

2024 Sustainability and Governance Report Appendix





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Transparency and Reporting

Reporting is essential for informing stakeholders on the status of our journey. We believe Target can only achieve change by carefully managing and measuring our performance against tangible goals and publicly reporting on our progress to all stakeholders.

Since the publication of our 2023 Sustainability and Governance Report, we have continued to refine our governance reporting infrastructure. We have expanded data controls using data management technologies and further evolved cross-functional processes throughout our enterprise. With this added rigor, we aim to continue enhancing the accuracy, consistency and completeness of our reporting. We will continue to refine this process by maintaining our dedication to continuous learning and navigating the complexities that come with making our reporting capabilities more sophisticated and transparent.

This year, we have also introduced an Appendix to provide stakeholders direct access to data tables, framework disclosures and other reporting information. We also continue to offer a separate metrics download.

We've been sharing our corporate responsibility efforts since Target first published a Community Involvement Report in 1969. Starting in 2010, we began publishing comprehensive [corporate responsibility activities and information online](#).

We use the following reporting frameworks to help hold ourselves accountable for monitoring, measuring and disclosing annual progress, including:

- [Global Reporting Initiative \(GRI\)](#).
- [Sustainability Accounting Standards Board \(SASB\)](#).
- [Task Force on Climate-related Financial Disclosures \(TCFD\)](#).
- [Taskforce on Nature-related Financial Disclosures \(TNFD\)](#).
- [UN Guiding Principles Reporting Framework \(UNGPRF\)](#).
- [UN Sustainability Development Goals \(SDGs\)](#).

This is our first year reporting against the TNFD recommendations. Doing so expands our disclosure on nature-related dependencies, impacts, risks and opportunities. We will continue to advance our transparency on nature-focused metrics as we evolve our measurement capabilities in this area.

We are also preparing to comply with the [International Sustainability Standards Board \(ISSB\)'s standards](#)—IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures. In the meantime, for our FY2024 reporting, please reference our SASB disclosures, which cover a component of IFRS S1, and our TCFD disclosures, which cover a portion of IFRS S2.

Sustainability and Governance Priorities

We center our efforts and reporting on the issues that are most important to the long-term health of our business and stakeholders across our value chain.

Engaging in sustainable practices helps fortify our business as we seek to drive growth for the future. We are committed to and accountable for reporting our progress and continually examining issues that are most important to our organization.

Target conducts Sustainability and Governance priority assessments regularly by engaging key stakeholders and seeking their insights to identify, understand and [validate key issues affecting our business](#).

Stakeholder engagement

Target engages with a broad and ever-evolving network, including our team members, guests, shareholders, manufacturers, community organizations and countless more, representing a wide range of communities. They make our work possible and even more impactful. We value input from our stakeholders on how we operate our business and their unique perspectives on the issues that matter most to them.

Hearing a range of perspectives and sharing feedback with leadership and the Board of Directors helps us make informed decisions. Those engagements help Target take actions and achieve results that positively impact the company and our stakeholders.

Learn more about our work with and for stakeholders on our [corporate website](#). More information on our engagement with our shareholders relating to our business, sustainability and governance matters can be found in our [2024 Proxy Statement](#).

Sustainability and Governance Priorities

Our Sustainability and Governance priorities identified and categorized in this assessment are increasingly interconnected and can often impact each other. As such, they should not be viewed in isolation.



Climate

Greenhouse Gas Emissions
Climate-Related Risks and Opportunities

Circularity

Product and Packaging Design
Waste Elimination and Reduction

Resource Use

Environmental Impacts of Products
Water Use and Management
Chemicals
Biodiversity



Human Capital Management

Compensation, Benefits and Well-Being
Workplace Health and Safety
Talent and Development

Diversity, Equity and Inclusion

Serving and Strengthening Communities

Community Impact
Access to Products and Services



Ethical Business

Public Policy and Civic Engagement
Data Privacy and Cybersecurity
Product Safety and Quality

Responsible Supply Chains

Sourcing and Manufacturing Practices
Human Rights
Animal Welfare



About this Report

Our reporting aligns to a number of leading international disclosure standards and frameworks. These frameworks and standards inform our disclosures and reflect our commitment to provide stakeholders a detailed, transparent and holistic account of our approach, performance and progress.

The responses in the following indexes include links to further information, where relevant.

Scope

Target’s 2024 reporting on sustainability and governance matters was published in July 2024 and reflects activities and initiatives in our fiscal year (FY) 2023 (January 29, 2023 – February 3, 2024). Of note, FY2023 contained 53 weeks compared to the typical 52 week fiscal year, meaning FY2023 data contains an additional week’s worth of data compared to last year’s report. It also covers certain subsequent events and initiatives that occurred after the end of FY2023 and prior to publication, which we have endeavored to note as such. All quantitative goals and company data, unless otherwise stated, reflect FY2023. Unless noted, goals and other data in the report reflect our U.S. operations and/or owned brand portfolio, as relevant.

Our last report was published in September 2023 and reflects activities and initiatives in our FY2022.

Report structure

Maintaining our Sustainability and Governance priorities through regular assessments of stakeholder inputs helps us confirm that we are focusing on topics that matter to us as a retailer and meeting the expectations of our investors and other stakeholders.

In 2022, we completed a comprehensive assessment of Sustainability and Governance priorities to further meet the expectations of our stakeholders. In early 2024, we conducted a review of our priority topics, which verified that the assessment we completed in 2022 successfully identified the most critical priorities for Target, with minor nomenclature adjustments.

The 2022 Sustainability and Governance priority assessment incorporated industry benchmark data and external stakeholder feedback in the forms of subject matter expert interviews. Through interviews with Target leadership across enterprise teams and external stakeholders, we gathered feedback on an initial topic list, which was informed by market research and the topics’ potential importance to Target.

Issues deemed priority for the purposes of this report are not necessarily considered material for any other purpose, including U.S. Securities and Exchange Commission (SEC) reporting.

This report has been written for a broad range of stakeholders, including but not limited to our team members, guests, suppliers, investors and nonprofits. To improve ease of use and comparability with peers, we align to and index our reporting against frameworks and standards from the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), the UN Guiding Principles Reporting Framework (UNGPRF) and United Nations Sustainable Development Goals (SDGs) where applicable. For the first time, we are disclosing against the Taskforce on Nature-related Financial Disclosures (TNFD). Icons in relevant sections clearly indicate what reporting frameworks and standards the content responds to.

Some of our climate and energy data are independently verified to a limited level of assurance. We did not seek external assurance for the remainder of this report.

Throughout the report, policies that do not have links are references to Target’s internal policies that are not publicly available. Figures in this report and their accompanying footnotes have been rounded conservatively, where applicable.

Forward-looking statements

This report contains forward-looking statements based on our current assumptions and expectations. These statements are typically accompanied by the words “aim,” “anticipate,” “believe,” “could,” “expect,” “intend,” “may,” “might,” “plan,” “seek,” “will,” “would” or similar words. The principal forward-looking statements in this report include statements regarding:

- Our goals, ambitions, commitments and programs.
- Our strategy and growth.
- Our business plans, initiatives and objectives.
- Our future financial and operational performance.
- Our assumptions and expectations.
- The scope and impact of risks and opportunities.
- Our anticipated partnerships.
- Standards and expectations of third parties.

All such forward-looking statements are intended to enjoy the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995, as amended. Although we believe there is a reasonable basis for the forward-looking statements, our actual results could be significantly different. The most important factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in Part I, Item 1A, Risk Factors of our Form 10-K for the fiscal year ended February 3, 2024, which should be read in conjunction with the forward-looking statements in this report. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement.

Disclaimer

Our goals and commitments include specific achievements we seek to accomplish, and they have aspirational components that may take years or decades to achieve. Our goals and commitments may be based upon certain assumptions, dependencies and circumstances that may shift or evolve over time, possibly affecting our achievements, goals and commitments. We welcome your feedback on this report.

For more information or to provide comments, please contact us at: CorporateResponsibility@Target.com.



Climate

GHG emissions¹

Metric	FY2023	FY2022	FY2021	Framework
Scope 1 and 2 GHG emissions (mtCO ₂ e)				GRI 305-1 and 305-2, TCFD
• Location-based	2,292,768	2,285,397	2,159,457	
• Market-based	1,590,537	1,671,180	1,746,742	
Change in scope 1 and 2 GHG emissions from 2017 baseline (market-based)	-38%	-35%	-32%	Target goal (2030: -55%) GRI 305-5
GHG emissions intensity (scope 1 and 2, market-based) (mtCO ₂ e/sq. ft.) ²	0.0050	0.0056	0.0057	GRI 305-4, TCFD
Gross quantity of direct (scope 1) GHG emissions (mtCO ₂ e)	818,148	779,858	734,799	GRI 305-1,
• Natural gas	280,923	288,886	274,862	SASB FB-FR-110b.1, TCFD
• Propane	1,723	2,088	1,988	
• Stationary diesel	1,663	1,327	1,363	
• Mobile (diesel, gasoline, jet fuel)	65,763	32,360	29,699	
• Refrigerants	468,075	455,197	426,887	
Quantity of biogenic scope 1 CO ₂ emissions (mtCO ₂ e)	0	0	0	GRI 305-1
Corporate emissions rate for EPA-applicable refrigeration systems (greater than 50 lbs)	14%	13.7%	12.8%	GreenChill Partnership, SASB FB-FR-110b.3
Pounds of ODS R-22 refrigerant removed and replaced with lower Global Warming Potential alternatives	2,756 ³	0 ⁴	17,575	GreenChill Partnership
Gross quantity of indirect (scope 2) GHG emissions (mtCO ₂ e)				GRI 305-2, TCFD
• Scope 2 total (location-based)	1,474,620	1,505,539	1,424,658	
• Scope 2 total (market-based)	772,389	891,321	1,011,943	
• Electric (location-based)	1,470,746	1,501,345	1,420,075	
• Electric (market-based)	768,860	887,136	1,007,360	
• Steam	2,534	3,007	2,648	
• Chilled water	996	1,179	1,935	
Percentage of suppliers, by spend, having set science-based reduction targets for scope 1 and 2 GHG emissions	71%	52%	32%	Target goal (2023: 80%)

GHG emissions¹

Metric	FY2023	FY2022	FY2021	Framework
Change in scope 3 GHG emissions from 2017 baseline	-2.4% ⁵	10.6%	22.4%	
Change in retail PG&S, Use of Sold Products and Upstream/Downstream Transport (Fulfillment only) GHG emissions from 2017 baseline ⁶	-3.9% ⁵	10.1%	24.9%	Target goal (2030: -32.5%)
Change in retail PG&S GHG emissions from 2017 baseline	14%	19% ⁷	22%	
Quantity of gross other indirect (scope 3) GHG emissions by GHG Protocol category (mtCO ₂ e) ⁸	58,685,000 ⁹	66,548,000 ¹⁰	73,609,000	GRI 305-3, TCFD
1 – PG&S	27,423,000 ¹¹	28,620,000 ¹²	29,238,000	
2 – Capital goods	952,000	1,508,000	1,016,000	
3 – Fuel- and energy-related activities	296,000	466,000	476,000	
4 – Upstream transportation and distribution ¹³	5,625,000	6,989,000	9,557,000	
5 – Waste generated in operations	230,000	230,000	228,000	
6 – Business travel	23,000	20,000	6,000	
7 – Employee commuting	489,000	483,000	478,000	
9 – Downstream transportation and distribution	5,971,000	5,963,000	6,127,000	
• Guest travel	5,875,000	5,847,000	5,984,000	
• Fulfillment	25,000	35,000	61,000	
11 – Use of sold products	16,492,000	21,006,000	25,229,000	
12 – End-of-life treatment of sold products	1,179,000	1,259,000	1,250,000	
Independently verified components of scope 3 indirect emissions (mtCO ₂ e)				GRI 305-3
• Commercial air travel	17,604	11,499	2,040	

¹ Target reports based on operational control method outlined in the GHG Protocol Corporate Standard.

² Type of GHG emissions included in the intensity ratio: Direct (scope 1) and market-based indirect (scope 2) divided by the square footage of our U.S. properties. Gases included in the calculation: CO₂, CH₄, N₂O and HFCs. Data has been independently verified or calculated using independently verified data.

³ We converted two R-22 equipped stores in 2023. We plan to convert the remaining three stores with R-22 racks to non-ozone depleting natural refrigerants during the 2026 remodel cycle.

⁴ No R-22 equipment was converted in 2022.

⁵ Supplier-reported emission reductions were not yet reported for 2023 at the time of publication and are not reflected in this figure.

⁶ Scope 3 categories covered by our 2030 interim milestone were selected in line with guidance from the Science Based Targets initiative (SBTi). The covered categories make up 84% of the total scope 3 emissions that are considered mandatory, as required by SBTi for near-term targets, with the exclusion of guest travel. Within downstream transportation, the covered emissions are only those related to deliveries of fulfillment. These goals are currently undergoing validation by SBTi.

⁷ Change in 2021-2022 PG&S Retail against 2017 is due to updates to the supplier reported reductions methodology which introduced additional quality criteria for acceptance of supplier data.

⁸ As a wholly owned subsidiary Shipt, Inc. ("Shipt") scope 1, 2 and 3 emissions are included in Target's total annual emissions.

⁹ The reduction in total 2023 scope 3 emissions from 2022 is due to a slowing of Target sales growth, implementation of operational efficiencies and continued greening of the national electricity grid.

¹⁰ Total 2022 scope 3 figure has been restated from 67,197,000 mtCO₂e reported last year. This restatement is due to supplier reported reductions becoming available after the publication of 2023 Sustainability and Governance Report, an adjustment to upstream transportation international data ingestion and emissions factor application, an adjustment to end-of-life measurement to more accurately account for compostable materials and an update to store-level tracking for electricity consuming devices within use of sold products.

¹¹ Changes in sales from 2017 to 2023 drove a 13.5% increase in retail PG&S emissions. Supplier-reported emission reductions, which are part of our net emissions calculations, were not yet reported for 2023 at the time of publication and are not reflected in this figure.

¹² 2022 PG&S was restated from 29,460,000 mtCO₂e to include supplier reported reductions. Supplier-reported emission reductions and greening of the electricity grid accounted for a 6.3% reduction in emissions in 2022.

¹³ Upstream transportation increased overall due to continual enhancement of international data collection and storage. 2023 shows a year-over-year decrease due to operational efficiencies.



Climate

Energy consumption

Metric	Unit	FY2023	FY2022	FY2021	Framework
Total energy consumption within the organization	GJ	21,380,862	20,835,316	20,153,181	SASB CG-MR-130a.1 (1), FB-FR-130a.1 (1) and CG-EC-130a.1 (1)
Energy intensity ratio (U.S. electricity)	kWh/sq. ft.	13	13	12	GRI 302-3
Percentage of total energy that is renewable and for which we retire RECs ¹⁴		33%	29%	24%	SASB CG-MR-130a.1 (3), FB-FR-130a.1 (3) and CG-EC-130a.1(3)
Nonrenewable energy ¹⁵	GJ	6,338,519	6,260,318	7,865,177	GRI 302-1
• Grid electricity	MWh	1,736,390	1,894,853	2,159,727	
	GJ Conversion factor: 3.6	6,251,003	6,821,472	7,775,018	
• Cooling (chilled water)	MWh	13,123	12,082	13,358	
	GJ Conversion factor: 3.6	47,242	43,494	48,090	
• Steam	MMBt	38,175	45,299	39,875	
	GJ Conversion factor: 1.055	40,274	47,791	42,069	
Renewable energy ¹⁵	GJ	8,469,210	7,662,240	6,346,103	
• Onsite solar (RECs)	MWh	153,928	143,833	144,283	
	GJ Conversion factor: 3.6	554,143	517,798	519,418	
• Off-site renewable (RECs)	MWh	1,825,677	1,542,980	1,143,473	
	GJ Conversion factor: 3.6	6,572,437	5,554,728	4,116,503	
• Grid electricity	MWh	372,953	441,587	475,050	
	GJ Conversion factor: 3.6	1,342,630	1,589,714	1,710,182	
Indirect energy use total ¹⁵	GJ	14,807,729	14,574,997 ¹⁶	14,211,280	
Total electricity consumption	GJ	14,720,213	14,483,713	14,121,121	
Percentage of total energy consumed that is grid electricity ¹⁷					SASB CG-MR-130a.1 (2), FB-FR-130A.1 (2) and CG-EC-130a.1 (2)
		36%	40%	47%	
Percentage of global electricity consumption that is renewable ¹⁸		66%	60%	52%	
• Covered by Target RECs		48%	42%	34%	Target goal (2025: 60%; 2030: 100%)
• Grid-renewable portion		18%	18%	18%	

Energy efficiency and GHG emissions reduction projects (U.S.)¹⁹

2023 Energy efficiency and conservation projects (U.S.)

Improvement	First-year energy savings (MWh)	GJ (Conversion factor: 3.6)	mtCO ₂ e (Conversion factor: 0.3645)	Framework
LED Retrofits (496 stores)	14,517	52,261	5,291	GRI 302-4, 305-5
Total Reduction	14,517	52,261	5,291	

2022 Energy efficiency and conservation projects (U.S.)

Improvement	First-year energy savings (MWh)	GJ (Conversion factor: 3.6)	mtCO ₂ e (Conversion factor: 0.5049)	Framework
2022 Backroom/Downlight LED	35,314	127,129	17,828	GRI 302-4, 305-5
2022 Exterior LED (498 stores)	1,010	3,638	510	
2022 Valence LED (393 stores)	9,001	32,402	4,544	
2022 100 LED Completion (100 stores)	323	1,162	163	
2022 Refrigeration Air-blades (311 stores)	8,261	29,740	4,171	
Total reduction	53,909	194,071	27,216	

2021 Energy efficiency and conservation projects (U.S.)

Improvement	First-year energy savings (MWh)	GJ (Conversion factor: 3.6)	mtCO ₂ e (Conversion factor: 0.3823)	Framework
Exterior LED (554 stores)	1,124	4,047	431	GRI 302-4, 305-5
Backroom/Downlight LED (554 stores)	41,656	149,960	15,956	
Total energy consumption reduction	42,780	154,007	16,387	

¹⁴ Renewable electricity includes renewable energy credits (RECs) from Target's onsite and off-site projects, as well as electricity that we receive from renewable energy generation serving the electric grids where Target facilities are located. Data sources include: Target's 2023 fiscal year electricity consumption data; Target's 2023 RECs; and the [Center for Resource Solutions \(CRS\)](#) Utility Grid Accounting methodology for renewable mix, published in the latest EEI Utility Electricity Mix Database.

¹⁵ Data has been independently verified or calculated using independently verified data.

¹⁶ We have issued a correction to the FY2022 total electricity consumption value reported last year (14,574,997 GJ).

¹⁷ Excludes grid mix renewables.

¹⁸ The scope of this data is U.S. operations only, but international offices account for [less than 1]% of our overall electricity consumption.

¹⁹ Consumption data is based on last complete Fiscal Year (FY2023) compared to the baseline year for our science-based target (FY2017). We have converted MWh to a standard metric for comparison: either metric tons of carbon dioxide equivalent (mtCO₂e) or Giga Joules (GJ). The reductions in GHG emissions occurred in direct (scope 1) and indirect (scope 2) emissions. Gases included in the calculation: CO₂, CH₄, N₂O and HFCs. Scope 1 and 2 reporting is organized in accordance with the ISO 14064-1 specification, with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals, and The Climate Registry General Reporting Protocol.



Circularity

Circular economy

Metric	FY2023	FY2022	FY2021	Framework
Cumulative number of team members we trained on circular design since 2018	3,807	3,399	3,106	
Recycled polyester used to manufacture primary products (metric tonnes)	71,778	58,423 ²⁰	63,600	GRI 301-2
• Apparel and Accessories	55,059	44,396	41,700	
• Home and Hardlines	16,416	14,027	21,900	
• Essentials and Beauty	304	202	102	
Total weight of plastic packaging (metric tonnes)	83,269	84,929	53,595	SASB CG-HP-410a.1
Recycled content (PCR) (metric tonnes)	12,888	17,437	3,500	
Percentage of plastic in owned brand packaging that is post-consumer recycled content (PCR) ²¹	15%	15%	6%	
Minimum percentage of recycled content in our plastic bags	40%	40%	40%	SASB CG-HP-410a.1
Percentage owned brand packaging that is recyclable, compostable or reusable	32%	22%	24%	
Annual amount of waste recycled from car seat recycling program (million pounds)	6.9	7.3	7.7	GRI 301-3

Responsible disposal of waste

Metric	FY2023 ²²	FY2022	FY2021	Framework
Weight of operational waste generated (tons)				GRI 306-3
• Non-hazardous	1,505,463	1,314,390	1,111,107	
• Hazardous	2,163	2,184	2,459	
Percentage of waste diverted from landfill ²³				GRI 306-4
• Operational waste	85%	83% ²⁴	80%	
• Construction waste	60%	59%	68%	
Weight of material diverted from landfill (tons) ²³				
• Operational material	1,283,295	1,093,066	900,100	
• Construction material	2,081	858	1,188	
Weight of non-hazardous operational waste reused (tons)	606,003	407,446	201,700	
• Plastic hangers	14,096	15,182	14,385	
• Donations	77,407	62,334	60,243	
• Salvage	115,584	190,570	127,072	
• Plastic, Chep, Wood Pallets	130,033	139,359 ²⁵	N/A	
Weight of non-hazardous operational waste recycled (tons)	657,221	675,827	690,694	
• Cardboard	598,706	616,488	633,056	
• Plastic bags and shrink wrap	12,208	12,481	12,370	
• Plastic, glass and aluminum cans and bottles	7,365	3,975	3,771	
• Electronics	6,533	8,670	11,259	
• Metal	10,622	8,314	10,099	
• Paper	1,831	5,721	1,793	
• Used cooking oil	109	147	182	
• Other	19,848	20,028	18,164	
Weight of non-hazardous operational waste (tons) disposed of by:				GRI 306-4 and 306-5, SASB FB-FR-150a.1
• Composting	20,071	8,562	7,601	
• Recovery, including energy recovery	18	4	<1	
• Incineration (mass burn)	118	354	130	
• Landfill	222,167	221,217	210,921	
Weight of non-hazardous operational waste disposed of by other means (tons)				GRI 306-4 and 306-5
• Material release and container recycling (i.e., helium)	1.8	<1	0	
• Wastewater treatment	N/A ²⁶	7	38	
• Onsite storage ²⁷	0	968	21	
Weight of hazardous operational waste (tons) disposed of by:				
• Recycling	62	361	87	
• Recovery, including energy recovery	1,023	862	18	
• Incineration (mass burn)	400	421	1,753	
• Landfill	234	327	586	
Weight of hazardous operational waste disposed of by other means (tons)				
• Material release and container recycling (i.e., helium)	444 ²⁸	<1	0	
• Wastewater treatment	N/A ²⁶	183	10	
• Onsite storage ²⁷	0	28	3	
Weight of hazardous operational waste that was transported (tons)	2,163	2,184	2,459	GRI 306-2
Percentage of hazardous operational waste shipped internationally ²⁹	0%	0%	0%	
Number of Target locations with organics recycling	1,685	1,513	712	GRI 306-4
Number and volume of reportable spills	None	None	None	GRI 306-3

²⁰ The reduction in 2022 from 2021 is attributed to a drop in sales and orders of related inventory. The reduction of recycled polyester was not replaced by virgin polyester.

