events; negative climate patterns, such as those in domestic and global water-stressed regions; public health crises, such as pandemics and epidemics (including the ongoing COVID-19 pandemic); political crises, such as terrorists attacks, war, labor, unrest and other political instability; significant power interruptions or outages; and other unexpected, catastrophic events. These events could disrupt the operations of our corporate offices, global stores and supply chain and those of our third-party partners, including our vendors and manufacturers. In addition to immediate impacts on global operations, these events could result in a reduction in the availability and quality of raw materials used to manufacture our merchandise, delays in merchandise fulfillment and deliveries, loss of customers and revenues due to store closures and inability to respond to customer demand, increased costs to meet consumer demand (which we may not be able to pass on to customers), reduced consumer confidence or changes in consumers' discretionary spending habits. Historically, our operations have been seasonal, and natural disasters or unseasonable weather conditions, may diminish demand for our seasonal merchandise and could also influence consumer preferences and fashion trends, consumer traffic and shopping habits. In addition, to the extent natural disasters cause physical losses to our stores, distribution centers or offices, we may incur costs that exceed our applicable insurance coverage for any necessary repairs to damages or business disruption.
Chronic physical	Relevant, always included	Our retail stores, corporate offices, distribution centers, infrastructure projects and digital operations, as well as the operations of our vendors and manufacturers, are vulnerable to disruption from natural disasters, such as hurricanes, tornadoes, floods, earthquakes, extreme cold events and other adverse weather events; negative climate patterns, such as those in domestic and global water-stressed regions; public health crises, such as pandemics and epidemics (including the ongoing COVID-19 pandemic); political crises, such as terrorists attacks, war, labor, unrest and other political instability; significant power interruptions or outages; and other unexpected, catastrophic events. These events could disrupt the operations of our corporate offices, global stores and supply chain and those of our third-party partners, including our vendors and manufacturers. In addition to immediate impacts on global operations, these events could result in a reduction in the availability and quality of raw materials used to manufacture our merchandise, delays in merchandise fulfillment and deliveries, loss of customers and revenues due to store closures and inability to respond to customer demand, increased costs to meet consumer demand (which we may not be able to pass on to customers), reduced consumer confidence or changes in consumers' discretionary spending habits. Historically, our operations have been seasonal, and natural disasters or unseasonable weather conditions, may diminish demand for our seasonal merchandise and could also influence consumer preferences and fashion trends, consumer traffic and shopping habits. In addition, to the extent natural disasters cause physical losses to our stores, distribution centers or offices, we may incur costs that exceed our applicable insurance coverage for any necessary repairs to damages or business disruption.

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

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)
865000

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 a fixed fee or a percentage of annual turnover or energy consumption for non-compliance. Additional fines or fees could also apply depending on the country. For example, France's penalty is 2% of a company’s turnover and 4% of a company’s turnover for repeated non-compliance. Germany's penalty includes 50,000 euros for not, incorrectly, incompletely or not executing the audit in time, or for false declaration about being a SME. Spain can range from 300 - 60,000 euros when not compliant, which is increased even further if damage to third parties (government or environment). The United Kingdom has a 5,600 euro penalty for failing to notify the Environment Agency of compliance, and additional fines and fees can apply.

Potential financial impact figure = $736,000 (France) + $56,000 (Germany) + $67,000 (Spain) + $6,000 (United Kingdom) = $865,000.

Cost of response to risk
123000

Description of response and explanation of cost calculation
Indicative cost of up to $123,000 for developing a compliance strategy and executing an energy audit program depending on the scope of the program needed at time of compliance for December 2023.

Cost of response to risk = $18,000 (compliance strategy) + $105,000 (energy audit program) = $123,000

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

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
Our retail stores, corporate offices, distribution centers, infrastructure projects and digital operations, as well as the operations of our vendors and manufacturers, are vulnerable to disruption from natural disasters, such as hurricanes, tornadoes, floods, earthquakes, extreme cold events and other adverse weather events; negative climate patterns, such as those in domestic and global water-stressed regions; public health crises, such as pandemics and epidemics (including the ongoing COVID-19 pandemic); political crises, such as terrorists attacks, war, labor, unrest and other political instability; significant power interruptions or outages; and other unexpected, catastrophic events. These events could disrupt the operations of our corporate offices, global stores and supply chain and those of our third-party partners, including our vendors and manufacturers. In addition to immediate impacts on global operations, these events could result in a reduction in the availability and quality of raw materials used to manufacture our merchandise, delays in merchandise fulfillment and deliveries, loss of customers and revenues due to store closures and inability to respond to customer demand, increased costs to meet consumer demand (which we may not be able to pass on to customers), reduced consumer confidence or changes in consumers’ discretionary spending habits.

Historically, our operations have been seasonal, and natural disasters or unseasonable weather conditions, may diminish demand for our seasonal merchandise and could also influence consumer preferences and fashion trends, consumer traffic and shopping habits. In addition, to the extent natural disasters cause physical losses to our stores, distribution centers or offices, we may incur costs that exceed our applicable insurance coverage for any necessary repairs to damages or business disruption.

