

Sustainable Accounting Standards Board (SASB) Index

The following disclosures reference the Apparel, Accessories & Footwear Standard and the Multiline and Specialty Retailers & Distributors Standard for FY23.

Accounting Metric	SASB Code	Disclosure
SASB Topic: Management of Chemicals in Products		
Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>We are committed to managing the use of chemicals in our supply chain in an effort to reduce environmental impacts, promote manufacturing best practices and provide customers with safe products. We have developed chemical testing processes designed to help control for quality, safety and environmental issues. During the development and production process, products undergo testing to support compliance with regulatory requirements. The selection of chemicals to be tested is informed by regulations, chemicals that are used in a particular product category and other risk-based considerations.</p> <p>Our internal testing protocol contains testing guidelines as part of the quality standards set for all products sold in The Children's Place stores and websites. Our vendors certify that their products conform to these testing requirements.</p> <p><u>Reference:</u> Managing Chemicals More Responsibly in 2022 ESG Report (pg. 28)</p>
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	<p>We monitor the use of restricted substances both in our finished goods and during manufacturing with a view of minimizing and working toward eliminating their usage. Our requirements are stated both in our Restricted Substances Policy and in our Vendor Environmental Policy.</p> <p><u>Finished Product</u> Beyond testing for compliance with regulatory requirements, we have adopted the most recent version of AFIRM Group's Restricted Substances List (RSL) for finished products. By adopting AFIRM's RSL, we are able to restrict use of unwanted substances in our products and streamline chemical requirements for vendors. For products that are not covered under the AFIRM RSL, such as jewelry and hair accessories, we have set limitations on the use of chemicals based on our understanding of industry best practice. We reserve the right to request and/or select materials, components, trims, accessories or finished goods for testing in order to verify compliance with the RSL. We take a risk-based approach to testing against the RSL based on risk factors related to product category and material composition. All vendors certify to implementation of product testing that follows our Restricted Substances Policy throughout their supply chains.</p> <p><u>Manufacturing</u> We work with our third-party vendors to improve their chemical management systems and prevent the discharge of unwanted substances in our supply chain. We are a Signatory Brand of ZDHC to support implementation of our sustainable chemical management strategy, which centers around three main components:</p> <ul style="list-style-type: none"> • Track chemical procurement and usage through factory chemical inventory lists • Measure operational capacity through the Higg Facility Environment Module (FEM) • Monitor wastewater quality through the testing of wastewater and sludge against ZDHC Manufacturing Restricted Substance List (MRSL) parameters <p>Our current focus is on our top third-party washing facilities and textile mills because these facilities pose some of the highest risk for polluting the environment with hazardous substances. We are also managing chemicals at the cotton cultivation level by using responsibly sourced cotton, which supports reduction of chemical usage at the farm level.</p> <p><u>Reference:</u> Managing Chemicals More Responsibly in 2022 ESG Report (pg. 28-30)</p>

Accounting Metric	SASB Code	Disclosure
-------------------	-----------	------------

SASB Topic: Environmental Impacts in the Supply Chain

<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement</p>	<p>CG-AA-430a.1</p>	<p>Our Vendor Code of Conduct states that vendors are expected to comply with all applicable environmental laws, regulations and other requirements, including permits and laws relating to solid and hazardous waste and water discharge. In our audit compliance program, facilities are in scope for wastewater review if production processes generate industrial effluent (such as dyeing, washing and printing) or if a facility has a sewage treatment plant.</p> <p>We collect supplier wastewater information through our audits and through the Higg FEM. Denim laundries present some of the greatest risk for contaminated wastewater due to their manufacturing processes. In FY23, none of the denim laundries at our third-party manufacturers had open audit findings related to non-compliance with applicable local wastewater permits or discharge requirements.</p> <p><u>Reference:</u> Managing Chemicals More Responsibly in 2022 ESG Report (pg. 29-30)</p>
--	---------------------	---

<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment</p>	<p>CG-AA-430a.2</p>	<p>Tier 1 supplier factories representing approximately 95% of our FY23 FOB completed a Higg FEM self-assessment.</p> <p>Beyond Tier 1, fabric mills representing approximately 81% of our FY23 cotton lint consumption completed a Higg FEM self-assessment. Cotton lint volumes were calculated using conversion factors developed by Better Cotton.</p>
---	---------------------	--

SASB Topic: Labor Conditions in the Supply Chain

<p>Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor</p>	<p>CG-AA-430b.1</p>	<p>In FY23, approximately 86% of our Tier 1 factories were assessed against our Vendor Code of Conduct through onsite audits.</p> <p>Beyond Tier 1, approximately 85% of our processing and trim factories were audited in FY23.</p> <p>Approximately 51% of our audits were conducted by a third-party assessor: 27% through the ILO Better Work program, 15% through third party social compliance audit firms and 9% through the Social & Labor Convergence Project / Higg Index Facility Social Labor Module.</p> <p><u>Reference:</u> Monitoring Factory Compliance in 2022 ESG Report (pg. 54)</p>
--	---------------------	--

Accounting Metric	SASB Code	Disclosure
<p>Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits</p>	<p>CG-AA-430b.2</p>	<p>Our third-party vendor factories undergo periodic audits to assess compliance with our Vendor Code of Conduct. After each audit, factories work with The Children's Place team and industry partners to create the needed corrective action plans and timelines for completion. We monitor closure of corrective actions through desktop and onsite reviews, and support the factories in improving their compliance management systems.</p> <p>Factory ratings are defined as follows:</p> <ul style="list-style-type: none"> • High Performance: High performing facilities with few non-compliance issues (none urgent) and effective compliance management systems. • Above Average: Above average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable compliance management systems. • Satisfactory: Average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable but inconsistent compliance management systems. • Immediate Remediation Required: Facilities with zero tolerance violations or numerous urgent noncompliance issues and no compliance management systems. <p>The Children's Place ended FY23 with 163 rated Tier 1 factories, segmented into the following categories:</p> <ul style="list-style-type: none"> • High Performance: 18% • Above Average: 41% • Satisfactory: 35% • Immediate Remediation Required: 6%
<p>Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain</p>	<p>CG-AA-430b.3</p>	<p>We leverage international frameworks and recognized standards, industry trends and best practices and our third-party materiality assessment to help validate our focus on the areas that are most material to our business and supply chain, including:</p> <ul style="list-style-type: none"> • Greenhouse gas emissions and energy reduction • Sustainable raw materials • Water stewardship • Chemical management • Waste diversion and circularity • Supply chain labor compliance • Worker well-being <p><u>References:</u></p> <p>ESG Strategy in 2022 ESG Report (pg. 10)</p> <p>Materiality Assessment in 2021 ESG Report (pg. 11)</p>

Accounting Metric	SASB Code	Disclosure
-------------------	-----------	------------

