

GOOD BY DESIGN

# Impact Report 2023

WILLIAMS-SONOMA, INC.

WILLIAMS SONOMA | WILLIAMS SONOMA HOME | POTTERY BARN | POTTERY BARN KIDS | POTTERY BARN TEEN | WEST ELM | MARK & GRAHAM | REJUVENATION | GREENROW | OUTWARD



## INNOVATION IS ESSENTIAL

From launching a sustainably sourced brand to innovating with partners across our value chain, we're imagining new ways of working – for our people, our planet and the shared purpose that unites us.





PHOTO: WILLIAMS SONOMA

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## OUR NEWEST BRAND, GREENROW

## ON INNOVATION: A LETTER FROM OUR CEO



Our mission is to enhance the quality of our customers' lives at home. We're a family of brands with a responsibility to provide people with quality choices, from the food they eat to the furniture they buy. Innovation is essential to fulfilling our mission, as our customers and our company move toward a more sustainable way of life. Our future depends on it.

Across each of our brands, you can now shop thousands of certified sustainable products. In 2023, we launched a new brand—GreenRow showcases Williams-Sonoma, Inc.'s passion for innovation and our ability to create products that inspire our customers and our industry. Sustainably sourced and designed to last, 100% of GreenRow's products represent one or more of our social and environmental initiatives, from FSC® to Fair Trade Certified™ to products made with recycled materials.

By embedding sustainability across our company—from our factories to your home—we are a driving force in the home furnishings industry. Each of our brands—Williams Sonoma, William Sonoma Home, Pottery Barn, Pottery Barn Kids, Pottery Barn Teen, West Elm, Rejuvenation, Mark & Graham, and now GreenRow—utilizes our world-class supply chain, sourcing teams, supplier relationships, purchasing power, and in-house design to further our commitments to sustainability. In this report, we delve into that progress in detail. We're proud of the milestones we've achieved, and we're committed to ongoing innovation and improvement. The journey continues, and we make progress with each step.

A handwritten signature in black ink, reading "Laura Alber".

**LAURA ALBER, PRESIDENT & CEO**  
Williams-Sonoma, Inc.



## OUR STRATEGY: GOOD BY DESIGN

Our vision is to own the home as the world's largest digital-first, design-led, sustainable home retailer. From quality furniture that adapts and lasts to everyday ingredients for cooking and entertaining, our products are Good by Design.

### STRATEGY

Our key differentiators are our in-house design, our digital-first strategy and our values. Throughout our company, we prioritize the health of our planet, the wellbeing of our people and a shared purpose—to foster long-term, sustainable growth for our company and to drive positive change in our industry.

### COLLABORATION & CUSTOMERS

Our long-term work with credible and globally recognized industry partners is embedded in our products. From using Forest Stewardship Council® (FSC-N002185®)-certified catalog paper and wood, to becoming the first home retailer to offer Fair Trade Certified products, to leading our industry as one of the first home retailers to set a Science-Based Target across our value chain, we've invested in sustainability

programs because they're important to our customers—in a 2023 WSI customer survey, 74% said that sustainability, social causes, and philanthropy played a role (with varying degrees of importance) in where they chose to shop.\*

### OUR PILLARS

Our three pillars of Planet, People, and Purpose are the cornerstones of our work. Within these pillars, we identified impact areas and set ambitious goals (pg. 5) that our family of brands plays an active role in achieving. As a global company, we recognize our influence to drive meaningful change, and we're proud to offer a large, industry-leading assortment of responsibly made products.

## CUSTOMERS

We invest in sustainability programs because they matter to our customers, driving acquisition and retention.

## DESIGN

Our in-house designers and artists, innovating and creating >90% products, exclusive to our brands.

## MATERIALS

We've achieved ambitious cotton, wood, and responsible material goals, which we continue to expand on.

## SOURCING

Our global sourcing offices oversee manufacturing across multiple countries to ensure transparency, quality, and safety.

## COLLABORATION

Our long-term work with credible industry partners, from Fair Trade USA™ to FSC®, is embedded in our products.

## PLANET. PEOPLE. PURPOSE.

Within these pillars of sustainability, our family of brands plays an active role in achieving company-wide goals.

\*2023 ESG Survey Results, Customer Insights Team, September, 2023.



For nearly two decades, Williams-Sonoma, Inc. has set and met ambitious goals around sustainable practices, continually building on those early foundations.

INTRO

PLANET

PEOPLE

PURPOSE

APPENDIX

PHOTO: WILLIAMS SONOMA HOME

OUR GOALS

MONITOR

ON TRACK

ACHIEVED

PILLAR	GOAL	TARGET YEAR	FY23	STATUS
PLANET	50% responsibly sourced wood	Maintained Since 2021	57%	
PLANET	100% responsibly sourced cotton	Maintained Since 2021	98% 2% in transition	
PLANET	75% of waste diverted from landfills	2025	55%	
PLANET	Carbon neutral in Scopes 1 & 2: Williams-Sonoma, Inc. operations	2025	44,676 remaining metric tons to decrease	
PEOPLE	Additional \$10M paid in Fair Trade Premiums	2025	\$9.1M	
PEOPLE	\$50M invested in Nest Certified Ethically Handcrafted products	2025	\$33M	
PLANET	50% absolute reduction Scope 1 & 2 for Science-Based Target (2019 baseline)	2030	30% reduction	
PLANET	14% absolute reduction Scope 3 for Science-Based Target (2019 baseline)*	2030	40% reduction	
PEOPLE	75% of product purchases from suppliers who offer worker wellbeing programs**	2030	39%	
PURPOSE	75% of products represent one or more of our social or environmental initiatives**	2030	49%	

\*Our Science-Based Target Scope 3 goal includes three categories: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products. \*\* Excludes domestic and international drop-ship products.

METHODOLOGY & GOVERNANCE

We report on our progress annually to stay accountable for our actions and maintain trust with our stakeholders.

RELEVANT TOPICS & STAKEHOLDER ENGAGEMENT

Our sustainability program and disclosures address the sustainability topics that are most relevant to our business—meaning that such topics are relevant to our efforts to foster long-term, sustainable growth for our company and drive value for our stockholders. In addition, with respect to sustainability reporting, we will use the standard that is appropriate for the particular reporting regime, whether voluntary or required by law or regulation.

We consider associates, customers, stockholders, suppliers, nonprofit partners, membership organizations, trade associations, and communities to be core stakeholder groups.

REPORT SCOPE

The data in this report is based on activities carried out during fiscal year 2023 (01/30/2023-01/28/2024). We consider the impact of our global

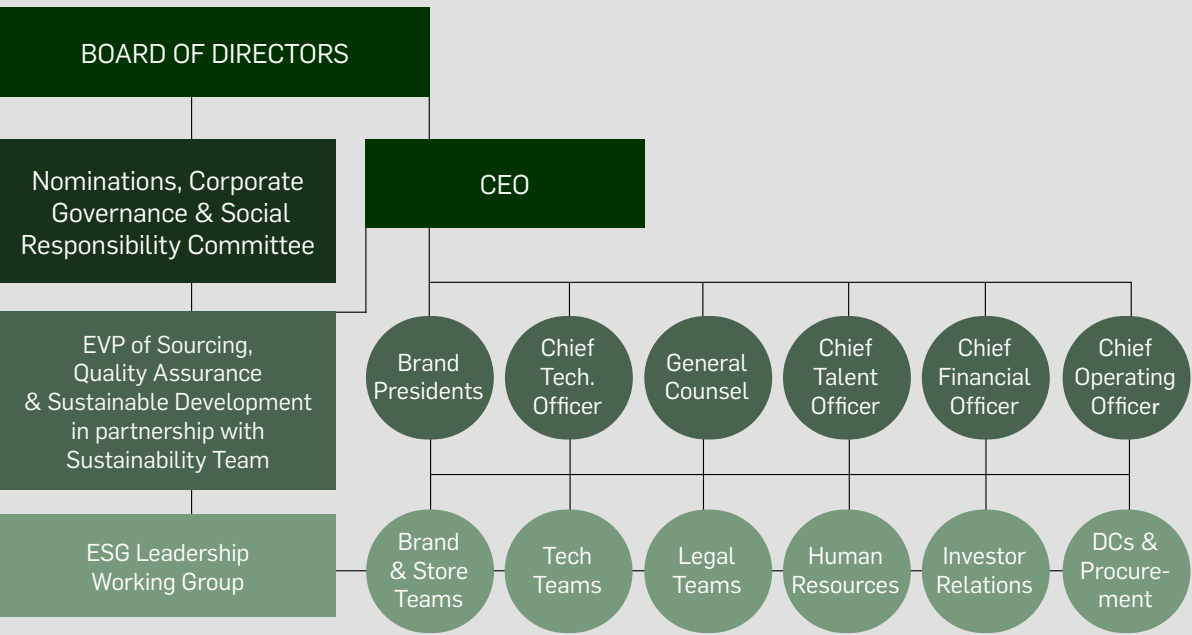
operations and value chain in the scope of this report. All entities in our direct operations are included in environmental statistics. Our total workforce including full-time, part-time, and temporary or seasonal associates are represented in our demographic statistics.

This report is informed by the Sustainability Accounting Standards Board (SASB) Standard for Multiline and Specialty Retailers & Distributors (version 2018-10) and Task Force on Climate-Related Financial Disclosures (TCFD).

GOVERNANCE

We review sustainability programs with our Board regularly and publish updates in our annual Proxy Statement and Impact Report.

GOVERNANCE OF ESG



**NOMINATIONS, CORPORATE GOVERNANCE & SOCIAL RESPONSIBILITY COMMITTEE**  
Composed of outside Directors, our Nominations, Corporate Governance, and Social Responsibility Committee oversees our sustainability strategy, policies, and programs.

**ESG MANAGEMENT**  
Our Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development manages a dedicated global team of sustainability professionals. Working across the company, these team members implement sustainability policies and programs, updating the Committee quarterly and full Board of Directors annually.

**ESG LEADERSHIP WORKING GROUP**  
Our cross-functional ESG Leadership Working Group helps drive the integration of WSI's ESG strategy across the business.



“It’s not every day that a beloved, legendary retailer launches something completely new. And that’s what Williams-Sonoma, Inc. (whose family of brands include West Elm and Pottery Barn) is doing. Introducing GreenRow, a home brand that is squarely focused on sustainability.”

—Sunset



PHOTO: GREENROW



## Awards & Accolades

### DOW JONES

SUSTAINABILITY NORTH  
AMERICA INDEX

### BARRON'S 100

MOST SUSTAINABLE U.S.  
COMPANIES

### REPREVE® CHAMPIONS OF SUSTAINABILITY

### GREAT PLACE TO WORK®

CERTIFIED COMPANY

### CDP NORTH AMERICA

SUPPLIER ENGAGEMENT  
RATING LEADERBOARD

### SUSTAINABLE FURNISHINGS COUNCIL

WOOD FURNITURE  
TOP SCORER

All awards show 2023 results.



## 2023 HIGHLIGHTS

We're scaling positive environmental and social impact in our operations and across our value chain.

Paid an additional

**\$9.1M**

IN FAIR TRADE  
PREMIUMS AS OF 2023

**49%**

Of our products represent  
one or more of our social and  
environmental initiatives, and  
we're working towards

**75% BY 2030\***

WSI was named  
**ONE OF THE 2023**

**No Kid Hungry  
Champions**

Retail stores increased  
landfill diversion rate by

**7%**

**OVER THE LAST YEAR**

Launched

**GreenRow**

WILLIAMS-SONOMA, INC.'S  
NEWEST BRAND

**350+**

ASSOCIATES PARTICIPATED  
IN THE 2023 ADVISOR  
PROGRAM COHORT

**30**

FAIR TRADE CERTIFIED  
FACTORIES ACROSS 5  
COUNTRIES, WITH 5 NEWLY  
CERTIFIED IN 2023

**\$70M**

DONATED TO  
ST. JUDE® CHILDREN'S  
RESEARCH HOSPITAL OVER  
OUR PARTNERSHIP OF  
19 YEARS

Invested an additional

**\$33M**

IN NEST CERTIFIED  
ETHICALLY HANDCRAFTED  
PRODUCTS AS OF 2023

**\$22.8M**

In corporate, customer &  
associate donations across  
Williams-Sonoma, Inc.