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
Depending on the store, the estimated lost sales revenue for store closure is between $6,000 - $12,000 per store per day. The magnitude can vary from one store for one day to a more catastrophic event. The estimated financial impact from Hurricane Sandy was $10,750,000.

Potential financial impact figure = $10,000,000 (lost store sales) + $750,000 (lost direct-to-consumer sales) = $10,750,000.

Cost of response to risk
0

Description of response and explanation of cost calculation
The cost of response to risk is 0 because 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

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
Our success largely depends on our ability to anticipate and gauge the fashion preferences of our customers and provide merchandise that satisfies constantly shifting demands in a timely manner. Because we may enter into agreements for the manufacture and purchase of merchandise well in advance of the applicable selling season, we are vulnerable to changes in consumer preferences and demand, pricing shifts, and the sub-optimal selection and timing of merchandise purchases.

Moreover, there can be no assurance that we will continue to anticipate consumer demands and accurately plan inventory successfully in the future. Changing consumer preferences and fashion trends, and our ability to anticipate, identify and respond to them, could adversely impact our sales. Inventory levels for certain merchandise styles no longer considered to be “on trend” may increase, leading to higher markdowns to sell through excess inventory and, therefore, lower than planned margins. Conversely, if we underestimate consumer demand for our merchandise, or if our manufacturers fail to supply quality products in a timely manner, we may experience inventory shortages, which may negatively impact customer relationships, diminish brand loyalty and result in lost sales.

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
The impact has not been quantified financially.

Cost of response to risk
0

Description of response and explanation of cost calculation
A&F is striving to source more sustainable fibers in key commodities, including cotton, polyester, down, wool and viscose. Our commitment to responsible sourcing of materials is reflected in our ESG goals listed below, which are aligned with UN Sustainable Development Goals 15 and 17:

• Ensure all leather is traceable according to 3rd party standards by 2030
• Source 30% of cotton as Better Cotton by 2024
• Source 25% recycled polyester by 2025
• Source 100% virgin wool through Responsible Wool Standard by 2025
• Source 100% viscose from non-endangered or ancient forests or 50% canopy-supported innovative viscose by 2025

The cost of response to risk is 0 because the incremental cost of using Responsible Wool Standard ("RWS") Wool versus traditional wool would vary by team, quality and amount. There is not an additional cost to use Responsible Down Standard ("RDS") Down versus traditional down. Also, costs may vary depending on whether or not (a) we use RDS or RWS and (b) how much of it needs to be procured.

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. For example, 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
The impact has not been quantified financially.

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. Go Recharge Activewear styles (tops, leggings, shorts, etc.) are made with the 89% recycled materials.

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)
102000

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 $102,000 in gas energy savings in 2022. Anticipated energy consumption and cost is projected from a 2017 baseline using regression analysis that incorporates detailed temperature data, heating degree days ("HDD") and therm consumption. The 2017 baseline year is used because it is prior to significant program changes being implemented in 2018. The HDD base temperature used is 65 degrees. Financial impact analysis includes actual monthly gas invoice and consumption data.

Potential financial impact figure = $342,000 (expected cost) - $240,000 (actual cost) = $102,000

Cost to realize opportunity
0

Strategy to realize opportunity and explanation of cost calculation
In 2022, at the Home Office (HO) and Distribution Centers (DCs), the Company maintained its Continuous Energy Improvement program during which the staff focused on retro-commissioning. This included decommissioning the Liebert CRAC in the lab, gym exhaust fan adjustments, DC1 production AHU schedule adjustments and DC1 time clock adjustments. The cost to realize the opportunity is 0 because the projects optimized existing hardware and systems.

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
In 2021, A&F achieved and maintained its goal to reduce the amount of water used across our denim production by 30% since fiscal year 2020 utilizing Jeanologia's Environmental Impact Measuring ("EIM") software that calculates the difference in water consumption in traditional versus water saving methodologies.

Jeanologia is the first tool specifically created for the garment industry to measure the impact of laundry and finishing processes.

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
The impact has not been quantified financially.

Cost to realize opportunity
0

Strategy to realize opportunity and explanation of cost calculation
A&F has implemented water stewardship and conservation practices in our operations and across our supply chain.

Garment manufacturing uses a great amount of water, particularly the drying and washing processes. We work with our denim suppliers to implement new technologies, equipment and water-saving methodologies. In 2021, we conducted a survey to all denim washhouses against industry water best practices and provided them with guidance to identify water-saving opportunities. Examples include using trigger guns, low-flow and shutoff valves to turn off hoses in washing areas when not in use and using e-flow technology to reduce chemical and water consumption in wash processes.

A&F works to increase water efficiency where possible in our direct operations. To limit water and energy use, home office teams combine wash loads across brands to sample home launder testing. And our home office utilizes an automated irrigation system for landscaping to optimize water distribution. Our new and remodeled stores receive low-flow toilets and faucets.