²¹ Post-consumer recycled (PCR) content calculation is based on the packaging Bill of Materials submitted by our vendors, which includes retail packaging weight by component and percentage of PCR used in each component, when applicable.

²² This data reflects our FY2023 dataset as of June 3, 2024. Due to vendor data reporting delays, the data is subject to change.

²³ We base our calculations of diversion percent and what counts towards diversion (and the supporting methodology) on guidance from TRUE (a division of Green Business Certification, Inc.).

²⁴ Waste diverted from landfill was inflated due to larger than expected inventory positions in FY22.

²⁵ Reusable pallet data became available in 2022.

²⁶ Due to a vendor change, which caused a change in disposal method, we do not have FY2023 data to report for this metric.

²⁷ This report classifies data more specifically than in past reports. We have therefore moved past data to a more specific waste stream.

²⁸ This value is higher than years past due to a vendor change. Our current vendor processes waste differently than legacy vendors.

²⁹ Target does not ship hazardous waste internationally.



Resource Use

Environmental responsibility in the supply chain

Metric	FY2023	FY2022	FY2021	Framework
Percentage of supplier factories that have completed the Higg FEM self-assessment (or equivalent environmental data assessment)				SASB CG-AA-430a.2
• Tier 1 apparel and accessories, home and hardlines, essentials and beauty, and non-retail factories	96%	96%	90%	
• Tier 2 fabric mills, packaging factories and trim factories	86%	89%	88%	
Average number of environmental issues per audit				GRI 308-2
• China	<1	<1	<1	
• Southeast Asia	<1	<1	<1	
• The Americas	<1	<1	<1	
• India, Bangladesh, Pakistan, Egypt and Turkey	<1	<1	<1	
• Other	<1	<1	<1	
Percentage of new suppliers screened using environmental criteria	100%	100%	100%	GRI 308-1

Water use³⁰

Metric	FY2023	FY2022	FY2021	Frameworks
Manufacturing				
Percentage of SKUs of garment-washed owned brand apparel utilizing water-saving design principles	94%	89%	56%	
• Denim	97%	98%	84%	
• Non-denim	89%	52%	40%	
Direct operations				
Total water withdrawn (ML)	10,844	11,229	11,399	GRI 303-3
Percentage from municipal water utilities	98%	>99%	>99%	SASB CG-EC-130a.2(1) and CG-HP-140a.1 (1)
Percentage from water-stressed areas	47%	37%	37%	
Percentage change in water withdrawal since 2010	-15.6%	-12.6%	-11%	

Materials

Metric	FY2023	FY2022 ³¹	FY2021	Framework
Palm oil ³²				SASB CG-AA-440a.4 and CG-HP-430a.1
• Amount of palm oil sourced (metric tonnes)	5,615	7,557	7,542	
Percentage of sourced palm oil certified through RSPO supply chains				
• Identity Preserved ³³	0%	3%	10%	
• Segregated ³⁴	1%	2%	1%	
• Mass Balance ³⁵	96%	90%	72%	
Percentage of palm oil volume traced to:				
• Importer	87%	100%	87%	
• Mill	N/A ³⁶	68%	75%	
Food & Beverage - Percentage of palm oil certified through RSPO supply chains				
• Identity Preserved ³³	0%	8%	18%	
• Segregated ³⁴	2%	1%	1%	
• Mass Balance ³⁵	96%	82%	78%	
Essentials and Beauty - Percentage of palm oil certified through RSPO supply chains				
• Identity Preserved ³³	0%	0%	0%	
• Segregated ³⁴	0%	0%	0%	
• Mass Balance ³⁵	91%	94%	94%	
Candles - Percentage of palm oil certified through RSPO supply chains				
• Identity Preserved ³³	0%	0%	0%	
• Segregated ³⁴	0%	4%	0%	
• Mass Balance ³⁵	100%	96%	53%	
Wood/Pulp				SASB CG-HP-410a.1
• Percentage of owned brand paper-based packaging sourced from sustainably managed forests ³⁷	90%	90%	86%	
• Percentage of SKUs that conform to Target's forest product policy across Target's owned brands ³⁸	70%	N/A ³⁹	N/A ³⁹	
• Percentage of rayon meeting CanopyStyle pledge	100%	100%	100%	
Cotton				SASB CG-AA-440a.2
Cotton from sustainable cotton standards (metric tonnes)				
• Better Cotton Initiative (BCI)	120,290	137,999	167,425	
• Cotton LEADS	29,450	31,715	11,125	
• Recycled	1,785	1,131	767	
• Organic	2,091	1,565	3,312	
Seafood				
Percentage by weight of seafood meeting our Sustainable Seafood Policy ⁴⁰				
• Fresh and frozen	95%	100%	100%	
• Owned brand shelf stable tuna	99%	100%	70%	

³⁰ Target monitors water withdrawal volume across all sites meaning stores, supply chain facilities and headquarters/office locations. We consume water almost exclusively from water utility providers and use utility billing to calculate withdrawal volumes. We use the utility bill payment/platform vendor Engie Insights to compile utility data and generate usage reports. Target used water withdrawal data and location coordinates from 1,900+ global facilities to assess water stress using the WRI Aqueduct model.

³¹ FY2022 palm oil data has been restated to correct for a calculation error.

³² Palm oil metrics are reported by vendors through an annual survey.

³³ Sustainable palm oil from a single identifiable certified source is kept separate from non-certified palm oil throughout supply chain.

³⁴ Sustainable palm oil from different certified sources is kept separate from non-certified palm oil throughout supply chain.

³⁵ Sustainable palm oil from certified sources is mixed with non-certified palm oil throughout supply chain.

³⁶ Value not available at the time of report publication. We will continue to report on the progress of this goal via Target.com throughout the remainder of the year.

³⁷ We utilize credible, independent third-party certifications to source forest products sustainably.

³⁸ Stock keeping unit.

³⁹ As of FY2023, we extended our reporting on progress towards our Forest Products Policy to all owned brands. In prior years, we had been only reporting on progress with a limited set of brands, and this data can be viewed in past reports.

⁴⁰ Target works with vendors to trace all seafood items (owned brands and national brands) back to the fishery level, but not all of the way to vessel level in the case of wild-caught species.



Supporting Our Team Members

Employment and labor practices

Metric	FY2023	FY2022	FY2021	Framework
Number of team members (as of fiscal year-end)	415,000 ⁴¹	440,000	450,000	GRI 102-8
Percentage of active workforce under collective bargaining agreements	0%	0%	0%	SASB FB-FR-310a.2
Percentage of total employees who received a regular performance and career development review	100%	100%	100%	GRI 404-3

Compensation

Metric	FY2023	FY2022	FY2021	Framework
Starting hourly wage range (USD) ⁴²	\$15.00-\$24.00	\$15.00-\$24.00	\$15.00	
Average hourly wage of store and supply chain facility team members (not including overtime) (USD)	\$17.87	\$17.64	\$16.97	SASB CG-MR-310a.1 and FB-FR-310a.1
Percentage of store and supply chain facility team members earning locally applicable minimum wage ⁴³	0%	0%	2.2%	
Pay equity analysis findings				
Gender pay equity				
• Adjusted	100%	100%	100%	
• Unadjusted	98%	98%	100%	
Race/ethnicity pay equity				
• Adjusted	100%	100%	100%	
• Unadjusted	103%	103%	100%	

Benefits

Metric	FY2023	FY2022	FY2021	Framework
Number of team members eligible for a 401(k)	354,214	379,127	270,453	GRI 401-2
Number of team members participating in our 401(k) plan	147,408	147,413	129,458	
Number of team members receiving full employer match in a 401(k)	126,817	131,307	117,034	
Average team member percentage contribution to 401(k)s (for those who contribute, not including the 5% company match)	7%	7%	7%	
Number of team members enrolled in tuition-free education assistance	15,353 ⁴⁴	7,066	2,611	
Number of team members receiving tuition reimbursement	3,455	1,599	2,142	
Number of people using Team Member Life Resources (TMLR)	24,169	26,057	29,833	
Number of team members enrolled in Target Credit Union	20,229	24,057	20,111	
Amount saved by team members using our wellness discount (USD)	\$12.7 million	\$12.7 million	\$11.3 million	

Team member experience

Metric	FY2023	FY2022	FY2021	Framework
Employee engagement as a percentage ⁴⁵	71%	71%	77%	SASB CG-EC-330a.1

Learning and development

Metric	FY2023	FY2022	FY2021	Framework
Percentage of team members receiving training, excluding onboarding and compliance, during the fiscal year				GRI 404-2
• Excluding onboarding and compliance	65% ⁴⁶	94%	90%	
• Including onboarding and compliance	100%	>99%	>99%	
Average hours of training per team member, excluding onboarding and compliance	14.7	15.3	N/A ⁴⁷	GRI 404-1
Select training programs (hours)				
• Onboarding (Target Welcome)	4,269,842	4,811,268	9,570,598	
• Inclusion acumen	337,295	393,264	253,264	
• Leadership development	280,001	93,522	56,257	
Annual performance reviews				
• Percentage of eligible team members receiving reviews ⁴⁸	100%	100%	100%	GRI 404-3
• Number of team members receiving reviews	315,681	414,428	351,400	

⁴¹ As of February 3 2024, we employed approximately 415,000 full-time, part-time and seasonal team members.

⁴² This starting hourly wage range applies to U.S. team members only.

⁴³ Percentage represents the number of team members with a base wage rate equal to the local applicable starting wage. Target pays 100% of our store and supply chain team members above locally applicable minimum wage as part of our strategy to competitively position Target in every market where we operate.

⁴⁴ Total number of currently eligible team members who have enrolled in tuition-free and partially-funded education assistance programs as of January 31, 2024.

⁴⁵ Employee engagement is an average of favorable responses to five survey questions about pride, satisfaction, inspiration, recommendation and intent to stay.

⁴⁶ In FY2023, we recalibrated how we characterized our training courses. With these changes, we characterized more courses under onboarding and compliance than we had previously, leading to the reported decline in percentage of team members receiving training excluding onboarding and compliance in FY2023.

⁴⁷ Data is not available.

⁴⁸ All team members are eligible for performance reviews except those on leave of absence for more than 305 days, those hired in Q4 and interns.



Supporting Our Team Members

Diversity, equity and inclusion⁴⁹

Metric	FY2023	FY2022	FY2021	Framework
Percentage of women in our global workforce				
• Total workforce	56%	56%	56%	SASB CG-MR-330a.1
• U.S. workforce	56%	56%	56%	SASB CG-EC-330a.3
• Managers	56%	57%	57%	GRI 405-1
• Non-Managers	56%	55%	56%	
• Officers	45%	47%	44%	
• Leadership team	50%	41%	46%	
• Board of Directors	33%	38%	38%	
Percentage of people of color in our U.S. workforce				
• U.S. workforce	56%	54%	53%	
• Managers	47%	45%	43%	
• Non-Managers	57%	55%	54%	
• Officers	32%	33%	33%	
• Leadership team	28%	29%	23%	
• Board Of Directors	33%	38%	31%	
Percentage American Indian/Alaska Native in our U.S. workforce				
• U.S. workforce	<1%	<1%	<1%	
• Managers	<1%	<1%	<1%	
• Non-Managers	<1%	<1%	<1%	
• Officers	0%	0%	0%	
• Leadership team	0%	0%	0%	
• Board Of Directors	0%	0%	0%	
Percentage Asian in our U.S. workforce				
• U.S. workforce	5%	5%	5%	
• Managers	4%	4%	4%	
• Non-Managers	6%	5%	5%	
• Officers	11%	11%	10%	
• Leadership team	11%	12%	8%	
• Board Of Directors	0%	0%	0%	

Diversity, equity and inclusion

Metric	FY2023	FY2022	FY2021	Framework
Percentage Black/African American in our U.S. workforce				
• U.S. workforce	15%	16%	16%	SASB CG-MR-330a.1
• Managers	13%	16%	13%	SASB CG-EC-330a.3
• Non-Managers	16%	13%	16%	GRI 405-1
• Officers	9%	9%	10%	
• Leadership team	6%	6%	8%	
• Board of Directors	17%	15%	15%	
Percentage Hispanic/Latino in our U.S. workforce				
• U.S. workforce	31%	29%	28%	
• Managers	26%	25%	23%	
• Non-Managers	31%	30%	28%	
• Officers	10%	10%	10%	
• Leadership team	11%	12%	8%	
• Board Of Directors	17%	23%	15%	
Percentage Native Hawaiian/Pacific Islander in our U.S. workforce				
• U.S. workforce	<1%	<1%	<1%	
• Managers	<1%	<1%	<1%	
• Non-Managers	<1%	<1%	<1%	
• Officers	<1%	<1%	<1%	
• Leadership team	0%	0%	0%	
• Board Of Directors	0%	0%	0%	
Percentage two or more races in our U.S. workforce				
• U.S. workforce	3%	3%	3%	
• Managers	3%	3%	3%	
• Non-Managers	3%	3%	3%	
• Officers	2%	2%	2%	
• Leadership team	0%	0%	0%	
• Board Of Directors	0%	0%	0%	

⁴⁹ This data is representative of Target's U.S. workforce as of February 3, 2024.



Serving and Strengthening Communities

Volunteerism and philanthropy

Metric	Scope	FY2023	FY2022	FY2021	Framework
Number of hours volunteered	Target team members during paid and/or unpaid time	1 million	894,477	870,064	SASB FB-FR-150a.1
• Regular volunteer hours		999,775	878,014	853,950	
• Pro bono hours		11,395	16,463	16,114	
Amount donated through Target and Target Foundation (USD):	Target + Target Foundation	\$333 million	\$328 million	\$274 million	
• Cash		\$85 million	\$92 million	\$80 million	
• In-kind		\$248 million	\$236 million	\$194 million	
Amount donated through Target and Target Foundation (USD) to: ⁵⁰	Target + Target Foundation				
• Underrepresented communities in the U.S. ⁵¹		\$183 million	\$170 million	\$144 million	
• Organizations and programs with local community impact		\$322 million	\$308 million	\$257 million	
• Disaster preparedness and response		\$4 million	\$9 million	\$8 million	
Amount of food donated ⁵²	Target				
• By weight (pounds)		154.8 million	124.5 million	106.0 million	
• By number of meals		113.0 million	87.7 million	88.3 million	
Guest-directed giving through Target Circle	Target				
• Number of guests engaged		4.1 million	4.8 million	5.0 million	
• Number of grants distributed		1,480	1,578	1,675	
• Value of grants distributed (USD)		\$6.7 million	\$6.5 million	\$7.0 million	

Accelerators

Metric	FY2023	FY2022	FY2021
Number of companies supported by Target Accelerators during the fiscal year			
• Target Takeoff	19	30	31
• Target Forward Founders ⁵³	60	60	—
Number of products in Target stores from graduates of Target Accelerators (SKUs)	668	487 ⁵⁴	220

⁵⁰ Metrics include cash and in-kind donations. Donation subtotals overlap and are not mutually exclusive.

⁵¹ Black communities, Indigenous communities and other communities of color.

⁵² In 2020, we updated our meals calculation to mirror industry best practice, which we did by removing non-food donations and pet food from the meals calculation. The figures in the metrics reflect these changes.

⁵³ Target Forward Founders company data became available beginning in 2022, as the program launched in 2021.

⁵⁴ Correction to FY2022 report to reflect 487 products in Target stores from graduates of Target Accelerators (SKUs) in 2022 vs. previously stated 340.



Operating Ethically

Product safety and quality — owned brands

Metric	FY2023	FY2022	FY2021	Framework
Owned brand food products ⁵⁵				
• Number of facilities producing owned brand food products	1,117	1,056	980	SASB CG-HP-000.B
• Number of countries with facilities producing owned brand food	33	34	29	
• Number of facility evaluations by Target team	1,942	1,732	1,487	
Owned brand non-food products				
• Number of facilities producing owned brand products	1,918	1,909	1,704	SASB CG-HP-000.B
• Number of countries with facilities producing owned brand products	39	40	30	
• Number of facility evaluations by Target team	1,342	1,437	1,480	
• Number of owned brand product inspections conducted by Target team and independent third parties ⁵⁶	21,934	22,908	33,527	
• Number of vendor self-inspections	77,798	73,822	70,094	

⁵⁵ Includes Food and Beverages, and Pet Food.

⁵⁶ In 2022, Target initiated a vendor self-inspection process which includes a risk-based accreditation.



Responsible Supply Chains

Diverse and local suppliers

Metric	FY2023	FY2022	FY2021	Framework
Number of diverse suppliers				
• Total	1,373	1,301	1,279	
• New	321	314	467	
Amount of spending with diverse suppliers				
• Tier 1 (U.S. based enterprises; USD)	\$3,089 million	\$3,081 million	\$2,483 million	
• Tier 2 (U.S. based enterprises; USD)	\$619 million	\$709 million	\$783 million	
• Tier 1 (Non-U.S. based enterprises; USD)	\$234 million	\$300 million	N/A ⁵⁷	
• Tier 2 (Non-U.S. based enterprises; USD)	\$122 million	N/A ⁵⁷	N/A ⁵⁷	
Percentage of diverse supplier bid inclusion (U.S. based enterprises)	50%	51%	52%	
Percentage of the procurement budget spent on suppliers local to Minnesota and three counties in Western Wisconsin (Polk, St. Croix and Pierce) ⁵⁸	3%	5%	1%	GRI 204-1

Social responsibility in the supply chain

Metric	FY2023	FY2022	FY2021	Framework
Number of registered manufacturing facilities ⁶²	4,123 ⁶³	4,126	4,114	GRI 2-6
• China	2,081	2,201	2,247	SASB CG-HP-000.B
• Southeast Asia	486	441	444	
• The Americas	1,184	1,092	1,064	
• India, Bangladesh, Pakistan, Egypt and Turkey	238	230	222	
• Other	134	162	137	
Number of countries in which we have registered manufacturing facilities	57	60	54	GRI 2-6
Number of countries in which we conduct audits	52	47	44	GRI 414-2
Percentage of supplier facilities that were audited to a labor code of conduct ⁶⁴				SASB CG-AA-430b.1 (1) & (2)
• Tier 1	81%	78%	70%	
• Tier 2	61%	40%	42%	
Tier 1 audit penetration rate	81%	79%	70%	GRI 412-1 and 414-2
Percentage of total audits conducted by a third-party auditor	98%	98%	99%	SASB CG-AA-430b.1 (3)
Percentage of audits with acceptable results by country/region ⁶⁵				GRI 414-2
• China	89%	86%	83%	
• Southeast Asia	84%	79%	83%	
• The Americas	77%	85%	76%	
• India, Bangladesh, Pakistan, Egypt and Turkey	82%	87%	81%	
• Other	86%	89%	88%	

Animal welfare

Metric	FY2023	FY2022	FY2021	Framework
Percentage of revenue from eggs that originated from a cage-free environment ⁵⁹	68% ⁶⁰	57% ⁶¹	63%	SASB FB-FR-430a.2

Social responsibility in the supply chain

Metric	FY2023	FY2022	FY2021	Framework
Average number of health and safety issues per audit				GRI 414-2
• China	1	1	1	
• Southeast Asia	2	1	1	
• The Americas	1	1	1	
• India, Bangladesh, Pakistan, Egypt and Turkey	2	2	2	
• Other	2	2	1	
Average number of wage issues per audit				GRI 414-2
• China	<1	<1	<1	
• Southeast Asia	<1	<1	<1	
• The Americas	<1	<1	<1	
• India, Bangladesh, Pakistan, Egypt and Turkey	<1	<1	<1	
• Other	<1	<1	<1	
Average number of working hours and time-off issues per audit				GRI 414-2
• China	<1	<1	<1	
• Southeast Asia	<1	<1	<1	
• The Americas	<1	<1	<1	
• India, Bangladesh, Pakistan, Egypt and Turkey	<1	<1	<1	
• Other	<1	<1	<1	
Percentage of new suppliers screened using social criteria	100%	100%	100%	GRI 414-1
Number of suppliers assessed for social impacts	3,350	3,527	N/A	GRI 414-2
• Total number of suppliers ⁶²	4,118	4,114	N/A	
• Percentage of suppliers	81%	86%	N/A	
Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits ⁶⁶	<1%	<1%	<1%	SASB CG-AA-430b.2

⁵⁷ Before the rollout of global program, hence, no spend was captured.

⁵⁸ Target began tracking these metrics in 2021.

⁵⁹ This includes cage-free, free-range, or pasture-raised systems.

⁶⁰ In FY2023, we updated our reporting methodology to better align with our goal. We now report against revenue versus units sold.

