



Bath & Body Works, Inc.

# 2024 CDP Corporate Questionnaire 2024

**Note:** This document is an export of our 2024 CDP questionnaire response.

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## C1. Introduction

### (1.1) In which language are you submitting your response?

Select from:

English

### (1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

USD

### (1.3) Provide an overview and introduction to your organization.

#### (1.3.2) Organization type

Select from:

Publicly traded organization

#### (1.3.3) Description of organization

*Bath & Body Works, Inc. (“we” or the “Company”), founded in 1963 in Columbus, Ohio, is a global leader in home fragrance and personal care, including top-selling collections for fine fragrance mist, body lotion and body cream, 3-wick candles, home fragrance diffusers and liquid hand soap. The Company generated 7.4 billion in net sales during its fiscal 2023 and employed 57,245 associates (as of February 3, 2024). As of February 3, 2024, the Company’s merchandise was sold through 1,850 Company-operated stores and e-commerce sites in the United States of America (the “U.S.”) and Canada and through 485 partner-operated international locations and 28 e-commerce sites in more than 40 additional countries operating under franchise, license and wholesale arrangements. Powered by agility and innovation, the Company has a predominantly U.S.-based, vertically integrated supply chain. This extended value chain includes inputs, like ingredient and raw materials sourcing; suppliers, like those for components, contract fillers and packaging manufacturing; inbound and outbound logistics; marketing and sales; and the use and end-of-life of its products. The Company’s strategic supply base includes long-standing vendor relationships with the majority of the Company’s products being produced at Beauty Park, a consolidated group of suppliers near Company headquarters in New Albany, Ohio that primarily, but not exclusively, supports several value chain activities like research and development, product manufacturing and formulation and packaging manufacturing. Additionally, the company-operated distribution and fulfillment centers and shipping facilities, located in central Ohio, are core to the Company’s operations. The Company also uses third-party-operated direct channel fulfillment centers and regional distribution centers located throughout North America to position inventory geographically closer to its customers. In 2023, the Company continued to make progress on its ESG journey as it works toward a more resilient and sustainable future. Throughout 2023, the*

Company focused on growth strategies while weaving sustainability into the fabric of its operations. The Company's ESG strategy is focused on shaping a vision for positive change and key activities through its ESG pillars of: Engaged People, Thoughtful Products and Brighter Places. Climate change and carbon emissions are prioritized within the Brighter Places pillar, specifically, "the company desires to protect the planet that provides resources used to make fragrances and its products. The Company is working to reduce its carbon footprint and improve packaging to make long-term positive changes for everyone's benefit. The focus areas within this pillar include climate change and carbon emissions and packaging and plastics." The sustainable sourcing and product transparency are prioritized within the Thoughtful Products pillar, which describes how "the Company is reimagining a resilient and responsible future by creating products with more sustainable ingredients and by strengthening partnerships with suppliers. The Company is also working to give customers more informed product choices with additional transparency on what goes into making the products. The focus areas within this pillar include sustainable sourcing and product transparency and ingredients." Key achievements related to environmental impact from 2023 include: • Submitted its commitment letter to the Science Based Targets initiative (SBTi) to set a science-based emission reduction target. • Developed a sustainable sourcing risk assessment tool to identify the ingredients that will be the focus and foundation of its sustainable sourcing program. • Launched a new pilot donation program for out-of-stock products supported by Good360 that resulted in more than 400,000 units of product donated and is now being scaled toward chain-wide adoption. • Developed ESG roadmaps to help lead the brand into the next phase of the ESG journey — action and impact. As it relates to ongoing ESG strategy work, the Company is also in the process of refreshing its ESG prioritization exercise in the context of the Corporate Sustainability Reporting Directive (CSRD). The outputs of the assessment are expected to help the Company better understand and prioritize key ESG topics from two important perspectives: 1) impacts the Company has on the environment, society and economy; and 2) risks and opportunities that could reasonably be expected to have a material influence on the Company. Overall, all the ESG work continues to be overseen by the Nominating & Governance Committee of the Board of Directors ("Board") and managed by a dedicated, internal ESG group who works closely with partners across Company business functions to plan for the future and meet our targets.

[Fixed row]

#### **(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.**

##### **(1.4.1) End date of reporting year**

02/03/2024

##### **(1.4.2) Alignment of this reporting period with your financial reporting period**

Select from:

Yes

##### **(1.4.3) Indicate if you are providing emissions data for past reporting years**

Select from:

Yes

#### (1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

Not providing past emissions data for Scope 1

#### (1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

Not providing past emissions data for Scope 2

#### (1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

1 year

[Fixed row]

#### (1.5) Provide details on your reporting boundary.

|  |   |
|--|---|
|  | <b>Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?</b> |
|  | Select from:<br><input checked="" type="checkbox"/> Yes   |

[Fixed row]

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

##### ISIN code - bond

#### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## ISIN code - equity

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## CUSIP number

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## Ticker symbol

**(1.6.1) Does your organization use this unique identifier?**

Select from:

Yes

**(1.6.2) Provide your unique identifier**

NYSE: BBWI

## SEDOL code

**(1.6.1) Does your organization use this unique identifier?**

Select from:

No

## LEI number

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## D-U-N-S number

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

## Other unique identifier

### (1.6.1) Does your organization use this unique identifier?

Select from:

No

[Add row]

## (1.7) Select the countries/areas in which you operate.

Select all that apply

Canada

Luxembourg

Puerto Rico

Switzerland

United States of America

## (1.22) Provide details on the commodities that you produce and/or source.

## Timber products

### (1.22.1) Produced and/or sourced

Select from:

Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

Manufacturing

Retailing

### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

Yes, we are providing the total volume

### (1.22.11) Form of commodity

Select all that apply

Primary packaging

Tertiary packaging

## Palm oil

### (1.22.1) Produced and/or sourced

Select from:

Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

Manufacturing

Retailing

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

Yes, we are providing the total volume

### Soy

#### (1.22.1) Produced and/or sourced

Select from:

Sourced

#### (1.22.2) Commodity value chain stage

Select all that apply

Manufacturing

Retailing

#### (1.22.3) Indicate if you have direct soy and/or embedded soy in your value chain

Select from:

Direct soy only

#### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

Yes, we are providing the total volume

### Cocoa

#### (1.22.1) Produced and/or sourced

Select from:

Sourced

### (1.22.2) Commodity value chain stage

Select all that apply

Manufacturing

Retailing

### (1.22.4) Indicate if you are providing the total commodity volume that is produced and/or sourced

Select from:

Yes, we are providing the total volume

[Fixed row]

## (1.24) Has your organization mapped its value chain?

### (1.24.1) Value chain mapped

Select from:

Yes, we have mapped or are currently in the process of mapping our value chain

### (1.24.2) Value chain stages covered in mapping

Select all that apply

Upstream value chain

### (1.24.3) Highest supplier tier mapped

Select from:

Tier 2 suppliers

### (1.24.4) Highest supplier tier known but not mapped

Select from:

- Tier 3 suppliers

### (1.24.6) Smallholder inclusion in mapping

Select from:

- Smallholders relevant but not included

### (1.24.7) Description of mapping process and coverage

*Our tier 1 suppliers are known. In calendar 2023 we performed a mapping exercise with our Tier 1 suppliers to collect information on our tier 2 suppliers to be able to map them. Our social compliance team has mapping for all vendors to the tier 3 level and some cases to the tier 4. We performed a material risk assessment as well with this supplier collected data and were able to further deepen our mapping and visibility to higher risk commodities.*

*[Fixed row]*

## **(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?**

### (1.24.1.1) Plastics mapping

Select from:

- Yes, we have mapped or are currently in the process of mapping plastics in our value chain

### (1.24.1.2) Value chain stages covered in mapping

Select all that apply

- Upstream value chain
- Downstream value chain
- End-of-life management

### (1.24.1.4) End-of-life management pathways mapped

Select all that apply

- Recycling

[Fixed row]

**(1.24.2) Which commodities has your organization mapped in your upstream value chain (i.e., supply chain)?**

### **Timber products**

#### **(1.24.2.1) Value chain mapped for this sourced commodity**

Select from:

Yes

#### **(1.24.2.2) Highest supplier tier mapped for this sourced commodity**

Select from:

Tier 2 suppliers

#### **(1.24.2.3) % of tier 1 suppliers mapped**

Select from:

100%

#### **(1.24.2.4) % of tier 2 suppliers mapped**

Select from:

51-75%

### **Palm oil**

#### **(1.24.2.1) Value chain mapped for this sourced commodity**

Select from:

Yes

#### **(1.24.2.2) Highest supplier tier mapped for this sourced commodity**

Select from:

Tier 2 suppliers

### (1.24.2.3) % of tier 1 suppliers mapped

Select from:

100%

### (1.24.2.4) % of tier 2 suppliers mapped

Select from:

76-99%

## Soy

### (1.24.2.1) Value chain mapped for this sourced commodity

Select from:

Yes

### (1.24.2.2) Highest supplier tier mapped for this sourced commodity

Select from:

Tier 2 suppliers

### (1.24.2.3) % of tier 1 suppliers mapped

Select from:

100%

### (1.24.2.4) % of tier 2 suppliers mapped

Select from:

76-99%

## Cocoa

### (1.24.2.1) Value chain mapped for this sourced commodity

Select from:

No

[Fixed row]

## **C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities**

**(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?**

### **Short-term**

**(2.1.1) From (years)**

0

**(2.1.3) To (years)**

3

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*This is the same time horizon used for strategic and financial planning.*

### **Medium-term**

**(2.1.1) From (years)**

4

**(2.1.3) To (years)**

6

**(2.1.4) How this time horizon is linked to strategic and/or financial planning**

*This is the same time horizon used for strategic and financial planning.*

## Long-term

### (2.1.1) From (years)

7

### (2.1.2) Is your long-term time horizon open ended?

Select from:

Yes

### (2.1.4) How this time horizon is linked to strategic and/or financial planning

*This is the same time horizon used for strategic and financial planning.*

*[Fixed row]*

## (2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

|  | Process in place  | Dependencies and/or impacts evaluated in this process                             |
|--|---|---|
|  | Select from:<br><input checked="" type="checkbox"/> Yes | Select from:<br><input checked="" type="checkbox"/> Both dependencies and impacts |

*[Fixed row]*

## (2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

|  | Process in place  | Risks and/or opportunities evaluated in this process                             | Is this process informed by the dependencies and/or impacts process? |
|--|---|--|--|
|  | Select from:<br><input checked="" type="checkbox"/> Yes | Select from:<br><input checked="" type="checkbox"/> Both risks and opportunities | Select from:<br><input checked="" type="checkbox"/> Yes              |

[Fixed row]

**(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.**

**Row 1**

**(2.2.2.1) Environmental issue**

Select all that apply

- Climate change

**(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue**

Select all that apply

- Dependencies
- Impacts
- Risks
- Opportunities

**(2.2.2.3) Value chain stages covered**

Select all that apply

- Direct operations

- Upstream value chain
- Downstream value chain
- End of life management

#### (2.2.2.7) Type of assessment

Select from:

- Qualitative only

#### (2.2.2.8) Frequency of assessment

Select from:

- Annually

#### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term
- Long-term

#### (2.2.2.10) Integration of risk management process

Select from:

- Integrated into multi-disciplinary organization-wide risk management process

#### (2.2.2.11) Location-specificity used

Select all that apply

- Local
- National
- Not location specific

#### (2.2.2.12) Tools and methods used

## Enterprise Risk Management

- Enterprise Risk Management
- Internal company methods

## Other

- Desk-based research
- External consultants
- Materiality assessment
- Scenario analysis
- Other, please specify

## (2.2.2.13) Risk types and criteria considered

### Acute physical

- Drought
- Tornado
- Heat waves
- Cold wave/frost
- Cyclones, hurricanes, typhoons

- Heavy precipitation (rain, hail, snow/ice)
- Flood (coastal, fluvial, pluvial, ground water)
- Storm (including blizzards, dust, and sandstorms)

### Chronic physical

- Heat stress
- Temperature variability
- Precipitation or hydrological variability
- Increased severity of extreme weather events
- Changing temperature (air, freshwater, marine water)

- Changing precipitation patterns and types (rain, hail, snow/ice)

### Policy

- Changes to national legislation
- Poor coordination between regulatory bodies

## Market

- Changing customer behavior

## Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- NGOs
- Customers
- Employees
- Investors
- Suppliers
- Regulators

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- No

### (2.2.2.16) Further details of process

*We employ a formal, holistic company-wide risk management process that includes identification of risks associated with climate change. Enterprise Risk Management (ERM) is our governance process designed to ensure that senior management, the Board and its committees and various leadership committees review and manage the Company's most significant risks. The tools include, among other things, risk councils and committees, which are formalized, risk-focused groups of associates embedded within the organization to address key risks. The key risks identified in these risk councils and committees are escalated to senior leaders as necessary and are shared with the Audit Committee of the Board at least semi-annually (and otherwise as circumstances require) and with the entire Board annually or more often as needed. A key component of our ERM process is aligning on the organization's strategic and emerging risks and the management of these risks. The Company conducts annual risk assessment meetings with senior leaders to establish that alignment. ESG is one of the key areas within this strategic risk framework that the Company monitors closely, including risks posed by climate change. We are also currently in the process of conducting a climate scenario analysis with a third-party partner to understand the financial impacts of climate-related risks and opportunities on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure.*

## Row 2

### (2.2.2.1) Environmental issue

*Select all that apply*

- Forests

### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- Dependencies
- Impacts
- Risks
- Opportunities

### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain

### (2.2.2.7) Type of assessment

*Select from:*

- Qualitative only

### (2.2.2.8) Frequency of assessment

*Select from:*

- Every three years or more

### (2.2.2.9) Time horizons covered

*Select all that apply*

- Short-term

Medium-term

Long-term

### (2.2.2.10) Integration of risk management process

Select from:

A specific environmental risk management process

### (2.2.2.11) Location-specificity used

Select all that apply

Sub-national

National

### (2.2.2.12) Tools and methods used

#### Databases

Other databases, please specify :We used over 30 data sources to establish the methodology for our new sustainable sourcing risk assessment tool.