SASB Topic: Raw Materials Sourcing		
------------------------------------	--	--

<p>(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities</p>	<p>CG-AA-440a.3</p>	<p>For FY23, cotton (73%), polyester (24%), elastane/spandex (1.5%) and manmade cellulose (0.8%) made up the majority of the product fiber used in our apparel. Sourcing each of these materials presents environmental and social risks, including:</p> <ul style="list-style-type: none"> Negative impacts on worker health and biodiversity due to the use of agrochemicals (such as pesticides and fertilizers) in conventional cotton production; Negative effects on farmers' livelihoods due to volatile cotton crop yields; Human rights issues such as forced labor within the supply chain; Polyester's dependence on petroleum, a non-renewable resource that contributes to climate change and can damage water quality and biodiversity if released into the environment; Polyester fibers discarded as waste that remain in landfill and pollute water systems as they degrade into microplastics; Manmade cellulose sourced from ancient and endangered forests; Chemicals used during yarn and fabric processing, which if not managed properly can be discharged into the environment; and Poor labor practices and working conditions within the supply chain. <p>We have identified water stress as an enterprise-wide hazard of concern due to our reliance on raw materials such as cotton. Cotton is an extremely water-intensive crop, and increasing and extreme temperatures, drought and flooding from increased precipitation intensity are projected in regions where our sourced cotton is grown. Water stress projections indicate potential disruptions to broader crop supply and possible impacts on cost, product margin, ability to fill orders and production and delivery schedules. We are working to reduce these risks by increasing the use of more sustainable materials in our product and are also consolidating our fabric mill base to help build long-term relationships and ensure long-term supply.</p> <p><u>References:</u></p> <p>Sourcing More Sustainable Materials (pg. 22) and Monitoring Factory Compliance (pg. 54) in 2022 ESG Report</p> <p>TCFD Disclosure</p>
--	---------------------	---

<p>(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to third-party environmental or social standard, by standard</p>	<p>CG-AA-440a.4</p>	<p>In FY23, we estimate the following material fiber usage in our apparel. We require recycled material to be certified against the Global Recycled Standard (GRS) or the Recycled Claim Standard (RCS), and Global Organic Textile Standard (GOTS) for organic cotton.</p> <table border="1"> <thead> <tr> <th>Material</th> <th>Total Weight (MT)</th> <th>% Responsibly Sourced</th> </tr> </thead> <tbody> <tr> <td>Cotton</td> <td>18,790</td> <td>❖ 87% sourced through Better Cotton ❖ 1.1% recycled or organic</td> </tr> <tr> <td>Polyester</td> <td>6,209</td> <td>❖ 14% recycled</td> </tr> </tbody> </table>	Material	Total Weight (MT)	% Responsibly Sourced	Cotton	18,790	❖ 87% sourced through Better Cotton ❖ 1.1% recycled or organic	Polyester	6,209	❖ 14% recycled
Material	Total Weight (MT)	% Responsibly Sourced									
Cotton	18,790	❖ 87% sourced through Better Cotton ❖ 1.1% recycled or organic									
Polyester	6,209	❖ 14% recycled									

Accounting Metric	SASB Code	Disclosure
-------------------	-----------	------------

SASB Topic: Energy Management in Retail & Distribution		
---	--	--

(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	CG-MR-130a.1	In FY23, our operations utilized 64,983 MWh of purchased electricity. Grid electricity accounted for the largest contribution (~99%) followed by renewables (~1%).
---	--------------	--

SASB Topic: Data Security		
----------------------------------	--	--

Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<p>We have implemented controls consistent with the requirements of the International Organization for Standardization (“ISO”) and assess our cybersecurity maturity levels against the National Institute of Standards and Technology (“NIST”) framework. We employ industry standards, guidelines and best practices to manage cybersecurity-related risk, including:</p> <ul style="list-style-type: none"> ❖ Investments in building and developing cybersecurity talent and expertise; ❖ Implementing state-of-the-art systems and tools; ❖ Benchmarking to understand best practices and industry trends; ❖ Security and compliance assessments to validate the efficacy of our programs and practices; and ❖ Annual engagement with an independent third-party expert to assess our cybersecurity maturity annually against the retail industry. <p>All associates are required to participate in a cybersecurity awareness training program annually. Financial, IT and other associates who have access to sensitive information are also required to attend additional training courses during the year.</p> <p><u>References:</u></p> <p>Safeguarding Private Information in 2022 ESG Report (pg. 69)</p> <p>Privacy Policy</p>
---	--------------	---

Accounting Metric	SASB Code	Disclosure
-------------------	-----------	------------

SASB Topic: Labour Practices

<p>(1) Average hourly wage of store & DC employees (excluding overtime), (2) Percentage of in-store & DC employees earning minimum wage by region</p>	CG-MR-130a.1	<table border="1"> <thead> <tr> <th><i>Average Hourly Wage</i></th> <th>Canada</th> <th>USA</th> </tr> </thead> <tbody> <tr> <td><i>Distribution Group</i></td> <td>CAD 20.09</td> <td>\$17.83</td> </tr> <tr> <td><i>Store</i></td> <td>CAD 16.72</td> <td>\$14.73</td> </tr> </tbody> </table>			<i>Average Hourly Wage</i>	Canada	USA	<i>Distribution Group</i>	CAD 20.09	\$17.83	<i>Store</i>	CAD 16.72	\$14.73																		
		<i>Average Hourly Wage</i>	Canada	USA																											
		<i>Distribution Group</i>	CAD 20.09	\$17.83																											
		<i>Store</i>	CAD 16.72	\$14.73																											
		<table border="1"> <thead> <tr> <th><i>Minimum Wage</i></th> <th>% At Minimum</th> <th>% Above Minimum</th> </tr> </thead> <tbody> <tr> <td><i>Stores: Canada Region</i></td> <td>63%</td> <td>37%</td> </tr> <tr> <td><i>Stores: Central Region</i></td> <td>2%</td> <td>98%</td> </tr> <tr> <td><i>Stores: Northeast Region</i></td> <td>57%</td> <td>43%</td> </tr> <tr> <td><i>Stores: Puerto Rico Region</i></td> <td>0%</td> <td>100%</td> </tr> <tr> <td><i>Stores: Southeast Region</i></td> <td>10%</td> <td>90%</td> </tr> <tr> <td><i>Stores: West Region</i></td> <td>48%</td> <td>52%</td> </tr> <tr> <td><i>Alabama Distribution Center</i></td> <td>0%</td> <td>100%</td> </tr> <tr> <td><i>Canada Distribution Center</i></td> <td>0%</td> <td>100%</td> </tr> </tbody> </table>			<i>Minimum Wage</i>	% At Minimum	% Above Minimum	<i>Stores: Canada Region</i>	63%	37%	<i>Stores: Central Region</i>	2%	98%	<i>Stores: Northeast Region</i>	57%	43%	<i>Stores: Puerto Rico Region</i>	0%	100%	<i>Stores: Southeast Region</i>	10%	90%	<i>Stores: West Region</i>	48%	52%	<i>Alabama Distribution Center</i>	0%	100%	<i>Canada Distribution Center</i>	0%	100%
		<i>Minimum Wage</i>	% At Minimum	% Above Minimum																											
		<i>Stores: Canada Region</i>	63%	37%																											
		<i>Stores: Central Region</i>	2%	98%																											
		<i>Stores: Northeast Region</i>	57%	43%																											
		<i>Stores: Puerto Rico Region</i>	0%	100%																											
<i>Stores: Southeast Region</i>	10%	90%																													
<i>Stores: West Region</i>	48%	52%																													
<i>Alabama Distribution Center</i>	0%	100%																													
<i>Canada Distribution Center</i>	0%	100%																													