⁶¹ FY2022 egg data has been restated to correct a calculation error.

⁶² Primary Tier 1 factories.

⁶³ The data reported for "Number of registered manufacturing facilities" reflects a point in time. FY2023 data was pulled on February 13th, 2024.

⁶⁴ Travel and factory restrictions, as well as office closures related to COVID-19, decreased the ability for onsite audits to be conducted in certain areas.

⁶⁵ "Acceptable" is defined as the percentage of "Outstanding" and "Acceptable" audit results. This is not broken down by social and environmental categories but is an overall rating that is inclusive of everything that makes up our SOVE.

⁶⁶ Our SOVE (Standards of Vendor Engagement) audit requirements found 17 Zero Tolerance audit results out of over 5,000 audits conducted. This metric is our equivalent to Priority Non-Conformance Rate and Associated Corrective Action Rate, as all Zero Tolerance rated factories go through remediation and/or deactivation immediately following notification of the non-conformance result.



GRI Index

We continue to report against the Global Reporting Initiative (GRI) Standards, the most widely used standard for reporting.

Target has reported the information cited in this GRI content index for the period covering FY2023 (January 29, 2023 – February 3, 2024) with reference to the GRI Standards, specifically GRI 1: Foundation 2021.

GRI Standard	Disclosure Title	Number	Target Response
Organization and its Reporting Practices			
GRI 2: General Disclosures 2021	Organizational details	2-1	2023 Form 10-K : Part I. Item 1. Business Part I. Item 2. Properties 2024 Sustainability and Governance Report: Who We Are p. 4
	Entities included in the organization’s sustainability reporting	2-2	2024 Sustainability and Governance Report Appendix: About this Report p. 4
	Reporting period, frequency and contact point	2-3	2024 Sustainability and Governance Report Appendix: Transparency and Reporting p. 2 About this Report p. 4
	Restatements of information	2-4	2024 Sustainability and Governance Report : Target Forward Progress Report p. 6 Product and Packaging Design p. 17 Animal Welfare p. 49 2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5 Data Tables (Climate: Energy consumption) p. 6 Data Tables (Responsible Supply Chains: Animal welfare) p. 13
	External assurance	2-5	2024 Sustainability and Governance Report Appendix: About this Report p. 4
Activities and Workers			
GRI 2: General Disclosures 2021	Activities, value chain and other business relationships	2-6	2023 Form 10-K : Part I. Item 1. Business 2024 Sustainability and Governance Report: Who We Are p. 4
	Employees	2-7	2023 Form 10-K : Part I. Item 1. Business 2024 Sustainability and Governance Report: Who We Are p. 4
Governance			
GRI 2: General Disclosures 2021	Governance structure and composition	2-9	2024 Proxy Statement : Our Directors p. 9 Board Leadership Structure p. 10 Committees p. 11-14 Core Functions of the Board p. 14-17 Director Independence p. 18 Business Ethics and Conduct p. 18 Shareholder Engagement p. 19 Board Refreshment and Composition p. 22 2024 Nominees for Director p. 24-30 2024 Sustainability and Governance Report: Target Forward: Our Sustainability Strategy p. 5 Board Committees & Charters Board of Directors & Management Board Skills & Diversity
	Nomination and selection of the highest governance body	2-10	2024 Proxy Statement : Election and Nomination Process p. 20 Board and Committee Evaluations p. 21 Board Refreshment and Composition p. 22 2024 Nominees for Director p. 24-30
	Chair of the highest governance body	2-11	2024 Proxy Statement : Board Leadership Structure p. 10 Board of Directors & Management



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
	Role of the highest governance body in overseeing the management of impacts	2-12	2024 Proxy Statement: Core Functions of the Board p. 14-17 Shareholder Engagement p. 19 Board and Committee Evaluations p. 21 2024 Sustainability and Governance Report: Ethical Business p. 39 2024 Sustainability and Governance Report Appendix: Sustainability and Governance Priorities p. 3 Sustainability & Governance Priorities Board of Directors & Management Corporate Governance Operating Ethically
	Delegation of responsibility for managing impacts	2-13	2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 Sustainability and Governance Report: Ethical Business p. 39 Operating Ethically
GRI 2: General Disclosures 2021	Role of the highest governance body in sustainability reporting	2-14	2024 Proxy Statement: Core Functions of the Board p. 14-17
	Conflicts of interest	2-15	2024 Proxy Statement: Director Independence p. 18 Policy on Transactions with Related Persons p. 18 Business Ethics and Conduct p. 18 Business Partner Code of Conduct Standards of Vendor Engagement
	Communication of critical concerns	2-16	2024 Proxy Statement: Core Functions of the Board p. 14-17
	Collective knowledge of the highest governance body	2-17	2024 Proxy Statement: Shareholder Engagement p. 19 Election and Nomination Process p. 20 Board and Committee Evaluations p. 21 Board Refreshment and Composition p. 22 2024 Nominees for Director p. 24-30
	Evaluation of the performance of the highest governance body	2-18	2024 Proxy Statement: Board and Committee Evaluations p. 21 Board Refreshment and Composition p. 22 2024 Nominees for Director p. 24-30 Corporate Governance
	Remuneration policies	2-19	2024 Proxy Statement: Director Compensation p. 31-32 Stock Ownership Information p. 33-36 Compensation Discussion & Analysis p. 37-54 Compensation Tables p. 55-68 2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29
	Process to determine remuneration	2-20	2024 Proxy Statement: Director Compensation p. 31-32 Compensation Governance p. 51-54 2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29
	Annual total compensation ratio	2-21	2024 Proxy Statement: Pay Ratio Disclosure p. 63



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Strategy, Policies and Practices			
GRI 2: General Disclosures 2021	Statement on sustainable development strategy	2-22	2024 Sustainability and Governance Report: Target Forward: Our Sustainability Strategy p. 5 A Message from Our Chair and CEO p. 2
	Policy commitments	2-23	2024 Sustainability and Governance Report: Policies and Resources p. 10
	Embedding policy commitments	2-24	2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 Sustainability and Governance Report: Ethical Business p. 39 Data Privacy p. 43 Cybersecurity p. 41 Product Safety and Quality p. 44 Responsible Sourcing and Manufacturing Practices p. 46 Operating Ethically Product Safety and Quality Assurance Responsible Sourcing and Manufacturing Practices Business Partner Code of Conduct Standards of Vendor Engagement Responsible Supply Chains
	Processes to remediate negative impacts	2-25	2024 Sustainability and Governance Report: Ethical Business p. 39 Responsible Sourcing and Manufacturing Practices p. 46 Human Rights in the Supply Chain p. 48 Operating Ethically Code of Ethics Business Partner Code of Conduct Responsible Sourcing and Manufacturing Practices Responsible Supply Chains Human Rights Audit Program
	Mechanisms for seeking advice and raising concerns	2-26	2024 Sustainability and Governance Report: Ethical Business p. 39 Human Rights in the Supply Chain p. 48 Operating Ethically Code of Ethics Business Partner Code of Conduct Human Rights Supplier Engagement Standards of Vendor Engagement Supply Chain Labor and Human Rights Policies
	Compliance with laws and regulations	2-27	2024 Sustainability and Governance Report Appendix: Data tables (Resource Use: Environmental responsibility in the supply chain) p. 8
	Membership associations	2-28	Target partners with numerous organizations to bring our corporate responsibility vision to life through our business operations, within our industry and across communities. Our trade association and policy-based organization support can be found on our corporate website.
	Approach to stakeholder engagement	2-29	2024 Proxy Statement: Shareholder Engagement p. 19 2024 Sustainability and Governance Report: Product and Packaging Design p. 17 2024 Sustainability and Governance Report Appendix: Sustainability and Governance Priorities p. 3 Supplier Engagement
	Collective bargaining agreements	2-30	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 None of our active workforce is covered under collective bargaining agreements.



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Materiality			
GRI 3: Material Topics 2021	Process to determine material topics	3-1	2024 Sustainability and Governance Report Appendix: Sustainability and Governance Priorities p. 3 About this Report p. 4 Sustainability & Governance Priorities Target conducted a materiality assessment in alignment with GRI which considers both financial impacts as well as impacts to society and the environment.
	List of material topics	3-2	2024 Sustainability and Governance Report Appendix: Sustainability and Governance Priorities p. 3 Sustainability & Governance Priorities
Economic Performance			
GRI 201: Economic Performance 2016	Management approach disclosures	3-3	2024 Sustainability and Governance Report: Community Impact p. 34 Compensation, Benefits and Well-Being p. 29 Climate-Related Risks and Opportunities p. 15 Climate Serving and Strengthening Communities 2024 CDP Response: Climate 2024 Proxy Statement: Shareholder Engagement p. 19 Infrastructure & Finance Committee Charter p. 1
	Direct economic value generated and distributed	201-1	2024 Sustainability and Governance Report: Community Impact p. 34 Compensation, Benefits and Well-Being p. 29 Serving and Strengthening Communities Benefits 2023 Form 10-K: Part II. Item 8: Financial Statements and Supplementary Data
	Financial implications and other risks and opportunities due to climate change	201-2	2024 Sustainability and Governance Report: Climate-Related Risks and Opportunities p. 15 Climate 2024 CDP Response: Climate
	Defined benefit plan obligations and other retirement plans	201-3	2023 Form 10-K: Part II. Item 8: Financial Statements and Supplementary Data
	Financial assistance received from government	201-4	2023 Form 10-K: Part II. Item 8: Financial Statements and Supplementary Data
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	Management approach	3-3	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 Community Impact p. 34 Access to Products and Services p. 37 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1 Serving and Strengthening Communities Racial Equity Action and Change
	Infrastructure investments and services supported	203-1	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 Community Impact p. 34 Serving and Strengthening Communities Racial Equity Action and Change
	Significant indirect economic impacts	203-2	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 Community Impact p. 34 Access to Products and Services p. 37 Serving and Strengthening Communities Racial Equity Action and Change



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Procurement Practices			
GRI 204: Procurement Practices 2016	Management approach	3-3	2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46 Human Rights in the Supply Chain p. 48 2024 Proxy Statement: Core Functions of the Board p. 14-17 Responsible Sourcing and Manufacturing Practices Business Partner Code of Conduct Standards of Vendor Engagement Responsible Supply Chains Audit Program Human Rights Supply Chain Labor & Human Rights Policies Supplier Engagement
	Proportion of spending on local suppliers	204-1	2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Diverse and local suppliers) p. 13
Anti-Corruption			
GRI 205: Anti-Corruption 2016	Management approach	3-3	2024 Sustainability and Governance Report: Ethical Business p. 39 2024 Proxy Statement: Core Functions of the Board p. 14-17 Operating Ethically Business Partner Code of Conduct Standards of Vendor Engagement Corporate Governance Audit & Risk Committee Charter p. 5
	Operations assessed for risks related to corruption	205-1	Code of Ethics
	Communication and training about anti-corruption policies and procedures	205-2	2024 Sustainability and Governance Report: Ethical Business p. 39 Operating Ethically Business Partner Code of Conduct
Tax			
GRI 207: Tax 2019	Tax governance, control and risk management	207-2	2024 Proxy Statement: Committees p. 11-14 2023 Form 10-K: Part I. Item 1A. Risk Factors Part II. Item 7: Management's Discussion and Analysis of Financial Condition and Results of Operation Part II. Item 8: Financial Statements and Supplementary Data
Materials			
GRI 301: Materials 2016	Management approach	3-3	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 Waste Elimination and Reduction p. 20 Environmental Impact of Products p. 23 Resource Use Environmental Impact of Products Forest Products Policy Circularity Product & Packaging Design Waste Elimination and Reduction Plastics 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1
	Recycled input materials used	301-2	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Circular economy) p. 7
	Reclaimed products and their packaging materials	301-3	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Circular economy) p. 7
Energy			
GRI 302: Energy 2016	Management approach	3-3	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 Climate Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17
	Energy consumption within the organization	302-1	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy consumption) p. 6
	Energy intensity	302-3	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy consumption) p. 6
	Reduction of energy consumption	302-4	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy efficiency and GHG emissions reduction projects (U.S.)) p. 6



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GRI Standard	Disclosure Title	Number	Target Response
Water and Effluents			
GRI 303: Water and Effluents 2018	Management approach	3-3	2024 Sustainability and Governance Report: Water Use and Management p. 24 Water 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1 Business Partner Code of Conduct Standards of Vendor Engagement
	Interactions with water as a shared resource	303-1	2024 Sustainability and Governance Report: Water Use and Management p. 24 Water
	Management of water discharge related impacts	303-2	2024 Sustainability and Governance Report: Water Use and Management p. 24 Water Chemicals
	Water withdrawal	303-3	2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Water use) p. 8
	Water discharge	303-4	Our withdrawn water is discharged to municipal systems for treatment. At this time, Target does not track the amount of water discharged.
	Water consumption	303-5	At this time, Target does not track the amount of water discharged, and thus cannot quantify the water consumed in our direct operations. However, most of our water withdrawn from municipal systems is discharged back to the system with the exception of some water used for food/beverage production in our cafes, bakeries, Starbucks and irrigation.
Biodiversity			
GRI 304: Biodiversity 2016	Management approach	3-3	2024 Sustainability and Governance Report: Biodiversity p. 26 Responsible Resource Use 2024 Proxy Statement: Core Functions of the Board p. 14-17 Business Partner Code of Conduct Standards of Vendor Engagement
	Significant impacts of activities, products, and services on biodiversity	304-2	2024 Sustainability and Governance Report: Water Use and Management p. 24 Biodiversity p. 26 2024 Sustainability and Governance Report Framework Indexes: TNFD Index p. 42 Responsible Resource Use Environmental Impact of Products 2024 CDP Response: Forests
Emissions			
GRI 305: Emissions 2016	Management approach	3-3	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 Climate Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1
	Direct (scope 1) GHG emissions	305-1	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5
	Indirect (scope 2) GHG emissions	305-2	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5
	Other indirect (scope 3) GHG emissions	305-3	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5
	GHG emissions intensity	305-4	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5
	Reduction of GHG emissions	305-5	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy efficiency and GHG emissions reduction projects (U.S.)) p. 6



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Effluents and Waste			
GRI 306: Waste 2020	Management approach	3-3	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 Waste Elimination and Reduction p. 20 Environmental Impacts of Products p. 23 Circularity Waste Elimination and Reduction Plastics Product & Packaging Design Environmental Impact of Products Forest Products Policy Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1
	Waste generation and significant waste-related impacts	306-1	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 Waste Elimination and Reduction p. 20 Circularity Product and Packaging Design Waste Elimination and Reduction Plastics
	Management of significant waste-related impacts	306-2	2024 Sustainability and Governance Report: Product and Packaging Design p. 17 Waste Elimination and Reduction p. 20 Circularity Product and Packaging Design Waste Elimination and Reduction Plastics
	Waste generated	306-3	2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Responsible disposal of waste) p. 7
	Waste diverted from disposal	306-4	2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Responsible disposal of waste) p. 7
	Waste directed to disposal	306-5	2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Responsible disposal of waste) p. 7
Supplier and Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	Management approach	3-3	2024 Sustainability and Governance Report: Environmental Impacts of Products p. 23 Environmental Impacts of Products Responsible Resource Use Standards of Vendor Engagement Responsible Supply Chains Traceability & Transparency Audit Program Supplier Engagement Business Partner Code of Conduct 2024 Proxy Statement: Core Functions of the Board p. 14-17 Audit & Risk Committee Charter p. 1
	New suppliers that were screened using environmental criteria	308-1	2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Environmental responsibility in the supply chain) p. 8
	Negative environmental impacts in the supply chain and actions taken	308-2	2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Environmental responsibility in the supply chain) p. 8
Employment			
GRI 401: Employment 2016	Management approach	3-3	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 2024 Proxy Statement: Core Functions of the Board p. 14-17 Human Capital Management Benefits Compensation & Human Capital Management Committee Charter
	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Benefits) p. 9 Benefits Press Release: Target to Set New Starting Wage Range and Expand Access to Health Care Benefits to More Team Members
	Parental leave	401-3	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 Benefits



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GRI Standard	Disclosure Title	Number	Target Response
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	Management approach	3-3	2024 Sustainability and Governance Report: Human Capital Management p. 28 Workplace Health and Safety p. 30 Human Capital Management Workplace Health & Safety Food Safety Quality & Regulatory Compliance Tools and Processes Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17 Compensation & Human Capital Management Committee Charter p. 1
	Occupational health and safety management system	403-1	2024 Sustainability and Governance Report: Workplace Health and Safety p. 30 Workplace Health & Safety
	Hazard identification, risk assessment and incident investigation	403-2	2024 Sustainability and Governance Report: Workplace Health and Safety p. 30 Workplace Health & Safety
	Occupational health services	403-3	2024 Sustainability and Governance Report: Workplace Health and Safety p. 30 Workplace Health & Safety
	Worker participation, consultation and communication on occupational health and safety	403-4	2024 Sustainability and Governance Report: Workplace Health and Safety p. 30 Workplace Health & Safety
	Worker training on occupational health and safety	403-5	2024 Sustainability and Governance Report: Workplace Health and Safety p. 30 Workplace Health & Safety
	Promotion of worker health	403-6	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29
	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-7	2024 Sustainability and Governance Report: Product Safety and Quality p. 44 Product Safety & Quality Assurance Product Safety and Quality Assurance Tools and Processes Food Safety Quality & Regulatory Compliance Tools and Processes Business Partner Code of Conduct Standards of Vendor Engagement
Training and Education			
GRI 404: Training and Education 2016	Management approach	3-3	2024 Sustainability and Governance Report: Human Capital Management p. 28 Compensation, Benefits and Well-Being p. 29 Talent and Development p. 31 Environmental Impacts of Products p. 23 Human Capital Management Growth With Target Benefits Shine On: Two Years In, Target's Tuition-Free Education Benefit is Helping Team Members Reach Their Career Goals 2024 Proxy Statement: Core Functions of the Board p. 14-17 Compensation & Human Capital Management Committee Charter p. 2
	Average hours of training per year per employee	404-1	2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Learning and development) p. 9
	Programs for upgrading employee skills and transition assistance programs	404-2	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 Talent and Development p. 31 2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Learning and development) p. 9 Growth With Target Benefits Shine On: Two Years In, Target's Tuition-Free Education Benefit is Helping Team Members Reach Their Career Goals
	Percentage of employees receiving regular performance and career development reviews	404-3	2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Learning and development) p. 9



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Diversity and Equal Opportunity			
GRI 405: Diversity and Equal Opportunity 2016	Management approach	3-3	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 Access to Products and Services p. 37 Responsible Sourcing and Manufacturing Practices p. 46 2024 Proxy Statement: Core Functions of the Board p. 14-17 Our Team Diversity, Equity & Inclusion Racial Equity Action and Change Team Members & Guests Supplier Diversity Business Partner Code of Conduct Compensation & Human Capital Management Committee Charter p. 2
	Diversity of governance bodies and employees	405-1	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Diversity, equity and inclusion) p. 10 Target's 2023 Workforce Diversity Report 2024 Proxy Statement: Board Refreshment and Composition p. 22
	Ratio of basic salary and remuneration of women to men	405-2	Our pay equity analysis showed that, domestically, women were paid 100% of the pay for men. Our analysis compares those team members who are in the same or similar role, location or are otherwise comparable. 2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 Our Team
Non-discrimination			
GRI 406: Nondiscrimination 2016	Management approach	3-3	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 2024 Proxy Statement: Core Functions of the Board p. 14-17 Human Capital Management Diversity, Equity & Inclusion Code of Ethics Business Partner Code of Conduct Standards of Vendor Engagement Compensation & Human Capital Management Committee Charter p. 2
Child Labor			
GRI 408: Child Labor 2016	Management approach	3-3	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Audit Program Standards of Vendor Engagement Supply Chain Labor & Human Rights Policies Business Partner Code of Conduct Code of Ethics 2024 Proxy Statement: Core Functions of the Board p. 14-17 Audit & Risk Committee Charter p. 5
	Operations and suppliers at significant risk for incidents of child labor	408-1	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Supply Chain Labor & Human Rights
Forced or Compulsory Labor			
GRI 409: Forced or Compulsory Labor 2016	Management approach	3-3	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Audit Program Standards of Vendor Engagement Supply Chain Labor & Human Rights Policies Business Partner Code of Conduct Code of Ethics 2024 Proxy Statement: Core Functions of the Board p. 14-17 Audit & Risk Committee Charter p. 5
	Operations and suppliers at significant risk for incidents of forced or compulsory labor	409-1	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Supply Chain Labor & Human Rights



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Local Communities			
GRI 413: Local Communities 2016	Management approach	3-3	2024 Sustainability and Governance Report: Community Impact p. 34 Access to Products and Services p. 37 Responsible Sourcing and Manufacturing Practices p. 46 2024 Proxy Statement: Core Functions of the Board p. 14-17 Serving and Strengthening Communities Disaster Preparedness & Response Volunteerism Grants & Corporate Giving Responsible Sourcing and Manufacturing Practices Supply Chain Labor & Human Rights Policies Compensation & Human Capital Management Committee Charter p. 2
	Operations with local community engagement, impact assessments and development programs	413-1	2024 Sustainability and Governance Report: Community Impact p. 34 Tending to Market-Specific Needs: Our Engagements in Dallas, Texas p. 35 Press release: The Great Gifttogether Ties a Bow on a Year of Care in Action
	Operations with significant actual and potential negative impacts on local communities	413-2	2024 Sustainability and Governance Report: Community Impact p. 34
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	Management approach	3-3	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Responsible Sourcing and Manufacturing Practices p. 46 Human Rights Responsible Sourcing and Manufacturing Practices Audit Program Standards of Vendor Engagement Supply Chain Labor & Human Rights Policies Supplier Engagement Business Partner Code of Conduct 2024 Proxy Statement: Core Functions of the Board p. 14-17 Audit & Risk Committee Charter p. 5
	New suppliers that were screened using social criteria	414-1	2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Social responsibility in the supply chain) p. 13
	Negative social impacts in the supply chain and actions taken	414-2	2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Social responsibility in the supply chain) p. 13 2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Responsible Sourcing and Manufacturing Practices p. 46 Human Rights Responsible Sourcing and Manufacturing Practices Responsible Sourcing Responsible Sourcing and Sustainability Audit Program
Public Policy			
GRI 415: Public Policy 2016	Management approach	3-3	2024 Sustainability and Governance Report: Public Policy and Civic Engagement p. 40 Issue Advocacy Political Engagement Public Policy & Civic Activity 2024 Proxy Statement: Core Functions of the Board p. 14-17 Governance & Sustainability Committee Charter p. 1 Issue Advocacy Code of Ethics
	Political contributions	415-1	2024 Sustainability and Governance Report: Public Policy and Civic Engagement p. 40 Political Engagement 2023 Target Corporate Political Contributions Public Policy & Civic Activity Issue Advocacy