#### Other

Desk-based research

External consultants

Materiality assessment

Other, please specify

### (2.2.2.13) Risk types and criteria considered

#### Market

Availability and/or increased cost of raw materials

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- NGOs
- Customers
- Employees
- Investors
- Suppliers
- Local communities
- Indigenous peoples

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

### (2.2.2.16) Further details of process

*During 2023, we partnered with Antea Group, a third-party sustainability expert, to build out a sustainable sourcing risk assessment tool that allows us to better understand the social and environmental implications of the materials used in the most critical areas of our business (for both merchandise and non-merchandise purchasing). This tool was developed to help support two of our ESG commitments: - Today (by 2025): Define, map and publish a list of priority ingredients as the focus for our sustainability programs. - Tomorrow (by 2030): Improve the sustainability profile of priority ingredients used throughout our products from source to use. The methodology used in this assessment is backed by more than 30 reputable global data sources that helped provide a holistic perspective of the environmental and social impacts of all materials evaluated. Based on this initial assessment of materials, we are able to identify the priority ingredients that will be the focus and foundation of our sustainable sourcing program. Our initial findings are reflected in the immediate work we are undertaking with our suppliers on sustainable palm oil sourcing, the kick-off of our social impact work, starting with a program supporting Madagascan Vanilla farmers, and in the work we're starting regarding water. We are also weaving the findings of our assessment into product and strategy discussions with cross-functional partners — across sourcing, procurement, R&D, merchandise planning and allocation and more — to consider sustainability impacts across all stages of our products' lifecycles. Bath & Body Works has also partnered with a third-party partner to conduct a comprehensive climate-related risks and opportunities assessment. The project will also include a preliminary view on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

## Row 3

### (2.2.2.1) Environmental issue

Select all that apply

- Water

### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- Dependencies
- Impacts
- Risks
- Opportunities

### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations

### (2.2.2.4) Coverage

*Select from:*

- Full

### (2.2.2.7) Type of assessment

*Select from:*

- Qualitative and quantitative

### (2.2.2.8) Frequency of assessment

*Select from:*

- Not defined

### (2.2.2.9) Time horizons covered

*Select all that apply*

- Short-term
- Medium-term

- Long-term

### (2.2.2.10) Integration of risk management process

Select from:

- A specific environmental risk management process

### (2.2.2.11) Location-specificity used

Select all that apply

- Site-specific
- Local
- Sub-national

### (2.2.2.12) Tools and methods used

#### Commercially/publicly available tools

- WRI Aqueduct

#### Other

- Desk-based research
- External consultants
- Materiality assessment
- Other, please specify

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- NGOs
- Customers
- Employees
- Investors
- Water utilities at a local level
- Other water users at the basin/catchment level

- Local communities

### (2.2.2.16) Further details of process

*In 2023, we took initial steps to set the foundation for our future water program. We partnered with EDF to conduct a water assessment and measure our direct water usage footprint. Overall, the findings validated that a majority of our direct and ingredient water use is in and around Columbus, Ohio, the water basins of which are considered 'Medium to High' Baseline Water Stress according to the WRI's Aqueduct tool. While our central business functions are not located in a water-scarce part of the country, some of our stores and fillers are. We now have our baseline to reference as we build a more robust water program in the future. As we look ahead, we will continue our assessment of water interactions and look forward to solidifying our water strategy in the near future. We are also in the process of working with a third-party to conduct a comprehensive climate-related risks and opportunities assessment. The project will also include insights on water and nature, which are emerging risk and disclosure fields that are closely related to climate.*

### Row 4

#### (2.2.2.1) Environmental issue

*Select all that apply*

- Plastics

#### (2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

*Select all that apply*

- Dependencies
- Impacts
- Risks
- Opportunities

#### (2.2.2.3) Value chain stages covered

*Select all that apply*

- Direct operations
- Upstream value chain
- Downstream value chain

- End of life management

#### (2.2.2.4) Coverage

Select from:

- Full

#### (2.2.2.7) Type of assessment

Select from:

- Qualitative and quantitative

#### (2.2.2.8) Frequency of assessment

Select from:

- Annually

#### (2.2.2.9) Time horizons covered

Select all that apply

- Short-term
- Medium-term

#### (2.2.2.10) Integration of risk management process

Select from:

- A specific environmental risk management process

#### (2.2.2.11) Location-specificity used

Select all that apply

- National

#### (2.2.2.12) Tools and methods used

## Other

- Desk-based research
- External consultants
- Materiality assessment
- Other, please specify

### (2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Local communities
- Regulators

### (2.2.2.15) Has this process changed since the previous reporting year?

Select from:

- Yes

### (2.2.2.16) Further details of process

*We're progressing along our journey to reimagine our approach for the packaging of our products. This past year, we made progress in better understanding the current status of our packaging, more about its recyclability/reusability and how we will progress to meet our packaging and plastics commitments. Through the ESG roadmaps, we worked with cross-functional partners to detail the steps and resources required to meet our packaging and plastics commitments. At the same time, through our ESG data acquisition process with suppliers, we began to quantify and better understand our current packaging baseline and then used our sustainable sourcing risk assessment tool to begin identifying what packaging materials will be our areas of focus. We continue to recognize that achieving increased recycled content, reusable packages, and recyclable product packaging is a complex process that requires analyzing and balancing the environmental and safety impacts of materials, and how they're made, transported, used, disposed of, and available local recycling infrastructure. When you factor in the different components within a single product's packaging — from the bottle and lid, to pump dip tube and label — it is clear there is no simple solution. There's also an underlying promise we have to our customers to retain the quality, aesthetics and integrity that they trust our brand to deliver. As our roadmaps are put into action, we will be carefully considering all these aspects, and we look forward to working with our suppliers to come up with sustainable packaging solutions that support our ESG strategy and deliver excellence to our customers.*

[Add row]

## (2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

### (2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:

Yes

### (2.2.7.2) Description of how interconnections are assessed

*As a retailer of personal care, beauty products and accessories, we recognize that we have many product ingredients and components that impact the environment and broader climate-related issues. Our new ESG strategy was influenced by these potential impacts and the new near- and long-term commitments that were established in support of the Company's new ESG strategy include goals specific to products. In 2023, our cross-functional ESG Lead Teams built out roadmaps that cover how we plan to tactically approach our ESG commitments. This includes the actions, resources, risks, challenges and partnerships necessary to support the work across our pillars of Engaged People, Thoughtful Products and Brighter Places. These roadmaps help to bridge the gap between our commitments and implementation and enable us to actively prioritize actions as our business grows and evolves. We learned through this process that many of our commitments, especially those related to environmental matters like climate, forests and water, are strongly connected or linked to one another and require sequenced steps. The roadmaps were finalized in 2023 and will help lead us into the next phase of our ESG journey — action and impact. We are also in the process of working with a third-party to conduct a comprehensive climate-related risks and opportunities assessment. The project will also include insights on water and nature, which are emerging risk and disclosure fields that are closely related to climate.*

[Fixed row]

## (2.3) Have you identified priority locations across your value chain?

### (2.3.1) Identification of priority locations

Select from:

Yes, we are currently in the process of identifying priority locations

### (2.3.2) Value chain stages where priority locations have been identified

Select all that apply

Direct operations

Upstream value chain

- Downstream value chain

### (2.3.3) Types of priority locations identified

#### Sensitive locations

- Areas important for biodiversity
- Areas of limited water availability, flooding, and/or poor quality of water

#### Locations with substantive dependencies, impacts, risks, and/or opportunities

- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to forests
- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water
- Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

### (2.3.4) Description of process to identify priority locations

*We performed a data collection value chain risk assessment in 2023, which allowed us to identify priority locations especially as it relates to areas important for biodiversity and those with limited water availability. We leveraged the WRI Aqueduct tool to approximate water availability in our key manufacturing and sourcing zones. We leveraged our risk assessment to categorize value chain components of high environmental risk to then looking at KBA s and understand the places we should keep top of mind for ecological sensitivity.*

### (2.3.5) Will you be disclosing a list/spatial map of priority locations?

*Select from:*

- No, we do not have a list/geospatial map of priority locations

*[Fixed row]*

## (2.4) How does your organization define substantive effects on your organization?

### Risks

#### (2.4.1) Type of definition

*Select all that apply*

- Qualitative
- Quantitative

## (2.4.2) Indicator used to define substantive effect

Select from:

- Other, please specify :This is part of our formal, holistic company-wide risk management process that includes identification of key risk indicators that defines critical, strategic and operational risk

## (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring
- Time horizon over which the effect occurs
- Likelihood of effect occurring

## Opportunities

### (2.4.1) Type of definition

Select all that apply

- Qualitative
- Quantitative

### (2.4.2) Indicator used to define substantive effect

Select from:

- Other, please specify :This is part of our formal, holistic company-wide risk management process that includes identification of key risk indicators that defines critical, strategic and operational risk

### (2.4.6) Metrics considered in definition

Select all that apply

- Frequency of effect occurring

Time horizon over which the effect occurs

Likelihood of effect occurring

[Add row]

**(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?**

### **(2.5.1) Identification and classification of potential water pollutants**

Select from:

Yes, we identify and classify our potential water pollutants

### **(2.5.2) How potential water pollutants are identified and classified**

*We currently focus our evaluations for the time being on human health evaluations. However, we also we also follow regulations if any ingredient is banned or restricted from an environmental impact perspective.*

[Fixed row]

### C3. Disclosure of risks and opportunities

**(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

#### Climate change

##### (3.1.1) Environmental risks identified

Select from:

No

##### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Evaluation in progress

##### (3.1.3) Please explain

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the physical and transition risks and opportunities due to climate change and their financial impacts on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

#### Forests

##### (3.1.1) Environmental risks identified

Select from:

No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Evaluation in progress

### (3.1.3) Please explain

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the physical and transition risks and opportunities due to climate change and their financial impacts on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

## Water

### (3.1.1) Environmental risks identified

Select from:

No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Evaluation in progress

### (3.1.3) Please explain

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the physical and transition risks and opportunities due to climate change and their financial impacts on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

## Plastics

### (3.1.1) Environmental risks identified

Select from:

No

### (3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

Evaluation in progress

### (3.1.3) Please explain

*In support of our efforts around packaging and plastics, in 2023 we conducted an end-to-end recyclability assessment with Resource Recycling Systems (RRS) on our five key product forms, which was used to influence the action plan in our ESG roadmap for packaging and plastics commitments.*

[Fixed row]

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

|  | Water-related regulatory violations                    | Comment   |
|--|--|---|
|  | Select from:<br><input checked="" type="checkbox"/> No | <i>There have been no water-related regulatory violations, enforcement orders, fines, or other penalties.</i> |

[Fixed row]

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

Select from:

Yes

**(3.5.1) Select the carbon pricing regulation(s) which impact your operations.**

*Select all that apply*

EU ETS

UK ETS

**(3.5.2) Provide details of each Emissions Trading Scheme (ETS) your organization is regulated by.**

**EU ETS**

**(3.5.2.1) % of Scope 1 emissions covered by the ETS**

1.2

**(3.5.2.2) % of Scope 2 emissions covered by the ETS**

0

**(3.5.2.3) Period start date**

01/01/2023

**(3.5.2.4) Period end date**

12/31/2023

**(3.5.2.5) Allowances allocated**

0

**(3.5.2.6) Allowances purchased**

0

### (3.5.2.7) Verified Scope 1 emissions in metric tons CO2e

214

### (3.5.2.8) Verified Scope 2 emissions in metric tons CO2e

0

### (3.5.2.9) Details of ownership

Select from:

Other, please specify :Ownership is comprised of both facilities we own and operate as well as facilities we operate but do not own.

### (3.5.2.10) Comment

*Ownership is comprised of both facilities we own and operate as well as facilities we operate but do not own.*

## UK ETS

### (3.5.2.1) % of Scope 1 emissions covered by the ETS

7.5

### (3.5.2.2) % of Scope 2 emissions covered by the ETS

0

### (3.5.2.3) Period start date

01/01/2023

### (3.5.2.4) Period end date

12/31/2023

### (3.5.2.5) Allowances allocated

0

#### (3.5.2.6) Allowances purchased

11

#### (3.5.2.7) Verified Scope 1 emissions in metric tons CO2e

1321

#### (3.5.2.8) Verified Scope 2 emissions in metric tons CO2e

0

#### (3.5.2.9) Details of ownership

Select from:

Other, please specify :Ownership is comprised of both facilities we own and operate as well as facilities we operate but do not own.

#### (3.5.2.10) Comment

*Ownership is comprised of both facilities we own and operate as well as facilities we operate but do not own.*

*[Fixed row]*

### **(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?**

*The Company does not operate facilities in the European Union or the United Kingdom. The Company is required to participate in the European Union Emissions Trading Scheme and UK Emissions Trading Scheme due to occasional use of airspace within the European Union and the United Kingdom. We obtain third-party verification of our yearly emissions report and submit both reports to the regulator. The Company will submit a combination of allocated and previously purchased allowances equal to our reported emissions for the prior year when appropriate. The Company contracts with an aviation partner to assist with its carbon tracking, reporting, credit purchases, and submissions associated with the applicable trading schemes.*

### **(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?**

## Climate change

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Evaluation in progress

### (3.6.3) Please explain

*We are currently undergoing a climate scenario analysis to understand the financial impacts of climate-related risks and opportunities on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature, which are emerging risk and disclosure fields that are closely related to climate. We expect future environmental opportunities to be uncovered through this work.*

## Forests

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Not an immediate strategic priority

### (3.6.3) Please explain

*Not an immediate strategic priority. Please see response above.*

## Water

### (3.6.1) Environmental opportunities identified

Select from:

No

### (3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

Not an immediate strategic priority

### (3.6.3) Please explain

*Not an immediate strategic priority. Please see response above.  
[Fixed row]*

## C4. Governance

### (4.1) Does your organization have a board of directors or an equivalent governing body?

#### (4.1.1) Board of directors or equivalent governing body

Select from:

Yes

#### (4.1.2) Frequency with which the board or equivalent meets

Select from:

Quarterly

#### (4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

Executive directors or equivalent

Independent non-executive directors or equivalent

#### (4.1.4) Board diversity and inclusion policy

Select from:

Yes, and it is publicly available

#### (4.1.5) Briefly describe what the policy covers

*The Company's Corporate Governance Principles are publicly shared on the BBWinc.com corporate site and covers various topics including director responsibilities, qualifications and diversity policies.*

#### (4.1.6) Attach the policy (optional)

*BBWI Corporate Governance Principles.pdf*

[Fixed row]

**(4.1.1) Is there board-level oversight of environmental issues within your organization?**

|                | Board-level oversight of this environmental issue       |
|----------------|---|
| Climate change | Select from:<br><input checked="" type="checkbox"/> Yes |
| Forests        | Select from:<br><input checked="" type="checkbox"/> Yes |
| Water          | Select from:<br><input checked="" type="checkbox"/> Yes |
| Biodiversity   | Select from:<br><input checked="" type="checkbox"/> Yes |

[Fixed row]

**(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.**

**Climate change**

**(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

Select all that apply

Board-level committee

**(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

Select from:

Yes

### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

Board Terms of Reference

### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

Scheduled agenda item in every board meeting (standing agenda item)

### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

Overseeing and guiding scenario analysis

Overseeing and guiding the development of a climate transition plan

Overseeing the setting of corporate targets

Monitoring progress towards corporate targets

Approving corporate policies and/or commitments

Overseeing and guiding the development of a business strategy

### (4.1.2.7) Please explain

*The Nominating & Governance Committee of the Board reviews and oversees actions in furtherance of the Company's corporate social responsibility and its ESG strategy and initiatives, including environmental-related issues like climate-change, forests, water and biodiversity. The Nominating & Governance Committee of the Board reviews the Company's ESG priorities and commitments and helps ensure that ESG remains a priority for the business and a key consideration in the Company's growth strategy. ESG is a regular agenda item during Nominating and Governance Committee meetings and periodically at meetings of the Company's Board of Directors as needed. Additionally, as part of its Enterprise Risk Management program, the Company has tools in place to ensure key risks are being managed by function as well as the Board at its various Committees. The tools include Risk Councils and Committees, which are formalized, risk-focused groups embedded within the enterprise to address key risks. The key risks identified in our Risk Councils and Committees are escalated to senior leaders as necessary and are shared with the Audit Committee (semi-annually) and with the Board of Directors (annually or as needed).*

## Forests

#### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Board-level committee

#### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

#### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Board Terms of Reference

#### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in every board meeting (standing agenda item)

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Overseeing and guiding scenario analysis
- Overseeing and guiding the development of a business strategy
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Monitoring the implementation of a climate transition plan

#### (4.1.2.7) Please explain

*The Nominating & Governance Committee of the Board reviews and oversees actions in furtherance of the Company's corporate social responsibility and its ESG strategy and initiatives, including environmental-related issues like climate-change, forests, water and biodiversity. The Nominating & Governance Committee of the Board reviews the Company's ESG priorities and commitments and helps ensure that ESG remains a priority for the business and a key consideration in the*

Company's growth strategy. ESG is a regular agenda item during Nominating and Governance Committee meetings and periodically at meetings of the Company's Board of Directors as needed. Additionally, as part of its Enterprise Risk Management program, the Company has tools in place to ensure key risks are being managed by function as well as the Board at its various Committees. The tools include Risk Councils and Committees, which are formalized, risk-focused groups embedded within the enterprise to address key risks. The key risks identified in our Risk Councils and Committees are escalated to senior leaders as necessary and are shared with the Audit Committee (semi-annually) and with the Board of Directors (annually or as needed).

