

A photograph of various clothing items hanging on a clothesline against a backdrop of a calm ocean and a clear sky. The items include a pair of dark jeans, a striped long-sleeved shirt, another pair of dark jeans, a pair of denim shorts, and a pair of light-colored trousers. The scene is bathed in warm, golden light, suggesting late afternoon or early morning.

Impact Report 2024

JCG

J.CREW | J.CREW FACTORY | MADEWELL

Contents

Introduction	<i>Protect</i> Our Planet	<i>Care</i> for Our People	<i>Lead</i> with Integrity	Appendix
03 A Letter from Our CEO	Product	Workers Across Our Supply Chain	50 Oversight & Engagement	58 Our Policies & Definitions
04 Our Brands	09 Fibers & Materials	33 Workers’ Rights & Empowerment	53 Our Partners	59 Our Alignment to the SDGs
05 Our Impact Vision	14 Regenerative Agriculture	36 Fair Trade	54 Responsible Business Practices	60 GRI Content Index
07 Our Goals & Progress	17 Circularity	Associates & Communities	55 Transparency	76 SASB Disclosure Index
	22 Packaging	37 Belonging		
	24 Chemical Management	38 Associates		
	Climate & Nature	43 Customers		
	25 Greenhouse Gases	44 Communities		
	30 Water			

A Letter from Our CEO

Running our business sustainably and responsibly isn't just something we say, it's something we live every day.

In this report, you'll find the latest on how we're working to reduce our environmental impact and build a community that's inclusive, supportive, and forward-thinking.

We're proud of the progress we've made and the momentum we're building.

"Change happens when we all commit to doing better, together."

Here are a few highlights from last year:

J.Crew expanded its resale platform, grew its swim recycling initiative, and reached a major milestone of sourcing all cashmere sweaters sustainably.

Madewell deepened its commitment to circularity, celebrated the collection of over two million garments through its denim recycling program, and achieved the goal of sourcing all the cotton used in denim sustainably.

At a Group level, we continued our support of sustainable agriculture practices and introduced more than 400 styles made with regenerative cotton fibers, supporting 39 farms

across the U.S. — meaningful progress in the program we have built over previous years.

We also refreshed our materiality assessment to make sure we continue to focus on the most critical topics.

We're energized by what we've accomplished and even more motivated by what's ahead.

Thank you for being on this journey with us. Change happens when we all commit to doing better, together.

Libby Wadle

LIBBY WADLE
CEO, J.Crew Group



Our Brands

Our brands are committed to doing business both sustainably and responsibly. We are focused on serving our customers while reducing our environmental impact, fostering a culture of belonging and opportunity, and leading the way toward a more sustainable future for the retail industry.



Our Impact Vision

We remain committed to the Impact Vision we rolled out last year. Our Impact Vision comes to life across three pillars and represents our Environmental, Social, and Governance work and progress.

Protect Our Planet

Design products with natural resources in mind and drive initiatives that deliver a positive impact on climate and nature.

Care for Our People

Demonstrate respect for our associates and the workers across our supply chain while making a positive difference in the communities where we operate.

Lead with Integrity

Differentiate ourselves through the way we do business, holding ourselves to the highest moral and ethical standards.

Materiality Assessment

In 2024, we refreshed our materiality assessment to ensure our impact efforts focus on the topics most critical to our business and our stakeholders—both today and in the future.

We updated our matrix to categorize our material topics into three areas:

- **Foundational:** Topics that are table-stakes issues for J.Crew Group’s success and help mitigate negative external impacts.
- **Significant:** Topics that have emerging strategic importance for J.Crew Group, support key initiatives, and/or bridge the gap between strategic and foundational topics.
- **Strategic:** Topics where J.Crew Group can differentiate itself and make the greatest impacts toward creating a sustainable future.

Guided by the principles of double materiality, we assessed our sustainability-related financial risks

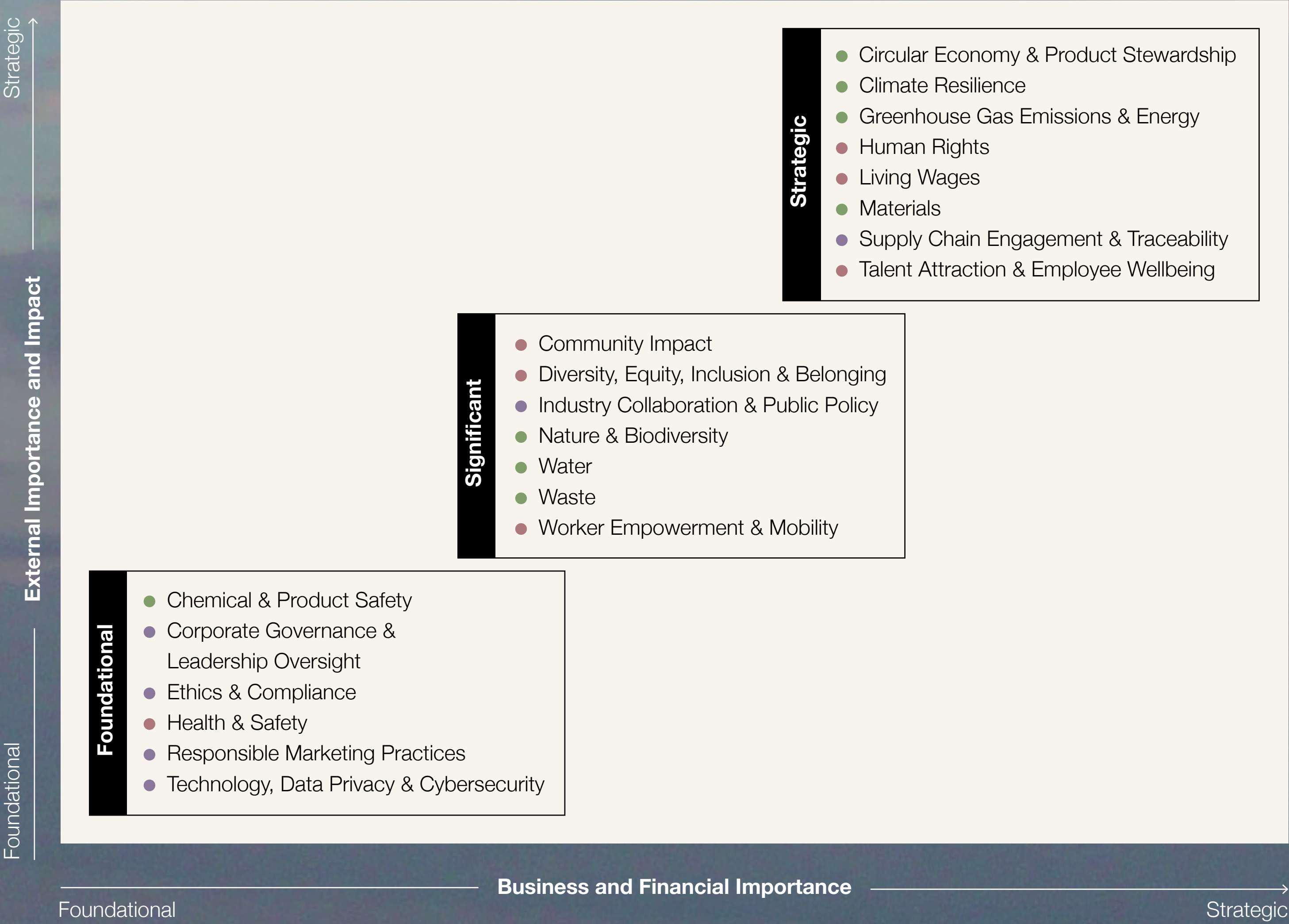
and opportunities as well as our company’s external impacts on the environment and society. Through this process, we identified 21 priority topics for J.Crew Group that directly impact our people, stakeholders, and business strategies.