SASB Topic: Workforce Diversity & Inclusion

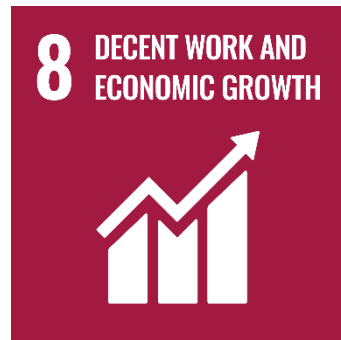
<p>(1) Percentage of gender and racial/ethnic group representation for management, (2) Percentage of gender and racial/ethnic group representation for all other employees</p>	CG-MR-330a.1	<table border="1"> <thead> <tr> <th></th> <th>Minority</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td><i>All Employees</i></td> <td>68%</td> <td>85%</td> </tr> <tr> <td><i>Corporate Leadership</i></td> <td>33%</td> <td>63%</td> </tr> <tr> <td><i>Store Management</i></td> <td>55%</td> <td>92%</td> </tr> </tbody> </table>				Minority	Women	<i>All Employees</i>	68%	85%	<i>Corporate Leadership</i>	33%	63%	<i>Store Management</i>	55%	92%
			Minority	Women												
		<i>All Employees</i>	68%	85%												
		<i>Corporate Leadership</i>	33%	63%												
<i>Store Management</i>	55%	92%														
<p>Minority includes Asian, Black, Hispanic, Native America, Pacific Islander and two or more Races. Corporate Leadership is defined as Director & Above. Store Management is defined as Store Manager.</p>																

Accounting Metric	SASB Code	Disclosure
SASB Topic: Product Sourcing, Packaging & Marketing		
Discussion of processes to assess and manage risks or hazards associated with chemicals in products	CG-MR-410a.2	See disclosure for Management of Chemicals in Products (CG-AA-250a.2).
Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a.3	<p>To reduce the environmental impact of our packaging, we are working to reduce the amount of virgin material used and to further support consumer recycling. We have a public goal to use a minimum of 50% recycled content in customer-facing packaging by end of 2025.</p> <p>Our raw material efforts include:</p> <ul style="list-style-type: none"> • Joining Canopy’s Pack4Good initiative to help ensure the pulp and paper in our packaging is not sourced from ancient and endangered forests; • Converting our hangtags and some unit packaging such as header cards from virgin paper material to FSC Mix; and • Increasing the amount of recycled content in our poly mailers, corrugated cartons, paper shopping bags and internal polybags. <p><u>Reference:</u> Diverting Waste from Landfill in 2022 ESG Report (pg. 32)</p>
SASB Topic: Activity Metrics		
Number of: (1) retail locations and (2) distribution centres	CG-MR-000.A	<p><u>Retail Stores</u> As of February 3, 2024, we operated 523 stores throughout North America with approximately 2 million total square footage.</p> <p><u>Distribution Centers</u> In FY23, we operated the following distribution centers with approximate square footage:</p>
Total area of: (1) retail space and (2) distribution centres	CG-MR-000.B	<ul style="list-style-type: none"> • Fort Payne, Alabama (700,000 sq ft)—Owned facility that supports our U.S. retail store operations and U.S. e-commerce operations • Ontario, Canada (95,000 sq ft)—Leased facility that supports our Canadian retail store operations and Canadian e-commerce operations • Brownsburg, Indiana (315,000 sq ft)—Supports our U.S. e-commerce fulfillment operations via a third-party provider • Ontario, Canada (184,000 sq ft)—Supports our Canadian e-commerce fulfillment operations via a third-party provider
Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	CG-AA-000.A	At the end of FY23, our third-party vendors operated 163 Tier 1 manufacturing facilities, 60 processing facilities and 42 trim facilities.

SUSTAINABLE DEVELOPMENT GOALS

The Children's Place recognizes the importance of the United Nations 2030 Agenda for Sustainable Development and its plan of action for people, planet and prosperity. The Agenda, with its [17 Sustainable Development Goals \(SDGs\)](#) supports the understanding that sustainable development everywhere must integrate economic growth, social well-being and environmental protection.

Though the SDGs are not in their own right a reporting framework, we believe that business has a role to play in meeting those goals. We have mapped our initiatives to specific SDG targets using GRI's "Linking the SDGs and the GRI Standards" (March 2021). Though our focus areas overlap many of the SDGs, our work is focused on supporting the following five goals:



The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Global Reporting Initiative (GRI) Standards

The Children's Place has reported in accordance with the Global Reporting Initiative (GRI) Standards for FY23 period.

Number	Description	Disclosure Language
GRI 2: GENERAL DISCLOSURES (2021)		
2-1	Organizational Details	The Children's Place, Inc <u>Reference:</u> 2023 Sustainability & Social Impact Update
2-2	Entities included in the organization's sustainability reporting	<u>Reference:</u> 2023 Sustainability & Social Impact Update
2-3	Reporting period, frequency and contact point	This report covers The Children's Place's global operations for the 2023 fiscal year beginning January 30, 2023 and ended January 28, 2024. Report data covers FY23 unless otherwise noted. We plan to report our ESG efforts on an annual basis. responsiblesourcing@childrensplace.com
2-4	Restatements of information	None
2-5	External Assurance	We have not obtained external assurance for this report, but its contents have been confirmed by an internal quality review
2-6	Activities, value chain and other business relationships	The Children's Place does not own operate or control any manufacturing facilities, but rather, contracts with global third-party vendors to manufacture products in their network of factories. Our Global Sourcing team manages the Company's product sourcing activities across three continents (North America, Africa and Asia) via our main offices in the United States and Hong Kong. <u>Reference:</u> 2023 Sustainability & Social Impact Update

Number	Description	Disclosure Language									
2-7	Employees	Gender Representation									
			Women	Men							
		<i>Overall</i>	85%	15%							
		<i>Senior Leadership</i>	50%	50%							
		<i>Corporate Leadership</i>	63%	37%							
		<i>Store Management</i>	92%	8%							
		<i>Promotions</i>	91%	9%							
		<i>New Hires</i>	85%	15%							
		Ethnicity (US only)							Other Minorities	All Minorities	
			White	Asian	Black	Hispanic					
		<i>Overall</i>	32%	3%	23%	38%	4%	68%			
		<i>Corporate Leadership</i>	67%	21%	3%	8%	1%	33%			
		<i>Store Management</i>	45%	2%	21%	29%	3%	55%			
		<i>Promotions</i>	34%	3%	24%	35%	4%	66%			
		<i>New Hires</i>	25%	2%	34%	34%	6%	76%			
		Age Representation							Under 30	30 – 50	Over 50
		<i>Overall</i>	52%	36%	12%						
		<i>Corporate Leadership</i>	0%	76%	24%						
		<i>Store Management</i>	10%	70%	20%						
		<p>Minority includes Asian, Black, Hispanic, Native America, Pacific Islander and two or more Races. Corporate Leadership is defined as Director & Above. Store Management is defined as Store Manager.</p>									