## Water

### (4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

- Board-level committee

### (4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

- Yes

### (4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

- Board Terms of Reference

### (4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

- Scheduled agenda item in every board meeting (standing agenda item)

### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Overseeing and guiding scenario analysis
- Overseeing and guiding the development of a climate transition plan
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments

- Overseeing and guiding the development of a business strategy

#### **(4.1.2.7) Please explain**

*The Nominating & Governance Committee of the Board reviews and oversees actions in furtherance of the Company's corporate social responsibility and its ESG strategy and initiatives, including environmental-related issues like climate-change, forests, water and biodiversity. The Nominating & Governance Committee of the Board reviews the Company's ESG priorities and commitments and helps ensure that ESG remains a priority for the business and a key consideration in the Company's growth strategy. ESG is a regular agenda item during Nominating and Governance Committee meetings and periodically at meetings of the Company's Board of Directors as needed. Additionally, as part of its Enterprise Risk Management program, the Company has tools in place to ensure key risks are being managed by function as well as the Board at its various Committees. The tools include Risk Councils and Committees, which are formalized, risk-focused groups embedded within the enterprise to address key risks. The key risks identified in our Risk Councils and Committees are escalated to senior leaders as necessary and are shared with the Audit Committee (semi-annually) and with the Board of Directors (annually or as needed).*

### **Biodiversity**

#### **(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue**

*Select all that apply*

- Board-level committee

#### **(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board**

*Select from:*

- Yes

#### **(4.1.2.3) Policies which outline the positions' accountability for this environmental issue**

*Select all that apply*

- Board Terms of Reference

#### **(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item**

*Select from:*

- Scheduled agenda item in every board meeting (standing agenda item)

#### (4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

- Overseeing and guiding scenario analysis
- Overseeing and guiding the development of a climate transition plan
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets
- Approving corporate policies and/or commitments
- Overseeing and guiding the development of a business strategy

#### (4.1.2.7) Please explain

*The Nominating & Governance Committee of the Board reviews and oversees actions in furtherance of the Company's corporate social responsibility and its ESG strategy and initiatives, including environmental-related issues like climate-change, forests, water and biodiversity. The Nominating & Governance Committee of the Board reviews the Company's ESG priorities and commitments and helps ensure that ESG remains a priority for the business and a key consideration in the Company's growth strategy. ESG is a regular agenda item during Nominating and Governance Committee meetings and periodically at meetings of the Company's Board of Directors as needed. Additionally, as part of its Enterprise Risk Management program, the Company has tools in place to ensure key risks are being managed by function as well as the Board at its various Committees. The tools include Risk Councils and Committees, which are formalized, risk-focused groups embedded within the enterprise to address key risks. The key risks identified in our Risk Councils and Committees are escalated to senior leaders as necessary and are shared with the Audit Committee (semi-annually) and with the Board of Directors (annually or as needed).*

[Fixed row]

### (4.2) Does your organization's board have competency on environmental issues?

#### Climate change

#### (4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

#### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Experience

- Executive-level experience in a role focused on environmental issues

## Forests

### (4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Experience

- Executive-level experience in a role focused on environmental issues

## Water

### (4.2.1) Board-level competency on this environmental issue

Select from:

- Yes

### (4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

- Having at least one board member with expertise on this environmental issue

### (4.2.3) Environmental expertise of the board member

#### Experience

Executive-level experience in a role focused on environmental issues

[Fixed row]

### (4.3) Is there management-level responsibility for environmental issues within your organization?

|                | Management-level responsibility for this environmental issue |
|----------------|--|
| Climate change | Select from:<br><input checked="" type="checkbox"/> Yes      |
| Forests        | Select from:<br><input checked="" type="checkbox"/> Yes      |
| Water          | Select from:<br><input checked="" type="checkbox"/> Yes      |
| Biodiversity   | Select from:<br><input checked="" type="checkbox"/> Yes      |

[Fixed row]

**(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).**

#### Climate change

##### (4.3.1.1) Position of individual or committee with responsibility

## Executive level

- Other C-Suite Officer, please specify :Chief Supply Chain Officer

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

#### Other

- Other, please specify :Executive Council member responsible for environmentally related ESG matters, including climate change, forests, water and biodiversity.

### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*The Company's Group Vice President and Head of Environment, Social and Governance reports directly to the Chief Supply Chain Officer. The Chief Supply Chain Officer, who reports directly to the Company's CEO, is part of the Company's Executive Council, which is composed of senior leaders across the organization (including from our finance, human resources, legal, merchandising/branding, supply chain, logistics and digital and technology functions). This Executive Council (along with our Board of Directors) reviews and approves our Company's ESG priorities and commitments. The Chief Supply Chain Officer also is the Executive Sponsor for the Product & Sourcing Risk Council, which is composed of cross-functional senior executives and meets quarterly to discuss core business, sourcing and purchasing practices, review sustainability risks and opportunities (including around environmental topics like climate change, forests, water and biodiversity) and review and update, as needed, supply chain policies.*

### Forests

#### (4.3.1.1) Position of individual or committee with responsibility

##### Executive level

- Other C-Suite Officer, please specify :Chief Supply Chain Officer

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

##### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

##### Strategy and financial planning

- Developing a climate transition plan

- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

#### Other

- Other, please specify :Executive Council member responsible for environmentally related ESG matters, including climate change, forests, water and biodiversity.

### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

### (4.3.1.6) Please explain

*The Company's Group Vice President and Head of Environment, Social and Governance reports directly to the Chief Supply Chain Officer. The Chief Supply Chain Officer, who reports directly to the Company's CEO, is part of the Company's Executive Council, which is composed of senior leaders across the organization (including from our finance, human resources, legal, merchandising/branding, supply chain, logistics and digital and technology functions). This Executive Council (along with our Board of Directors) reviews and approves our Company's ESG priorities and commitments. The Chief Supply Chain Officer also is the Executive Sponsor for the Product & Sourcing Risk Council, which is composed of cross-functional senior executives and meets quarterly to discuss core business, sourcing and purchasing practices, review sustainability risks and opportunities (including around environmental topics like climate change, forests, water and biodiversity) and review and update, as needed, supply chain policies.*

## Water

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Other C-Suite Officer, please specify :Chief Supply Chain Officer

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

#### Other

- Other, please specify :Executive Council member responsible for environmentally related ESG matters, including climate change, forests, water and biodiversity.

### (4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

### (4.3.1.6) Please explain

The Company's Group Vice President and Head of Environment, Social and Governance reports directly to the Chief Supply Chain Officer. The Chief Supply Chain Officer, who reports directly to the Company's CEO, is part of the Company's Executive Council, which is composed of senior leaders across the organization (including from our finance, human resources, legal, merchandising/branding, supply chain, logistics and digital and technology functions). This Executive Council (along with our Board of Directors) reviews and approves our Company's ESG priorities and commitments. The Chief Supply Chain Officer also is the Executive Sponsor for the Product & Sourcing Risk Council, which is composed of cross-functional senior executives and meets quarterly to discuss core business, sourcing and purchasing practices, review sustainability risks and opportunities (including around environmental topics like climate change, forests, water and biodiversity) and review and update, as needed, supply chain policies.

## Biodiversity

### (4.3.1.1) Position of individual or committee with responsibility

#### Executive level

- Other C-Suite Officer, please specify :Chief Supply Chain Officer

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

## Other

Other, please specify :Executive Council member responsible for environmentally related ESG matters, including climate change, forests, water and biodiversity.

### (4.3.1.4) Reporting line

Select from:

Reports to the Chief Executive Officer (CEO)

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

Quarterly

### (4.3.1.6) Please explain

*The Company's Group Vice President and Head of Environment, Social and Governance reports directly to the Chief Supply Chain Officer. The Chief Supply Chain Officer, who reports directly to the Company's CEO, is part of the Company's Executive Council, which is composed of senior leaders across the organization (including from our finance, human resources, legal, merchandising/branding, supply chain, logistics and digital and technology functions). This Executive Council (along with our Board of Directors) reviews and approves our Company's ESG priorities and commitments. The Chief Supply Chain Officer also is the Executive Sponsor for the Product & Sourcing Risk Council, which is composed of cross-functional senior executives and meets quarterly to discuss core business, sourcing and purchasing practices, review sustainability risks and opportunities (including around environmental topics like climate change, forests, water and biodiversity) and review and update, as needed, supply chain policies*

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

## Other

Other, please specify :Group Vice President Head of ESG

### (4.3.1.2) Environmental responsibilities of this position

### **Dependencies, impacts, risks and opportunities**

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

### **Policies, commitments, and targets**

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

### **Strategy and financial planning**

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

### **Other**

- Other, please specify :Overall ESG and climate strategies, as well as assessing and managing climate-related risks and opportunities

### **(4.3.1.4) Reporting line**

*Select from:*

- Other, please specify :Chief Supply Officer reporting line

### **(4.3.1.5) Frequency of reporting to the board on environmental issues**

*Select from:*

- Quarterly

### **(4.3.1.6) Please explain**

*The Group Vice President and Head of ESG reports to the Chief Supply Chain Officer and is responsible for executing on the Company's overall ESG and climate strategies as well as assessing and managing environmental-related risks and opportunities and escalating to the Nominating and Governance Committee of the Board as appropriate.*

## Forests

### (4.3.1.1) Position of individual or committee with responsibility

#### Other

- Other, please specify :Group Vice President Head of ESG

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

#### Other

- Other, please specify :Overall ESG and environmental strategies, including those that impact forests

#### (4.3.1.4) Reporting line

Select from:

- Other, please specify :Chief Supply Officer reporting line

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

#### (4.3.1.6) Please explain

*The Group Vice President and Head of ESG reports to the Chief Supply Chain Officer and is responsible for executing on the Company's overall ESG and climate strategies as well as assessing and managing environmental-related risks and opportunities and escalating to the Nominating and Governance Committee of the Board as appropriate.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Other

- Other, please specify :Group Vice President Head of ESG

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

##### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments

- Setting corporate environmental targets

### **Strategy and financial planning**

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

### **Other**

- Other, please specify :Overall ESG and environmental strategies, including those that impact water

## **(4.3.1.4) Reporting line**

Select from:

- Other, please specify :Chief Supply Officer reporting line

## **(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

- Quarterly

## **(4.3.1.6) Please explain**

*The Group Vice President and Head of ESG reports to the Chief Supply Chain Officer and is responsible for executing on the Company's overall ESG and climate strategies as well as assessing and managing environmental-related risks and opportunities and escalating to the Nominating and Governance Committee of the Board as appropriate.*

## **Biodiversity**

### **(4.3.1.1) Position of individual or committee with responsibility**

#### **Other**

- Other, please specify :Group Vice President Head of ESG

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan
- Managing environmental reporting, audit, and verification processes

#### Other

- Other, please specify :Overall ESG and environmental strategies, including those that impact biodiversity

### (4.3.1.4) Reporting line

Select from:

- Other, please specify :Chief Supply Officer reporting line

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- Quarterly

### (4.3.1.6) Please explain

*The Group Vice President and Head of ESG reports to the Chief Supply Chain Officer and is responsible for executing on the Company's overall ESG and climate strategies as well as assessing and managing environmental-related risks and opportunities and escalating to the Nominating and Governance Committee of the Board as appropriate.*

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

#### Committee

- Environmental, Social, Governance committee

### (4.3.1.2) Environmental responsibilities of this position

#### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

#### Other

- Other, please specify :Management of ESG strategy and delivery of program and supports the Company's ESG Lead Teams

### (4.3.1.4) Reporting line

Select from:

- Other, please specify :Executive Council

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

#### (4.3.1.6) Please explain

*The ESG Steering Committee is a cross-functional team of leaders (VP level and above) who manage ESG issues (including climate change and carbon emissions, and other environmental topics including forests, water and biodiversity) across the enterprise, providing input into Company strategies and ensuring coordination across functions toward delivering the Company's ESG goals and targets.*

### Forests

#### (4.3.1.1) Position of individual or committee with responsibility

##### Committee

- Environmental, Social, Governance committee

#### (4.3.1.2) Environmental responsibilities of this position

##### Dependencies, impacts, risks and opportunities

- Assessing environmental dependencies, impacts, risks, and opportunities
- Assessing future trends in environmental dependencies, impacts, risks, and opportunities
- Managing environmental dependencies, impacts, risks, and opportunities

##### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

### Other

- Other, please specify :Management of ESG strategy and delivery of program and supports the Company's ESG Lead Teams

### (4.3.1.4) Reporting line

Select from:

- Other, please specify :Executive Council

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

### (4.3.1.6) Please explain

*The ESG Steering Committee is a cross-functional team of leaders (VP level and above) who manage ESG issues (including climate change and carbon emissions, and other environmental topics including forests, water and biodiversity) across the enterprise, providing input into Company strategies and ensuring coordination across functions toward delivering the Company's ESG goals and targets.*

## Water

### (4.3.1.1) Position of individual or committee with responsibility

#### Committee

- Environmental, Social, Governance committee

### (4.3.1.2) Environmental responsibilities of this position

### **Policies, commitments, and targets**

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

### **Strategy and financial planning**

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

### **Other**

- Other, please specify :Management of ESG strategy and delivery of program and supports the Company's ESG Lead Teams

## **(4.3.1.4) Reporting line**

Select from:

- Other, please specify :Executive Council

## **(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

- As important matters arise

## **(4.3.1.6) Please explain**

*The ESG Steering Committee is a cross-functional team of leaders (VP level and above) who manage ESG issues (including climate change and carbon emissions, and other environmental topics including forests, water and biodiversity) across the enterprise, providing input into Company strategies and ensuring coordination across functions toward delivering the Company's ESG goals and targets.*

## **Biodiversity**

### **(4.3.1.1) Position of individual or committee with responsibility**

## Committee

- Environmental, Social, Governance committee

### (4.3.1.2) Environmental responsibilities of this position

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

#### Other

- Other, please specify :Management of ESG strategy and delivery of program and supports the Company's ESG Lead Teams