Our process was directed by a cross-functional steering committee, overseen by our Chief Legal Officer and Chief Sourcing Officer, and supported by a third-party consultant. We assessed the business landscape, emerging industry trends, and stakeholder expectations to identify associated impacts, risks, and opportunities. Then, we directly engaged senior leaders, employees, industry partners, customers, and suppliers through interviews and surveys to understand internal and external stakeholder perspectives and priorities. Finally, we synthesized the results and validated the findings with our senior leadership team.

Our assessment reaffirmed the direction of our Impact Vision and provided key insights to inform the evolution of our strategy.

Materiality Matrix

● Protect Our Planet ● Care for Our People ● Lead with Integrity



Our Goals and Progress

100%

of the key fibers in our materials will be sustainably sourced¹ by the end of 2025.

IN PROGRESS

61% of the key fibers used in J.Crew Group's materials came from sustainable sources.

[Read more](#)

100%

of our packaging will be sustainably sourced² and free of virgin plastic by the end of 2025.

ON TRACK

63% of the paper and plastic packaging used by J.Crew Group contained 100% sustainably sourced materials.

[Read more](#)

90%

of Madewell's denim and J.Crew's chinos and cashmere sweaters will be produced in Fair Trade Certified™ factories by the end of 2025.

ON TRACK

71% of J.Crew chinos were produced in Fair Trade Certified™ factories.

COMPLETED

90% of Madewell denim and J.Crew cashmere sweaters were produced in Fair Trade Certified™ factories.

[Read more](#)

85%

absolute reduction of Scope 1 and 2 greenhouse gas emissions by the end of 2030.

ON TRACK

J.Crew Group reduced its Scope 1 and 2 emissions by 68%, compared to the 2019 baseline.

[Read more](#)

30%

absolute reduction of Scope 3 greenhouse gas emissions by the end of 2030.

ON TRACK

J.Crew Group reduced its Scope 3 emissions by 4.6% compared to the 2019 baseline.

[Read more](#)

1. Sustainable fibers are defined as fibers or materials which result in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production. Key fibers include cotton, polyester, nylon, manmade cellulosic fibers, wool, leather, and cashmere, and make up more than 97 percent of J.Crew Group's total fiber footprint.

2. Sustainably sourced packaging is defined as derived from certified renewable or recycled materials. Key packaging types include cartons, shopping bags, polybags, polymailers, and shoe boxes, and make up more than 96 percent of J.Crew Group's total packaging footprint.

IN PROGRESS

ON TRACK

COMPLETED

Protect Our Planet

Design products with natural resources in mind and drive initiatives that deliver a positive impact on climate and nature.

Product

- 09 Fibers & Materials
- 14 Regenerative Agriculture
- 17 Circularity
- 22 Packaging
- 24 Chemical Management

Climate & Nature

- 25 Greenhouse Gases
- 30 Water

Product

Fibers & Materials

We create timeless, quality products and integrate sustainable fibers, responsible packaging, and circular approaches where possible.

We aim to sustainably source 100 percent of the key fibers in our materials by the end of 2025.

In 2024, 61 percent of the key fibers used in J.Crew Group’s materials came from sustainable sources, up five percent from 2023. These key fibers include cotton, polyester, nylon, manmade cellulosic fibers, wool, leather, and cashmere, which make up more than 97 percent of J.Crew Group’s total fiber footprint.

