

Sustainability Accounting Standards Board (SASB) Index Disclosures

The SASB Index provides sustainability metrics for public companies as an independent standards-setting group. Our disclosures report on relevant indicators from the Apparel, Accessories & Footwear Standard for FY 2022 ending January 28, 2023, unless otherwise noted.

Management of Chemicals	
Discussion of processes to maintain compliance with restricted substances regulations	Express' commitment to chemical management in accordance with regulations is focused on ensuring health and safety to our employees, suppliers and the environment. We provide a product Restricted Substances List (RSL) to suppliers as an appendix to our Apparel and Accessories Performance Standards. It is the supplier's responsibility to ensure the RSL is strictly adhered to. Express requires testing to ensure all products meet or exceed our performance standards in finished products, and our suppliers are accountable to meet all requirements in all products sold and shipped to Express.
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Our Raw Materials & Quality-Production & Sourcing Team works closely with our suppliers to ensure adherence to all performance standards. Textile Summits are held virtually every year with over 300 Mills to present any new information regarding Apparel and Accessories Performance Standards, provide opportunities to review Express business updates and expectations, and convey zero tolerance to non-compliance with the RSL as required by the Federal Trade Commission (FTC). Each Textile Summit offers space for open discussion, to discuss challenges, questions or clarifications. Our fabric testing process is robust to ensure adherence to apparel standards in alignment with the product RSL. Third-party accredited labs check against performance standards, including our RSL. To ensure compliance, 12,290 fabric, garment and accessory test reports were submitted to Express in 2022. Any found non-conformance to standards are sent back for remediation until corrected.
Environmental Impacts in the Supply Chain	
Percentage of Tier 1 suppliers in compliance with wastewater discharge and/or contractual agreement	Per data collected by our third-party auditing partner, 7.5% of the Tier 1 supplier facilities that Express does business with had wastewater permit issues. Express is working closely with our top suppliers to reduce water intensity in factories through efficient machinery updates and water recycling systems.
Percentage of Tier 1 supplier facilities that have completed the SAC's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Per data collected by our third-party auditing partner, 70.4% of the Tier 1 supplier facilities that Express does business with have completed the Higg FEM assessment.
Labor Conditions in the Supply Chain	
Percentage of Tier 1 supplier facilities that have been audited to a labor code of conduct and the percentage of total audits conducted by a third-party auditor	Through our third-party auditing partner, Express audits all Tier 1 supplier facilities outside the United States prior to placing any purchase orders. Once a facility is in our system as an active supplier, we continue auditing them on a cyclical basis to ensure consistent adherence to our Code of Conduct. Disruptions caused by COVID-19 resulted in most of our facilities being audited on a 12-24-month cycle. Moving forward in 2023, facilities will be audited on an annual 12-month cycle.
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct results	Per data collected by our third-party auditing partner, 15% of the Tier 1 supplier facilities that Express does business received a Red scoring on their annual cycle audit. Express greatly values building long-term relationships with our production partners, and we work closely with lower-scoring factories to create and monitor their Corrective Action Plans (CAPs). All non-compliant factories need to have a CAP in place within 30 days of the audit, with improvements demonstrated within 90 days. We also monitor for repeated or unaddressed problems, which may lead to business consequences if not corrected.
Raw Materials Sourcing	
(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Express is currently developing new traceability initiatives with our suppliers and other partners in 2023 to measure raw material usage by volume and certified standards.