### (4.3.1.4) Reporting line

Select from:

- Other, please specify :Executive Council

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

### (4.3.1.6) Please explain

*The ESG Steering Committee is a cross-functional team of leaders (VP level and above) who manage ESG issues (including climate change and carbon emissions, and other environmental topics including forests, water and biodiversity) across the enterprise, providing input into Company strategies and ensuring coordination across functions toward delivering the Company's ESG goals and targets.*

## Climate change

### (4.3.1.1) Position of individual or committee with responsibility

#### Other

- Other, please specify :ESG Climate Change Lead Team

### (4.3.1.2) Environmental responsibilities of this position

#### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

#### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

#### Other

- Other, please specify :Specific to climate change and carbon emissions, the ESG Climate Change Lead Team is accountable for identifying/executing ESG projects cross-functionally across the organization

### (4.3.1.4) Reporting line

Select from:

- Other, please specify :ESG Steering Committee

### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

#### (4.3.1.6) Please explain

*The ESG Climate Change Lead Team is responsible for identifying opportunities and executing ESG projects related to climate change and carbon emissions cross-functionally across the organization. This group consists of Team Champions who are collectively responsible for leading/organizing the team and enabling the various functions to drive projects. The group also consists of Team Subject Matter Experts who are responsible for providing expertise and working projects within their own/across their functions.*

### Forests

#### (4.3.1.1) Position of individual or committee with responsibility

##### Other

- Other, please specify :ESG Retail and Operations Lead Team

#### (4.3.1.2) Environmental responsibilities of this position

##### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

##### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

##### Other

- Other, please specify :Accountable for identifying/executing ESG projects cross-functionally across the organization specific to products (impacting forest and water)

#### (4.3.1.4) Reporting line

Select from:

- Other, please specify :ESG Steering Committee

#### (4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

- As important matters arise

#### (4.3.1.6) Please explain

*The ESG Retail and Operations Lead Team is responsible for identifying opportunity and execute ESG projects related to product transparency and ingredients, packaging and plastics and sustainable sourcing, which impact the company's forest and water footprint. This group consists of Team Champions who are collectively responsible for leading/organizing the team and enabling the various functions to drive projects. The group also consists of Team Subject Matter Experts who are responsible for providing expertise and working projects within their own/across their functions.*

### Water

#### (4.3.1.1) Position of individual or committee with responsibility

##### Other

- Other, please specify :ESG Retail and Operations Lead Team

#### (4.3.1.2) Environmental responsibilities of this position

##### Policies, commitments, and targets

- Measuring progress towards environmental corporate targets
- Setting corporate environmental policies and/or commitments
- Setting corporate environmental targets

##### Strategy and financial planning

- Conducting environmental scenario analysis
- Developing a climate transition plan
- Implementing a climate transition plan

**Other**

Other, please specify :Accountable for identifying/executing ESG projects cross-functionally across the organization specific to products (impacting forest and water)

**(4.3.1.4) Reporting line**

Select from:

Other, please specify :ESG Steering Committee

**(4.3.1.5) Frequency of reporting to the board on environmental issues**

Select from:

As important matters arise

**(4.3.1.6) Please explain**

*The ESG Retail and Operations Lead Team is responsible for identifying opportunity and execute ESG projects related to product transparency and ingredients, packaging and plastics and sustainable sourcing, which impact the company’s forest and water footprint. This group consists of Team Champions who are collectively responsible for leading/organizing the team and enabling the various functions to drive projects. The group also consists of Team Subject Matter Experts who are responsible for providing expertise and working projects within their own/across their functions.*  
[Add row]

**(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?**

|                | Provision of monetary incentives related to this environmental issue | Please explain   |
|----------------|--|--|
| Climate change | Select from:   | No, not currently but we plan to introduce them in the next two years. |

|         | Provision of monetary incentives related to this environmental issue  | Please explain   |
|---------|---|--|
|         | <input checked="" type="checkbox"/> No, but we plan to introduce them in the next two years                 |  |
| Forests | Select from:<br><input checked="" type="checkbox"/> No, but we plan to introduce them in the next two years | No, not currently but we plan to introduce them in the next two years. |
| Water   | Select from:<br><input checked="" type="checkbox"/> No, but we plan to introduce them in the next two years | No, not currently but we plan to introduce them in the next two years  |

[Fixed row]

#### (4.6) Does your organization have an environmental policy that addresses environmental issues?

##### (4.6.1) Does your organization have any environmental policies?

Select from:

No, but we plan to within the next two years

##### (4.6.2) Primary reason for not having an environmental policy

Select from:

Other, please specify :Review currently in process.

##### (4.6.3) Explain why you do not have an environmental policy

The team is currently reviewing ESG related policies and is planning to add an environmental related policy in the near future that aligns to the Company's ESG strategy.

[Fixed row]

#### **(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?**

##### **(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?**

Select from:

Yes

##### **(4.10.2) Collaborative framework or initiative**

Select all that apply

Ceres

Science-Based Targets Initiative (SBTi)

##### **(4.10.3) Describe your organization's role within each framework or initiative**

*Since 2009, we have been a member of BICEP, an advocacy coalition of businesses committed to working with policymakers to pass meaningful energy and climate legislation in support of three principles — increased adoption of renewable energy and energy efficiency; increased investment in a clean energy economy; and increased support for climate change resilience. BICEP's overall goal is broad, bipartisan consensus among policy makers to reduce GHG emissions 80% below 1990 levels by 2050.*

*[Fixed row]*

#### **(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?**

##### **(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment**

Select all that apply

Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

##### **(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals**

Select from:

- No, but we plan to have one in the next two years

#### (4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

- Unknown

#### (4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

*Any activities that have the potential to influence climate policy are discussed with the ESG Steering Committee to ensure they are consistent with the Company's overall climate strategy. The ESG Steering Committee is composed of executives from various Company functions that meet regularly to discuss core business activities as they relate to environmental impact, labor and other social responsibility topics. Since 2012, the Company has been a member of the Business for Innovative Climate & Energy Policy (BICEP) Coalition, a project of Boston-based CERES. BICEP launched in 2008 and is an advocacy coalition of businesses committed to working with policy makers to pass meaningful energy and climate legislation that will enable a rapid transition to a low-carbon, 21st century economy that will create new jobs and stimulate economic growth while stabilizing our planet's climate. BICEP's overall goal is broad, bipartisan consensus among policy makers to reduce GHG emissions 80% below 1990 levels by 2050, with an interim goal of at least 25% below 1990 levels by 2020. In order for such progress to be achieved, BICEP members are committed to the following principles in the development of U.S. energy and climate policy: 1. Promote Energy Efficiency and Renewable Energy; 2. Increase Investment in a Clean Energy Economy; and 3. Support Climate Change Adaptation, Technology Transfer and Forest Preservation.*  
[Fixed row]

#### (4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

##### Row 1

#### (4.11.2.1) Type of indirect engagement

Select from:

- Indirect engagement via a trade association

#### (4.11.2.4) Trade association

## Global

Other global trade association, please specify :Retail Industry Leaders Association (RILA), National Retail Federation (NRF), Personal Care Products Council (PCPC) and CERES BICEP

### (4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

Climate change

### (4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

Consistent

### (4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

No, we did not attempt to influence their position

### (4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

*The Company aligns its climate position with that of the industry and the position of the below trade associations which are all working to address climate change (no change to these trade association's position on climate change in the reporting year; thus, the Company did not attempt to influence their position as it was not applicable): RILA: "RILA believes effective public policy has a critical role to play in protecting communities and economies globally from climate change's most disruptive impacts. The retail industry is an ally in the fight against climate change and stands ready to partner with policymakers and provide constructive insights as we work towards achievable goals." NRF: "No effort to address climate concerns will be successful without individuals, businesses, communities, nonprofit organizations and governments around the world working collaboratively to prevent, mitigate and adapt to climate change. The only effective, long-term solution will leverage market forces and U.S. and international government support to transition to a science-based, net-zero global economy. NRF will continue to support and accelerate broad and collaborative efforts and advance pragmatic, cost-effective, economy-wide climate policy solutions and practices. This includes ongoing support for market-based incentives to decarbonize the energy and transportation sectors; improve the energy efficiency of buildings, facilities, and products; modernize and expand recycling infrastructure; and support investments in net-zero research and development activities." Business for Innovative Climate & Energy Policy (BICEP)*

*Coalition, a project of Boston-based CERES: Launched in 2008 and is an advocacy coalition of businesses committed to working with policy makers to pass meaningful energy and climate legislation that will enable a rapid transition to a low-carbon, 21st century economy that will create new jobs and stimulate economic growth while stabilizing our planet's climate. The Personal Care Product Council: "PCPC and our member companies are aligned in our understanding of the immediate and potential long-term impacts of climate change and its effect on our planet, the natural environment and well-being of society. Members are committed to reducing their energy consumption, transitioning toward lower-carbon or renewable sources of energy, and ambitiously cutting their CO2 emissions while implementing mitigation, adaptation and resilience strategies."*

**(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)**

373750

**(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment**

N/A

**(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals**

Select from:

No, we have not evaluated

[Add row]

**(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?**

Select from:

Yes

**(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.**

Row 1

#### (4.12.1.1) Publication

Select from:

- In voluntary sustainability reports

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change
- Forests
- Water
- Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

- Complete

#### (4.12.1.5) Content elements

Select all that apply

- Strategy
- Governance
- Emission targets
- Emissions figures
- Value chain engagement
- Water accounting figures

#### (4.12.1.6) Page/section reference

*Updates on ESG Journey (pages 8-13), Thoughtful Products (pages 40-45), Brighter Places (pages 46-53), Governance (pages 54-58), Appendix (59-78)*

#### (4.12.1.7) Attach the relevant publication

*2023 ESG Report\_FINAL\_5.16.24.pdf*

#### (4.12.1.8) Comment

*On May 22, 2024, the Company released its 2023 Environmental, Social and Governance (ESG) Report. Building on the Company's robust inaugural report last year, this second annual report details updates on the Company's ESG progress and approach to working toward a more resilient and responsible future. As it relates to environmental matters, those related to climate change, forests, water and biodiversity can be found in the following sections: Updates on ESG Journey (pages 8-13), Thoughtful Products (pages 40-45) and Brighter Places (pages 46-53). Information on governance structure and ESG oversight can be found in the Governance section (pages 54-58). As it relates to alignment to leading ESG standards and frameworks, the Company remains committed to aligning its ESG disclosure and reporting to industry-leading frameworks and standards. The 2023 ESG 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 indices found in the report address what disclosures are referenced within the report and in publicly available documents. The Company shares future plans to re-evaluate and align its ESG reporting and disclosures to emerging ESG frameworks and standards, including the International Sustainability Standards Board (ISSB) IFRS Sustainability Disclosure Standards.*

#### Row 2

#### (4.12.1.1) Publication

Select from:

- In other regulatory filings

#### (4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change
- Forests
- Water
- Biodiversity

#### (4.12.1.4) Status of the publication

Select from:

- Complete

#### (4.12.1.5) Content elements

Select all that apply

- Governance
- Risks & Opportunities

#### **(4.12.1.6) Page/section reference**

*Pages 19-20: Corporate Governance; Committees of the Board Page 22: Corporate Governance; Board Role in Risk Oversight Page 23: Corporate Governance; The Board's Commitment to ESG Matters Pages 12-14 (in Form 10-K portion): Risks related to our business*

#### **(4.12.1.7) Attach the relevant publication**

*482676\_005\_bmk.pdf,482676\_005\_bmk.pdf*

#### **(4.12.1.8) Comment**

*The Bath & Body Works Proxy Statement for the 2024 Annual Meeting of Stockholders and 2023 Annual Report include information on ESG oversight (which includes oversight over climate change risks and opportunities) by the Company's Board of Directors and its Nominating & Governance Committee as well as risks to the Company's business (including potential effects of climate change and other environmental matters).*

*[Add row]*

## C5. Business strategy

### (5.1) Does your organization use scenario analysis to identify environmental outcomes?

#### Climate change

##### (5.1.1) Use of scenario analysis

Select from:

- No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

- Other, please specify :In progress

##### (5.1.4) Explain why your organization has not used scenario analysis

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the financial impacts of climate-related risks and opportunities on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

#### Forests

##### (5.1.1) Use of scenario analysis

Select from:

- No, but we plan to within the next two years

##### (5.1.3) Primary reason why your organization has not used scenario analysis

Select from:

Other, please specify :In progress

#### **(5.1.4) Explain why your organization has not used scenario analysis**

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the financial impacts of climate-related risks and opportunities on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate..*

### **Water**

#### **(5.1.1) Use of scenario analysis**

Select from:

No, but we plan to within the next two years

#### **(5.1.3) Primary reason why your organization has not used scenario analysis**

Select from:

Other, please specify :in progress

#### **(5.1.4) Explain why your organization has not used scenario analysis**

*We are currently undergoing a climate scenario analysis with a third-party partner to understand the financial impacts of climate-related risks and opportunities on Bath & Body Works, identify key action plans toward supporting risk mitigation, and position Bath & Body Works for best practice in climate risk management and disclosure. The project will also include insights on water and nature (including forests), which are emerging risk and disclosure fields that are closely related to climate.*

[Fixed row]

### **(5.2) Does your organization's strategy include a climate transition plan?**

#### **(5.2.1) Transition plan**

Select from:

No, but we are developing a climate transition plan within the next two years

**(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world**

Select from:

Other, please specify :In progress

**(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world**

*As it relates to developing a climate transition plan, we are committed to taking significant steps forward to measure and make reductions on the emissions stemming from our own operations and our entire value chain through our Scope 1, 2 and 3 emissions. In 2022, we formalized our commitments to reduce Scope 1 and 2 emissions 50% by 2030, using the 2022 GHG emissions figures for the new standalone Bath and Body Works company as baseline. We simultaneously continued our work to expand measurement to all relevant Scope 3 emissions categories in alignment with our commitment to set reduction targets for our entire value chain by 2025. Additionally, we are committed to submitting a science-based GHG reduction target to Science-Based Targets initiative (SBTi) by 2025. In 2023, we made several advancements toward a climate transition plan, including. - Submitting our commitment letter to the Science Based Targets initiative (SBTi), solidifying our commitment to set a science-based emission reduction target that is aligned to SBTi’s target-setting criteria by 2025. - Started working on renewable energy procurement options, developing a strategy and educating stakeholders throughout the process (including engaging with our Board of Directors and executive leadership team). - Added additional Scope 3 categories to our 2023 CDP response with additional Scope 3 categories added in this year’s response. Looking ahead, in 2024 and beyond, we plan to: - Continue work on our plans to measure Scope 3 emissions across our wider value chain so a baseline can be established, and we can then prioritize and set realistic, yet ambitious, emission reduction targets across our value chain. - Develop and publish emission reduction goals that are submitted to the Science Based Targets initiative (SBTi). - Explore renewable energy solutions and review and prioritize opportunities for energy and fuel efficiencies in our operations to help achieve at least a 50% reduction in Scope 1 and Scope 2 emissions by 2030.*

[Fixed row]

**(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?**

|  |  |
|--|--|
|  | Identification of spending/revenue that is aligned with your organization’s climate transition |
|  | Select from:   |

|  |  |
|--|--|
|  | Identification of spending/revenue that is aligned with your organization's climate transition |
|  | <input checked="" type="checkbox"/> No, but we plan to in the next two years                   |

[Fixed row]

### (5.10) Does your organization use an internal price on environmental externalities?

|  | Use of internal pricing of environmental externalities  | Primary reason for not pricing environmental externalities  | Explain why your organization does not price environmental externalities   |
|--|---|---|--|
|  | Select from:<br><input checked="" type="checkbox"/> No, and we do not plan to in the next two years | Select from:<br><input checked="" type="checkbox"/> Lack of internal resources, capabilities, or expertise (e.g., due to organization size) | <i>At this time, the Company is prioritizing other activities and will reevaluate this in the future as appropriate.</i> |

[Fixed row]

### (5.11) Do you engage with your value chain on environmental issues?

#### Suppliers

#### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

#### (5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests
- Water
- Plastics

## Smallholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- No, but we plan to within the next two years

### (5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

- Other, please specify :We are building our Sustainable Sourcing activities and have two commodities in 2024 that we will be engaging with Smallholder farmers on Palm and Vanilla.