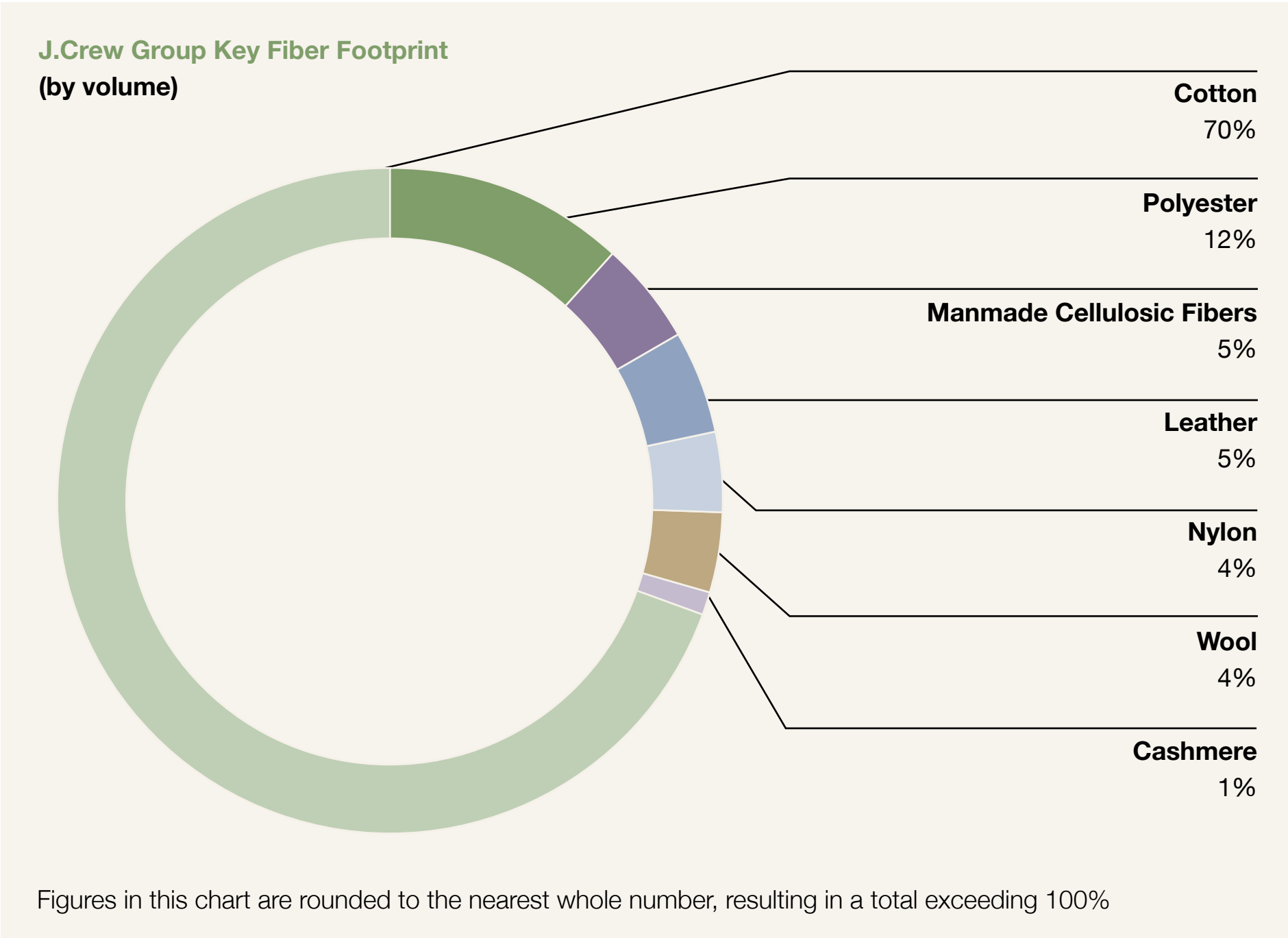
At J.Crew Group, we define sustainable fibers according to [Textile Exchange’s Preferred Fiber and Materials Matrix](#), which identifies them as “fibers or materials which result in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production.”

61%

of our key fibers are sustainably sourced

In 2024, we continued scaling our use of sustainable fibers across our product portfolio, while also making advancements in key areas like regenerative agriculture. Our teams worked together to prioritize the sourcing of fibers and materials that positively contribute to the land, biodiversity, farmers, and communities.

Our uptake of sustainably sourced cellulosic, nylon, and wool fibers decreased slightly in 2024, due to shifting sourcing strategies and cost challenges. We remain committed to increasing our use of these sustainably sourced materials going forward.



J.Crew Group Sustainable Fibers	
Key Fiber Type	Percentage Sustainably Sourced
All Key Fibers	61%
Cotton	68%
Polyester	24%
Nylon	18%
Manmade Cellulosic Fibers	56%
Wool	19%
Leather	88%
Cashmere	95%

Cotton

Cotton is our largest fiber by volume and makes up about 70 percent of our total fiber consumption. Therefore, increasing our use of sustainably sourced cotton is essential to advancing our sustainable fiber strategy and achieving our goals. In addition to the regenerative cotton efforts outlined in this report, we are also taking the following actions.

Sourcing Better Cotton with the Better Cotton Initiative

We are members of the [Better Cotton Initiative](#) (BCI), an organization that trains farmers globally to use water efficiently, care for soil health and natural habitats, reduce the use of the most harmful chemicals, and respect workers’ rights and well-being.

In 2024, J.Crew Group sourced more than 13 million kilograms of Better Cotton, accounting for 62 percent of our cotton footprint, via a chain-of-custody model called mass balance. This means that while Better Cotton is not physically traceable to end products, farmers benefit from the demand for Better Cotton in equivalent volumes to those we source. Farmers saved an estimated 193 million gallons of water and avoided more than 2,000 pounds of active ingredients in pesticides due to our sourcing of Better Cotton.

Partnering with the U.S. Cotton Trust Protocol®

Since 2021, we have been a member of the [U.S. Cotton Trust Protocol®](#), the voluntary sustainability program for U.S. cotton growers and traceability platform for all U.S. cotton. We use its Protocol Consumption Management Solution to track our use of U.S. cotton, ensuring traceability and transparency throughout the supply chain.



↑ J.Crew Factory crewneck tee contains 100% U.S. Cotton as verified by the Trust Protocol

193M
gallons of water saved due to sourcing of Better Cotton

Increasing Our Use of Certified Regenerative Cotton

We are on a mission to continuously scale our use of certified regenerative cotton. In 2024, we quadrupled our uptake of this fiber by raw material weight, and regenerative cotton now makes up five percent of our cotton footprint. You can read more about this in the [Regenerative Agriculture](#) section.



↑ Madewell jeans made with 100% Regenagri® certified cotton

Sustainable Cotton in Denim

We’re proud to report that 100 percent of the cotton used in J.Crew and Madewell denim is now sustainably sourced.

Sustainable Cotton Type	Percentage Sustainably Sourced	
	2023	2024
J.Crew Denim	66%	100%
Better Cotton	61%	67%
Regenerative Cotton	3%	30%
Recycled Cotton	1%	3%
Madewell Denim	64%	100%
Better Cotton	54%	87%
Regenerative Cotton	5%	12%
Recycled Cotton	2%	1%

Increasing Transparency in Cotton Supply Chains

We remain committed to driving transparency throughout our supply chain, and we have developed robust tools and procedures to map our cotton, with the goal of having full transparency from farm to product. You can read more about this in the [Transparency](#) section.

Synthetic Fibers

Synthetic fibers such as polyester and nylon account for about 16 percent of J.Crew Group’s total fiber footprint.

We are continuously assessing where we use synthetic fibers in our products and identifying opportunities to decrease our reliance on these materials. Where we are still using synthetic fibers, we are working to increase our uptake of recycled versions of these fibers.

We are working towards Textile Exchange's [2025 Recycled Polyester Challenge](#), which aims to eliminate dependence on virgin fossil fuels, drive textile-to-textile recycling, and support and scale innovation.