GRI Index

GRI Standard	Disclosure Title	Number	Target Response
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	Management approach	3-3	<p>2023 Proxy Statement: Core Functions of the Board p. 14-17</p> <p>Audit & Risk Committee Charter p. 5</p> <p>2024 Sustainability and Governance Report:</p> <p>Product Safety and Quality p. 44</p> <p>Chemicals p. 25</p> <p>Product Safety & Quality Assurance</p> <p>Food Safety Quality & Regulatory Compliance Tools and Processes</p> <p>Product Safety and Quality Assurance Tools and Processes</p> <p>Chemicals Policy</p>
	Assessment of the health and safety impacts of product and service categories	416-1	<p>2024 Sustainability and Governance Report:</p> <p>Product Safety and Quality p. 44</p> <p>Chemicals p. 25</p> <p>Product Safety & Quality Assurance</p> <p>Food Safety Quality & Regulatory Compliance Tools and Processes</p> <p>Product Safety and Quality Assurance Tools and Processes</p> <p>Chemicals Policy</p> <p>2024 Sustainability and Governance Report Appendix: Data Tables (Operating Ethically: Product safety and quality — owned brands) p. 12</p>
	Incidents of noncompliance concerning the health and safety impacts of products and services	416-2	<p>Target has multiple processes to address product compliance and safety. In addition, Target has processes in place to meet its reporting obligations under federal and state laws.</p> <p>2024 Sustainability and Governance Report:</p> <p>Product Safety and Quality p. 44</p> <p>Chemicals p. 25</p> <p>Product Safety & Quality Assurance</p> <p>Food Safety Quality & Regulatory Compliance Tools and Processes</p> <p>Product Safety and Quality Assurance Tools and Processes</p> <p>Chemicals Policy</p> <p>2024 Sustainability and Governance Report Appendix: Data Tables (Operating Ethically: Product safety and quality — owned brands) p. 12</p>
Marketing and Labeling			
GRI 417: Marketing and Labeling 2016	Management approach	3-3	<p>2024 Sustainability and Governance Report: Access to Products and Services p. 37</p> <p>Target Wellness Icons</p>
Customer Privacy			
GRI 418: Customer Privacy 2016	Management approach	3-3	<p>2024 Sustainability and Governance Report:</p> <p>Data Privacy p. 43</p> <p>Cybersecurity p. 41</p> <p>2024 Proxy Statement: Core Functions of the Board p. 14-17</p> <p>Privacy Policy</p> <p>Audit & Risk Committee Charter p. 5</p> <p>Business Partner Code of Conduct</p>
	Substantiated complaints concerning breaches of customer privacy and losses of customer data	418-1	<p>2023 Form 10-K: Part I. Item 1A. Risk Factors</p> <p>Our only significant information security, cybersecurity or data privacy incident was a data breach that occurred in 2013, which adversely affected our reputation and results of operations. Both we and our vendors have experienced additional information security, cybersecurity and data privacy incidents; however, to date, these other incidents have not been material to our business strategy, results of operations or financial condition.</p>



SASB Index

The Sustainability Accounting Standards Board (SASB) is an independent standards-setting organization that promotes the disclosure of sustainability information to meet investor needs.

The table below references select indicators from the SASB standards for the Multiline and Specialty Retailers & Distributors; Food Retailers & Distributors; Apparel, Accessories & Footwear; Household & Personal Products; and E-commerce industries. Given our unique business model — and in line with our ongoing commitment to transparency — we have chosen to go beyond the Multiline Retail SASB Standards.

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
SASB Multiline and Specialty Retailers & Distributors Standard					
Energy Management in Retail & Distribution	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	CG-MR-130a.1	(1) 21,380,862 GJ (2) 36% grid electricity (3) 33% renewable ^{67,68,69}	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy consumption) p. 6
Data Security	Description of approach to identifying and addressing data security risks	Discussion & Analysis	CG-MR-230a.1	While everyone at Target plays a part in information security, cybersecurity and data privacy, oversight responsibility is shared by the Board, its Committees and management. To inform and educate the Board and Audit & Risk Committee in their oversight responsibilities, throughout the year, management provides regular updates on these topics. For example, the Chief Information Security Officer provides information security risk and controls, cyber threats and other program updates, and the Senior Vice President of Compliance and Ethics provides privacy program updates.	2024 Sustainability and Governance Report: Data Privacy p. 43 Cybersecurity p. 41 Tech Blog 2024 Proxy Statement: Core Functions of the Board p. 14-17 Code of Ethics
	(1) Number of data breaches (2) percentage that are personal data breaches (3) number of customers affected	Quantitative	CG-MR-230a.2	Our only significant information security, cybersecurity or data privacy incident was a data breach that occurred in 2013, which adversely affected our reputation and results of operations. Both we and our vendors have experienced additional information security, cybersecurity and data privacy incidents; however, to date, these other incidents have not been material to our business strategy, results of operations or financial condition.	2023 Form 10-K: Part I. Item 1A. Risk Factors p. 8-15
Labor Practices	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	CG-MR-310a.1	(1) \$17.87 per hour of store and distribution center employees (average wage of all hourly team members as of FY2023 year end; excludes overtime and benefits; includes full- and part-time team members). (2) 0% in-store and distribution center employees earning minimum wage. We do not currently report on the breakdown by region of in-store employees earning minimum wage.	2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Compensation) p. 9
	(1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees	Quantitative	CG-MR-310a.2	We do not currently report on voluntary or involuntary turnover rates for in-store employees.	
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	We do not currently report on monetary losses as a result of legal proceedings associated with labor law violations.	
Workforce Diversity, Equity & Inclusion	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Quantitative	CG-MR-330a.1	(1) Management: 56% female in global workforce. 47% racially diverse in U.S. workforce (26% Hispanic/Latino, 13% Black/African American, 4% Asian, 3% Multiracial, <1% Native Hawaiian/Pacific Islander, <1% American Indian/Alaska Native) (2) Non-management: 56% female in global workforce. 57% racially diverse in U.S. workforce (31% Hispanic/Latino, 16% Black/African American, 6% Asian, 3% Multiracial, <1% Native Hawaiian/Pacific Islander, <1% American Indian/Alaska Native) ⁷⁰	2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Diversity, equity and inclusion) p. 10 Workforce Diversity Report
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-310a.3	We do not currently report monetary losses taken as a result of legal proceedings associated with employment discrimination.	

⁶⁷ Total energy consumption data has been independently verified or calculated using independently verified data.

⁶⁸ Percentage grid electricity excludes grid mix renewables.

⁶⁹ Our 2023 Sustainability and Governance Report SASB Index misstated our "percentage renewable" metric for FY2022. The correct value is 29%. This can be found in the Energy Consumption data table on page 16 of last year's report. Renewable electricity includes renewable energy credits (RECs) from Target's onsite and off-site projects, as well as electricity that we receive from renewable energy generation serving the electric grids where Target facilities are located. Data sources include: Target's 2023 fiscal year electricity consumption data; Target's 2023 RECs; and the [Center for Resource Solutions \(CRS\)](#) Utility Grid Accounting methodology for renewable mix, published in the latest EEI Utility Electricity Mix Database.

⁷⁰ This data is representative of Target's U.S. workforce as of February 3, 2024.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	We do not currently report on revenue from products third-party certified to environmental and/or sustainability standards.	
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion & Analysis	CG-MR-410a.2		2024 Sustainability and Governance Report: Chemicals p. 25 Chemicals Policy Product & Packaging Design Waste Elimination & Reduction Plastics Water Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17
	Discussion of strategies to reduce the environmental impact of packaging	Discussion & Analysis	CG-MR-410a.3		2024 Sustainability and Governance Report: Product and Packaging Design p. 17-19 Waste Elimination and Reduction p. 20-21 Environmental Impacts of Products p. 23 Circularity Product & Packaging Design Waste Elimination & Reduction Plastics Environmental Impact of Products Forest Products Policy
Activity Metrics	Number of (1) retail locations and (2) distribution centers	Quantitative	CG-MR-000.A	(1) 1,956 stores (2) 58 supply chain facilities, also known as distribution centers	2023 Form 10-K: Item 2. Properties p. 18
	Total area of (1) retail space and (2) distribution centers	Quantitative	CG-MR-000.B	(1) 245,939 thousand sq. ft. (2) 61 million sq. ft.	2023 Form 10-K: Item 2. Properties p. 18
SASB Food Retailers & Distributors Standard					
Fleet Fuel Management	Fleet fuel consumed, percentage renewable	Quantitative	FB-FR-110a.1	We do not have our own fleet and use third parties.	
Air Emissions from Refrigeration	Gross global scope 1 emissions from refrigerants	Quantitative	FB-FR-110b.1	468,075 mtCO ₂ e	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 4
	Percentage of refrigerants consumed with zero ozone-depleting potential	Quantitative	FB-FR-110b.2	99.89% of refrigerant emitted is non-ozone depleting.	
	Average refrigerant emissions rate	Quantitative	FB-FR-110b.3	14% corporate emissions rate for EPA-applicable refrigeration systems > 50 lbs.	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 2024 Sustainability and Governance Report Appendix: Data Tables (Climate: GHG emissions) p. 5
Energy Management	(1) Operational energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	FB-FR-130a.1	(1) 21,380,862 GJ operational energy consumed (2) 36% grid electricity (3) 33% renewable ^{71,72,73}	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy consumption) p. 6
Food Waste Management	(1) Amount of food waste generated (2) percentage diverted from the waste stream	Quantitative	FB-FR-150a.1	Target donated 154.8 million pounds of food, the equivalent of 113 million meals. We composted/sent to anaerobic digestion 20,071 tons of food waste. We do not currently report on the amount of food waste generated or percentage of food waste diverted from the waste stream. ^{74,75}	2024 Sustainability and Governance Report: Waste Elimination and Reduction p. 4 2024 Sustainability and Governance Report Appendix: Data Tables (Circularity: Responsible disposal of waste) p. 7
Data Security	(1) Number of data breaches (2) percentage that are personal data breaches (3) number of customers affected	Quantitative	FB-FR-230a.1	Our only significant information security, cybersecurity or data privacy incident was a data breach that occurred in 2013, which adversely affected our reputation and results of operations. Both we and our vendors have experienced additional information security, cybersecurity and data privacy incidents; however, to date, these other incidents have not been material to our business strategy, results of operations or financial condition.	2023 Form 10-K: Part I. Item 1A. Risk Factors p. 8-15
	Description of approach to identifying and addressing data security risks	Discussion and Analysis	FB-FR-230a.2		2024 Sustainability and Governance Report: Data Privacy p. 43 Cybersecurity p. 41 2024 Proxy Statement: Core Functions of the Board p. 14-17 Privacy Policy

⁷¹ Operational energy consumption data has been independently verified or calculated using independently verified data.

⁷² Percentage grid electricity excludes grid mix renewables.

⁷³ Our 2023 Sustainability and Governance Report SASB Index misstated our "percentage renewable" metric for FY2022. The correct value is 29%. This can be found in the Energy Consumption data table on page 16 of last year's report. Renewable electricity includes renewable energy credits (RECs) from Target's onsite and off-site projects, as well as electricity that we receive from renewable energy generation serving the electric grids where Target facilities are located. Data sources include: Target's 2023 fiscal year electricity consumption data; Target's 2023 RECs; and the [Center for Resource Solutions \(CRS\)](#) Utility Grid Accounting methodology for renewable mix, published in the latest EEI Utility Electricity Mix Database.

⁷⁴ In 2020, we updated our meals calculation to mirror industry best practice, which we did by removing non-food donations and pet food from the meals calculation. Food donation metrics reflect these changes.

⁷⁵ This food waste diversion data reflects our FY2023 dataset as of June 3, 2024. Due to vendor data reporting delays, the data is subject to change.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
Food Safety	High-risk food safety violation rate	Quantitative	FB-FR-250a.1	We do not currently report on high-risk food safety violation rates.	
	(1) Number of recalls (2) number of units recalled (3) percentage of units recalled that are private-label products	Quantitative	FB-FR-250a.2	In FY2023, Target recalled a total of 39 national and owned brand food related items. We do not currently report number of units recalled or percentage of units recalled that are private-label products.	Product recalls
	Revenue from products labeled or marketed to promote health and nutrition attributes	Quantitative	FB-FR-260a.1	We do not currently report on revenue from products labeled or marketed to promote health and nutrition attributes.	
Product Health & Nutrition	Discussion of the process to identify and manage products and ingredients related to nutritional and health concerns among consumers	Discussion & Analysis	FB-FR-260a.2		2024 Sustainability and Governance Report: Product Safety and Quality p. 44 Good & Gather FAQs (brand & ingredient standards) Target wellness icons 2024 Proxy Statement: Core Functions of the Board p. 14-17
	Number of incidents of noncompliance with industry or regulatory labeling or marketing codes	Quantitative	FB-FR-270a.1	We do not currently report on the number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes.	
Product Labeling & Marketing	Total amount of monetary losses as a result of legal proceedings associated with marketing or labeling practices	Quantitative	FB-FR-270a.2	We do not currently report total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices.	
	Revenue from products labelled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO	Quantitative	FB-FR-270a.3	We do not currently report revenue from products labelled as containing genetically modified organisms (GMOs) or non-GMO.	
	(1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region	Quantitative	FB-FR-310a.1	(1) \$17.87 per hour of store and distribution center employees (average wage of all hourly team members as of FY2023 year end; excludes overtime and benefits; includes full- and part-time team members). (2) 0% in-store and distribution center employees earning minimum wage. We do not currently report on the breakdown by region of in-store employees earning minimum wage.	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29 2024 Sustainability and Governance Report Appendix: Data Tables (Supporting Our Team Members: Compensation) p. 9
Labor Practices	Percentage of active workforce covered under collective agreements	Quantitative	FB-FR-310a.2	None of our active workforce is covered under collective agreements.	
	(1) Number of work stoppages and (2) total days idle	Quantitative	FB-FR-310a.3	We do not currently report on number of work stoppages and total days idle.	
	Total amount of monetary losses as a result of legal proceedings associated with: (1) labor law violations and (2) employment discrimination	Quantitative	FB-FR-310a.4	We do not currently report on the monetary losses as a result of proceedings associated with labor law violations or employment discrimination.	
	Revenue from products third-party certified to environmental or social sustainability sourcing standard	Quantitative	FB-FR-430a.1	We do not currently report on revenue from products third-party certified to environmental or social sustainability sourcing standard.	
Management of Environmental & Social Impacts in the Supply Chain	Percentage of revenue from (1) eggs that originated from a cage-free environment and (2) pork produced without the use of gestation crates	Quantitative	FB-FR-430a.2	(1) 68% (2) 100% of owned brand pork is produced in an open pen gestation system. ^{76,77,78}	2024 Sustainability and Governance Report: Animal Welfare p. 49 2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Animal welfare) p. 13 Animal Welfare
	Discussion of strategy to manage environmental and social risks within the supply chain, including animal welfare	Discussion & Analysis	FB-FR-430a.3		2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46-47 Human Rights in the Supply Chain p. 48 Animal Welfare p. 49 Product and Packaging Design p. 17-19 2024 Proxy Statement: Core Functions of the Board p. 14-17 Animal Welfare Responsible Sourcing and Manufacturing Practices Responsible Resource Use Human Rights Audit Program Standards of Vendor Engagement Supply Chain Labor & Human Rights Policies Supplier Engagement Responsible Supply Chains Climate
	Discussion of strategies to reduce the environmental impact of packaging	Discussion & Analysis	FB-FR-430a.4		2024 Sustainability and Governance Report: Product and Packaging Design p. 17-19 Waste Elimination and Reduction p. 20-21 Circularity Product & Packaging Design Plastics Waste Elimination & Reduction

⁷⁶ In FY2023, we updated our cage-free reporting methodology to better align with our goal. We now report against revenue versus units sold.

⁷⁷ This includes cage-free, free-range or pasture-raised systems.

⁷⁸ Target reported on open pen gestation systems for the first time in 2022.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
Activity Metrics	Number of (1) retail locations and (2) distribution centers	Quantitative	FB-FR-000.A	(1) 1,956 stores (2) 58 supply chain facilities, also known as distribution centers	
	Total area of (1) retail space and (2) distribution centers	Quantitative	FB-FR-000.B	(1) 245,939 thousand sq. ft. (2) 61 million sq. ft.	
	Number of vehicles in commercial fleet	Quantitative	FB-FR-000.C	We do not have our own fleet and use third parties.	
	Ton kilometers travelled	Quantitative	FB-FR-000.D	We do not have our own fleet and use third parties.	
SASB Apparel, Accessories & Footwear Standard					
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion & Analysis	CG-AA-250a.1		2024 Sustainability and Governance Report: Chemicals p. 25 Chemicals Product Safety and Quality Assurance Tools and Processes Standards of Vendor Engagement Audit Program Traceability & Transparency Program Supplier Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17
	Discussion of processes to assess and manage risks or hazards associated with chemicals in products	Discussion & Analysis	CG-AA-250a.2		2024 Sustainability and Governance Report: Chemicals p. 25 Chemicals Product Safety and Quality Assurance Tools and Processes
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreement	Quantitative	CG-AA-430a.1	(1) As of year-end FY2023, all Tier 1 supplier facilities were in compliance with wastewater discharge permits or contractual agreement. (2) As of year-end FY2023, all supplier facilities beyond Tier 1 were in compliance with wastewater discharge permits or contractual agreements. Our global factory list is available on our website .	2024 Sustainability and Governance Report: Water Use and Management p. 24 Chemicals p. 25 Water Chemicals
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Cascale Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	CG-AA-430a.2	(1) 96% of Tier 1 apparel supplier facilities (apparel and accessories, home and hardlines, essentials and beauty, and non-retail) (2) 86% of Tier 2 apparel supplier facilities (fabric mills, packaging factories and trim factories)	2024 Sustainability and Governance Report: Environmental Impacts of Products p. 23 Responsible Sourcing and Manufacturing Practices p. 46-47 Water Use and Management p. 24 2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Environmental responsibility in the supply chain) p. 8
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct (3) total audits conducted by a third-party auditor	Quantitative	CG-AA-430b.1	(1) 81% Tier 1 supplier facilities audited (2) 61% Tier 2 supplier facilities and beyond audited (3) 98% of total audits conducted by an independent third-party auditor. Target conducted 559 unannounced audits, representing 1.9% of all audits.	2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46-47 2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Social responsibility in the supply chain) p. 13 Business Partner Code of Conduct Audit Program Standards of Vendor Engagement Supplier Engagement Responsible Supply Chains
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	CG-AA-430b.2	Of the 1.47% of our audits that yielded a noncompliant result, 100% of them were of the highest severity and, therefore, priority nonconformances. Target will only allow a vendor to use a previously noncompliant factory once the deactivation period has expired and provided the vendor can then satisfactorily demonstrate compliance with Target's SOVE and applicable laws. The formal reinstatement process involves a review of the corrective actions undertaken and a re-audit to validate the issues have been satisfactorily remediated. ⁷⁹	2024 Sustainability and Governance Report Appendix: Data Tables (Responsible Supply Chains: Social responsibility in the supply chain) p. 13
	Description of the greatest (1) labor and (2) environmental, health and safety risks in the supply chain	Discussion & Analysis	CG-AA-430b.3		2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46-47 Environmental Impacts of Products p. 23

⁷⁹ Our SOVE (Standards of Vendor Engagement) audit requirements found 17 Zero Tolerance audit results out of over 5,000 audits conducted. This metric is our equivalent to Priority Non-Conformance Rate and Associated Corrective Action Rate, as all Zero Tolerance rated factories go through remediation and/or deactivation immediately following notification of the non-conformance result.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
Raw Materials Sourcing	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion & Analysis	CG-AA-440a.3		2024 Sustainability and Governance Report: Environmental Impacts of Products p. 23 2024 CDP Forests Response Environmental Impacts of Products Cotton Commitment Forest Products Policy Palm Oil Commitment 2024 Proxy Statement: Core Functions of the Board p. 14-17 Business Partner Code of Conduct 2023 Form 10-K: Item 1A. Risk Factors p. 8-15
	(1) Amount of priority raw materials purchased, by material (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Quantitative	CG-AA-440a.4	Palm oil: 97% of owned brand, specific categories only, are RSPO certified: 1% Segregated, 96% Mass Balance, 0% Identity Preserved. Cotton: 120,290 metric tonnes BCI and 29,450 metric tonnes U.S. LEADS in owned brand products. Wood & pulp: 90% of owned brand paper-based packaging (by weight) sourced from mostly FSC-certified — and some PEFC- and SFI-certified — forests. ^{80,81,82,83,84}	2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46-47 Environmental Impacts of Products p. 23 2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Materials) p. 8 Traceability & Transparency Responsible Resource Use
Activity Metric	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	CG-AA-000.A		Global Factory List

⁸⁰ Palm oil metrics are reported by vendors through an annual survey.

⁸¹ RSPO-certified owned brand categories include food, household cleaning, personal care, baby care, beauty, cosmetics and candle products.