Comment

C3. Business Strategy

C3.1

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

Row 1

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

Publicly available climate transition plan
<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan
<Not Applicable>

Description of feedback mechanism
<Not Applicable>

Frequency of feedback collection
<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)
<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future
A&F is a UN Global Compact (UNGC) participant and aligns with its views regarding the need to proactively address climate change and the key role the private sector plays in making realistic progress. The UNGC previously called on companies to set science-based targets to align with the goal of limiting the global temperature rise to 1.5°C. We believe A&F's climate goals are consistent with the framework established by the UNGC to achieve the 1.5°C-aligned targets, and we intend to consider this framework when setting future goals and measuring progress.

The company has a total Scope 1 and 2 GHG emissions reduction target of 47% by 2030 from a baseline year of 2019. In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

As supplier emissions remain a large unknown relative to our Scope 3 emissions, A&F partnered with an Environmental Defense Fund Climate Corp Fellow in 2019 to identify our 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, we partnered with The British Standards Institution (BSI) to identify all applicable categories scope 3 emissions in accordance the Science Based Targets ("SBT") guidelines.

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

A&F will continue our work to establish a reduction target and identify more 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") guidelines. 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

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	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. The most substantial strategic decision was made in 2022. As a purpose-driven company, it's important for A&F to align its business practices and priorities with our values. To begin to do this with greater transparency and impact, in 2022, and in partnership with an experienced third-party, we conducted our first materiality assessment to identify the environmental, social and governance ("ESG") topics that are most important to our stakeholders and our long-term business success. From this assessment, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities. Our updated ESG goals related to products and services below align with the United Nations' Sustainable Development Goals ("SDGs"): (1) Ensure all leather is traceable according to 3rd party standards by 2030 (2) Source 30% of cotton as Better Cotton by 2024 (3) Source 25% recycled polyester by 2025 (4) Source 100% virgin wool through Responsible Wool Standard by 2025 (5) Source 100% viscose from non-endangered or ancient forests or 50% canopy-supported innovative viscose by 2025 We're a Cotton LEADS Partner and support its mission to advance sustainable cotton production in the U.S. and Australia. We're also a Better Cotton member. As a member of Better Cotton, we're committed to improving cotton farming practices. Better Cotton's mission is to help cotton communities survive and thrive, while protecting and restoring the environment. Incorporating recycled polyester in our fabric helps to divert discarded plastic bottles or other virgin plastic materials from landfills to more productive use. Recycled polyester (versus virgin polyester) releases less greenhouse gasses and uses less water and energy in the production process – lessening its environmental impact. Man-made cellulosic fiber (MMCF) is typically made of dissolved wood pulp and more commonly known as viscose, lyocell, rayon and/or modal. Our Cellulosic Fiber Policy, published in 2017, outlines a tracking system to improve our traceability through the supply chain. In 2022, A&F joined Textile Exchange, a global non-profit driving positive impact on climate change across the fashion and textile industry.
Supply chain and/or value chain	Yes	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. The most substantial strategic decision was made in 2012. The Higg Index launched in 2012. Over 21,000 organizations around the world use the Higg Index. A&F started using the Higg FEM in 2012 and became members of SAC in 2018. The Higg FEM provides a common language and platform to track and measure environmental impact, avoid redundancy and facilitate industry collaboration to drive improvement in sustainability. A&F uses the Higg FEM to measure and improve environmental performance in laundries and mills across seven key areas: environment management systems, air emissions, chemical use and management, wastewater, energy use and greenhouse gas emissions, water use and waste management. The Higg FEM provides facilities with a clear picture of their environmental impacts. Under the Higg FEM, facilities are scored at three levels: 1, 2 and 3. These signify general thresholds of good, better and best environmental practices. When a facility achieves Level 1, it indicates an "awareness and understanding of sources and systems." The Company's updated ESG goals related to supply chain and/or value chain below, which were updated in 2022 following a materiality assessment, align with the United Nations' Sustainable Development Goals ("SDGs"): (1) 100% of Tier 1 and 2 suppliers to complete environmental self-assessment annually by 2025 (2) 80% of Tier 1 and 2 suppliers to verify environmental self-assessment by 2025 (3) 30% reduction in water intensity in denim production by 2028 from a baseline year of 2019 (4) 50% use of recycled water in denim production by 2028 (5) < 3% of product failures due to chemical non-compliance by 2024 To work towards A&F's goals, the A&F Asia-Pacific ("APAC") 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.
Investment in R&D	Yes	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. The most substantial strategic decision was made in 2019. We require our denim washhouses to use the Zero Discharge of Hazardous Chemicals ("ZDHC") guideline to ensure discharged wastewater is not polluting the environment. This includes 29 physical and chemical parameters (e.g., temperature, Chemical Oxygen Demand ("COD"), heavy metal, 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 dyehouses. Beginning in 2022, A&F expanded the program to our key fabric mills. The purpose of testing is to ensure discharged wastewater from washhouses are not polluting the environment. A&F appointed a ZDHC approved laboratory to collect wastewater samples and conduct the test annually in all denim washhouses and garment dyehouses. Factories' level of conformance will be rated based on the test results. Factories need to submit corrective action plans if any parameters are detected exceeding the limit. We will also work with suppliers at risk to identify improvement opportunities, particularly on their chemical management systems. With a focus on climate and energy, water, chemical management and waste, A&F examines its long-term strategies, as well as its day-to-day operations, to identify those areas of opportunity for improvement. By partnering with key suppliers, service providers, industry and trade associations and other organizations, A&F works to manage its effects on the environment.
Operations	Yes	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. The most substantial strategic decision was made in 2022. As a purpose-driven company, it's important for A&F to align its business practices and priorities with our values. To begin to do this with greater transparency and impact, in 2022, and in partnership with an experienced third-party, we conducted our first materiality assessment to identify the environmental, social and governance (ESG) topics that are most important to our stakeholders and our long-term business success. From this assessment, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities. Our updated ESG goals related to operations below align with the United Nations' Sustainable Development Goals (SDGs): (1) Reduce total Scope 1 and 2 GHG emissions by 47% by 2030 from a 2019 baseline (2) Reduce waste at Global Home Office by 50% by 2025 compared to 2019 (3) Mailers and polybags minimum of 50% recycled content by 2023 (4) 100% of mailers in Asia-Pacific ("APAC"), Europe, the Middle East and Africa ("EMEA"), and USA are recyclable by 2023 (5) Tracking percentage of third-party certified packaging materials by 2023 (6) 100% of polybags in USA are recyclable by 2023 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, a global project to convert to LED lighting, and a global project to install submeters to better track energy consumption. In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