Number	Description	Disclosure Language
2-8	Workers who are not employees	In FY 23, we had an estimated 78 seasonal associates in the Distribution Centers and 170 seasonal associates in the Stores who follow guided procedures to ensure items for shipment (to our stores and customers) are processed according to our standards.
2-9	Governance structure and Composition	<u>References:</u> Governance Documents 2024 Proxy Statement
2-10	Nomination and selection of the highest governance body	<u>References:</u> Governance Documents 2024 Proxy Statement
2-11	Chair of the highest governance body	<u>Reference:</u> 2024 Proxy Statement
2-12	Role of the highest governance body in overseeing the management of impacts	<u>References:</u> Governance Documents 2024 Proxy Statement
2-13	Delegation of responsibility for managing impacts	<u>References:</u> Governance Documents 2024 Proxy Statement
2-14	Role of the highest governance body in sustainability reporting	<u>References:</u> Governance Documents 2024 Proxy Statement

Number	Description	Disclosure Language
2-15	Conflicts of interest	<u>References:</u> Governance Documents 2024 Proxy Statement
2-16	Communication of critical concerns	<u>References:</u> Governance Documents 2024 Proxy Statement
2-17	Collective knowledge of the highest governance body	<u>Reference:</u> 2024 Proxy Statement
2-18	Evaluation of the performance of the highest governance body	<u>Reference:</u> 2024 Proxy Statement
2-19	Remuneration policies	<u>Reference:</u> 2024 Proxy Statement
2-20	Process to determine remuneration	<u>Reference:</u> 2024 Proxy Statement
2-21	Annual total compensation ratio	<u>Reference:</u> 2024 Proxy Statement
2-22	Statement on sustainable development strategy	<u>Reference:</u> A Message from our Chief Administrative Officer, General Counsel in 2023 Sustainability & Social Impact Update
2-23	Policy commitments	<u>References:</u> Environmental Policies Social Policies Governance Documents

Number	Description	Disclosure Language
2-24	Embedding policy commitments	<p>We are working to integrate sustainability across our operations and business units. We have set public ESG targets to demonstrate accountability to our commitments and drive progress in our strategic focus areas.</p> <p>To further reflect the increasing importance of ESG topics for the company’s business and our stakeholders, ESG goal performance has been incorporated into senior leadership team member bonuses and our FY23 Long Term Incentive Plan.</p> <p><u>Reference:</u> Managing ESG Risk in 2022 ESG Report (pg. 65)</p>
2-25	Processes to remediate negative impacts	<p>We carry out human rights due diligence as part of the conduct of our business and work to embed human rights considerations into business decisions. We continue to identify salient human rights issues and assess prevention and mitigation opportunities in each area. These issues are identified and addressed through our corporate HR policies, factory audit and remediation process, country sourcing screenings and programs around worker well-being.</p> <p>We have an open communications policy where employees are encouraged to report concerns to their supervisors or to appropriate representatives from the Human Resources, Internal Audit, Legal or Loss Prevention departments. Individuals may also report concerns through a confidential Ethics Hotline, which is operated by an independent third party and available at any time for both internal and external complaints. Details of the calls submitted to our Ethics Hotline are reviewed by our management team and, as appropriate, with the Audit Committee of our Board of Directors. We strive to resolve every complaint based on the information provided.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p><u>References:</u></p> <p>Upholding Our Commitment to Ethical Conduct in our Global Operations in 2022 ESG Report (pg. 68)</p> <p>Human Rights Policy</p> <p>Code of Business Conduct</p>
2-27	Compliance with laws and Regulations	<p><u>Reference:</u> 2023 Form 10-K</p>

Number	Description	Disclosure Language
2-28	Membership associations	<p>The Children’s Place has joined a variety of industry and advocacy organizations, including those listed below.</p> <ul style="list-style-type: none"> ❖ AFIRM Group ❖ American Apparel & Footwear Association ❖ American Association of Textile Chemists and Colorists ❖ Better Cotton ❖ BetterWork ❖ BSR ❖ Canopy ❖ Cascale (formerly Sustainable Apparel Coalition) ❖ How2Recycle ❖ National Retail Federation ❖ Nirapon ❖ Textile Exchange ❖ Supplier Compliance Audit Network ❖ Sustainable Packaging Coalition ❖ ZDHC <p><u>Reference:</u> Our Initiatives Partners in 2022 ESG Report (pgs. 15-16)</p>
2-29	Approach to stakeholder engagement	<p>We believe that collaborating with external stakeholders and value chain partners who share our goals will help us more effectively contribute to finding solutions. Frequency of and depth of engagement depends on the specific initiative but includes reviewing corporate policies and training materials, providing subject matter expertise during program development and partnering on industry best practice. We will continue to deepen existing relationships and engage new partners as we work to strengthen our long-term, sustainable ESG approach.</p> <p>We engage stakeholders on key topics and areas of risk identified during the development and execution of our ESG roadmap:</p> <ul style="list-style-type: none"> ❖ Greenhouse gas emissions and energy reduction ❖ Raw materials ❖ Water stewardship ❖ Chemical management ❖ Waste diversion and circularity ❖ Diversity, equity & inclusion ❖ Community ❖ Supply chain labor compliance ❖ Worker well-being <p><u>Reference:</u> ESG Strategy in 2022 ESG Report (pg. 10)</p>
2-30	Collective bargaining agreements	None of our employees are covered by a collective bargaining agreement.