### (5.11.4) Explain why you do not engage with this stakeholder on environmental issues

*At this time, the Company is prioritizing other stakeholder engagement. This will be reevaluated in the future as appropriate.*

## Customers

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

### (5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests

- Water
- Plastics

## Investors and shareholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

### (5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests
- Water
- Plastics

## Other value chain stakeholders

### (5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

### (5.11.2) Environmental issues covered

Select all that apply

- Climate change
- Forests
- Water
- Plastics

[Fixed row]

**(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?**

|                | Assessment of supplier dependencies and/or impacts on the environment  |
|----------------|--|
| Climate change | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years |
| Forests        | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years              |
| Water          | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years |
| Plastics       | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not assess the dependencies and/or impacts of our suppliers, and have no plans to do so within two years              |

[Fixed row]

**(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?**

**Climate change**

**(5.11.2.1) Supplier engagement prioritization on this environmental issue**

*Select from:*

Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

Business risk mitigation

#### (5.11.2.4) Please explain

*Due to internal capacity, we are working to prioritize our supplier engagement and manage that engagement based on which area of the business has the largest environmental impact.*

### Forests

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

Yes, we prioritize which suppliers to engage with on this environmental issue

#### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

Material sourcing

#### (5.11.2.4) Please explain

*Due to internal capacity, we are working to prioritize our supplier engagement and manage that engagement based on which area of the business has the largest environmental impact.*

### Water

#### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

Yes, we prioritize which suppliers to engage with on this environmental issue

### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- Business risk mitigation
- Material sourcing

### (5.11.2.4) Please explain

*Due to internal capacity, we are working to prioritize our supplier engagement and manage that engagement based on which area of the business has the largest environmental impact.*

## Plastics

### (5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

- Yes, we prioritize which suppliers to engage with on this environmental issue

### (5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

- Business risk mitigation
- Procurement spend

### (5.11.2.4) Please explain

*Due to internal capacity, we are working to prioritize our supplier engagement and manage that engagement based on which area of the business has the largest environmental impact.*

*[Fixed row]*

### (5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?

|                | Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process   | Policy in place for addressing supplier non-compliance  | Comment  |
|----------------|--|---|--|
| Climate change | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to introduce environmental requirements related to this environmental issue within the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not have a policy in place for addressing non-compliance | <i>As we develop our policy to introduce environmental requirements, we will also include a policy to address noncompliance.</i> |
| Forests        | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to introduce environmental requirements related to this environmental issue within the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not have a policy in place for addressing non-compliance | <i>As we develop our policy to introduce environmental requirements, we will also include a policy to address noncompliance.</i> |
| Water          | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to introduce environmental requirements related to this environmental issue within the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> No, we do not have a policy in place for addressing non-compliance | <i>As we develop our policy to introduce environmental requirements, we will also include a policy to address noncompliance.</i> |

[Fixed row]

### (5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

#### Climate change

##### (5.11.7.2) Action driven by supplier engagement

*Select from:*

No other supplier engagement

#### Forests

##### (5.11.7.1) Commodity

Select from:

- Palm oil

### (5.11.7.2) Action driven by supplier engagement

Select from:

- Adaptation to climate change

### (5.11.7.3) Type and details of engagement

#### Capacity building

- Provide training, support and best practices on how to mitigate environmental impact

### (5.11.7.4) Upstream value chain coverage

Select all that apply

- Tier 1 suppliers
- Tier 2 suppliers

### (5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

- 76-99%

## Water

### (5.11.7.2) Action driven by supplier engagement

Select from:

- No other supplier engagement

## Plastics

### (5.11.7.2) Action driven by supplier engagement

Select from:

- Removal of plastic from the environment

### (5.11.7.3) Type and details of engagement

#### Capacity building

- Provide training, support and best practices on how to mitigate environmental impact

#### Innovation and collaboration

- Collaborate with suppliers on innovations to reduce environmental impacts in products and services
- Collaborate with suppliers to develop reuse infrastructure and reuse models
- Invest jointly with suppliers in R&D of relevant low-carbon technologies
- Run a campaign to encourage innovation to reduce environmental impacts on products and services

[Add row]

## C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

|                | Consolidation approach used  | Provide the rationale for the choice of consolidation approach   |
|----------------|--|--|
| Climate change | Select from:<br><input checked="" type="checkbox"/> Operational control  | <i>The Company uses operational control as the consolidation approach as it aligns to the GHG methodology.</i> |
| Forests        | Select from:<br><input checked="" type="checkbox"/> Other, please specify :Complete data is not available at this time | <i>Complete data is not available at this time</i>   |
| Water          | Select from:<br><input checked="" type="checkbox"/> Operational control  | <i>The Company uses operational control as the consolidation approach as it aligns to the GHG methodology.</i> |
| Plastics       | Select from:<br><input checked="" type="checkbox"/> Operational control  | <i>The Company uses operational control as the consolidation approach as it aligns to the GHG methodology.</i> |
| Biodiversity   | Select from:<br><input checked="" type="checkbox"/> Other, please specify :Complete data is not available at this time | <i>Complete data is not available at this time.</i>  |

[Fixed row]

## C7. Environmental performance - Climate Change

### (7.1) Is this your first year of reporting emissions data to CDP?

Select from:

No

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

|  |  |
|--|--|
|  | Has there been a structural change?                                    |
|  | <i>Select all that apply</i><br><input checked="" type="checkbox"/> No |

[Fixed row]

#### (7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

|  |  |
|--|--|
|  | Change(s) in methodology, boundary, and/or reporting year definition?  |
|  | <i>Select all that apply</i><br><input checked="" type="checkbox"/> No |

[Fixed row]

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

Select all that apply

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

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

**(7.3.1) Scope 2, location-based**

Select from:

- We are reporting a Scope 2, location-based figure

**(7.3.2) Scope 2, market-based**

Select from:

- We are reporting a Scope 2, market-based figure

**(7.3.3) Comment**

*We are reporting Scope 2 emissions using both a market-based figure and a location-based figure in this submission. For our market-based reporting, we used residual mix figures for locations in the United States and Puerto Rico and location-based data for all other locations – primarily in Canada. The source used for residual mix data is 2023 Green-e Residual Mix Emissions Rates (2021 Data) for the United States and Puerto Rico.*

[Fixed row]

**(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Select from:

- No

**(7.5) Provide your base year and base year emissions.**

**Scope 1**

**(7.5.1) Base year end**

12/31/2022

**(7.5.2) Base year emissions (metric tons CO2e)**

18374

**(7.5.3) Methodological details**

*Fuel-based method*

**Scope 2 (location-based)**

**(7.5.1) Base year end**

12/31/2022

**(7.5.2) Base year emissions (metric tons CO2e)**

78342

**(7.5.3) Methodological details**

*Location-based method (covers all Scope 2 emissions company-wide)*

**Scope 2 (market-based)**

**(7.5.1) Base year end**

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

58171

## (7.5.3) Methodological details

*Market-based method (covers all location-based data for all Scope 2 emissions company-wide)*

## Scope 3 category 1: Purchased goods and services

### (7.5.1) Base year end

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

1172080

## (7.5.3) Methodological details

*Average-data method (ingredients and packaging); spend-based method (non-merchandise)*

## Scope 3 category 2: Capital goods

### (7.5.1) Base year end

12/31/2022

## (7.5.2) Base year emissions (metric tons CO2e)

67724

## (7.5.3) Methodological details

*Spend-based method*

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

#### (7.5.1) Base year end

12/31/2022

#### (7.5.2) Base year emissions (metric tons CO2e)

18234

#### (7.5.3) Methodological details

*Average-data method*

### Scope 3 category 4: Upstream transportation and distribution

#### (7.5.1) Base year end

12/31/2022

#### (7.5.2) Base year emissions (metric tons CO2e)

238378

#### (7.5.3) Methodological details

*Fuel-based method; Distance-based method; Site-specific method; Average-data method*

### Scope 3 category 5: Waste generated in operations

#### (7.5.1) Base year end

12/31/2022

#### (7.5.2) Base year emissions (metric tons CO2e)

### **(7.5.3) Methodological details**

*Waste-type-specific method*

### **Scope 3 category 6: Business travel**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

2048

### **(7.5.3) Methodological details**

*Distance-based method; Fuel-based method; spend-based method*

### **Scope 3 category 7: Employee commuting**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

39790

### **(7.5.3) Methodological details**

*Distance-based method; Average-data method*

### **Scope 3 category 8: Upstream leased assets**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

5161

### **(7.5.3) Methodological details**

*Average data method*

## **Scope 3 category 9: Downstream transportation and distribution**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

15448

### **(7.5.3) Methodological details**

*Distance-based method; Average data method*

## **Scope 3 category 10: Processing of sold products**

### **(7.5.1) Base year end**

12/31/2022

### **(7.5.2) Base year emissions (metric tons CO2e)**

0

### **(7.5.3) Methodological details**

N/A

### **Scope 3 category 11: Use of sold products**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

1165488

### **(7.5.3) Methodological details**

*Average data method*

### **Scope 3 category 12: End of life treatment of sold products**

#### **(7.5.1) Base year end**

12/31/2022

#### **(7.5.2) Base year emissions (metric tons CO2e)**

20335

### **(7.5.3) Methodological details**

*Average data method*

### **Scope 3 category 13: Downstream leased assets**

#### **(7.5.1) Base year end**

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

2926

### (7.5.3) Methodological details

*Asset-specific method*

## Scope 3 category 14: Franchises

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

15023

### (7.5.3) Methodological details

*Average data method*

## Scope 3 category 15: Investments

### (7.5.1) Base year end

12/31/2022

### (7.5.2) Base year emissions (metric tons CO2e)

0

### (7.5.3) Methodological details

N/A

### Scope 3: Other (upstream)

#### (7.5.1) Base year end

12/31/2022

#### (7.5.2) Base year emissions (metric tons CO2e)

0

#### (7.5.3) Methodological details

N/A

### Scope 3: Other (downstream)

#### (7.5.1) Base year end

12/31/2022

#### (7.5.2) Base year emissions (metric tons CO2e)

0

#### (7.5.3) Methodological details

N/A

[Fixed row]

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

|                | Gross global Scope 1 emissions (metric tons CO2e) | Methodological details |
|----------------|---|------------------------|
| Reporting year | 17599   | Fuel-based method      |

[Fixed row]

**(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO2e?**

|                | Gross global Scope 2, location-based emissions (metric tons CO2e) | Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable) | Methodological details                     |
|----------------|---|---|--|
| Reporting year | 83823   | 59340   | Location-based method; Market-based method |

[Fixed row]

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

**Purchased goods and services**

**(7.8.1) Evaluation status**

Select from:

Relevant, calculated

**(7.8.2) Emissions in reporting year (metric tons CO2e)**

1067702

### (7.8.3) Emissions calculation methodology

Select all that apply

- Average data method
- Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Capital goods

### (7.8.1) Evaluation status

Select from:

- Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

53357

### (7.8.3) Emissions calculation methodology

Select all that apply

- Spend-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

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

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

17810

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Upstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

**(7.8.3) Emissions calculation methodology**

Select all that apply

- Supplier-specific method
- Average data method
- Fuel-based method
- Distance-based method
- Site-specific method

**(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners**

6

**(7.8.5) Please explain**

*Supplier-provided emissions data used for a portion of parcel transportation emissions*

**Waste generated in operations**

**(7.8.1) Evaluation status**

Select from:

- Relevant, calculated

**(7.8.2) Emissions in reporting year (metric tons CO2e)**

61804

**(7.8.3) Emissions calculation methodology**

Select all that apply

- Waste-type-specific method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

1

#### (7.8.5) Please explain

N/A

### Business travel

#### (7.8.1) Evaluation status

Select from:

Relevant, calculated

#### (7.8.2) Emissions in reporting year (metric tons CO2e)

2105

#### (7.8.3) Emissions calculation methodology

Select all that apply

Supplier-specific method

Spend-based method

Fuel-based method

Distance-based method

#### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

5.7

#### (7.8.5) Please explain

*Supplier-provided emissions data used for a portion of rental car emissions*

## Employee commuting

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

23423

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

Distance-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Upstream leased assets

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

5934

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Downstream transportation and distribution

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

22706

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

Distance-based method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Processing of sold products

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

Not relevant

## Use of sold products

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO<sub>2</sub>e)

1231821

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## End of life treatment of sold products

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

18779

### (7.8.3) Emissions calculation methodology

Select all that apply

Average data method

### (7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

### (7.8.5) Please explain

N/A

## Downstream leased assets

### (7.8.1) Evaluation status

Select from:

Relevant, calculated

### (7.8.2) Emissions in reporting year (metric tons CO2e)

**(7.8.3) Emissions calculation methodology**

Select all that apply

- Asset-specific method

**(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**(7.8.5) Please explain**

N/A

**Franchises**

**(7.8.1) Evaluation status**

Select from:

- Relevant, calculated

**(7.8.2) Emissions in reporting year (metric tons CO2e)**

17284

**(7.8.3) Emissions calculation methodology**

Select all that apply

- Average data method

**(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

### (7.8.5) Please explain

N/A

## Investments

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Not relevant*

## Other (upstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

*Not relevant*

## Other (downstream)

### (7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

### (7.8.5) Please explain

Not relevant

[Fixed row]

## **(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.**

### **Past year 1**

#### **(7.8.1.1) End date**

12/31/2022

#### **(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)**

1172080

#### **(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)**

67724

#### **(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

18234

#### **(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)**

238378

#### **(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)**

49913

#### **(7.8.1.7) Scope 3: Business travel (metric tons CO2e)**

2048

**(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)**

39790

**(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)**

5161

**(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)**

15448

**(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)**

0

**(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)**

1165488

**(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)**

20335

**(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)**

2926

**(7.8.1.15) Scope 3: Franchises (metric tons CO2e)**

15023

**(7.8.1.16) Scope 3: Investments (metric tons CO2e)**

0

### (7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

### (7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

### (7.8.1.19) Comment

Added additional categories of measurement. The last three categories (investments, other upstream and other downstream) are marked as 0 (N/A) as they have been deemed not applicable and/or material to our business.