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	A&F recognizes the importance of financial planning related to climate-related risks and opportunities. One example is in the Company's long-term (4-10 years) energy procurement strategy. In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

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

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

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)
6513

Base year Scope 2 emissions covered by target (metric tons CO2e)
66700

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)
<Not Applicable>

Base year total 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
100

Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2
100

Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)

<Not Applicable>

Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)
<Not Applicable>

Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)
<Not Applicable>

Base year total 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)
8615

Scope 2 emissions in reporting year covered by target (metric tons CO2e)
37005

Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)
<Not Applicable>

Total 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)
45620

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
80.1886422333436

Target status in reporting year
Underway

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
At A&F, our commitment to addressing climate change is directly related to our investments and actions dedicated to renewable energy, reducing carbon emissions and adhering to the United Nations Sustainable Development Goals 7 and 13.

We're actively reducing our Scope 1 & 2 GHG emissions through several strategies, such as the installation of LED lighting and submeter systems that identify operational efficiencies across our Global Home Office, data centers and stores. In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

The Company continues to thoughtfully open new stores and invest in smaller omni-enabled store experiences that align with local customer shopping preferences. New store formats are designed to provide the opportunity for higher productivity through a smaller footprint. During Fiscal 2022, the Company opened 59 new store locations, remodeled one store location and right-sized an additional eight store locations. The Company 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 26 stores during Fiscal 2022. The actions taken in Fiscal 2022 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.

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% of our electricity matched with renewable energy credits 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 target coverage is to achieve 100% electricity matched with renewable energy credits for A&F's corporate owned global home office and distribution centers in 2023.

Plan for achieving target, and progress made to the end of the reporting year
In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

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	4	
To be implemented*	2	700
Implementation commenced*	1	500
Implemented*	1	500
Not to be implemented	0	

C4.3b

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

Initiative category & Initiative type

Energy efficiency in buildings	Heating, Ventilation and Air Conditioning (HVAC)

Estimated annual CO2e savings (metric tonnes CO2e)
500

Scope(s) or Scope 3 category(ies) where emissions savings occur
Scope 2 (location-based)
Scope 2 (market-based)

Voluntary/Mandatory
Voluntary

Annual monetary savings (unit currency – as specified in C0.4)
1100000

Investment required (unit currency – as specified in C0.4)
0

Payback period
No payback

Estimated lifetime of the initiative
>30 years

Comment
This project involved HVAC audits and setpoint adjustments for UK retail sites as a test case for the global retail fleet to save money and reduce CO2e. The initiative focused on a remote equipment audit, setpoint review, site engagement, an HVAC schedule update and identifying additional energy initiatives at the sites. The HVAC audit focused on reviewing fan settings, discharge air, compressor status and other factors to determine if units were running 100% efficiently. All deficiencies were noted and sent to maintenance vendors. All existing setpoints were documented and reviewed to determine how many setpoints were outside the corporate standard (68/73 F). A store survey was distributed for store involvement, feedback and ideas. The survey responses were referenced during setpoint adjustments and to help the maintenance team identify faulty equipment. Most stores were reset back to the corporate standard, and a new schedule update was activated for unoccupied time energy efficiency. A subsequent survey was distributed for final adjustments.