Using Recycled Nylon in Our Products

Ninety percent of J.Crew's swim line contains recycled nylon, and we aim to continue to increase our use of recycled nylon wherever possible in our collections. We also use ECONYL®, a 100 percent regenerated nylon yarn made from 50 percent post-consumer waste (such as fishing nets and carpet fluff) and 50 percent pre-consumer waste (such as industrial scraps).



↑ J.Crew swimsuit made with 82% recycled nylon

90%
of J.Crew's swim line
contains recycled nylon

Using Recycled Polyester in Our Products

Twenty-four percent of our polyester is recycled and certified to the Global Recycled Standard (GRS) or the Recycled Content Standard (RCS). We also use REPREEVE® branded polyester, which comes from plastic bottles, yarns, and fabric scraps, and all J.Crew puffers use PrimaLoft® insulation, made from recycled plastic bottles that are diverted from oceans and landfills. According to PrimaLoft, J.Crew Group’s use of its insulation helped divert over 1.7 million bottles from landfills in 2024.



↑ J.Crew Factory skirt made with 100% recycled polyester





← Madewell dress made with 100% LENZING™ ECOVERO™ viscose

Manmade Cellulosic Fibers

We continue to use wood-based cellulosic fibers—derived from the cellulose of plants and sourced from responsibly managed forests—across all our brands. They account for five percent of our total fiber footprint.

We partner with Lenzing, a leading producer of responsibly sourced cellulosic fiber, to incorporate its fibers into our products, which make up 47 percent of our overall cellulosic usage. These wood-based cellulosic fibers—branded under TENCEL™ Lyocell, TENCEL™ Modal, and LENZING™ ECOVERO™ Viscose—are derived from controlled or certified wood sources and made with at least 50 percent less carbon emissions and water consumption compared to generic lyocell, modal, and viscose.³

Last year, we introduced Naia™ Acetate—a cellulosic fiber made from sustainably sourced wood pulp—into our product assortment, as well as Forest Stewardship Council® (FSC) Certified Viscose. We are also members of the CanopyStyle campaign to ensure that cellulosic wood-derived fibers, such as viscose, do not come from ancient or endangered forests. You can learn more about this by reading our [Responsible Forestry Commitment](#).

3. Results based on life cycle assessment (LCA) standards (ISO 14040/44) and available via Higg Materials Sustainability Index (Version 3.7).

Leather

Leather makes up five percent of our total fiber footprint. We are committed to supporting sustainable leather manufacturing across the globe, and that is why we are proud members of the [Leather Working Group](#) (LWG). LWG is committed to driving improvement across the global leather supply chain, minimizing the environmental impact of leather production as well as inspiring, educating, and challenging its member companies. Across J.Crew Group, we made significant progress towards ensuring our leather is sourced from LWG-certified suppliers. In 2024, we sourced 88 percent of our leather from LWG-certified suppliers, up from 74 percent in 2023.



↑ J.Crew tote bag made with 100% leather sourced from a Leather Working Group certified tannery

88%

of our leather is sustainably sourced

Wool

Wool makes up about four percent of our total fiber footprint and is primarily used in the production of our sweaters and outerwear products. In 2024, 19 percent of our wool was certified to the [Responsible Wool Standard](#) (RWS) or came from recycled sources. We recognize that there is still tremendous opportunity to continue to source more responsible wool to meet our goal, and we are committed to working with our internal teams to increase the amount we use.

Cashmere

While cashmere accounts for only one percent of our overall fiber volume, it is an essential fiber for our brands, particularly J.Crew, and we aim to source it with respect for animals, people, and the planet.

At J.Crew Group, 95 percent of all cashmere is sustainably sourced, either made from recycled cashmere or verified to The Good Cashmere Standard®, an independent standard that aims to improve the welfare of cashmere goats and the lives of herders and farming communities, as well as protect the environment in which they live. J.Crew Group was the first U.S. member of The Good Cashmere Standard®.



↑ J.Crew 100% cashmere sweater certified to The Good Cashmere Standard®

J.Crew and The Good Cashmere Standard®’s Model Farm Project

In 2022, J.Crew launched the first Model Farm program in partnership with The Good Cashmere Standard® in Inner Mongolia. Through this initiative, we support herders in their transition to sustainable cashmere production. The model farms receive both technical and financial support to conduct training courses for their peers and neighboring farms. Up to four times a year, these model farms open their doors to interested goat herders to promote industry best practices and skill-sharing. In 2024, we were proud to support the opening of a second model farm in Inner Mongolia, covering nearly 500 acres and housing 600 cashmere goats.



“Model farms play a crucial role in advancing sustainable cashmere production under The Good Cashmere Standard® in Inner Mongolia. The farms demonstrate for herders how to implement best-in-class solutions for the well-being of animals, people, and nature.”

KATIE O’HARE,
VICE PRESIDENT, SUSTAINABILITY
J.CREW GROUP

Our Commitment to Animal Welfare

We select partners that share our commitment to sustainable sourcing, ensuring they uphold responsible and humane animal welfare practices throughout the supply chain.

Our [Animal Welfare Policy](#) requires all of our suppliers to adhere to baseline welfare requirements for the materials used in our products. Suppliers of materials of animal origin must also meet additional ethical standards.

Validating Sustainable Fiber and Product Claims

We maintain Environmentally Preferred Materials Guidelines to help our brands and employees source certified sustainable fibers. These guidelines also outline the requirements and documentation needed to procure raw materials or make environmental marketing claims about a material or product.

We are committed to responsibly and transparently communicating the sustainability of our products to our customers. At J.Crew, we call these our Reimagined products, and at Madewell, they are our Do Well products. For products to meet the Reimagined or Do Well criteria the style must have been produced in a Fair Trade Certified™ factory or contain at least 30 percent of a sustainable fiber.

All product sustainability claims are reviewed by our Legal team and must adhere to legally approved definitions. We regularly audit our website’s sustainability claims and have rolled out a mandatory product communications training workshop to all relevant associates.

Regenerative Agriculture

Our support for regenerative agriculture is one way we aim to meet our sustainable fiber goals in the future and is the foundation of our commitment to mitigating our impacts on nature.

We are on an ongoing journey to support the transition to sustainable agriculture through scaling regenerative farming practices globally.

Our work is aligned with [Textile Exchange’s](#) definition of regenerative agriculture: “farming and grazing practices that have, among other benefits, the ability to rebuild soil organic matter and restore degraded soil biodiversity—resulting in both carbon sequestration and water cycle improvements.”