Number	Description	Disclosure Language																				
GRI 3: MATERIAL TOPICS (2021)																						
3-1	Process to determine material topics	<p>Our ESG initiatives are informed by international frameworks and recognized standards such as the GRI Standards, SASB guidelines, Paris Agreement, ILO core conventions, UN Guiding Principles on Business and Human Rights, UN Sustainable Development Goals and OECD Guidelines for Multinational Enterprises. We regularly assess industry trends and evaluate best practices through peer company benchmarking, Our third-party materiality assessment has supported our view that we are focused on the topics that are currently most material to our operations and business performance, and that matter most to our stakeholders.</p> <p>Based on these activities, we have developed and are executing a comprehensive roadmap for our ESG work in strategic focus areas where we face risk and believe we can have the most impact. We have set public ESG targets in most of these areas to demonstrate accountability to our commitments and drive progress.</p>																				
3-2	List of material topics	<table border="1"> <thead> <tr> <th>FOCUS AREA</th> <th>DESCRIPTION</th> <th>PUBLIC GOAL</th> <th>BOUNDARY</th> </tr> </thead> <tbody> <tr> <td>CLIMATE & ENERGY</td> <td>Reducing greenhouse gas emissions from our operations and across our global value chain</td> <td>Yes</td> <td>Corporate Operations Global Supply Chain</td> </tr> <tr> <td>RAW MATERIALS</td> <td>Using more sustainable materials throughout our business</td> <td>Yes</td> <td>Product</td> </tr> <tr> <td>WATER STEWARDSHIP</td> <td>Working with vendors to reduce water consumption in manufacturing</td> <td>Yes</td> <td>Global Supply Chain</td> </tr> <tr> <td>CHEMICAL MANAGEMENT</td> <td>Supporting implementation of responsible chemical management and wastewater systems</td> <td>Yes</td> <td>Global Supply Chain</td> </tr> </tbody> </table>	FOCUS AREA	DESCRIPTION	PUBLIC GOAL	BOUNDARY	CLIMATE & ENERGY	Reducing greenhouse gas emissions from our operations and across our global value chain	Yes	Corporate Operations Global Supply Chain	RAW MATERIALS	Using more sustainable materials throughout our business	Yes	Product	WATER STEWARDSHIP	Working with vendors to reduce water consumption in manufacturing	Yes	Global Supply Chain	CHEMICAL MANAGEMENT	Supporting implementation of responsible chemical management and wastewater systems	Yes	Global Supply Chain
		FOCUS AREA	DESCRIPTION	PUBLIC GOAL	BOUNDARY																	
		CLIMATE & ENERGY	Reducing greenhouse gas emissions from our operations and across our global value chain	Yes	Corporate Operations Global Supply Chain																	
		RAW MATERIALS	Using more sustainable materials throughout our business	Yes	Product																	
		WATER STEWARDSHIP	Working with vendors to reduce water consumption in manufacturing	Yes	Global Supply Chain																	
CHEMICAL MANAGEMENT	Supporting implementation of responsible chemical management and wastewater systems	Yes	Global Supply Chain																			
WASTE	Diverting the amount of our waste sent to landfill	Yes	Corporate Operations																			
3-3	Management of Material Topics	CIRCULARITY	Helping to prevent product and material disposal through reuse and recycling	Yes	Product																	
		WORKPLACE HEALTH & SAFETY	Safeguarding our associates and customers	No	Corporate Operations																	
		TALENT	Investing in the people who make our business possible	No	Corporate Operations																	
		DIVERSITY, EQUITY & INCLUSION	Building an inclusive environment where all people feel welcomed and valued	Yes	Corporate Operations																	
		COMMUNITY / PHILANTHROPY	Supporting children and families in need	Yes	Corporate Operations																	
		SUPPLY CHAIN COMPLIANCE	Helping to protect third-party factory workers and their rights in the workplace	Yes	Global Supply Chain																	
		WORKER WELL-BEING	Moving beyond the factory walls to improve the well-being of workers and their families	Yes	Global Supply Chain																	

Number	Description	Disclosure Language
--------	-------------	---------------------

GRI 200: ECONOMIC PERFORMANCE (2016)

201-1	Direct economic value generated and distributed	<u>Reference:</u> 2023 Sustainability & Social Impact Update
-------	---	--

GRI 301: MATERIALS (2016)

301-1	Materials used by weight or volume	<p>For our 2023 seasonal calendar, we estimate that approximately 97% of the product fiber used in our apparel is either cotton (73%) or polyester (24%):</p> <table border="1"> <thead> <tr> <th data-bbox="680 537 968 591">MATERIAL</th> <th data-bbox="968 537 1199 591">FABRIC USAGE (METRIC TONS)</th> <th data-bbox="1199 537 2003 591">PREFERRED FIBER INPUT</th> </tr> </thead> <tbody> <tr> <td data-bbox="680 591 968 727">COTTON</td> <td data-bbox="968 591 1199 727">18,790</td> <td data-bbox="1199 591 2003 727"> <ul style="list-style-type: none"> ❖ 87% sourced through Better Cotton ❖ 1.0% recycled ❖ 0.1% organic </td> </tr> <tr> <td data-bbox="680 727 968 781">POLYESTER</td> <td data-bbox="968 727 1199 781">6,209</td> <td data-bbox="1199 727 2003 781">❖ 14% recycled</td> </tr> <tr> <td data-bbox="680 781 968 834">ELASTANE / SPANDEX</td> <td data-bbox="968 781 1199 834">392</td> <td data-bbox="1199 781 2003 834"></td> </tr> <tr> <td data-bbox="680 834 968 888">VISCOSE / RAYON</td> <td data-bbox="968 834 1199 888">180</td> <td data-bbox="1199 834 2003 888"></td> </tr> <tr> <td data-bbox="680 888 968 941">ACRYLIC</td> <td data-bbox="968 888 1199 941">143</td> <td data-bbox="1199 888 2003 941"></td> </tr> <tr> <td data-bbox="680 941 968 995">NYLON</td> <td data-bbox="968 941 1199 995">68</td> <td data-bbox="1199 941 2003 995"></td> </tr> <tr> <td data-bbox="680 995 968 1049">LINEN</td> <td data-bbox="968 995 1199 1049">19</td> <td data-bbox="1199 995 2003 1049"></td> </tr> <tr> <td data-bbox="680 1049 968 1102">MODAL</td> <td data-bbox="968 1049 1199 1102">15</td> <td data-bbox="1199 1049 2003 1102"></td> </tr> <tr> <td data-bbox="680 1102 968 1156">OTHER</td> <td data-bbox="968 1102 1199 1156">8</td> <td data-bbox="1199 1102 2003 1156"></td> </tr> </tbody> </table>	MATERIAL	FABRIC USAGE (METRIC TONS)	PREFERRED FIBER INPUT	COTTON	18,790	<ul style="list-style-type: none"> ❖ 87% sourced through Better Cotton ❖ 1.0% recycled ❖ 0.1% organic 	POLYESTER	6,209	❖ 14% recycled	ELASTANE / SPANDEX	392		VISCOSE / RAYON	180		ACRYLIC	143		NYLON	68		LINEN	19		MODAL	15		OTHER	8	
MATERIAL	FABRIC USAGE (METRIC TONS)	PREFERRED FIBER INPUT																														
COTTON	18,790	<ul style="list-style-type: none"> ❖ 87% sourced through Better Cotton ❖ 1.0% recycled ❖ 0.1% organic 																														
POLYESTER	6,209	❖ 14% recycled																														
ELASTANE / SPANDEX	392																															
VISCOSE / RAYON	180																															
ACRYLIC	143																															
NYLON	68																															
LINEN	19																															
MODAL	15																															
OTHER	8																															
301-2	Recycled input materials used																															

Number	Description	Disclosure Language
--------	-------------	---------------------

GRI 302: ENERGY (2016)

302-1	Energy consumption within the organization	<p>FY23 Total Energy Use and Average Energy Intensity by Facility:</p> <table border="1"> <thead> <tr> <th>FACILITY TYPE</th> <th>TOTAL ENERGY USE (IN MWH)</th> <th>AVERAGE ENERGY INTENSITY (IN KWH/SQ FT)</th> </tr> </thead> <tbody> <tr> <td>STORES</td> <td>44,458</td> <td>22.2</td> </tr> <tr> <td>DISTRIBUTIONS CENTERS</td> <td>10,842</td> <td>8.4</td> </tr> <tr> <td>WAREHOUSES / STORAGE</td> <td>6,411</td> <td>12.8</td> </tr> <tr> <td>OFFICES</td> <td>3,270</td> <td>13.9</td> </tr> </tbody> </table> <p>AVERAGE TCP ENERGY INTENSITY: 14.3</p>	FACILITY TYPE	TOTAL ENERGY USE (IN MWH)	AVERAGE ENERGY INTENSITY (IN KWH/SQ FT)	STORES	44,458	22.2	DISTRIBUTIONS CENTERS	10,842	8.4	WAREHOUSES / STORAGE	6,411	12.8	OFFICES	3,270	13.9
FACILITY TYPE	TOTAL ENERGY USE (IN MWH)		AVERAGE ENERGY INTENSITY (IN KWH/SQ FT)														
STORES	44,458		22.2														
DISTRIBUTIONS CENTERS	10,842		8.4														
WAREHOUSES / STORAGE	6,411	12.8															
OFFICES	3,270	13.9															
302-3	Energy Intensity																