C4.3c

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

Method	Comment
Employee engagement	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 Sustainability website. This education and communication continues in the reporting year 2022. Since 2016, A&F has held an annual Earth Day Pop Up in April to educate our 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. In fall 2022, the Sustainability Team launched a series of "Product Sustainability Training" sessions for product, merchandising and sourcing teams across the A&F, Hollister, kids and Gilly Hicks brands. The intent of the sessions is to reiterate A&F's product-related corporate sustainability goals with a specific focus on the role each team plays. Sustainability training sessions will be held for other teams in 2023.
Compliance with regulatory requirements/standards	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.
Dedicated budget for energy efficiency	In 2022, at the Home Office (HO) and Distribution Centers (DCs), the Company maintained its Continuous Energy Improvement program during which the staff focused on retro-commissioning. This included decommissioning the Liebert CRAC in the lab, gym exhaust fan adjustments, DC1 production AHU schedule adjustments and DC1 time clock adjustments.

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)

Description of product(s) or service(s)
We're a Cotton LEADS Partner and support its mission to advance sustainable cotton production in the U.S. and Australia. We're also a Better Cotton member. As a member of Better Cotton, we're committed to improving cotton farming practices. A&F is committed to sourcing 30% of our cotton as Better Cotton by 2024. 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
0

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

(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 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 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)
937103

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)
163031

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)
163031

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 A&F 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, Qatar and Saudi Arabia, 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)

8615

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

35567

Scope 2, market-based (if applicable)

37005

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, Scope 2 or Scope 3 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)
752023

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)
39824

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)
12708

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)
106087

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 (CO_2, CH_4, N_2O).

Waste generated in operations

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
5866

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. A&F 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 A&F 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)
1772

Emissions calculation methodology
Average data method
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, spend-based method for land travel and average-data method for 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 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.

Downstream transportation and distribution

Evaluation status
Relevant, calculated

Emissions in reporting year (metric tons CO2e)
106087

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 (CO_2, CH_4, N_2O).

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)
122310

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.

A&F 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)
15277

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.

A&F 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, Qatar and Saudi Arabia, 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
0.000012337

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)
45620

Metric denominator
unit total revenue

Metric denominator: Unit total
3697751000

Scope 2 figure used
Market-based

% change from previous year
17

Direction of change
Decreased

Reason(s) for change
Other emissions reduction activities

Please explain
The Company implemented a UK energy efficiency HVAC initiative, which involved HVAC audits and setpoint adjustments for UK retail sites as a test case for the global retail fleet to reduce cost and CO2e. The initiative focused on a remote equipment audit, setpoint review, site engagement, an HVAC schedule update and identifying additional energy initiatives at the sites. The HVAC audit focused on reviewing fan settings, discharge air, compressor status and other factors to determine if units were running 100% efficiently. All deficiencies were noted and sent to maintenance vendors. All existing setpoints were documented and reviewed to determine how many setpoints were outside the corporate standard (68/73 F). A store survey was distributed for store involvement, feedback and ideas. The survey responses were referenced during setpoint adjustments and to help the maintenance team identify faulty equipment. Most stores were reset back to the corporate standard, and a new schedule update was activated for unoccupied time energy efficiency. A subsequent survey was distributed for final adjustments.

The Company continues to thoughtfully open new stores and invest in smaller omni-enabled store experiences that align with local customer shopping preferences. New store formats are designed to provide the opportunity for higher productivity through a smaller footprint. During Fiscal 2022, the Company opened 59 new store locations, remodeled one store location and right-sized an additional eight store locations.

The Company 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 26 stores during Fiscal 2022. The actions taken in Fiscal 2022 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.

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	6177	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	2431	IPCC Fifth Assessment Report (AR5 – 100 year)

C7.2

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

Country/area/region	Scope 1 emissions (metric tons CO2e)
Austria	15
Canada	4
France	244
Germany	423
Italy	11
Netherlands	112
China	96
Spain	209
United States of America	7501

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	5483
Mobile Emissions	701
Fugitive Emissions	2431

C7.5

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

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	55	313
Belgium	33	29
Canada	131	131
France	105	256
Germany	947	2071
Hong Kong SAR, China	236	236
Ireland	57	102
Italy	222	383
Japan	289	289
Kuwait	104	104
Netherlands	315	457
China	1977	1977
Poland	118	162
Spain	282	503
United Arab Emirates	444	444
United Kingdom of Great Britain and Northern Ireland	824	1541
United States of America	29426	28007

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	35567	37005

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Not relevant as we do not have any subsidiaries

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?

Decreased

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 in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption	0	No change	0	In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.
Other emissions reduction activities	9538	Decreased	17	UK energy efficiency HVAC initiative, which involved HVAC audits and setpoint adjustments for UK retail sites to reduce cost and CO2e explained in more detail in question C4.3b. The Company continues to thoughtfully open new stores and invest in smaller omni-enabled store experiences that align with local customer shopping preferences. New store formats are designed to provide the opportunity for higher productivity through a smaller footprint. During Fiscal 2022, the Company opened 59 new store locations, remodeled one store location and right-sized an additional eight store locations. The Company 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 26 stores during Fiscal 2022. The actions taken in Fiscal 2022 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. A&F total Scope 1 and Scope 2 emissions in the prior year were 55,158 metric tons CO2e, therefore the -17% is calculated as follows: UK HVAC energy efficiency initiative (-500/55,158) * 100 = -1% (e.g., a 1% decrease in emissions). Global store network optimization initiative (-9,038/55,158) * 100 = -16% (e.g., a 16% decrease in emissions). Summing both provides the 17% decrease in A&F total Scope 1 and Scope 2 emissions from the prior year: -1% + -16% = -17%.
Divestment	0	No change	0	
Acquisitions	0	No change	0	
Mergers	0	No change	0	
Change in output	0	No change	0	
Change in methodology	0	No change	0	
Change in boundary	0	No change	0	
Change in physical operating conditions	0	No change	0	
Unidentified	0	No change	0	
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	33075	33075
Consumption of purchased or acquired electricity	<Not Applicable>	0	93110	93110
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	126186	126186

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
29917

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
3158

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
33075

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.