39
U.S. farms connected to our regenerative agriculture program

The steps we have taken to advance regenerative agriculture within our supply chain are helping scale these practices across U.S. farms, positioning us as leaders in this critical transition.

Investing in U.S. Farms

Since 2022, we have partnered with 5 Loc Cotton, LLC to help U.S. cotton growers transition from conventional farming practices to regenerative agriculture. We created this program to ensure that farmers do not bear the full financial burden of this transition. By sharing the responsibility, we aim to foster a more sustainable and equitable agricultural system. To support growers, we provide premiums—direct payments intended to assist them during the three-year period of continuous land improvement needed to transition their farms to certified regenerative practices. Through this program, we also helped implement the regenagri® standard in the U.S. for the first time. Owned and managed by Regenagri C.i.C., the regenagri® standard aims to safeguard the health of the farm land and surrounding areas, while promoting the well-being of growers and their communities.

Since launching the program, our first cohort of farms has successfully transitioned to certified regenerative. We continue to find opportunities to source regenerative cotton from these farms while onboarding new farms into our program to ensure we are driving the transition to regenerative on as much U.S. soil as possible. In 2024, our program supported 39 U.S. farms, spanning nearly 130,000 acres of land across Alabama, California, Louisiana, Mississippi, South Carolina, and Texas.



↑ Cover crop at a successfully transitioned farm in North Carolina

What is involved in regenerative farming?

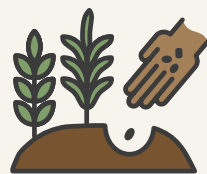
One of the most important elements of driving regenerative practices is giving farms the flexibility to make decisions based on what works best for their land. Cotton farming in North Carolina can look very different from cotton farming in Texas, and we aim to ensure the farmers can apply their deep knowledge of the land as they make changes. While each farm’s techniques may vary slightly, the general practices farmers follow include:



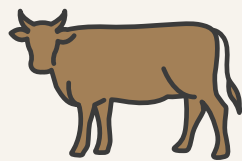
No-till or minimum-till farming



Minimal soil disturbance



Cover cropping and diverse crop rotations



Integrating livestock

These actions can result in increased soil biodiversity and overall species diversity.



J.Crew Group's Regenerative Agriculture Program Highlights

6

States: Alabama, California, Louisiana, Mississippi, South Carolina, Texas

39

U.S. farms connected to our regenerative agriculture program

400+

products made with regenerative cotton

10,000+

bales of cotton produced

130,000

acres of land impacted

\$2.4M

in premium payments directly to farmers

Biodiversity Returns to Quarterway Farms

Since 2021, we have proudly supported Quarterway Cotton Growers through their transition and scaling of regenerative agriculture practices. Within Quarterway’s Cooperative, a group of regenerative-minded growers have made responsible practices part of their farms for years. Quarterway Cotton Growers have also taken steps to increase the biodiversity on their land. These actions include: releasing quail and pheasants each year to combat decreased local bird populations due to drought; moving bee boxes to support pollinator activity around crops like cucumbers and seed millet; and introducing long flowering wildflowers near the farms to promote local pollinator habits year-round.

“First and foremost, working with J.Crew Group allows our growers to mitigate risk on their operations. Regenerative agriculture is a journey which requires experimentation to find the next way we can improve our farms. Working directly with J.Crew Group allows our growers to feel more secure as they continue to try new things and direct partnership allows us to help drive demand for regenerative U.S. cotton, which secures the livelihoods of all our growers. J.Crew Group is allowing us to reward growers who have made regenerative practices part of the culture on their farm because it is the right thing to do.”

TODD STRALEY,
CEO, QUARTERWAY COTTON GROWERS



Continuing Our Partnership with the Federation of Southern Cooperatives

When we set out to build a regenerative agriculture program to support U.S. cotton farmers on their transition from conventional farming to regenerative agriculture, we wanted to ensure we were doing so with an equitable lens. We prioritized engaging farmers from all backgrounds, taking care to recognize and address historic disparities in cotton farming, particularly across the U.S. Recognizing the interconnected complexities between climate change, social equity, and racial justice, we continue to advocate for and actively engage with farmers from marginalized communities through our regenerative agriculture program.

In this work, we partnered closely with our Belonging and Social Impact team and found a valuable partner in the Federation of Southern Cooperatives (FSC), the largest and oldest cooperative association owned by Black farmers, landowners, and cooperatives, who we have partnered with since 2022.

← *Freddy Davis (Federation of Southern Cooperatives), Brent Crossland (Agriculture Consultant), and Shun Binford (Regenerative Cotton Farmer in J.Crew Group's program)*

FSC's mission is to be a catalyst for the development of self-supporting communities through cooperative economic development, land retention, and advocacy. They are also working to identify, train, and incentivize farmers to transition to regenerative farming. Through our partnership, we have committed \$780,000 over three years to support four Black-owned farms in FSC's program across Louisiana, Mississippi, and South Carolina.

\$780,000

committed to support four Black-owned farms across Louisiana, Mississippi and South Carolina

Additionally, we continued to support the FSC's Youth Forestry Camp at the 1,300-acre Rural Training and Research Center in Epes, Alabama. The camp is dedicated to educating and developing the next generation of farmers and landowners.

Supporting Policy Reform

In 2024, we continued supporting Kiss the Ground®, a nonprofit that promotes regeneration and healthy soil as a viable solution for our wellness, water, and climate crisis. By leveraging the power of advocacy, we're driving strong support for regenerative agriculture within the Farm Bill.

In 2024, Kiss the Ground® gathered over 30,000 signatures, helped secure three Regenerative America marker bills in draft legislation, and hosted United States Department of Agriculture (USDA) officials for a regenerative grazing workshop. Our \$25,000 donation to Kiss the Ground® helped inspire and catalyze the transition of 2,500 acres of land to regenerative agriculture.

\$25,000

donated to Kiss the Ground®

Circularity

We are on a journey to strategically embed circular practices across our brands.

We follow the [Ellen MacArthur Foundation's](#) definition of a circular economy and interpret the principles as follows:

- **Eliminate waste and pollution:**
Designing products to minimize the waste in production and finding ways to turn waste into new raw materials, through the increased use of recycled fibers.
- **Circulate products and materials (at their highest value):**
Prolonging the use phase, including designing for physical, design, and emotional durability, and providing resale opportunities for customers. Where a product cannot be resold, supporting downcycling or other responsible disposal.
- **Regenerate nature:**
Addressing our broader impacts on climate change, water, biodiversity, and regenerative agriculture.