⁸² Segregated: Sustainable palm oil from different certified sources is kept separate from non-certified palm oil throughout supply chain.

⁸³ Mass Balance: Sustainable palm oil from certified sources is mixed with non-certified palm oil throughout supply chain.

⁸⁴ Identity Preserved: Sustainable palm oil from a single identifiable certified source is kept separate from non-certified palm oil throughout supply chain.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
SASB E-Commerce Standard					
Hardware Infrastructure Energy & Water Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	Quantitative	CG-EC-130a.1	(1) 21,380,862 GJ (2) 36% grid electricity (3) 33% renewable ^{85,86,87}	2024 Sustainability and Governance Report Appendix: Data Tables (Climate: Energy consumption) p. 6 2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14
	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	CG-EC-130a.2	(1) Withdrew 10,844 ML of water (98% from municipal water utilities), of which (2) 47% (5,188 ML) was from areas with World Resources Institute (WRI) baseline water-stress characterizations of high or extremely high.	2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Water use) p. 8 2024 Sustainability and Governance Report: Water Use and Management p. 24
	Discussion of the integration of environmental considerations into strategic planning for data center needs	Discussion & Analysis	CG-EC-130a.3	We do not currently report on the integration of environmental considerations into strategic planning for data center needs.	
Data Privacy & Advertising Standards	Number of users whose information is used for secondary purposes	Quantitative	CG-EC-220a.1	We do not currently report on the number of users whose information is used for secondary purposes.	Privacy Policy
	Description of policies and practices relating to behavioral advertising and user privacy	Discussion & Analysis	CG-EC-220a.2		2024 Sustainability and Governance Report: Data Privacy p. 43 Cybersecurity p. 41 Code of Ethics 2024 Proxy Statement: Core Functions of the Board p. 14-17 Privacy Policy
Data Security	Description of approach to identifying and addressing data security risks	Discussion & Analysis	CG-EC-230a.1		2024 Sustainability and Governance Report: Data Privacy p. 43 Cybersecurity p. 41 2024 Proxy Statement: Core Functions of the Board p. 14-17 Privacy Policy
	(1) Number of data breaches (2) percentage that are personal breaches (3) number of users affected	Quantitative	CG-EC-230a.2	Our only significant information security, cybersecurity or data privacy incident was a data breach that occurred in 2013, which adversely affected our reputation and results of operations. Both we and our vendors have experienced additional information security, cybersecurity and data privacy incidents; however, to date, these other incidents have not been material to our business strategy, results of operations or financial condition. We do not currently report on the number of data breaches, percentage involving personally identifiable information (PII) or number of customers affected.	2023 Form 10-K: Part I. Item 1A. Risk Factors p. 8-15
Employee Recruitment, Inclusion and Performance	Employee engagement as a percentage	Quantitative	CG-EC-330a.1	71% of Target Team engaged with the Target TeamVoice annual census survey. ⁸⁸	2024 Sustainability and Governance Report: Compensation, Benefits and Well-Being p. 29
	(1) Voluntary and (2) involuntary turnover rate for all employees	Quantitative	CG-EC-330a.2	We do not currently report on voluntary and involuntary turnover rate for all employees.	
	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	Quantitative	CG-EC-330a.3	(1) Management: 56% female in global workforce. 47% racially diverse in U.S. workforce (26% Hispanic/Latino, 13% Black/African American, 4% Asian, 3% Multiracial, <1% Native Hawaiian/Pacific Islander, <1% American Indian/Alaska Native) (2) Non-management: 56% female in global workforce. 57% racially diverse in U.S. workforce (31% Hispanic/Latino, 16% Black/African American, 6% Asian, 3% Multiracial, <1% Native Hawaiian/Pacific Islander, <1% American Indian/Alaska Native) ⁸⁹	2024 Sustainability and Governance Report: Diversity, Equity and Inclusion p. 32 Diversity, Equity and Inclusion
	Percentage of technical employees that require a work visa	Quantitative	CG-EC-330a.4	We do not currently report on the percentage of technical employees that require a work visa.	
Product Packaging & Distribution	Total greenhouse gas (GHG) footprint of product shipments	Quantitative	CG-EC-410a.1	We do not currently report on the total GHG footprint of product shipments.	
	Discussion of strategies to reduce the environmental impact of product delivery	Discussion & Analysis	CG-EC-410a.2	We do not currently report on strategies to reduce the environmental impact of product delivery.	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 Climate
Activity Metric	Entity-defined measure of user activity	Quantitative	CG-EC-000.A	18% of sales digitally originated.	
	Data processing capacity, percentage outsourced	Quantitative	CG-EC-000.B	We do not currently report on data processing capacity, percentage outsourced.	
	Number of shipments	Quantitative	CG-EC-000.C	We do not currently report on the number of shipments.	

⁸⁵ Total energy consumption data has been independently verified or calculated using independently verified data.

⁸⁶ Percentage grid electricity excludes grid mix renewables.

⁸⁷ Our 2023 Sustainability and Governance Report SASB Index misstated our "percentage renewable" metric for FY2022. The correct value is 29%. This can be found in the Energy Consumption data table on page 16 of last year's report. Renewable electricity includes renewable energy credits (RECs) from Target's onsite and off-site projects, as well as electricity that we receive from renewable energy generation serving the electric grids where Target facilities are located. Data sources include: Target's 2023 fiscal year electricity consumption data; Target's 2023 RECs; and the [Center for Resource Solutions \(CRS\)](#) Utility Grid Accounting methodology for renewable mix, published in the latest EEI Utility Electricity Mix Database.

⁸⁸ Employee engagement is an average of favorable responses to five survey questions about pride, satisfaction, inspiration, recommendation and intent to stay.

⁸⁹ This data is representative of Target's U.S. workforce as of February 3, 2024.



SASB Index

Topic	SASB Accounting Metric	Category	Code	Target FY2023 Data	Reference
SASB Household & Personal Products Standard					
Water Management	(1) Total water withdrawn (2) total water consumed Percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	CG-HP-140a.1	(1) Withdrew 10,844 ML of water (98% from municipal water utilities) for direct operations, of which (2) 47% (5,188 ML) was from areas with World Resources Institute (WRI) baseline water-stress characterizations of high or extremely high.	2024 Sustainability and Governance Report: Appendix: Data Tables (Resource Use: Water use) p. 8
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion & Analysis	CG-HP-140a.2		2024 Sustainability and Governance Report: Water Use and Management p. 24 Water Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17
Product Environmental, Health and Safety Performance	Revenue from products that contain substances of high concern	Quantitative	CG-HP-250a.1	We do not currently report the revenue from products that contain substances of high concern.	
	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion & Analysis	CG-HP-250a.3		2024 Sustainability and Governance Report: Chemicals p. 25 Chemicals Chemicals Policy Product & Packaging Design Plastics Water Business Partner Code of Conduct Standards of Vendor Engagement 2024 Proxy Statement: Core Functions of the Board p. 14-17
	Revenue from products designed with green chemistry principles	Quantitative	CG-HP-250a.4	We do not currently report on revenue from products designed with green chemistry principles.	
Packaging Lifecycle Management	(1) Total weight of packaging (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable or compostable	Quantitative	CG-HP-410a.1	(1) Total weight of plastic packaging: 83,269 metric tonnes (2) Recycled content (PCR): 12,888 metric tonnes. 90% of owned brand paper-based retail packaging was sourced from sustainably managed forests. Our plastic bags contain a minimum of 40% recycled content. (3) Percentage owned brand packaging that is recyclable, compostable or reusable: 32%	2024 Sustainability and Governance Report: Product and Packaging Design p. 17-19
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion & Analysis	CG-HP-410a.2		2024 Sustainability and Governance Report: Product and Packaging Design p. 17-19 Waste Elimination and Reduction p. 20-21 Environmental Impacts of Products p. 23 Circularity Product & Packaging Design Waste Elimination & Reduction Plastics Environmental Impact of Products Forest Products Policy
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (1) Identity Preserved, (2) Segregated, (3) Mass Balance or (4) Book & Claim	Quantitative	CG-HP-430a.1	5,615 metric tonnes of palm oil was consumed in Target's owned brand food, household cleaning, personal care, baby care, beauty, cosmetics and candle products, of which 97% was RSPO certified, with 0% certified as Identity Preserved, 1% as Segregated and 96% as Mass Balance. ^{90,91,92,93}	2024 Sustainability and Governance Report Appendix: Data Tables (Resource Use: Materials) p. 8 Palm Oil Commitment
Activity Metric	Units of products sold, total weight of products sold	Quantitative	CG-HP-000.A	We do not currently report on units of products sold and total weight of products sold.	
	Number of manufacturing facilities	Quantitative	CG-HP-000.B	There are 4,123 registered manufacturing facilities in 57 countries across all categories of owned brands and where Target is importer of record. There are 1,117 facilities in 33 countries producing Target brand foods. There are 1,918 factories in 39 countries producing Target-brand non-food products. ^{94,95,96}	Global Factory List

⁹⁰ Palm oil metrics are reported by vendors through an annual survey.

⁹¹ Segregated: Sustainable palm oil from different certified sources is kept separate from non-certified palm oil throughout supply chain.

⁹² Mass Balance: Sustainable palm oil from certified sources is mixed with non-certified palm oil throughout supply chain.

⁹³ Identity Preserved: Sustainable palm oil from a single identifiable certified source is kept separate from non-certified palm oil throughout supply chain.

⁹⁴ Registered manufacturing facilities data refers to primary Tier 1 factories.

⁹⁵ FY2023 data was pulled on February 13th, 2024. The data reported for "Number of registered manufacturing facilities" reflects a point in time.

⁹⁶ Owned brand food data includes Food and Beverages, and Pet Food.



SDG Index



We recognize the importance of the United Nations 2030 Agenda for Sustainable Development. The UN Sustainable Development Goals (SDGs) call on governments, businesses and civil society organizations to address the most urgent problems facing our world today. The goals urge all sectors of society to drive greater participation and leadership, and to invest more resources into solutions that reduce inequality and tackle the escalating climate emergency.

We value the significant role the SDGs play in driving equitable, inclusive and sustainable development, and we're proud to share how we're contributing to those that most align with our Sustainability and Governance priorities. We also invite our stakeholders and partners to join us in contributing toward this blueprint for a more sustainable future. With fewer than 10 years left to deliver the 2030 Agenda, it is imperative that local, national and global partners mobilize during what the UN has referred to as the "Decade of Action." Accordingly, we have taken our disclosures one step further, aligning with the SDG Targets developed by the UN Global Compact to show how the global goals are more relevant for our business, and illustrating specifically how we are taking action to achieve them.

Target Forward ambition key





-  Design and elevate sustainable brands
-  Innovate to eliminate waste
-  Accelerate opportunity and equity

SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>1. No Poverty End poverty in all its forms everywhere.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> We plan that by the end of 2025, 100% of owned brand suppliers will pay workers digitally. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> As part of our Just and Equitable Supply Chain (JESC) supplier requirements, Target works with the Better Than Cash Alliance to help vendors transition from cash to digital wage payment systems. In 2023, we continued our membership with the UN-based Better than Cash Alliance and coordinated its efforts with the International Labour Organization (ILO) Global Centre on Digital Wages for Decent Work, Better Factories Cambodia and RISE to implement tailored digital wage programs in Cambodia – a region with one of the lowest adoption rates of digital wage payments for garment workers. The Target Foundation supports the British Asian Trust, which tackles systemic poverty and inequality in South Asia. Target Foundation funding is going to efforts to bolster women-led enterprises in Pakistan. By building the capacity of local Chambers of Commerce in key cities in Pakistan and providing training, micro loans and other resources, British Asian Trust is helping women entrepreneurs grow business revenues while enabling their women workers to increase their earnings. Our DailyPay advance pay app allows team members to request their earned but unpaid wages instantly or next day, providing tools to help with budgeting and savings. Team members facing financial hardship after a natural disaster or unforeseen personal events can apply for up to a \$2,000 grant through the Team Member Giving Fund. <p>See sections: Target Foundation, Community Impact, Responsible Sourcing and Manufacturing Practices</p> <p>For more details: Serving & Strengthening Communities, Target Circle Community Giving, Grants & Corporate Giving, Global Foundation Programs, Hometown Foundation Programs, National Foundation Programs, Target Foundation, Target Foundation – Charter, Team Member Giving Fund, Responsible Sourcing and Manufacturing Practices</p>		<ul style="list-style-type: none"> Civil society organizations Communities within our supply chain Team members 	<p>SDG Target: 1.4, 1.5, 1.A Related SDG: 5</p>



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>2. Zero Hunger End hunger, achieve food security and improved nutrition and promote sustainable agriculture.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2025, partner with suppliers to leverage soil health practices to improve at least one million acres of land. By 2025, Target plans to reduce operational food waste that arises in Target’s own U.S. operations (supply chain facilities and stores) by 50% from a 2017 baseline year. This is in alignment with the Global Biodiversity Framework’s goal to halve food waste by 2030. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> Target leverages several financial and in-kind resources to support disaster and hunger relief, including pop-up food and essentials events in response to civil unrest. We are partnering with several suppliers on initiatives that promote regenerative⁹⁷ agriculture. We also co-funded a five-year, \$8.5 million project with Cargill, McDonald’s and the U.S. Department of Agriculture to help Nebraska farmers advance soil health. Team members volunteer and provide food donations that help address food insecurities. We have partnered with Feeding America to donate our excess food, utilizing store tools and technology. In 2023, we donated 154.8 million pounds of food, which is equivalent to 113 million meals.⁹⁸ Since 2004, Target has accepted SNAP (Supplemental Nutritional Assistance Program) payments in our stores nationwide and, in 2022, that service was extended to online shoppers. <p>See sections: Waste Elimination and Reduction, Biodiversity, Community Impact, Access to Products and Services, Climate-Related Risk and Opportunity</p> <p>For more details: Serving & Strengthening Communities, Target Circle Community Giving, Grants & Corporate Giving, Global Foundation Programs, Hometown Foundation Programs, National Foundation Programs, Target Foundation, Target Foundation – Charter, Team Member Giving Fund, Waste Elimination & Reduction</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Communities within our supply chain Team members 	<p>SDG Target: 2.1, 2.2, 2.4 Related SDG: 8, 12</p>
 <p>3. Good Health and Well-Being Ensure healthy lives and promote well-being for all at all ages.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> Target aims to create equity through benefit access and affordability to enhance total well-being. By 2025, Target intends to remove intentionally added perfluorinated alkyl substances (PFAS) from owned brand products, including but not limited to textiles, formulated products, cosmetics, beauty and cookware items. By 2025, Target plans to comply with the Zero Discharge of Hazardous Chemicals’ (ZDHC) progressive level wastewater standard,⁹⁹ in regards to all owned brand apparel textile factories. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> In 2023, we introduced a comprehensive non-exempt¹⁰⁰ paid sick plan providing coverage to many who were not already covered by legislated sick plans, which extended paid sick time to an additional 48% of our U.S. non-exempt¹⁰⁰ workforce. Programs like Target Clean incentivize national brands and merchants to avoid using ingredients guests may not want. We use the Chemical Footprint Project to calculate our aggregate use of chemicals. Our Chemicals Policy helps eliminate chemicals through transparent and progressive management. We publish numerous lists for unwanted chemicals and restricted substances, ranging from household cleaning and personal care to owned brand clothing and non-clothing fabrics. We prohibit certain chemicals in manufacturing of owned brand products. Target is actively engaged in industry-wide collaborations to drive Green Chemistry innovation and transparency around chemicals used in consumer products. Target achieved our 2022 goal of removing added flame retardants that are potential carcinogens or pose harm to guests, workers or communities for owned brand products; and we will continue to monitor all new and pending legislation for ongoing compliance. Our product safety and quality program incorporates every stage of our owned brand product life cycle. We take a proactive approach to meet and exceed regulatory, safety and quality requirements, including through a robust facility evaluation program. We also monitor food products by auditing vendor factories and fields, and inspecting supply chain facilities and stores. <p>See sections: Chemicals, Product Safety and Quality, Compensation, Benefits and Well-Being</p> <p>For more details: Chemicals, Chemicals Policy, Workplace Health & Safety, Disaster Preparedness & Response, Food Safety Quality & Regulatory Compliance Tools and Processes, Target Clean</p>		<ul style="list-style-type: none"> Communities where we operate Communities within our supply chain Guests Team members Vendors 	<p>SDG Target: 3.4, 3.8, 3.9, 3.D Related SDG: 4</p>

⁹⁷ Operating the business in a way that does not just stop harming the environment but helps restore and regrow natural systems. For example, regenerative agriculture is a rehabilitation approach to farming systems that focuses on topsoil regeneration, increasing biodiversity and improving the water cycle.





⁹⁸ In 2020, we updated our meals calculation to mirror industry best practice, which we did by removing non-food donations and pet food from the meals calculation. The figures in the metrics reflect these changes.

⁹⁹ The ZDHC wastewater standards are in two parts: conventional requirements and ZDHC MRSL. The conventional parameters relate to metrics that tie to basic water quality, such as acidity and the amount of oxygen available in the water (key to support aquatic life). The conventional parameters include three levels: foundational, progressive and aspirational. At least 63% of our facilities meet the foundational requirements and at least 48% meet the progressive standard.

¹⁰⁰ Target’s definition of non-exempt team members refers to those paid hourly and not exempt from being paid overtime if they work more than 40 per week. Exempt team members are salaried and exempt from overtime.







SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>4. Quality Education Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> Target aims to drive equitable opportunities for advancement and engagement by continuing to be a leader in diversity, equity, inclusion and belonging. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> As part of our Racial Equity Action and Change (REACH) strategy, Target invests \$100 million in Black communities, supporting students attending historically Black colleges and universities (HBCUs). In 2023, Target supported UNCF Target Scholars with scholarships and wrap-around support services for the third year in a row. Target's tuition-free education assistance benefit gives part-time and full-time team members access to free undergraduate and associated degrees, certificates, programs, textbooks and course fees. To remove barriers to skill-based learning, we unveiled our Learning Hub in 2023 to help team members invest in their growth and development while navigating their career journeys. <p>See sections: Talent and Development, Diversity, Equity and Inclusion, Compensation, Benefits and Well-Being</p> <p>For more details: Target Foundation, Racial Equity Action and Change, Shine On: Two Years In, Target's Tuition-Free Education Benefit is Helping Team Members Reach Their Career Goals, Our New Target Scholars Sophomore Internship Program is One More Way Target's Investing in Black Talent</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Communities within our supply chain 	<p>SDG Target: 4.1, 4.3, 4.4, 4.5, 4.7, 4.A, 4.B Related SDG: 3</p>
 <p>5. Gender Equality Achieve gender equality and empower all women and girls.</p> <p>SDG Business Benchmark: Gender balance across all levels of management.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2025, Target plans for 100% of owned brand suppliers to have policies and programs to advance gender equity. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> Women team members are paid 100% of the pay for men. Promotions of women to senior leadership levels increased by 9.2% globally compared to 2023. We partner with CARE Impact Partners to design strategies to drive gender equity throughout our supply chain. In 2022, we began co-designing tailored in-factory programs to address various barriers to gender equity and launched pilots in 2023. Through the British Asian Trust, whose work includes tackling systemic poverty and inequality in South Asia, the Target Foundation is funding efforts to bolster women-led enterprises in Pakistan. By building the capacity of local Chambers of Commerce in key cities in Pakistan and providing training, micro loans and other resources, British Asian Trust is helping women entrepreneurs grow business revenues while enabling their women workers to increase their earnings. We participate in numerous annual conferences (e.g., Target Elevate's virtual conference and AnitaB.org's annual conference) to help grow the number of women in technology and enable more women in technical fields to reach their full potential. We increased female representation in Target India by 2.4% from 2023. We continue to invest in real-world experiences to inspire more people to consider roles in cybersecurity, which also helps to strengthen our talent pipeline across a wide array of groups and individuals. The signature program for these efforts is the Women in Cybersecurity (WiCyS) Cyber Defense challenge, which provides participants with hands-on experiences to help give them a sense of what it is like to be on a cyber defense team. We also partner with Executive Women's Forum and Cyversity to strengthen support networks within the cybersecurity industry for team members and build our talent pipeline. <p>See sections: Compensation, Benefits and Well-Being, Diversity, Equity and Inclusion, Target Foundation, Responsible Sourcing and Manufacturing Practices, Cybersecurity</p> <p>For more details: Diversity, Equity & Inclusion, Team Members and Guests, Dignified Work, Target Forward, Human Rights, Responsible Sourcing and Manufacturing Practices, Target EEO-1 Report</p>		<ul style="list-style-type: none"> Communities within our supply chain Team members Vendors 	<p>SDG Target: 5.5, 5.B Related SDG: 10</p>



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>6. Clean Water and Sanitation Ensure availability and sustainable management of water and sanitation for all.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2025, Target plans to comply with the Zero Discharge of Hazardous Chemicals' (ZDHC) progressive level wastewater standard¹⁰¹, in regards to all owned brand apparel textile factories. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> Guided by our freshwater stewardship approach, we focus on safeguarding freshwater quality, quantity and access, tailoring our approach to manage impact in high-priority areas, products and processes. In our direct operations, we are taking action to reduce water scarcity, improve water quality outcomes and manage stormwater flows. Partnerships in our local communities can be an important and effective way to manage water and other environmental impacts and co-create tailored solutions. For example, we are partnering with the Philadelphia Water Department to retain and treat runoff onsite to relieve the public stormwater system and improve the health of local waterways and with Ramsey Washington Metro Watershed District (RWMWD) to install rain gardens to help treat stormwater runoff before it leaves our property. Within our supply chain, we are prioritizing projects at the raw material-, factory- and product-levels within Food and Beverage, Essentials and Beauty, Home, and Apparel and Accessories. We continue to invest in Better Cotton which trains farmers to use water efficiently, care for soil health and natural habitats, reduce use of the most harmful chemicals and respect workers' rights and well-being. In partnership with Aii's Clean by Design program, we work with home and apparel textile factories to implement better water efficiency techniques. We continue to offer products under our Target Zero "Waterless or Concentrated" category, which aims to expand the availability of products to our guests that are less water intensive while providing information to help them make informed product decisions. We also work beyond our value chain to encourage progress through cross-sector partnerships, team member engagement, philanthropic investments and more. <p>See sections Water Use and Management, Chemicals</p> <p>For more details: Water, 2024 CDP Water Response, Responsible Resource Use, Chemicals</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Communities within our supply chain Environment Vendors 	<p>SDG Target: 6.1, 6.4, 6.A, 6.B Related SDG: 14</p>
 <p>7. Affordable and Clean Energy Ensure access to affordable, reliable, sustainable and modern energy for all.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2025, Target commits to source 60% of our electricity from renewable sources for our operations. By 2030, Target commits to source 100% of our electricity from renewable sources for our operations. By 2025, Target commits to engage suppliers to prioritize renewable energy and collaborate on solutions that protect, sustain and restore nature. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> In the last 10 years, we have invested more than \$455 million in energy efficiency projects, many of which have a payback of fewer than three years. Our store in Vista, California is our first store designed to be net zero energy¹⁰², meaning it is successfully producing more than 100% of the site's energy needs. The store incorporates both rooftop and parking lot canopy solar panels, with more than 3,400 solar panels now fully operational. ENERGY STAR recognized Target as a Partner of the Year in 2024, our ninth straight year receiving this accolade. We achieved our 2025 interim milestone to source 60% of electricity from renewable sources for operations three years early. We are investing in renewable energy through our purchasing agreements. For example, in Texas, we've partnered with Swift Current Energy to buy power from its Castle Gap Wind Project. As part of our continued partnership with our Tier 1 and 2 suppliers to increase the uptake of cost-effective renewable energy, Target has launched Forward Renew, a program that aims to support Target suppliers with their transition to renewable electricity. Target is also among leading corporations that have united to spearhead the Clean Energy Buyers Institute's (CEBI) Clean Energy Procurement Academy, an initiative launched in 2023 to support decarbonization of global supply chains by encouraging supplier renewable energy purchases. <p>See sections: Greenhouse Gas Emissions</p> <p>For more details: Climate, Climate Policy, 2024 CDP Climate Response, Go Behind the Scenes at Target's First Net Zero Energy Store — Our Most Sustainable Facility Yet</p>		<ul style="list-style-type: none"> Communities where we operate Environment Regulators and policymakers Team members Vendors 	<p>SDG Target: 7.2, 7.3, 7.A Related SDG: 13</p>

¹⁰¹ The ZDHC wastewater standards are in two parts: conventional requirements and ZDHC MRSL. The conventional parameters relate to metrics that tie to basic water quality, such as acidity and the amount of oxygen available in the water (key to support aquatic life). The conventional parameters include three levels: foundational, progressive and aspirational. At least 63% of our facilities meet the foundational requirements and at least 48% meet the progressive standard.