**IN 2023**

Reduced Scope 1, 2 and 3 emissions aligned with our

**Science-Based Target**

FOR EMISSIONS REDUCTION ACROSS OUR VALUE CHAIN BY 2030

**4.8M**

TREES PLANTED  
IN PARTNERSHIP WITH  
THE ARBOR DAY FOUNDATION  
AS OF 2023



## PLANET

Sustainability means meeting our customers' needs today and in the future. It's also an opportunity to innovate—inspiring new ways to develop products and reduce harm to our planet.



## CLIMATE & ENERGY: OUR OPERATIONS

We're playing our part to address climate change and limit global temperature increase by reducing emissions in operations.

### OUR STRATEGY & AMBITIONS

We are on track to our roadmap, pursuing targeted yet agile projects to reduce our impact for a better planet. In our operations, our greenhouse gas (GHG) emissions\* reduction strategy centers around driving energy efficiency and adopting renewable energy. Our strategic levers include green power, power purchase agreements (PPA), solar energy, retrofits and efficiency projects. To meet our carbon neutral goal, we strive to first reduce emissions, followed by carbon offsets to supplement our efforts. We worked with Pachama and Rubicon Carbon to identify high-quality, meaningful offset projects and made our first purchases in 2023.\*\*

### GREEN POWER

Green power, or electricity produced from renewable energy sources, is our primary lever for Scope 1-2 emissions reduction. In 2023, we approved green power projects in Kentucky and Indiana, which go into effect in 2024. Looking ahead, we're continuing to monitor the market for opportunities to incrementally add green power to stores and distribution centers (DCs).

### POWER PURCHASE AGREEMENTS

These long-term renewable energy purchase agreements represent a portion of our emissions reduction progress each year. Our PPA in Texas, for example, supplies 100% renewable energy to retail stores and DCs in the area.

### SOLAR POWER

In 2023, we laid the groundwork to add more solar power to our real estate portfolio. We're expanding our assortment of community solar, contributing to a project in Maryland. Also, we received signoff for our first onsite solar array at a DC in California, and we are undergoing feasibility studies for solar power at additional data centers and hubs.

### RETROFITS & EFFICIENCY

Energy retrofits and efficiency improvements provide some of the quickest and most cost-effective emissions mitigation solutions. In 2023, we made big strides by replacing energy-intensive components in stores and DCs with more efficient upgrades, such as lighting retrofits.

## OUR GOALS

# 2025

Carbon neutral in Williams-Sonoma, Inc. operations (Scopes 1 & 2)

# 50%

Absolute reduction in Scope 1 & 2 for our Science-Based Target by 2030 (2019 baseline)

# 14%

Absolute reduction in Scope 3 for our Science-Based Target\*\*\* by 2030 (2019 baseline)

**\*Deloitte & Touche LLP provided limited assurance over our Fiscal Year 2023 Statement of Greenhouse Gas ("GHG") Emissions. Their assurance statement is available at [this link](#).** \*\*For our California AB 1305 disclosure, please see our Appendix. \*\*\*Our Science-Based Target Scope 3 goal includes three categories: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products.



## OUR SCOPE 3 FOOTPRINT

The vast majority of our emissions are generated by our value chain, so materials and production are our biggest levers in reducing emissions across our suppliers.

# 97.4%

Of our emissions\* are generated by our value chain (Scope 3)

# 2.1%

Of our emissions\* are generated by purchased energy (Scope 2)

# 0.5%

Of our emissions\* are generated by our operations (Scope 1)

**SCOPE 3 EMISSIONS** Revised 2019 Scope 3 baseline: 3,226,112 MT. All relevant Scope 3 categories were assessed and defined according to the GHG Protocol. Categories excluded from reporting due to lack of significance to the business include: Upstream Leased Assets, Downstream Leased Assets, Processing of Sold Product and Investments. Verification of Scope 3 emissions has been conducted by Optera. [The full report can be found online.](#) \*Percentages calculated from 2019 baseline emissions.

## CLIMATE & ENERGY: OUR VALUE CHAIN

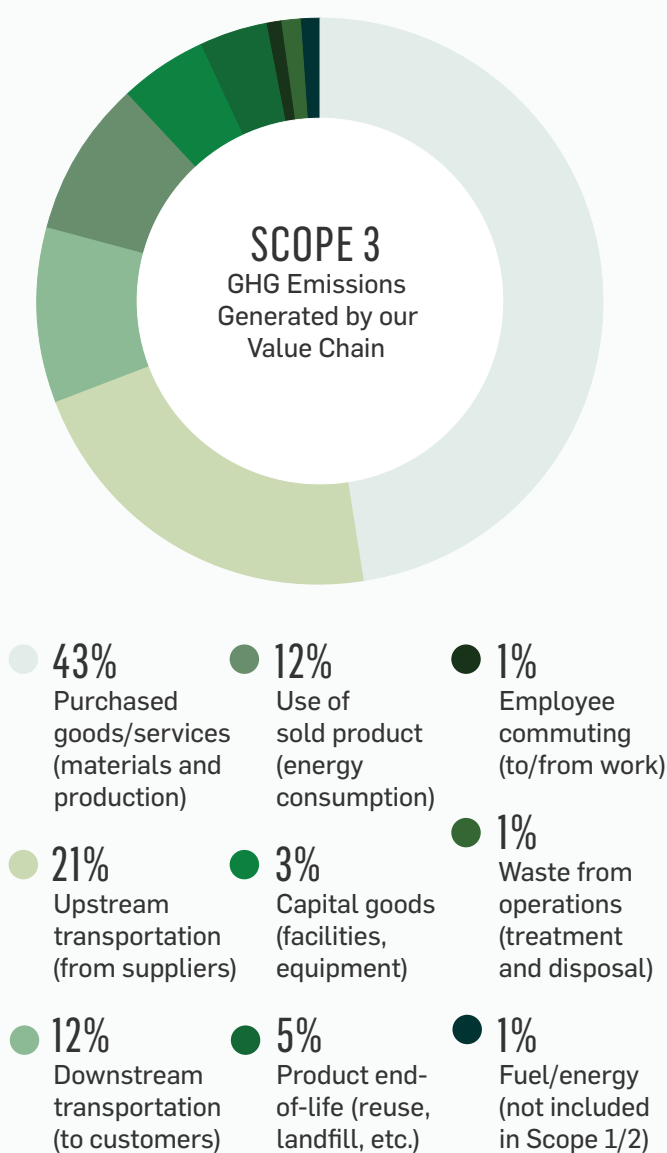
Real impact requires collaboration. We're working in partnership with our suppliers on their decarbonization efforts.

### SUPPLIER ENGAGEMENT

We're collaborating with our supply chain partners, as we cannot achieve our climate goals on our own. Suppliers in our climate module represent ~60% of our emissions from purchased goods and services, so we're supporting them in reducing emissions. We hosted trainings on GHG emissions, provided resources on renewable energy, and discussed the many energy efficiency levers they can implement within their factory walls. In 2023, we expanded these annual engagement meetings to our domestic suppliers. Overseas and domestic suppliers included in our reduction efforts now have an engagement strategy, which will include annual emissions reduction targets for our highest emitting suppliers. Some have already set targets, while others will implement them in 2024.

### INDUSTRY COLLABORATION

The lack of consistent, comparable product use emissions data is a longstanding challenge for retailers, who need to better understand how customers use energy-consuming products like electronics and appliances. As members of the Retail Industry Leaders Association (RILA), we participated in a 2023 working group to create a tool that will calculate, report on, and align retail GHG emissions measurement for direct-use products.





## PREFERRED MATERIALS

Through responsible sourcing practices and lower impact materials, we're implementing positive solutions through our products.

### OUR STRATEGY

The raw materials we use in our products have an impact on people and the planet, but they also offer an opportunity to reduce our value chain GHG emissions. Guided by our Preferred Materials Framework, we're driving efforts internally with product teams, and upstream with suppliers, to transition conventional materials to preferred alternatives. We aligned our framework methodology with the [Textile Exchange's Preferred Fiber and Material Matrix](#) for comparability and consistency with industry best practices.

Brands can access 150+ material alternatives in our Material Innovation Library.

### RESPONSIBLE COTTON

We built our foundation for responsible materials with cotton and wood, the highest-volume materials in our assortment. We're maintaining our commitment to 100% responsibly sourced

cotton, now under our preferred materials strategy. We continue to map our cotton value chain, piloting new technologies to enable greater supply chain visibility and material traceability.

### RESPONSIBLE WOOD

We lead our industry with a top scorer ranking on the Sustainable Furnishings Council's Wood Furniture Scorecard 6 years in a row. In response to shifting regulatory and raw material traceability requirements, we are updating our [Wood & Paper Procurement Policy](#). In collaboration with Rainforest Alliance, we are reviewing and enhancing our supply chain due diligence process, where appropriate, and expanding our traceability efforts. To encourage the use of sustainable timber in our industry and support healthy forest management, we serve on the Board of the Forest Stewardship Council® (FSC®). We continue to adopt FSC and other responsibly sourced wood options across our products, maintaining our commitment to 50%+ responsibly sourced wood.

### PRODUCT SPOTLIGHT

## Pottery Barn Cayman Collection

This Fair Trade Certified mango wood collection is sourced sustainably from orchard trees that no longer bear fruit.

In 2006, we partnered with FSC® to develop an environmental paper procurement policy, incorporating post-consumer recycled content into catalogs. Today, 100% of our catalogs remain FSC® certified.

### RESPONSIBLE WOOL

Across our materials, wool is one of the highest GHG emitting fibers; however, responsible sheep farming can reduce environmental impact. Aligned with our Preferred Materials Framework, we are driving adoption of recycled and Responsible Wool Standard (RWS) certified wool. We source much of our wool from India. We're working with an external party on a life cycle assessment to better understand regional impacts and establish an accurate baseline for emissions data.



## PRODUCT SPOTLIGHT

GreenRow Hadley  
Slipcovered Sofa

## RECYCLED COTTON SLIPCOVER

100% recycled cotton Criss Cross fabric slipcover extends the sofa's life.

## FSC® CERTIFIED FRAMES

Crafted with kiln-dried FSC® certified wood to support healthy forests for generations to come.

LOW-VOC (VOLATILE ORGANIC  
COMPOUND) FOAM

The padding is made from coco-mat and jute, and cushions come in a choice of natural latex, CertiPUR-US® certified foam, or Responsible Down Standard (RDS).

## SPOTLIGHT ON: RECYCLED MATERIALS

We're increasing use of recycled materials that limit resource use and reduce emissions compared to their conventional alternatives.

Our brands offer products across multiple categories, including furniture, bedding, bath, rugs, lighting, decor, and tabletop. Each category uses a variety of raw materials, and transitioning to recycled alternatives reduces material emissions across a diverse assortment of products.

As a strong measure of best practice, we leverage material product certifications including the Global Recycled Standard (GRS) and Recycled Content Standard (RCS) to verify recycled claims.

We verify recycled content and ensure chain of custody documents are in place for third-party certified materials. This allows our customers to make informed choices, as we encourage greater adoption of these materials across our product portfolio.

## RECYCLED COTTON

We're increasing the use of recycled cotton for slipcovers, upholstery fabrics, rug backings, and throws.

## RECYCLED GLASS

From drinking glasses, to lamps, vases, and other decorative accessories, recycled glass can take a wide range of forms.

## RECYCLED CLAY

Reuse of excess factory clay contributes to zero-waste production practices. Thoughtfully crafted from surplus clay, Pottery Barn's Plano Dinnerware is a recycled stoneware collection made by a company dedicated to designing and manufacturing high-quality, artisan-crafted stoneware from Portuguese clay.

## RECYCLED POLYESTER

Across a variety of product categories, we are focused on increasing the uptake of recycled polyester. Options such as REPREEVE® recycled polyester yarns and fibers are made from recycled post-consumer and pre-consumer materials.

## RECYCLED LEATHER

We're finding opportunities to use recycled leather in decorative accessories and other small pieces.



## WASTE & LANDFILL DIVERSION

By reducing waste across our operations, we conserve resources, improve efficiency, and make our business more resilient.

### OUR STRATEGY

Waste contributes to further GHG emissions and creates pollutants that enter the environment. We're focused on diverting waste from landfills through high-impact areas of our operations.

Our DCs contribute the greatest share of our waste, followed by retail stores, outlet stores, and corporate offices as the remainder. No single, simple solution exists to reduce waste across our business, so we have implemented multiple, targeted solutions across each of these core functions.

### WASTE REDUCTION

We educate and encourage associates to reduce waste from the start and dispose of any waste properly.

### FOAM BACKHAULING

We're scaling foam backhauling programs across all stores. Expanded polystyrene (EPS) foam is picked up from stores and offices and backhauled to our DCs, where it is sent to be recycled.