GRI 303: WATER AND EFFLUENTS (2018)

303-2	Management of water discharge-related impacts	<p>As a Signatory Brand of ZDHC, we work with our third-party vendors to improve their chemical management systems and prevent the discharge of unwanted substances in our supply chain. There are three main components to our manufacturing chemical management strategy:</p> <ul style="list-style-type: none"> ❖ Track chemical procurement and usage through factory chemical inventory lists ❖ Measure operational capacity through the Higg FEM ❖ Monitor wastewater quality through the testing of wastewater and sludge against ZDHC MRSL parameters <p><u>Reference:</u> Managing Chemicals More Responsibly in 2022 ESG Report (pg. 28)</p>
-------	---	---

303-5	Water consumption	<p>FY23 Total Water Withdrawal by Facility (in kGal): 50,190</p> <ul style="list-style-type: none"> ❖ Stores 39,449 ❖ Distribution Centers 3,490 ❖ Warehouses / Storage 4,626 ❖ Offices 2,625 <p>Water withdrawal was calculated using actual water data where available (through utility bills) and estimated for locations where full actual data was not available. For retail stores where only partial actual data was available, gaps were filled using each site's average actual monthly withdrawal. To estimate withdrawal for active sites where The Children's Place does not pay for utilities directly, water withdrawal intensities were developed (kGal/sqft/year) based on actual data for each facility type. The Children's Place does not currently assess the water stress risk of corporate locations.</p>
-------	-------------------	---

Number	Description	Disclosure Language
GRI 305: EMISSIONS (2016)		
305-1	Direct (Scope 1) GHG Emissions	FY23 Scope 1 GHG Emissions (in tons CO2e): <ul style="list-style-type: none"> ❖ Stationary combustion 1,493 ❖ Mobile combustion 914 ❖ Refrigerants 457 TOTAL SCOPE 1 GHG EMISSIONS 2,864
305-2	Energy indirect (Scope 2) GHG Emissions	FY23 Scope 2 Market-Based GHG Emissions (in tons CO2e): <ul style="list-style-type: none"> ❖ Electricity 26,427 TOTAL SCOPE 2 MARKET-BASED GHG EMISSIONS 26,427
305-3	Other indirect (Scope 3) GHG emissions	FY23 Scope 3 GHG Emissions (in tons CO2e): <ul style="list-style-type: none"> ❖ Category 1 - Purchased Goods and Services 378,496 ❖ Category 2 - Capital Goods 2,061 ❖ Category 3 - Fuel- and Energy-Related Activities 8,686 ❖ Category 4 - Upstream Transportation and Distribution 45,979 ❖ Category 5 - Waste Generated in Operations 699 ❖ Category 6 - Business Travel 657 ❖ Category 7 - Employee Commuting 12,491 ❖ Category 11 - Use of Sold Products 187,165 ❖ Category 12 - End of Life Treatment of Sold Products 41,935 ❖ Category 14 - Franchises 1,715 TOTAL SCOPE 3 GHG EMISSIONS 679,884 Categories Not Relevant: <ul style="list-style-type: none"> ❖ Category 8 - Upstream Leased Assets ❖ Category 9 - Downstream Transportation and Distribution ❖ Category 10 - Processing of Sold Products ❖ Category 13 - Downstream Leased Assets ❖ Category 15 - Investments

Number	Description	Disclosure Language
305-4	GHG emissions intensity	<p>GHG emissions intensity - scope 1 + 2, market-based (metric tons CO2e/sq ft):</p> <ul style="list-style-type: none"> ❖ FY18 0.0082 ❖ FY19 0.0064 ❖ FY20 0.0055 ❖ FY21 0.0051 ❖ FY22 0.0055 ❖ FY23 0.0057
305-5	Reduction of GHG emissions	<p>From FY 2018 to 2023, The Children’s Place had a 46% decrease in Scope 1, Scope 2 (market-based), and Scope 3 GHG emissions. Scope 1 and 2 GHG emission reductions can be mainly attributed to store closures. Scope 3 GHG emission reductions can be mainly attributed to lower numbers of purchased and sold units for all product categories.</p> <p>Scope 1, 2 and 3 Emissions (in metric tons CO2e), excluding Use of Sold Products:</p> <ul style="list-style-type: none"> ❖ FY18 970,912 ❖ FY19 990,436 ❖ FY20 897,148 ❖ FY21 786,668 ❖ FY22 602,036 ❖ FY23 522,010
GRI 306: WASTE (2020)		
306-2	Management of significant waste-related impacts	<p>We complete an annual waste stream assessment that includes waste management data, shipping and sales records, packaging and marketing material specifications, site waste audits, a store associate survey and facility management interviews.</p> <p>Based on the results of our annual assessment, we are taking actions such as:</p> <ul style="list-style-type: none"> ❖ Finding new avenues for waste recycling streams, such as polybags and fabric samples in the corporate office ❖ Developing a store associate engagement plan to support recycling practices and address barriers to recycling; ❖ Reaching out to landlords and store associates to increase access and use of recycling services in malls; ❖ Encouraging the use of durables at our corporate headquarters; and ❖ Increasing the amount of recycled content in our poly mailers, corrugated cartons, paper shopping bags and internal polybags. <p>Reference: Diverting Waste From Landfill in 2022 ESG Report (pg. 32)</p>

Number	Description	Disclosure Language
306-3	Waste generated	<p>Through our waste stream assessment, we calculated our FY 23 total footprint at an estimated 44,561 tons. This is broken out into three categories:</p> <ul style="list-style-type: none"> ❖ Operations 6,592 tons ❖ Packaging 2,632 tons ❖ Product 35,337 tons <p>Operations includes our owned and operated facilities, including our Distribution Centers, Stores, and Offices; the majority of our operational waste was from corrugated cardboard. To calculate our Packaging and Product waste, we utilized shipping and sales data to determine the packaging waste generated from shipping orders to customers.</p>
306-4	Waste diverted from disposal	<p>In FY 2023, The Children’s Place achieved a 77% waste diversion rate in our Operations. We diverted 5,076 of the 6,592 tons of waste generated in operations. The majority of the operations waste diversion rate was attributed to the distribution centers, which had a diversion rate of 90%.</p>
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT (2016)		
308-1	New suppliers that were screened using environmental criteria	<p>All potential suppliers undergo a pre-sourcing assessment, which includes a review of environmental requirements as outlined in our Vendor Code of Conduct. Suppliers are not approved for production until the assessment is satisfactorily completed and there is sign-off from both Responsible Sourcing and Sourcing leadership.</p> <p>In addition, on an ongoing basis we collect environmental information through the Sustainable Apparel Coalition’s Higg Facility Environmental Module (FEM). Tier 1 supplier factories representing 95% of our FY23 FOB completed a Higg FEM self-assessment.</p> <p>Beyond Tier 1, fabric mills representing approximately 81% of our FY23 cotton lint consumption completed a Higg FEM self-assessment. Cotton lint volumes were calculated using conversion factors developed by Better Cotton.</p>
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)		
405-1	Diversity of governance bodies and employees	<p>The Children’s Place tracks diversity metrics by age, ethnicity and gender in categories such as total employees, corporate leadership, store management, new hires and promotions.</p> <p>See GRI Disclosure 2-7 for employee data.</p>
GRI 408: CHILD LABOR (2016)		
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>We employ a risk assessment process across all of our sourcing countries to determine suppliers that may be at risk for child labor. We utilize external resources such as the Bureau of International Labor Affairs (ILAB) list of goods and their source countries which it has reason to believe are produced by child labor, as well as industry-available country and supplier risk screening tools. Child labor is strictly prohibited by our Vendor Code of Conduct. Suppliers across all of our sourcing countries are monitored for compliance with our policies through our social compliance audit program, which includes worker interviews, and engaged throughout the remediation of related corrective actions.</p>