[Fixed row]

### (7.9) Indicate the verification/assurance status that applies to your reported emissions.

|  | Verification/assurance status  |
|--|--|
| Scope 1                                  | Select from:<br><input checked="" type="checkbox"/> Third-party verification or assurance process in place |
| Scope 2 (location-based or market-based) | Select from:<br><input checked="" type="checkbox"/> Third-party verification or assurance process in place |
| Scope 3                                  | Select from:<br><input checked="" type="checkbox"/> Third-party verification or assurance process in place |

[Fixed row]

### (7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

## Row 1

### (7.9.1.1) Verification or assurance cycle in place

Select from:

Annual process

### (7.9.1.2) Status in the current reporting year

Select from:

Complete

### (7.9.1.3) Type of verification or assurance

Select from:

Limited assurance

### (7.9.1.4) Attach the statement

*BBW 2023 CDP Scope 1 and Scope 2 Verification Statement\_Final.pdf*

### (7.9.1.5) Page/section reference

1

### (7.9.1.6) Relevant standard

Select from:

ISO14064-3

### (7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

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

**Row 1**

**(7.9.2.1) Scope 2 approach**

Select from:

- Scope 2 location-based

**(7.9.2.2) Verification or assurance cycle in place**

Select from:

- Annual process

**(7.9.2.3) Status in the current reporting year**

Select from:

- Complete

**(7.9.2.4) Type of verification or assurance**

Select from:

- Limited assurance

**(7.9.2.5) Attach the statement**

*BBW 2023 CDP Scope 1 and Scope 2 Verification Statement\_Final.pdf*

**(7.9.2.6) Page/ section reference**

1

**(7.9.2.7) Relevant standard**

Select from:

ISO14064-1

### (7.9.2.8) Proportion of reported emissions verified (%)

100

## Row 2

### (7.9.2.1) Scope 2 approach

Select from:

Scope 2 market-based

### (7.9.2.2) Verification or assurance cycle in place

Select from:

Annual process

### (7.9.2.3) Status in the current reporting year

Select from:

Complete

### (7.9.2.4) Type of verification or assurance

Select from:

Limited assurance

### (7.9.2.5) Attach the statement

*BBW 2023 CDP Scope 1 and Scope 2 Verification Statement\_Final.pdf*

### (7.9.2.6) Page/ section reference

### (7.9.2.7) Relevant standard

Select from:

- ISO14064-1

### (7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

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

#### Row 1

### (7.9.3.1) Scope 3 category

Select all that apply

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Scope 3: Franchises   | <input checked="" type="checkbox"/> Scope 3: Upstream leased assets                 |
| <input checked="" type="checkbox"/> Scope 3: Capital goods  | <input checked="" type="checkbox"/> Scope 3: Downstream leased assets               |
| <input checked="" type="checkbox"/> Scope 3: Business travel  | <input checked="" type="checkbox"/> Scope 3: Purchased goods and services           |
| <input checked="" type="checkbox"/> Scope 3: Employee commuting   | <input checked="" type="checkbox"/> Scope 3: Waste generated in operations          |
| <input checked="" type="checkbox"/> Scope 3: Use of sold products   | <input checked="" type="checkbox"/> Scope 3: End-of-life treatment of sold products |
| <input checked="" type="checkbox"/> Scope 3: Upstream transportation and distribution                           |   |
| <input checked="" type="checkbox"/> Scope 3: Downstream transportation and distribution                         |   |
| <input checked="" type="checkbox"/> Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) |   |

### (7.9.3.2) Verification or assurance cycle in place

Select from:

- Annual process

### (7.9.3.3) Status in the current reporting year

Select from:

Complete

### (7.9.3.4) Type of verification or assurance

Select from:

Limited assurance

### (7.9.3.5) Attach the statement

*BBW 2023 CDP Scope 3 Verification Statement\_Final Update 9-12-2024.pdf*

### (7.9.3.6) Page/section reference

1

### (7.9.3.7) Relevant standard

Select from:

ISO14064-3

### (7.9.3.8) Proportion of reported emissions verified (%)

100

[Add row]

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

Select from:

Increased

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

**Change in renewable energy consumption**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Other emissions reduction activities**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Divestment**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Acquisitions**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Mergers**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Change in output**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Change in methodology**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Change in boundary**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Change in physical operating conditions**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Unidentified**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

0

**(7.10.1.2) Direction of change in emissions**

Select from:

No change

**(7.10.1.3) Emissions value (percentage)**

0

**(7.10.1.4) Please explain calculation**

N/A

**Other**

**(7.10.1.1) Change in emissions (metric tons CO2e)**

4705

**(7.10.1.2) Direction of change in emissions**

Select from:

Increased

**(7.10.1.3) Emissions value (percentage)**

4.9

**(7.10.1.4) Please explain calculation**

*The change in emissions is assumed to be due to increased electricity usage largely driven by our new distribution and fulfillment center that became fully operational in 2023.*

*[Fixed row]*

**(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Select from:

Location-based

**(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

Select from:

No

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

Select from:

Yes

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

**Row 1**

**(7.15.1.1) Greenhouse gas**

Select from:

CO2

**(7.15.1.2) Scope 1 emissions (metric tons of CO2e)**

15862

**(7.15.1.3) GWP Reference**

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

## Row 2

### (7.15.1.1) Greenhouse gas

Select from:

CH4

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

11

### (7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

## Row 3

### (7.15.1.1) Greenhouse gas

Select from:

N2O

### (7.15.1.2) Scope 1 emissions (metric tons of CO2e)

94

### (7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

## Row 4

### (7.15.1.1) Greenhouse gas

Select from:

HFCs

### (7.15.1.2) Scope 1 emissions (metric tons of CO<sub>2</sub>e)

1632

### (7.15.1.3) GWP Reference

Select from:

IPCC Fifth Assessment Report (AR5 – 100 year)

[Add row]

### (7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

|                          | Scope 1 emissions (metric tons CO <sub>2</sub> e) | Scope 2, location-based (metric tons CO <sub>2</sub> e) | Scope 2, market-based (metric tons CO <sub>2</sub> e) |
|--------------------------|---|---|---|
| Canada                   | 517   | 1307  | 1307  |
| Luxembourg               | 0   | 0   | 0   |
| Puerto Rico              | 0   | 0   | 0   |
| Switzerland              | 0   | 0   | 0   |
| United States of America | 17081   | 82516   | 58033   |

[Fixed row]

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

Select all that apply

By activity

**(7.17.3) Break down your total gross global Scope 1 emissions by business activity.**

|       | Activity                     | Scope 1 emissions (metric tons CO2e) |
|-------|------------------------------|--------------------------------------|
| Row 1 | <i>Stationary Combustion</i> | 7791                                 |
| Row 2 | <i>Mobile Combustion</i>     | 8175                                 |
| Row 3 | <i>Fugitive Emissions</i>    | 1632                                 |

[Add row]

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

Select all that apply

By activity

**(7.20.3) Break down your total gross global Scope 2 emissions by business activity.**

|       | Activity   | Scope 2, location-based (metric tons CO2e) | Scope 2, market-based (metric tons CO2e) |
|-------|--|--|--|
| Row 1 | <i>Purchased and Used Electricity - Stores</i>                             | 57799                                      | 59205                                    |
| Row 2 | <i>Purchased and Used Electricity - Offices &amp; Distribution Centers</i> | 26023                                      | 135                                      |

[Add row]

**(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.**

## Consolidated accounting group

### (7.22.1) Scope 1 emissions (metric tons CO2e)

17599

### (7.22.2) Scope 2, location-based emissions (metric tons CO2e)

83823

### (7.22.3) Scope 2, market-based emissions (metric tons CO2e)

59340

### (7.22.4) Please explain

*The Company considers that all emissions are attributed to the consolidated accounting group.*

## All other entities

### (7.22.1) Scope 1 emissions (metric tons CO2e)

0

### (7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

### (7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

### (7.22.4) Please explain

*The Company considers that all emissions are attributed to the consolidated accounting group.*

*[Fixed row]*

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

Select from:

No

**(7.29) What percentage of your total operational spend in the reporting year was on energy?**

Select from:

Don't know

**(7.30) Select which energy-related activities your organization has undertaken.**

|  | Indicate whether your organization undertook this energy-related activity in the reporting year |
|--|---|
| Consumption of fuel (excluding feedstocks)       | Select from:<br><input checked="" type="checkbox"/> Yes   |
| Consumption of purchased or acquired electricity | Select from:<br><input checked="" type="checkbox"/> Yes   |
| Consumption of purchased or acquired heat        | Select from:<br><input checked="" type="checkbox"/> No  |
| Consumption of purchased or acquired steam       | Select from:<br><input checked="" type="checkbox"/> No  |
| Consumption of purchased or acquired cooling     | Select from:<br><input checked="" type="checkbox"/> No  |

|  |   |
|--|---|
|  | Indicate whether your organization undertook this energy-related activity in the reporting year |
| Generation of electricity, heat, steam, or cooling | <i>Select from:</i><br><input checked="" type="checkbox"/> Yes                                  |

[Fixed row]

**(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.**

**Consumption of fuel (excluding feedstock)**

**(7.30.1.1) Heating value**

*Select from:*

HHV (higher heating value)

**(7.30.1.2) MWh from renewable sources**

0

**(7.30.1.3) MWh from non-renewable sources**

76389

**(7.30.1.4) Total (renewable and non-renewable) MWh**

76389

**Consumption of purchased or acquired electricity**

**(7.30.1.1) Heating value**

Select from:

HHV (higher heating value)

### (7.30.1.2) MWh from renewable sources

51556

### (7.30.1.3) MWh from non-renewable sources

159471

### (7.30.1.4) Total (renewable and non-renewable) MWh

211027

## Consumption of self-generated non-fuel renewable energy

### (7.30.1.1) Heating value

Select from:

HHV (higher heating value)

### (7.30.1.2) MWh from renewable sources

0

### (7.30.1.4) Total (renewable and non-renewable) MWh

0

## Total energy consumption

### (7.30.1.1) Heating value

Select from:

HHV (higher heating value)

### (7.30.1.2) MWh from renewable sources

51556

### (7.30.1.3) MWh from non-renewable sources

235859

### (7.30.1.4) Total (renewable and non-renewable) MWh

287415

[Fixed row]

### (7.30.6) Select the applications of your organization's consumption of fuel.

|   | Indicate whether your organization undertakes this fuel application |
|---|---|
| Consumption of fuel for the generation of electricity   | Select from:<br><input checked="" type="checkbox"/> Yes             |
| Consumption of fuel for the generation of heat          | Select from:<br><input checked="" type="checkbox"/> Yes             |
| Consumption of fuel for the generation of steam         | Select from:<br><input checked="" type="checkbox"/> No              |
| Consumption of fuel for the generation of cooling       | Select from:<br><input checked="" type="checkbox"/> No              |
| Consumption of fuel for co-generation or tri-generation | Select from:  |

|  |   |
|--|---|
|  | Indicate whether your organization undertakes this fuel application |
|  | <input checked="" type="checkbox"/> No                              |

[Fixed row]

**(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**(7.30.7.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

**Other biomass**

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

### (7.30.7.4) MWh fuel consumed for self-generation of heat

0

### (7.30.7.8) Comment

N/A

### Other renewable fuels (e.g. renewable hydrogen)

### (7.30.7.1) Heating value

Select from:

Unable to confirm heating value

### (7.30.7.2) Total fuel MWh consumed by the organization

0

### (7.30.7.3) MWh fuel consumed for self-generation of electricity

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

**Coal**

**(7.30.7.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

**Oil**

**(7.30.7.1) Heating value**

Select from:

Unable to confirm heating value

**(7.30.7.2) Total fuel MWh consumed by the organization**

0

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

**Gas**

**(7.30.7.1) Heating value**

Select from:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

22299

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

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

**(7.30.7.1) Heating value**

Select from:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

10442

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A

**Total fuel**

**(7.30.7.1) Heating value**

Select from:

HHV

**(7.30.7.2) Total fuel MWh consumed by the organization**

**(7.30.7.3) MWh fuel consumed for self-generation of electricity**

0

**(7.30.7.4) MWh fuel consumed for self-generation of heat**

0

**(7.30.7.8) Comment**

N/A  
[Fixed row]

**(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.**

**Electricity**

**(7.30.9.1) Total Gross generation (MWh)**

106

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

106

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

## Heat

**(7.30.9.1) Total Gross generation (MWh)**

0

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

0

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

## Steam

**(7.30.9.1) Total Gross generation (MWh)**

0

**(7.30.9.2) Generation that is consumed by the organization (MWh)**

0

**(7.30.9.3) Gross generation from renewable sources (MWh)**

0

**(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)**

0

## Cooling

### (7.30.9.1) Total Gross generation (MWh)

0

### (7.30.9.2) Generation that is consumed by the organization (MWh)

0

### (7.30.9.3) Gross generation from renewable sources (MWh)

0

### (7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

[Fixed row]

**(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.**

## Row 1

### (7.30.14.1) Country/area

Select from:

United States of America

### (7.30.14.2) Sourcing method

Select from:

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

### (7.30.14.3) Energy carrier

Select from:

Electricity

### (7.30.14.4) Low-carbon technology type

Select from:

Nuclear

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

60292

### (7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Emissions Free Energy Certificates ("EFECs")

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

Select from:

United States of America

### (7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

Select from:

No

### (7.30.14.10) Comment

*The electricity supplier for our primary home offices and primary distribution centers provided this service through the use of emissions-free energy certificates.  
[Add row]*

**(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.**

**Canada**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

8597

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

2675

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

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

11272.00

**Luxembourg**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

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

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

0.00

## **Puerto Rico**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

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

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

0.00

## **Switzerland**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

0

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

0

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

0

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

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

0.00

**United States of America**

**(7.30.16.1) Consumption of purchased electricity (MWh)**

202430

**(7.30.16.2) Consumption of self-generated electricity (MWh)**

106

**(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)**

40972

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

0

**(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)**

243508.00  
[Fixed row]

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

**Row 1**

**(7.45.1) Intensity figure**

0.0000136522

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

101422

**(7.45.3) Metric denominator**

Select from:

Other, please specify :Please see comments.

**(7.45.4) Metric denominator: Unit total**

7429000000

**(7.45.5) Scope 2 figure used**

Select from:

Location-based

**(7.45.6) % change from previous year**

6.7

### (7.45.7) Direction of change

Select from:

Increased

### (7.45.8) Reasons for change

Select all that apply

Other, please specify :Please see comments.

### (7.45.9) Please explain

*Net sales used in denominator. Increase due to increase in emissions and decrease in net sales as compared to prior year*

## Row 2

### (7.45.1) Intensity figure

0.0000103566

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

76939

### (7.45.3) Metric denominator

Select from:

Other, please specify :Please see comments.

### (7.45.4) Metric denominator: Unit total

7429000000

### (7.45.5) Scope 2 figure used

Select from:

Market-based

### (7.45.6) % change from previous year

2.3

### (7.45.7) Direction of change

Select from:

Increased

### (7.45.8) Reasons for change

Select all that apply

Other, please specify :Please see comments.

