

Bath&BodyWorks®

2024 Sustainability & Impact Report



# Contents

A Message From Our Chief Executive Officer Daniel Heaf ..... 3

Welcome to Bath & Body Works..... 5

Taking Care of the Things That Matter Most:  
 Updates on Our Sustainability Journey..... 9

Engaged People..... 17

Thoughtful Products ..... 43

Brighter Places..... 51

Governance ..... 65

Appendix..... 72



## ABOUT THIS REPORT

This report covers information on environmental, social and governance (ESG) activities in our North America operations in the U.S. and Canada, which accounted for approximately 96% of our net sales during fiscal year 2024 (Feb. 4, 2024 – Feb. 1, 2025) unless otherwise noted. Monetary figures included in the report are in U.S. Dollars (USD) unless otherwise noted. The disclosures in this report reference the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Standards and the Task Force on Climate-Related Financial Disclosure (TCFD) recommendations.

To learn more, visit the [Appendix](#) of this report.



The 2023 Bath & Body Works ESG Report was recognized by the ESG & Sustainability Awards with the [ESG Report of the Year](#) award.

# Welcome

## A Message From Our Chief Executive Officer Daniel Heaf



Welcome to our 2024 Sustainability & Impact Report. In this third annual report, we are proud to not only share progress against our continued commitments to sustainability and social impact, but also our evolved purpose: **Helping the world live more fully through the power of fragrance.**

This purpose, along with our evolved corporate beliefs and values, serves as guiding principles for what we believe in, the decisions we make and how we operate at Bath & Body Works. Our sustainability and impact strategy is central to bringing our purpose to life in every aspect of our business. In an ever-evolving retail landscape, our strategy and the work that underpins it is a crucial part of how we will continue to grow as a stronger and more resilient business.

At Bath & Body Works, sustainability isn't a separate initiative — it is part of our business strategy. By embedding sustainability into our business — from responsible sourcing and supply chain management to product innovation and customer experiences — we drive efficiency, reduce risks and unlock new market opportunities. This approach ensures we remain adaptable to regulatory changes, resource constraints and shifting consumer expectations. By focusing on what matters most, we are working to make a meaningful impact for a brighter future.

**It is with this intention that our evolved core values bring us together.**

**Be Generous.** We champion kindness, optimism and joyful possibilities for every associate, customer and community we serve. This includes enhancing the lives of those in the communities from where we source, such as through our social impact partnership with the Givaudan Foundation to improve living conditions of Madagascan vanilla farmers. It also includes our donation of over 1.4 million products to charities that support people in need in the U.S. and Canada.

**Be Courageous.** We go beyond the expected to create inspired innovations and experiences. As we continue on our sustainability journey, we're taking bold steps and reimagining a more resilient and responsible future. This includes creating products that are more sustainable for our planet and taking action to achieve our new science-based greenhouse gas reduction targets.

**Be Accountable.** We deliver success with integrity. We evaluate our impact on nature and people to understand where we can do better as we progress along our journey. Through this report and other disclosures, we share our progress and the challenges we encounter along the way.

**Be United.** Diversity, Equity, and Inclusion makes us stronger. When we learn together and care together, we rise together. As we grow, we are focused on supporting all of our associates and connecting with the people who touch our business, working together to build a culture of belonging.

As I look to the future, I do so with focus on our purpose and the things that matter most to all of us. I firmly believe that this is the path to sustained success for our company's bright future.

I want to express my deep gratitude to our Board of Directors, associates, customers, shareholders and partners. Your unwavering support allows us to be our best, to go farther and to deliver long-term sustainable value for our business and I'm honored to have you by our side.

**Daniel Heaf**  
Chief Executive Officer

## 2024 SUSTAINABILITY HIGHLIGHTS AND AWARDS

 <p><b>Engaged People</b></p>	<p>Introduced <i>Investing in you</i> to support our associates throughout their personal and professional journeys</p>	<p><b>\$42M+</b> Transactions by our associates through DailyPay with over <b>9,800</b> hourly associates enrolled</p>	<p><b>4.1 → 2.7</b> Reduced our rate of recordable work-related injuries for store associates from 4.1 in calendar year 2023 to 2.7 in calendar year 2024</p>	<p><b>\$4.6M</b> Provided in grants to nonprofits through the Bath &amp; Body Works Foundation</p>	<p><b>1.4M+</b> Products donated, with a retail value of <b>\$17M+</b> to those in need</p>
 <p><b>Thoughtful Products</b></p>	<p><b>127</b> Suppliers assessed for our social compliance program, up from <b>73</b> in 2023</p>	<p>Officially became a member of Roundtable on Sustainable Palm Oil (RSPO) in support of our sustainable palm oil commitment</p>	<p>Kicked off a project to develop a comprehensive sustainability action plan for shea, one of our priority ingredients</p>	<p><b>1,000</b> Energy-efficient cookstoves provided to farmers across <b>15</b> villages in Madagascar through our social impact partnership with the Givaudan Foundation*</p>	
 <p><b>Brighter Places</b></p>	<p>Purchased our first-ever renewable energy certificates; equal to 20,000 MWh, they will help offset our Scope 2 emissions by over 9,500 MT</p>	<p>Achieved LEED Gold certification at our new Taylor Square location in Reynoldsburg, Ohio</p>	<p><b>100%</b> Updated our hand sanitizer spray to a 100% post-consumer recycled (PCR) bottle</p>	<p><b>2.8M+</b> Pounds of plastic were diverted from traditional, single-use packaging methods by offering foaming hand soap carton refills</p>	<p>Joined with The Nature Conservancy to reduce pollution of a large lake and restore streams in Central Ohio*</p>

\*Funding from the Bath & Body Works Foundation.

# Bath & Body Works at a Glance\*

As a global leader in home fragrance and personal care, we believe in helping the world live more fully through the power of fragrance. We offer a breadth of exclusive fragrances for the body and home, including top-selling collections for fine fragrance mist, body lotion and body cream, 3-wick candles, home fragrance diffusers and liquid hand soap. Bath & Body Works is America's Most Loved Candle Brand.

From our welcoming in-store experiences to our convenient online storefront at [BathandBodyWorks.com](https://BathandBodyWorks.com) and [BathandBodyWorks.ca](https://BathandBodyWorks.ca), we aim to serve and delight customers and meet their preferences for wherever and however they want to shop.



HEADQUARTERS:  
COLUMBUS, OHIO

59,210

ASSOCIATES  
(full-time and part-time)\*

\$7.3B  
TOTAL CONSOLIDATED  
NET SALES IN FY24

1,895  
BATH & BODY WORKS  
STORES  
company-operated in  
the U.S. and Canada\*

NYSE  
Stock Listing

BBWI  
Ticker

PARTNER-OPERATED  
INTERNATIONAL  
LOCATIONS\*\*

529 in 46  
STORES COUNTRIES

500<sup>th</sup>

INTERNATIONAL STORE  
opened on November 1, 2024,  
in Westfield Stratford City, a  
shopping mall in East London.



\*As of Feb. 1, 2025.

\*\*As of Feb. 1, 2025. We follow an international franchise model where our franchise, license and wholesale partners deliver our unique brand experience in stores and online around the globe. We produce all the products that are sold through this international franchise model via the same production process as products sold in the U.S. and then resell them to our international partners.

# Our Purpose and Values

We are guided by our purpose and values, high ethical standards and deep-rooted passion for fragrance. This approach has earned trust and loyalty with our customers and allowed us to offer the unique Bath & Body Works experience they love for more than 30 years.

We are committed to remaining true to our core elements while recognizing and evolving with our changing world. As part of this growth, in 2023, we began the exercise of reevaluating and evolving our corporate brand by conducting extensive research to better understand how we are viewed and how we want to be viewed — by both ourselves and our valued stakeholders. This research included corporate benchmarking, stakeholder in-depth interviews, customer, associate and supplier surveys, internal workshops and additional testing.

The result of this extensive research includes evolving our purpose and corporate values and adding beliefs, all of which define our “why” and serve as guiding principles for the decisions we make and how we act.

## 2024 AWARDS AND RECOGNITIONS



**Newsweek:**

Most Trustworthy Companies in America  
America’s Most Responsible Companies

**American Opportunity Index:**

Top Brand for Job Growth and Opportunity

**USA Today:**

America’s Customer Service Champions

**Forbes:**

Customer Experience All-Stars  
America’s Best Large Employers

**Indeed:**

Work Wellbeing 100 Index

## OUR PURPOSE

We help the world live more fully through the power of fragrance.

## WE BELIEVE IN:

Transforming the ordinary into elevated moments that awaken the senses.

Creating the greatest access to the highest-quality scents across the globe.



Setting the standard for craftsmanship and service.

Focusing on genuine human connection and customer needs.

## OUR VALUES



**Be Generous**

Champion kindness, optimism and joyful possibilities for every associate, customer, and community that we serve.



**Be Courageous**

Lead with Heart of Gingham and go beyond the expected to create inspired innovation and experiences.



**Be Accountable**

Play your part to deliver success with integrity for all our stakeholders.



**Be United**

Our Diversity, Equity and Inclusion efforts make us stronger. When we learn together and care together, we rise together.

# How We Operate

Powered by agility and innovation, our predominantly U.S.-based, vertically integrated value chain enables us to deliver high-quality, on-trend luxuries at affordable prices.

*We understand that to meet our sustainability commitments, we must work collaboratively with our supply chain partners, at all levels of our value chain, to maximize the impact we can make in the future.*

– Tom Mazurek, Chief Supply Chain Officer



## SOURCING

Through our extended value chain, we source inputs, such as our ingredients and raw materials, as well as components and other services. This integrated approach helps ensure that all raw materials we purchase undergo strict controls for quality and safety, as well as environmental and labor compliance.



## PRODUCT DEVELOPMENT, FORMULATION AND PRODUCTION

One of the unique aspects of our supply chain model is Beauty Park, a consolidated group of suppliers in New Albany, Ohio, that primarily, but not exclusively, supports several aspects of our value chain including research and development, packaging manufacturing, product formulation and product manufacturing. They turn ideas into beautiful products using high-quality ingredients. Having Beauty Park close to our headquarters also helps to reduce freight emissions across our vertically integrated supply chain.



## CUSTOMERS

Our customers enjoy our products all around the world and we're honored to serve and delight them however and wherever they want to shop, including through our company-operated stores, online storefront and partner-operated retail stores and e-commerce sites.



## FULLFILLMENT AND DISTRIBUTION

Our company-operated distribution and fulfillment centers and shipping facilities are in central Ohio. We also use third-party-operated direct channel fulfillment centers, regional distribution centers and third-party logistics vendors throughout North America to position inventory geographically closer to our customers.

**211**  
THIRD-PARTY  
MANUFACTURING FACILITIES\*

**6**  
COMPANY-OPERATED DISTRIBUTION  
AND FULFILLMENT CENTERS

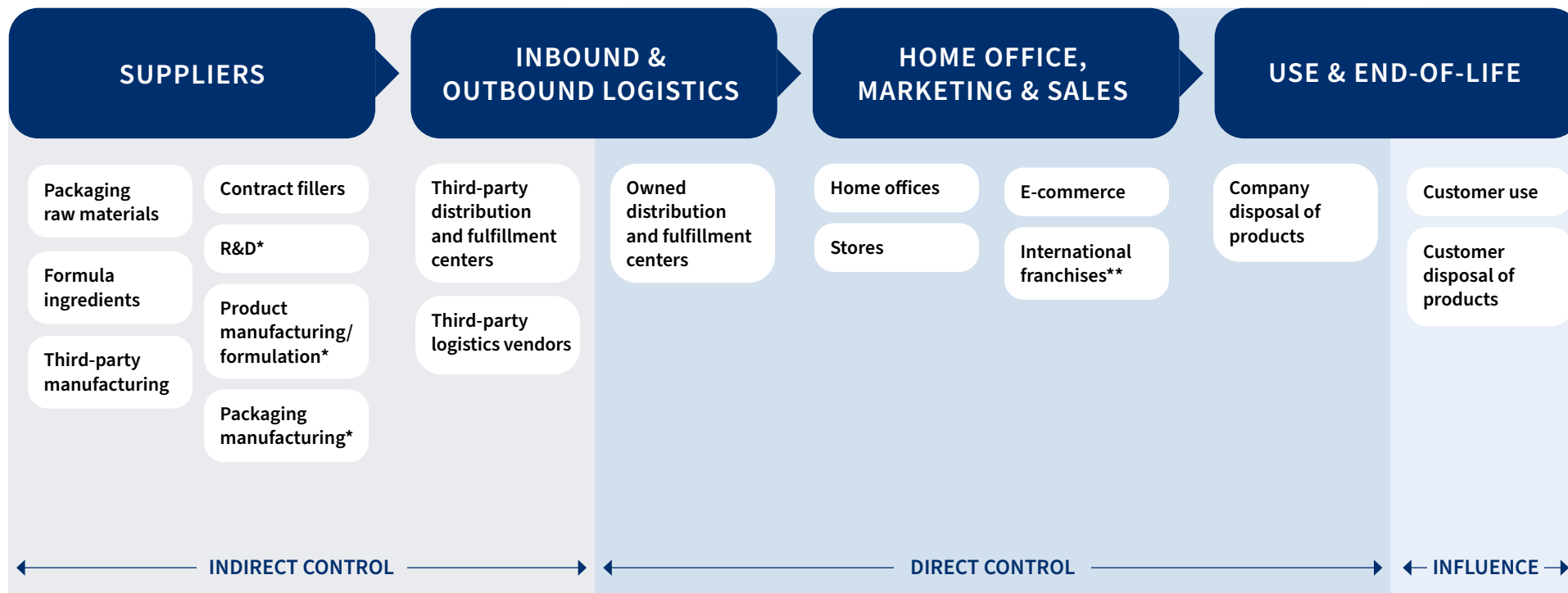
**80%**  
OF TOTAL SPEND  
WITH U.S.-BASED SUPPLIERS:

**81**  
SUPPLIERS

**125**  
FACTORIES

\*Figure accounts for factories paid in fiscal 2024.

# Our Value Chain



## Definitions

**Direct Control:** Value chain activities that are owned and operated by Bath & Body Works where all business decisions and activities are made or controlled by Bath & Body Works.

**Indirect Control:** Value chain activities not owned by Bath & Body Works, where we also establish strict supply chain guidelines and policies that vendors are contractually required to comply with and failure to do so can result in terminating the relationship, including labor practices and materials and/or ingredients. The entities are indirectly controlled and/or we have indirect influence.

**Influence:** Value chain activities where Bath & Body Works does not have control of the value chain activities but can influence activities with its product and/or packaging development.

*\*There is a consolidated group of suppliers in New Albany, Ohio that primarily (but not exclusively) support these activities within the supplier vendor base (referred to as "Beauty Park").*

*\*\*We follow an international franchise model where our franchise, license and wholesale partners deliver our unique brand and experience in stores and online around the globe. We produce all the products that are sold through this international franchise model via the same production process as products sold in the U.S. and then resell them to our international partners.*

Learn more about our sustainable sourcing updates in the [Thoughtful Products](#) and [Brighter Places](#) sections and supply chain oversight in the [Governance](#) section of this report.

# Taking Care of the Things That Matter Most.

## Updates on Our Sustainability Journey

Q&A with Our Group Vice President, Head of ESG Jeff King



### Over two years ago, Bath & Body Works publicly launched its sustainability and impact strategy. Where is the company in its journey today?

It goes without saying, setting strategies is easy, making impact is harder. As you'll see throughout this report, 2024 was a pivotal year for our company — one of action and impact. We are now executing on our roadmaps and prioritizing our actions to drive meaningful change across the business. It's been exciting seeing all the work we did the past few years produce tangible results that we can celebrate. One area where this is especially evident is completing our 2022 Scope 3 baseline assessment. We now have full visibility into our carbon footprint and what we needed to develop and submit a science-based emissions reductions target to the Science Based Targets initiative (SBTi) in March 2025. While we celebrate these accomplishments, we also continued to address challenges, like those around data collection. This year we refined and strengthened our data collection processes, sharing new insights in this report, including data for the first time on water and waste. It's certainly cause for celebration, but we know we have a long road ahead on our sustainability journey.

### What have you learned along the journey?

The organization is learning that while we hold ourselves responsible for our role in sustainability, we are part of a larger ecosystem and to make the greatest difference, we have to partner with others beyond our four walls. Our water partnership is a great example of a multi-stakeholder partnership where companies came together with The Nature Conservancy to support wetland restoration and water replenishment and protection of our shared natural resources. We look forward to more of these types of partnerships as we engage with our suppliers as part of our SBTi commitment and on our priority ingredients.

### How is your sustainability and impact strategy influencing actions across Bath & Body Works?

Our strategy is inspiring our associates to think about their daily roles and how to be better stewards for the planet and people. For example, our stores have embraced our expanded partnership with Good360, which as you may recall from our past report, started from feedback we got from our store associates on how we could be more sustainable. We are also seeing decisions and actions that reflect our sustainability commitments happen organically, like our new sustainable packaging guidelines. As we look to the future, we will continue to ensure that sustainability is not just a separate initiative but something that is authentically woven into all facets of the business.

### The ESG landscape is evolving rapidly. How is this impacting your work?

As the broader ESG landscape continues to shift, our focus remains on what matters most to our business and stakeholders, guided by our values and purpose. Our sustainability and impact strategy was designed to align with our business strategy from the start — centered on mitigating risks to our business and leaning into opportunities to support value creation. No matter what happens in the ESG landscape, we are staying true to growing as a responsible and resilient business for the benefit of all of our stakeholders.

### What's next in your sustainability journey?

It may sound cliché, but the best is yet to come. This is an ongoing journey and not a year-over-year initiative. We continue to dig deeper, engage, listen, learn, adapt and evolve with every milestone we hit along the way. With our current strategy and commitments set to sunset in 2025, we are actively shaping what sustainability looks like at Bath & Body Works in the future — one that inspires, connects and drives lasting impact for people and the planet. Stay tuned for what's to come!

# Our Approach to Sustainability

We strive to make a targeted, positive impact on the issues that matter most to our stakeholders and business as we work towards a future that’s resilient, responsible and filled with possibilities.

## SUSTAINABILITY PRIORITIZATION

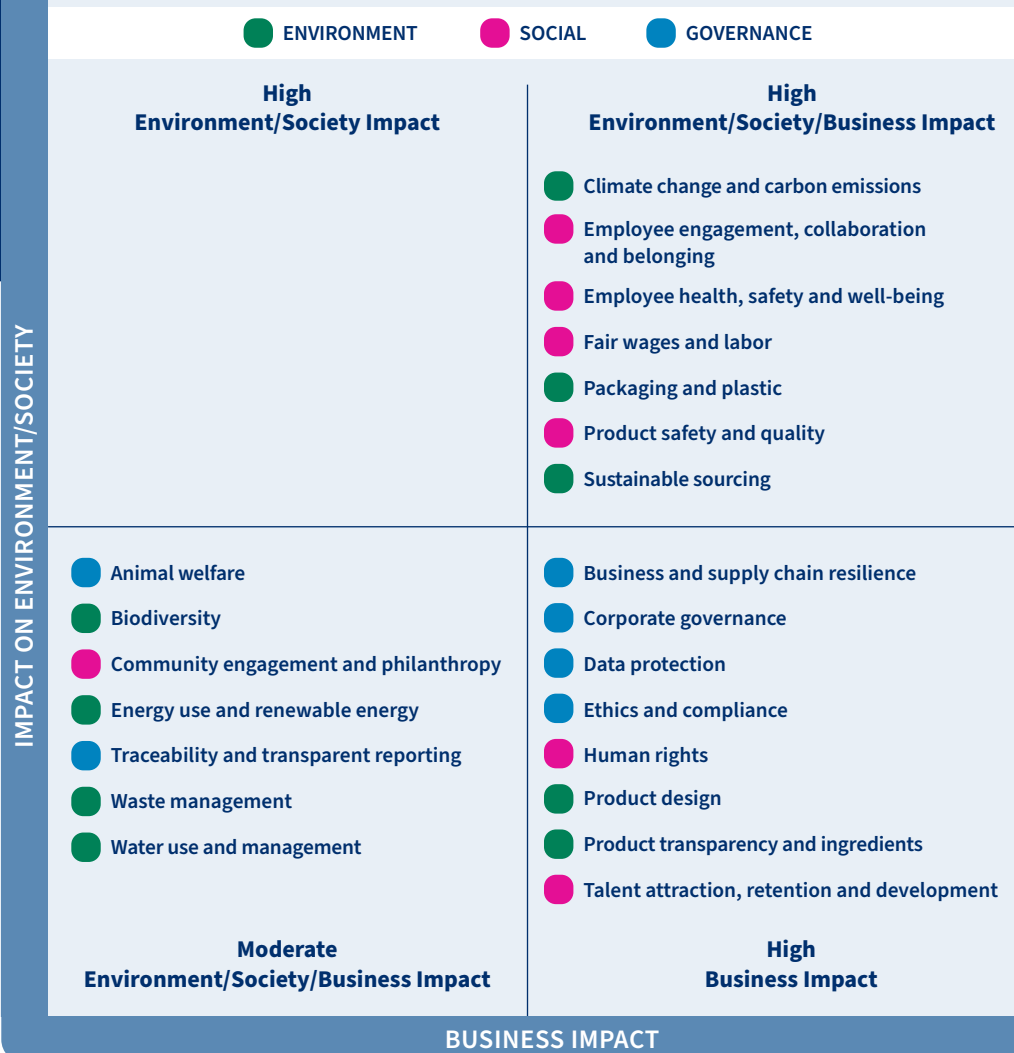
As part of a prioritization assessment in 2022, we conducted research and stakeholder engagement to identify our sustainability focus areas. The matrix on this page maps these priorities in terms of their perceived impact on the environment and society, as well as on our business. The seven topics in the top right corner are what we consider to be the highest priority for our current sustainability efforts.

## OUR SUSTAINABILITY AND IMPACT STRATEGY

Our sustainability and impact strategy focuses on our highest-priority sustainability topics based on our prioritization assessment in 2022. We organize our topics and commitments in three pillars — Engaged People, Thoughtful Products and Brighter Places — each supported by roadmaps designed to achieve our sustainability commitments (see next page).

In 2024, to further embed sustainability within Bath & Body Works, we established quarterly ESG Business Integration meetings with representatives from merchandise, marketing, design, supply chain, legal, human resources, ESG, strategy and communications. We also continued to refine and build our data collection systems, processes and capabilities to provide greater clarity on where we are and where we want to go on our sustainability journey.

