

Consciously Designing Positive Change

Executive Summary: Fall 2022

87% OF ASSOCIATES

Who took our annual associate opinion survey in 2022 (86% of associate base) rated as feeling proud to work for the company.

88% WOMEN

Our VS&Co Board of Directors is made up of 88% women — a direct reflection of our workforce representation and customer base. We have the highest percentage of women appointed to any board of directors in the Fortune 500, with seven of our eight directors being women.

\$25M WOMEN IN BUSINESS

This past year, we committed to invest \$25M in women-owned and-run businesses through our Emerging Businesses platform and our partnership with AmplifyHer Ventures.

100% PAY EQUITY

This past year, we achieved 100% pay equity for all genders, races, ethnicities and the intersection of these identities. We are committed to maintaining 100% pay equity as a company.

\$10M ANNUALLY

to fund causes that matter to our associates and customers, including the fight to eradicate cancers that fully or disproportionately impact women; support women's health and wellbeing, and support the mental health of young adults.

MATERIALITY ASSESSMENT

In 2022, we conducted a materiality assessment to determine topics most important to our stakeholders. These most material topics will serve as the foundation for our ESG strategy and roadmap.

ESG REPORTING

In spring 2022, we published our first ESG report where we transparently shared our progress as a new, independent company. We're committed to publishing an updated report in spring 2023 and have committed to publishing annual ESG reports thereafter.

Our Highest Materiality Topics

OUR HIGHEST MATERIALITY TOPICS

Our material issues matrix illustrates the environmental, social and governance issues that the materiality analysis defines are of highest importance to our stakeholders and most critical to our business.

Environment

- Greenhouse Gas Emissions & Climate Action
- Packaging Materials
- Sustainable Products

Social

- Human Rights
- Women's & Young Adult Empowerment
- Diversity, Equity & Inclusion
- Responsible Marketing
- Training & Development

Governance

- Executive Team Composition & Governance
- Shareholder Rights

MATERIALITY MATRIX