### RIGHTSIZING

To check that each of our locations has waste collection services to match the amount and type of waste produced, we continue to "right-size" our locations for waste collection.

### PRODUCT DONATION

We leverage partnerships with multiple organizations and nonprofit groups to facilitate product donations.

### TEXTILE RECYCLING

We engage partners to support textile recycling, including Martex Fiber, which works with our Sutter Street upholstery factory to recycle textile scraps.

### INNOVATION

We foster an environment that encourages creative solutions to reduce waste. Our newest brand, GreenRow, offers customers the option to return fabric swatches, where they are returned to stock to reduce waste. No matter how big or small the action, all efforts to unite around this goal make meaningful progress.

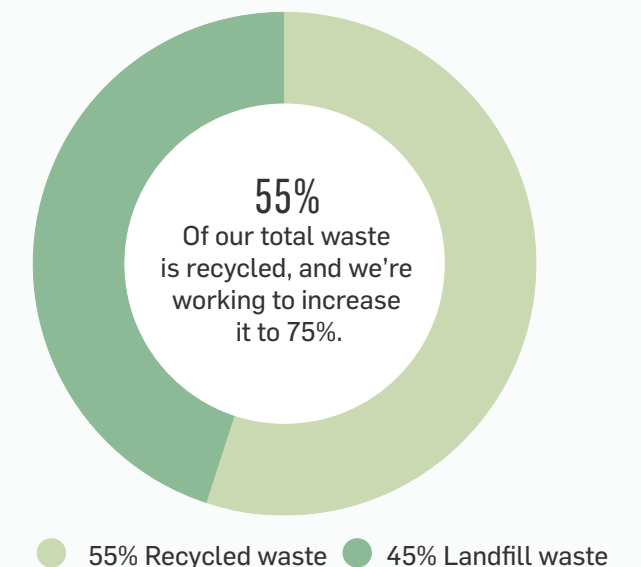


PHOTO: WSI DISTRIBUTION CENTER, TENNESSEE

## SPOTLIGHT ON: OUR DISTRIBUTION CENTERS

Our distribution centers are the heart of our strategy to reduce waste, and they made great strides over the past year to reduce unnecessary packaging volume. They right-sized existing cartons, resulting in a 60% reduction in void fill materials. Optimizing each packaging cube improves efficiency and reduces shipping emissions.

Improvements like these make real progress toward our goal of 75% landfill diversion by 2025.



To learn more about our sustainable packaging improvements, see page 32.



## COMMITTING TO NATURE

From the raw materials used to make our products to the places we call home, we rely on fundamental resources like forests and water.

### FORESTS

Our planet's natural resources are limited, and our business depends on healthy ecosystems. Forests are critical to mitigating climate change and protecting biodiversity, so we implement sourcing practices that consider the protection of resources and the impact on the environment. As members of World Wildlife Fund (WWF's) Forest Forward, we engage in strategies like responsible sourcing and forest restoration that support healthy forest management.

### REFORESTATION WITH THE ARBOR DAY FOUNDATION

Across WSI's home-furnishing brands, we're committing to plant six million trees in partnership with the Arbor Day Foundation. When customers purchase a piece of indoor wood furniture from any of our home-furnishings brands, a tree is planted in a forest of great need. To date, we've planted trees all over the world, supporting habitat restoration and improving ecosystem services.

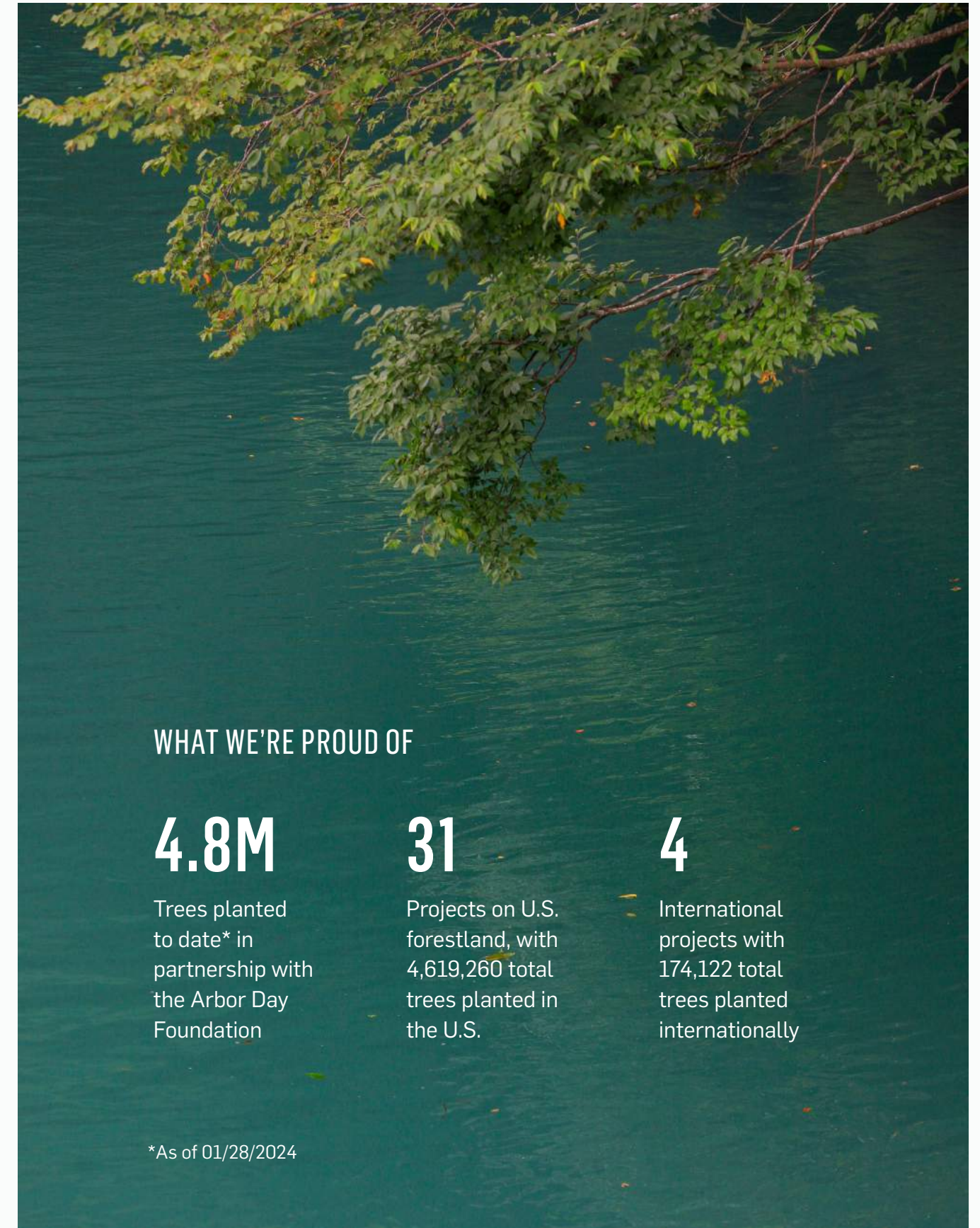
We are proud of the multiple reforestation efforts in our backyard. In recent years, wildfires ravaged the western coast of the United States, greatly impacting the

landscape and natural ecosystems in California and Oregon. Our efforts help restore critical environments that many people and wildlife species depend on.

### WATER

We recognize that water is a shared natural resource and of vital importance not only to our value chain but also to the communities where we operate. As water stewardship continues to grow in importance, we conducted a water risk assessment with WWF to understand where water presents the greatest impact to our business. It identified the water basins in our upstream supply chain with the greatest water risk, and key suppliers for implementing contextual water targets, which we are validating in 2024. We're using the results of the water risk assessment to evolve our water stewardship practices and develop a comprehensive strategy.

We also made it easier for our customers to reduce their water consumption by offering faucets meeting EPA WaterSense® criteria at Pottery Barn and West Elm in 2023.



## WHAT WE'RE PROUD OF

4.8M

Trees planted to date\* in partnership with the Arbor Day Foundation

\*As of 01/28/2024

31

Projects on U.S. forestland, with 4,619,260 total trees planted in the U.S.

4

International projects with 174,122 total trees planted internationally



PLANET: TRACKING OUR PROGRESS

We're on the path to meeting our Science-Based Targets while reducing waste and improving our operations.

PRODUCT SPOTLIGHT

West Elm Persian-Style Rugs

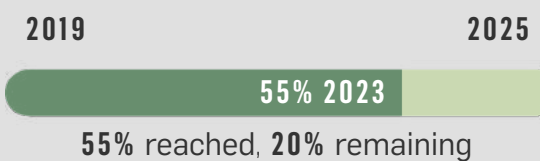
Innovation includes design that can be used in multiple ways. Made in India, these vintage-inspired, Persian-style rugs are reversible for two looks in one.

2023 PLANET SCORECARD

Landfill Diversion

75% OF WASTE DIVERTED FROM LANDFILLS BY 2025

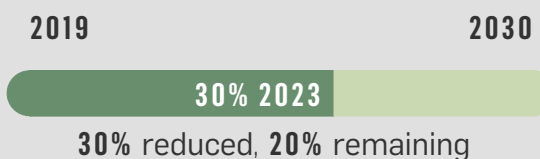
In 2023, we increased our diversion rate from 51% to 55% across our operations. We're currently three-quarters of the way to our 2025 goal.



GHG Emissions Reduction (Scope 1 & 2)

50% ABSOLUTE REDUCTION SCOPE 1 & 2 SCIENCE-BASED TARGET BY 2030\*

Renewable energy projects are reducing emissions and increasing resiliency across our operations.

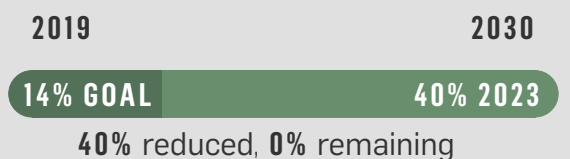


GHG Emissions Reduction (Scope 3)

14% ABSOLUTE REDUCTION SCOPE 3 SCIENCE-BASED TARGET BY 2030

We are setting climate targets with our highest emitting vendors, integrating manufacturer's emissions data into our strategy.

In 2023, we reached 40% Scope 3 emissions reductions compared to our 2019 baseline. These reductions were driven by macro-industry factors including inflationary pressures. Moving forward, we will continue to see fluctuations in our footprint as business strategy and global systems influence our supply chains. In addition, we will continue capturing supplier emissions reductions, updating third-party verified calculation methodologies, and integrating more granular data when it becomes available, in order to improve consistency and comparability.



\*Deloitte & Touche LLP provided limited assurance over our Fiscal Year 2023 Statement of Greenhouse Gas ("GHG") Emissions. Their assurance statement is available at this [link](#).



## PEOPLE

Our people make everything happen. From our associates to our supply chain partners, we're committed to positive change for our customers and the communities we call home.





## ETHICAL PRODUCTION

Our social compliance programs help to uphold safe and ethical manufacturing processes—for the benefit of both customers and workers.

### AUDIT SCOPE & PROCESS

Our robust social compliance program demonstrates our commitment to integrity and honesty throughout our business. We source our products from suppliers who uphold the labor, health and safety, and environmental standards outlined in our [Vendor Code of Conduct](#), [Human Rights Policy](#) and [Supply Chain Labor Practices](#), all of which are shared with our suppliers as part of their onboarding.

To evaluate supplier performance and identify opportunities for improvement, we conduct audits for all Tier 1 supplier factories located in high- and medium-risk countries annually. During audits, factories are evaluated for their commitment to providing safe, fair, and healthy working conditions for the workers, including all topics outlined in our Vendor Code of Conduct. To incentivize top-performing factories, reduce audit fatigue, and optimize resources, some factories may submit an audit equivalency report in lieu of a traditional audit.

### CONTINUOUS IMPROVEMENT

We advocate for a preventative approach to social compliance. Our social

compliance program goes beyond auditing, prioritizing remediation and capability building.

We believe in continuous improvement and provide incentives for our suppliers to implement change. We partner with underperforming factories to remediate instances of non-compliance through follow-up audits, develop Corrective Action Plans (CAP), connect factories with third-party CAP management services for additional support, and provide targeted trainings tailored to specific issues, such as health and safety.