Our resale businesses are at the heart of our circularity program. Through Madewell Forever® and J.Crew Always, we aim to extend the life of every garment. Powered by ThredUp's Resale-as-a-Service®, these programs help our customers clean out their closets more responsibly.



Madewell Forever®

Since launching Madewell Forever® in 2021, more than 2.2 million garments have been collected via Madewell’s in-store denim trade-in program and clean out kits. In 2024 alone, over 600,000 garments were collected.

Madewell continues to provide an average of 3,000 clean out kits per month to customers, a number that has grown year over year since we launched the program. The sustainability impact of items received in the clean out kits to date is equivalent to:

- 14 million miles of driving emissions avoided
- 1.4 billion reusable water bottles filled

2.2M
garments collected via Madewell Forever®

Partnering with Reluxe Fashion

This year, Madewell partnered with Reluxe Fashion, a platform that recirculates luxury items, to curate a collection of pre-loved pieces styled with Madewell essentials. The campaign aimed to shift the way we think about clothing by blending secondhand designer items with new Madewell styles—showing that a more circular closet is the future of fashion. Madewell sold hundreds of these one-of-a-kind pieces in stores and online, giving customers more ways to shop, both new and secondhand.

10 Years of Madewell & Cotton's Blue Jeans Go Green™

Madewell’s denim takeback program has been a cornerstone of our circularity efforts long before the launch of Madewell Forever®. As the first brand to offer year-round denim recycling through Cotton’s Blue Jeans Go Green™ program, we’re proud to celebrate 10 years of giving unwearable denim a new life. Through the initiative, customers can drop off old jeans—regardless of what brand they're from—to any Madewell store. Gently worn pairs are resold, while those beyond repair are transformed into new products like housing insulation, sustainable food packaging, or upcycled designs. Since 2014, Madewell has collected 1.7 million pieces of denim, diverting 847 tons of waste from landfills and creating nearly 3.4 million square feet of insulation.

1ST

brand to offer customers year round in-store denim recycling through Cotton's Blue Jeans Go Green™ program

847

tons of waste diverted from landfills through our collaboration with Cotton's Blue Jeans Go Green™

3.4M

million square feet of insulation created with denim collected by Madewell



J.Crew Always

J.Crew Always encompasses J.Crew’s resale and recycling program, curated vintage, and more. The platform reinforces J.Crew’s mission to design clothes to be handed-down, and around, and to live in closets for decades. Since its launch, over 208,000 garments have been recirculated, with the number of collected garments more than doubling in 2024.

ThredUp x J.Crew Always also offers clean out kits, allowing customers to send us quality pre-loved items from any brand, and earn J.Crew credit for items sold by ThredUp. Since launching in 2023, J.Crew customers have sent in more than 18,000 kits.



↑ ThredUp x J.Crew Always

208,000+
garments recirculated through J.Crew Always



↑ Clean out kits



Handpicked Vintage J.Crew

In 2024, J.Crew continued to lean into its 40-year legacy, curating limited-edition capsules of iconic J.Crew styles from the ‘80s and ‘90s for customers to shop in select stores.



Expanding J.Crew’s
Second-Life Swim

In 2024, J.Crew reinforced its commitment to circularity with the launch of Second-Life Swim, a first-of-its-kind recycling partnership with SuperCircle™, a technology and logistics platform that connects fashion retailers to post-consumer textile waste and recycling infrastructure. Through this program, J.Crew customers can return swimwear—from any brand—to be recycled. Depending on its fiber content, 40 percent of returned J.Crew brand swimwear can undergo fiber-to-fiber recycling, which we will conduct whenever possible.

Products that cannot be textile-to-textile recycled are diverted to SuperCircle’s™ open-loop recycling streams, where they are utilized in alternative product lines such as compression or insulation, continuing to extend the fibers’ lifespan by a minimum of five years.

Since the program launched, we’ve diverted over 20,000 swimwear items from landfill—preventing more than 82,000kg of carbon dioxide equivalent (CO₂e) emissions. SuperCircle™ ensures that every piece of swimwear is processed with advanced technology and allocated to one of its more than 40 best-in-class recycling feeds, giving it the best possible next life.



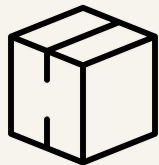
↑ Pre-loved swimwear being sorted for recycling and repurposing at SuperCircle’s™ warehouse

How SuperCircle™ Works



Item Selection

Customers input the swimwear they're recycling via the SuperCircle™ platform



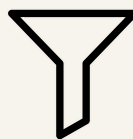
Ship or Drop Off

Customers use free SuperCircle™ shipping label to easily ship the items or drop off at any J.Crew location



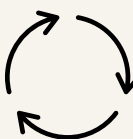
Pay Out

Customers receive immediate J.Crew credit via SuperCircle™



Processing

SuperCircle™ determines best second life solution for garment



Recycling & Data

SuperCircle™ recycles items and returns data to brands and their customers

20,000

swimwear items diverted from landfill





↑ Clothing Swap at our home office

Repurposing at Our Home Office

We continue to support the proper repurposing of fabrics and garments whenever possible. From collecting fabric scraps in our home office to hosting events that promote circularity and allow associates to trade clothing, our teams continuously find creative ways to extend the life of our goods.

Home Office Clothing Swap

We continue to host our bi-annual Clothing Swap at our home office in New York City, in partnership with the Sustainability Associate Interest Group. Associates are invited to bring in their gently used clothing and books and can take home as many items as they contributed. All remaining items are donated through our partner refashionNYC. Since launching the event, over 700 associates have participated and more than 6,600 items have been swapped or donated.

700
associates have participated in
our bi-annual Clothing Swap

6,600
items have been donated and swapped



↑ FABSCRAP recycling bags

Diverting Scraps from Landfills with FABSCRAP

To manage excess fabric scraps from the design process, we partner with FABSCRAP, a local nonprofit in Brooklyn, to divert them from landfill. FABSCRAP has developed a system to recycle and reuse fabric waste, creating an accessible materials resource for creative communities while reducing the fashion industry’s impact on the planet. Since we embarked on this partnership with FABSCRAP, we’ve saved over 66,000 pounds of fabric from landfill, the equivalent of 474 tons of CO₂e or planting over 7,100 trees.

474
metric tons of CO₂e
saved with FABSCRAP

Donating Samples through Good360

We donate samples and damaged items to charity through Good360, which sources highly needed goods from socially responsible companies and distributes them to nonprofits that support people in need.