### (7.45.9) Please explain

*Net sales used in denominator. Increase due to increase in emissions and decrease in net sales as compared to prior year*

*[Add row]*

## (7.52) Provide any additional climate-related metrics relevant to your business.

### Row 1

#### (7.52.1) Description

Select from:

Other, please specify :None - N/A

#### (7.52.2) Metric value

0

**(7.52.3) Metric numerator**

0

**(7.52.4) Metric denominator (intensity metric only)**

0

**(7.52.5) % change from previous year**

0

**(7.52.6) Direction of change**

Select from:

No change

**(7.52.7) Please explain**

N/A

[Add row]

**(7.53) Did you have an emissions target that was active in the reporting year?**

Select all that apply

Absolute target

**(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.**

**Row 1**

**(7.53.1.1) Target reference number**

Select from:

- Abs 1

### (7.53.1.2) Is this a science-based target?

Select from:

- No, but we anticipate setting one in the next two years

### (7.53.1.5) Date target was set

05/04/2023

### (7.53.1.6) Target coverage

Select from:

- Organization-wide

### (7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Carbon dioxide (CO<sub>2</sub>)
- Methane (CH<sub>4</sub>)
- Nitrous oxide (N<sub>2</sub>O)
- Hydrofluorocarbons (HFCs)

### (7.53.1.8) Scopes

Select all that apply

- Scope 1
- Scope 2

### (7.53.1.9) Scope 2 accounting method

Select from:

Market-based

**(7.53.1.11) End date of base year**

12/31/2022

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

18374

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

58171

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

0.000

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

76545.000

**(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**

100

**(7.53.1.54) End date of target**

01/31/2031

**(7.53.1.55) Targeted reduction from base year (%)**

50

**(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)**

38272.500

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

17599

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

59340

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

76939.000

**(7.53.1.78) Land-related emissions covered by target**

Select from:

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

**(7.53.1.79) % of target achieved relative to base year**

-1.03

**(7.53.1.80) Target status in reporting year**

Select from:

Underway

### **(7.53.1.82) Explain target coverage and identify any exclusions**

*No exclusions*

### **(7.53.1.83) Target objective**

*Voluntary emissions reduction*

### **(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year**

*Renewable energy; internal alignment on procurement strategy for 2024 and 2025*

### **(7.53.1.85) Target derived using a sectoral decarbonization approach**

*Select from:*

No

*[Add row]*

### **(7.54) Did you have any other climate-related targets that were active in the reporting year?**

*Select all that apply*

No other climate-related targets

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

*Select from:*

Yes

### **(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

|                          | Number of initiatives | Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *) |
|--------------------------|-----------------------|--|
| Under investigation      | 0                     | `Numeric input   |
| To be implemented        | 0                     | 0  |
| Implementation commenced | 0                     | 0  |
| Implemented              | 4                     | 35.02  |
| Not to be implemented    | 0                     | `Numeric input   |

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

### Row 1

#### (7.55.2.1) Initiative category & Initiative type

##### Energy efficiency in buildings

Lighting

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

16.98

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

Select all that apply

Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

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

2792

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

1860

#### (7.55.2.7) Payback period

Select from:

<1 year

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

#### (7.55.2.9) Comment

*We have been replacing our lighting with highly energy-efficient LED technology. As a result of this effort, we have seen a reduction in energy usage.*

### Row 2

#### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

Lighting

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

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

Select all that apply

Scope 2 (location-based)

**(7.55.2.4) Voluntary/Mandatory**

Select from:

Voluntary

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

1049

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

3100

**(7.55.2.7) Payback period**

Select from:

1-3 years

**(7.55.2.8) Estimated lifetime of the initiative**

Select from:

6-10 years

**(7.55.2.9) Comment**

*We have been replacing our lighting with highly energy-efficient LED technology. As a result of this effort, we have seen a reduction in energy usage.*

**Row 3**

### (7.55.2.1) Initiative category & Initiative type

#### Energy efficiency in buildings

Lighting

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5.19

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

*Select all that apply*

Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

*Select from:*

Voluntary

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

854

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

1935

### (7.55.2.7) Payback period

*Select from:*

<1 year

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

### (7.55.2.9) Comment

*We have been replacing our lighting with highly energy-efficient LED technology. As a result of this effort, we have seen a reduction in energy usage.*

## Row 4

### (7.55.2.1) Initiative category & Initiative type

**Energy efficiency in buildings**

Lighting

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6.47

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

Select all that apply

Scope 2 (location-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

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

1064

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

**(7.55.2.7) Payback period***Select from:* 1-3 years**(7.55.2.8) Estimated lifetime of the initiative***Select from:* 6-10 years**(7.55.2.9) Comment**

*We have been replacing our lighting with highly energy-efficient LED technology. As a result of this effort, we have seen a reduction in energy usage.  
[Add row]*

**(7.55.3) What methods do you use to drive investment in emissions reduction activities?****Row 1****(7.55.3.1) Method***Select from:* Dedicated budget for energy efficiency**(7.55.3.2) Comment**

*The Company includes in its budget process improvements to energy efficiency in its operations.*

**Row 2****(7.55.3.1) Method**

Select from:

- Compliance with regulatory requirements/standards

### (7.55.3.2) Comment

*The Company monitors the regulatory environment and invests in emissions reduction activities to ensure the organization is in compliance with regulatory requirements and standards.*

### Row 3

### (7.55.3.1) Method

Select from:

- Financial optimization calculations

### (7.55.3.2) Comment

*The Company uses financial calculations, such as return on investment, to determine the feasibility of emissions reductions activities.*  
[Add row]

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

Select from:

- No

### (7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

- No

## C8. Environmental performance - Forests

### (8.1) Are there any exclusions from your disclosure of forests-related data?

|                 | Exclusion from disclosure                               |
|-----------------|---|
| Timber products | Select from:<br><input checked="" type="checkbox"/> Yes |
| Palm oil        | Select from:<br><input checked="" type="checkbox"/> Yes |
| Soy             | Select from:<br><input checked="" type="checkbox"/> Yes |
| Cocoa           | Select from:<br><input checked="" type="checkbox"/> No  |

[Fixed row]

#### (8.1.1) Provide details on these exclusions.

##### Timber products

###### (8.1.1.1) Exclusion

Select from:

Business activities

###### (8.1.1.2) Description of exclusion

*Due to a restructuring, the procurement organization for non-merchandise paper derived products shifted and there is less traceability, data availability and visibility to the data. We also are not currently able to quantify the timber products used in our store design and construction. This quantification is in progress and we look forward to reporting on it at a future time.*

### **(8.1.1.3) Value chain stage**

Select from:

- Upstream value chain

### **(8.1.1.4) Reason for exclusion**

Select from:

- Data is not available

### **(8.1.1.5) Primary reason why data is not available for your disclosed commodity**

Select from:

- Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

### **(8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data**

Select from:

- No, the volume excluded is unknown

### **(8.1.1.10) Please explain**

*Due to team resources, we did not have the capacity to catalogue and collect the additional data related to these business activities.*

## **Palm oil**

### **(8.1.1.1) Exclusion**

Select from:

- Specific suppliers

### (8.1.1.2) Description of exclusion

*For FY23, we did not capture the amount of palm oil used by our fragrance houses on our behalf.*

### (8.1.1.3) Value chain stage

Select from:

- Upstream value chain

### (8.1.1.4) Reason for exclusion

Select from:

- Data is not available

### (8.1.1.5) Primary reason why data is not available for your disclosed commodity

Select from:

- Data collection is in progress

### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

- No, the volume excluded is confidential

### (8.1.1.10) Please explain

*This is a data point our suppliers were not able to provide us in time for disclosure. We anticipate that we will be able to report on this in future years, but fragrance oil composition remains a confidential topic and there are few members of our team with visibility to this data.*

## Soy

### (8.1.1.1) Exclusion

Select from:

Other, please specify :Derivatives

### (8.1.1.2) Description of exclusion

*The soy footprint disclosed is accurate and the information that we have available today about our soy usage. Given the number of chemicals that we use as a business, we believe there are soy derivatives to account for and we are on a journey in FY24 to identify and quantify these materials and this volume.*

### (8.1.1.3) Value chain stage

Select from:

Upstream value chain

### (8.1.1.4) Reason for exclusion

Select from:

Challenges associated with traceability

### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

No, the volume excluded is unknown

### (8.1.1.10) Please explain

*Due to team resources, we did not have the capacity to catalogue and collect the additional data related to these potential derivative volumes.  
[Add row]*

## (8.2) Provide a breakdown of your disclosure volume per commodity.

|                 | Disclosure volume (metric tons) | Volume type  | Sourced volume (metric tons) |
|-----------------|---------------------------------|--|------------------------------|
| Timber products | 25.57                           | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 25.57                        |
| Palm oil        | 30.9                            | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 30.9                         |
| Soy             | 37.6                            | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 37.6                         |
| Cocoa           | 235.48                          | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 235.48                       |

[Fixed row]

## (8.5) Provide details on the origins of your sourced volumes.

### Timber products

#### (8.5.1) Country/area of origin

Select from:

China

#### (8.5.2) First level administrative division

Select from:

Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

**(8.5.7) Please explain**

*We are still working through quantifying the volume by country of origin by commodity.*

**Palm oil****(8.5.1) Country/area of origin**

*Select from:*

Indonesia

**(8.5.2) First level administrative division**

*Select from:*

States/equivalent jurisdictions

**(8.5.3) Specify the states or equivalent jurisdictions**

*Riau, West Kalimantan*

**(8.5.7) Please explain**

*We are still working through quantifying the volume by country of origin by commodity.*

**Soy****(8.5.1) Country/area of origin**

*Select from:*

United States of America

**(8.5.2) First level administrative division**

Select from:

Unknown

### (8.5.7) Please explain

*We are still working through quantifying the volume by country of origin by commodity.*

## Cocoa

### (8.5.1) Country/area of origin

Select from:

Côte d'Ivoire

### (8.5.2) First level administrative division

Select from:

Unknown

### (8.5.7) Please explain

*We are still working through quantifying the volume by country of origin by commodity.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

India

### (8.5.2) First level administrative division

Select from:

Unknown

### (8.5.7) Please explain

*We are still working through quantifying the volume by country of origin by commodity.*

## Timber products

### (8.5.1) Country/area of origin

*Select from:*

United States of America

### (8.5.2) First level administrative division

*Select from:*

Unknown

### (8.5.7) Please explain

*We are still working through quantifying the volume by country of origin by commodity.*

## Palm oil

### (8.5.1) Country/area of origin

*Select from:*

Malaysia

### (8.5.2) First level administrative division

*Select from:*

Unknown

### (8.5.7) Please explain

*We are still working through quantifying the volume by country of origin by commodity.*

[Add row]

### **(8.6) Does your organization produce or source palm oil derived biofuel?**

Select from:

No

### **(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?**

#### **Timber products**

##### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

Yes, we have a no-conversion target

##### **(8.7.2) No-deforestation or no-conversion target coverage**

Select from:

Business activity

##### **(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target**

Select from:

Yes, we have other targets related to this commodity

#### **Palm oil**

##### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

No, but we plan to have a no-deforestation or no-conversion target in the next two years

### **(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year**

Select from:

Other, please specify :We are in the process of developing our sustainable sourcing framework and deforestation policy.

### **(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year**

*In FY23, we developed and started to operationalize our sustainable palm strategy. Although we do not have a specific no deforestation, no-conversion commitment within this strategy, it is one aspect of the strategy. We are also in the process of developing revised targets including a no-deforestation and no-conversion target for 2025 and beyond.*

### **(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target**

Select from:

Yes, we have other targets related to this commodity

## **Soy**

### **(8.7.1) Active no-deforestation or no-conversion target**

Select from:

No, but we plan to have a no-deforestation or no-conversion target in the next two years

### **(8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year**

Select from:

Other, please specify :We are in the process of developing our sustainable sourcing framework and deforestation policy.

### **(8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year**

*We are still in the process of developing our sustainable sourcing program, including this commodity. In parallel, we are working on our approach and commitment to no-deforestation or no-conversion and are scoping targets for 2025 and beyond.*

### (8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

- No, but we plan to have other targets related to this commodity in the next two years

### (8.7.6) Primary reason for not having other active targets in the reporting year

Select from:

- Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

### (8.7.7) Explain why you did not have other active targets in the reporting year

*We are still in the process of developing our sustainable sourcing program including this commodity. Once the program is outlined and roadmaps are created, this commodity will have a specific strategy and targets associated with it.*

## Cocoa

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

- No, but we plan to have a no-deforestation or no-conversion target in the next two years

### (8.7.3) Primary reason for not having an active no-deforestation or no-conversion target in the reporting year

Select from:

- Other, please specify :We are in the process of developing our sustainable sourcing framework and deforestation policy.

### (8.7.4) Explain why you did not have an active no-deforestation or no-conversion target in the reporting year

*We are still in the process of developing our sustainable sourcing program, including this commodity. In parallel, we are working on our approach and commitment to no-deforestation or no-conversion and are scoping targets for 2025 and beyond.*

### **(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target**

Select from:

- No, but we plan to have other targets related to this commodity in the next two years

### **(8.7.6) Primary reason for not having other active targets in the reporting year**

Select from:

- Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

### **(8.7.7) Explain why you did not have other active targets in the reporting year**

*We are still in the process of developing our sustainable sourcing program including this commodity. Once the program is outlined and roadmaps are created, this commodity will have a specific strategy and targets associated with it.*

*[Fixed row]*

### **(8.7.1) Provide details on your no-deforestation or no-conversion target that was active during the reporting year.**

#### **Timber products**

#### **(8.7.1.1) No-deforestation or no-conversion target**

Select from:

- No-conversion

#### **(8.7.1.2) Your organization's definition of "no-deforestation" or "no-conversion"**

*The Company will use its position to influence forest products suppliers to abandon the practice of conversion of natural forests to plantations. The Company will not knowingly source paper products from sources that actively convert natural forests to plantations and will not buy wood or paper products that originate from forests that were converted after 1994. BBW is committed to continually assessing its progress under this policy & making improvements to further long-term ESG benefits.*

#### **(8.7.1.3) Cutoff date**

Select from:

1993-1997

#### (8.7.1.4) Geographic scope of cutoff date

Select from:

Applied globally

#### (8.7.1.5) Rationale for selecting cutoff date

Select from:

Sector-wide agreement/recommendation

#### (8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:

2021

[Add row]

**(8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.**

#### Timber products

##### (8.7.2.1) Target reference number

Select from:

Target 1

##### (8.7.2.5) Category of target & Quantitative metric

#### Third-party certification

Other third-party certification target metric, please specify :Priority purchasing for FSC certified products

### (8.7.2.7) Third-party certification scheme

#### Forest management unit/Producer certification

- FSC Forest Management certification

### (8.7.2.8) Date target was set

01/01/2015

### (8.7.2.17) Explain target coverage and identify any exclusions

*BBW is committed to increasing the amount of certified fiber in our forest products and, in particular, will give purchasing preference to products endorsed under the Forest Stewardship Council (FSC) certification program, where such products are available and appropriate to BBW's needs and where certification is consistent with this policy's provisions on conservation of endangered forests and biodiversity. BBW does not give exclusive preference to any single forest certification program and will evaluate the claims of different certification programs based on demonstrated contributions to positive conservation outcomes for forest species, sites and landscapes.*