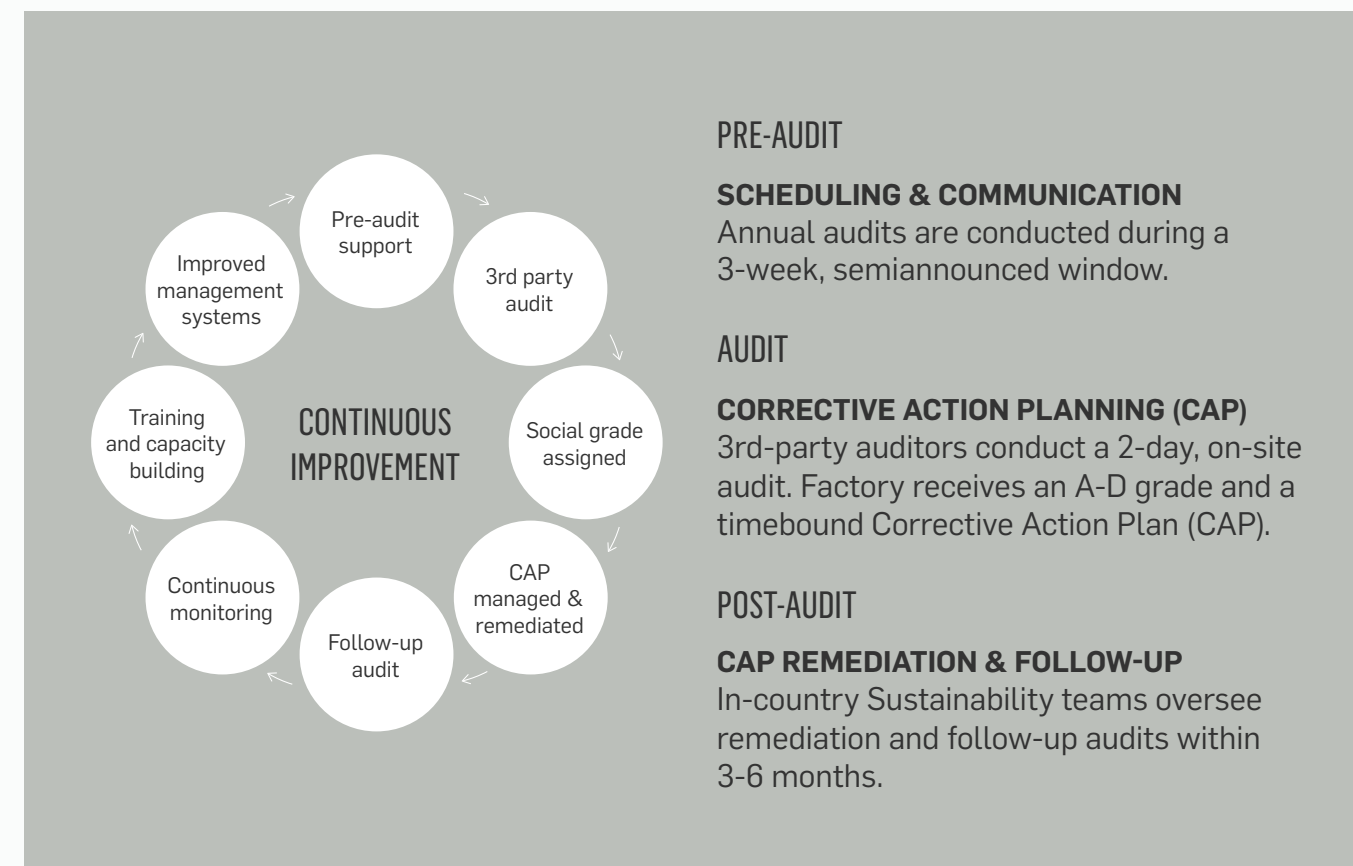
Further details of our social compliance program can be found [on our website](#).

### HUMAN RIGHTS DUE DILIGENCE

To improve our assessment of human rights impact, we're implementing a human rights due diligence framework to guide our traceability and programming efforts.

#### *Responsible Recruitment Policy*

We believe workers should not incur any cost to be recruited by our suppliers.



In 2023, we developed a Responsible Recruitment Policy with reference to guidelines from the International Organization for Migration and International Labour Organization, adopting the Employer Pays Principle, where employers should pay for any recruitment costs incurred.

#### *Risk Assessment & Traceability*

We recognize the increased expectation for supply chain traceability and due diligence in our upstream supply chain. We started mapping our cotton supply chain to understand where we have direct control and where we can influence our direct and indirect business partners to mitigate negative impacts. We worked with textile suppliers that produce cotton products to map their upstream supply chain. Looking ahead, we're expanding our efforts to include furniture suppliers.

#### *Training & Capability Building*

We expanded training for our associates and engaged an external partner to support. Moving forward, training on forced labor will be included in onboarding materials and as an annual refresher. We also worked with an external party to provide training and resources for our traceability working group, outlining best practices in supply chain mapping and the implementation of a traceability management system.

#### *Policies & Procedures*

We assessed our governance, due diligence, and reporting processes to improve and inform our forced labor avoidance strategy. We are revising our policies and procedures to align with best practices.



## WORKER WELLBEING

Our business should benefit all people involved. That's why we support organizations that build and strengthen communities across the globe.

We go beyond a risk mitigation approach to develop and implement industry-leading initiatives that improve the lives of workers in the U.S. and globally.

We have longstanding strategic partnerships with organizations that provide real value to workers and their communities, and we choose Worker Wellbeing programs through their proven track record of creating positive impact.

We nominate and support factories through program implementation from RISE and VisionSpring, and certification from Fair Trade Certified™ and Nest's Ethical Handcraft Program.

We were the first home retailer to bring Fair Trade USA's factory certification program into the home sector. We were the founding partner with nonprofit Nest on its Ethical Handcraft Program to bring

transparency to artisanal supply chains and the first retailer to feature the Nest Seal of Ethical Handcraft on products.

To deepen our impact, we set ambitious goals for Fair Trade Premiums, Nest Certified Ethically Handcrafted products and other worker wellbeing programs.

By 2025, we will have paid an additional \$10M in Fair Trade Premiums and \$50M in Nest Certified Ethically Handcrafted products. By 2030, we aim for 75% of our company's product purchases to come from suppliers who offer worker wellbeing programs.

This robust worker wellbeing strategy focuses on scaling adoption of these programs across our supplier base, adding new programs where necessary. We look forward to expanding our reach in the coming years.



PHOTO: FAIR TRADE CERTIFIED & VISIONSPRING



## WORKER WELLBEING: NEST'S ETHICAL HANDCRAFT PROGRAM

We collaborate with artisan collectives around the world to help preserve handcraft traditions and create opportunities for sustainable employment—especially for workers in rural areas.

### NEST'S ETHICAL HANDCRAFT PROGRAM

Our brands work with a network of skilled artisans who use time-honored techniques to create products that celebrate the artistry of cultures around the world. We set a goal to purchase \$50M in Nest Certified Ethically Handcrafted products between 2021 and 2025, because craft and artisan businesses are a powerful vehicle for economic advancement.

To verify that products have been ethically handcrafted, the program measures social compliance across hundreds of indicators, including:

- Worker rights and business transparency
- Child advocacy and protection
- Fair compensation and benefits
- Health and safety
- Environmental care

Many artisans around the world work from a home or small workshop. Nest's Ethical Handcraft Program enables them to work from home while earning a livelihood under safe working conditions.

We operate in five countries where homes and small workshops carry Nest certification.

To drive progress to our goal, we're partnering with Nest to add more handcrafted products under the Nest Seal, exploring opportunities to expand our impact in the handcraft sector.



PHOTO: NEST CERTIFIED WORKSHOP, INDIA

### CERTIFICATION SPOTLIGHT

## The Nest Seal Vs. Fair Trade Certified

Fair Trade certification assesses social compliance in a factory setting, while the Nest Seal assesses ethical production outside of traditional factories where production standards end. Together, the two certifications allow us to promote safe and ethical production practices for workers across our value chain, no matter where our products are made.



## PRODUCT SPOTLIGHT

Rejuvenation  
Sedona Collection

Made in a Fair Trade Certified factory, this console table and its accompanying collection are crafted from European solid white oak.

## 2023 MILESTONES

30

Fair Trade Certified  
factories to date  
across our company

5

Fair Trade  
Certified factories  
added in 2023

24,600+

Workers who benefit  
from community  
development programs

## WORKER WELLBEING: FAIR TRADE CERTIFIED

By shopping Fair Trade Certified, customers support fair and safe factory conditions for workers around the world, while empowering those workers to invest back in their communities.

Fair Trade USA, the leading certifier of Fair Trade products in North America, audits our factories against rigorous social, economic, and environmental standards. The Fair Trade Certified label promotes sustainable livelihoods, protection of the environment, and strong transparent supply chains.

In celebration of Fair Trade Month, we hosted two events for our associates. In the U.S., we held a fireside chat with Fair Trade USA founder and CEO, Paul Rice, while our overseas offices shared a spotlight from four of our Fair Trade Certified factories.

For every product we purchase from Fair Trade Certified factories, we pay a Premium that goes directly back to workers.

They collectively decide how to spend the funds to support the wellbeing of one another, their families, and communities.

Workers have used funds for a variety of causes, including health insurance for themselves and their families, education for workers' children, emergency disaster relief funds, and daily necessities and home appliances, just to name a few.

WSI has partnered with Fair Trade USA since 2014. As the first global home retailer to partner with the organization, we sell thousands of Fair Trade Certified products across all our brands—from furniture and rugs at Pottery Barn, Rejuvenation, and West Elm to coffee and food at Williams Sonoma.



## WORKER WELLBEING: VISIONSPRING

Since 2016, WSI has partnered with VisionSpring to provide eye exams and glasses to workers in our supply chain. We were a founding partner of their Clear Vision Workplace Alliance, and have influenced major brand adoption.

### **PARTNERING WITH VISIONSPRING**

Eyeglasses are a powerful social and economic development tool. For artisans and workers whose vision affects their living, eyewear and exams allow workers to remain in the workforce longer, increasing their earning potential and ability to support their families.

With eyeglasses, people can see well and do well at work and beyond.

WSI has partnered with VisionSpring since 2016, and we were a founding partner of their Clear Vision Workplace Alliance. We have influenced other major brands to adopt the program to reach more people around the world.

VisionSpring visits our factories and provides vision screenings for workers during a regular workday. If someone needs glasses, they receive a pair at no cost to them.

After receiving glasses, workers note increased confidence, quality of life, capacity to read, cook, help children with homework, and even productivity at work.

Of the workers screened in 2023, nearly half required eyeglasses and 73% were first-time wearers.

We've screened thousands of workers in India and Vietnam since the beginning of our partnership.

### 2023 MILESTONES

15

Factories in India and Vietnam conducted VisionSpring screenings

5,000+

Workers were screened in 2023

73%

Of workers screened in 2023 were first-time eyeglass wearers



PHOTO: VISIONSPRING  
PARTICIPANT, INDIA



PEOPLE: TRACKING OUR PROGRESS

As we make progress on ambitious worker wellbeing goals, we're ramping up our programming and building out our roadmap to deliver on them.

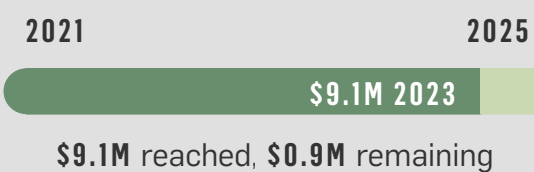
PHOTO: REJUVENATION

2023 PEOPLE SCORECARD

Fair Trade Certified

ADDITIONAL \$10M PAID IN FAIR TRADE PREMIUMS BY 2025

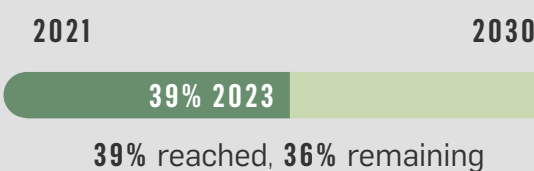
We're nearly to our 2025 goal, with \$9.1M paid in additional Fair Trade Premiums since 2021. We certified 5 new factories in FY23, bringing our total to 30 Fair Trade Certified factories in 5 countries.



Worker Wellbeing

75% OF PRODUCTS FROM SUPPLIERS WITH WORKER WELLBEING PROGRAMS BY 2030\*

We're making steady progress to our 2030 goal, with 39% of products sourced from suppliers with worker wellbeing programs.



Nest

\$50M INVESTED IN NEST CERTIFIED ETHICALLY HANDCRAFTED PRODUCTS BY 2025

We're over halfway to our 2025 goal, with \$33M invested in Nest Certified products since 2021. We currently work in 5 countries with suppliers certified to the Nest Seal of Ethical Handcraft.