Giving Clothes New Life with refashionNYC

In partnership with clothing donation and recycling service refashionNYC, associates at our home office in New York City have donated thousands of units of their personal clothing, accessories, and more to Housing Works, a healing community of people living with and affected by HIV/AIDS. Donation boxes are located throughout our home office.

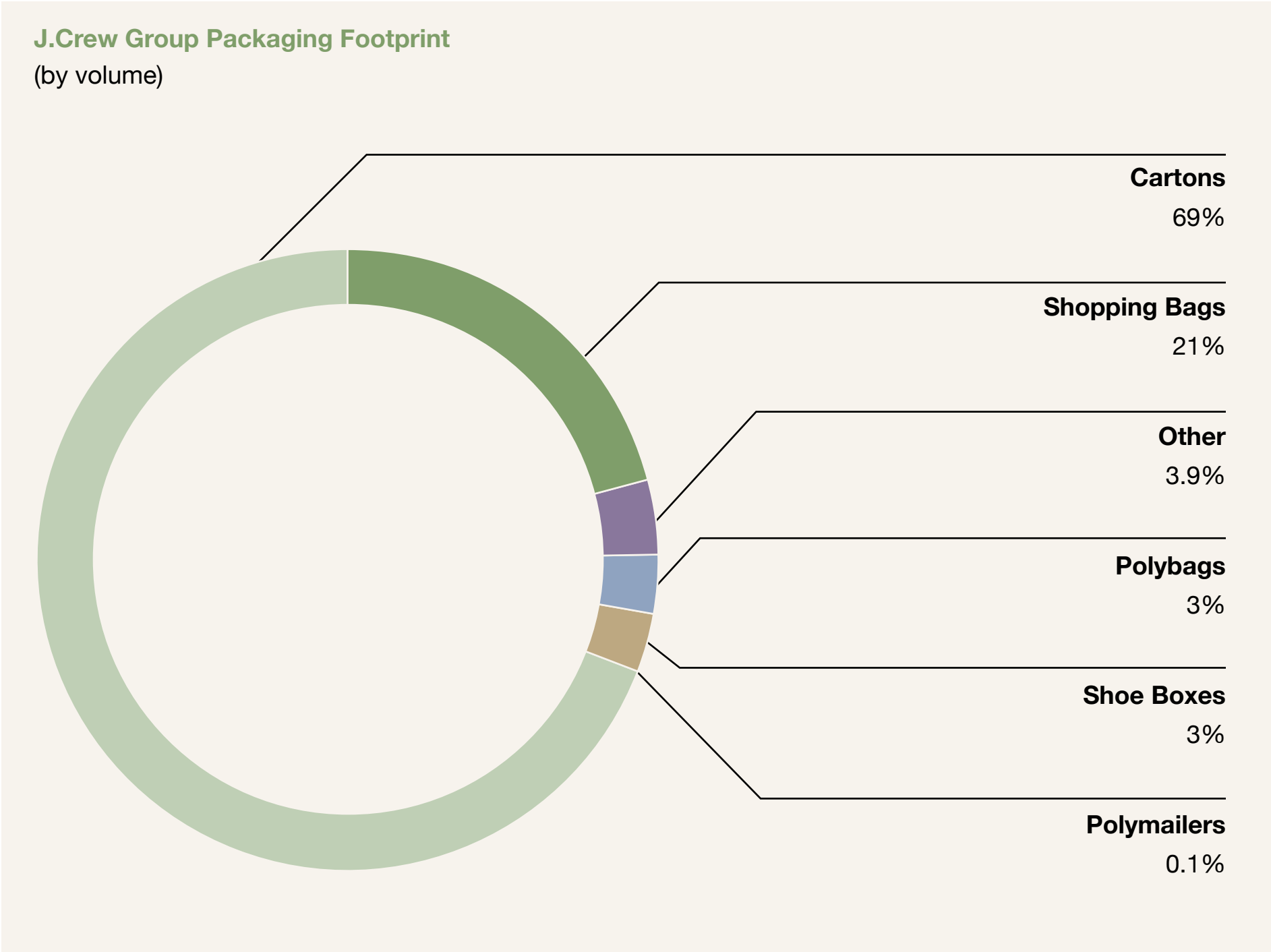
Packaging

We aim for 100% of our packaging to be sustainably sourced and free of virgin plastic by the end of 2025.

To achieve this goal, we are working to reduce single-use plastics, phase out virgin plastics in packaging and raw materials, and partner with the industry to find innovative solutions.

Each year, we conduct a packaging footprint analysis to gain valuable insights into the environmental impact of our packaging, as well as opportunities to further improve the sustainability of our packaging types. We evaluate primary, secondary, and tertiary packaging, encompassing all logistics, on-product, and point-of-sale packaging. This information is gathered internally and through collaboration with vendors, who provide key metrics and data.

The following packaging types make up our packaging volume:



Sustainable Packaging Progress

In 2024, 63 percent of J.Crew Group’s paper and plastic packaging types contained 100 percent sustainably sourced materials, up 23 percent from 2023. An additional 36 percent of our packaging contained between 30 percent and 99 percent recycled content, while only one percent of our packaging did not include any sustainable materials—highlighting the progress we’ve made.

We are focusing our approach on increasing sustainable packaging types by tackling our largest volumes, with an emphasis on addressing our plastic packaging to eliminate virgin materials.

63%
of our paper and plastic packaging is made from 100% sustainably sourced materials

We recognize the significant environmental impact of single-use plastics and are actively working to address this challenge. While plastics account for only five percent of our packaging footprint, none of our plastic materials are made from 100 percent virgin plastic. Most of our polybags contain 100 percent recycled content, and our polymailers contain 50 to 80 percent recycled content.