Country/area of low-carbon energy consumption
Please select

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

Energy carrier
<Not Applicable>

Low-carbon technology type
<Not Applicable>

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)
<Not Applicable>

Tracking instrument used
<Not Applicable>

Country/area of origin (generation) of the low-carbon energy or energy attribute
<Not Applicable>

Are you able to report the commissioning or re-powering year of the energy generation facility?
<Not Applicable>

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)
<Not Applicable>

Comment
In furtherance of our overall energy goals, in Fiscal 2020, we signed a 13-year renewable energy supply agreement with a local energy supplier for our global home office and two distribution centers in New Albany, Ohio, which began in early 2023. As of January 2023, we are being supplied with energy under this agreement, and 100% of electricity used at our global home office and our two distribution centers in New Albany, Ohio will be matched with renewable energy credits sourced through the agreement.

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area
Austria

Consumption of purchased electricity (MWh)
457

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
457

Country/area
Belgium

Consumption of purchased electricity (MWh)
203

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
203

Country/area
Canada

Consumption of purchased electricity (MWh)

1090

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
1090

Country/area
France

Consumption of purchased electricity (MWh)
2047

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
2047

Country/area
Germany

Consumption of purchased electricity (MWh)
3028

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
3028

Country/area
Hong Kong SAR, China

Consumption of purchased electricity (MWh)
369

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
369

Country/area
Ireland

Consumption of purchased electricity (MWh)
214

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
214

Country/area
Italy

Consumption of purchased electricity (MWh)
837

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
837

Country/area
Japan

Consumption of purchased electricity (MWh)
604

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
604

Country/area
Kuwait

Consumption of purchased electricity (MWh)
169

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
169

Country/area
Netherlands

Consumption of purchased electricity (MWh)
1041

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
1041

Country/area
China

Consumption of purchased electricity (MWh)
3201

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
3201

Country/area
Poland

Consumption of purchased electricity (MWh)
188

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
188

Country/area
Spain

Consumption of purchased electricity (MWh)
1830

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
1830

Country/area
United Arab Emirates

Consumption of purchased electricity (MWh)
841

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
841

Country/area
United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)
4220

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
4220

Country/area
United States of America

Consumption of purchased electricity (MWh)
72772

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
72772

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 Co._Assurance Report 2022_Final_issued 18 July 2023.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 Co._Assurance Report 2022_Final_issued 18 July 2023.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 Co._Assurance Report 2022_Final_issued 18 July 2023.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 Co._Assurance Report 2022_Final_issued 18 July 2023.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 canceled any project-based carbon credits within the reporting year?
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 GHG emissions data at least annually from suppliers
Collect other climate related 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
71

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. 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 APAC 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.

As a purpose-driven company, it's important for A&F to align its business practices and priorities with our values. To begin to do this with greater transparency and impact, in 2022, and in partnership with an experienced third-party, we conducted our first materiality assessment to identify the environmental, social and governance (ESG) topics that are most important to our stakeholders and our long-term business success. From this assessment, we refreshed our existing 2019 sustainability goals and added new goals related to other social and governance priorities. Our updated ESG goals listed align with the United Nations' Sustainable Development Goals (SDGs).

(1) 100% of Tier 1 and 2 suppliers to complete environmental self-assessment annually by 2025
(2) 80% of Tier 1 and 2 suppliers to verify environmental self-assessment by 2025

Impact of engagement, including measures of success
A&F measures success in supplier engagement 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. Higg FEM 2022 verified data is not available until the December 31, 2023 verification deadline, and therefore, 2021 is the latest available data.

Comment

Type of engagement
Engagement & incentivization (changing supplier behavior)

Details of engagement
Facilitate adoption of a unified climate transition approach with suppliers

% of suppliers by number
100

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5
71

Rationale for the coverage of your engagement
Purchased Goods and Services are the greatest contributor to A&F's GHG footprint, accounting for 68% of our total emissions in 2022. A&F's sustainability team works with its sourcing team to identify reduction opportunities, such as increasing our use of recycled materials and more sustainable viscose, as well as enrolling our strategic Tier 1 and 2 suppliers in the Carbon Leadership Program ("CLP") by the Apparel Impact Institute ("Aii") to set a reduction plan and target.

Impact of engagement, including measures of success
A&F measures success based on the number of facilities conducting a Carbon Tech Assessment as part of the CLP program. 18 cut/sew, 30 laundry (standalone & vertical), 20 mill and 13 trim facilities in twelve countries completed the Assessment, which was 100% to target.