We partner with organizations that have a proven track record of positive impact, including Fair Trade Certified, Nest's Ethical Handcraft Program, RISE (previously/formerly BSR's HERproject), and VisionSpring.

\*Excludes domestic and international drop-ship products.



## PURPOSE

As we prioritize sustainability, we reshape our company and our industry to meet tomorrow's needs. At the center of everything we do, every day, are our customers.



## PRODUCT QUALITY, SAFETY & SUSTAINABILITY

As we strive to bring beautiful, quality, sustainable furnishings to customers in a way that benefits people and planet, we're changing how we think about—and make—our products.

### TESTING

We are committed to quality, safe, and long-lasting products. We comply with national and state laws for product safety and testing, and we actively test and inspect our products for safety and restricted substances at either our in-country labs or with independent, third-party labs certified by the U.S. Consumer Product Safety Commission. We also have a network of quality assurance professionals and on-the-ground experts who work directly with our supplier base to establish clear product reviews, develop testing protocols, and implement routine inspections. Additionally, we have an internal review process and work with third-party certifications where needed to ensure the accuracy of product claims.

### CERTIFICATIONS

Across all our brands, we offer a wide array of products with third-party certification that verify the safety, quality, and sustainability of select products. We require all suppliers to

participate in fiber and wood surveys and provide chain-of-custody certifications and supporting documentation to confirm that they meet our standards. We maintain up-to-date supplier chain-of-custody certificates and regularly collect and verify transaction certificates to support marketing claims.

We spend a significant amount of time indoors, where concentrations of indoor air pollutants are often higher than outdoors. Products with OEKO-TEX® STANDARD 100 certification mean they are tested for harmful substances. GREENGUARD Gold certification contributes to cleaner indoor air for our customers by screening for chemicals and VOCs. We know our customers value these certifications, and we continue to integrate them across our brands.



PHOTO: WEST ELM



## SPOTLIGHT ON: CERTIFICATIONS & STANDARDS

Across our family of brands, we carry thousands of third-party certified, sustainably sourced products.

### OCS

The Organic Content Standard (OCS) verifies organic content and tracks it from the source to the final product.

### TENCEL™

TENCEL™ Lyocell is a wood-based fiber harvested from sustainably managed forests and produced using a closed-loop technology.

TENCEL™ is a trademark of Lenzing AG.

### GRS

The Global Recycled Standard (GRS) sets requirements for third-party certification of recycled content, chain of custody, social and environmental practices, and chemical restrictions.

### RESPONSIBLE WOOL STANDARD

The RWS certifies animal welfare standards from the farm to the final product.

### RCS

The Recycled Claim Standard (RCS) verifies recycled material and tracks it from the source to the final product.

### Nest

The Nest Seal denotes products that have been certified to support fair wages and healthy working conditions in small homes and workshops.

### Fair Trade Certified

Ensures products are made in a fair and safe factory, and their purchase contributes to the livelihood of the workers and their communities.

### OEKO-TEX®

STANDARD 100 certified products have been tested in an independent lab and verified to be safe from over 1,000 harmful substances.

### BETTER COTTON™

Better Cotton™'s mission is to help cotton communities survive and thrive, while protecting and restoring the environment.

### RESPONSIBLE DOWN STANDARD

RDS down is strictly audited by an independent third party and RDS-certified to meet animal welfare practices.

### GREENGUARD Gold

Products marked with this certification have been screened for harmful chemicals and VOCs, helping to contribute to cleaner indoor air quality.

### FSC®

The Forest Stewardship Council® is our gold standard for certification of healthy forest management and responsibly sourced timber.



## PACKAGING

In 2023, our distribution centers transitioned from traditional plastic air cushioning to fiber-based, curbside recyclable protective packaging.

### THE PROBLEM WITH PLASTIC

Packaging creates waste, where it remains in landfills or enters the natural environment as a pollutant.

Soft plastic packaging is lightweight and helps products arrive intact to customers, but it is not curbside recyclable and does not break down in landfills.

### IMPROVING OUR IMPACT

We are decreasing the environmental impact of our packaging by reducing unnecessary packaging volume and shifting to lower-impact materials.

Our primary goal is for our products to reach customers undamaged. When products are well protected, damage is minimized, and we divert potential waste from landfills.

Our distribution centers worked hard to innovate in our e-commerce operations, introducing sustainable alternatives like 100% paper-based protective packaging solutions—all while continuing to deliver undamaged products to our customers.

The teams steadily scaled these packaging initiatives over the past few years, learning and getting progressively more ambitious and innovative with the projects implemented.

We adopted new equipment to optimize cardboard packaging size, fitting the box to the size of the product. Reduced parcel sizes improve efficiency, reducing transportation emissions while enhancing the customer unboxing experience, creating less waste to unpack.

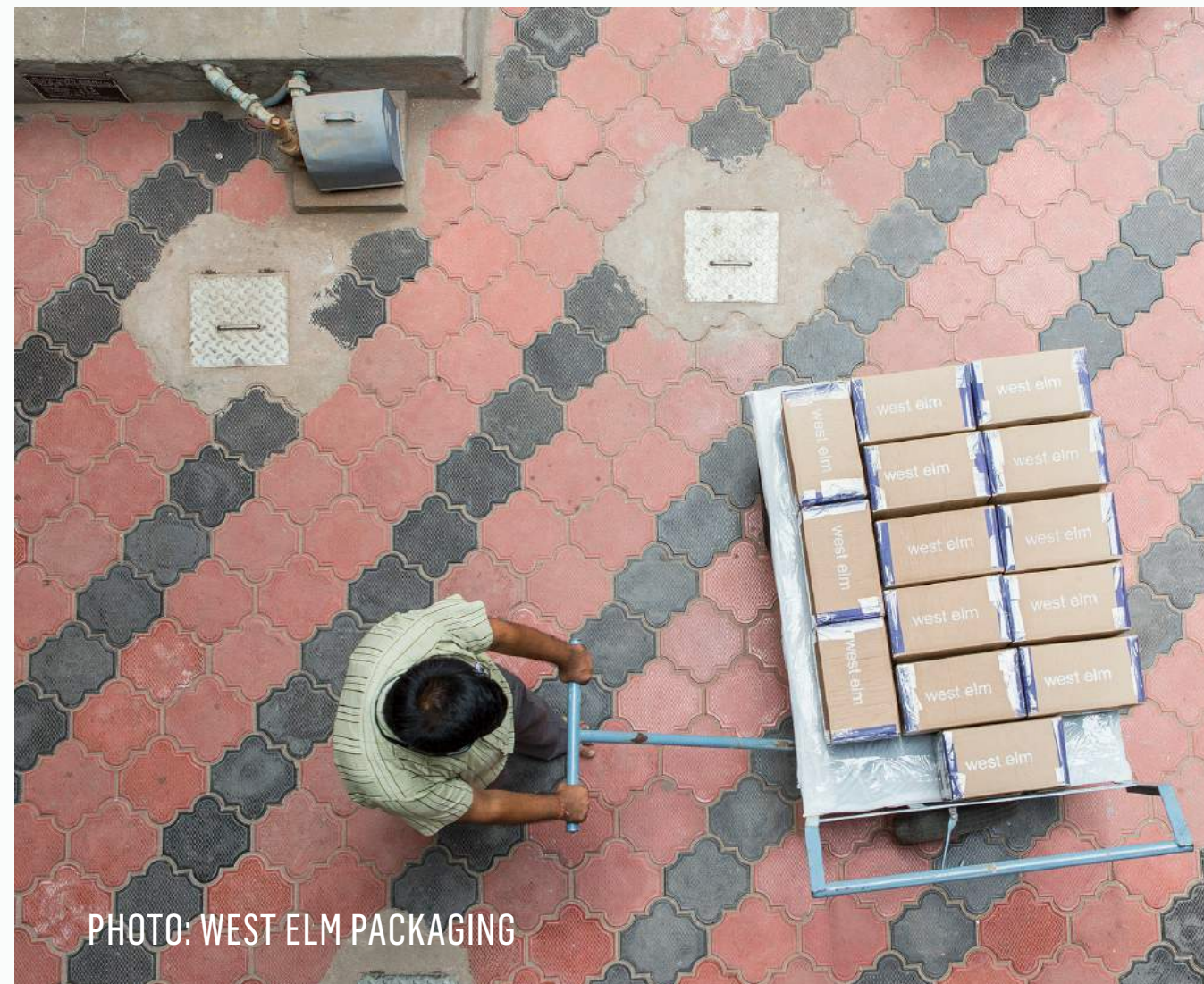


PHOTO: WEST ELM PACKAGING

### ALTERNATIVE MATERIALS

In 2023, we shifted from traditional plastic pillows and bubble cushioning to a fiber-based, curbside recyclable packaging fill.

To ensure quality of the packaging was unchanged, we undertook extensive testing across multiple facilities.

We also installed hundreds of units of new packaging equipment and provided training

to end-of-line workers. Looking ahead, we're exploring alternatives for a variety of packaging types. With the support of our long-term packaging partner, we continue to evaluate opportunities to adopt innovative packaging solutions across our product portfolio.



GIVING & VOLUNTEERING

Through online and in-store donations, product collaborations, and national and local fundraising, we invite our customers and associates to join us in giving back.

ST. JUDE

2023 marked 19 years of partnership with St. Jude Children's Research Hospital®, and we participated once again in the annual St. Jude Thanks and Giving® campaign. Customers donated at the time of purchase across any of our brand stores or online. As part of this year's fundraising efforts, our family of brands also designed limited-edition holiday products that directly benefit St. Jude, including festive dinnerware, advent calendars, cooks' tools, candles, and ornaments. As part of GivingTuesday 2023, we also matched donations to St. Jude Children's Research Hospital®.

To date, Williams-Sonoma, Inc. has raised approximately \$70M for St. Jude in support of the hospital's mission to advance the study and treatment of pediatric cancer and other life-threatening diseases.

NO KID HUNGRY

In support of No Kid Hungry®'s fight to end childhood hunger in America, our Williams

Sonoma brand re-launched the popular Tools for Change program. The program includes a limited-edition collection of spatulas with proceeds benefiting No Kid Hungry. Donations help support programs that feed kids.

In 2023, WSI was named one of the No Kid Hungry Champions of 2023, recognizing our fundraising efforts and the awareness that we help drive through our national marketing campaign.

SERVING OUR COMMUNITIES

Our associates support many local and national organizations to further our goals.

We provide eligible associates with eight hours of paid community involvement time each year.



2023  
MILESTONES

\$70M

Raised for St. Jude Children's Research Hospital® to date

\$22.8M

In corporate, customer, and associate donations across Williams-Sonoma, Inc. in 2023

PHOTO: WILLIAMS SONOMA X NO KID HUNGRY

Paid volunteering allows associates to choose where they want to donate their time. Our company donation match also helps increase our impact.

Home is at the center of everything we do, and Rejuvenation continued its partnership with Habitat for Humanity with an expanded range of products that give back. The Carson, Bayocean, Dell, and Trask Collections all contributed to Rejuvenation's donation of \$100,000 from product sales.

The Local Community Action Team, made up of passionate associates from our Care Centers, identifies community projects where they can help and give back.

In 2023, the group identified Buis Book Foundation in the Georgia area, which collects books for students to read during school breaks. Access to books helps prevent students from falling behind while out of the classroom. The team exceeded its personal goal for book donations.



## PURPOSE: TRACKING OUR PROGRESS

We set a goal for 75% of our products to represent one or more of our social or environmental initiatives by 2030.

## 2023 PURPOSE SCORECARD

## Products

**OUR GOAL IS FOR 75% OF OUR PRODUCTS TO REPRESENT ONE OR MORE SOCIAL OR ENVIRONMENTAL INITIATIVES\***

Across our family of brands, 49% of our products represent one or more of our social or environmental initiatives.

2021

2030

49% 2023

49% reached, 26% remaining

## Good By Design

We believe in the transformative power of design. We strive to weave sustainability into our products and our business—because it's time to reimagine what good design can do.

**PRODUCTS WITH PURPOSE**

We are proud to be a leader in our industry with our values-based culture and commitment to achieving our sustainability goals.

Across our brands, we produce thousands of responsible, sustainably sourced, and third-party certified products.

Through partnerships with credible and globally recognized industry partners, we have earned recognition as a leader in sustainability.

We've received an A rating on CDP's supplier engagement leaderboard for our work with suppliers to tackle climate change, a place on the Dow Jones Sustainability Index, and 7 years on Barron's Most Sustainable U.S. Companies list.