### OUR PRIORITIZATION ASSESSMENT MATRIX



## OUR SUSTAINABILITY STRATEGY

We're shaping our vision for positive change and working on the actions to deliver against this. With dedication, heart and collaboration, together we aim to take care of the things that really matter:



### Engaged People

We're going to do more for the people who touch our business, and we'll work together with openness to create meaningful and positive changes in our business, communities and society.

#### • Focus Areas

- People and Culture
- Engagement and Belonging



### Thoughtful Products

We're reimagining a resilient and responsible future by creating products with more sustainable ingredients and by strengthening partnerships with our suppliers. We will also give our customers more informed product choices with additional transparency on what goes into making the products they love.

#### • Focus Areas

- Product Transparency and Ingredients
- Sustainable Sourcing









### Brighter Places





We believe in the power of fragrance and want to protect the planet that provides resources used to make fragrances and our products. We are continually working to reduce our carbon footprint and improve our packaging to make long-term positive changes for everyone's benefit.

#### • Focus Areas

- Climate Change and Carbon Emissions
- Packaging and Plastics

## OUR SUSTAINABILITY COMMITMENTS AND 2024 PROGRESS

2025 GOALS	2024 PROGRESS HIGHLIGHTS	2030 GOALS
<p>Working toward making a difference and building on our foundation</p> <p style="text-align: right;">Working toward creating meaningful impact for a brighter future</p>		
<p><i>Engaged People</i></p>		
<p> <b>Continue to develop, communicate and enable defined career pathways for opportunities at Bath &amp; Body Works</b></p>	<p>Associates completed over 18,000 training hours.</p> <p>Introduced a career pathway tool to help our distribution and fulfillment center associates grow into supervisor, manager and senior manager roles.</p> <p>Introduced several new educational opportunities including tuition-free options through our new <i>Investing in you</i> program.</p> <p>Learn more on pages <a href="#">18–26</a>.</p>	<p><b>Work to continue to expand educational and professional development opportunities for associates</b></p>
<p> <b>Ensure fair, flexible and healthy workplaces with programs and benefits to support all associates</b></p>	<p><a href="#">DailyPay</a> now available to distribution and fulfillment center and store associates.</p> <p>Expanded access to our Employee Assistance Program to seasonal associates.</p> <p>Introduced part-time benefits for 2025.</p> <p>Learn more on pages <a href="#">24–26</a>.</p>	<p><b>Continually review and integrate best practices into our total rewards programs and associate well-being offerings</b></p>
<p><i>Thoughtful Products</i></p>		
<p> <b>Publish clear, accessible and transparent information about ingredients, materials, testing and quality assurance on our products</b></p>	<p>Published full ingredient lists for all products on <a href="#">BathandBodyWorks.com</a> in the U.S. and <a href="#">BathandBodyWorks.ca</a> in Canada.</p> <p>Learn more on page <a href="#">46</a>.</p>	<p><b>Improve the sustainability profile of priority ingredients used throughout our products, from source to use</b></p>
<p> <b>Define, map and publish a list of priority ingredients as the focus for our sustainability programs</b></p>	<p>Continued to build and implement sustainability action plans for our priority ingredients.</p> <p>Learn more on pages <a href="#">47–49</a>.</p>	<p><b>Work toward reducing the environmental impact of our fragrances and products</b></p>
<p> <b>Develop and apply methodology to assess sustainability criteria for fragrances, starting with new products</b></p>	<p>Developed a baseline footprint for most of the fragrance naturals found in our portfolio.</p> <p>Learn more on page <a href="#">47</a>.</p>	
<p> <b>Continually improve and strengthen our sourcing policies and practices</b></p>	<p>Engaged key suppliers on our sustainable palm oil commitment and expectations.</p> <p>Updated our Global Ingredients and Global Documentation policies for suppliers to align with our RSPO commitment.</p> <p>Learn more on page <a href="#">48</a>.</p>	

2025 GOALS	2024 PROGRESS HIGHLIGHTS	2030 GOALS
 <p><b>Pilot programs to advance the environmental and social impact of priority ingredients</b></p>	<p>Completed the first full year of our social impact partnership with the Givaudan Foundation to improve living conditions of Madagascan vanilla farmers and contribute to the preservation of their natural resources.*</p> <p>Applied the learnings from our 2023 baseline assessment of our direct water footprint to inform our water strategy that focuses efforts on water stewardship (specifically around water replenishment*) and increasing water efficiency through supplier engagement and alternative sourcing strategies.</p> <p>Learn more on pages <a href="#">47-49</a> and page <a href="#">64</a>.</p>	<p><b>Identify opportunities to protect the environment, enhance livelihoods and build resilience of farmers, workers and communities along our supply chain</b></p>
<p><i>Brighter Places</i></p>		
 <p><b>Measure and set baseline carbon footprint for Scope 3 emissions</b></p>	<p>Completed our 2022 Scope 3 emissions baseline assessment.</p> <p>Learn more on pages <a href="#">52-55</a>.</p>	<p><b>Reduce Scope 1 and 2 emissions 50% by 2030</b></p>
 <p><b>Submit science-based greenhouse gas (GHG) reduction target to the Science Based Targets initiative (SBTi)</b></p>	<p>Achieved. Submitted science-based emissions reduction targets to SBTi for validation in March 2025.</p> <p>Learn more on pages <a href="#">52-55</a>.</p>	<p><b>Significantly reduce GHG emissions across our operations and supply chain</b></p>
 <p><b>Target 50% of our packaging to be recyclable, reusable or compostable</b></p>	<p>Continued to make progress in our product packaging.</p> <p>Developed Sustainability Design Guides for Packaging.</p> <p>Learn more on pages <a href="#">58-59</a>.</p>	<p><b>Target 100% of our packaging to be recyclable, reusable or compostable</b></p>
 <p><b>Increase the amount of post-consumer recycled content (PCR) to 33% of our total plastic packaging portfolio</b></p>	<p>Continued efforts to collect data on PCR in our portfolio; although this data is not able to be substantiated/shared at this time, efforts continue to be made to better understand our existing portfolio.</p> <p>Learn more on pages <a href="#">58-59</a>.</p>	<p><b>Continue efforts to utilize PCR in plastic packaging and embrace circular packaging solutions to decrease use of virgin plastic</b></p>

\*Funding from the Bath & Body Works Foundation.

## ENGAGING OUR NEW ASSOCIATES IN SUSTAINABILITY AND IMPACT

In 2024, we added a detailed overview of our sustainability and impact strategy and commitments to our new hire orientation. Titled *Integration of ESG Principles*, the learning sessions discuss how Bath & Body Works seeks to reduce our environmental impact, foster equity and create a positive community impact. Through this engagement, new hires build an understanding of how their work supports our broader sustainability goals.



## SUSTAINABILITY GOVERNANCE






Our sustainability and impact strategy is supported by a connected ecosystem of teams that oversee and carry out the work through various functions and existing business processes.



To learn more, visit our [corporate website](#).

## STAKEHOLDER ENGAGEMENT

As part of our sustainability activities and wider business interactions throughout the year, we engage with a wide range of stakeholders on topics of interest or concern to them.

STAKEHOLDER GROUP	HOW WE ENGAGE	KEY TOPICS
 <b>Associates</b>	<ul style="list-style-type: none"> <li>• Weekly Gingham Gazette Newsletter via email updates and intranet</li> <li>• Associate surveys, exit interviews and conversation circles</li> <li>• Associate training and development</li> <li>• Quarterly business reviews</li> <li>• Care Team and Associates for Associates Fund</li> <li>• Community engagement and awareness opportunities</li> <li>• Climate Fresk workshops and lunch-and-learns on various sustainability topics</li> </ul>	<ul style="list-style-type: none"> <li>• Compensation, benefits and related policies</li> <li>• Career planning and development</li> <li>• Health and safety</li> <li>• Ethics and compliance</li> <li>• Cybersecurity</li> <li>• Wellness support</li> <li>• Volunteerism</li> <li>• Sustainability updates</li> <li>• Community/societal issues</li> </ul>
 <b>Customers</b>	<ul style="list-style-type: none"> <li>• Associates in our stores and call centers</li> <li>• Surveys and product evaluations, including testing on concept/packaging, scent and in-home use</li> <li>• Customer conversations, including shop-alongs (digital and in-person), store intercepts and focus groups</li> <li>• Qualitative and quantitative surveys specific to sustainability and philanthropic efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Ingredient transparency</li> <li>• Product innovation</li> <li>• Product quality and safety</li> <li>• Sustainable products</li> <li>• Community investment</li> </ul>
 <b>Suppliers</b>	<ul style="list-style-type: none"> <li>• Social compliance audits and training</li> <li>• Annual Supplier Summit</li> <li>• Sustainability data acquisition</li> <li>• Ongoing conversations as part of partner management process</li> <li>• Impact program partnerships to support local communities from where we source</li> </ul>	<ul style="list-style-type: none"> <li>• Product solutions/innovations</li> <li>• Labor matters</li> <li>• Packaging and plastic</li> <li>• Sustainable sourcing</li> <li>• Supply chain risk management</li> <li>• Human rights and human trafficking/modern slavery in the supply chain</li> </ul>
 <b>Investors</b>	<ul style="list-style-type: none"> <li>• Investor site</li> <li>• Annual report</li> <li>• Quarterly results calls</li> <li>• Events and presentations</li> <li>• Shareholder engagement meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Value creation</li> <li>• Strategic, operational and financial results and progress</li> <li>• Corporate governance, sustainability and risk oversight</li> </ul>
 <b>Nonprofit and civil society organizations</b>	<ul style="list-style-type: none"> <li>• Financial grants, in-kind product donations and volunteerism (time and skills)</li> <li>• Events and presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Community support</li> <li>• Climate change and carbon emissions</li> <li>• Associate health, safety and well-being</li> <li>• Packaging and plastic</li> <li>• Sustainable sourcing</li> </ul>

In 2024, we also continued to engage on social and environmental matters, advocacy, research and best practices with peers, government officials, community leaders and other stakeholders through the following organizations:

### MEMBER ORGANIZATIONS

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AIM-Progress

Ceres Policy Network, Business for Innovative Climate and Energy Policy (BICEP)

Columbus Partnership

Cosmetics Alliance Canada

National Candle Association

National Retail Federation

Ohio Business Roundtable

Ohio Water Partnership

Research Institute of Fragrance Materials (RIFM) *(Associate Member)*

Retail Industry Leaders Association

Roundtable on Sustainable Palm Oil (RSPO)

World Resources Institute (WRI)

### BOARD MEMBER

---

Household & Commercial Products Association

The Nature Conservancy

Ohio Business Energy Partnership

Personal Care Products Council



# Engaged People

We're going to do more for the people who touch our business, and we'll work together with openness to create meaningful and positive changes in our business, communities and society.



## IN THIS SECTION

People and Culture

Engagement and Belonging

Community Engagement and Philanthropy

# People and Culture

We strive to be a place where our associates want and choose to be every day. We invest in their future — both professionally and personally — and continuously work to cultivate a culture where our associates feel safe, healthy, valued, respected and included.

## WHY IT'S IMPORTANT

When our associates feel genuinely supported, they are empowered to care for one another, our customers and our communities in a way that has meaningful and lasting impacts. Providing career advancement and development opportunities and competitive wages and benefits are also some of the most important ways we keep our associates happy, motivated and loyal to our company.

## OUR APPROACH

In 2024, we introduced *Investing in you*, a suite of programs and benefits designed to support our associates throughout their personal and professional journeys. The initiative seeks to foster associate growth, development and retention by offering educational opportunities, tuition reimbursement options and financial stability resources to support career advancement and overall well-being. These benefits are available to all eligible U.S. associates across our stores, distribution and fulfillment centers and home office and build on our existing suite of comprehensive benefits and programs.

We developed *Investing in you* based on input from our associates through surveys and focus groups. But we're not stopping there; associate feedback will continue to shape *Investing in you* to help ensure we can effectively meet their needs as we support them to dream bigger, live brighter and accelerate their personal and professional goals.

## 2024 WORKPLACE AWARDS AND RECOGNITION



**Top Brand for Job Growth and Opportunity** — American Opportunity Index

**America's Best Large Employers** — Forbes

**Work Wellbeing 100 Index** — Indeed



## CHAMPIONING EDUCATION AND DEVELOPMENT

We're on a mission to empower our associates to take charge of their careers, unlock their full potential and produce and promote learning that inspires all our associates to be the best versions of themselves every day.

### Our Approach

Our comprehensive Learning and Development program is designed to meet the needs of our associates no matter where they are in their learning journey. From onboarding training on the first day to leadership development and tuition reimbursement, we offer associates at all levels and across all areas of our business the tools, support and range of opportunities to build and grow their skills and knowledge to help everyone thrive and reach new heights. We also solicit feedback on our training programs and encourage associates to provide comments within our online Learning Hub about training courses they completed. We use this feedback to strengthen our learning and development programs.

In 2024, we focused on continuous improvement of the associate experience as it relates to learning and development across all areas of our business. This includes enhanced onboarding experiences, additional leadership learning opportunities and training focused on building skills and capabilities needed to support the growth of our associates and our business.



### BUILDING SKILLS FOR THE FUTURE

In 2024, through our Learning Management System:

**17,000+**

ONLINE TRAINING COURSES

offered in

**20**

and

**150+**

DIFFERENT LANGUAGES

INSTRUCTOR-LED COURSES

**18,000+**

TRAINING HOURS completed by associates

# Investing in you

## Dream Bigger & Live Brighter

Through *Investing in you*, we're going even further to provide associates with access to opportunities for personal and professional development.

**Guild** Launched in 2024, **Guild Education** offers associates in our U.S. distribution and fulfillment centers and stores access to tuition-free education, career mobility and financial literacy through flexible online courses with high-quality learning institutions. The program allows associates to obtain GED, associate/bachelor's and/or graduate degrees and certifications. In the near future, we will expand eligibility to our district sales leaders and senior managers and their teams in our home office.

**330+** with **70+**  
**ACTIVE ASSOCIATES** **ASSOCIATES**  
 enrolled in Guild **GRADUATING\***

*Guild was an opportunity for me to accomplish a goal that wasn't an option before.*

– Lacy Cummings, Store Associate



*Graduating from Guild and receiving a certificate is something that built confidence in myself and made my family proud. This program has changed my life.*

– Oliver Pupanek, Store Associate



\*As of Feb. 1, 2025



Introduced in 2024, the **Otterbein Advantage Scholarship** provides Bath & Body Works associates, their spouse/domestic partner and their dependent children access to discounted tuition at Otterbein University, a private university outside of Columbus.



Our **Maintenance in Training** program through Columbus State Community College offers vocational training to associates working in our distribution and fulfillment centers. Graduates receive certification they can apply toward future bachelor's degrees.



We also provide **tuition reimbursement** up to \$3,000 per calendar year to eligible associates for work-related undergraduate, graduate or GED courses at an educational institution of their choice.

**\$91,000+**

**PROVIDED**

through tuition reimbursement

to help

**37**

**ASSOCIATES**

pursue their college dreams



Building on our Dream Brightly Career Builder Program, in 2024, we established the **Dream Brightly Scholarship Fund**, supported by the Bath & Body Works Foundation. It provides 20 scholarships of \$5,000 each annually for up to two years to current U.S. associates and their dependent children and spouse/domestic partner to attend a post-secondary educational opportunity of their choice.

*With this [Dream Brightly] scholarship, I am able to further focus on my educational and doctoral program in physical therapy.*

– Devin Conley, Store Associate



**20**

**DREAM BRIGHTLY SCHOLARSHIPS**

awarded



Our **Dream Brightly Career Builder Program**, now in its second year, is a formal career development workshop for hourly U.S. distribution and fulfillment center associates. It includes an all-day learning workshop with individualized learning paths. Participants learn and sharpen their skills in topics like communication, time management and computer skills. The workshop also includes mock interview and resume support, including assistance in applying and interviewing for elevated roles.

**32**

and

**12**

**ASSOCIATES GRADUATED**

from the Dream Brightly Career Builder Program

**PLACED IN ELEVATED ROLES**

as a result

*Since graduating [from the Dream Brightly Career Builder Program], my career has expanded in ways I could never imagine. I have gained skills, increased my confidence in leading projects and built a network of colleagues. It has been incredibly rewarding to see the impact on my work.*

– Yicel Blanco, Distribution Center Associate



## PERFORMANCE MANAGEMENT AND CAREER GROWTH

Our Performance Management process helps create a positive work environment where associates understand their goals and how their work is evaluated. It also provides transparency on recognitions and rewards. Together with their managers, associates develop SMART goals annually that are aligned to our business and their professional growth aspirations. Through regular conversations with their managers throughout the year, associates receive coaching and feedback on their performance.

### Values-Driven Development

How our associates achieve their goals is as important as what they achieve. This includes how they engage with others, how they motivate others and how they show up every day.

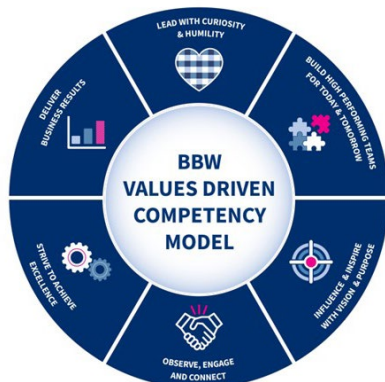
Based on our four core values, the Bath & Body Works Values-Driven Competency Model clarifies for our associates what this looks like in action.

The model includes six competencies that provide a common language with expectations about the behaviors, skills and abilities associates should have in alignment with our values. Managers discuss associates' performance in line with these competencies during annual performance reviews.

In 2024, we launched a quarterly microlearning series to help our associates strengthen their competencies in these areas.

### Rising to the Next Level

During Performance Management conversations with their managers, associates are encouraged to discuss their career aspirations and steps to achieve them. To support our distribution and fulfillment center associates, in 2024, we introduced a talent pathway tool that offers guidance and clarity on the key skills, experience and educational requirements necessary to grow into supervisor, manager and senior manager roles. With this clarity, managers and associates can discuss learning opportunities to help move forward. We offer similar pathway tools to our store associates.



## INVESTING IN THE NEXT GENERATION OF ASSOCIATES: OUR INTERNSHIP PROGRAM

We create meaningful opportunities for today's students to become tomorrow's success stories through our internship program.

Over the summer, we welcomed 45 students from 18 colleges and universities across the U.S. for a 10-week internship. During their time with us, interns led real-world projects and participated in brand and functional learning, professional development and engagement opportunities to enable them to learn more about the business, our associates and specialty retail.

Members of EMERGE (Young and Early Career Professionals) — one of our eight Business Resource Groups (formerly referred to as Inclusion Resource Groups) — paired up in teams with our interns throughout the summer. This provided an opportunity for interns to meet early career associates outside of their job function and for associates to gain experience in leading and guiding those around them. During a workshop, EMERGE members also provided advice to interns on how to network, manage their time and prepare for success after college.

*The most important thing I took away from my internship is that you don't have to have all the answers. Nor are you expected to. My team encouraged me to ask questions and be curious. These pillars guide me today as an associate at BBW.*



– Te'vion Gilbreath, 2024 Bath & Body Works Intern/now full-time Rotational Finance Associate

## SUPPORTING FAIR WAGE AND LABOR PRACTICES

Our associates’ unwavering passion and enthusiasm inspire us to continuously improve our business practices and create better and brighter opportunities that empower them to reach their full potential. We strive to attract and retain our top talent by providing a workplace and culture where associates feel respected, valued and rewarded for their performance. This is a core part of how we attract and retain our associates across the organization.

### Our Approach

We’re committed to fully complying with all applicable wage and hour laws and regulations, working to ensure associates are paid for all hours worked and in compliance with rest breaks, meal periods and days of rest, overtime pay, termination pay, minimum-wage requirements, wages and hours of minors, scheduling ordinances, pay transparency laws and other wage and hour practices. We also adhere to the National Labor Relations Act, respecting workers’ rights to choose to form or join a union and undertake collective bargaining.

### Fair and Equitable Compensation

To ensure that every associate is fairly compensated for their contributions to our success, we conduct frequent market analyses and external benchmarking to determine fair pay based on role, level and geography. Additionally, our performance management program helps ensure that pay decisions are made without regard to gender, gender identity, race, ethnicity, age, disability, veteran status, religious beliefs or any other legally protected category and that we are truly differentiating our rewards based on performance and contributions to our success.

In support of our commitment to fair wages, the company:

- Commits to paying above minimum wage in every jurisdiction in which we operate.
- Conducts pay assessments and audits to ensure associates receive fair pay.
- Provides guidance for leaders during the annual compensation review period to ensure rigor and standardization with pay practices.
- Uses market data and internal equity assessments to respond to associate inquiries regarding pay.
- Does not request salary history from job candidates and sets compensation solely based upon market factors, skill and experience.

Our pay-for-performance philosophy is embodied in our short-term cash incentive compensation program, which is available to all salaried associates at our home office, and associates in our distribution and fulfillment centers. Additionally, store leaders are eligible to earn monthly performance-based bonuses.

Our compensation programs link annual changes in compensation to overall company performance, as well as each individual’s contribution to the results achieved. Managers explain how these factors influence associate compensation during annual performance reviews (see page 22). The emphasis on overall company performance is intended to align the associates’ financial interests with the interests of our shareholders.

**PAY EQUITY**

**\$15.83**

**AVERAGE RATE OF PAY**  
for hourly associates in North America

which is at least

**\$1**

**ABOVE MINIMUM WAGE**  
in every jurisdiction in which we operated

In 2024, we continued to achieve pay equity at **\$1.00** across the organization at all levels based on performance.

*As of Feb. 1, 2025*

## PROMOTING ASSOCIATE WELLNESS

We believe in building a workplace that invests in our associates so they can be the best they can be at home and at work — and we’re committed to helping them get there through our benefits and wellness programs.

### Our Approach

We offer a range of flexible and affordable health, wellness and lifestyle benefits\* designed to support our associates’ diverse needs.

In 2024, as part of our new *Investing in you* program, we expanded our **DailyPay** pilot from distribution and fulfillment center associates to also include our U.S. store associates. **daily pay.** empowers our associates to access their earned wages prior to payday, if needed. In 2024, over \$42 million of transactions went through the app, with over 9,800 hourly associates enrolled.

See the illustration on the following page for more details on benefits available to both full- and part-time\*\* associates.

Beyond providing robust benefits, we work hard to make sure our associates know what’s available and how to access them. In 2024, we added *Benefits Corner* to our associate newsletter, which takes associates to our benefits Monthly Spotlight on our intranet, which is accessible to all associates. The Monthly Spotlight highlights various Bath & Body Works benefits and providers, includes well-being tips and invites associates to join webinars to learn more. We encourage our associates to check out the Monthly Spotlight through emails, Zipline — our communications platform for store associates — and regular briefing updates at our distribution and fulfillment centers.