Number	Description	Disclosure Language
GRI 409: FORCED OR COMPULSORY LABOR (2016)		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>We employ a risk assessment process across all of our sourcing countries to determine suppliers that may be at risk for forced labor. We utilize external resources such as the Bureau of International Labor Affairs (ILAB) list of goods which it has reason to believe are produced by forced labor, as well as industry-available country and supplier risk screening tools.</p> <p>Forced labor is strictly prohibited by our Vendor Code of Conduct. We monitor compliance with our forced labor policy through:</p> <ul style="list-style-type: none"> ❖ Regular Auditing. We audit all factories against our Vendor Code of Conduct, with the Responsible Sourcing team conducting further investigation if any allegations arise. ❖ Certifications. We require annual certification from vendors that certify compliance with our general policies and standards as well as more specific certifications around forced labor prohibitions, raw material sourcing and the Xinjiang region. ❖ Supplier screenings. We conduct regular internal and third-party screening of all suppliers against external sources such as the Uyghur Forced Labor Prevention Act Entity List, OFAC sanctions list, U.S. Commerce List and media articles. <p>We have also created an internal forced-labor assessment working group that includes senior executives from the Legal, Sourcing and Responsible Sourcing teams. This group typically convenes several times a quarter to discuss new reports of forced labor in the industry, related legislation and trade regulations, and ways to enhance our due diligence process. Input from this working group also contributes to the development and refinement of vendor risk ratings and vendor communications around UFLPA import restrictions.</p> <p>In FY23, we selected our new traceability system TrusTrace that will help enable the company to map its supply chain in its entirety (raw materials to product). We also partnered with the testing company Oritain to pilot spot check forensic tests to verify cotton country of origin declarations and screen against cotton originating from high-risk regions.</p>

Number	Description	Disclosure Language
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)		
414-1	New suppliers that were screened using social criteria	<p>All potential suppliers are put through a third-party screening against external sources such as the Uyghur Forced Labor Prevention Act Entity List, OFAC sanctions list, U.S. Commerce List and media articles.</p> <p>All potential supplier must also undergo a pre-sourcing assessment, which includes a review of social and labor requirements as outlined in our Vendor Code of Conduct. Suppliers are not approved for production until the assessment is satisfactorily completed and there is sign-off from both Responsible Sourcing and Sourcing leadership.</p>
414-2	Negative social impacts in the supply chain and actions taken	<p>Our third-party vendor factories undergo periodic audits to assess compliance with our Vendor Code of Conduct. After each audit, factories work with The Children’s Place team and industry partners to create the needed corrective action plans and timelines for completion. We monitor closure of corrective actions through desktop and onsite reviews, and support the factories in improving their compliance management systems.</p> <p>Factory ratings are defined as follows:</p> <ul style="list-style-type: none"> ❖ High Performance: High performing facilities with few non-compliance issues (none urgent) and effective compliance management systems. ❖ Above Average: Above average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable compliance management systems. ❖ Satisfactory: Average performing facilities with some non-compliance issues (no or few urgent findings) and acceptable but inconsistent compliance management systems. ❖ Immediate Remediation Required: Facilities with zero tolerance violations or numerous urgent noncompliance issues and no compliance management systems. <p>The Children’s Place ended FY23 with 163 rated Tier 1 factories, segmented into the following categories:</p> <ul style="list-style-type: none"> ❖ High Performance: 18% ❖ Above Average: 41% ❖ Satisfactory: 35% ❖ Immediate Remediation Required: 6%

Task Force on Climate-Related Disclosures (TCFD)

The Task Force on Climate-Related Financial Disclosures (TCFD) has recommended disclosures to help companies provide the information needed by investors, lenders, and insurance underwriters to appropriately assess and price climate-related risks and opportunities.

TCFD Index

Section	Disclosure	Reference
Governance	<ul style="list-style-type: none"> a. Describe the board’s oversight of climate-related risks and opportunities. b. Describe management’s role in assessing and managing climate-related risks and opportunities. 	<p>The Children’s Place 2022 ESG Report</p> <p>CDP Climate Change 2023 submission</p>
Strategy	<ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c. Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. 	<p>The Children’s Place 2022 ESG Report</p> <p>CDP Climate Change 2023 submission</p>
Risk Management	<ul style="list-style-type: none"> a. Describe the organization’s processes for identifying and assessing climate-related risks. b. Describe the organization’s processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management. 	<p>The Children’s Place 2022 ESG Report</p> <p>CDP Climate Change 2023 submission</p> <p>Tables included below</p>
Metrics and Targets	<ul style="list-style-type: none"> a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<p>The Children’s Place 2022 ESG Report</p> <p>See GRI 302 and 305 disclosures in this report for GHG emissions data</p> <p>Goal progress included below</p>

Climate Risks & Opportunities

In FY23, we worked with a leading sustainability firm to perform a qualitative scenario analysis of climate-related physical risks and climate-related transition risks and opportunities. For more details on this process, please see our 2022 ESG Report.

Climate-Related Risks Summary

The following table includes the physical and transition risks that were evaluated and rated medium or high for either the medium or long-term time horizons. It excludes risks with no significant impacts identified or rated low across all time horizons. The table summarizes the potential impacts to the Company and examples of our current risk mitigation strategies.

Risk Type	Risk Description	Potential Financial Impacts	Short Term	Medium Term 2030	Long Term 2050	Risk Mitigation Example
Physical: Acute	Extreme Temperatures	Increased safety and health risks to employees, risk of blackouts/power reliability and cooling costs	Medium	Medium	High	<ul style="list-style-type: none"> Distribution center management monitors and prepares for extreme heat days by providing staff with longer and more frequent breaks, water and hydrating snacks to avoid heat stress. Distribution centers have made recent upgrades to the HVAC systems. Backup electricity is available at the Alabama distribution center, allowing for continuity of critical operations in the event of a utility disruption.
	Inland Flooding	Business interruptions, damage to facility and infrastructure or higher insurance premiums	Medium	Medium	Medium	
	Wildfires	Increased safety and health risks to employees, hazardous air quality (indoor and outdoor air quality) and HVAC system degradation	Low	Low	Medium	
Physical: Chronic	Increasing Temperatures	Increasing cooling costs	Medium	Medium	Medium	
Transition: Policy & Legal	Mandates on and Regulation of Existing Products and Services	Carbon-related taxation and costs, and indirect costs from suppliers that are impacted by a carbon pricing scheme	Low	Low-Medium	Medium	<ul style="list-style-type: none"> We track all U.S. and European climate-related disclosure legislation and sector-relevant policy updates from groups such as the American Apparel and Footwear Association and National Retail Federation.