We are in a unique position to drive positive change in our industry. Recognizing the importance of long-term, sustainable growth, we're proud to offer an industry-leading assortment of responsible products, with 49% representing our environmental and social initiatives.

\*Excludes domestic and international drop-ship products.



# Appendix

We publish our progress against clearly defined targets, and we report to standards set by the UN Global Compact, CDP, Sustainability Accounting Standards Board and Task Force on Climate-Related Financial Disclosures.

## FORWARD-LOOKING STATEMENTS

Certain statements in this report constitute “forward-looking statements.” Forward-looking statements in this release are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our ESG and sustainability commitments, strategies, and initiatives; our business plans and strategy; our products; our opportunities for growth; and our stakeholder engagement efforts. These forward-looking statements are only predictions, not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While we believe that such assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed in our filings with the Securities and Exchange Commission, including, but not limited to, our annual report on Form 10-K and quarterly reports on Form 10-Q. We undertake no obligation to update or revise any forward-looking statement contained in this Report, except as otherwise required by law.



# ESG Metrics: Responsible Materials

RESPONSIBLE WOOD	FY23	FY22	FY21	YOY % Change
BEST	18%	18%	24%	0%
BETTER	19%	15%	16%	4%
GOOD	20%	25%	20%	-5%
TOTAL	57%	58%	60%	-1%

**CALCULATION & SCOPE** Tracked by Sourcemap + SKU-level wood volumes from suppliers. Percent of responsibly sourced wood in our furniture in cubic meters. Responsibly sourced wood is categorized through a Good-Better-Best approach: Best—Forest Stewardship Council® (FSC), Better—Programme for the Endorsement of Forest Certification (PEFC) from low-risk countries, Rediscovered wood (reclaimed/recycled and orchard wood sources), FSC® Controlled Wood, Good—verified legal and low-risk wood for legality (as defined by Preferred by Nature's Timber Risk Assessments and FSC's National Risk Assessments). Total reflects the volume of responsibly sourced wood as a percent of WSI's total volume of wood.

RESPONSIBLE COTTON	FY23	FY22	FY21	YOY % Change
BEST	20%	21%	33%	-1%
BETTER	2%	2%	3%	0%
GOOD	76%	73%	58%	3%
TOTAL	98%	96%	94%	2%

**CALCULATION & SCOPE** Tracked by supplier textile survey. Percent of responsibly sourced cotton used in our textiles in pounds. Total reflects the volume of responsibly sourced cotton as a percent of WSI's total volume of cotton.

# ESG Metrics: Carbon Intensity & Neutrality

CARBON INTENSITY	FY23	FY22	FY21	YOY % Change
CO <sub>2</sub> e (kg)	62M	67M	86M	-7%
REVENUE	\$7.75B	\$8.67B	\$8.25B	-11%
CARBON INTENSITY (kg/REVENUE)	0.0080	0.0077	0.0104	4%

**CALCULATION & SCOPE** CO<sub>2</sub>e includes Scope 1 and 2 emissions. FY21 CO<sub>2</sub>e and carbon intensity based on revised FY21 CO<sub>2</sub>e data.

CARBON NEUTRAL GOAL	FY23	FY22	FY21	YOY % Change
CO <sub>2</sub> e (MT)	44,676 remaining metric tons	67,070 remaining metric tons	85,821 remaining metric tons	-33%

**CALCULATION & SCOPE** CO<sub>2</sub>e includes Scope 1 and 2 emissions. To meet our carbon neutral goal by fiscal year-end, we strive to first reduce emissions, followed by the purchase of carbon offsets to supplement our efforts. We made our first purchases of credible carbon offsets in fiscal year 2023.



# ESG Metrics: GHG Emissions

GHG EMISSIONS, GRAND TOTAL, METRIC TONS (MT)	FY23	FY22	FY21	YOY % Change
SCOPE 1 EMISSIONS	20,864	23,211	21,678	-10%
SCOPE 2 EMISSIONS	40,812	43,859	64,143	-7%
SCOPE 1 & 2 EMISSIONS	61,676	67,070	85,821	-8%
SCOPE 1 & 2 EMISSIONS, FACILITY TYPE	FY23	FY22	FY21	YOY % Change
OFFICES	6,446	6,760	4,921	-5%
DCS/HUBS	24,646	30,086	38,070	-18%
RETAIL	30,584	30,223	42,829	1%
SCOPE 1 & 2 EMISSIONS, GEOGRAPHY	FY23	FY22	FY21	YOY % Change
AMERICAS	58,980	63,078	82,536	-6%
ASIA PACIFIC	2,607	3,864	3,107	-33%
EUROPE	89	128	178	-30%

**SCOPE 1-2 CALCULATION** All entities in our direct operations are included. Total Scope 2 GHG Emissions disclosed are market-based. Deloitte & Touche LLP provided limited assurance over our Fiscal Year 2023 Statement of GHG Emissions. Their assurance statement is available at this [link](#).

SCOPE 3 EMISSIONS, GRAND TOTAL, METRIC TONS (MT)	FY23	FY22	FY21	YOY % Change
SCOPE 3 EMISSIONS	2,285,513	2,939,480	3,484,246	-22%
SCOPE 3 EMISSIONS, EMISSION CATEGORY	FY23	FY22	FY21	% Change
PURCHASED GOODS AND SERVICES	982,213	1,347,622	1,928,267	-27%
CAPITAL GOODS	69,290	142,751	24,817	-51%
FUEL AND ENERGY EMISSIONS	14,163	21,637	15,489	-35%
UPSTREAM TRANSPORTATION	483,887	637,513	543,223	-24%
WASTE FROM OPERATIONS	28,958	29,247	31,258	-1%
BUSINESS TRAVEL	3,370	2,351	1,762	43%
EMPLOYEE COMMUTING	26,541	33,562	34,026	-21%
DOWNSTREAM TRANSPORTATION	283,552	314,617	363,438	-10%
USE OF SOLD PRODUCT	270,773	277,990	392,705	-3%
PRODUCT END-OF-LIFE	109,327	117,757	130,239	-7%
FRANCHISE EMISSIONS	13,439	14,433	19,022	-7%

**SCOPE 3 CALCULATION** All relevant Scope 3 categories were assessed and defined according to the GHG Protocol. Categories excluded from reporting due to lack of significance to the business include: Upstream Leased Assets, Downstream Leased Assets, Processing of Sold Product and Investments. We worked with industry expert Anthesis to calculate our Scope 3 emissions baseline and implement reporting frameworks. Our Scope 3 emissions progress is calculated using a 2019 baseline. In 2023, we refined our emissions calculation methodology and updated calculations across past fiscal years, including the base year 2019 which now has a baseline of 3,226,112 MT for Scope 3 emissions. For example, in 2023 we worked with an external party on a life cycle assessment to better understand regional impacts and establish an accurate baseline for wool raw material emissions data. Verification of Scope 3 emissions has been conducted by Optera. The full report can be found [online](#).



# ESG Metrics: Landfill Diversion

WASTE TONNAGE, GRAND TOTAL (MT)	FY23	FY22	FY21	YOY % Change
RECYCLING	51,106	44,313	36,944	15%
LANDFILL	41,451	42,493	48,118	-2%
WASTE TOTAL	92,557	86,806	85,062	7%
DIVERSION RATE	55%	51%	43%	4%

## WASTE TONNAGE, FACILITY TYPE

OFFICE TOTAL (MT)	FY23	FY22	FY21	YOY % Change
RECYCLING	483	461	471	5%
LANDFILL	444	531	665	-16%
WASTE TOTAL	927	992	1,136	-7%
DIVERSION RATE	52%	46%	41%	6%

**CALCULATION & SCOPE** Percent of recycled and composted volume diverted from landfill in metric tons. Scope includes distribution centers, in-sourced hubs, corporate offices and retail stores in North America.

## WASTE TONNAGE, FACILITY TYPE

DISTRIBUTION CENTERS AND HUBS TOTAL (MT)	FY23	FY22	FY21	YOY % Change
RECYCLING	27,377	25,098	18,546	9%
LANDFILL	20,433	19,965	20,455	2%
WASTE TOTAL	47,810	45,064	39,001	6%
DIVERSION RATE	57%	56%	48%	1%

STORES TOTAL (MT)	FY23	FY22	FY21	YOY % Change
RECYCLING	23,246	18,754	17,926	24%
LANDFILL	20,574	21,997	26,997	-6%
WASTE TOTAL	43,820	40,751	44,923	8%
DIVERSION RATE	53%	46%	40%	7%



# ESG Metrics: Fair Trade Certified, Nest’s Ethical Handcraft Program, Giving & Volunteering

FAIR TRADE CERTIFIED	FY23	FY22	FY21	Cumulative since 2021
FAIR TRADE PREMIUMS PAID SINCE 2021*	\$2.8M	\$3.3M	\$3.0M	\$9.1M
NEST'S ETHICAL HANDCRAFT PROGRAM	FY23	FY22	FY21	Cumulative since 2021
TOTAL \$ PURCHASES OF CERTIFIED ETHICALLY HANDCRAFTED PRODUCT**	\$12.9M	\$11.0M	\$9.1M	\$33.0M

**\*CALCULATION & SCOPE** We've paid Fair Trade Premiums to our suppliers since 2014, paying over \$7M in Premiums from 2014-2020. We announced a new goal in 2021 to pay an additional \$10M in Fair Trade Premiums by 2025 and are measuring progress after 2021. To view premiums paid in prior years, see our 2020 Impact Report. **\*\*CALCULATION & SCOPE** Cumulative total dollars paid in Nest Certified products across WSI since 2021.

GIVING	FY23	FY22	FY21	YOY % Change
TOTAL \$*	\$22.8M	\$28.5M	\$31.5M	-20%
VOLUNTEERING	FY23	FY22	FY21	YOY % Change
TOTAL VOLUNTEERING HOURS**	7,113	5,309	4,606	34%

**\*CALCULATION & SCOPE** Contributions through fundraising for causes, miscellaneous community giving, associate donations, shelter grants, product proceeds, matching gifts and in-kind donations. FY21 dollar amount based on revised FY21 donation data. **\*\*CALCULATION & SCOPE** Total volunteering hours from non-retail associates within our global, corporate, and supply chain functions.



# ESG Disclosures: SASB Multi-line and Specialty Retailers & Distributors



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a. 1	(1) 896,729 GJ (2) 68% (3) 29%	Climate & Energy: Our Operations  <a href="#">CDP Climate Disclosure</a>
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a. 1	As the consumer and our business continue to shift online, we are dedicated to safeguarding our customers' personal information and prioritizing cybersecurity. This commitment is reflected in our governance structure; our data security policies and procedures; and our systems to measure, monitor, and respond to data breaches and cyberattacks. See references for full description of approach.	Corporate Governance  <a href="#">Annual Report</a>  <a href="#">WSI Privacy Policy</a>
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CG-MR-230a. 2	We use a series of technologies and practices to prevent data security breaches, detect and respond to potential data security issues. In the event of a policy change or data breach, our policy requires that we notify data subjects in a timely manner. Our WSI associates, as well as third parties who provide services on our behalf, are required by policy, practice, and contract, if applicable, to treat customer information with care. Our policies and standards are reinforced by training and engagement to ensure that the privacy and security of our customers is central. WSI discloses this information in accordance with the SEC's Commission Statement and Guidance on Public Company Cybersecurity Disclosures. See references for partial reporting.	



# ESG Disclosures: SASB Multi-line and Specialty Retailers & Distributors



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	CG-MR-310a. 1	We continue to invest in our associates. We recognize and reward the hard work and dedication we see across our retail store, corporate, and supply chain workforce.	Benefits, Training & Development
		CG-MR-310a. 2		<a href="#">Human Rights Policy</a>
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a. 3	The key to our success as a company is our associates, and we strive to attract, develop, and retain the best talent in Retail. We actively track and report on labor practices, including involuntary and voluntary turnover, internally on a regular basis.	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations		We take pride in keeping a work environment that complies with employer responsibility standards. We are committed to providing a safe and healthy work environment for our associates, visitors, suppliers and contractors, maintaining respectful workplaces and upholding equal opportunities for every associate. We comply with all national as well as state and local laws regarding wages, benefits and hours worked, and we recognize the rights of workers to make an informed decision as to whether to associate or not with any lawful organization, consistent with applicable laws. We conduct compliance training for executives, managers and employees, and we expect everyone in the company to follow our Code of Conduct, regardless of rank or position. See references for partial reporting.	
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a. 1	As of the end of fiscal 2023, approximately 68.1% of our total workforce identified as female and approximately 41.1% identified as an ethnic minority group. Additionally, approximately 56.6% of our Vice Presidents and above identified as female.	Associates
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a. 2	WSI provides equal opportunity for all associates and has policies to protect associates from discriminatory actions in our workplace.	