\*Our benefits run on a calendar year. Thus, the information presented on our 2024 benefits align to calendar year 2024 (from January 1, 2024, through December 31, 2024). Benefits introduced in January 2025 will be covered in our 2025 Sustainability and Impact Report. Full-time associates and part-time associates are eligible for our benefits unless otherwise noted. Some benefits listed are provided to our associates when certain eligibility requirements are met; examples include 401(k) and Associate Stock Purchase Plan.

\*\*Part-time associates are eligible for dental benefits if they work a minimum of 30 hours a week on an annual basis.

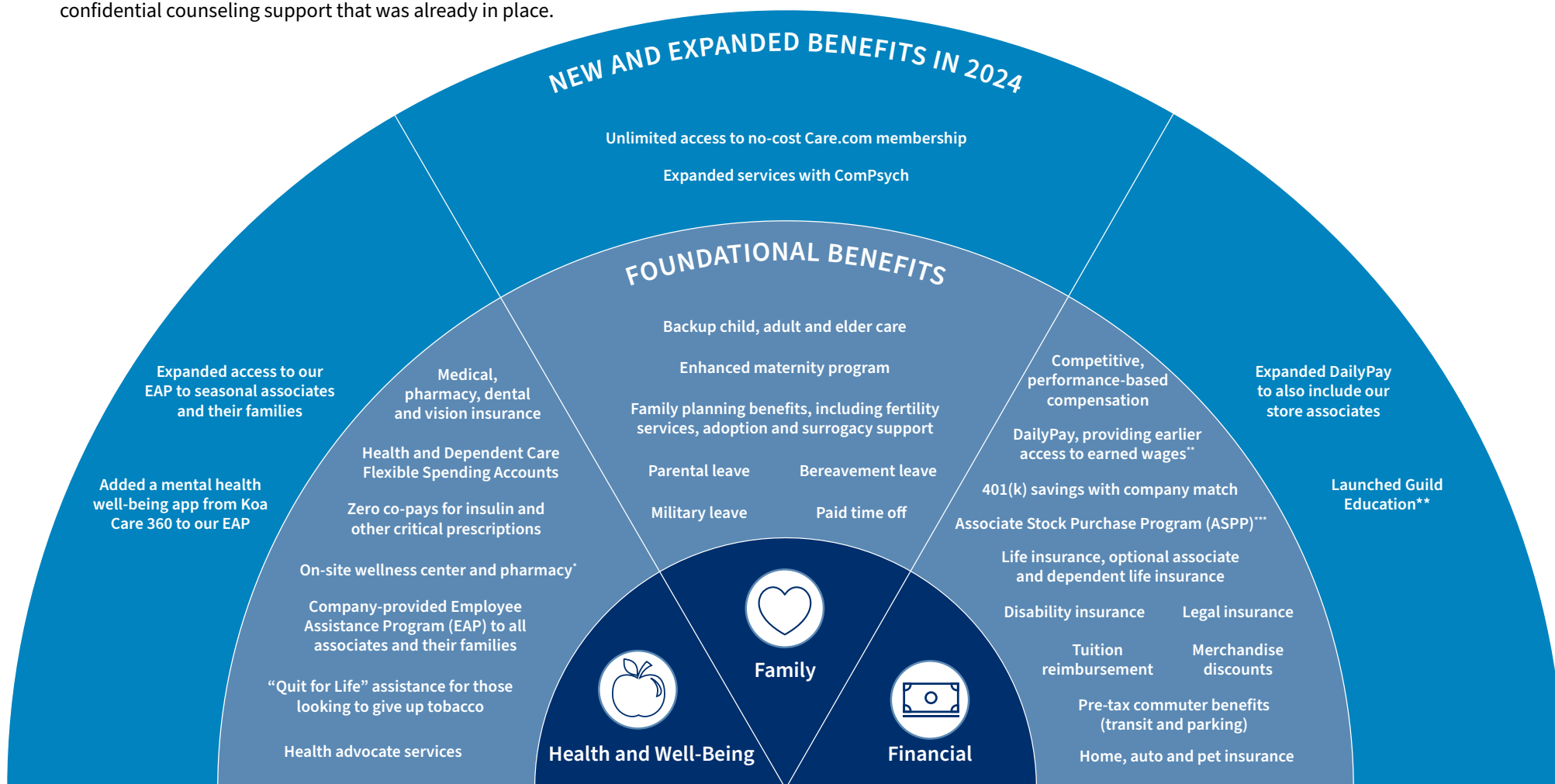


## Benefits Informed by Our Associates

We listen and learn from our associates about the benefits they want to see and are committed to incorporating their feedback into our offerings. For example:

- In response to a growing need to find reliable child, adult and pet care, in 2024, we introduced a free Care.com membership to all full- and part-time associates. We also expanded the services provided by ComPsych to give associates access to resources to balance work and personal life in addition to the confidential counseling support that was already in place.

- Through associate feedback we learned it was challenging for some to find an in-network dentist. This led us to switch to a new provider, expanding the network of dentists available across the U.S.
- To better support our part-time associates, during 2024 open enrollment, they could enroll in part-time medical benefits for 2025.



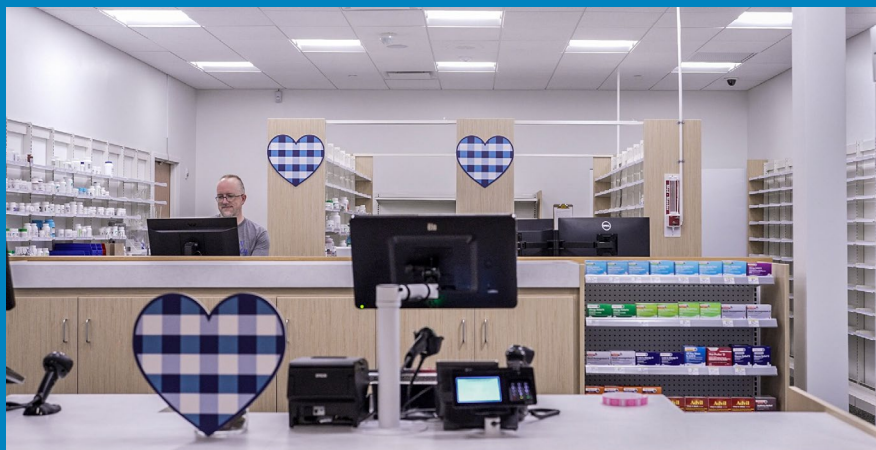
\*Available to all associates at our home office.

\*\*Available to our associates in distribution and fulfillment centers and stores.

\*\*\*Includes a 15% discount on eligible purchases of Bath & Body Works, Inc. stock. All U.S. associates with six months of continuous service are eligible to participate.

## BATH & BODY WORKS WELLNESS CENTER AND PHARMACY

Available at our home office in Columbus, Ohio, the Bath & Body Works Wellness Center is a full-service healthcare facility privately operated by Premise Health and equipped to provide a variety of affordable and accessible medical and wellness services. The Bath & Body Works Pharmacy, serviced by Walgreens, is a full-service pharmacy, just like any community pharmacy, which can fill prescriptions conveniently and usually at a lower cost for associates and their dependents.



Services offered at the wellness center and pharmacy include:

- Primary care, preventive services
- Walk-in examinations and treatment
- Physical therapy
- Lab work and biometric screenings
- Allergy shots and vaccinations (including flu shots, shingles and COVID vaccines)
- Occupational healthcare (injury/illness management and rehabilitation)
- A full-service pharmacy, including discounted over-the-counter medications
- Option to overnight prescriptions to associates' homes at no additional cost

This inclusive benefit is open to all our associates and contractors, whether or not they are enrolled in a Bath & Body Works health insurance plan.



## TAKING CARE OF EACH OTHER WHEN IT MATTERS MOST: OUR CARE TEAM

At Bath & Body Works, our associates are here to support each other in moments of celebration as well as those of personal hardship. A true testament of this is our Care Team, a volunteer-based associate group formed to support families of fellow associates impacted by a severe accident or crisis.

Care Team members are trained on how and when to respond to crisis situations. Throughout the year, they offer support ranging from providing life essentials or assistance with insurance paperwork to organizing dependent support and access to medical or psychological services. In 2024, we added to Care Team members' skills by certifying them to facilitate conversation circles, safe spaces for associates to come together to discuss relevant and timely topics (see page 30 for more information).

## PROVIDING TOOLS AGAINST DOMESTIC VIOLENCE

Bath & Body Works proudly supports ending domestic violence in our communities and among associates who may be affected. One way is through our ongoing partnership with the **National Domestic Violence Hotline**. In 2024, the Bath & Body Works Foundation donated \$25,000 to fund the development and delivery of customized survivor-centered, trauma-informed training for our managers and associates to help equip them to address the ways in which domestic violence can impact the workplace. The resources include detailed information, actionable steps and strategies for fostering a safe and supportive environment, as well as guidance on recognizing signs of domestic violence, navigating sensitive conversations and offering appropriate support.

*By partnering with The Hotline, Bath & Body Works is helping to create safer environments, support victims and survivors, and foster a culture of well-being and healthy relationships for all employees. Their commitment to this work exemplifies the profound impact businesses can have in creating a world where everyone can thrive in safe, respectful and empowering relationships.*

– Katie Ray-Jones, CEO, The Hotline

## PRIORITIZING ASSOCIATE HEALTH AND SAFETY

The safety of our associates and customers will always be a top priority for our business. That’s why we strive for a zero-injury workplace.

### Our Approach

Our occupational health and safety management processes cover all our associates across the U.S. and Canada.

Our U.S. health and safety program is managed by our environmental, health and safety (EHS) team, which coordinates program execution with our stores and distribution and fulfillment centers. It also manages our relationships with regulators and other external stakeholders on health and safety matters.

Our EHS professionals participate in major engineering, construction and equipment acquisition projects to help make sure that processes and equipment are designed to promote the safety of our associates and customers. Within our U.S. stores, our cross-functional Store Safety Working Group and Steering Committee creates action plans to reduce safety-related injuries and illnesses and promote a safety culture.

Our Canadian health and safety program is managed by our health and safety lead in Canada (H&S Canada). H&S Canada is responsible for ensuring compliance with provincial and federal legislative requirements related to health and safety for our Canadian operations. It also manages workers’ compensation claims and the return-to-work program for our Canadian operations. H&S Canada is supported by our Joint Health and Safety Committee (JHSC) and health and safety champions in each district. Champions coach their peers to support workplace safety, injury prevention and compliance.

All associates in the U.S. and Canada receive comprehensive health and safety training during onboarding and on an ongoing basis based on local requirements. We conduct routine workplace inspections to observe behaviors, conditions, equipment use and training effectiveness. In addition, we perform job safety and ergonomic assessments to identify, eliminate or mitigate hazards. If a deficiency or change in process is determined, we conduct associate retraining as needed.

Through our open-door policy, all associates are encouraged to talk with their managers about health and safety concerns. They can also confidentially report concerns, including accidents, near misses and suspected hazards in the workplace, through our [Ethics Hotline](#). We thoroughly review and investigate all reports as appropriate.

### 2024 PROGRESS




Our rate of recordable work-related injuries for our store associates decreased from

**4.1** to **2.7**  
IN 2023 IN 2024



## 2024 HIGHLIGHTS

This past year, we continued to improve and implement important safety practices to work toward our zero-injury goal. We also met or exceeded all regulatory health and safety requirements for our business’ various industry sectors and the jurisdictions in which we operate.

 <p><b>STORES</b></p>	 <p><b>DISTRIBUTION AND FULFILLMENT CENTERS</b></p>	 <p><b>HOME OFFICE BUILDINGS</b></p>
<ul style="list-style-type: none"> <li>• Added <b>increased security</b> in markets that need additional support.</li> <li>• Continued recurring safety training for all associates, including <b>de-escalation practices</b> when interacting with customers, <b>best practices for staying safe</b> in shoplifting incidents and <b>emergency response procedures</b> for ensuring personal and collective safety in the event of an organized retail crime incident.</li> <li>• Implemented a <b>mandatory requirement for all store managers in Canada to complete a JHSC response form</b> to increase transparency and accountability and help associates better understand the corrective actions needed to improve health and safety. The JHSC reviews store response forms monthly.</li> <li>• Implemented <b>ladder hooks</b> in all U.S. stores to provide safe storage of ladders when not in use.</li> <li>• Introduced <b>new ways</b> for U.S. associates to move merchandise from back-room storage to help reduce trip hazards.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Standardized safety training</b> for new U.S. associates.</li> <li>• More than 100 U.S. maintenance associates participated in over 5,000 hours of <b>training</b> on the safe operation of conveyors, electrical units, HVAC systems and forklifts.</li> <li>• Implemented <b>U-Haul rental size restrictions</b> and a mandatory training program for U-Haul rentals in the U.S.</li> <li>• Rolled out <b>cut- and abrasion-resistant gloves</b> to help reduce hand injuries from lacerations.</li> </ul> <p>Continued our <b>Life Safety Awareness Campaign</b>. In 2024, we introduced a mandatory course to help associates respond in the unlikely event of an active aggressor situation. This new module reinforces our protocols, covering topics such as situational awareness, emergency response procedures and best practices for ensuring personal and collective safety.</p>	<ul style="list-style-type: none"> <li>• <b>Continued communications</b> on various safety issues throughout the year.</li> </ul>



In 2024, we engaged Canadian store associates to strengthen in-store safety culture through health and safety board contests.

For health and safety performance data, please see our data table in the appendix on page 73.

# Engagement and Belonging

We embrace belonging across our business and strive to ensure everyone is included and feels welcome. This commitment is deeply ingrained in our core values and guides everything we do.

## WHY IT'S IMPORTANT

Engagement and belonging support our business strategy of customer and global expansion. Additionally, by being a place where people feel safe, respected, valued and, above all, a place where they can be themselves, we can better connect with one another and grow as a stronger, smarter business.

## OUR APPROACH

We intentionally incorporate our *Be United* core value into how we conduct our business — with our associates, customers, supply partners and communities.

Our Inclusion Council oversees our engagement and belonging strategy and works to ensure that it is seamlessly integrated into our programs and business processes across the company and tied to our overall corporate strategy. Made up of cross-functional executive leaders, the Council reports our performance to the Human Capital & Compensation Committee of our Board of Directors at least twice a year.

*Comprehensive information on our U.S.-based workforce demographics can be found in our [EEO-1 report](#).*



## ENGAGEMENT AND BELONGING IN OUR WORKPLACE

As an equal opportunity employer, we do not make employment decisions based on an individual’s race, color, religion, gender, gender identity, national origin, citizenship, age, disability, sexual orientation, marital status, pregnancy, genetic information, protected veteran status or any other legally protected status. We comply with all laws concerning nondiscriminatory employment practices. We are committed to providing reasonable accommodations for associates and job applicants, including disabilities and religion. Our management team is dedicated to ensuring fulfillment of this policy concerning recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, associate activities and general treatment during employment.

We provide access to our inclusion resources in English, French and Spanish to associates in all stores, distribution and fulfillment centers and home office buildings. We also kicked off a quarterly conversation circles series facilitated by trained members of our Care Team (see page 26). These one-hour sessions allow participants to reflect on a specific topic, explore their understanding and hear various perspectives. Topics in 2024 included psychological safety, disability, our caring culture and allyship.

### Bringing Associates Together

One way we engage our home office associates is through our eight Business Resource Groups (BRGs; formerly referred to as Inclusion Resource Groups). Our BRGs are open to all associates. They are made up of not only those who identify in a given community but also allies who support these communities.

Our BRGs provide professional development for associates, support the needs of our business, help shape the culture of our company and encourage community engagement and volunteerism. They create opportunities for our associates to share their personal experiences, celebrate their heritage or other characteristics and work to create a sense of belonging for all.

Our Associate Resource Communities (ARCs; formerly referred to as Inclusion Resource Communities) for front-line associates in our U.S. and Canadian stores and U.S. distribution and fulfillment centers offer an opportunity for them to get to know one another on a deeper level at work and connect to the heritage month celebrations in our home office.



### BRGs AT A GLANCE — FISCAL 2024



*Belonging begins when we recognize that differences are strengths. I am proud to work for a brand that, through its ARCs, promotes a sense of belonging for all. The ARC helps me foster a culture where individuality is embraced and empowers us to learn, collaborate and thrive together as one team!*

– Dayrelis “Dee” Vils, Store Manager, Florida

## CREATING MOMENTS OF TOGETHERNESS

Building cultural awareness and celebrating cultural milestones allows us to celebrate the diversity of our associates and company all year long.



**ALL IN (Asian Learning Leadership & Innovation Network)**  
 Hosted our first-ever Fill Your Heart Festival to celebrate Asian American and Pacific Islander Heritage Month with traditional food, dance, musical performances and interactive demonstrations.



**CONEXIÓN (Hispanic & Latinx Associates)**  
 Hosted our annual Hispanic Heritage Month Block Party featuring Latino vendors, musical performances and Latino-inspired cuisine.



**EMERGE (Young and Early Career Professionals)**  
 Conducted an Emerging Voters Campaign to empower associates and communities to embrace their civic duty ahead of the U.S. presidential election.



**HAVEN (Associates with Disabilities, Caregivers)**  
 Together with the Prism BRG, hosted a discussion on addiction and mental health.



**MAVRIC (Military and Veteran Resource & Inclusion Community)**  
 Hosted a Veterans Day celebration and participated in the Veterans Companion Animal Services gala.



**MOSAIC (Black and African American Associates)**  
 Collaborated with our café team to celebrate Juneteenth by offering traditional African American foods at each distribution and fulfillment center and information about Juneteenth's history.



**PRISM (LGBTQ+ Associates)**  
 Created a first-of-its-kind Bath & Body Works' Pride quilt, which was auctioned off to support our long-time philanthropic partner Pelotonia.



**WIN (Women's Inclusion Network)**  
 Held our second annual Women's History Month Conference to which all associates were invited and more than 600 associates participated.



## BEYOND OUR WORKPLACE

Like our associates, we want our customers to feel a sense of belonging when they walk into a Bath & Body Works store or visit us online. We are committed to belonging in our business to serve our customer base and improve the connections our customers have with our brand. This includes how we design our products and packaging. In 2024, we developed Sustainability Design Guides for Packaging (see page 58). As part of this effort, in 2025, we plan to kick off a formal effort to further integrate accessibility principles into our packaging. Areas we plan to explore include single-hand use of packaging and product ease of use.

Within our supply chain, by providing opportunities to a variety of small and independently operated businesses and business owners, we invite different experiences and ways of approaching solutions for our business and enhanced flexibility to help us achieve our business goals. We also help strengthen the economic base of our communities.

Additionally, our 8 BRGs support communities where associates and customers live and work through programming and volunteering with nonprofits aligned to our philanthropic focus areas.

Learn more in [Community Engagement and Philanthropy](#).

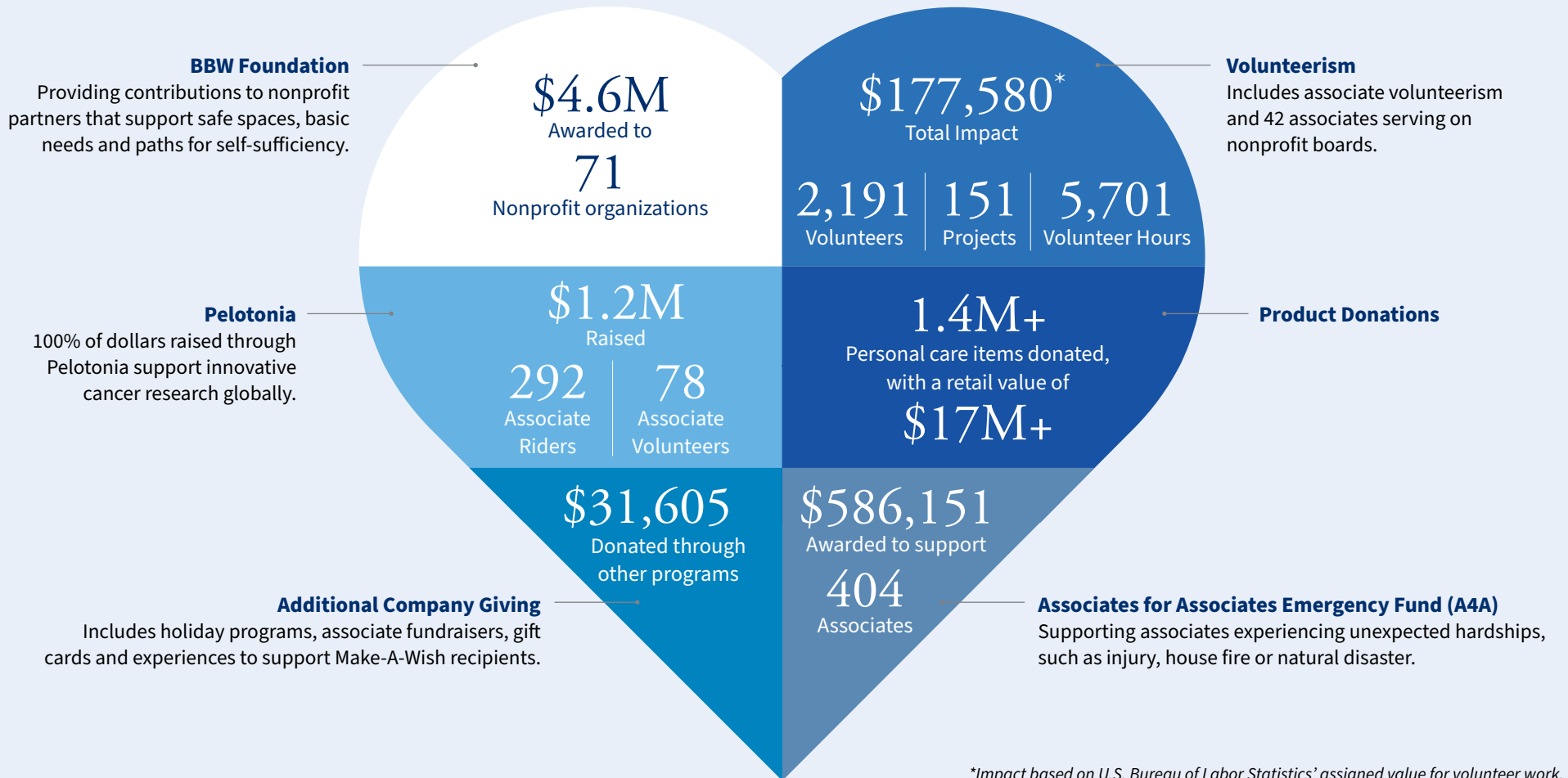


# Community Engagement and Philanthropy

Through financial resources, product donations and volunteerism, we are working to create opportunities that help those in our local communities live more fully.