¹⁰² Target has applied for net zero energy certification from the International Living Future Institute.



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
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8. Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG Business Benchmark:

100% of employees across the organization earn a living wage.

Our Goals:

- Target aims to drive equitable opportunities for advancement and engagement by continuing to be a leader in diversity, equity, inclusion and belonging.
- Target aims to empower team members to create the employment experience of their choice through personalized scheduling.

Our Accomplishments:

- We announced a new starting wage range, effective 2022, of \$15 to \$24, depending on the job and local market.¹⁰³
- We build policies and programs, such as equitable systems for hiring and advancement, financial security for workers, effective anonymous channels for incident reporting and access to gender-responsive health information and services for workers.
- We are investing in team members through competitive compensation and benefits.
- Economic opportunity is created through employment and contracts for goods and services. We listen to community representatives to better understand their needs, and work to offer our guests relevant and accessible products and experiences.
- We leverage a range of financial and in-kind resources to support disaster and hunger relief, store community grant programs and local efforts to expand access to economic opportunity and resilience.
- We support mature companies that want to learn how to scale into mass retail through Target Takeoff's five-week program.

See sections: [Compensation, Benefits and Well-Being](#), [Community Impact](#), [Target Foundation](#), [Responsible Sourcing and Manufacturing Practices](#)

For more details: [Compensation & Human Capital Management Committee Charter](#), [Culture, Events](#), [Racial Equity Action and Change](#), [Workforce Diversity Report](#), [Target EEO-1 Report](#), [Target Takeoff](#), [Target Foundation](#), [Serving and Strengthening Communities](#)



- Civil society organization
- Communities within our supply chain
- Team members
- Vendors

SDG Target: 8.3, 8.4, 8.5, 8.7, 8.8
Related SDG: 2, 5



9. Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

Our Goals:

- By 2040, Target commits to net zero¹⁰⁴ greenhouse gas emissions across our enterprise (scopes 1, 2 and 3).
- By 2030, Target commits to achieve 55% absolute reduction in operations emissions (scopes 1 and 2) from a 2017 base year.
- By 2030, Target commits to achieve 32.5% absolute reduction in supply chain emissions (scope 3) covering purchased goods and services, upstream and downstream transport¹⁰⁵ and use of sold products from a 2017 base year.
- By 2023, 80% of Target's suppliers by spend (covering all purchased goods and services) will set science-based scope 1 and scope 2 targets.
- By 2025, Target commits to engage suppliers to prioritize renewable energy and collaborate on solutions that protect, sustain and restore nature.

Our Accomplishments:

- Our store in Vista, California is our first store designed to be net zero energy¹⁰⁶, meaning it is successfully producing more than 100% of the site's energy needs. The store incorporates both rooftop and parking lot canopy solar panels, with more than 3,400 solar panels now fully operational.
- Our Sustainable Building Council coordinates sustainability strategies and helps develop priorities, milestones and roadmaps to meet our long-term goals.
- We are building a portfolio of highly energy-efficient stores by continually adopting new technologies and operating procedures, with 1,578 facilities earning ENERGY STAR certification.
- We manage risks to our physical properties, posed by the effects of climate change, through preparedness by building internal awareness and readiness. Through these efforts, we are helping to future-proof our business by building resilience into our operating model, our stores, our fulfillment centers and our value chain.
- In 2023, Target provided immediate disaster relief and contributed to resilience efforts. For example, we allocated remaining 2022 Hurricane Ian funding to long-term recovery and mitigation projects through [SBP's](#) Disaster Assistance Program and SHARE Program, and the [American Red Cross Community Adaptation Programs](#) in Florida's Lee and Sarasota counties.
- As our guests increasingly experience the effects of climate change in their everyday lives, we are doing our part to mitigate climate impacts and offer quality, sustainable products that are affordable and bring joy.

See sections: [Greenhouse Gas Emissions](#), [Climate-Related Risks and Opportunities](#)

For more details: [Climate](#), [Target Forward](#), [Go Behind the Scenes at Target's First Net Zero Energy Store — Our Most Sustainable Facility Yet](#), [Target Zero](#)



- Communities where we operate
- Communities within the supply chain
- Vendors

SDG Target: 9.1, 9.4
Related SDG: 7, 13

¹⁰³ This starting hourly wage range applies to U.S. team members only.





¹⁰⁴ Net zero, as defined, is achieved when a company's scope 1, 2 and 3 emissions are reduced to a level that is consistent with a 1.5°C pathway, and any residual emissions are removed from the atmosphere through either nature-based or technological carbon removal solutions (e.g., forestry, regenerative agriculture, carbon capture technology), by no later than 2050, in alignment with the Paris Agreement. Target has committed to net zero greenhouse gas emissions across our enterprise, 10 years ahead of the Paris Agreement.

¹⁰⁵ Fulfillment only.

¹⁰⁶ Target has applied for net zero energy certification from the International Living Future Institute.





SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>10. Reduced Inequalities Reduce inequality within and among countries.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> We are committed to working with supply chain partners and industry experts to prevent, identify and eradicate forced labor in our global manufacturing supply chains. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> The REACH committee accelerates work to create racial equity for Black team members, guests and communities. It includes a \$100 million investment to fuel economic prosperity in Black communities, support funding of Black-led nonprofits and sponsor programs elevating Black stories and voices. Our DE&I strategy is integrated through every business level, guided by continuous listening to and learning from stakeholders and collaboration with leading DE&I groups. We publish an annual Workforce Diversity Report, which provides racial and gender data across all levels of our enterprise. We work in part with suppliers that are at least 50% owned, controlled and operated by women, BIPOC, LGBTQIA+, veterans or people with disabilities. Our inclusive design approach to products, packaging and brands reflects the needs of all guests, regardless of age, gender, race, culture, physical abilities or sensitives, shape or size. Additionally, we provide team members with Disabilities Awareness training and a disability toolkit to assist HR partners and leaders in ensuring those with disabilities feel supported and included. In the U.S., team members who are Black, Indigenous and People of Color (BIPOC) are paid 103% of the median pay for white team members when not adjusted to take into account whether the team members being compared are in the same or similar role, location or are otherwise comparable. As noted above, when adjusted for such factors, 100% pay equity was achieved for U.S. team members who are BIPOC. In 2022, we announced a new starting wage range of \$15 to \$24, depending on the job and the local market.¹⁰⁷ In 2023, Target Foundation supported National Disability Institute (NDI), the first national nonprofit committed exclusively to financial education and empowerment for people with disabilities, which seeks federal and other grants to attain funding to build a better financial future for people with disabilities and their families. <p>See sections: Supporting Our Team Members, Diversity Equity and Inclusion, Access to Products and Services, Responsible Sourcing and Manufacturing Practices, Human Rights in the Supply Chain</p> <p>For more details: Diversity, Equity & Inclusion, Workforce Diversity Report, Target EEO-1 Report, Racial Equity Action and Change, Public Policy & Civic Engagement, Human Rights, Supply Chain Labor & Human Rights Policies, Responsible Sourcing and Manufacturing Practices, Ethics at Target, Target's Standards of Vendor Engagement, Responsible Sourcing Audit Program, Supplier Engagement</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Guests Team members Vendors 	<p>SDG Target: 10.1, 10.2, 10.3, 10.4 Related SDG: 2, 5</p>
 <p>11. Sustainable Cities and Communities Make cities and human settlements inclusive, safe, resilient and sustainable.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2025, Target and Target Foundation plan to evolve our philanthropic practices and place based solutions to invite participation from communities. By 2030, engage and elevate community voices as we seek to build and implement community-driven solutions. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> REACH invests \$100 million to fuel economic prosperity in Black communities, support funding of Black-led nonprofits and sponsor programs elevating Black stories and voices. Target is a primary supporting sponsor of Sundays on State, a program created by the Chicago Loop Alliance. Sundays on State is one way that Target is supporting the revitalization and resilience of Chicago's post-pandemic downtown, uniting the local community and creating joy. To bolster predominantly Black and Hispanic neighborhoods in South Dallas, Target is partnering with and investing in nonprofits and other organizations for initiatives geared to workforce development, entrepreneur support, eliminating food deserts and addressing social determinants of health and education. The Target Foundation provided funding to Minnesota Homeownership Center, whose mission is to promote and advance successful, sustained homeownership in Minnesota, with a focus on serving the needs of low- and moderate-income families and communities of color. When disasters occur, we partner with nonprofit organizations to help those in need and support our team members and guests. In 2023, Target and Target Foundation donated more than \$4 million to disaster preparedness, immediate response and long-term recovery in communities impacted by natural disasters, including \$1 million in global humanitarian aid. To aid in Maui, Hawaii wildfire response and recovery efforts, Target made a \$1 million donation to local and national disaster relief organizations, including American Red Cross, Hawaii Community Foundation and local food banks. In preparation for future weather-related catastrophes, we donated \$1 million in global humanitarian aid as pre-positioned funding to assist in global crises that occurred in 2023. Our partners included UNICEF USA, United Nations World Food Programme (WFP), International Medical Corps and Save the Children. <p>See sections: Climate-Related Risks and Opportunities, Diversity, Equity and Inclusion, Community Impact</p> <p>For more details: Target Foundation, Safety and Preparedness, Workplace Health & Safety, Disaster Preparedness & Response, Racial Equity Action and Change</p>		<ul style="list-style-type: none"> Communities where we operate Communities within the supply chain Guests Team members 	<p>SDG Target: 11.3, 11.7 Related SDG: 7, 9</p>

¹⁰⁷ This starting hourly wage range applies to U.S. team members only.



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>12. Responsible Consumption and Production Ensure sustainable consumption and production patterns.</p> <p>SDG Business Benchmark: Zero waste to landfill and incineration. Zero discharge of hazardous pollutants and chemicals.</p> <p>100% sustainable material inputs that are renewable, recyclable or reusable.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2040, Target plans for 100% of our owned brand products to be designed for a circular¹⁰⁸ future. By 2025, Target aims to offer two circular owned brands. By 2025, Target intends to reduce annual total virgin plastic in our owned brand packaging by 20% from a 2020 baseline. By 2025, Target aims to have 100% of our owned brand plastic packaging be recyclable, compostable or reusable. Target intends to incorporate 20% post-consumer recycled content (PCR) in owned brand packaging. By 2025, Target intends to take action to eliminate problematic plastics. By 2030, Target plans to achieve zero waste¹⁰⁹ to landfill in U.S. operations. By 2025, Target plans for 100% of our owned brands, in addition to our owned brand limited edition and brand partnerships, to adhere to Target’s already established sustainability standards.¹¹⁰ By 2030, Target aims to be the market leader for creating and curating inclusive, sustainable brands¹¹¹ and experiences. By 2030, Target intends for the leading raw materials (e.g., forest products, cotton, etc.) that go into our owned brand products to be 100% recycled, regenerative¹¹² or sustainably sourced. Target is committed to sourcing cotton more sustainably for our owned brand and exclusive national brand products by participating in programs designed to improve cotton growing practices and working conditions. By 2025, Target intends to remove intentionally added perfluorinated alkyl substances (PFAS) from owned brand products, including but not limited to textiles, formulated products, cosmetics, beauty and cookware items. By 2025, Target plans to comply with the Zero Discharge of Hazardous Chemicals’ (ZDHC) progressive level wastewater standard¹¹³, in regards to all owned brand apparel textile factories. By 2025, Target plans to reduce operational food waste by 50% across our stores, distribution centers and headquarters, which is in alignment with the Global Biodiversity Framework’s goal to halve food waste by 2030 from a 2017 base year. By 2025, we plan to have 50% of owned brand apparel, footwear, home and hardlines suppliers by spend achieve zero manufacturing waste to landfill (ZMWL).¹⁰⁹ <p>Our Accomplishments:</p> <ul style="list-style-type: none"> In 2023, we diverted 60% of construction waste and 85%¹¹⁴ of operational waste from landfill. We are working to meet public responsible sourcing commitments for forest products, chemicals, cotton, animal welfare, palm oil and seafood. Several owned brands are implementing our Chemicals Policy, Responsible Sourcing Policy for Forest Products and Cotton Policy, including Everspring, Universal Thread, Spritz and Cat & Jack. In 2022, Target received its first TRUE Certification (Zero Waste) for its Hawaii Flow Center in Mililani, Hawaii; the building has been certified under the TRUE Zero Waste certification program, which is dedicated to measuring, improving and recognizing zero waste¹⁰⁹ performance. Store-level participation in organics recycling increased from an estimated 70% in 2022 to consistently above 90% on a weekly basis in 2023. We are a founding partner of the Consortium to Reinvent the Retail Bag, which aims to identify, pilot and implement innovative alternative designs for the single-use retail bag. To keep materials in use longer and decrease our dependency on natural resources, we have completed two pilots focused on reuse and refill opportunities in products and packaging. Our Responsible Sourcing and Sustainability audit program and Standards of Vendor Engagement include a supply chain audit. We also provide an annual Higg Facility Environmental Module (FEM) self-assessment, which is third-party verified. We support our guests in choosing packaging that creates less waste through our Target Zero initiative and How2Recycle labels on packaging. Guest efforts to minimize waste are further supported by take-back programs. <p>See sections: Environmental Impacts of Products, Greenhouse Gas Emissions, Product and Packaging Design, Waste Elimination and Reduction, Chemicals, Water Use and Management</p> <p>For more details: Water, Waste Elimination & Reduction, Environmental Impact of Products, Circularity, Target Chemicals Policy, Forest Products Policy, Cotton Commitment, Palm Oil Commitment, Plastics, Product & Packaging Design, Responsible Resource Use, Commitment to Sustainable Seafood</p>		<ul style="list-style-type: none"> Communities where we operate Communities within the supply chain Environment Guests Team members Vendors 	<p>SDG Target: 12.2, 12.3, 12.4, 12.5, 12.6</p> <p>Related SDG: 2</p>

¹⁰⁸ Developing and manufacturing Target owned brand products, including taking steps to eliminate waste, keep products and materials in use longer, and decrease our dependency on natural resources.

¹⁰⁹ The conservation of all resources by means of responsible production, consumption, reuse and recovery of products, packaging and materials without burning and with no discharges to land, water or air that threaten the environment or human health, as established by the Zero Waste International Alliance. The threshold to be considered “Zero Waste” is normally set at a minimum of 90% diversion rate.

¹¹⁰ Target’s sustainability standards can be found on our [website](#).

¹¹¹ Industry-leading products or services that have context-specific environmental and/or socially beneficial features, backed by credible standards or impact metrics.



¹¹² Operating the business in a way that does not just stop harming the environment but helps restore and regrow natural systems. For example, regenerative agriculture is a rehabilitation approach to farming systems that focuses on topsoil regeneration, increasing biodiversity and improving the water cycle.

¹¹³ The ZDHC wastewater standards are in two parts: conventional requirements and ZDHC MRSL. The conventional parameters relate to metrics that tie to basic water quality, such as acidity and the amount of oxygen available in the water (key to support aquatic life). The conventional parameters include three levels: foundational, progressive and aspirational. At least 63% of our facilities meet the foundational requirements and at least 48% meet the progressive standard.

¹¹⁴ This data reflects our FY2023 dataset as of June 3, 2024. Due to vendor data reporting delays, the data is subject to change.



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>13. Climate Action Take urgent action to combat climate change and its impacts.</p> <p>SDG Business Benchmark: Science-based emissions reduction in line with a 1.5°C pathway.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2040, Target commits to net zero¹¹⁵ greenhouse gas emissions across our enterprise (scopes 1, 2 and 3). By 2030, Target commits to achieve 55% absolute reduction in operations emissions (scope 1 and 2) from a 2017 base year. By 2030, Target commits to achieve 32.5% absolute reduction in supply chain emissions (scope 3) covering purchased goods and services, upstream and downstream transport¹¹⁶ and use of sold products from a 2017 base year. By 2023, 80% of Target’s suppliers by spend (covering all purchased goods and services) will set science-based scope 1 and scope 2 targets. By 2025, Target commits to engage suppliers to prioritize renewable energy and collaborate on solutions that protect, sustain and restore nature. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> We reduced GHG emissions from our own operations (scope 1 and 2) by 38% from 2017. Target is a member Race to Zero to help drive meaningful change across our sector and value chain and ensure that our emissions will contribute to no more than 1.5-degree warming. Our store in Vista, California is our first store designed to be net zero energy¹¹⁷, meaning it is successfully producing more than 100% of the site’s energy needs. The store incorporates both rooftop and parking lot canopy solar panels, with more than 3,400 solar panels now fully operational. As part of our continued partnership with our Tier 1 and 2 suppliers to increase the uptake of cost-effective renewable energy, Target has launched Forward Renew, a program that aims to support Target suppliers with their transition to renewable electricity. In 2023, we launched the Manufacturer Climate Action Program (MCAP) with Cascale and Nike to provide manufacturers with a pathway to measure carbon emissions and develop science-aligned emissions targets. We serve as a lead contributor of the Apparel Impact Institute’s (Aii) Fashion Climate Fund, which identifies, funds and scales proven solutions that lower carbon emissions across the supply chain in the textile, apparel and footwear sectors. In 2023, Target and Target Foundation donated more than \$4 million to disaster preparedness, immediate response and long-term recovery in communities impacted by natural disasters, including \$1 million in global humanitarian aid. We made meaningful progress against our 2023 goal of 80% of our suppliers by spend setting science-based scope 1 and 2 targets, as suppliers that account for 71% of our spend, equating to 734 suppliers, have set these targets – one milestone on our path to achieving net zero¹¹⁵ greenhouse gas emissions by 2040. While we have not yet reached our 80% goal, our collaboration with suppliers is ongoing, inclusive of providing tools and resources that can help support our suppliers in setting science-aligned goals and emissions reduction strategies. Learn more on pages 13-14 of our 2024 Sustainability and Governance Report. <p>See sections: Greenhouse Gas Emissions, Climate-Related Risks and Opportunities</p> <p>For more details: Climate, Climate Policy, 2024 CDP Climate Response, Go Behind the Scenes at Target’s First Net Zero Energy Store — Our Most Sustainable Facility Yet, Responsible Resource Use</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Communities within our supply chain Environment Guests Team members Vendors 	<p>SDG Target: 13.1, 13.2</p> <p>Related SDG: 6, 7, 14, 15</p>





¹¹⁵ Net zero, as defined, is achieved when a company’s scope 1, 2 and 3 emissions are reduced to a level that is consistent with a 1.5°C pathway, and any residual emissions are removed from the atmosphere through either nature-based or technological carbon removal solutions (e.g., forestry, regenerative agriculture, carbon capture technology), by no later than 2050, in alignment with the Paris Agreement. Target has committed to net zero greenhouse gas emissions across our enterprise, 10 years ahead of the Paris Agreement.

¹¹⁶ Fulfillment only.

¹¹⁷ Target has applied for net zero energy certification from the International Living Future Institute.



