



ESG Data Tables

Environmental Data²⁰

Environmental data points, including greenhouse gas (GHG) emissions, are based on activity between February 1st, 2023 and January 31st, 2024.

	2016	2019	2020	2021	2022	2023
Greenhouse gas emissions (mt CO₂e)						
Total GHG emissions (market-based)	332,977	279,517	253,822	315,163	323,135	313,741
Scope 1 and 2 emissions (market-based)	279,232	209,654	173,414	192,529	201,711	197,948
Scope 1 emissions	20,742	33,481	29,253	35,094	38,806	39,715
Scope 2 emissions (location-based)	258,490	176,173	153,129	173,400	178,861	173,776
Scope 2 emissions (market-based)	258,490	176,173	144,161	157,435	162,905	158,233
Scope 3 emissions	53,745	69,863	80,408	122,634	121,424	115,793
Category 4 (Upstream transportation and distribution)	29,762	44,211	56,441	88,842	88,748	77,206
Category 5 (Waste generated in operations)	19,820	21,008	22,610	31,351	29,970	34,786
Category 6 (Business travel)	4,163	4,644	1,357	2,441	2,706	3,801
Total Scope 1 and Scope 2 market-based emissions by GHG (mt CO₂e)						
CO ₂	274,103	201,233	165,859	182,513	191,063	183,091
CH ₄	518	386	297	326	345	319
N ₂ O	960	596	452	497	542	499
HFCs	3,651	7,439	6,806	9,193	9,761	14,040
Energy (MWh)						
Total energy consumption^{21, 22}	702,604	615,832	553,317	630,072	649,624	626,808
Corporate Offices	22,279	23,334	20,516	22,161	24,403	26,082
DC/Warehouses	31,556	38,050	40,086	48,040	56,356	57,153
Stores	648,769	554,448	492,715	559,871	568,865	543,574
Total renewable energy consumption	-	-	24,418	44,389	44,839	45,381
Corporate Offices	-	-	-	4,673	6,085	5,015
DC/Warehouses	-	-	-	-	-	-
Stores	-	-	24,418	39,716	38,754	40,366
Water (kgal)						
Withdrawal					413,743	602,193
Waste (U.S. tons)						
Total waste footprint	74,835	84,259	94,577	120,300	117,475	133,956
Waste diverted from landfill	44,243	54,284	62,929	73,279	73,663	82,991
Waste Diverted Stores		37,957	42,302	42,683	44,560	49,436
Waste Diverted DCs/Warehouses and Corporate Offices		16,327	20,627	30,596	29,103	33,555
Hazardous Waste diverted from Municipal Landfill	97	199	180	245	258	331
Hazardous Waste Diverted Stores		183	168	220	227	301
Hazardous Waste Diverted DCs/Warehouses and Corporate Offices		16	12	25	31	30
Total Diversion %	59%	64%	67%	61%	63%	62%
Stores Diversion %		57%	58%	49%	52%	50%
DCs/Warehouses and Corporate Offices Diversion %		90%	96%	94%	94%	95%

20. All instances where the figures provided do not add up to the total sum or 100% are due to rounding.

21. Energy consumption is the sum of all fuel usage and electricity within our operations.

22. Energy consumption excludes an insignificant amount of mobile combustion due to fuel usage data being unavailable.



ESG Data Tables
Continued

Social Data²⁰

Social data points apply to our fiscal year ending February 3rd, 2024.

DIVERSITY - MANAGEMENT TYPE			
	All Associates	Management	Senior Management
Total	71,049	3,823	211
By Gender			
Female	73%	61%	50%
Male	27%	39%	50%
Not disclosed	<1%	<1%	0%
By Race and Ethnicity			
POC	78%	44%	20%
White	21%	54%	79%
Not disclosed	2%	1%	1%
By Age			
Under 30 years old	48%	9%	0%
30 – 50 years old	33%	62%	55%
Over 50 years old	19%	29%	45%

DIVERSITY - TIME TYPE		
	Full Time	Part Time
Total	16,876	54,173
By Gender		
Female	68%	74%
Male	32%	26%
Not disclosed	<1%	<1%
By Race and Ethnicity		
POC	70%	80%
White	29%	18%
Not disclosed	1%	2%

NEW HIRES	
Total	166,243
By Gender	
Female	71%
Male	28%
Not disclosed	1%
By Race and Ethnicity	
POC	81%
White	16%
Not disclosed	2%

PROMOTIONS	
Total	8,256
By Gender	
Female	76%
Male	23%
Not disclosed	<1%
By Race and Ethnicity	
POC	73%
White	25%
Not disclosed	1%

TURNOVER	
Total	88,208
By Type	
Involuntary	6%
Voluntary	94%
By Gender	
Female	71%
Male	28%
Not disclosed	<1%