# ESG Disclosures: SASB Multi-line and Specialty Retailers & Distributors



TOPIC	ACCOUNTING METRIC	CODE	RESPONSE	REFERENCE
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	CG-MR-410a. 1	Year-end 2023 49% of our products represented one or more of our social or environmental initiatives. Excludes domestic and international drop-ship products.	Product Quality, Safety & Sustainability  Packaging
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-MR-410a. 2	All of the products we sell are required to meet national and state laws for restricted substances and emissions, and we invest in meeting and exceeding these standards throughout the WSI value chain—from design to production to testing. Our global team of product quality professionals support our global sourcing offices and supplier base, setting clear standards around restricted substances and emissions. Our network of quality assurance professionals and on-the-ground experts work directly with our supplier base to establish clear product reviews, develop testing protocols and implement routine inspections. We operate in-country labs in our major sourcing regions to inform product development. See references for full description of approach.	
	Discussion of strategies to reduce the environmental impact of packaging	CG-MR-410a. 3	We are focused on reducing unnecessary packaging volume and shifting to lower-impact materials. We adopted new equipment to optimize cardboard packaging size, reducing packaging and parcel sizes. We're also shifting to curbside recyclable packaging and increasing recycled content. See references for full description of approach.	
Facilities	Number of: (1) retail locations (2) distribution centers	CG-MR-000.a	(1) 518 retail stores (2) Distribution and manufacturing facilities in 14 states and countries	Not applicable.
Square Footage	Total area of: (1) retail space (2) distribution centers	CG-MR-000.b	(1) 5,890,000 sq. feet (2) 14,778,000 sq. feet* *Includes distribution and manufacturing facilities.	Not applicable.



# Task Force on Climate-Related Financial Disclosures

TCFD

**GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.**

a) Describe the Board's oversight of climate-related risks and opportunities.

The Nominations, Corporate Governance and Social Responsibility Committee (the "Committee") of the Company's Board of Directors oversees ESG matters, including climate-related issues. The Committee is comprised of Directors who monitor the Company's environmental, social, and governance policies and advise on policies and strategies that could inform our social and environmental impact and risk profile. The Committee engages regularly with management on climate-related issues; for example, reviewing and approving updates to WSI's climate and ESG strategy and policy disclosures, and receiving quarterly updates on WSI's climate and environmental-related goals and programs. The Board of Directors' review of environmental and social topics is obtained from WSI's Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development through the updates it receives from the Committee. The Audit and Finance Committee, composed solely of Directors who are independent in accordance with New York Stock Exchange listing standards, meets periodically with the Company's independent auditors, the Company's internal auditors, and management to advise the Board and management on policies and strategies pertinent to our Risk Management process.

b) Describe management's role in assessing and managing climate-related risks and opportunities.

The Executive Vice President of Sourcing, Quality Assurance, and Sustainable Development leads both the organization's dedicated global team of sustainability professionals as well as a working group of cross-functional leaders. Together, they determine strategies, policies and goals related to sustainability and regularly report to and seek input from the Committee on those matters, including climate-related issues. Climate-related issues are monitored in a variety of ways, from tracking and reporting on GHG emissions in our operations, to tracking and reporting on our responsibly sourced material initiatives, to identifying and assessing climate-related supply chain risks. The dedicated sustainability team works across the enterprise, both within brands and within shared services, to drive progress to shared goals and embed accountability for sustainability programs across departments. This team partners with in-country sourcing teams, brand design and merchants, packaging engineers, retail operations, human resources, and supply chain operations to set and meet goals. Additionally, climate risk is integrated into our enterprise-wide Risk Management process, and detailed in our most recent CDP Climate Disclosure.

Select corporate employees are asked to include sustainability goals in their annual objectives and are evaluated on these goals in annual performance reviews. Many cross-functional teams across the company are involved in our climate-related goals and are evaluated on performance to these goals during annual reviews. The Sustainability team has concrete climate-related sustainability goals in their annual objectives and is evaluated on these goals in annual performance reviews.



STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING WHERE SUCH INFORMATION IS MATERIAL.

a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.

We identified short, medium and long-term risks and opportunities related to climate. These include physical and transition risks, and opportunities for lower-emission sources of energy.

Specific to climate-related risks and opportunities, a substantive financial or strategic impact is an impact in which our business, financial condition or operating results could be harmed substantially, which could cause the market price of our stock to decline materially.

Requires a year-over-year minimum impact which would be considered material to our financial statements taken as a whole. Climate-related risks and opportunities deemed substantive for the purposes of this report may not be considered substantive or material for Securities and Exchange Commission (SEC) reporting purposes.

Please see [our annual CDP disclosure](#) for details of our risks and opportunities.

b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.

In setting a Science-Based Target across all three scopes, as well as a goal to be carbon neutral in our operations, climate change is considered in our business strategy. To achieve our Science-Based Target, we adopted the following strategies. We're implementing a multi-year renewable energy roadmap to reduce emissions in our operations. Progress to the renewable energy roadmap is regularly reviewed by a cross-functional working group. For value chain emissions, we created a Preferred Materials Framework and Material Innovation Library to transition conventional materials to preferred alternatives. Creating products aligned with our Preferred Materials Framework is a key lever to reduce Scope 3 GHG emissions. We're also working in partnership with our suppliers on their decarbonization efforts.

c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.

We currently use qualitative climate risk scenario analysis.



RISK MANAGEMENT: DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES AND MANAGES CLIMATE-RELATED RISKS.

a) Describe the organization's processes for identifying and assessing climate-related risks.	<p>A cross-functional working group with representatives from sustainability, legal, accounting, finance, and risk meets to identify climate-related risks and opportunities. The exercise assesses risk likelihood and impact to determine materiality. After identifying risks and opportunities relevant to WSI's business, the group prioritizes the list.</p> <p>Climate-related risks are included in our annual Risk Assessment process and reflect geopolitical and global forces, as well as company-specific considerations. We use an industry standard five-step integrated end-to-end process to identify progress in addressing specific risks.</p> <p>WSI's risk management process identifies risks most material to the business on an annual basis. This process involves steps to ensure input is collected from across the organization. Senior management across the company provides input into which risks and opportunities could have a substantive financial or strategic impact on the business.</p>
b) Describe the organization's processes for managing climate-related risks.	<p>From the risks identified above, key risk owners are identified and provide brief risk summaries that include steps taken to mitigate the risk, and annual plans and goals to continue to mitigate the risk. A discussion of these risk areas is addressed at meetings of the Board at least annually.</p>
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	<p>Climate-related risks are included in our annual, multidisciplinary and company-wide Risk Assessment process.</p>



METRICS AND TARGETS: DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES WHERE SUCH INFORMATION IS MATERIAL.

a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We track the following metrics to measure progress related to climate-related risks and opportunities: GHG emissions across our value chain, raw materials data for textile fibers and wood, and waste disposal data.
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	2023 Impact Report: Appendix, GHG Emissions (Scope 1, 2, and 3 emissions)
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<div>2023 Impact Report: Company-Wide Goals</div> <div>We set a 2030 Science-Based Target across Scopes 1, 2 and 3, and a 2025 carbon neutral goal across our operations.</div>



FORWARD-LOOKING STATEMENTS

Certain statements in this disclosure constitute “forward-looking statements.” Forward-looking statements in this disclosure are made pursuant to the safe harbor provisions of Section 21E of the Securities Exchange Act of 1934 and other federal securities laws. These statements are based on management’s current opinions, expectations, beliefs, plans, objectives, assumptions, or projections regarding future events or results, including, but not limited to, our climate goals, plans and strategies for achieving such climate goals, our greenhouse gas emissions, and our use of carbon offsets. These forward-looking statements are only predictions, and are not historical fact, and involve certain risks and uncertainties, as well as assumptions. Actual results, levels of activity, performance, achievements, and events could differ materially from those stated, anticipated, or implied by such forward-looking statements. While we believe that our assumptions are reasonable, there are many risks and uncertainties that could cause actual results to differ materially from forward-looking statements, including the risks discussed in our U.S. Securities and Exchange Commission (“SEC”) filings, including, but not limited to, our annual report on Form 10-K and quarterly reports on Form 10-Q. We undertake no obligation to update or revise any forward-looking statement contained in this Report, except as otherwise required by law.

CARBON OFFSETS

We have purchased voluntary carbon offsets that will help the company achieve its carbon neutrality goals. The carbon offset purchases are described below.

GREENHOUSE GAS EMISSIONS GOALS

In 2021, Williams-Sonoma, Inc. set a long-term Science-Based Target (SBT), as well as a short-term carbon neutral goal. Our goals are:

- By fiscal year end 2025, reach carbon neutrality in Williams-Sonoma, Inc. operations (Scopes 1 and 2) (2019 baseline)
- By fiscal year end 2030, reduce absolute Scope 1 and 2 emissions 50% and Scope 3 emissions 14% (2019 baseline)

Our Scope 3 goal applies to three categories of emissions: Purchased Goods & Services, Downstream Transportation, and Use of Sold Products, which together represent 80% of our Scope 3 baseline footprint. Our SBT is approved by the Science-Based Targets Initiative and aligned with the Paris Climate Agreement well below 2 degrees Celsius warming scenario.

WSI’s annual greenhouse gas emissions (GHG) footprint is prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard. Deloitte & Touche LLP performed a review on management’s assertion related to our Fiscal Year 2023 Statement of Greenhouse Gas Emissions for Scopes 1 and 2. Their assurance statement is available at this [link](#). Deloitte & Touche LLP, an independent accountant, has reviewed, in accordance with attestation standards established by the American Institute of Certified Public Accountants, Williams-Sonoma, Inc.’s assertion that the disclosures in the Fiscal Year 2023 Statement of Greenhouse Gas Emissions for the fiscal year ended January 28, 2024 is presented in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), published by the World Business Council for Sustainable Development and the World Resources Institute, dated July 12, 2023 (“Report”). Such review was not performed to provide, and does not provide, any assurance or verification regarding any other claims or matters beyond those in our Report. Optera conducted a verification of fiscal year 2023 Scope 3 emissions. The verification statement can be found [online](#).



GREENHOUSE GAS EMISSIONS GOALS (CONTINUED)

CARBON NEUTRAL GOAL

To meet our carbon neutral goal by fiscal year-end 2025, we strive to first reduce emissions (as outlined under the heading “Science-Based Target, Scopes 1 and 2” below), followed by the purchase of carbon offsets to supplement our efforts.

We made our first purchases of credible carbon offsets in fiscal year 2023. These purchases offset 25% of Scope 1 and 2 GHG emissions for fiscal year 2023. Our roadmap scales purchases of carbon offsets through fiscal year-end 2025, with purchases in fiscal year 2024 covering 50% of the year’s emissions, and 100% of the year’s emissions in fiscal year 2025. We anticipate that our GHG emissions will also decrease over this period as a result of the GHG reduction measures described below.

We measure progress on our carbon neutral goal through the calculation of our Scope 1 and 2 emissions footprint, conducted at mid-year and year-end, and the scaled purchase of carbon offsets through fiscal year 2025.

SCIENCE-BASED TARGET, SCOPES 1 AND 2

To achieve our 2030 SBT, we created a 10-year roadmap outlining our strategy for emissions reduction. To date, emissions reduction in our operations (Scopes 1 and 2) was achieved through renewable energy adoption and energy efficiency efforts. Our strategy for continued reduction in our operations includes multiple strategic levers: green power, power purchase agreements, solar energy, and lighting retrofits and efficiency.

- Green power: Green power, or electricity produced from renewable energy sources, is our primary lever for Scope 1-2 emissions reduction. Looking ahead, we’re continuing to monitor the market for opportunities to incrementally add green power purchases annually.
- Power purchase agreements (“PPAs”): We anticipate PPAs will represent a portion of our emissions reduction progress each year through 2030.
- Solar power: We anticipate that solar power will account for a portion of our emissions reduction progress each year through 2030.
- Lighting retrofits and efficiency: Lighting retrofits at both our retail stores and distribution centers including relamping traditional fixtures with LED alternatives, will also account for a portion of our emissions reduction progress each year through 2030.

We measure progress on our goals through the calculation of our emissions footprint, conducted at mid-year and year-end. By the end of fiscal year 2025, we anticipate that we will be over halfway to our SBT for Scopes 1 and 2.