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>14. Life Below Water Conserve and sustainably use the oceans, seas and marine resources for sustainable development.</p> <p>SDG Business Benchmark: Net-positive water impact in water stressed basins. 100% resource recovery with all materials and products recovered and recycled or reused at end of use.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> Our seafood sustainability commitment, which is framed around Monterey Bay Seafood Watch’s ratings, is to include best practice requirements for the use of transshipment in tuna supply chains. By 2025, Target plans to comply with the Zero Discharge of Hazardous Chemicals’ (ZDHC) progressive level wastewater standard¹¹⁸, in regards to all owned brand apparel textile factories. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> Target uses the World Resource Institute’s (WRI) Water Risk Aqueduct tool to understand water risk for domestic and international facilities. We have identified Universal Thread and Everspring as our first two owned brands to be designed for circularity¹¹⁹ by 2025. We follow the freshwater principles we established in 2018, which include improving water quality, optimizing water efficiency and increasing access to clean water; and we leverage a high-level water impact assessment to inform our actions and next steps. We renewed our membership with the California Water Action Collaborative (CWAC) to support capacity building, education and development of projects that enable collective action on water resilience in California. In 2023, members agreed to an enhanced engagement goal in which 75% of participating organizations will contribute to at least one water project each year through in-kind or financial support. We also joined a new initiative launched by CEO Water Mandate’s Water Resilience Coalition, Pacific Institute, Ecolab and General Mills called the California Water Resilience Initiative (CWRI), which is a private sector-led initiative to accelerate collaborative action between private, public and nonprofit sectors to achieve a just and equitable transition to a water-resilient future for California. <p>See sections: Water Use and Management, Product and Packaging Design, Waste Elimination and Reduction, Biodiversity, Chemicals</p> <p>For more details: Circularity, Water, Commitment to Sustainable Seafood, Waste Elimination & Reduction, Responsible Resource Use</p>		<ul style="list-style-type: none"> Communities where we operate Communities within our supply chain Environment Team members Vendors 	<p>SDG Target: 14.2</p> <p>Related SDG: 6</p>
 <p>15. Life on Land Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.</p> <p>SDG Business Benchmark: Land degradation neutrality including zero deforestation.</p>	<p>Our Goals:</p> <ul style="list-style-type: none"> By 2030, Target intends for the leading raw materials (e.g., forest products, cotton and more) that go into our owned brand products to be 100% recycled, regenerative¹²⁰ or sustainably sourced. By 2025, Target plans for 100% of our owned brands, in addition to our owned brand limited edition and brand partnerships, to adhere to Target’s already established sustainability standards.¹²¹ By 2025, Target intends to leverage soil health practices to improve at least 1 million acres of land. We updated our Palm Oil Commitment to include a goal to have 100% of our palm oil supply be covered under no deforestation and no peatland development (NDPE) principles by the end of 2025. Target is committed to sourcing cotton more sustainably for our owned brand and exclusive national brand products by participating in programs designed to improve cotton growing practices and working conditions. <p>Our Accomplishments:</p> <ul style="list-style-type: none"> Our food animal welfare policy aligns with industry and governmental standards and we have a public standard for owned brand animal-derived raw materials in general merchandise. In 2022, we launched all Good & Gather fresh pork raised in an open pen gestation system.¹²² We achieved an increase in our percentage of revenue from eggs that originated from a cage-free environment¹²³, which improved from 57%¹²⁴ in 2022 to 68%¹²⁵ in 2023. We increased the amount of recycled cotton in our owned brand products in 2023. Additionally, 97% of the palm oil sourced for our owned brand Food and Beverage, Essential and Beauty, and candles products was certified through Roundtable on Sustainable Palm Oil (RSPO) supply chains (mass balance¹²⁶, segregated¹²⁷ and identity preserved¹²⁸). Palm oil metrics are reported by vendors through an annual survey. We are partnering with several suppliers on initiatives that promote regenerative¹²⁰ agriculture. We also co-funded a five-year, \$8.5 million project with Cargill, McDonald’s and the U.S. Department of Agriculture to help Nebraska farmers advance soil health. <p>See sections: Environmental Impacts of Products, Biodiversity, Animal Welfare</p> <p>For more details: Environmental Impact of Products, Forest Products Policy, Cotton Commitment, Palm Oil Commitment, Animal Welfare, Circularity, Responsible Resource Use</p>		<ul style="list-style-type: none"> Communities within our supply chain Environment Vendors 	<p>SDG Target: 15.5, 15.9</p> <p>Related SDG: 12</p>

¹¹⁸ The ZDHC wastewater standards are in two parts: conventional requirements and ZDHC MRSL. The conventional parameters relate to metrics that tie to basic water quality, such as acidity and the amount of oxygen available in the water (key to support aquatic life). The conventional parameters include three levels: foundational, progressive and aspirational. At least 63% of our facilities meet the foundational requirements and at least 48% meet the progressive standard.

¹¹⁹ Developing and manufacturing Target owned brand products, including taking steps to eliminate waste, keep products and materials in use longer, and decrease our dependency on natural resources.

¹²⁰ Operating the business in a way that does not just stop harming the environment but helps restore and regrow natural systems. For example, regenerative agriculture is a rehabilitation approach to farming systems that focuses on topsoil regeneration, increasing biodiversity and improving the water cycle.

¹²¹ Target’s sustainability standards can be found on our [website](#).

¹²² Target reported for the first time in 2022.

¹²³ This includes cage-free, free-range, or pasture-raised systems.

¹²⁴ FY2022 egg data has been restated to correct a calculation error.

¹²⁵ In FY2023, we updated our reporting methodology to better align with our goal. We now report against revenue versus units sold.





¹²⁶ Sustainable palm oil from certified sources is mixed with non-certified palm oil throughout supply chain.

¹²⁷ Sustainable palm oil from different certified sources is kept separate from non-certified palm oil throughout supply chain.

¹²⁸ Sustainable palm oil from a single identifiable certified source is kept separate from non-certified palm oil throughout supply chain.



SDG Index

SDG	Our Goals and Accomplishments	Aligned Target Forward Ambition	Who Is Impacted	Aligned SDG Targets and Related SDGs
 <p>16. Peace, Justice and Strong Institutions Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p> <p>SDG Business Benchmark: Zero incidents of bribery.</p>	<p>Our Accomplishments:</p> <ul style="list-style-type: none"> We do not tolerate discrimination based on protected status or personal characteristics, as detailed in our Code of Ethics and actioned through our DE&I strategy every day. We are committed to working with supply chain partners and industry experts to prevent, identify and eradicate forced labor in our global manufacturing supply chains. In addition to identifying risks through our Responsible Sourcing and Sustainability audit program, we leverage partnerships with experts. We do not tolerate unethical or illegal business practices. Our Code of Ethics and Anti-Bribery Policy provide guidance. We comply with all applicable anti-bribery laws, including the U.S. Foreign Corrupt Practices Act, and require similar compliance from vendors, suppliers, contractors, subcontractors and their agents. We offer online and in-person trainings on topics such as anti-bribery, government interactions and anti-competitive behavior. Team members who interact with government officials receive additional training on anti-bribery policies and practices. Every concern or possible violation related to the Business Partner Code of Conduct that is reported to the Ethics and Compliance office will be promptly reviewed and appropriately investigated. <p>See sections: Ethical Business, Public Policy and Civic Engagement, Diversity, Equity and Inclusion, Responsible Sourcing and Manufacturing Practices, Human Rights in the Supply Chain</p> <p>For more details: Code of Ethics, Ethics at Target, Supply Chain Labor & Human Rights Policies, Civic Activity, Target’s Standards of Vendor Engagement, Business Partner Code of Conduct</p>		<ul style="list-style-type: none"> Communities within our supply chain Environment Government officials & influencers of public policy Guests Team members Vendors 	<p>SDG Target: 16.2, 16.3, 16.5, 16.6, 16.7, 16.10, 16.A, 16.B</p>
 <p>17. Partnerships for the Goals Strengthen the means of implementation and revitalize the global partnership for sustainable development.</p>	<p>Our Accomplishments:</p> <ul style="list-style-type: none"> We take time to understand which SDGs our guest-directed giving grantees feel their work most closely aligns with to help promote partnership for the goals. Target corporate and political contributions enable the formation and development of external partnerships. <p>See sections: Target Forward: Our Sustainability Strategy, Public Policy and Civic Engagement</p> <p>For more details: Target Forward, Civic Activity, Public Policy & Civic Engagement, Issue Advocacy, Political Engagement</p>		<ul style="list-style-type: none"> Civil society organizations Communities where we operate Communities within our supply chain Environment Government officials & influencers of public policy Guests Team members Vendors 	<p>SDG Target: 17.13, 17.14, 17.16, 17.17</p>



TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) provides a framework of recommended disclosures for corporate reporting on climate-related risks and opportunities, categorized by Governance, Strategy, Risk Management, and Metrics and Targets. This TCFD Index references Target’s reporting against the voluntary guidelines, based on TCFD’s 2021 implementation guidance.

Topic	Disclosure Focus Area	Disclosure	Target Response
Governance	Disclose the organization’s governance around climate-related risks and opportunities.	a) Describe the board’s oversight of climate-related risks and opportunities.	2024 Proxy Statement : Core Functions of the Board p. 14-17
		b) Describe management’s role in assessing and managing climate-related risks and opportunities.	2024 CDP Response : Climate C1 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Target Forward: Our Sustainability Strategy p. 5 2024 Proxy Statement : Core Functions of the Board p. 14-17
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.	2024 CDP Response : Climate C2 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Climate
		b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy and financial planning.	2024 CDP Response : Climate (C2.3, C2.4, C3.1, C3.3, C3.4) 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Climate
		c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	2024 CDP Response : Climate (C3.2, C4.1) 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Climate
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.	2024 CDP Response : Climate (C2.2) 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Climate
		b) Describe the organization’s processes for managing climate related risks.	2024 CDP Response : Climate (C1.2a, C2.2) 2024 Sustainability and Governance Report : Greenhouse Gas Emissions p. 12-14 Climate-Related Risks and Opportunities p. 40 Product and Packaging Design p. 17-19 Waste Elimination and Reduction p. 20-21 Environmental Impacts of Products p. 23 Water Use and Management p. 24 Chemicals p. 25 Biodiversity p. 26 Climate 2024 Proxy Statement : Core Functions of the Board p. 14-17
		c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management.	2024 CDP Response : Climate (C2.2) 2024 Sustainability and Governance Report : Climate-Related Risks and Opportunities p. 40 Climate 2024 Proxy Statement : Core Functions of the Board p. 14-17



TCFD Index

Topic	Disclosure Focus Area	Disclosure	Target Response
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.	2024 Sustainability and Governance Report: Greenhouse Gas Emissions p. 12-14 2024 Sustainability and Governance Report: Appendix: Data Tables (Climate: GHG emissions) p. 5 2024 CDP Response: Climate (C6, C7, C9)
		b) Disclose scope 1, scope 2 and, if appropriate, scope 3 greenhouse gas (GHG) emissions, and the related risks.	2024 CDP Response: Climate (C6) 2024 Sustainability and Governance Report: Appendix: Data Tables (Climate: GHG emissions) p. 5
		c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Response: Climate (C1.3a, C4, C12.1a) 2024 Sustainability and Governance Report: Target Forward Progress Report p. 5 Greenhouse Gas Emissions p. 12-14 Climate
Cross-Industry, Climate – Related Metric	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	GHG Emissions: Absolute scope 1, scope 2 and scope 3; emissions intensity.	2024 CDP Response: Climate (C1.3a, C4, C12.1a) 2024 Sustainability and Governance Report: Target Forward Progress Report p. 5 Greenhouse Gas Emissions p. 12-14 Climate
		Transition Risks: Amount and extent of assets or business activities vulnerable to transition risks.	2024 CDP Response: Climate (C2.2a) 2024 Sustainability and Governance Report: Climate-Related Risks and Opportunities p. 40
		Physical Risks: Amount and extent of assets or business activities vulnerable to physical risks.	2024 CDP Response: Climate (C2.2a) 2024 Sustainability and Governance Report: Climate-Related Risks and Opportunities p. 40
		Climate-Related Opportunities: Proportion of revenue, assets or other business activities aligned with climate-related opportunities.	2024 CDP Response: Climate (C2.4a) 1) Target saved more than \$1 million in estimated annual energy cost savings resulting from energy efficiency projects and retrofits completed in FY2023. 2) Target received approximately \$650,000 in direct energy efficiency incentives from utilities for energy efficiency project installations in FY2023.
		Capital Deployment: Amount of capital expenditure, financing or investment deployed toward climate-related risks and opportunities.	2024 CDP Response: Climate (C2.3a, C3.4) Over the last 10 years, we have invested over \$455 million, or \$45.5 million per year on average, across all of Target’s energy efficiency projects covering more than 1,000 stores.
		Internal Carbon Prices: Price on each ton of GHG emissions used internally by an organization.	2024 CDP Response: Climate (C11.3)
Remuneration: Proportion of executive management remuneration linked to climate considerations.	2024 CDP Response: Climate (C1.3a)		



TNFD Index

The Taskforce on Nature-related Financial Disclosures (TNFD) has developed a set of disclosure recommendations and guidance that encourage and enable businesses and financial institutions to assess, report and act on their nature-related dependencies, impacts, risks and opportunities. This TNFD Index marks Target’s first time reporting against these voluntary guidelines. We expect to evolve and expand our nature-related disclosures in future years as Target’s responsible sourcing and sustainability strategy and approach to measurement mature.

Topic	Disclosure Focus Area	Disclosure	Target Response
Governance	Disclose the organization’s governance of nature-related dependencies, impacts, risks and opportunities.	A. Describe the board’s oversight of nature-related dependencies, impacts, risks and opportunities.	2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 CDP Water Response 2024 CDP Forests Response We intend to provide additional details on nature-related dependencies, impacts, risks and opportunities in future reports.
		B. Describe management’s role in assessing and managing nature-related dependencies, impacts, risks and opportunities.	2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report: Target Forward: Our Sustainability Strategy p. 5 We intend to provide additional details on nature-related dependencies, impacts, risks and opportunities in future reports.
		C. Describe the organization’s human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization’s assessment of, and response to, nature-related dependencies, impacts, risks and opportunities.	2024 Sustainability and Governance Report: Responsible Sourcing and Manufacturing Practices p. 46-47 Human Rights in the Supply Chain p. 48 Resource Use p. 22 2024 Proxy Statement: Core Functions of the Board p. 14-17 Responsible Sourcing and Manufacturing Practices Responsible Resource Use Human Rights Audit Program Standards of Vendor Engagement Supply Chain Labor & Human Rights Policies Supplier Engagement Responsible Supply Chains Business Partner Code of Conduct
Strategy	Disclose the effects of nature-related dependencies, impacts, risks and opportunities on the organization’s business model, strategy and financial planning where such information is material.	A. Describe the nature-related dependencies, impacts, risks and opportunities the organization has identified over the short, medium and long term.	2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report: Biodiversity p. 26 Environmental Impacts of Products p. 23 Circularity p. 16 Water Use and Management p. 24 Chemicals p. 25 Environmental Impacts of Products Responsible Resource Use Circularity Water
		B. Describe the effect nature-related dependencies, impacts, risks and opportunities have had on the organization’s business model, value chain, strategy and financial planning, as well as any transition plans or analysis in place.	2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report: Biodiversity p. 26 Environmental Impacts of Products p. 23 Circularity p. 16 Water Use and Management p. 24 Chemicals p. 25 Environmental Impacts of Products Responsible Resource Use Circularity Water Chemicals



TNFD Index

Topic	Disclosure Focus Area	Disclosure	Target Response
Strategy		C. Describe the resilience of the organization’s strategy to nature-related risks and opportunities, taking into consideration different scenarios.	2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report: Biodiversity p. 26 Environmental Impacts of Products p. 23 Circularity p. 16 Water Use and Management p. 24 Chemicals p. 25 Environmental Impacts of Products Responsible Resource Use Circularity Water
		D. Disclose the locations of assets and/or activities in the organization’s direct operations and, where possible, upstream and downstream value chain(s) that meet the criteria for priority locations.	2024 CDP Water Response 2024 CDP Forests Response
Risk & impact management	Describe the processes used by the organization to identify, assess, prioritize and monitor nature-related dependencies, impacts, risks and opportunities.	A (i). Describe the organization’s processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its direct operations.	2024 CDP Water Response 2024 CDP Forests Response Team members’ direct experiences, internal resource needs and business operations inform our process for identifying, assessing and prioritizing water-related dependencies for our operations. Through these internal engagements, we have confirmed that clean freshwater is a highly dependent resource for Target’s direct operations for heating; cooling; irrigation; water access, sanitation and hygiene (WASH); and food services. We identify water-related impacts in our direct operations by gathering our annual water consumption from headquarters, stores and distribution centers and calculating its overall impact compared to the rest of our value chain’s water footprint. We also analyze our sites through WRI’s Water Risk Aqueduct. We expect to go deeper into our site-level impacts in our direct operations in the future to ascertain which sites have the largest impact on the general state of nature. Leveraging open-source public sector tools, partner intelligence and situational awareness tools, Target has identified water stress as a strategic risk for the enterprise. This risk reaches horizontally across the company and will have an impact on stores, supply chain, inventory, human resources and security now and in the future. Target will continue to assess water risks across the enterprise to focus our direct operations’ water sustainability programs, projects and process improvements at facilities and in communities where there exists and/or is potential for higher water risk in the future. We will also continue to refine processes to identify, prepare for, respond to and recover from water emergencies tactically such as floods, treatment inundation, boil water emergencies and extreme weather; but also to grow the capability of our teams to understand how water stress shapes our operations in the long term. We have not yet begun a formal analysis of our water-related opportunities but we expect the opportunities to arise from product innovation, operational innovation, compliance to regulations and decline in operational costs.



TNFD Index

Topic	Disclosure Focus Area	Disclosure	Target Response
Risk & impact management		A(ii). Describe the organization's processes for identifying, assessing and prioritizing nature-related dependencies, impacts, risks and opportunities in its upstream and downstream value chain(s).	<p>2024 CDP Water Response 2024 CDP Forest Response</p> <p>At Target, we currently define and approach nature through TNFD and Science Based Targets Network's four components of Land, Oceans, Freshwater and Atmosphere. We currently have processes for identifying, assessing, and prioritizing Freshwater, Oceans, and Land dependencies, impacts, risks and opportunities. Our processes have been limited in scope as we are still in the early stages of understanding the role we can play throughout our large value chain, but we expect to evolve this in the future. For our processes related to the atmosphere, please see our TCFD Index and Climate content.</p> <p>We do not yet have a robust dependencies-based evaluation framework. Our current process for identifying, assessing and prioritizing water-related dependencies within our value chain has been based on direct experiences from team members, internal resource needs, and how the business operates. At a high-level, we have confirmed that we have a high dependency on clean freshwater, raw materials, energy, biodiversity and various ecosystem services (e.g. climate regulation).</p> <p>We identify water-related impacts in our downstream and upstream value chains by gathering our annual water consumption manufacturing sites and modeling our water footprint from products sold. We then calculate its overall impact compared to the rest of our value chain's water footprint. We also analyze our sites through WRI's Water Risk Aqueduct. We expect to go deeper into our site-level impacts in our upstream sites in the future to ascertain which sites have the largest impact on the general state of nature. For palm-oil, our risk assessment procedure includes working with our consultant, Earthworm Foundation, to trace palm oil to a mill and then overlay that data with outstanding grievances associated with those mills. We consider the impact of activity on the status of ecosystems and habitats to be the most significant to Target. We currently only retain partial coverage of data because we do not include national brands as part of this work.</p> <p>Target requires all of our Tier 1 factories that produce Target owned brand product as well as Tier 2 factories to complete the Higg FEM self-assessment annually (except those regulated by FDA), which we consider as Target reports on our water use, risks and management information. We also incorporate the results from WRI Aqueduct tool into the hotspot mapping to understand the water risk by geographical distribution. For land-related risks, we have focused on deforestation-prone commodities. We generated a risk profile for the countries with the highest risk for deforestation, land change, human rights and indigenous rights for cattle, timber, soy, palm, cocoa, coffee and rubber in partnership with Anthesis. For timber-based commodities specifically, we have performed risk assessments that we have used to determine compliance with our Forest Products policy when using uncertified materials. The risk assessment was based on desktop/paperwork and supported by Preferred By Nature. The goal was to determine forest management practices at the beginning of the supply chain and to understand the challenges in supply chain mapping as well as document collection and validation in a select portion of our product assortment. As part of this work, we found that field validation is necessary to fill the gaps in documentation. Our primary tool for risk assessment remains third party certifications.</p> <p>We have not begun formal analysis of our water-related opportunities but high-level expect the opportunities to arise from product innovation, transformational shifts in sustainable product markets, operational innovation, compliance to regulations, increased supplier traceability and decline in operational costs.</p>
		B. Describe the organization's processes for managing nature-related dependencies, impacts, risks and opportunities.	<p>2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report: Target Forward: Our Sustainability Strategy p. 5 Biodiversity p. 26 Environmental Impacts of Products p. 23 Circularity p. 16 Chemicals p. 25 Water Use and Management p. 24 Environmental Impacts of Products Responsible Resource Use Circularity Water Chemicals</p> <p>In 2022, Target became a member of the Capitals Coalition, through which we are investing in natural capital management. Our Impact Profit & Loss investments are building key partnerships, insights and action items to expand our holistic management of total impact starting with our owned brands.</p>
		C. Describe how processes for identifying, assessing, prioritizing and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes.	<p>2024 CDP Water Response 2024 CDP Forests Response 2024 Proxy Statement: Core Functions of the Board p. 14-17 2024 Sustainability and Governance Report: Target Forward: Our Sustainability Strategy p. 5</p>



TNFD Index

Topic	Disclosure Focus Area	Disclosure	Target Response
Metrics & targets	Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks and opportunities.	A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report Appendix: Data tables (Resource Use) p. 8 Data tables (Circularity) p. 7
		B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	2024 CDP Water Response 2024 CDP Forests Response 2024 Sustainability and Governance Report Appendix: Data tables (Resource Use) p. 8 Data tables (Circularity) p. 7
		C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks and opportunities and its performance against these.	2024 CDP Water Response 2024 CDP Forest Response 2024 Sustainability and Governance Report: Biodiversity p. 26 Environmental Impacts of Products p. 23 Circularity p. 16 Chemicals p. 25 Water Use and Management p. 24 Target Forward Progress Report p. 6-9 Environmental Impacts of Products Responsible Resource Use Circularity Water Chemicals



UNGPRF Index

The UN Guiding Principles Reporting Framework (UNGPRF) is a comprehensive guide for companies to report on human rights issues in line with their responsibility to respect human rights. This responsibility is outlined in the UN Guiding Principles on Business and Human Rights, the global standard in this field.