**\$23M+**  
TOTAL IMPACT

## BATH & BODY WORKS 2024 TOTAL IMPACT



\*Impact based on U.S. Bureau of Labor Statistics' assigned value for volunteer work.

## WHY IT'S IMPORTANT

We believe that when everyone has access to the things that make them feel safe, healthy and secure, that living a happy, fulfilling life becomes much easier. It's part of our long-standing culture to give back and make a positive difference in the lives of our associates, our customers and the communities where we work and live.

## OUR APPROACH

Rooted in our corporate purpose, our community engagement efforts seek to improve the lives of people in underserved and underrepresented communities by focusing on basic needs, safe spaces and paths to self-sufficiency. We do this by providing financial support\* and through volunteer time and product donations. In addition, we support STEAM (science, technology, engineering, the arts and mathematics) education as part of our work to support the next generation of leaders. We support both national partners and local partners in Ohio, where we are headquartered.

Introduced in 2024, the Bath & Body Works Foundation Grant and Corporate Giving and Engagement Policy guides our giving efforts to ensure meaningful and equitable giving across foundation grants, in-kind product donations and volunteer efforts. This approach fosters a sense of shared purpose and allows every associate to contribute to the company's commitment to making a positive impact in communities. At least annually, we provide updates to the Nominating & Governance Committee of our Board of Directors on our giving and impact.

*With the passion and engagement of our associates, 2024 was a year of making deeper connections with our nonprofit partners and cultivating new relationships that will help us magnify our impact on a larger scale as we move forward.*

– Rhoe Fields, Associate Vice President, Community Engagement and Philanthropy



## BASIC NEEDS

We provide grants to organizations that help ensure access to essential resources like food, housing, healthcare and education, empowering individuals and families to build stable and healthier lives. We believe that when basic needs are met, living a happy, fulfilling life becomes that much easier.

This included a two-year \$250,000 grant to Besa, a local nonprofit that connects people and businesses to community service. Our grant helps Besa:

- 1 **Mobilize community members to respond to crises:** Allows Besa to mobilize even more volunteers to help people navigate unforeseen crises.
- 2 **Support underserved neighborhoods:** Builds Besa's capacity so it can better support nonprofits — and ultimately neighbors in need. In 2024, 15,200 Besa volunteers gave nearly 36,000 hours of service at 1,900 volunteer experiences.
- 3 **Overcome chronic community issues:** Supports Besa's efforts to expand volunteer shifts with nonprofits addressing chronic issues. Throughout 2024, Besa volunteers delivered 900 fans to seniors in Central Ohio, helping them stay cool and healthy during the summer heat.
- 4 **Celebrate heritage months and moments:** Besa curates community engagement opportunities during meaningful times. For example, in March 2024, Besa curated six volunteer experiences, supporting nonprofits like Alvis, Sanctuary Night, Van Buren Center and Dress for Success.

### Supporting Safe Spaces and Paths to Self-Sufficiency

We believe everyone should have access to the services that support their safety and security — no matter who or where they are. We are also dedicated to helping individuals achieve self-sufficiency by supporting organizations that provide the tools, education and resources needed to build independent, sustainable futures.

In 2024, we continued our long-time support to the **National Domestic Violence Hotline**, a confidential support service for those impacted by domestic violence. Over the past 25 years, we've donated more than \$1 million to the Hotline, helping it provide critical, life-saving support and resources to over 7.3 million victims and survivors of domestic violence and their loved ones. Our funding in 2024 supported developing and delivering high-quality, trauma-informed training and materials for Bath & Body Works associates on how to recognize and respond to domestic violence and how to get help. See [page 26](#).

\*The Bath & Body Works Foundation provides monetary support for U.S.-based charitable organizations. In Canada, our subsidiaries provide monetary support to Canada-based charitable organizations.

## GIVING BACK ON NATIONAL LAUNDRY DAY

On April 15, 2024, in honor of National Laundry Day, we donated a six-month supply of our laundry detergent and fragrance boosters to long-term partners dedicated to supporting victims of domestic violence and empowering women, YWCA Columbus and LSS Choices.



*It made me feel acknowledged, not invisible to the world, and important to others.*

– A recipient of a Bath & Body Works donation

YWCA Columbus offers support and shelter to women and children, fostering youth development and providing educational resources and dialogues. LSS Choices provides counseling, shelter, crisis intervention, education and community and legal advocacy to central Ohio residents facing domestic violence. Since 1996, Bath & Body Works has donated more than \$8 million and thousands of products to support both organizations.

For both organizations, laundry detergent is a constant need as residents move from the shelter to their own housing.

*Being able to provide laundry detergent and fragrance boosters to our residents as they transition to their next chapter does so much more than alleviate initial household expenses. It uplifts their spirit, creates a sense of normalcy and provides dignity. We are grateful for partners like Bath & Body Works that go above and beyond to find creative ways to assist our residents with basic needs. These items tremendously benefit families as they start their new journey as survivors.*

– Jennifer Martin, Director of Shelter Services at LSS Choices



*Core to our mission is serving the women in our program with the dignity they deserve. By providing high-quality laundry detergent in lovely fragrances, this partnership with Bath & Body Works is an important part of us affirming that commitment to our residents. It's so simple yet true: everyone deserves not just the basics, but also a little luxury in their daily lives.*

– Elizabeth Brown, President and CEO of YWCA Columbus

## Empowering STEAM Leaders of Tomorrow

Through our giving, we seek to engage students and remove barriers that limit their access to quality STEAM education.

In 2024, we continued our support of the [Center of Science and Industry \(COSI\)](#) with a \$400,000 grant for STEAM programs such as the annual COSI Science Festival. As the largest STEAM event in the Midwest, the festival brings people together in central Ohio for four days of hands-on science events. In addition to funding, Bath & Body Works associates volunteered to help attendees join in the fun and learning. Our support allowed COSI to provide Connect Kits — science boxes with themed STEAM activities and science experiments — to nonprofit organizations and schools supporting underserved communities.

**\$400,000**  
GRANT TO COSI FOR STEAM PROGRAMS

*Through our partnership with Bath & Body Works, COSI is transforming how students experience STEAM education, particularly in communities where these opportunities have historically been limited. By connecting students directly with Bath & Body Works associates, we are not just teaching STEAM concepts — we are showing young people how these principles drive innovation in familiar products they use every day. This fun, hands-on approach, combined with mentorship from industry experts, helps students envision themselves in STEAM careers they might never have considered possible.*

— Frederic Bertley, President and CEO of COSI



Our funding of the Girl Scouts of Ohio's Heartland supported the creation of its new 220-acre immersive STEM and Leadership Campus to help provide pathways to in-demand careers and help bridge the gender gap in STEM fields for girls.

## PRODUCT DONATIONS

We are fortunate to be a brand whose products are enjoyed by customers worldwide, and it’s an honor to donate products in moments when people need them most. Through the power of fragrance, our donations can spark joy while fulfilling a critical need.

Since early 2023, we have worked with [Good360](#) to find donation outlets across our markets for marked-out-of-stock products (products unable to be sold to customers, e.g., end-of-season products). With Good360’s vast network of more than 100,000 nonprofit partners, we are able to expand the amount of product we donate and direct it to where it’s needed most — shelters, food banks, disaster recovery and more.



In 2024, we scaled our partnership from a pilot to a chainwide initiative across the U.S. and Canada and made Good360 our main partner for disaster relief and other large product donations. We also made requesting donated products even easier with a new co-branded online platform where nonprofit partners can apply for the donated products they need when they need them.

### Providing Needed Relief in Times of Disaster

Product donations and community support make a powerful difference in the lives of those facing unimaginable hardships in the aftermath of natural disasters. By addressing immediate needs and providing comforts that uplift spirits, communities can rebuild and find hope.

In 2024, to help ensure coordination and collaboration during times of crisis, we were honored to be invited to join the [Good360 Disaster Recovery Council](#). Together, the Council seeks to proactively prepare for disasters and ensure that resources are distributed fairly and equitably to those in need.

Learn about how our partnership with Good360 is helping us divert waste from landfill in [Brighter Places](#).

## BRINGING JOY TO TORNADO SURVIVORS

In the wake of the devastating 2024 tornadoes that struck Oklahoma, national nonprofit organization 180 Disaster Relief was able to access Bath & Body Works donations through Good360 to bring relief to families who lost everything.

*Bath & Body Works helps us provide individuals going through the unimaginable with beauty, dignity and warmth — enhancing their day-to-day life and inspiring them to keep going.*

– Alison DeCoursey, Development Officer, Good360

Thanks to this donation, families in desperate need of personal care items could receive them quickly and easily. This included a disabled Vietnam veteran and his wife, who had lived in their home for over



50 years. They were already struggling with the rising costs of groceries and supplies on a limited income. When the tornado destroyed their home, they were at a loss for where to go and how to start over. 180 Disaster Relief, who also connected the couple with housing resources and financial support, provided the couple with Bath & Body Works products, including candles, kitchen soap, lotions, perfumes and shower items.

The wife’s tears of joy and heartfelt gratitude were a testament to the profound impact of this donation. “Bath & Body Works is my favorite store!” she exclaimed, overwhelmed with emotion.

## SUPPORTING RELIEF EFFORTS IN NORTH CAROLINA AND CALIFORNIA



In 2024, the Bath & Body Works Foundation donated \$250,000 to the American Red Cross to assist with on-the-ground natural disaster recovery efforts including safe shelter, hot meals, emotional support and resources to aid in recovery. These funds were leveraged in the aftermath of hurricanes Helene and Milton, and the devastating wildfires in Southern California, to support our associates and their communities.

Additionally, in January 2025, we contributed \$50,000 to World Central Kitchen to support the provision of fresh meals and water to those impacted by the wildfires and partnered with Good360 to support these communities with Bath & Body Works personal care items.

## PROUD SUPPORTER OF MAKE-A-WISH FOUNDATION

Our stores are proud to support the Make-A-Wish Foundation, offering children who are fighting critical illnesses unique and personalized shopping experiences. In addition to encouraging and supporting our associates to create this unforgettable shopping experience, we donate gift cards to be used while shopping.

## 2024 HIGHLIGHTS

In 2024, we donated  
**1.4M+**  
 PERSONAL CARE ITEMS  
 with a retail value of  
**\$17M+**  
 to support hygiene needs in underserved communities and disaster relief efforts



### SUPPORTING GLOBAL HANDWASHING DAY

On October 15, 2024, in honor of Global Handwashing Day, we donated 250,000 handwashing products to make proper handwashing more accessible, combat hygiene poverty and help prevent the spread of germs.



## MOBILIZING OUR ASSOCIATES FOR GREATER IMPACT

At Bath & Body Works, we pride ourselves on cultivating a culture where associates feel like they are truly part of a family — our Gingham Nation family. We are constantly inspired and proud of the many ways in which associates support one another in moments where it's needed most and beyond that how our associates support local communities and causes that are important to them.

### Associates for Associates

As part of our caring culture, our associates help fellow associates going through extreme personal hardships through our Associates for Associates Emergency Fund (A4A).

Administered by the [Columbus Foundation](#) with funds donated by associates and matched by the Bath & Body Works Foundation, A4A provides monetary aid and/or makes community resources available to associates facing crisis, such as fire destruction, a serious medical condition or a natural disaster.

In 2024, we extended the program to our Canadian associates working with the Emergency Assistance Foundation of Canada.



### HELPING ASSOCIATES DURING TIMES OF NEED

**\$586,000+**  
AWARDED TO EMPLOYEES

**404**  
ASSOCIATES SUPPORTED

*Thank you so much for blessing me with the funds. I am so grateful for your generosity.*

– Anonymous Associate



## VOLUNTEERISM

We are passionate about helping improve our local communities, and our associates keep the spirit of giving alive all year long by contributing their time and talents to nonprofits across the U.S. and Canada.

We develop and lead giving initiatives that connect our associates to key nonprofits and important causes, including brand-wide annual associate giving programs. Activities during 2024 included cleaning up community gardens and local parks, assembling furniture to furnish homes, donating books, hosting clothing drives and mentoring youth.

In 2024, through our annual Holiday Giving campaign, our associates donated 396 holiday gifts (worth over \$22,000) to YWCA locations in Columbus, Montreal and New York City.



### 2024 VOLUNTEERING OVERVIEW

**2,191**  
VOLUNTEERS

**5,701**  
VOLUNTEER HOURS

**151**  
VOLUNTEER PROJECTS

**\$177,580**  
VOLUNTEER IMPACT\*

*\*Impact based on U.S. Bureau of Labor Statistics' assigned value for volunteer work.*

## ASSOCIATES RIDE, VOLUNTEER AND RAISE FUNDS TO CURE CANCER

For 16 years, Bath & Body Works associates have been passionately riding, volunteering and fundraising for one goal — to end cancer.

Each August, riders take to the roads of central Ohio to support [Pelotonia](#), which has raised over \$300 million for innovative, breakthrough cancer research. Bath & Body Works has been there every step of the way as Pelotonia’s largest funding partner, raising more than \$48 million over the past 16 years.

The focal point of Pelotonia’s year-round fundraising efforts is a multi-day experience that includes a weekend of cycling, inspiration and community. Ride Weekend welcomes thousands of riders from all over the country to bike anywhere from 20 to over 190 miles on designated routes.



### 2024 SUPPORT

**292** pedaled more than **12,000**  
ASSOCIATE RIDERS MILES

**78** who gave more than **320**  
VOLUNTEERS HOURS

**172** CHALLENGERS  
who set personal goals to raise additional funds

**\$1.2M+**  
RAISED\*

*\*All Pelotonia fundraising dollars are matched by the Bath & Body Works Foundation, and matched funds are included in the Foundation Giving total.*



## BRINGING DELICIOUS FOOD TO AT-RISK YOUTH

Since 2022, Brett Hamilton has been part of a team of in-house chefs who cook up delicious meals in Bath & Body Works' Columbus cafés. In 2024, when asked if he would like to leverage his and his team's culinary skills and support in-need young adults, he jumped at the chance.

Working with a team of Bath & Body Works volunteers, Hamilton oversaw the preparation of 100 individual meals of lasagna, salad and dessert. Besa, the company's volunteer partner, helped find the perfect recipient: Star House, Central Ohio's only drop-in center for youth ages 14–24 experiencing homelessness. Hamilton and other volunteers brought the meals to Star House, where they were "greeted with smiling faces and thank-you's," Hamilton recalls.

In November, Hamilton's colleague Dave Hickman suggested putting together Thanksgiving meals for Star House. This time, volunteers packed 75 meals that could be picked up and enjoyed later.

"This [volunteering opportunity] is what we do as a company — it is our culture," explains Hamilton, who plans to continue using his skills to give back through Bath & Body Works' volunteer program.



## WELCOMING LEADERS TO OUR NONPROFIT BOARDS

Our leaders have incredible skill sets that have the power to cause change, not just for one organization, but for the community as a whole, by serving on nonprofit boards.

To support further involvement with nonprofits from our senior leaders at national, regional and local levels, we partner with Korngold Consulting to support board matching and training. In 2024, we expanded our partnership with Korngold Consulting to include a broader range of associates and matched our third cohort with nonprofit boards. As of Feb. 1, 2025, we had associates serving on 42 nonprofit boards.



Molly Kushmeider, VP, Merchandise Planning & Allocation, serves on the Young Professionals Board for the Ohio, Kentucky and Indiana Make-A-Wish chapter.

*Critical illnesses can have extraordinary physical and emotional hardships on children and their families – hardships no one should ever have to face. Make-A-Wish brings hope, uplifting children and their families in the hardest of times to believe in the impossible. I feel fortunate to be part of this through my work with the board, as well as through personal connections to children who have received Wishes and seeing first-hand the impact Wishes can have.*

– Molly Kushmeider, VP, Merchandise Planning & Allocation

# Thoughtful Products

We're reimagining a resilient and responsible future by creating products with more sustainable ingredients and by strengthening partnerships with our suppliers. We will also help our customers to make more informed product choices by providing additional transparency on what goes into making the products they love.



## IN THIS SECTION

- Product Quality and Safety
- Ingredient and Product Transparency
- Sustainable Sourcing

# Product Quality and Safety

While our products are constantly evolving, what will never change is our dedication to providing customers with fragrances and formulas they can trust. From initial product development and formulation to post-market surveillance, product safety and quality remain critical priorities.



## WHY IT MATTERS

We want to be sure our customers can use our products with confidence. That's why our personal care and home fragrance products are extensively tested and evaluated for safety and performance. This unwavering focus remains as we continue to innovate and deliver new products to the marketplace. The quality and safety of our products are essential to stakeholder trust.

## OUR APPROACH

Multiple teams in our value chain support product quality and safety requirements to ensure end-to-end management, including teams from Global Toxicology, Clinical Safety, Home Fragrance Safety, Raw Material/Formula Management, Formula Change Management and Quality Engineering.

We build product safety and compliance into every one of our products using industry best practices, regulatory requirements and guidance from authoritative bodies. This includes the U.S. Food and Drug Administration (FDA), the U.S. Environmental Protection Agency, the European Union (EU) Scientific Committee on Consumer Safety, Health Canada, the International Fragrance Association and the World Health Organization, among others.

Every ingredient in every formula of our personal care and home fragrance products is evaluated for compliance with our safety and quality standards, as outlined in our policies. No product goes to market without a robust safety and quality review followed by confirmatory testing. The following policies reflect our commitments to safety and quality:

- **Global Ingredient Policy:** All ingredients used in our products are evaluated for compliance with the legal requirements in the U.S., Canada and EU. While there are rare instances when we will formulate for a particular jurisdiction, we strive to ensure that our products comply with the standards where they are sold.
- **Fragrance and Flavor Compliance Policy:** It is our priority that all fragrances and flavors used in our products comply with the legal requirements in the U.S., Canada and EU, all standards set by the International Fragrance Association and the Research Institute for Fragrance Materials, as well as applicable standards where the products are sold.

Additionally, guided by our chemical management strategy, our selection of ingredients in our fragrances and formulations is informed by the scientific evidence and guided by our focus on product safety.

Once a product is produced, inspections are performed to confirm compliance. Once products are on store shelves, we continue to monitor feedback from several sources, including our customers, the developing scientific information and new and updated regulations. We use this information to further improve performance and to continue to provide safe, high-quality products to our customers.

## REGULATORY COMPLIANCE

We list all our personal care products on the U.S. Food and Drug Administration (FDA) website in accordance with the Modernization of Cosmetics Regulation Act and adhere to the regulatory requirements for adverse event reporting and safety substantiation. In 2024, we initiated current Good Manufacturing Practices (GMP) compliance audits with key suppliers in preparation for upcoming regulations.



## ENGAGING CUSTOMERS ON PRODUCT QUESTIONS AND CONCERNS

We are committed to listening to our customers and soliciting their feedback on the ingredients they want to see, while never sacrificing the safety, quality and integrity of our products. Customers can provide their feedback, voice concerns about our products or ask questions about ingredients through our [Customer Care Center](#).

## ANIMAL TESTING

We are committed to eliminating animal testing worldwide and support efforts to develop and adopt non-animal testing methods and approaches to deliver safe products to consumers. Bath & Body Works does not test on animals; however, our suppliers may be required to test some ingredients to comply with regulatory mandates in certain markets.

We are an active supporter and a Science Advisory Panel member of the Institute for In Vitro Sciences (IIVS) — a nonprofit research and testing laboratory dedicated to the implementation and regulatory acceptance of non-animal methods — and we serve as a member of the Industry Council for the Advancement of Regulatory Acceptance of Alternatives.

Additionally, our technical experts are involved in innovative research and development to advance the acceptance and adoption of non-animal testing methods around the globe. As the global regulatory landscape changes, we will continue partnering with IIVS, government agencies and other industry leaders for animal welfare and the elimination of animal testing everywhere. To learn more about our product quality and safety management process, visit the [Product Quality and Safety](#) page of our corporate site.

# Ingredient and Product Transparency

We are committed to sharing clear, accessible and transparent information about the ingredients in our products.

## WHY IT MATTERS

Ingredient and product transparency can empower our customers to make more informed decisions about what products suit them and their families.

## 2024 PROGRESS

In 2024, we published the full ingredient lists for all products on [BathandBodyWorks.com](https://www.bathandbodyworks.com) and [BathandBodyWorks.ca](https://www.bathandbodyworks.ca).

*Sharing the full ingredient lists of our products on our U.S. and Canada websites allows our customers to make informed purchasing decisions and have a parallel experience to in-store shopping. Not only does this improve their experience and understanding of our products to make the best choices, it demonstrates our commitment to accessible and transparent ingredient information.*

– Mel Bandler, Sustainable Sourcing Manager



# Sustainable Sourcing

We are working to create lasting, positive impacts through sustainable sourcing practices.

## WHY IT MATTERS

Where our ingredients come from matters to us and our customers. Understanding the journey our ingredients take throughout our value chain helps us not only identify potential risks to our business but also uncovers the most meaningful opportunities to positively impact both the environment and the lives of the people in communities from where we source.

## OUR APPROACH

Using our sustainable sourcing risk assessment tool, we have gained a better understanding of the social and environmental implications of the materials used in the most critical areas of our business. Based on these insights, we have identified four priority ingredients that will be the initial focus of our sustainable sourcing program: palm oil, shea, vanilla and water.

In 2024, we continued to build and implement sustainability action plans for the priority ingredients identified in our 2023 ESG report — palm oil, vanilla and water — and kicked off a project to develop a comprehensive plan for shea. We continued to build organizational literacy, education and engagement through cross-functional sustainable sourcing workshops on our priority ingredients. We will use the learnings to build on our existing strategies and supply chain engagement.

As a fragrance-focused company, we also partnered with our fragrance houses to develop a baseline footprint for most of the natural fragrance ingredients used in our portfolio. We plan to use this data to identify synergies for sustainable partnerships in 2025 and beyond.

Another key area of focus of our sustainable sourcing work is sustainability data acquisition. With our supply chain partners, we are refining and deepening our product ingredient insights to increase the depth of understanding of our current sourcing footprint.



*The [sustainable sourcing] workshops changed my thinking about the priority ingredients we use — they are more nuanced and complex than I knew. I also learned about the people and craftsmanship behind each ingredient. This helps me think about ingredients through the lens of product development and make more informed decisions.*

— Katherine Zifer, Senior Merchant Soaps & Sanitizers Innovation





## PALM OIL

We are committed to sourcing 100% sustainable palm oil through the purchases of Certified Sustainable Palm Oil (CSPO) credits and [Roundtable on Sustainable Palm Oil \(RSPO\)](#) Mass Balance materials throughout our supply chain by 2030.