Risk Type	Risk Description	Potential Financial Impacts	Short Term	Medium Term 2030	Long Term 2050	Risk Mitigation Example
Transition: Market	Changing customer behavior	Decrease in revenue and loss of market share resulting from changing consumer behavior driven by influences related to climate change	Low-Medium	Medium	High	<ul style="list-style-type: none"> We have goals aimed at increasing the use of more sustainable fibers and materials.
	Increased cost of raw materials and/or production costs	Increased costs as cotton production experiences regional yield differences, thereby affecting material costs, product margin, ability to fill orders and production and delivery schedule	Low-Medium	Medium	High	<ul style="list-style-type: none"> We have a goal to achieve 100% responsibly sourced cotton in our apparel by 2025, including recycled and organic cotton
	Supply chain logistics	Increased operating costs to support low carbon shipping and indirect increased costs for shipping from suppliers with net zero goals as they pursue more sustainable fuel options	Low-Medium	Medium	Medium	<ul style="list-style-type: none"> We monitor sector-relevant policy updates from groups such as the American Apparel and Footwear Association and National Retail Federation and have started engaging with logistics partners on optimization activities that reduce emissions

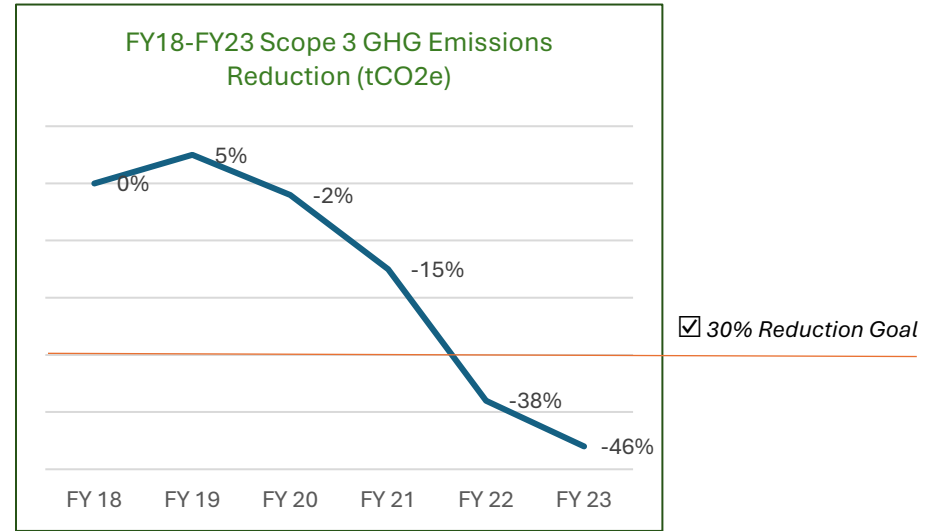
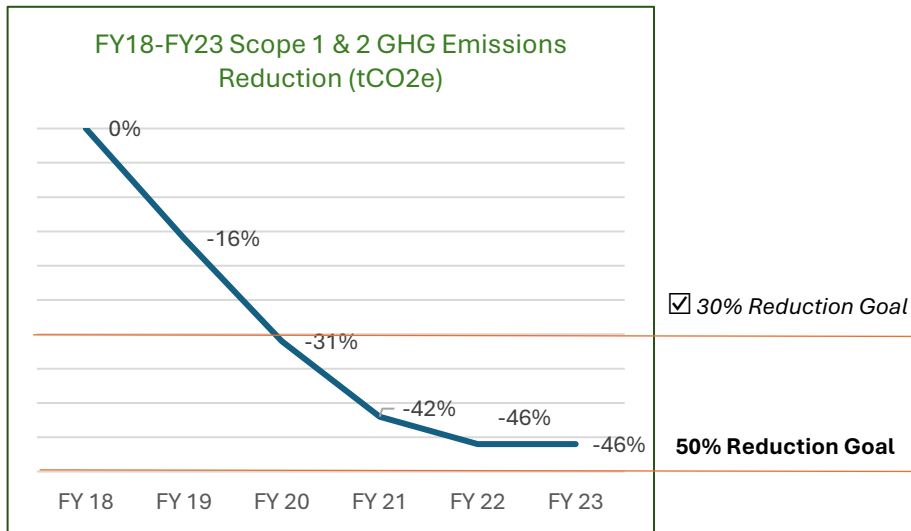
Climate-Related Opportunities Summary

The following table summarizes the transition opportunities that were evaluated, potential impacts to the company and examples of our current opportunity enhancement strategies.

Opportunity Category	Key Opportunities	Potential Financial Impacts	Short Term	Medium Term 2030	Long Term 2050	Opportunity Enhancement Example
Resource Efficiency	Use of more efficient logistics and global transportation (e.g., air, ocean freight, ground) across the supply chain	Lower net-carbon emissions from use of more efficient logistics and associated lower carbon pricing costs.	Low	Medium	Medium-High	<ul style="list-style-type: none"> We have started engaging with logistics partners on optimization activities that reduce emissions
Energy Source	Use of lower-emission sources of energy for TCP fleet (stores, distribution centers)	Increased availability and decreased cost of renewable energy leading to lower net-carbon emissions and associated decrease in carbon pricing costs.	Low-Medium	Medium	Medium-High	<ul style="list-style-type: none"> We are studying renewable energy approaches that include investment in onsite renewable energy and the offset of unavoidable emissions through Virtual Purchase Power Agreements (vPPAs) and Renewable Energy Credits (RECs)

Opportunity Category	Key Opportunities	Potential Financial Impacts	Short Term	Medium Term 2030	Long Term 2050	Opportunity Enhancement Example
Products and Services	Development of new lower carbon products and services (recommerce)	Potential new sources of revenue from developing low-carbon garments (and attracting consumers who prefer purchasing from more sustainable brands).	Low	Medium	Medium-High	<ul style="list-style-type: none"> We are working on educating and aligning our design, merchandising and sourcing teams on topics such as preferred materials and designing for circularity
Resilience	Supporting initiatives to build raw material resilience to climate change	Stabilization of cotton prices, avoidance of costs associated with insufficient (in quantity or quality) cotton as a raw material in the supply chain and decreased OpEx from having to adjust supply chain vendors due to extreme weather events that impact cotton yield.	Low-Medium	Medium	Medium-High	<ul style="list-style-type: none"> We have a raw materials program that focuses on increasing the use of more sustainable materials in our product and are also consolidating our fabric mill base to help build long-term relationships and ensure long-term supply

GHG Emission Reduction Goal Progress



Scope 3 categories under our corporate goal: Category 1 (Purchased Goods and Services), Category 2 (Capital Goods) and Category 4 (Upstream Transportation and Distribution)