From the Aii Carbon Leadership Program website:

"The CLP program brings together action-oriented brands in the apparel industry to accelerate the implementation of their supply chain carbon targets, while also standardizing approaches with their suppliers so that they can be replicated by the rest of the industry. The supply chain participants collaborate on setting carbon targets, then share data and lessons learned in order to maximize carbon reduction throughout the industry.

The program utilizes the Carbon Supplier Toolkit to provide support for manufacturers to identify carbon savings potential, prioritize carbon savings projects and track their progress towards carbon reduction goals. The tools and supporting resources provide brands and manufacturers with a standardized approach for supply chain target setting and progress monitoring.

The range of reduction potential by 2030 identified:
- Average water reduction potential by 2030 per site: 35%
- Average energy reduction potential by 2030 per site: 21%
- Average carbon reduction potential by 2030 per site: 35%"

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

% 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
Our customers are important stakeholders in A&F's climate-related engagement strategy. Our climate-related commitments are highlighted on our Abercrombie & Fitch Co. and Hollister Co. customer-facing websites, which also link to our corporate sustainability webpage.

In 2022, during our annual Earth Month program, A&F had social media campaigns through its lifeatANF and stores' Instagram accounts featuring associate testimonials about what sustainability means to them and our Company. A LinkedIn campaign on those testimonials was also posted. A Hollister Co. Instagram campaign focused on the A&F thredUP partnership, encouraging our customers to extend the life of their garments and keep them out of landfill.

Impact of engagement, including measures of success
A&F measures success based on digital engagement with the Earth Month social media campaigns. The lifeatANF campaign had a total reach of 11,900 accounts. The LinkedIn campaign had 29,700 impressions. The Hollister campaign had a total reach of 487,900 customers on 5 Earth Month Instagram feed posts and drove 449,100 impressions on our 3 unique Earth Month Instagram story sets. Sentiment was significantly positive on our Earth Month feed posts. The average reach was 37,000, which was 50% to the benchmark.

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 2022, A&F held a global Earth Month program, which included learning, volunteer and community events focused on sustainable product, renewable energy, recycling and other climate-related topics. A resource guide was also distributed to all associates highlighting A&F's commitment to sustainability, ways to get involved and key resources. 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

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate
Yes, our membership of/engagement with trade associations could influence policy, law, or regulation that may impact the climate

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 Co._Sustainability_Environmental Impact_Climate & Energy_06232023.pdf

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan
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 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 is a member of, or 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 policy consistent with theirs?
Consistent

Has your organization attempted to influence their position in the reporting year?
No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position
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 (currency as selected in C0.4)
0

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?
Yes, we have evaluated, and it is aligned

Trade association
Other, please specify (American Apparel and Footwear Association (AAFA))

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

Has your organization attempted to influence their position in the reporting year?
No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position
From AAFA's Who We Are webpage:

"Mission Statement
AAFA stands at the forefront as a leader of positive change for the apparel and footwear industry. With integrity and purpose, AAFA delivers a unified voice on key legislative and regulatory issues. AAFA enables a collaborative forum to promote best practices and innovation. AAFA's comprehensive work ensures the continued success and growth of the apparel and footwear industry, its suppliers, and its customers.

Core Values Statement
To further promote positive impact through our practices, we commit to continuous improvement with accountability in:

1. Upholding legal, safe, and responsible workplace conditions for the workers in our supply chains;
2. Honoring fully the commitments we make to our supply chain partners;
3. Designing, manufacturing, and selling only safe, responsibly-made, and authentic products; and
4. Adopting and implementing sustainable practices to support effective environmental stewardship efforts.

We further commit to using independent, credible, and verifiable means and advocating for smart and innovative policies in pursuit of these goals that affect our people, partners, products, and planet."

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)
0

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?
Yes, we have evaluated, and it is aligned

Trade association
Other, please specify (National Retail Federation (NRF))

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

Has your organization attempted to influence their position in the reporting year?
No, we did not attempt to influence their position

Describe how your organization's position is consistent with or differs from the trade association's position, and any actions taken to influence their position
From NRF's Statement on Climate Change webpage:

"NRF members are addressing climate change
Driven by longstanding consumer and investor interest and scientific consensus, many NRF members believe climate change demands action and have been addressing climate change as one of their strategic priorities for years. NRF supports member efforts to address climate change.

• NRF members have been making significant investments in their operations, products, buildings and services for more than two decades that address climate change and other sustainability priorities and improve efficiency. Our members are working to reduce their direct impacts on climate change by lowering their energy use, transitioning to cleaner and renewable energy sources, increasing recycling rates, reducing waste and addressing other opportunities that they directly control. They are also sharing progress in annual sustainability reports.

• Recognizing that 90 percent or more of retail-related climate impacts are Scope 3 emissions that are outside the industry's direct control, NRF members are working individually and collaboratively with supply chain partners to support their efforts to reduce adverse impacts throughout the retail industry's complex and diverse global supply chains.