In 2024, we officially became a member of the RSPO, which further shows our commitment to uphold RSPO principles and criteria for palm sourcing. Additionally, as part of our sustainable palm oil road map, we engaged key suppliers to make them aware of our commitment and discuss how we can partner together to achieve it. Internally, we updated our Global Ingredients and Global Documentation policies for suppliers to align with our RSPO commitment.

### OUR PALM OIL FOOTPRINT

A majority of our palm oil footprint is made of palm derivatives, which is palm oil that is processed further and used in materials that are in some of our most iconic products — like our candles.

In calendar 2024, we used

**39,352** of which **23%**  
**METRIC TONS\*** **WAS MASS**  
**OF PALM OIL** **BALANCE CERTIFIED**  
 compared to 3.2% in 2023\*\*



\*Our palm oil footprint is based on calendar year 2024 data and was calculated using a formula that multiplied our product weight, by the unit sales, by the percentage of palm derivative ingredients in the applicable products; this included all products that contain a material that is confirmed or potentially palm derived and palm derivatives used in our fragrance oils. This footprint was informed by the North American Sustainable Palm Oil Network's open-source list of palm derivatives. We also reviewed primary source of feedstock information from our suppliers where appropriate.

\*\*Our annual palm footprint and amount of certified material we use is dynamic — driven mainly by product sales mix and new formula introductions or upgrades. We continuously work to better understand our use of priority ingredients, such as palm oil, through enhanced visibility and data. As we do, we will be transparent and revise any historical views, as needed.



## VANILLA

Vanilla is in many of our most loved fragrances.

Madagascar is the largest source of natural vanilla for Bath & Body Works and provides the majority of the world’s Vanilla Planifolia species. The country has rich biodiversity, but the impacts of natural catastrophes, such as droughts, and the poverty of the population pose a risk to vanilla farmers and others who work in the production of the commodity.

In 2024, we completed the first full year of our social impact partnership with the Givaudan Foundation to improve the living conditions of Madagascan vanilla farmers and contribute to the preservation of their natural resources.



Through the partnership and with funding from the Bath & Body Works Foundation, we are subsidizing 3,000 Madagascan-produced, energy-efficient cookstoves over three years for 3,000 farming households in the Sava region of Madagascar, which is where most of the natural vanilla in our products originates.\* The stoves will help reduce the money and time households spend collecting firewood and decrease smoke exposure from open cook fires within homes. In addition, the partnership is supporting the recruitment and training of local community members to serve as resellers of the stoves, creating jobs and additional income sources in the region.

### 2024 IMPACT

**1,000**  
ENERGY-EFFICIENT  
COOKSTOVES

delivered and distributed across

**15**  
VILLAGES  
against target of  
3,000 cookstoves

**4**  
RESELLER JOBS  
CREATED

**8**  
RESELLERS RECRUITED  
AND TRAINED

*Since I started using the improved [wood-burning] stove, I feel like I’m using a charcoal stove because it produces much less smoke than the traditional wood stoves I used before. Additionally, I no longer need to buy wood or cut down trees for cooking, as I can simply use small pieces of wood that have fallen to the ground.*



– Marinera Raso, Recipient of a cookstove



## WATER

Water is the number one ingredient in our product formulas,\*\* and we recognize the critical need to safeguard it. For more information on our water stewardship strategy, see [Brighter Places](#).



\*As of Feb. 1, 2025.

\*\*As a measure of water by weight as an ingredient (direct and indirect) in our products’ formulas.

### Social Compliance in Our Supply Chain

We partner with suppliers and factories with sound compliance track records and that share our core values.

Our suppliers must sign a sourcing agreement that requires that they comply with our policies and all applicable laws and regulations. The Bath & Body Works supplier compliance guidebook contains our [Supplier Code of Conduct](#) and compliance standards related to forced labor and human trafficking, as well as our [Conflict Minerals Policy](#), which states that we prohibit our suppliers from using conflict minerals.

Our efforts to prevent forced labor and human trafficking in our supply chain include conducting audits and engaging a third-party vendor to assist in supply chain mapping exercises that allow us to more fully understand the participants in our supply chain. If we determine that a supplier or factory is not in compliance, we partner with them to bring them into compliance. A supplier's failure to meet our requirements results in corrective action, which may include removing the supplier from our approved vendor list. We also provide training as needed to support understanding and compliance with our policies.

In addition to monitoring supplier social compliance, we engage with suppliers throughout the year on a diverse range of environmental and social impact topics.

For more information on supplier social assessments, please see the data table on page 74.



# Brighter Places

We believe in the power of fragrance and want to protect the planet that provides resources used to make fragrances and our products. We are continually working to reduce our carbon footprint and improve our packaging to make long-term positive changes for everyone's benefit.



## IN THIS SECTION

Climate Change and Carbon Emissions

Packaging and Plastics

Waste

Water

# Climate Change and Carbon Emissions

Addressing climate change is a priority for our business as we look to manage and address our environmental footprint.

## WHY IT MATTERS

The impact of climate change presents opportunities to make our operations more efficient but also poses risks to our business — including regulatory, market, technology and reputational risks and physical risks to our facilities and supply chain. Like other risks we face, our long-term success requires that we understand and effectively monitor, mitigate and manage climate risk throughout our value chain.



## OUR TARGETS

**Absolute Scope 1 and 2 Emissions:**

**50%**

**REDUCTION BY 2030**  
and, in alignment with a 1.5°C trajectory,

**63%**

**REDUCTION BY 2035**  
(compared to our 2022 base year)\*

**Absolute Scope 3 GHG Emissions:**

**63%**

**REDUCTION BY 2035**  
in alignment with a 1.5°C trajectory  
(compared to our 2022 base year)\*

*\*2022 base year aligns to calendar year 2022 (January 1, 2022 – December 31, 2022). In March 2025, Bath & Body Works submitted near-term science-based emissions reduction targets for Scope 1, Scope 2 and Scope 3 GHG emissions to the Science Based Targets Initiative (SBTi) for validation. Final review is still pending as of this report's publishing date.*

## 2024 PROGRESS

**19.7%**

**REDUCTION IN COMBINED SCOPE 1 AND 2 GHG EMISSIONS**  
(market-based) greenhouse gas (GHG) emissions per metric tons (MTs)

**36.9%**

**OF ELECTRICITY CONSUMPTION COVERED BY EMISSION-FREE OR RENEWABLE ENERGY CERTIFICATES (RECs)**



**Purchased our first-ever RECs**

## UNDERSTANDING OUR SCOPE 1, 2 AND 3 EMISSIONS (FOLLOWING THE GHG PROTOCOL)



**SCOPE 1:** Direct emissions (e.g., burning natural gas to heat our buildings)

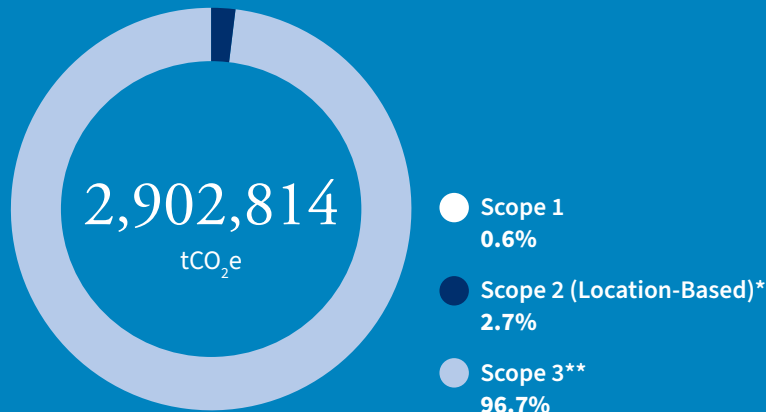


**SCOPE 2:** Indirect emissions from the electricity we use (electricity used in our owned and operated distribution and fulfillment centers, field stores and home offices)



**SCOPE 3:** All indirect GHG emissions from our value chain, including upstream and downstream activities (upstream activities like purchased goods and services and transportation and distribution; downstream activities like use of sold products and leased assets and franchises)

Our Scope 3 emissions make up the majority of our carbon footprint.



*Based on calendar year 2022. Data is not aligned with our SBTi baseline footprint, which allows for category exclusions. Additionally, we have updated the 2022 baseline for Scope 3 Category 14 – Franchises to reflect corrections to the underlying assumptions for this category. Hence, data deviates from our 2024 CDP submission. The data is accurately reflected here.*

*\*Reflects market-based Scope 2 data.*

*\*\*Reflects all applicable categories.*

## SETTING SCIENCE-BASED TARGETS

In 2024, we completed our 2022 Scope 3 emissions baseline assessment, which gave us full visibility into our carbon footprint. Through cross-functional workshops, we used this data and our Scope 1 and 2 baseline to identify the most meaningful opportunities to reduce our emissions and set our near-term (2035) science-based targets. Our Board of Directors approved our [targets](#), which we submitted to SBTi for validation in March 2025.

These targets\* are as follows:

- Bath & Body Works commits to reduce absolute scope 1 and 2 GHG emissions 63% by 2035 from a 2022 base year.
- Bath & Body Works commits to reduce absolute scope 3 GHG emissions 63% by 2035 from a 2022 base year.

## ACHIEVING OUR CLIMATE AMBITIONS

The Nominating & Governance Committee of our Board reviews and oversees our climate change strategy, actions and performance. Climate is a regular agenda item during committee meetings and periodically at meetings of the company's full Board of Directors.

**41.8%**  
**CATEGORY 1:**  
**PURCHASED GOODS & SERVICES**

**8.5%**  
**CATEGORY 4:**  
**UPSTREAM TRANSPORTATION & DISTRIBUTION**

**41.5%**  
**CATEGORY 11:**  
**USE OF SOLD PRODUCTS**  
 (includes indirect use phase)

**8.2%**  
**OTHER**

*\*2022 base year aligns to calendar year 2022 (January 1, 2022 – December 31, 2022). The review of our targets with SBTi is still pending as of this report's publishing date.*

## REDUCING SCOPE 3 EMISSIONS

Scope 3 emissions represent the greatest opportunity to reduce our climate impact. Within Scope 3, we are exploring opportunities in our biggest impact categories.

A key step in our efforts to lower our Scope 3 emissions is our commitment to source 100% sustainable palm oil through the purchases of RSPO Mass Balance materials and Certified Sustainable Palm Oil (CSPO) credits throughout our supply chain by 2030. See [Thoughtful Products](#) for more information.

To reduce emissions related to packaging, we are working with our partners to shift to lighter-weight materials and materials that include recycled content. See [Packaging and Plastics](#) for more information.

We continue to work closely with our logistics suppliers to maximize efficiency and reduce mileage. In 2024, we also moved the production of pulp trays from Massachusetts to Ohio to be closer to our fillers and brought the production of our ribbed reusable soap dispenser to the U.S.

Looking forward, we plan to encourage and support our suppliers in setting and meeting their own climate targets, and collecting more supplier-specific emission factors for impactful materials.

While we are proud of the progress we are making to better understand and manage our Scope 3 emissions, there is more hard work to do. We plan to continue our efforts to identify reduction opportunities related to raw materials, packaging and logistics. Beyond this, we aim to address emissions resulting from the burning of our candles and electricity used for our wallflower heaters by Bath & Body Works customers. We recognize that this will be much more complex to address and will likely require the purchase of high-quality carbon offsets. While long-term planning with respect to Scope 3 emissions is subject to significant uncertainty, we plan to follow net-zero guidance on the use of offsets.

## ADDRESSING SCOPE 1 AND SCOPE 2 EMISSIONS

Beyond Scope 3, we continue to identify and pursue opportunities to reduce our Scope 1 and 2 emissions through investments in energy efficiency initiatives and renewable energy.

We continually evaluate opportunities to operate our facilities, equipment and information technology (IT) infrastructure in more efficient, less energy-intensive ways. In 2024, we completed multiple energy efficient projects. Examples included:



To encourage our associates' use of lower-carbon vehicles, we offer electric vehicle (EV) charging stations in the parking lots of our central Ohio-based home office/distribution and fulfillment centers.

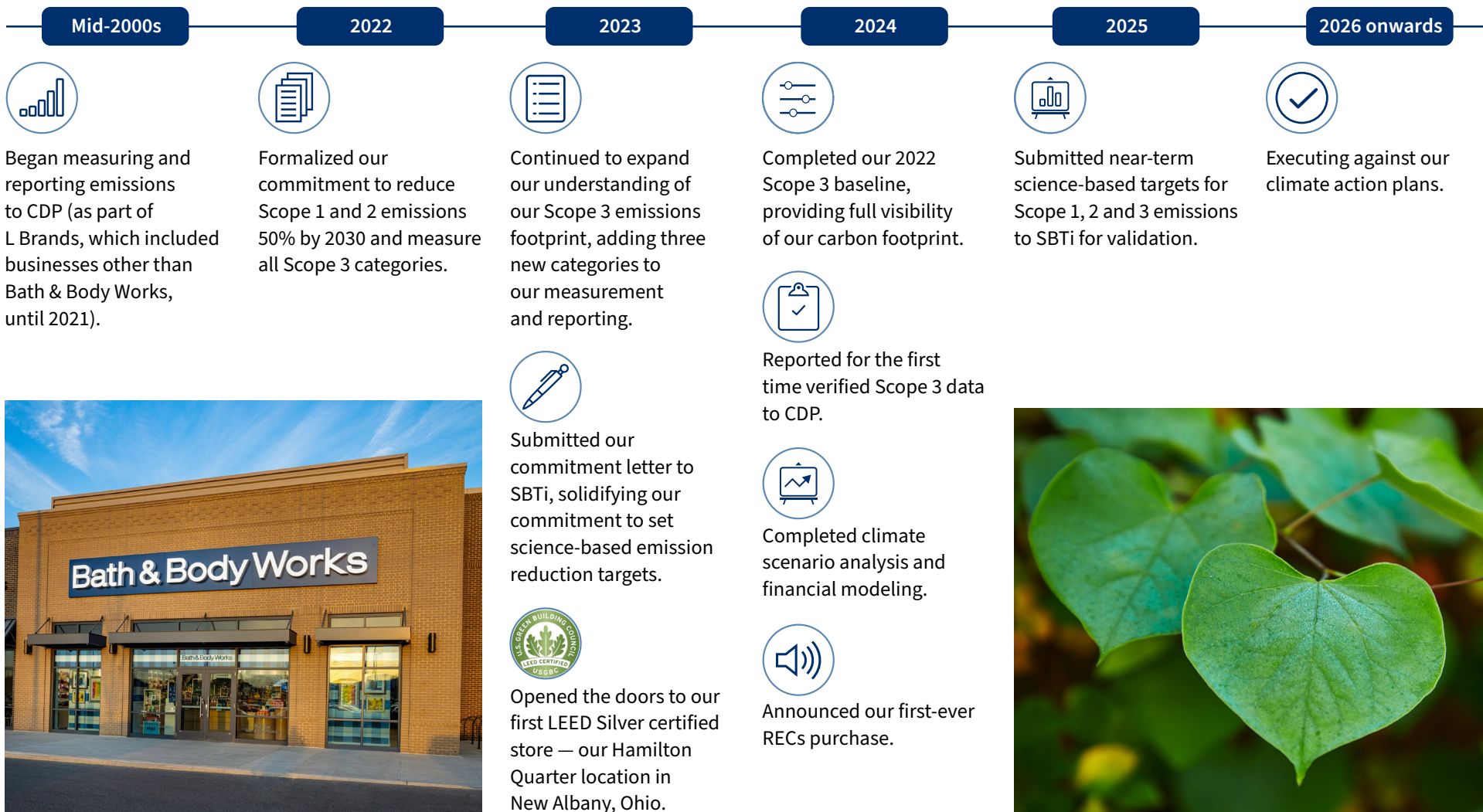
- Installing energy management systems that monitor and control HVAC and lighting remotely to allow better insights and management of energy efficiency.
- Upgrading pumps and chillers to more energy-efficient models.
- Implementing variable-frequency drives on equipment.
- Shutting down equipment when not in use, including production equipment, air conditioning and IT equipment.
- Fixing air leaks to help reduce load on air compressors.
- Using economizers on AC units during spring and fall.

We also incorporate sustainability elements following LEED-aligned criteria in constructing all new Bath & Body Works stores. In 2024, we completed construction of our new Taylor Square location in Reynoldsburg, Ohio which follows our new store design template and received LEED Gold Certification (one level higher from the Silver that we achieved last year at our Hamilton Quarter location in New Albany, Ohio). The learnings through the certification process will be applied as we construct new stores in 2025 and beyond.

Building on our renewable energy procurement strategy developed in 2023, in 2024, we completed our first-ever RECs purchase. Equal to 20,000 MWh, they will help offset our Scope 2 emissions by over 9,500 MT. Examples of projects we are supporting include the Fork Wind Project and the South Plains II Wind Farm, both onshore wind power projects in Texas able to generate a combined 474 MW.

For more information on our emissions and energy efforts, please see our data table on page [75-76](#).

## OUR CLIMATE ACTION JOURNEY



## ENGAGING OUR ASSOCIATES IN OUR ENVIRONMENTAL SUSTAINABILITY JOURNEY

To raise climate awareness and boost cross-functional engagement on sustainability, we invite associates to participate in Climate Fresk workshops. These sessions provide the fundamentals of climate science, an overview of our climate commitments and how associates can take action inside and outside of work. In 2024, we hosted at least one workshop per month and reached more than 140 associates.

We also introduced an ESG overview as part of new-hire orientation, which highlights our goals and ways that associates can get involved with a Climate Fresk workshop or Green Gingham, a dedicated group of associates who champion environmental projects.

*Volunteering to lead the pollinator garden project was a no-brainer for me. I loved having the opportunity to introduce an initiative that is important to my home life into my professional life. It was so rewarding to see the birds and insects enjoying the blooms of all our hard work.*



—Allyson Chlysta, Quality Engineer, who led the creation and implementation of the pollinator garden

One major Green Gingham initiative in 2024 was the creation of a pollinator garden at our distribution center campus in Columbus. More than 50 associates rolled up their sleeves to create the garden, which includes more than 40 native species of plants that require minimal maintenance and water. The garden has been certified as a pollinator and wildlife habitat by the National Wildlife Federation, Monarch Watch, Homegrown National Park and the Licking County Pollinator Pathway.



## UNDERSTANDING OUR CLIMATE RISKS AND OPPORTUNITIES

We have worked with a third party to define the future climate-related risks and opportunities most relevant to our company. Our methodology included physical risk screening, stakeholder engagement and scenario analysis in alignment with the recommendations of the Task Force for Climate-Related Financial Disclosures (TCFD). Physical risks were assessed across a "Business as Usual" scenario (SSP3-7.0) and a lower warming or "Sustainable" (SSP1-2.6) scenario. Transition risks were assessed against the IEA Stated Policy (STEPS) and Net Zero (NZE) scenarios. We are integrating the key risks below into our [Enterprise Risk Management](#) process and use them to inform our ongoing climate action efforts.

### Physical Risks

We identified extreme weather events, including storms, hurricanes and wildfires, as a key risk that may impact our stores and disrupt business at our operations and those of our suppliers. Chronic weather may also impact the availability or pricing of electricity for our stores, Beauty Park and storage facilities. Our analysis found that we are appropriately mitigated in the near term against such physical risks through our current risk and business continuity plans.

### Transition Risks and Opportunities

We also identified several transition risks, including:

- New regulations related to plastic, deforestation and other climate-related issues.
- Higher prices for raw materials, plastic and water.
- Reputational risks associated with consumer perceptions of product climate and sustainability features.

We identified several transition opportunities, including:

- Progress in decarbonizing our operations and those in our value chain may help reduce our exposure to future carbon taxes.
- Carbon-efficient packaging and ingredients may help mitigate some exposure to regulatory risks.
- Energy and water-efficient products may enhance our climate reputation.

Our efforts to mitigate transition risks and maximize opportunities include:

- Improving the sustainability profile of priority product ingredients, from source to use.
- Continuing efforts to use post-consumer recycled content (PCR) in plastic packaging and embracing circular packaging solutions to decrease the use of virgin plastic.

For more information, see our [2024 CDP submission](#).

# Packaging and Plastics

We're progressing along our journey to reimagine our product packaging, including increasing the amount of packaging that is recyclable, reusable or compostable and increasing our use of PCR.

*While the landscape is changing, this doesn't alter the work and investment we know we need to make in how we package our products. We remain committed to doing more and using less to reduce our environmental impact.*



– Chris Headings, VP Business Operations

## WHY IT MATTERS

Customers increasingly want products they can feel good about and that help them reduce their own environmental impact — especially around product packaging. For us as a business, reimaging and improving the environmental impact of our packaging not only helps us support our customers as they make environmental impact-based purchasing decisions, but it is also impactful to our overall Scope 3 emissions and achieving our science-based emission reduction targets (see page 53). Upcoming regulations like Extended Producer Responsibility also pose reputational and business risks if not properly prepared for and addressed.

## OUR APPROACH

We start where we have direct control — the packaging materials we use. In designing product packaging, we thoughtfully and intentionally analyze and balance the environmental and safety impacts of materials and how they're made, transported, used and disposed of.

In 2024, we developed Sustainability Design Guides for Packaging. Leveraging the [Association of Plastic Recyclers Design Guides](#), the guide will serve as a resource to educate and inform upstream retail and design partners as well as influence marketing and design decisions. Whether developing packaging for a new product or updating packaging for an existing product line, once the guides are fully rolled out, our designers can use them to support our sustainability objectives. This includes opportunities to explore recyclability and efforts to reduce contamination in recycling streams so that materials can be reused to develop more sustainable product offerings.

We are also committed to the sustainable sourcing of paper and other forest product supplies, such as cardboard. In line with our [Forest Products Procurement Policy](#), we endeavor to avoid products that contribute to deforestation or human rights abuses.

## 2024 HIGHLIGHTS



**Validated the use of “wash-away” label adhesives that allow labels to more easily be separated from our product packaging at plastics reclamation facilities. This can improve the recyclability rate of our packaging and the quality of the recovered plastic so that it can be used for new products. In 2025, we plan to begin implementing these labels on qualified product forms.**



**Integrated perforation to shrink labels\* on our 100% PCR hand soap bottles, making labels easier to remove before disposal.**



**Updated our hand sanitizer spray to a 100% PCR bottle.**



**Reduced the amount of packaging in certain gifting and accessories purchased online by eliminating repackaging between fulfillment and customer delivery.**



**Shifted some gift set inserts from plastic to paperboard inserts.**

*\*Not all of our hand soap bottles have shrink labels.*

## EVOLVING REGULATORY LANDSCAPE

As we continue to make progress, we do so amidst a rapidly shifting and fragmented regulatory landscape at a state and country level. This includes evolving definitions of what is recyclable — for example, the “technical” recyclability rate of our plastic packaging portfolio versus the “actual” recyclability rate. This is coupled with ongoing challenges in collection and recycling systems globally.