GREENHOUSE GAS EMISSIONS GOALS (CONTINUED)

SCIENCE-BASED TARGET, SCOPE 3

We worked with a third-party consultant to calculate our SBT and Scope 3 emissions footprint annually.

We have a multi-pronged approach to reduce Scope 3 emissions, primarily focused on emissions from product production and materials.

**Purchased Goods & Services** (43% of fiscal year 2023 Scope 3 footprint):

- Vendor Engagement Strategy: We directly engaged our highest emitting vendors globally requesting factories set individual targets and implement emission reduction strategies. We have a roadmap for fiscal year 2023 and beyond, which includes a targeted minimum reduction to achieve annually.
- Preferred Materials Strategy: We are working to shift our product assortment from conventional materials to lower-impact alternatives. We created a Preferred Materials Framework to inform our teams' internal decision-making and guide the transition to lower-impact materials. Our material innovation library allows us to evaluate innovative materials and provides a consistent way of defining, vetting, and sharing the raw materials we consider "preferred" for products. To drive progress across our portfolio of brands, our brand and merchant teams set brand-level goals for transitioning to more preferred materials. These brand-level goals provide a roadmap as brands make changes to the product assortment each year.

**Downstream Transportation** (12% of fiscal year 2023 Scope 3 footprint):

- We are exploring opportunities in our domestic fleet for more efficient and optimized product delivery, and electric vehicle adoption.

**Use of Sold Products** (12% of fiscal year 2023 Scope 3 footprint):

- We are working with vendors and brand partners associated with highest product use emissions to offer more energy-efficient options for appliances and lighting.

We measure progress on our Scope 3 emissions reduction goal in the following ways:

**Purchased Goods & Services:**

- We measure progress on vendor emissions reduction through the annual collection of factory-level environmental data through the Higg Facility Environmental Module (FEM).
- We measure progress on adoption of preferred materials through mid-year and year-end share sessions, where each material's percentage of the assortment is presented for each brand.

**Downstream Transportation:**

- We measure progress through the annual calculation of our Scope 3 emissions footprint.

**Use of Sold Products:**

- We measure progress through the annual calculation of our Scope 3 emissions footprint.

With respect to progress on our overall Scope 3 goal, we measure progress through the annual calculation of our Scope 3 emissions footprint, inclusive of the categories listed above.



# California AB 1305 Disclosures: 2023 Carbon Offsets

# AB 1305

PROJECT IDENTIFICATION NUMBER	BUSINESS ENTITY SELLING THE OFFSET	OFFSET REGISTRY	PROJECT NAME AS LISTED IN THE REGISTRY	OFFSET PROJECT TYPE	A CARBON REMOVAL, AN AVOIDED EMISSION, OR A COMBINATION OF BOTH	SITE LOCATION	THE SPECIFIC PROTOCOL USED TO ESTIMATE EMISSIONS REDUCTIONS OR REMOVAL BENEFITS	WHETHER THERE IS INDEPENDENT THIRD-PARTY VERIFICATION OF COMPANY DATA AND CLAIMS LISTED
VCS1477	Pachama, Inc.	Verra Registry	Katingan Peatland Restoration and Conservation Project	Agriculture Forestry and Other Land Use (AFOLU). AFOLU activity type: Reduced Emissions from Degradation and Deforestation (REDD)	Avoided emission	Central Kalimantan Province, Indonesia	VM0007	The carbon offsets are verified by Scientific Certification Systems (SCS) and AENOR INTERNACIONAL S.A.U.
VCS2558	Pachama, Inc.	Verra Registry	ABC Norte REDD Project	AFOLU activity type: REDD	Avoided emission	State of Pará, Brazil	VM0015	The carbon offsets are verified RINA Services S.p.A. (RINA).
VCS427	Rubicon Carbon Services, LLC	Verra Registry	Chol Charoen Group Wastewater Treatment with Biogas System I (Khonkaen)	Energy industries (renewable/non-renewable sources); Waste handling and disposal	Avoided emission	Knonkaen, Thailand	AMS-I.C.; AMS-I.D.; AMS-III.H.	The carbon offsets are verified by Tuev Nord Cert GmbH (Tuev Nord)
VCS2296	Rubicon Carbon Services, LLC	Verra Registry	CYY Global Plus Wastewater Treatment and Biogas Utilization Project	Energy industries (renewable/non-renewable sources); Waste handling and disposal	Avoided emission	Surin Province, Thailand	ACM0014	The carbon offsets are verified by 4K Earth Sciences Private Limited
VCS2478	Rubicon Carbon Services, LLC	Verra Registry	Reducing Gas Leakages within the Titas Gas Distribution Network in Bangladesh - CER Conversion	Fugitive emissions from fuels (solid, oil and gas)	Avoided emission	Dhaka, Bangladesh	AM0023	The carbon offsets are verified by TUV SUD South Asia Private Limited



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# AB 1305

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VCS415	Rubicon Carbon Services, LLC	Verra Registry	VP Biosupply Wastewater Treatment and Biogas Utilization Project	Energy industries (renewable/non-renewable sources); Waste handling and disposal	Avoided emission	Nakhon Ratchasima, Thailand	AMS-I.C.; AMS-III.H.	The carbon offsets are verified by KBS Certification Services Limited
GS1207	Rubicon Carbon Services, LLC	Gold Standard	Sütas Aksaray Biogas Plant	Biogas - Cogeneration	Avoided emission	Turkey	AMS-I.C.	The carbon offsets are verified by Bureau Veritas
GS764	Rubicon Carbon Services, LLC	Gold Standard	Bolu Landfill Gas to Energy Project, Turkey	Biogas - Electricity	Avoided emission	Turkey	AMS-III.G.	The carbon offsets are verified by RINA Services S.p.A. (RINA)
GS745	Rubicon Carbon Services, LLC	Gold Standard	Gaziantep Landfill Gas to Energy Project, Turkey	Biogas - Electricity	Avoided emission	Turkey	ACM0001	The carbon offsets are verified by Bureau Veritas
GS4238	Rubicon Carbon Services, LLC	Gold Standard	Methane Gas Capture and Electricity Production at Kubratovo Wastewater Treatment Plant, Sofia, Bulgaria	Biogas - Cogeneration	Avoided emission	Bulgaria	AMS-I.C.	The carbon offsets are verified by RINA Services S.p.A. (RINA)
GS935	Rubicon Carbon Services, LLC	Gold Standard	Samsun Landfill Gas to Energy Project, Turkey	Biogas - Electricity	Avoided emission	Turkey	ACM0001	The carbon offsets are verified by TÜV SÜD Industrie Service GmbH



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ACR646	Rubicon Carbon Services, LLC	American Carbon Registry	A-Gas V5	Industrial Process Emissions	Avoided emission	Wood County, Bowling Green, Ohio, USA	Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants	The carbon offsets are verified by TÜV SÜD America, Inc. – Ruby Canyon
ACR676	Rubicon Carbon Services, LLC	American Carbon Registry	A-Gas V6	Industrial Process Emissions	Avoided emission	Bowling Green, Ohio, USA	Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants	The carbon offsets are verified by First Environment, Inc.
ACR663	Rubicon Carbon Services, LLC	American Carbon Registry	Fielding Environmental HFC Reclamation Offset Project	Industrial Process Emissions	Avoided emission	Mississauga, Ontario, Canada	Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants	The carbon offsets are verified by Scientific Certification Systems (SCS) Global Services
ACR552	Rubicon Carbon Services, LLC	American Carbon Registry	Foam Blowing Agent Project 002E	Industrial Process Emissions	Avoided emission	Rockford, Minnesota, USA	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.
ACR556	Rubicon Carbon Services, LLC	American Carbon Registry	Foam Blowing Agent Project 005	Industrial Process Emissions	Avoided emission	Winchester, Virginia, USA	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.



# California AB 1305 Disclosures: 2023 Carbon Offsets

# AB 1305

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ACR648	Rubicon Carbon Services, LLC	American Carbon Registry	Hudson Technologies HFC Reclamation Project 2020 - Georgia	Industrial Process Emissions	Avoided emission	Atlanta, Georgia, USA	Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants	The carbon offsets are verified by TÜV SÜD America, Inc. – Ruby Canyon
ACR629	Rubicon Carbon Services, LLC	American Carbon Registry	Hudson Technologies HFC Reclamation Project Champaign 2020	Industrial Process Emissions	Avoided emission	Champaign, Illinois, USA	Certified Reclaimed HFC Refrigerants, Propellants, and Fire Suppressants	The carbon offsets are verified by TÜV SÜD America, Inc. – Ruby Canyon
ACR568	Rubicon Carbon Services, LLC	American Carbon Registry	Spray Foam Omega 2	Industrial Process Emissions	Avoided emission	Arlington, Texas, USA and Boisbriand, Quebec	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.
ACR621	Rubicon Carbon Services, LLC	American Carbon Registry	Spray Foam Omega 3	Industrial Process Emissions	Avoided emission	Arlington, Texas, USA	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.
ACR606	Rubicon Carbon Services, LLC	American Carbon Registry	True Manufacturing FBA Project 002	Industrial Process Emissions	Avoided emission	Missouri, USA	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.



# California AB 1305 Disclosures: 2023 Carbon Offsets

# AB 1305

PROJECT IDENTIFICATION NUMBER	BUSINESS ENTITY SELLING THE OFFSET	OFFSET REGISTRY	PROJECT NAME AS LISTED IN THE REGISTRY	OFFSET PROJECT TYPE	A CARBON REMOVAL, AN AVOIDED EMISSION, OR A COMBINATION OF BOTH	SITE LOCATION	THE SPECIFIC PROTOCOL USED TO ESTIMATE EMISSIONS REDUCTIONS OR REMOVAL BENEFITS	WHETHER THERE IS INDEPENDENT THIRD-PARTY VERIFICATION OF COMPANY DATA AND CLAIMS LISTED
ACR656	Rubicon Carbon Services, LLC	American Carbon Registry	Whirlpool HFO Amana 656	Industrial Process Emissions	Avoided emission	Amana, Iowa, USA	Transition to Advanced Formulation Blowing Agents in Foam Manufacturing and Use	The carbon offsets are verified by First Environment, Inc.
VCS1953	Rubicon Carbon Services, LLC	Verra Registry	Floresta Verde REDD+ Project	AFOLU activity type: REDD	Avoided emission	State of Pará, Brazil	VM0015	The carbon offsets are verified by 4K Earth Sciences Private Limited
VCS1477	Rubicon Carbon Services, LLC	Verra Registry	Katingan Peatland Restoration and Conservation Project	AFOLU activity type: REDD	Avoided emission	Central Kalimantan Province, Indonesia	VM0007	The carbon offsets are verified by Scientific Certification Systems (SCS) and AENOR INTERNACIONAL S.A.U.
VCS1650	Rubicon Carbon Services, LLC	Verra Registry	Reduced Emissions from Deforestation and Degradation in Keo Seima Wildlife Sanctuary	AFOLU activity type: REDD	Avoided emission	Mondulkiri, Cambodia	VM0015	The carbon offsets are verified by Scientific Certification Systems (SCS) Global Services
VCS1168	Rubicon Carbon Services, LLC	Verra Registry	Kulera Landscape REDD+ Program for Co-Managed Protected Areas, Malawi	AFOLU activity type: REDD	Avoided emission	Malawi	VM0006	The carbon offsets are verified by Det Norske Veritas Climate Change Services AS (DNV)



California AB 1305 Disclosures: 2023 Carbon Offsets

AB 1305

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VCS1775	Rubicon Carbon Services, LLC	Verra Registry	Luangwa Community Forests Project	AFOLU activity type: REDD	Avoided emission	Eastern and Lusaka Province, Zambia	VM0009	The carbon offsets are verified by AENOR International S.A.U.
VCS1899	Rubicon Carbon Services, LLC	Verra Registry	Sumatra Merang Peatland Project (SMPP)	AFOLU activity type: Wetlands Restoration and Conservation (WRC), Afforestation, Reforestation, and Revegetation (ARR)	Combination of both	South Sumatra Province, Indonesia	VM0007	The carbon offsets are verified by Aster Global Environmental Solutions Inc.
VCS1067	Rubicon Carbon Services, LLC	Verra Registry	Reduction of deforestation and degradation in Tambopata National Reserve and Bahuaja-Sonene National Park within the area of Madre de Dios region –Peru	AFOLU activity type: REDD	Avoided emission	Madre de Dios, Peru	VM0007	The carbon offsets are verified by Rainforest Alliance, Inc. (Rainforest Alliance)