#### Palm oil

### (8.7.2.1) Target reference number

Select from:

- Target 1

### (8.7.2.5) Category of target & Quantitative metric

#### Third-party certification

- % of volume third-party certified

### (8.7.2.8) Date target was set

06/01/2024

### (8.7.2.17) Explain target coverage and identify any exclusions

Our initial commitment is to source 100% sustainable palm oil through the purchases of Roundtable on Sustainable Palm Oil (RSPO) Mass Balance materials and Certified Sustainable Palm Oil (CSPO) credits throughout our supply chain by 2030.  
 [Add row]

**(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.**

|                 | Traceability system  | Primary reason your organization does not have a traceability system  | Explain why your organization does not have a traceability system |
|-----------------|--|---|---|
| Timber products | Select from:<br><input checked="" type="checkbox"/> No, but we plan to establish one within the next two years | Select from:<br><input checked="" type="checkbox"/> Other, please specify :We are currently in the process of scoping and implementing a traceability system. | <i>It is in progress.</i>   |
| Palm oil        | Select from:<br><input checked="" type="checkbox"/> No, but we plan to establish one within the next two years | Select from:<br><input checked="" type="checkbox"/> Other, please specify :We are currently in the process of scoping and implementing a traceability system. | <i>It is in progress.</i>   |
| Soy             | Select from:<br><input checked="" type="checkbox"/> No, but we plan to establish one within the next two years | Select from:<br><input checked="" type="checkbox"/> Other, please specify :We are currently in the process of scoping and implementing a traceability system. | <i>It is in progress.</i>   |
| Cocoa           | Select from:<br><input checked="" type="checkbox"/> No, but we plan to establish one within the next two years | Select from:<br><input checked="" type="checkbox"/> Other, please specify :We are currently in the process of scoping and implementing a traceability system. | <i>It is in progress.</i>   |

[Fixed row]

**(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.**

**Timber products**

### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- No, but we plan to do so within the next two years

### Palm oil

### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- No, but we plan to do so within the next two years

### (8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

- Yes

### Soy

### (8.9.1) DF/DCF status assessed for this commodity

Select from:

- Yes, deforestation-free (DF) status assessed

### (8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

100

### (8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

100

### (8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

No

## Cocoa

### (8.9.1) DF/DCF status assessed for this commodity

Select from:

No, but we plan to do so within the next two years

[Fixed row]

### (8.9.2) Provide details of third-party certification schemes not providing full DF/DCF assurance.

|          | Third-party certification scheme not providing full DF/DCF assurance                             |
|----------|--|
| Palm oil | <b>Chain-of-custody certification</b><br><input checked="" type="checkbox"/> RSPO - Mass Balance |

[Add row]

### (8.9.4) Provide details of the sourcing area monitoring used to determine deforestation-free (DF) or deforestation- and conversion-free (DCF) status of volumes since specified cutoff date.

|     | % of disclosure volume determined as DF/DCF through monitoring of deforestation and conversion within the sourcing area |
|-----|---|
| Soy | 100.00  |

[Fixed row]

**(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.**

|                 | Monitoring or estimating your deforestation and conversion footprint   | Primary reason for not monitoring or estimating deforestation and conversion footprint  |
|-----------------|--|---|
| Timber products | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> Other, please specify :We are in the progress of developing a monitoring or calculation methodology for estimating deforestation and conversion footprint. |
| Palm oil        | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> Other, please specify :We are in the progress of developing a monitoring or calculation methodology for estimating deforestation and conversion footprint. |
| Soy             | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> Other, please specify :We are in the progress of developing a monitoring or calculation methodology for estimating deforestation and conversion footprint. |
| Cocoa           | <i>Select from:</i><br><input checked="" type="checkbox"/> No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years | <i>Select from:</i><br><input checked="" type="checkbox"/> Other, please specify :We are in the progress of developing a monitoring or calculation methodology for estimating deforestation and conversion footprint. |

[Fixed row]

**(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.**

|                 | Actions taken to increase production or sourcing of DCF volumes                                  |
|-----------------|--|
| Timber products | Select from:<br><input checked="" type="checkbox"/> No, but we plan to within the next two years |
| Palm oil        | Select from:<br><input checked="" type="checkbox"/> Yes  |
| Soy             | Select from:<br><input checked="" type="checkbox"/> No, but we plan to within the next two years |
| Cocoa           | Select from:<br><input checked="" type="checkbox"/> No, but we plan to within the next two years |

[Fixed row]

### (8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.

#### Palm oil

##### (8.11.1.1) Action type

Select from:

Increasing traceability

##### (8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

Yes

##### (8.11.1.4) Main measures identified to manage or resolve the challenges

Select all that apply

Development of certification and sustainability standards

[Add row]

**(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.**

|  |  |
|--|--|
|  | Assess legal compliance with forest regulations  |
|  | Select from:<br><input checked="" type="checkbox"/> No, but we plan to within the next two years |

[Fixed row]

**(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?**

|  |  |
|--|--|
|  | Engagement in landscape/jurisdictional initiatives   |
|  | Select from:<br><input checked="" type="checkbox"/> No, we do not engage in landscape/jurisdictional initiatives, but we plan to in the next two years |

[Fixed row]

**(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?**

*Select from:*

No, but we plan to within the next two years

**(8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?**

*Select from:*

No, but we plan to implement a project(s) within the next two years

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

No

### (9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

#### Water withdrawals – total volumes

##### (9.2.1) % of sites/facilities/operations

Select from:

100%

##### (9.2.2) Frequency of measurement

Select from:

Yearly

##### (9.2.3) Method of measurement

*Water billing & estimation based on water billing where data is not available.*

##### (9.2.4) Please explain

*BBW estimates water usage for stores where utilities are landlord-managed.*

#### Water withdrawals – volumes by source

##### (9.2.1) % of sites/facilities/operations

Select from:

100%

### (9.2.2) Frequency of measurement

Select from:

Yearly

### (9.2.3) Method of measurement

*Water billing & estimation based on water billing where data is not available.*

### (9.2.4) Please explain

*BBW estimates water usage for stores where utilities are landlord-managed.*

## Water withdrawals quality

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharges – total volumes

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharges – volumes by destination

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharges – volumes by treatment method

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – by standard effluent parameters

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water discharge quality – temperature

### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

### (9.2.4) Please explain

N/A

## Water consumption – total volume

### (9.2.1) % of sites/facilities/operations

Select from:

76-99

### (9.2.2) Frequency of measurement

Select from:

Yearly

### (9.2.3) Method of measurement

product formula

#### (9.2.4) Please explain

BBW only has visibility into water consumption in products. Water consumed at stores, distribution centers, and offices in mechanical equipment and evaporation is expected to be extremely small in comparison to water consumed as an ingredient in products sold by BBW.

#### Water recycled/reused

#### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

#### (9.2.4) Please explain

N/A

#### The provision of fully-functioning, safely managed WASH services to all workers

#### (9.2.1) % of sites/facilities/operations

Select from:

Not monitored

#### (9.2.4) Please explain

N/A

[Fixed row]

**(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?**

#### Total withdrawals

### (9.2.2.1) Volume (megaliters/year)

195.73

### (9.2.2.2) Comparison with previous reporting year

Select from:

Higher

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Facility expansion

### (9.2.2.6) Please explain

*This includes only water used in stores, DC and offices. The increase in comparison with previous reporting year is due to new DC and new stores opened in 2023.*

## Total consumption

### (9.2.2.1) Volume (megaliters/year)

75.93

### (9.2.2.2) Comparison with previous reporting year

Select from:

Lower

### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

Increase/decrease in business activity

### (9.2.2.6) Please explain

*This includes only water used as an ingredient in our products. The decrease in comparison with previous year is due to decreased production/sales in 2023.  
[Fixed row]*

**(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.**

**(9.2.4.1) Withdrawals are from areas with water stress**

*Select from:*

Yes

**(9.2.4.2) Volume withdrawn from areas with water stress (megaliters)**

41.6

**(9.2.4.3) Comparison with previous reporting year**

*Select from:*

Higher

**(9.2.4.4) Primary reason for comparison with previous reporting year**

*Select from:*

Change in accounting methodology

**(9.2.4.7) % of total withdrawals that are withdrawn from areas with water stress**

21.25

**(9.2.4.8) Identification tool**

*Select all that apply*

WRI Aqueduct

#### (9.2.4.9) Please explain

*This includes only water used in stores, DC and offices. Baseline water stress classified as High or Extremely High using Aqueduct 4.0; prior year water stress classified with Aqueduct 3.0.*

*[Fixed row]*

#### (9.2.7) Provide total water withdrawal data by source.

**Fresh surface water, including rainwater, water from wetlands, rivers, and lakes**

##### (9.2.7.1) Relevance

Select from:

Not relevant

**Brackish surface water/Seawater**

##### (9.2.7.1) Relevance

Select from:

Not relevant

**Groundwater – renewable**

##### (9.2.7.1) Relevance

Select from:

Not relevant

**Groundwater – non-renewable**

##### (9.2.7.1) Relevance

Select from:

Not relevant

## Produced/Entrained water

### (9.2.7.1) Relevance

Select from:

Not relevant

## Third party sources

### (9.2.7.1) Relevance

Select from:

Relevant

### (9.2.7.2) Volume (megaliters/year)

195.73

### (9.2.7.3) Comparison with previous reporting year

Select from:

Higher

### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

Facility expansion

### (9.2.7.5) Please explain

*This includes only water used in stores, DC and offices. The increase in comparison with previous reporting year is due to new DC and new stores opened in 2023.  
[Fixed row]*

**(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?**

**Direct operations**

**(9.3.1) Identification of facilities in the value chain stage**

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

**(9.3.4) Please explain**

*The Company recognizes the significance of water as a natural resource and the critical need to safeguard it. Looking ahead, the Company will continue its assessment of water interactions in the near future.*

**Upstream value chain**

**(9.3.1) Identification of facilities in the value chain stage**

Select from:

No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, but we are planning to do so in the next 2 years

**(9.3.4) Please explain**

*The Company recognizes the significance of water as a natural resource and the critical need to safeguard it. Looking ahead, the Company will continue its assessment of water interactions in the near future.*

[Fixed row]

**(9.5) Provide a figure for your organization's total water withdrawal efficiency.**

|  | Revenue (currency) | Total water withdrawal efficiency | Anticipated forward trend |
|--|--------------------|-----------------------------------|---------------------------|
|  | 144000000          | 735707.35                         | N/A                       |

[Fixed row]

**(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?**

|  | Products contain hazardous substances                   |
|--|---|
|  | Select from:<br><input checked="" type="checkbox"/> Yes |

[Fixed row]

**(9.14) Do you classify any of your current products and/or services as low water impact?**

**(9.14.1) Products and/or services classified as low water impact**

Select from:

- No, but we plan to address this within the next two years

**(9.14.3) Primary reason for not classifying any of your current products and/or services as low water impact**

Select from:

- Important but not an immediate business priority

#### **(9.14.4) Please explain**

*In alignment with our ESG strategy, as we continue to bring products to market, we are reimagining a resilient and responsible future by creating products with more sustainable ingredients and by strengthening partnerships with our suppliers. We are also working to incorporate sustainability from the start in new product development. Specifically, as it relates to water impact, we recognize that we use water as an ingredient in products, and, through our sustainable sourcing risk assessment tool, identified it as one of our priority ingredients as we work to focus our sustainable sourcing strategy in the future. We also understand there is an opportunity to evaluate our products' water impact throughout its lifecycle and plan to continue assessing this as part of our larger ESG strategy in the future.*  
[Fixed row]

#### **(9.15) Do you have any water-related targets?**

Select from:

- No, but we plan to within the next two years

#### **(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?**

##### **(9.15.3.1) Primary reason**

Select from:

- We are planning to introduce a target within the next two years

##### **(9.15.3.2) Please explain**

*The Company recognizes the significance of water as a natural resource and the critical need to safeguard it. Looking ahead, the Company will continue its assessment of water interactions and solidifying its water strategy with relevant targets (as applicable) in the near future.*  
[Fixed row]

## C10. Environmental performance - Plastics

### (10.1) Do you have plastics-related targets, and if so what type?

#### (10.1.1) Targets in place

Select from:

Yes

#### (10.1.2) Target type and metric

##### Plastic packaging

Increase the proportion of post-consumer recycled content in plastic packaging

##### End-of-life management

Other end-of-life management target, please specify :Target 50% of packaging to be recyclable, reusable or compostable by 2025 and 100% by 2030

#### (10.1.3) Please explain

*The Company announced its near and long-term ESG commitments in April 2023. Those related to plastics include: By 2025 - Increase the amount of post-consumer recycled content (PCR) to 33% of our total plastic packaging portfolio; Target 50% of our packaging to be recyclable, reusable or compostable; By 2030: Continue efforts to utilize PCR in plastic packaging and embrace circular packaging solutions to decrease use of virgin plastic; Target 100% of our packaging to be recyclable, reusable or compostable.*

*[Fixed row]*

## C11. Environmental performance - Biodiversity

**(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

|  |  |
|--|--|
|  | <b>Actions taken in the reporting period to progress your biodiversity-related commitments</b>   |
|  | Select from:<br><input checked="" type="checkbox"/> No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years |

[Fixed row]

**(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?**

|  |   |
|--|---|
|  | <b>Does your organization use indicators to monitor biodiversity performance?</b>                                       |
|  | Select from:<br><input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years |

[Fixed row]

**(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?**

**Legally protected areas**

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

### (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

## UNESCO World Heritage sites

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

### (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

## UNESCO Man and the Biosphere Reserves

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

## (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

### Ramsar sites

## (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

## (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

### Key Biodiversity Areas

## (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

## (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

### Other areas important for biodiversity

### (11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

Not assessed

### (11.4.2) Comment

*In 2023, we worked with the Environmental Defense Fund to develop a better understanding of the risks and opportunities related to biodiversity as well as water. This research gave us a leading indication of how we can start to think strategically about biodiversity. We look forward to continuing our efforts around biodiversity in the future.*

*[Fixed row]*

### C13. Further information & sign off

**(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?**

|  | Other environmental information included in your CDP response is verified and/or assured by a third party  | Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party | Explain why other environmental information included in your CDP response is not verified and/or assured by a third party |
|--|--|--|---|
|  | Select from:<br><input checked="" type="checkbox"/> No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years | Select from:<br><input checked="" type="checkbox"/> Other, please specify :N/A   | N/A   |

[Fixed row]

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

#### (13.2.1) Additional information

*Please note that within the breakdown of climate change data specifically by country, there are several stores located in Puerto Rico. The data related to Puerto Rico has been accounted for within the broader U.S. data figures. Additionally, the disclosure within our CDP response aligns to our fiscal year 2023 (Jan. 29, 2023 – Feb. 3, 2024). However, palm oil data included in our CDP response aligns to calendar year 2023 (January 1, 2023 – December 31, 2023).*

[Fixed row]

**(13.3) Provide the following information for the person that has signed off (approved) your CDP response.**

#### (13.3.1) Job title

Group Vice President, Head of ESG

### (13.3.2) Corresponding job category

Select from:

Other, please specify :Group Vice President, Head of ESG

[Fixed row]

### (13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

No