In this environment, designing our packaging for recycling is only the first step. There also needs to be systems in place to recycle it, in practice and at scale, and standardization in regulatory definitions.

These challenges are not unique to Bath & Body Works and we recognize the importance of collaborating with local and global partners to explore new collection models and improve existing ones, invest in local infrastructure and engage with policymakers. As we do, we are re-evaluating our packaging recyclability data and how it aligns with shifting expectations. Additionally, we continue to implement data collection systems, processes and capabilities to meet or exceed current and upcoming Extended Producer Responsibility regulations.



In 2024, our foaming hand soap carton refills diverted

**2.8M+**  
POUNDS OF PLASTIC  
from traditional, single-use  
packaging methods

Featured in a recyclable carton, they provide up to

**3.6**  
REFILLS  
for empty hand soap bottles

## REDESIGNING A BATH & BODY WORKS FAVORITE

Our wallflower bulbs fill rooms with always-on fragrance. Consisting of a decorative plug-in and a refillable fragrance bulb, they are a customer favorite.

In 2024, realizing the product's packaging hadn't changed in several years, a cross-functional team of Bath & Body Works engineers, distributors and packaging experts analyzed opportunities for improvement. Within the individual bulb packs, they identified unneeded space between the top of the bulb and the packaging. While this had been important in the initial design to protect the bulb, they felt there could be another option using new materials. The analysis also triggered ideas to replace single-use plastic packaging.

This set off an effort involving teams from across the company and our external partners to develop and test multiple options before settling on the final packaging.

### The Result

- **Optimizing packaging:** Once the team realized there was excess space in the Wallflower single bulb cases, they reconfigured the packaging to use less paperboard. This increased the number of bulbs that could be included in the boxes we ship to our stores from 24 to 36. This, in turn, reduced the total number of boxes we need to ship to stores.

*Working on a project like this feels like solving a complex puzzle where every piece fits perfectly. The satisfaction comes from knowing that our resources are used more effectively.*

– Justin Browne, Senior Packaging Engineer



*It's incredibly fulfilling to see a product that was normally discarded now having the opportunity to be recycled and put back into the ecosystem of paper.*

– Heather Mastny, VP Packaging Engineering



- **Replacing single-use plastic:** When the project started, Wallflower heaters included a wrap label and a plug cover both made of virgin plastic and discarded after purchase. The team replaced these components with paperboard, combining the label wrap and plug cover. The team also replaced the outer plastic carton and tray used for two-pack Wallflower bulbs with paperboard containing 30% PCR. Not only did this eliminate plastic, it reduced the overall size of the packs, allowing more bulbs to be shipped per pallet.

### Looking ahead

Due to their success, the team is looking for more opportunities across the business to reduce packaging and shift from single-use plastic to paperboard.



# Waste\*

As we work toward a brighter and happier planet, we are committed to responsible waste management in our direct operations and throughout our supply chain.

## 2024 PROGRESS

**79,000+**  
TONS OF WASTE DIVERTED FROM LANDFILLS

### WHY IT MATTERS

Waste reduction and management play a key role in building a sustainable future. Reducing waste conserves raw materials and energy, which helps us reach our climate targets. Effective waste management also helps protect resources for the future and can decrease disposal costs and regulatory risk.

### OUR APPROACH

Our environmental, health and safety team and ESG team, in partnership with our facilities, store design and construction and procurement teams, work to ensure that day-to-day waste and recycling comply with federal, state and local regulations. We follow strict standard operating procedures and policies for waste management to ensure safe and compliant recycling, transport and disposal.

We evaluate opportunities to reduce, reuse, recycle and compost waste whenever possible, prioritizing source reduction as the preferred method. This includes waste generated by our operations in offices, distribution and fulfillment centers and stores, as well as company-owned inventory (e.g., packaging components) at third-party vendors when and where it requires disposal.

We also look for opportunities to use fewer materials and less packaging, use more sustainable materials, including recyclable or recycled materials, and advance sustainable end-of-life options, such as reuse.

*\*Waste and recycling/reuse data is based on fiscal 2024 information from contracted waste and recycling vendors of Bath & Body Works. As part of our environmental commitments, we are continuing to further advance the collection of this data. In the interim, some waste and recycling services are not included, and this data has not been audited. Additionally, it includes estimated data for stores where we do not have visibility into waste bills.*



## DIVERTING UNSOLD PRODUCTS FROM LANDFILL

In the retail sector, products that can no longer be sold to customers are a leading source of waste. At Bath & Body Works, we have innovative recycling programs in place that help evaluate these materials for reuse and recycling feasibility. Through our partnerships with external recycling partners, we work to help give a second life to some of our products, including soaps and surfactants, ethanol-containing products, aerosols and fragrance oils — all of which can be used for other products and purposes.

We also give associates the chance to buy surplus products at heavy discounts. Through our annual sample sale, for example, we sold nearly 5,700 boxes filled with over 399,000 units of product in 2024.

Another way we keep unsold products out of landfills is by donating them to nonprofit organizations that serve people in need. Since early 2023, we have worked with [Good360](#) to find donation outlets across our various markets for marked-out-of-stock products (products unable to be sold to customers, e.g., end-of-season products). In 2024, we scaled up our partnership with Good360 from a pilot program to a chainwide initiative across the U.S. and Canada with our stores and distribution and fulfillment centers donating over 1.4 million units of marked-out-of-stock product.

Learn about how our [Community Relations & Philanthropy](#) team is working with Good360 to support natural disaster recovery efforts and charitable 501(c)(3) organizations through product donations.

Nearly  
**5,700**  
 BOXES  
 filled with over  
**399,000**  
 UNITS OF PRODUCT  
 sold at our 2024 annual sample sale

## HAZARDOUS WASTE

It is our policy to evaluate all materials we produce to determine if they fall within the criteria of hazardous waste. If an item is no longer able to be sold, we first explore options to donate/recycle/reuse it. If that is not possible, and the item is a fully regulated hazardous waste, we contract with licensed hazardous waste transportation and disposal companies for disposal. We strive to follow all federal, state and local regulations for generators of hazardous wastes, including, but not limited to, registration, permitting, identification, packaging, documentation, reporting and training for the proper management of hazardous wastes.

Most of our sites that generate hazardous wastes are considered Very Small Quantity Generators (VSQG), with a few classified as Small Quantity Generators in states such as California where the VSQG designation does not exist. We hold biweekly meetings with our hazardous waste management contractor to ensure services are conducted according to the contract and resolve any issues.

For more information on our waste efforts, please see our data table on page 76.



# Water

As part of our natural resource conservation efforts, we aim to preserve one of the planet’s most precious resources: water.

## WHY IT MATTERS

Globally, sufficient volumes of good-quality water for business operations are becoming increasingly scarce, while extreme weather events such as flooding are also increasing. Proactively addressing water risks brings opportunity and innovation to our business and the communities in which we operate.

## OUR APPROACH

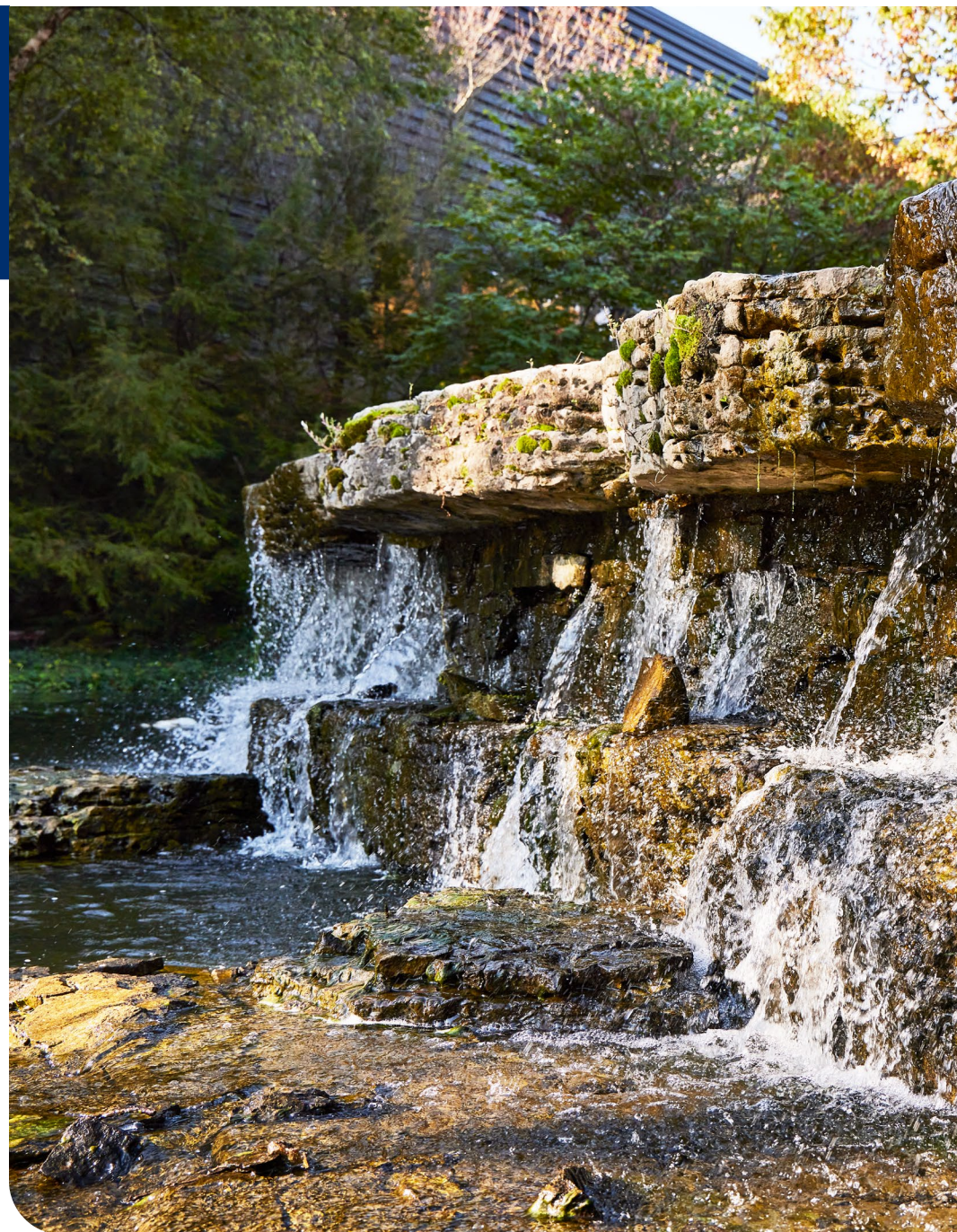
While we use water in our field stores and home offices (in bathrooms, demonstration sinks, kitchens, chillers, etc.), our greatest use of water is as an ingredient in our products.

Our most recent water stress assessment using the World Resource Institute’s Aqueduct tool found that the majority of our direct and ingredient water use is in and around Columbus, the water basins of which are considered Medium to High Baseline Water Stress. While our central business functions are not located in a water-scarce part of the country, some of our stores and fillers are.

*Through our sustainable sourcing risk assessment tool, we have identified water as one of our priority ingredients.*

In 2024, we applied the learnings from our 2023 baseline assessment of our direct water footprint to inform our water strategy. As we move forward, we will focus our efforts in two areas:

- Water stewardship with a specific focus on replenishment of water resources.
- Increasing water efficiency through supplier engagement and alternative sourcing strategies.



## PRESERVING THE HEALTH OF OHIO WATERS

In 2024, we joined other private sector partners and The Nature Conservancy (TNC) to launch a collaboration to reduce the pollution of lakes and restore streams in Central Ohio.

Bath & Body Works,\* Amazon Web Services, Google and Ryan Companies US, Inc. are providing a combined \$1.2 million for the project, which is expected to divert runoff from more than 700 acres of mostly farm fields through a restored wetland. The project aims to filter and store runoff before it flows into nearby lakes by using the restored wetland to naturally filter out the overabundance of nitrogen, phosphorus and sediment.

The Ohio Department of Agriculture estimates the project has the potential to remove more than 6,000 pounds of nitrogen and 315 pounds of phosphorous each year, preventing it from being delivered into local lakes and helping to preserve the health of Ohio waters.

We also became a member of the [Ohio Water Partnership](#) to support improved water quality policy in the state.

*With rapid growth and climate change stressing water resources in Central Ohio, safeguarding nature and forging resilience in our natural systems is critical for our planet and people. Bath & Body Works is supporting some of our most important conservation priorities in Ohio, which can help ensure water resources continue to be available for nature, residents and businesses for generations to come.*



– Chad Duplain, Director of Corporate Relations, Midwest,  
The Nature Conservancy

\*Funding from the Bath & Body Works Foundation.



For more information on our water use, please see our data table on page [76](#).

# Governance

Operating a responsible business with integrity and a long-term mindset is fundamental to earning and maintaining the trust of our customers, partners, employees and other stakeholders. Our commitment to integrity and compliance starts at the top with our Board of Directors and is woven through our organization with robust governance practices, policies, performance management systems, training, ongoing monitoring and remediation.



## IN THIS SECTION

- Corporate Governance
- Enterprise Risk Management
- Global Ethics and Compliance
- Data Privacy and Cybersecurity

# Corporate Governance

We have a long-standing commitment to strong corporate governance.



Recognized for the second consecutive year as one of the Top 250 Best-Managed Companies by the Wall Street Journal

## WHY IT'S IMPORTANT

Effective corporate governance is critical for our long-term performance. It promotes the long-term interests of our shareholders, strengthens Board and management accountability and helps build stakeholder trust in the company.

## OUR APPROACH

Our Board of Directors (Board) consists of highly qualified leaders in their respective fields, elected annually by a majority of our stockholders. Our Board is highly independent and reflects an optimal structure and composition with the right mix of expertise, backgrounds and tenures for the effective performance of its oversight function. Only independent Board members serve on our standing committees: Audit, Human Capital and Compensation and Nominating and Governance.

The Board oversees the company's strategy, capital structure (including capital allocation), risk management, financial and other controls, legal and regulatory, ethics and compliance, technology, cybersecurity, data security, culture and sustainability matters. It oversees our corporate governance framework as part of its risk oversight function. The Board regularly reviews the company's major governance documents, policies and processes in the context of current governance trends, recognized best practices and legal and regulatory changes.

Our Board is guided by our Corporate Governance Principles and bound by our Code of Conduct. Board committee charters, governance documents and governance policies can be viewed on the [Committee Charters & Governance Materials](#) page on our corporate site.

See our [2025 Proxy Statement](#) for more information on our Board and Board governance.



# Enterprise Risk Management

Through our Enterprise Risk Management (ERM) strategic risk framework, we identify, review and manage our most significant risks.

## WHY IT'S IMPORTANT

ERM is critical to align risk management with our strategic objectives, ensuring organizational resilience and fostering sustainable growth. By adopting a robust approach, our ERM program enables us to anticipate challenges, make informed decisions and seize opportunities while safeguarding against potential threats.

## OUR APPROACH

We conduct an enterprise-wide risk assessment process annually through surveys and meetings with senior leaders. We update the Audit Committee of the Board of Directors at least semiannually, and additionally as needed, on our strategic risks and mitigation plans. We also provide an annual update to the full Board.

Within our business, function-specific risk councils and committees are responsible for:

- Identifying key risks within their business function and escalating them to management.
- Assisting with risk monitoring and auditing, risk control and risk management action plans.
- Performing “deep-dive” risk assessments as needed.
- Creating and maintaining a culture of risk awareness.

Sustainability is one of the key areas within our ERM strategic risk framework that we monitor closely, including risks posed by climate change and social impact topics.

For more information, see our [Form 10-K](#).



# Global Ethics and Compliance

We are committed to living by our values, doing what’s right and acting with integrity everywhere we do business regardless of the circumstances.

## WHY IT’S IMPORTANT

Acting ethically and with integrity is essential to how we make decisions and interact effectively with one another to achieve our purpose and operate as a business.

## OUR APPROACH

Our senior-level Ethics and Compliance Committee oversees compliance within the company and sets the tone for our standards and expectations. On an operational basis, our global ethics and compliance team is responsible for implementing our Ethics and Compliance program and monitoring adherence.

We articulate our expectations and guidelines for responsible business conduct in our [Code of Conduct](#), which applies to all part- and full-time associates at all levels, our Board of Directors and our business partners. Specifically, the “How We Do Business” section sets forth our commitments related to “Partnering with Responsible Suppliers,” “Environmental Responsibility,” “Global Trade” and “Money Laundering.”

All associates (both full-time and part-time) receive training and certify compliance with the Code of Conduct and other applicable policies, including our Anti-Harassment and Antitrust policies, annually. In 2024, we also asked full-time associates in our headquarters office, senior sales leaders in our stores and supervisors in our distribution and fulfillment centers to complete a conflict-of-interest disclosure survey.

In addition to our Code of Conduct, we expect our associates to abide by our [Antitrust Policy](#), [Global Anti-Corruption Compliance Policy](#) and [Anti-Corruption Guidelines](#). We work closely with business partners to integrate compliance



practices into our business processes, and we provide supplemental training to associates periodically to reinforce compliance commitments and best practices. We also communicate expectations and obligations to our suppliers.

## REPORTING CONCERNS

We encourage our associates to report concerns, ask questions and seek advice and guidance through multiple avenues. This includes their managers, human resources, the global ethics and compliance team, legal or via the [Ethics Hotline](#). The Hotline includes web and telephone options operated by an independent third party with translation services available. It allows associates to report concerns anonymously (where permitted by law).

We promptly review and follow up on reports to the Ethics Hotline and to our global ethics and compliance team. Reports are tracked in a centralized management

system and shared only with departments that need to know. In addition, we follow specific protocols for reports of alleged misconduct concerning sexual harassment (including hostile working environments), discrimination or retaliation.

We enforce our strict [policy](#) prohibiting retaliation against anyone who raises a concern in good faith or participates in the investigative process.

## SUPPLY CHAIN STANDARDS

All Bath & Body Works suppliers must sign a sourcing agreement that requires that they comply with our policies as outlined in our [Supplier Code of Conduct](#). Our Product and Sourcing Risk Council, composed of cross-functional executive leadership, meets quarterly to discuss core business, sourcing and purchasing practices, applicable global regulations related to regions we serve, sustainability risks and opportunities and to review and update, as needed, supply chain policies.

### PUBLIC POLICY ADVOCACY AND LOBBYING

Bath & Body Works engages with government agencies and officials to foster dialogue on policy matters that impact our company’s business objectives. We are committed to ensuring our public policy engagement meets high ethical standards, is aligned with our corporate interests and values and is conducted in full compliance with applicable laws and corporate policies.

To learn more, see:

[Bath & Body Works Transparency Statement Regarding Political Contributions and Trade Association Memberships](#)

Learn more about Social Compliance on page 50 of this report.



# Data Privacy and Cybersecurity

We are vigilant in protecting our internal systems and the security of our associates, customer and supplier data.

## WHY IT'S IMPORTANT

The people we conduct business with trust us with their information and we work to ensure that our information practices are compliant and meet customer expectations.

## OUR APPROACH

We maintain data privacy and cybersecurity programs with technical and organizational safeguards designed to:

- Comply with laws and industry standards
- Identify, assess, manage and mitigate privacy and cybersecurity risks
- Respond to cybersecurity threats, including threats associated with the use of third-party systems
- Respond to cybersecurity incidents

Our Privacy and Cybersecurity teams apply governance and risk-management frameworks to assess and manage data security and privacy risks. The company's Executive Council and Audit Committee of our Board of Directors regularly review our cybersecurity and privacy practices and our Artificial Intelligence (AI) Governance Committee\* provides programmatic oversight of emerging AI risks.

## DATA PRIVACY

Our Chief Privacy Officer, with the support of our Privacy team, is responsible for maintaining privacy compliance including maintaining policies and controls. This includes monitoring emerging laws and helping to ensure compliance with privacy laws, including requirements related to consumer data rights (e.g., access,



deletion, correction transparency and opt-out). Not only does this help protect the personal information we collect, but it also provides customers with more transparency, control and choice over how their data is used.

The Privacy team also assesses third-party data practices, works with our legal contracts and procurement teams to maintain appropriate contractual safeguards, and collaborates with internal business teams to build compliance controls, as necessary.

*Learn more in our [Privacy Policy](#).*

\*Established to provide governance and oversight of our AI strategy, implementation and use. It includes leaders from our Legal, IT, Data Analytics, Communications and other teams.

## CYBERSECURITY

Our Chief Information Security Officer is responsible for implementing our Enterprise Cybersecurity Program in accordance with our cybersecurity policies, standards and controls. Our program is designed to protect our systems through preventative and detective technological controls. We have aligned our program with external frameworks including the National Institute of Standards and Technology's Cybersecurity Framework and the Unified Compliance Framework.

Our Cybersecurity team assesses third-party cybersecurity controls and works with the legal and procurement teams to help ensure that contract language includes appropriate organizational and technical safeguards. It also takes a risk-based approach to manage hardware and software to minimize the need for emergency remediation. We conduct ongoing training for our associates and contractors on security and privacy awareness and role-based training to address specific risks, including how to identify and report email phishing threats. We also host an annual cyberfest campaign during Cybersecurity Awareness month.

Our Cybersecurity and Privacy teams jointly maintain an incident-response readiness plan and program. We periodically conduct "tabletop" exercises with cross sections of our business, including senior management. These exercises simulate real-life cybersecurity incident scenarios to test our incident-response protocols, highlight potential areas for improvements and help ensure overall readiness. Assessments of our cybersecurity risk management processes are conducted periodically to test the effectiveness of controls designed to prevent and respond to cyber attacks at different levels within Bath & Body Works.

To learn more, visit the privacy and security page of [bathandbodyworks.com](https://bathandbodyworks.com).



# Appendix

We are proud to publish our company's third annual Sustainability and Impact Report as a continued step in our journey to share how we are approaching and managing sustainability. We are committed to sustainability reporting on an annual basis and look forward to sharing subsequent reports. Any questions related to this report and its content should be sent to [ESG@bbw.com](mailto:ESG@bbw.com).



## REPORT SCOPE

This report covers information on environmental, social and governance (ESG) activities in our North America operations in the U.S. and Canada, which accounted for approximately 96% of our net sales during fiscal year 2024 (Feb. 4, 2024 – Feb. 1, 2025) unless otherwise noted.