Policy Commitment

Information on How We're Contributing

Part A: Governance of respect for human rights		
A1	What does the company say publicly about its commitment to respect human rights?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Code of Ethics</p> <p>Standards of Vendor Engagement</p> <p>Business Partner Code of Conduct</p>
A1.1	How has the public commitment been developed?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Standards of Vendor Engagement</p>
A1.2	Whose human rights does the public commitment address?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Code of Ethics</p> <p>Standards of Vendor Engagement</p> <p>We recognize that we can impact the human rights of our team members, guests and workers in the supply chain, as well as people in the communities in which we operate. In line with the Universal Declaration of Human Rights and the International Labour Organization Core Conventions, we are committed to respecting human rights throughout our operations.</p> <p>In alignment with the UN Guiding Principles on Business and Human Rights, we respect human rights and seek to avoid adverse human rights impacts resulting from our business activities. We are continuously working to do better, but if there are adverse impacts, our approach is to provide access to effective remedy.</p> <p>In adhering to our purpose and as part of our ongoing commitment to human rights, we conducted a mapping exercise to identify salient human rights issues across our business.</p>
A1.3	How is the public commitment disseminated?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Code of Ethics</p> <p>Standards of Vendor Engagement</p> <p>Business Partner Code of Conduct</p>
Embedding respect		
A2	How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Code of Ethics</p> <p>2024 Proxy Statement: Core Functions of the Board p. 14-17</p> <p>We are conducting ongoing due diligence, as well as engaging with our stakeholders to better understand our salient human rights issues. We are developing and implementing training on this policy for relevant Target team members and suppliers, and report on our progress in our annual reporting. Additionally, Target's Integrity Hotline is available to team members and suppliers with concerns about potential violations of our Code of Ethics.</p>
A2.1	How is day-to-day responsibility for human rights performance organized within the company, and why?	<p>Human Rights Statement</p> <p>2024 Proxy Statement: Core Functions of the Board p. 14-17</p> <p>At Target, we believe that all team members have a shared responsibility for respecting human rights. In addition, our Vice President of Corporate Responsibility and Sustainability has executive oversight and the day-to-day implementation of our human rights commitments is led by numerous teams, including but not limited to dedicated team members in Corporate Responsibility and Sustainability, and Responsible Sourcing and Sustainability. These teams work together to advance our human rights program for our owned operations and supply chain.</p>
A2.2	What kinds of human rights issues are discussed by senior management and by the Board, and why?	<p>Human Rights Statement</p> <p>2024 Proxy Statement: Core Functions of the Board p. 14-17</p>
A2.3	How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Code of Ethics</p>
A2.4	How does the company make clear in its business relationships the importance it places on respect for human rights?	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48</p> <p>Human Rights Statement</p> <p>Supply Chain Labor & Human Rights Policies</p> <p>Standards of Vendor Engagement</p> <p>Business Partner Code of Conduct</p>



UNGPRF Index

Policy Commitment

Information on How We're Contributing

A2.5	What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights
Part B: Defining the focus of reporting		
Statement of salient issues		
B1	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	Human Rights Statement
Explanation of salient issues		
B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement We conduct ongoing due diligence, including engaging with our stakeholders, to strengthen our understanding of our salient human rights issues within our operations and in our supply chain. We refresh our corporate-wide human rights impact assessment (HRIA) regularly. Most recently, Target partnered with an external expert business and human rights consultant, to conduct an HRIA for our operations, supply chain and business relationships. The consultant's HRIA methodology considers relevant factors, including geography, economic and social factors, and engagement with internal and external stakeholders, including representatives of rightsholder groups across the value chain. Our partnership with the consultant is ongoing as we further refine our strategy to develop and build an impactful human rights program and further our focus on our key salient risk areas relevant to our business.
Geographical focus (if any)		
B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	We reported on our enterprise-wide assessment of the salient human rights issues.
Additional severe impacts (if any)		
B4	Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	None.
Part C: Management of salient human rights issues		
Specific policies		
C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement Business Partner Code of Conduct
C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement Sustainability & Governance Priorities
Stakeholder engagement		
C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement Business Partner Code of Conduct 2024 Proxy Statement: Shareholder Engagement p. 19 Sustainability & Governance Priorities
C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Sustainability and Governance Priorities We are conducting ongoing due diligence, as well as engaging with our stakeholders, to better understand our salient human rights issues. Stakeholders were identified based on the topics and program areas that were most relevant to their interests, ranging from subject matter content to geographic positioning. Target regularly engaged in cadences appropriate for each content area or project. <ul style="list-style-type: none"> • Informing relevant stakeholders about project development. • Consulting with relevant stakeholders to help guide strategy and approach. • Participating and collaborating closely in projects.
C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Sustainability and Governance Priorities 2024 Proxy Statement: Shareholder Engagement p. 19 We recognize that our work directly impacts four key stakeholder groups: our guests, our team members, our supply chain and our communities.
C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Sustainability and Governance Priorities 2024 Proxy Statement: Shareholder Engagement p. 19



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Assessing impacts		
C3	How does the company identify any changes in the nature of each salient human rights issue over time?	Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics
C3.1	During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	We do not currently report on notable trends or patterns in impacts related to salient issues.
C3.2	During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	Human Rights Statement Supply Chain Labor & Human Rights Policies No severe impacts were identified during the reporting period.
Integrating finding and taking action		
C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 2024 Proxy Statement: Core Functions of the Board p. 14-17 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement
C4.1	How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 2024 Proxy Statement: Core Functions of the Board p. 14-17 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement
C4.2	When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	Human Rights Statement Supply Chain Labor & Human Rights Policies
C4.3	During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies
Tracking performance		
C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies Target Integrity Hotline
C5.1	What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	Human Rights Statement Supply Chain Labor & Human Rights Policies
Remediation		
C6	How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement California Transparency in Supply Chains Act Target Integrity Hotline
C6.1	Through what means can the company receive complaints or concerns related to each salient issue?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Target Integrity Hotline Target's Integrity Hotline is available to team members and suppliers with concerns about potential violations of our Code of Ethics.
C6.2	How does the company know if people feel able and empowered to raise complaints or concerns?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Standards of Vendor Engagement Target Integrity Hotline
C6.3	How does the company process complaints and assess the effectiveness of outcomes?	2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 2024 Proxy Statement: Core Functions of the Board p. 14-17 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Target's Standards of Vendor Engagement Target Integrity Hotline



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<p>C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?</p>	<p>Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Target's Standards of Vendor Engagement Target Integrity Hotline</p>
<p>C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?</p>	<p>2024 Sustainability and Governance Report: Human Rights in the Supply Chain p. 48 Human Rights Statement Supply Chain Labor & Human Rights Policies Code of Ethics Target's Standards of Vendor Engagement Target Integrity Hotline</p>

Glossary

Term	Definition
Access to products and services	Enabling access to a wide range of products and services that meet our guests’ diverse needs at the intersection of joy, ease and affordability. This includes intentionally creating products, systems and experiences that span economic, social and cultural barriers.
Animal welfare	Upholding practices that support the welfare of animals sourced for food and non-food products. These practices are regularly reviewed to align with industry and governmental standards and guidelines.
Biodiversity	Addressing the key drivers of nature and biodiversity loss, including animals, plants, microorganisms and fungi, through raw material/sourcing, design, production and purchasing policies to protect biodiversity and the livelihood of communities.
Brands	Offering guests options that meet their diverse needs at the intersection of joy, ease and affordability, including: <ul style="list-style-type: none"> National brands: Brands we sell, but do not own. Owned brands: Brands we own, source and sell. Exclusive brands: Brands we do not own, but are the only retailer licensed to sell.
Business partners	Conducting business with vendors, suppliers, third-party sellers, manufacturers, mills, agents, contractors, subcontractors or another partner.
Chemicals	Driving transparency, proactive chemical management and innovation across our owned and national brand consumer products and operations, with approaches varying by product category or part of our business.
Circular design	Designing products in a way that designs out waste and keeps products and materials in use for as long as possible.
Circularity	Developing and manufacturing Target owned brand products, including taking steps to eliminate waste, keep products and materials in use longer, and decrease our dependency on natural resources.
Climate	Relating to Earth’s natural systems that control temperatures, precipitation, humidity, etc. and determining the normal range of weather conditions prevailing in a given area over a long period of time.
Climate change	Long-term altering of temperature and typical weather patterns in a location.
Climate-related risks and opportunities	Identifying climate-related risks, including the physical and transition impacts of climate change to our business, and opportunities tied to mitigation and adaptation efforts.
Co-creation	Building solutions in partnership with others, in service to their and our collective needs.
Community-driven initiatives	Embracing the principles of transparency, participation, downward accountability and enhanced local capacity.
Community impact	Being present in ways that help all families discover the joy of everyday life through our corporate philanthropy, volunteerism and the ways we integrate our business assets to meet the needs of our communities. Primarily focuses on economic opportunity, community development and environmental sustainability, which help strengthen our relationship with local communities and support team member engagement and retention.
Compensation, benefits and well-being	Offering fair, equitable and competitive pay and benefits. We believe all team members should be paid equitably — regardless of gender, race, ethnicity or other characteristics.

Term	Definition
Data privacy and cybersecurity	Securing company systems, business information and the personal information of our guests, team members and business partners. We have systems in place to safely receive, protect and store that information; collect, use and share it appropriately; and detect, contain and respond to data security incidents.
Diversity, equity and inclusion (DE&I)	Focusing on creating an inclusive guest experience, fostering an inclusive work environment, building a diverse workforce and driving positive community impact. Inclusivity is one of our core values, which shapes our culture and drives our business.
Environmental impacts of products	Minimizing the impacts of our products by increasing the use of environmentally preferred materials, eliminating waste and implementing a responsible sourcing strategy. In doing so, we are engaging a new generation of guests through a rapidly growing sustainable product market; bringing training and new production practices to suppliers and communities; reducing our dependence on natural resources; and scaling availability of more sustainable raw materials.
Ethical business	Driving a strong ethical culture through the way we do business and the actions we take. Each team member, regardless of role, entity or location, has a responsibility to make ethical business decisions aligned to our values. Team members are required to follow the law, our Code of Ethics and all applicable company policies. We are also dedicated to marketing in ways that comply with all relevant regulations, are appropriate to guest audiences (e.g., children) and are honest, ethical and transparent.
Greenhouse gas (GHG) emissions	Referring to all gases that have a warming effect in the Earth’s atmosphere, including carbon dioxide, methane, nitrous oxide and others. The commitment to manage GHG emissions involves the management of energy emitted from electricity, heat and transportation through efficiency and GHG reductions, including all gases that have a warming effect in the Earth’s atmosphere, including carbon dioxide, methane, nitrous oxide and others.
GHG emissions scope 1, 2 and 3	Categorizing our GHG emissions in alignment with globally recognized definitions: <ul style="list-style-type: none"> Scope 1 emissions: Direct GHG emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles, etc.). Scope 2 emissions: Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling. Scope 3 emissions: Indirect GHG emissions that occur from sources not owned by the company. Examples include extraction and production of purchased materials/products, transportation and distribution of products, and business travel. Scope 3 emissions sources include emissions both upstream and downstream of the organization’s activities. Scope 3 emissions fall within 15 categories. For a complete description of all scope 3 categories and quantification methods, see the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
Public policy and civic engagement	Encouraging all eligible citizens to vote and sharing our expertise and resources with policymakers. In addition to our own policies and disclosure practices, we adhere to applicable laws that govern interactions with government officials.
Guests	Referring to our shoppers (customers) as “guests,” and aiming to bring them not only what they need but also what they want. Our buyers carefully curate collections and experiences for our guests. Our strategy is rooted in offering our guests the national brands they know and love, plus the only-at-Target items they can’t get anywhere else.

Glossary

Term	Definition
Human capital management	Offering a rewarding experience for our team members helps us attract and retain top talent, and keep team members engaged so they can meet guests’ needs. We aim to foster an engaged, diverse, inclusive, safe and purpose-driven culture where team members have equitable opportunities for growth and advancement and we are committed to fair labor practices that work for and support all team members. We are stronger thanks to our team members’ talent, energy, resilience and commitment to delivering on our purpose — which is helping all families discover the joy of everyday life.
Human rights	Respecting the human rights of our team members, guests and workers in the supply chain and the people in the communities in which we operate. Aligned with the Universal Declaration of Human Rights , International Labor Organization Core Conventions and the UN Guiding Principles on Business and Human Rights , we respect human rights and seek to avoid adverse human rights impacts resulting from our business activities. We provide Target team members, workers in our supply chain, community members and other stakeholders with access to effective grievance mechanisms and, if adverse impacts arise, our approach focuses on mitigation and remediation through effective solutions.
Market-based emissions	Per the GHG protocol: A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). It derives emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about the energy generation, or for unbundled attribute claims.
Market leader	Having the largest market share in a category. We are still finalizing how we will measure market leadership for “inclusive, sustainable brands and experiences”; however, we anticipate it will be a blend of quantitative and qualitative measures (e.g., share, guest perception) and will iterate over time as expectations for leadership in this space continue to evolve.
Net-zero emissions	Achieving a reduction of a company’s scope 1, 2 and 3 emissions to a level that is consistent with a 1.5°C pathway and removing any residual emissions from the atmosphere through either nature-based or technological carbon-removal solutions (e.g., forestry, regenerative agriculture, carbon capture technology), by no later than 2050, in alignment with the Paris Agreement. Target has committed to net zero greenhouse gas emissions across our enterprise, 10 years ahead of the Paris Agreement.
Net zero enterprise	Committing to zero waste to landfill and net zero emissions across both operations and supply chain (inclusive of scopes 1, 2 and 3. Target commits to being a net zero enterprise by 2040.
Operational food waste	Resulting food waste from Target’s own U.S. operations (supply chain facilities and stores).
Operations	Covering our team members, stores and other physical locations. Does not include Shipt.
Problematic plastics	Eliminating, reusing or replacing plastic packaging items, components or materials where consumption could be avoided and items that, post-consumption, commonly do not enter the recycling and/or composting systems or, where they do, are detrimental to the recycling or composting system due to their format, composition or size.
Product and packaging design	Incorporating circularity throughout our approach to designing products and packaging. This reduces our reliance on natural resources and redirects waste into raw materials for our owned brand products, helping protect our business against unstable supply chains, shortages and fluctuating prices.
Product safety and quality	Providing Target guests with high-quality products that meet or exceed mandatory safety standards. We have tools and processes in place to address product safety and assure quality during production, and teams in place who oversee these efforts.

Term	Definition
REACH	Established in 2020, our Racial Equity Action and Change (REACH) committee drives racial equity for Black team members, guests and communities.
Regenerative	Operating the business in a way that does not just stop harming the environment but helps restore and regrow natural systems. For example, regenerative agriculture is a rehabilitation approach to farming systems that focuses on topsoil regeneration, increasing biodiversity and improving the water cycle.
Responsible resource use	Operating the business in a way that uses resources responsibly in procurement, production and manufacturing, including a focus on regenerative resources that avoid harming the environment and help restore nature.
Responsible sourcing and manufacturing practices	Implementing fair, responsible and equitable purchasing practices. This includes measures to elevate worker safety and well-being; to grow a pipeline of diverse suppliers who provide products that meet our guests diverse needs and contribute to experiences that make every guest feel welcome; and to enhance visibility into our global supply chain practices to mitigate social and environmental risk. We regularly evaluate the way we do business with our suppliers and collaborate with them on practices and processes that are in alignment with ours.
Responsible supply chains	Considering social and environmental impacts when managing supplier relationships and making purchasing decisions.
Science-based target (SBT)	Adhering to a GHG emissions target that is in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels. Science-based targets provide a clearly-defined pathway for companies to reduce GHG emissions, helping prevent the worst impacts of climate change and future-proof business growth. SBTs are set at the company or vendor level, not factory level. Learn more about SBTs from this FAQ page published by the SBTi (see below).
Science-Based Target initiative (SBTi)	A partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). SBTi defines and promotes best practices in emissions reductions and net-zero targets in line with climate science, provide technical assistance and resources to companies who set science-based targets, and validate company targets. Validating SBTs with SBTi is optional, but encouraged, for Target business partners.
Scope 1, 2 and 3	See “GHG emissions scope 1, 2 and 3” on the previous page.
Serving and strengthening communities	Enabling community vitality through efforts to engage local communities, serve as a trusted corporate citizen and work to shift inequitable systems.
Supplier	Developing, sourcing and producing products in partnership with Target. Suppliers may work directly with Target or the merchandise vendor, may or not be designated to a merchandise vendor to utilize for specific products and include factory and/or manufacturing locations.
Supply chain	Including all vendors, suppliers, manufacturers, contractors, subcontractors and their agents involved in the production of Target’s owned and exclusive brand products, or national brand products for which Target is the importer of record.
Supply chain facility	A Target-operated warehouse facility that receives products from vendors, and handles, stores and ships such products to stores and guests.
Sustainability	Taking a holistic view of sustainability, with efforts focused on driving positive impact while also generating business results. We see sustainability efforts as part of an interconnected system, where our actions help address climate change, restore natural systems and drive opportunity and equity for our teams, communities and partners. These actions impact and reinforce one another to create change that is good for all.

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Term	Definition
Sustainability and Governance priorities	Reflecting the company’s most significant economic, environmental and social impacts and influence decisions of stakeholders. These issues may not be considered “material” for SEC reporting purposes. Target completed an updated priorities assessment in 2022.
Sustainable brands	Industry-leading products or services that have context-specific environmental and/or socially beneficial features, backed by credible standards or impact metrics.
Sustainable practices	Including circular design/capabilities, carbon, waste and raw material input reduction efforts with a focus on inclusivity.
Sustainable supply chain	Managing and mitigating the negative impacts of the environmental, social and economic aspects of that supply chain.
Talent and development	Supporting career development at Target and creating an environment where team members love to work, and can grow and shine. This serves as a vehicle for navigating business transformation, building critical team member and leader skills, enabling a safe and ethical workplace, and advancing goals and cultural values. Our career development work is centered on accelerating the advancement and mobility of our team members to help them achieve career aspirations and create economic vitality; leveraging information to implement or amplify relevant upskilling/reskilling programs and experiences; and understanding the skills of our team and the skills needed to succeed in roles at Target.
Target Clean	A Target-created program denoting products formulated or made without specified ingredients, defined as <100 ppm of finished product. The list of ingredients varies by category. Products carrying the Target Clean symbol must also meet the definition of “cruelty free,” defined and validated as not tested on animals by each brand.
Target Forward	Our vision to co-create an equitable and regenerative future together with our guests, partners and communities.
Target Zero	A Target-created program denoting products and packaging solutions that are designed to be refillable, reusable or compostable, made from recycled content, or made from materials switched from plastic to paper, aluminum, steel or glass.
Team members	Our full-time, part-time and seasonal employees. Team members do not include contractors, employees of our subsidiaries or the employees of vendors, suppliers or manufacturers with which we do business.
Transparency and reporting	Disclosing information regarding labor, health and safety, environmental practices, business activities, structure, financial situation and performance, in accordance with applicable regulations and prevailing industry practices.
Value chain	Including the supply chain, Target activities outside the supply chain (e.g., product development and marketing) and the end consumer, as well as communities for which the company is helping create value.
Vendor	A business partner that makes owned brand, Target exclusive, Target distributed and/or national brand product. Product may or may not be imported by Target.
Virgin plastics	Using new petrochemical materials, rather than recycled or renewable ones.
Waste	Referring to physical material that is no longer used for its intended purpose.
Waste elimination and reduction	Providing product options that both reduce waste and are affordable, as well as recognizing the need to address both rising costs and environmental impacts of waste throughout our value chain. Our suppliers play an integral role in helping us achieve our waste reduction goals, which is why waste reduction is factored in throughout our engagement — from onboarding to execution.

Term	Definition
Water risk	Per CEO Water Mandate: The possibility of an entity experiencing a water-related challenge (e.g., water scarcity, water stress, flooding, infrastructure decay, drought).
Water scarcity	Per CEO Water Mandate: The volumetric abundance, or lack thereof, of freshwater resources.
Water security	Per IPCC WGII Sixth Assessment Report: The capacity of a population to safeguard sustainable access to adequate quantities of acceptable quality water for sustaining livelihoods, human well-being and socioeconomic development, for ensuring protection against water-borne pollution and water-related disasters, and for preserving ecosystems in a climate of peace and political stability.
Water stress	Per CEO Water Mandate: The ability, or lack thereof, to meet human and ecological demand for freshwater. It considers several aspects, including water availability, quality and accessibility.
Water use and management	Following the freshwater principles we established in 2018, including improving water quality, optimizing water efficiency and increasing access to clean water. Water is important to the success of our business operations, from our supply chains to our stores and the communities within which we operate. We also believe that clean, drinkable water and sanitation are human rights and should be accessible for all. We have established strategies across our direct operations, supply chain and beyond our value chain.
Workplace health and safety	Prioritizing the prevention of guest and team member incidents, injuries and illnesses; and compliance with all relevant safety and health standards and regulations. Our Safety Policy establishes the requirements for Target team members to execute safety programs designed to eliminate or reduce hazards.
Zero waste, Zero manufacturing waste	Trying to conserve all resources by means of responsible production, consumption, reuse and recovery of products, packaging and materials without burning and with no discharges to land, water or air that threaten the environment or human health, as established by the Zero Waste International Alliance. The threshold to be considered “zero waste” is normally set at a minimum of 90% diversion rate.