• NRF members have made significant strides and developed powerful tools and programs to address climate change while continuing to provide high-quality, affordable and more sustainable products to empower consumer-driven responses to climate change. They will continue doing so.

NRF position on climate policy
No effort to address climate concerns will be successful without individuals, businesses, communities, nonprofit organizations and governments around the world working collaboratively to prevent, mitigate and adapt to climate change. The only effective, long-term solution will leverage market forces and U.S. and international government support to transition to a science-based, net-zero global economy. NRF will continue to support and accelerate broad and collaborative efforts and advance pragmatic, cost-effective, economy-wide climate policy solutions and practices. This includes ongoing support for market-based incentives to decarbonize the energy and transportation sectors; improve the energy efficiency of buildings, facilities, and products; modernize and expand recycling infrastructure; and support investments in net-zero research and development activities."

Funding figure your organization provided to this trade association in the reporting year (currency as selected in C0.4)
0

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?
Yes, we have evaluated, and it is aligned

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 Co._Sustainability_Environmental Impact_Climate & Energy_06232023.pdf

Page/Section reference
Progress and updates on climate-related issues and sustainability targets are published quarterly to the A&F corporate sustainability website; see pages 1-7.

Content elements
Governance
Strategy
Risks & opportunities
Emissions figures
Emission targets
Other metrics

Comment

Publication
In mainstream reports

Status
Complete

Attach the document
A&F Co._Proxy Statement_2023.pdf

Page/Section reference
A&F Proxy Statement; see pages 26 and 29-30.

Content elements
Governance
Strategy
Emission targets

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	UN Global Compact	At A&F, we strive to create a positive impact among our global communities by advancing sustainability efforts in our home offices, stores network and supply chain. Overall, our sustainability practices and policies support our commitment to global human and labor rights, ensuring our products are made in safe and responsible facilities and continually reducing the environmental impact of our business. In 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 have laid out specific targets that build on our existing impact programs and align with the United Nation's Sustainable Development Goals. These goals address global challenges such as poverty, inequality, climate change, environmental degradation, prosperity, peace and justice.

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	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. The Charter of the ESG Committee sets forth the duties and responsibilities of the Committee: 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. The Vice President of Global Sustainability provides quarterly KPI updates to the ESG Committee concerning key sustainability matters, which include biodiversity-related issues.	<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 2022, A&F conducted our first materiality assessment and refreshed existing 2019 sustainability goals and added new goals. 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 impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment
Yes

Value chain stage(s) covered
Upstream

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
Other, please specify (Higg FEM)

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
A&F is a member of the Sustainable Apparel Coalition ("SAC") and uses the Higg FEM to measure and improve environmental performance in laundries and mills across seven key areas: environment management systems, air emissions, chemical use and management, wastewater, energy use and greenhouse gas emissions, water use and waste management. The Higg FEM provides facilities with a clear picture of their environmental impacts.

Under the Higg FEM, facilities are scored at three levels: 1, 2 and 3. These signify general thresholds of good, better and best environmental practices. When a facility achieves Level 1, it indicates an “awareness and understanding of sources and systems.”

The Higg Index launched in 2012. Over 21,000 organizations around the world use the Higg Index. A&F started using the Higg FEM in 2012 and became members of the SAC in 2018. The Higg FEM provides a common language and platform to track and measure environmental impact, avoid redundancy and facilitate industry collaboration to drive improvement in sustainability.

The A&F APAC 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. All facilities performing the Higg FEM self-assessment since 2018 have achieved Level 1 status in at least one impact category.

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment
Yes

Value chain stage(s) covered
Upstream

Portfolio activity
<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity
Other, please specify (Materiality Assessment)

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)
In 2022, and in partnership with an experienced third-party, A&F conducted its first materiality assessment to identify the environmental, social and governance topics that are most important to our stakeholders and our long-term business success.

As part of this process, we gathered input from a wide range of internal and external stakeholders and also consulted a number of ESG reporting indices including the Sustainability Accounting Standards Board ("SASB"), the Global Reporting Initiative ("GRI") and the Task Force on Climate-related Financial Disclosures ("TCFD").

Following this process, A&F ultimately identified 26 goals most relevant to our business and operations, which we believe will help us best advance our progress, ensure accountability and meet stakeholder expectations. A&F’s ranking and prioritization as part of the assessment included the key topic of Biodiversity & Land Use Impact Management, and one of the identified 26 goals is to source 100% viscose from non-endangered or ancient forests or 50% canopy-supported innovative viscose by 2025.

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?
Not assessed

C15.5

(C15.5) 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 (In 2022, A&F conducted our first materiality assessment and refreshed existing 2019 sustainability goals and added new goals. The goals align with the UN's Sustainable Development Goals (SDGs), including SDG 15 (biodiversity).)

C15.6

(C15.6) 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	Yes, we use indicators	Other, please specify (Source 100% viscose from non-endangered or ancient forests or 50% canopy-supported innovative viscose by 2025)

C15.7

(C15.7) 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	Details on biodiversity indicators	A&F Co._About Us_Environmental, Social and Governance Goals_06232023.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	Chief Sustainability Officer (CSO)

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