## DATA SUMMARY

METRIC		2024	2023
<i>Engaged People</i>			
Health & Safety	Workers covered by an occupational health and safety management system (%)	100	100
	<b>Work-Related Injuries (for all associates)</b>		
	Fatalities as a result of work-related injuries (#)	0	0
	Rate of fatalities as a result of work-related injuries	0	0
	High-consequence work-related injuries (excluding fatalities) (DART) (#)	411	379
	Rate of high-consequence work-related injuries (DART) (excluding fatalities)	2.0	1.9
	Recordable work-related injuries (#):		
	Distribution and fulfillment centers	70	80
	Stores	510	772
	Rate of recordable work-related injuries:		
	Distribution and fulfillment centers	4.9	4.9
	Stores	2.7	4.1
	Number of hours worked:		
	Distribution and fulfillment centers	2.8M	3.2M
	Stores	37.9M	37.5M
	<b>Work-Related Injuries (for all non-associates but whose work and/or workplace is controlled by the organization)</b>		
	Fatalities as a result of work-related injuries (#)	0	0
	Rate of fatalities as a result of work-related injuries	0	0
	High-consequence work-related injuries (excluding fatalities) (DART) (#)	2	2
	Rate of high-consequence work-related injuries (DART) (excluding fatalities)	6.4	6
	Recordable work-related injuries (#)	2	2
	Rate of recordable work-related injuries	6.4	6
Number of hours worked	~62,400	~66,600	

METRIC		2024	2023
<i>Thoughtful Products</i>			
Sustainable Sourcing	<b>Raw materials</b>		
	Palm Oil:		
	Used (thousands) (MTs)	39,352	46,041
	Sourced certified mass balanced (%)	23%	3.2%
	<b>Supplier Social Assessments</b>		
	Suppliers assessed for social impacts (#)	127	73
	Suppliers identified as having significant actual and potential negative social impacts	3	3
	Suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment (%)	2.4%	2.7%
	Suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a results of assessment	0	1.4
	Operations and suppliers at significant risk for incidents of forced labor or compulsory labor	0	0
	Operations and suppliers at significant risk for incidents of child labor	0	0
	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	0	0

METRIC		2024	2023
<i>Brighter Places</i>			
Climate Change and Carbon Emissions	Direct (Scope 1) GHG emissions (MT CO <sub>2</sub> e)	17,164	17,599
	Energy indirect (Scope 2) GHG emissions:		
	Location-Based (MT CO <sub>2</sub> e)	75,108	83,823
	Market-Based (MT CO <sub>2</sub> e)	44,329	59,340
	GHG Emissions Intensity – Scope 1 and 2:		
	Location-Based (MT CO <sub>2</sub> e)	0.000012628	0.000013652
	Market-Based (MT CO <sub>2</sub> e)	0.00008416	0.000010357
	Scope 3 emissions:		
	Category 1 – Purchased Goods and Services	N/A*	1,067,702
	Category 2 – Capital Goods	N/A*	53,357
	Category 3 – Fuel and Energy Activities	N/A*	17,810
	Category 4 – Upstream Transportation and Distribution	N/A*	223,174
	Category 5 – Waste	N/A*	61,804
	Category 6 – Business Travel**	N/A*	2,105
	Category 7 – Employee Commute	N/A*	23,423
	Category 8 – Upstream Leased Assets	N/A*	5,934
	Category 9 – Downstream Transportation and Distribution	N/A*	22,706
	Category 11 – Use of Sold Products***	N/A*	1,231,821
Category 12 – End of Life Treatment of Sold Products	N/A*	18,779	
Category 13 – Downstream Leased Assets	N/A*	3,180	
Category 14 – Franchises	N/A*	9,161****	

\*2024 Scope 3 data to be reported at a later date.

\*\*Data is not aligned with our SBTi footprint, which excludes hotel stays.

\*\*\*Data is not aligned with our SBTi footprint, which excludes indirect use phase.

\*\*\*\*We have updated the 2023 figure for Scope 3 Category 14 – Franchises to reflect corrections to the underlying assumptions for this category. Hence, data deviates from our 2024 CDP submission. The data is accurately reflected here.

	METRIC	2024	2023
Climate Change and Carbon Emissions <i>(continued)</i>	Total energy consumed within the organization further broken down from natural gas, from electricity and from other sources (jet fuel, diesel, from district heating/cooling, etc.)	<b>Total: 1,014,612 GJ</b> Breakdown: Gasoline: 21,837 GJ Jet fuel: 25,434 GJ Diesel: 52,637 GJ Natural Gas: 153,023 GJ* Propane: 234 GJ Electricity: 761,447 GJ*	<b>Total: 1,030,293 GJ</b> Breakdown: N/A
	Energy use by source, renewable and non-renewable	Grid electricity: 75% Renewable: 7% Non-renewable: 92% Renewable electricity: 9%	Grid electricity: 74% Renewable: 0% Non-renewable: N/A Renewable electricity: N/A
	Percentage of operational spend on energy; budget allocated to energy efficiency measures	<b>0.65%</b>	N/A
Waste	Waste to landfill (tons)	<b>117,646</b>	103,150
	Waste to incineration for energy recovery (tons)	<b>1,152</b>	300
	Corrugate recycled (tons)	<b>73,990</b>	69,850
	Other materials recycled or reused (tons)	<b>2,670</b>	2,920
	Products donated through Good360 MOS project	<b>1.3M+</b>	400,000
Water	Total water withdrawals (megaliters/year)***	<b>214.77</b>	195.73
	Total water consumption (megaliters/year)****	<b>N/A**</b>	75.93
	Water withdrawn from areas with water stress (megaliters)*****	<b>45.78</b>	41.6
	Percentage of total withdrawals that are withdrawn from areas with water stress*****	<b>21.32%</b>	21.25%
	Total water withdrawals by source:		
	Surface water	<b>N/A</b>	N/A
	Ground water	<b>N/A</b>	N/A
Third-party sources***	<b>214.77</b>	195.73	

\*Data includes estimates for stores where we are not direct-billed.

\*\*Select 2024 water data to be reported at a later date.

\*\*\*This includes only water used in stores, distribution and fulfillment centers and offices.

\*\*\*\*This includes only water used as an ingredient in our products.

\*\*\*\*\*This includes only water used in stores, distribution and fulfillment centers and offices. Baseline water stress classified as High or Extremely High using Aqeduct 4.0.

## SUSTAINABILITY FRAMEWORK AND STANDARDS ALIGNMENT

In an ever-evolving sustainability reporting landscape, we remain committed to aligning our sustainability disclosure and reporting to industry-leading frameworks and standards. This report references the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) Standards and the Task Force on Climate-Related Financial Disclosure (TCFD). The indexes below address what disclosures are referenced within this report and in publicly available documents at this time. We plan to re-evaluate and align our sustainability reporting and disclosures to emerging sustainability frameworks and standards, including the International Sustainability Standards Board (ISSB) IFRS Sustainability Disclosure Standards, in future reports.

### GRI Content Index

<b>Statement of Use</b>	Bath & Body Works, Inc. has reported the information cited in this GRI content index for the period Feb. 4, 2024 – Feb. 1, 2025, with reference to the GRI Standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures</b>		
GRI 2: General Disclosures 2021	<b>Disclosure 2-1</b> Organizational details	Direct Response: Bath & Body Works, Inc. (NYSE: BBWI) Welcome to Bath & Body Works; page 5
	<b>Disclosure 2-2</b> Entities included in the organization’s sustainability reporting	About This Report; page 2
	<b>Disclosure 2-3</b> Reporting period, frequency and contact point	Appendix; page 72
	<b>Disclosure 2-4</b> Restatements of information	Direct Response: We have corrected the 2023 energy intensity figure and the baseline/2023 figures for Scope 3 Category 14 – Franchises as indicated on pages 53, 75 and 81.
	<b>Disclosure 2-5</b> External assurance	Appendix, External Assurance; page 96
	<b>Disclosure 2-6</b> Activities, value chain and other business relationships	Welcome to Bath & Body Works; page 5 Direct Response: <ul style="list-style-type: none"> <li>• Number of third-party manufacturing facilities: 211</li> <li>• Estimated number of Tier 1 suppliers as of Feb. 1, 2025 (Note: “Tier 1 suppliers” refers to finished good manufacturers including fillers, wallflower heaters, decor items, accessories, etc.): 82</li> <li>• Estimated number of Tier 2 suppliers as of Feb. 1, 2025 (Note: “Tier 2 suppliers” refers to components and fragrance oils): 129</li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (continued)	<b>Disclosure 2-7</b> Employees	Engaged People, Engagement and Belonging; pages 29–32 <ul style="list-style-type: none"> <li>• Direct Response: We have made our EEO-1 Component Report public. The most recent report is available to be viewed on our corporate website at <a href="https://investors.bbwinc.com/governance/committee-charters-governance-materials">https://investors.bbwinc.com/governance/committee-charters-governance-materials</a>.</li> </ul>
	<b>Disclosure 2-8</b> Workers who are not employees	Direct Response: Workers who are not employees include some corporate office and distribution and fulfillment center positions. These positions constitute 8% of our workforce at home office and 11% of our workforce at our distribution and fulfillment centers.
	<b>Disclosure 2-9</b> Governance structure and composition	Governance, Corporate Governance; page 66  Updates on Our Sustainability Journey, Sustainability Governance; page 14  <a href="#">2025 Proxy Statement</a> ; pages 4–24
	<b>Disclosure 2-10</b> Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> ; pages 4–22
	<b>Disclosure 2-11</b> Chair of the highest governance body	<a href="http://bbwinc.com">bbwinc.com</a> (Investors, Governance)
	<b>Disclosure 2-12</b> Role of the highest governance body in overseeing the management of impacts	Governance, Corporate Governance; page 66  Updates on Our Sustainability Journey, Sustainability Governance; page 14  <a href="#">2025 Proxy Statement</a> ; pages 18, 20–24
	<b>Disclosure 2-13</b> Delegation of responsibility for managing impacts	Governance, Corporate Governance; page 66  Updates on Our Sustainability Journey, Sustainability Governance; page 14  <a href="#">2025 Proxy Statement</a> ; pages 20–23
	<b>Disclosure 2-14</b> Role of the highest governance body in sustainability reporting	Direct Response: Following our Sustainability governance structure, the Executive Council and Board reviewed and approved this Sustainability and Impact Report.
	<b>Disclosure 2-15</b> Conflicts of interest	Direct Response: Our Global Ethics & Compliance Department is part of our Legal Team and is responsible for overseeing associate and director compliance with applicable company policies, including our Conflicts of Interest Policy. The Audit Committee of the Board regularly receives reports related to the Compliance function.
<b>Disclosure 2-16</b> Communication of critical concerns	Governance, Global Ethics and Compliance; pages 68–69  <a href="#">2025 Proxy Statement</a> ; pages 20–24	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (continued)	<b>Disclosure 2-17</b> Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a> ; pages 3–16
	<b>Disclosure 2-18</b> Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> ; page 22
	<b>Disclosure 2-19</b> Remuneration policies	<a href="#">2025 Proxy Statement</a> ; pages 32–53
	<b>Disclosure 2-20</b> Process to determine remuneration	<a href="#">2025 Proxy Statement</a> ; pages 32–63
	<b>Disclosure 2-21</b> Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> ; page 58
	<b>Disclosure 2-22</b> Statement on sustainable development strategy	Leadership Letters; pages 3 and 9
	<b>Disclosure 2-23</b> Policy commitments	Direct Response: The policies we follow for responsible business conduct are included throughout this Sustainability and Impact Report and on <a href="http://bbwinc.com">bbwinc.com</a> .
	<b>Disclosure 2-24</b> Embedding policy commitments	Governance, Global Ethics and Compliance; pages 68–69  Direct Response: The processes for which we embed our policies for responsible business conduct are included throughout this Sustainability and Impact Report and on <a href="http://bbwinc.com">bbwinc.com</a> .
	<b>Disclosure 2-25</b> Processes to remediate negative impacts	Governance, Global Ethics and Compliance; pages 68–69
	<b>Disclosure 2-26</b> Mechanisms for seeking advice and raising concerns	Governance, Global Ethics and Compliance; pages 68–69
<b>Disclosure 2-27</b> Compliance with laws and regulations	Direct Response: Bath & Body Works has not experienced any significant instances of non-compliance with laws and regulations during the reporting period.	
<b>Disclosure 2-28</b> Membership associations	Direct Response: <ul style="list-style-type: none"> <li>• Columbus Partnership</li> <li>• Cosmetics Alliance Canada</li> <li>• Household &amp; Commercial Products Association</li> <li>• National Retail Federation</li> <li>• Ohio Business Roundtable</li> <li>• Personal Care Products Council</li> <li>• Retail Industry Leaders Association</li> <li>• National Candle Association</li> </ul>	

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 <i>(continued)</i>	<b>Disclosure 2-29</b> Approach to stakeholder engagement	Updates on Our Sustainability Journey, Stakeholder Engagement; page 15
	<b>Disclosure 2-30</b> Collective bargaining agreements	Direct Response: Bath & Body Works associates are not represented by a collective bargaining agreement.
<b>GRI 3: Material Topics 2021</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-1</b> Process to determine material topics	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10
	<b>Disclosure 3-2</b> List of material topics	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10
	<b>Disclosure 3-3</b> Management of material topics	Updates on Our Sustainability Journey, Our Sustainability Strategy; page 11 Direct Response: The way we manage each identified material topic is covered in the various sections of the Sustainability and Impact Report.
<b>Topic Standards: GRI 201: Economic Performance 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Governance, Enterprise Risk Management; page 67
GRI 201: Economic Performance 2016	<b>Disclosure 201-1</b> Direct economic value generated and distributed	Welcome to Bath & Body Works; page 5 <a href="#">2024 Form 10-K</a> , Part II, Item 8
	<b>Disclosure 201-2</b> Financial implications and other risks and opportunities due to climate change	Brighter Places, Climate Change and Carbon Emissions; pages 52–57 <a href="#">Bath &amp; Body Works, Inc. — 2024 CDP Response</a> (C2 and C3)
<b>Topic Standards: GRI 204: Procurement Practices 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Welcome to Bath & Body Works, How We Operate; pages 7–8
GRI 204: Procurement Practices 2016	<b>Disclosure 204-1</b> Proportion of spending on local suppliers	Welcome to Bath & Body Works, How We Operate; pages 7–8 Direct Response: Proportion of spend with Ohio-based suppliers: 37% of total spend; 11 suppliers; 33 factories
<b>Topic Standards: GRI 302: Energy 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Brighter Places, Climate Change and Carbon Emissions; pages 52–55

GRI STANDARD	DISCLOSURE	LOCATION
GRI 302: Energy 2016	<b>Disclosure 302-1</b> Energy consumption within the organization	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 76 Direct Response: <ul style="list-style-type: none"> <li>• Total energy consumed within the organization: 1,014,612 GJ</li> </ul>
	<b>Disclosure 302-3</b> Energy Intensity	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Direct Response: <ul style="list-style-type: none"> <li>• Energy intensity (Scope 1 and 2): 0.0001388 (Total energy consumed within the organization/FY24 net sales)</li> <li>• Please note that the 2023 energy intensity figure was misstated in our 2023 ESG report on page 63 due to a rounding error. The correct value for 2023 is 0.0001387.</li> </ul>
	<b>Disclosure 302-4</b> Reduction of energy consumption	Brighter Places, Climate Change and Carbon Emissions; page 52–55 Appendix, Data Summary; page 76
<b>Topic Standards: GRI 303: Water and Effluents 2018</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10
GRI 303: Water and Effluents 2018	<b>Disclosure 303-1</b> Interactions with water as a shared resource	Brighter Places, Water; pages 63–64 Appendix, Data Summary; page 76 Direct Response: <p>As it relates to water withdrawn, the total water withdrawn as shown below is based on water usage in our home offices, distribution and fulfillment centers and stores. The calculation was estimated where actual data was not available (i.e., majority of stores and regional offices).</p> <ul style="list-style-type: none"> <li>• Total water withdrawn (Thousand cubic meters – m3): Approximately 215 TCM</li> </ul> <p>As it relates to water consumed, Bath &amp; Body Works does not consume water directly, aside from minor evaporation losses that may occur, as we use third-party fillers to manufacture our products. Based on our 2023 production patterns, which did not significantly change in 2024, we expect that less than 6% of water consumed as an ingredient in our products in 2024 was consumed by fillers in regions of high/extremely high water stress.</p>
<b>Topic Standards: GRI 305: Emissions 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Brighter Places, Climate Change and Carbon Emissions; pages 52–55

GRI STANDARD	DISCLOSURE	LOCATION
	<p><b>Disclosure 305-1</b> Direct (Scope 1) GHG emissions</p>	<p>Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 75</p> <p>Direct Response:</p> <ul style="list-style-type: none"> <li>• Gases included in the calculation:                             <ul style="list-style-type: none"> <li>– CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs (SF<sub>6</sub> and NF<sub>3</sub> are not applicable)</li> </ul> </li> <li>• Base year for the calculation:                             <ul style="list-style-type: none"> <li>– 2022</li> </ul> </li> <li>• Source of the emission factors and the global warming potential (GWP) rates used or a reference to the GWP source:                             <ul style="list-style-type: none"> <li>– <a href="#">EPA Emission Factors for Greenhouse Gas Inventories</a> (Last modified: Jan. 15, 2025)</li> <li>– <a href="#">IPCC Fifth Assessment Report (AR5)</a></li> </ul> </li> <li>• Consolidation approach for emissions:                             <ul style="list-style-type: none"> <li>– Operational control</li> </ul> </li> <li>• Standards, methodologies, assumptions and/or calculation tools used:                             <ul style="list-style-type: none"> <li>– WRI/WBCSD GHG Protocol</li> </ul> </li> </ul>
<p>GRI 305: Emissions 2016</p>	<p><b>Disclosure 305-2</b> Energy indirect (Scope 2) GHG emissions</p>	<p>Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 75</p> <p>Direct Response:</p> <ul style="list-style-type: none"> <li>• Gases included in the calculation:                             <ul style="list-style-type: none"> <li>– CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs (SF<sub>6</sub> and NF<sub>3</sub> are not applicable)</li> </ul> </li> <li>• Base year for the calculation:                             <ul style="list-style-type: none"> <li>– 2022</li> </ul> </li> <li>• Source of the emission factors and the global warming potential (GWP) rates used or a reference to the GWP source:                             <ul style="list-style-type: none"> <li>– <a href="#">EPA Emission Factors for Greenhouse Gas Inventories</a> (Last modified: Jan. 15, 2025)</li> <li>– <a href="#">EPA eGRID Subregion and GHG Emissions Finder Tool</a></li> <li>– <a href="#">IPCC Fifth Assessment Report (AR5)</a></li> <li>– <a href="#">Government of Canada – National Inventory Report: Greenhouse Gas Sources and Sinks in Canada</a></li> </ul> </li> <li>• Consolidation approach for emissions:                             <ul style="list-style-type: none"> <li>– Operational control</li> </ul> </li> <li>• Standards, methodologies, assumptions and/or calculation tools used:                             <ul style="list-style-type: none"> <li>– WRI/WBCSD GHG Protocol</li> </ul> </li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 305: Emissions 2016 <i>(continued)</i>	<b>Disclosure 305-3</b> Other indirect (Scope 3) GHG emissions	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 75
	<b>Disclosure 305-4</b> GHG emissions intensity	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Direct Response: <ul style="list-style-type: none"> <li>• Types of GHG emissions included in the intensity ratio:                             <ul style="list-style-type: none"> <li>– Scope 1 and 2 emissions using unit total revenue</li> </ul> </li> <li>• Gases included in the calculation:                             <ul style="list-style-type: none"> <li>– CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs (SF<sub>6</sub> and NF<sub>3</sub> are not applicable)</li> </ul> </li> </ul>
	<b>Disclosure 305-5</b> Reduction of GHG emissions	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 75
	<b>Disclosure 305-6</b> Emissions of ozone-depleting substances (ODS)	Not Applicable: The production, imports and exports of ODS are not applicable to our business. However, ODS are used in some of our HVAC equipment and we estimate leakage rates for fugitive emissions in our GHG work. <ul style="list-style-type: none"> <li>• Substances included in refrigerant fugitive emission calculation:                             <ul style="list-style-type: none"> <li>– R410A, R123, R134, R22, R407C, R408A, R422B, R422D, RS44B, R404A</li> </ul> </li> <li>• Source of the emission factors used:                             <ul style="list-style-type: none"> <li>– <a href="#">EPA Emission Factors for Greenhouse Gas Inventories</a> (Last modified: Jan. 15, 2025)</li> <li>– <a href="#">IPCC Fifth Assessment Report</a> (AR5)</li> <li>– <a href="#">California Air Resources Board</a></li> </ul> </li> <li>• Standards, methodologies and/or assumptions used:                             <ul style="list-style-type: none"> <li>– WRI/WBCSD GHG Protocol</li> </ul> </li> </ul>
	<b>Disclosure 305-7</b> Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ) and other significant air emissions	Direct Response: <ul style="list-style-type: none"> <li>• Air emissions of NO<sub>x</sub> are related to the transportation of our products. As we rely on third-party partners to perform this service and provide the associated data via EPA’s SmartWay program, 2024 data will be available on <a href="http://bbwinc.com">bbwinc.com</a> in January 2026 for domestic trucking/shipping only.</li> <li>• Air emissions of particulate matter (PM) are those related to the transportation of our products. As we rely on third-party partners to perform this service and provide the associated data via EPA’s SmartWay program, 2024 data will be available on <a href="http://bbwinc.com">bbwinc.com</a> in January 2026 for domestic trucking/shipping only.</li> <li>• Source of the emission factors used:                             <ul style="list-style-type: none"> <li>– Embedded in EPA SmartWay tool</li> </ul> </li> <li>• Standards, methodologies, assumptions and/or calculation tools used:                             <ul style="list-style-type: none"> <li>– Embedded in EPA SmartWay tool</li> </ul> </li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
<b>Topic Standards: GRI 306: Waste 2020</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Brighter Places, Waste; pages 61–62
GRI 306: Waste 2020	<b>Disclosure 306-1</b> Waste generation and significant waste-related impacts	Brighter Places, Waste; pages 61–62
	<b>Disclosure 306-2</b> Management of significant waste-related impacts	Brighter Places, Waste; pages 61–62
	<b>Disclosure 306-3</b> Waste generated	Brighter Places, Waste; pages 61–62 Appendix, Data Summary; page 76
	<b>Disclosure 306-4</b> Waste diverted from disposal	Brighter Places, Waste; pages 61–62 Appendix, Data Summary; page 76
	<b>Disclosure 306-5</b> Waste directed to disposal	Brighter Places, Waste; pages 61–62 Appendix, Data Summary; page 76
<b>Topic Standards: GRI 401: Employment 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Engaged People, People and Culture; pages 18–28
GRI 401: Employment 2016	<b>Disclosure 401-1</b> New employee hires and employee turnover	Engaged People, People and Culture; pages 18–28 Direct Response: Please see employee turnover rate in the SASB index on page 90.
	<b>Disclosure 401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	Engaged People, People and Culture; pages 18–28 Direct Response: <ul style="list-style-type: none"> <li>Percentage of employees and type of employees that are eligible for employee stock ownership plan (ESOP) or employee stock purchase plan (ESPP): <ul style="list-style-type: none"> <li>Percentage: 70.6%</li> <li>Type: All U.S.-based associates (including seasonal) with at least 6 months of continuous employment service with the company.</li> </ul> </li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 401: Employment 2016 <i>(continued)</i>	<b>Disclosure 401-3</b> Parental leave	Direct Response: <ul style="list-style-type: none"> <li>• Total number of employees that were entitled to parental leave:                             <ul style="list-style-type: none"> <li>– Total: 8,309</li> </ul> </li> <li>• Total number of employees that took parental leave:                             <ul style="list-style-type: none"> <li>– Total: 320</li> </ul> </li> <li>• Total number of employees that returned to work in the reporting period after parental leave ended:                             <ul style="list-style-type: none"> <li>– Total: 259</li> </ul> </li> <li>• Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work:                             <ul style="list-style-type: none"> <li>– Total: 264</li> </ul> </li> <li>• Return to work of employees that took parental leave:                             <ul style="list-style-type: none"> <li>– Total: 281</li> </ul> </li> </ul>
<b>Topic Standards: GRI 403: Occupational Health and Safety 2018</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Engaged People, People and Culture; pages 27–28
GRI 403: Occupational Health and Safety 2018	<b>Disclosure 403-1</b> Occupational health and safety management system	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-2</b> Hazard identification, risk assessment and incident investigation	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-3</b> Occupational health services	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-4</b> Worker participation, consultation and communication on occupational health and safety	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-5</b> Worker training on occupational health and safety	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-6</b> Promotion of worker health	Engaged People, People and Culture; pages 27–28
	<b>Disclosure 403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Engaged People, People and Culture; pages 27–28

GRI STANDARD	DISCLOSURE	LOCATION
<p>GRI 403: Occupational Health and Safety 2018 (continued)</p>	<p><b>Disclosure 403-8</b> Workers covered by an occupational health and safety management system</p>	<p>Engaged People, People and Culture; pages 27–28</p> <p>Direct Response:</p> <ul style="list-style-type: none"> <li>Workers covered by an occupational health and safety management system: 100%</li> </ul>
	<p><b>Disclosure 403-9</b> Work-related injuries</p>	<p>Engaged People, People and Culture; pages 27–28</p> <p>Appendix, Data Summary; page 73</p> <p>Direct Response:</p> <p>Work-related injuries (for all employees in North America):</p> <p>For all employees:</p> <ul style="list-style-type: none"> <li>The number and rate of fatalities as a result of work-related injury                             <ul style="list-style-type: none"> <li>Number of fatalities: 0</li> <li>Fatality rate: 0</li> </ul> </li> <li>The number and rate of high-consequence work-related injuries (excluding fatalities)                             <ul style="list-style-type: none"> <li>Number of high-consequence injuries (DART): 411</li> <li>DART rate: 2.0</li> </ul> </li> <li>The number and rate (based on 200,000 hours worked) of recordable work-related injuries                             <ul style="list-style-type: none"> <li>Number of recordable, work-related injuries (TIIF): 580</li> <li>TIIF rate: 2.8</li> </ul> </li> <li>Number of hours worked: 40,870,852</li> </ul> <p>For all nonemployees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> <li>The number and rate of fatalities as a result of work-related injury                             <ul style="list-style-type: none"> <li>Number of fatalities: 0</li> <li>Fatality rate: 0</li> </ul> </li> <li>The number and rate of high-consequence work-related injuries (excluding fatalities)                             <ul style="list-style-type: none"> <li>Number of temp (DART) injuries: 2</li> <li>Temp DART rate: 6.4</li> </ul> </li> <li>The number and rate (based on 200,000 hours worked) of recordable work-related injuries                             <ul style="list-style-type: none"> <li>Number of temp recordable (TIIF) injuries: 2</li> <li>Temp TIIF rate: 6.4</li> </ul> </li> <li>Number of hours worked: ~62,400</li> </ul>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018 (continued)	<p><b>Disclosure 403-10</b> Work-related ill health</p>	<p>Direct Response:</p> <p>Work-related ill health (for all employees in North America):</p> <ul style="list-style-type: none"> <li>• The number of employee fatalities as a result of work-related ill health: 0</li> <li>• The number of employee cases of recordable work-related ill health: 4</li> <li>• The main types of work-related ill health: All cases related to allergic reaction/dermatitis.</li> </ul> <p>Work-related ill health (for all nonemployees but whose work and/or workplace is controlled by the organization in North America):</p> <ul style="list-style-type: none"> <li>• The number of fatalities as a result of work-related ill health: 0</li> <li>• The number of cases of recordable work-related ill health: 0</li> </ul>
<b>Topic Standards: GRI 404: Training and Education 2016</b>		
GRI 3: Material Topics 2021	<p><b>Disclosure 3-3</b> Topic management disclosure</p>	<p>Updates on Our Sustainability Journey, Sustainability Prioritization; page 10</p> <p>Engaged People, People and Culture; pages 18–28</p>
GRI 404: Training and Education 2016	<p><b>Disclosure 404-1</b> Average hours of training per year per employee</p>	<p>Engaged People, People and Culture; pages 18–28</p> <p>Engaged People, Engagement and Belonging; pages 29–32</p> <p>Direct Response:</p> <ul style="list-style-type: none"> <li>• Total training hours assigned to associates via our learning management system: 36,040.56</li> <li>• Total associates assigned to trainings via our learning management system: 6,410</li> <li>• Average hours assigned to each associate via our learning management system: 5.62 hours/associate</li> <li>• Total completed hours (based on allocated hours) via our learning management system: 18,291.15</li> <li>• Average hours of training per year per employee (in Stores – New Sales Associates): 7.5 hours</li> <li>• Average hours of training per year per employee (in Stores – Existing Sales Associates): 1.75 hours</li> <li>• Average hours of training per year per employee (in Stores – New Sales Leadership Team Associates): 55.6 hours</li> <li>• Average hours of training per year per employee (in Stores – Existing Sales Leadership Team Associates): 13.8 hours</li> <li>• For store associates and store leaders, we offer thorough training from product knowledge to detailed operations.</li> </ul>
	<p><b>Disclosure 404-2</b> Programs for upgrading employee skills and transition assistance programs</p>	<p>Engaged People, People and Culture; pages 18–28</p> <p>Engaged People, Engagement and Belonging; pages 29–32</p>

GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016 <i>(continued)</i>	<b>Disclosure 404-3</b> Percentage of employees receiving regular performance and career development reviews	Direct Response: All associates receive feedback on a regular cadence. Our associates are evaluated through our annual performance review process, which includes goal setting, measuring progress, providing feedback and coaching.
<b>Topic Standards: GRI 405: Diversity and Equal Opportunity 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Engaged People, Engagement and Belonging; pages 29–32
GRI 405: Diversity and Equal Opportunity 2016	<b>Disclosure 405-1</b> Diversity of governance bodies and employees	Engaged People, Engagement and Belonging; pages 29–32 <a href="#">2025 Proxy Statement</a> ; pages 6–16  Total workforce by age: <ul style="list-style-type: none"> <li>• &lt;30 years of age: 54.3%</li> <li>• 30–50 years of age: 32.3%</li> <li>• &gt;50: 13.4%</li> </ul>
	<b>Disclosure 405-2</b> Ratio of basic salary and remuneration of women to men	Engaged People, People and Culture; page 23  Direct Response: We conduct annual, statistical pay equity analyses under the guidance of legal counsel. The pay equity analyses compares total compensation of associates by race and gender taking into account nondiscriminatory factors such as job duties, years of experience and geographical location. We do this to ensure that we pay associates equitably, regardless of race and gender.
<b>Topic Standards: GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Engaged People, People and Culture; pages 18–28
GRI 407: Freedom of Association and Collective Bargaining 2016	<b>Disclosure 407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Engaged People, People and Culture; pages 18–28
<b>Topic Standards: GRI 408: Child Labor 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Thoughtful Products, Sustainable Sourcing; pages 47–50
GRI 408: Child Labor 2016	<b>Disclosure 408-1</b> Operations and suppliers at significant risk for incidents of child labor	Thoughtful Products, Sustainable Sourcing; pages 47–50 Appendix, Data Summary; page 74

GRI STANDARD	DISCLOSURE	LOCATION
<b>Topic Standards: GRI 409: Forced or Compulsory Labor 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Thoughtful Products, Sustainable Sourcing; pages 47-50
GRI 409: Forced or Compulsory Labor 2016	<b>Disclosure 409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	Thoughtful Products, Sustainable Sourcing; pages 47-50 Appendix, Data Summary; page 74
<b>Topic Standards: GRI 414: Supplier Social Assessment 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Thoughtful Products, Sustainable Sourcing; pages 47-50
GRI 414: Supplier Social Assessment 2016	<b>Disclosure 414-1</b> New suppliers that were screened using social criteria	Thoughtful Products, Sustainable Sourcing; pages 47-50
	<b>Disclosure 414-2</b> Negative social impacts in the supply chain and actions taken	Thoughtful Products, Sustainable Sourcing; pages 47-50 Appendix, Data Summary; page 74
<b>Topic Standards: GRI 416: Customer Health and Safety 2016</b>		
GRI 3: Material Topics 2021	<b>Disclosure 3-3</b> Topic management disclosure	Updates on Our Sustainability Journey, Sustainability Prioritization; page 10 Thoughtful Products, Product Quality and Safety; pages 44-45
GRI 416: Customer Health and Safety 2016	<b>Disclosure 416-1</b> Assessment of the health and safety impacts of product and service categories	Thoughtful Products, Product Quality and Safety; pages 44-45

## SASB INDEX

### Multiline and Specialty Retailers & Distributors:

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS: MULTILINE AND SPECIALTY RETAILERS					
TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Energy Management in Retail and Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	1. Total energy consumed: 1,014,612 GJ 2. Percentage grid electricity: 75% 3. Percentage renewable: 7%
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	CG-MR-230a.1	Our Governance, Data Privacy and Cybersecurity; pages 70–71
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	CG-MR-310a.1	1. The average hourly wage for all U.S. hourly associates is \$15.83 (as of Feb. 1, 2025). 2. 0% Note: We pay every hourly associate at least \$1.00 above the local minimum wage.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	1. Voluntary turnover rate: 70.10% (excludes seasonal associates) 2. Involuntary turnover rate: 29.90% (excludes seasonal associates)
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	CG-MR-310a.3	There were no monetary losses as a result of legal proceedings associated with labor law violations.

Workforce Diversity and Inclusion	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	CG-MR-330a.2	There were no findings by a tribunal that Bath & Body Works engaged in employment discrimination and as a result had to pay monetary damages.
Product Sourcing, Packaging and Marketing	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-MR-410a.2	Thoughtful Products, Product Quality and Safety; pages 44–45
	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	CG-MR-410a.3	Thoughtful Products, Sustainable Sourcing; pages 47–50 Brighter Places, Packaging and Plastics; pages 58–60

ACTIVITY METRICS: MULTILINE AND SPECIALTY RETAILERS				
ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	CG-MR-000.A	<ul style="list-style-type: none"> <li>Retail locations as of Feb. 1, 2025: 1,895; additional 529 partner-operated international locations</li> <li>Number of company-operated distribution and fulfillment centers as of Feb. 1, 2025: 6</li> </ul>
Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m <sup>2</sup> )	CG-MR-000.B	<ul style="list-style-type: none"> <li>Retail space as of Feb. 1, 2025 (U.S. and Canada) in square meters (000s): 501</li> <li>Total area of company-operated distribution space as of Feb. 1, 2025, in square meters (000s): 369,464</li> </ul>

Household and Personal Products:

SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS: HOUSEHOLD AND PERSONAL PRODUCTS					
TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Water Management	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	N/A	CG-HP-140a.2	Brighter Places, Water; pages 63–64
Product Environmental, Health, and Safety Performance	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	N/A	CG-HP-250a.3	<p>Thoughtful Products, Product Quality and Safety; pages 44–45</p> <p>Here at Bath &amp; Body Works, safety is our priority. We have comprehensive processes in place to ensure the safety performance of our products. Our robust practices and approach to product safety and information on ingredients are described in the Product Quality, Safety and Regulatory Compliance section of this report and on <a href="https://www.bbwwinc.com">bbwwinc.com</a>.</p> <p>Regarding the specific substances identified by SASB, our uses of these in our products (as applicable) are below safe use limits and in compliance with regulations. Our robust product quality and safety assessment process can be found in this report and on <a href="https://www.bbwwinc.com">bbwwinc.com</a>, as stated above. In addition, we meet regularly to evaluate the current technical regulatory</p>

Product Environmental, Health, and Safety Performance <i>(continued)</i>					landscape to determine approaches to chemicals of concern in efforts to continuously update our product portfolio. With the growing focus on chemical footprint information, we will continue to evaluate future efforts in this regard.
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	Quantitative	Metric tons (t), Percentage (%)	CG-HP-410a.1	Data is unavailable at this time.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	N/A	CG-HP-410a.2	Brighter Places, Packaging and Plastics; pages 58–60
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance or (d) Book & Claim	Quantitative	Metric tons (t), Percentage (%)	CG-HP-430a.1	Thoughtful Products, Sustainable Sourcing; pages 47–50 Appendix, Data Summary; page 74

ACTIVITY METRICS: HOUSEHOLD AND PERSONAL PRODUCTS				
ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE	RESPONSE
Units of products sold; total weight of products sold	Quantitative	Number, Metric tons (t)	CG-HP-000.A	<ul style="list-style-type: none"> <li>Units of products sold (in U.S. and Canada): 1.2B</li> <li>Total weight of products sold is unavailable at this time.</li> </ul>
Number of manufacturing facilities	Quantitative	Number	CG-HP-000.B	<ul style="list-style-type: none"> <li>Number of third-party manufacturing facilities (as of Feb. 1, 2025): 211</li> </ul>

## TCFD INDEX

Our TCFD responses align to our most recent CDP response ([2024 CDP filing](#) covering fiscal year 2023 data).

RECOMMENDED DISCLOSURES	REFERENCES
<b>Governance</b>	
<b>Disclose the organization’s governance around climate-related risks and opportunities.</b>	
a) Describe the board’s oversight of climate-related risks and opportunities.	Updates on Our Sustainability Journey, Sustainability Governance; page 14 Governance, Enterprise Risk Management; page 67 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C4)
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Updates on Our Sustainability Journey, Sustainability Governance; page 14 Governance, Enterprise Risk Management; page 67 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C4)
<b>Strategy</b>	
<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning where such information is material.</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C3)
b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C3 and C5)
c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C5)
<b>Risk Management</b>	
<b>Disclose how the organization identifies, assesses and manages climate-related risks.</b>	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C2)
b) Describe the organization’s processes for managing climate-related risks.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C2)
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	Brighter Places, Understanding Our Climate Risks and Opportunities; page 57 <a href="#">Bath &amp; Body Works, Inc. – 2024 CDP Response</a> (C2)

Metrics and Targets	
<b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</b>	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 <a href="#">Bath &amp; Body Works, Inc. — 2024 CDP Response</a> (C7)
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Brighter Places, Climate Change and Carbon Emissions; pages 52–55 Appendix, Data Summary; page 75 <a href="#">Bath &amp; Body Works, Inc. — 2024 CDP Response</a> (C7)
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Updates on Our Sustainability Journey, Our Sustainability and Impact Strategy; page 11 Brighter Places, Climate Change and Carbon Emissions; pages 52–55 <a href="#">Bath &amp; Body Works, Inc. — 2024 CDP Response</a> (C7)

# EXTERNAL ASSURANCE



## VERIFICATION OPINION DECLARATION GREENHOUSE GAS EMISSIONS

To: The Stakeholders of Bath & Body Works, Inc.

Apex Companies, LLC (Apex) was engaged to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Bath & Body Works, Inc. (BBW) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below.

The determination of the GHG emissions is the sole responsibility of BBW. BBW is responsible for the preparation and fair presentation of the GHG statement in accordance with the criteria. Apex's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze and review the information. Apex is responsible for expressing an opinion on the GHG statement based on the verification. Verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

**Boundaries of the reporting company GHG emissions covered by the verification:**

- Operational Control
- United States and Canada

**Types of GHGs:** CO<sub>2</sub>, N<sub>2</sub>O, CH<sub>4</sub>, HFCs, HCFCs

**GHG Emissions Statement:**

- Scope 1:** 17,164 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Location-Based):** 75,108 metric tons of CO<sub>2</sub> equivalent
- Scope 2 (Market-Based):** 44,329 metric tons of CO<sub>2</sub> equivalent

Data and information supporting the Scope 1 and Scope 2 GHG emissions statement were generally historical and, in some cases estimated in nature.

**Period covered by GHG emissions verification:**

- January 29, 2024 to February 3, 2025

**Criteria against which verification conducted:**

- World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2)
- WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (Scope 3)

**Reference Standard:**

- ISO 14064-3 Second edition 2019-04: Greenhouse gases -- Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

**Level of Assurance and Qualifications:**

- Limited
- This verification used a materiality threshold of ±5% for aggregate errors in sampled data for each of the above indicators

**GHG Verification Methodology:**

Evidence-gathering procedures included but were not limited to:



- Interviews with relevant personnel of BBW;
- Review of documentary evidence produced by BBW;
- Review of BBW data and information systems and methodology for collection, aggregation, analysis and review of information used to determine GHG emissions at BBW Headquarters; and
- Audit of sample of data used by BBW to determine GHG emissions.

**Verification Opinion:**

Based on the process and procedures conducted, there is no evidence that the GHG emissions statement shown above:

- is not materially correct and is not a fair representation of the GHG emissions data and information; and
- has not been prepared in accordance with the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard (Scope 1 and 2), and WRI/WBCSD Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard (Scope 3).

It is our opinion that BBW has established appropriate systems for the collection, aggregation and analysis of quantitative data for determination of these GHG emissions for the stated period and boundaries.

**Statement of independence, impartiality and competence**

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

No member of the verification team has a business relationship with BBW, its Directors or Managers beyond that required of this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

The verification team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

**Attestation:**

John A. Rohde, Lead Verifier  
Principal Consultant  
Apex Companies, LLC  
Lakewood Colorado

Scott Johnston, Technical Reviewer  
Principal Consultant  
Apex Companies, LLC  
Doral, Florida

May 1, 2025

*This verification opinion declaration, including the opinion expressed herein, is provided to Bath & Body Works, Inc. and is solely for the benefit of Bath & Body Works, Inc. in accordance with the terms of our agreement. We consent to the release of this declaration to the public or other organizations for reporting and/or disclosure purposes, without accepting or assuming any responsibility or liability on our part to any other party who may have access to this declaration.*

## Cautionary Statements

This report covers only the Company’s business and does not address the performance or operations of our suppliers, contractors or partners or the actions of our customers. Statements regarding the Company’s objectives, plans, goals, targets and commitments are aspirational and may also be based on estimates and assumptions under developing standards that may change in the future; as such, no guarantees or promises are made that they will be met or successfully executed, and actual results may differ, possibly materially. Furthermore, data, statistics and metrics included in this report are nonaudited estimates, are not necessarily prepared in accordance with generally accepted accounting principles (GAAP), continue to evolve and may be based on assumptions believed to be reasonable at the time of preparation, but may be subject to revision. Except where noted, the information covered in this report covers the time period stated, and has not been externally assured or verified by an independent third party. This report represents our current policy and intent, and is not intended to create any legal rights or obligations.

This report uses certain terms, including those that GRI or SASB refer to as “material” or “materiality” consistent with those standards, to reflect the key issues or priorities of the Company or its stakeholders. The assessment undertaken by the Company has also focused on topics that reflect the Company’s beliefs on key issues or priorities. Used in this context, however, these terms are distinct from, and should not be confused with, the terms “material” and “materiality” and other similar terms as they are used, defined by or construed under securities or other laws of the United States or any other jurisdiction or as used in the context of financial statements and financial reporting required by laws and regulations. The inclusion of information or the absence of information in this report should not be construed to represent the Company’s belief regarding the materiality, financial impact, or importance of that information. This report, which speaks only as of its date and is not required to be updated, is not comprehensive, and for that reason, should be read in conjunction with our most recent Annual Report on Form 10-K and our subsequent filings made with the Securities and Exchange Commission (SEC).

This report contains certain forward-looking statements pursuant to the safe harbor provisions of the U.S. Private Securities Litigation Reform Act of 1995, including but not limited to statements regarding our corporate social responsibility and environmental, social and governance targets, goals, objectives, commitments and programs and other business plans, initiatives and objectives. All statements other than statements of

historical fact could be forward-looking statements. Words such as “estimate,” “project,” “plan,” “believe,” “expect,” “anticipate,” “intend,” “planned,” “potential,” “target,” “goal” and any similar expressions may identify forward-looking statements. We caution that any forward-looking statements contained in this report involve risks and uncertainties and are subject to change based on various factors, many of which are beyond our control. Accordingly, our future performance and financial results may differ materially from those expressed or implied in any such forward-looking statements. Especially with respect to the matters discussed in this report, many factors and uncertainties relating to our operations and business environment, all of which are difficult to predict and many of which are outside of our control, influence whether any forward-looking statements can or will be achieved. Any one of those factors, including the result of changes in circumstances, estimates that turn out to be incorrect, standards of measurement that change over time, assumptions not being realized, or other risks or uncertainties, could cause our actual results, including the achievement of environmental, social and governance targets, goals, objectives, commitments or programs, to differ materially from those expressed or implied in writing in any forward-looking statements made by the Company or on its behalf. We cannot assure you that the results reflected or implied by any forward-looking statement will be realized or, even if substantially realized, that those results will have the forecasted or expected consequences and effects.

Our forward-looking statements speak only as of the date of this report or as of the date they are made. We are not under any obligation and do not intend to make publicly available any update or other revisions to any of the forward-looking statements contained in this report to reflect circumstances existing after the date of this report or to reflect the occurrence of future events even if experience or future events make it clear that any expected results expressed or implied by those forward-looking statements will not be realized. Additional information regarding these risks, uncertainties and other factors can be found in “Item 1A. Risk Factors” in our most recent Annual Report on Form 10-K, as filed with the SEC, and our subsequent filings with the SEC. We also caution you that the important factors referenced there may not include all of the factors that are important to you.

This report may contain links to other internet sites or references to third parties. Such links or references are not incorporated by reference to this report, and we can provide no assurance as to their accuracy. The use or inclusion of the information is also not intended to represent endorsements of any products or services.

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# Bath & Body Works®

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