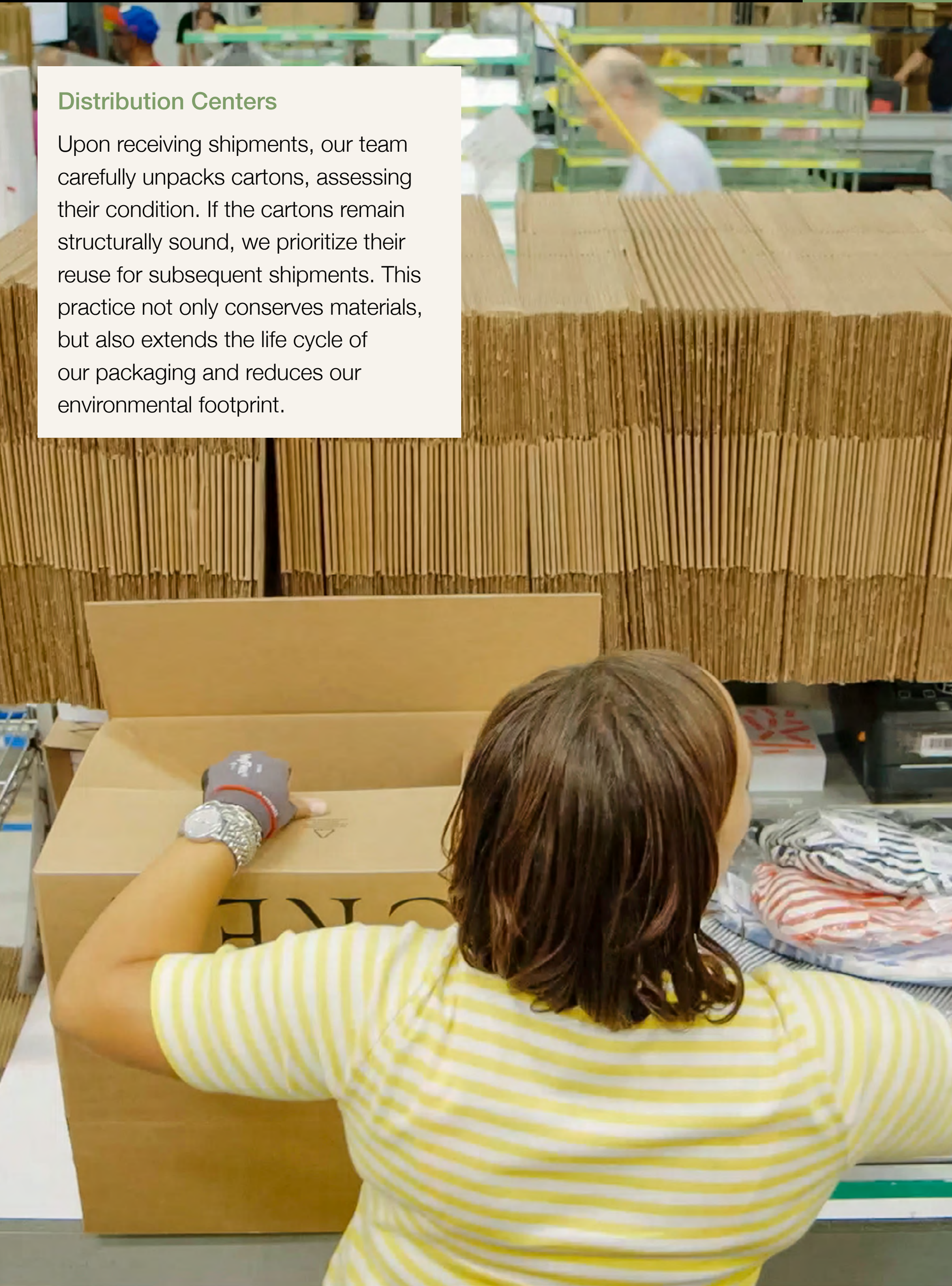
J.Crew Group Sustainable Packaging

Packaging Type	Percentage of Packaging 100% Sustainably Sourced
All Paper and Plastic Packaging	63%
Cartons	49%
Shopping Bags	100%
Polybags	99%
Polymailers	86%
Shoe Boxes	55%

*Our definition of sustainably sourced packaging is that the packaging is derived from certified renewable or recycled materials. Where our packaging is not 100 percent sustainably sourced, we track the percentage of certified renewable or recycled material and make these packaging types our focus for action.

Distribution Centers

Upon receiving shipments, our team carefully unpacks cartons, assessing their condition. If the cartons remain structurally sound, we prioritize their reuse for subsequent shipments. This practice not only conserves materials, but also extends the life cycle of our packaging and reduces our environmental footprint.



Product Packaging Highlights

- We do not include unnecessary packaging, and we have worked to reduce hangtags on products sold directly to consumers through our e-commerce channels.
- Madewell continued its use of the ship-in-one-container shoebox across all footwear, reducing paper usage by 34 percent compared to using a traditional shoebox.
- We are continuing to use the Forest Stewardship Council® (FSC) Certified paper bag—called the Vela bag—to replace all plastic bags used to ship J.Crew, J.Crew Factory, and Madewell jewelry. This bag is curbside recyclable, and a portion of the proceeds from every Vela bag sold is donated to ocean-friendly organizations Mote Marine Laboratory & Aquarium and One Ocean Foundation, supporting critical ocean research and conservation programs. We are actively looking for more opportunities to transition additional product categories to paper alternatives.
- We are committed to exploring next-generation materials as alternatives to plastic in our packaging and remain open to innovation. As part of this effort, we have continued to trial [SWAY's](#) seaweed bag, testing its durability throughout our supply chain.



Piloting Reusable Shipping Cartons with Returnity

In 2024, our distribution centers (DCs) and stores worked together to pilot reusable shipping cartons with [Returnity](#). Returnity's boxes can be reused upwards of 40-50 times, helping brands and retailers replace single-use packaging with durable solutions designed to reduce waste and improve circularity. During the pilot, we shipped multiple rounds of the reusable boxes from our Asheville DC to J.Crew stores. Once at a store, our teams collapsed the boxes into one Returnity box and returned them to the DC to be used for the next shipment. The pilot was a success, and we are looking to scale this initiative to more stores in 2025 to further assess its company-wide feasibility. We look forward to sharing more in next year's report.

Chemical Management

We take a multifaceted approach to managing chemicals in our supply chain and products.

This approach includes setting clear requirements for suppliers, implementing processes to manage chemical usage, and conducting tests to verify compliance with J.Crew Group and industry requirements.

Compliance Requirements

Our program begins with the J.Crew Group [Supplier Code of Conduct](#), which communicates our chemical safety standards and Apparel and Footwear International RSL Management (AFIRM) [Restricted Substances List \(RSL\)](#) compliance requirements. As proud members of the AFIRM Group, we require our suppliers to comply with the AFIRM RSL for all finished materials and products.

Implementing Processes

We support our suppliers in aligning with our requirements by including RSL compliance training in our J.Crew Group Vendor Onboarding program, and by sharing AFIRM-hosted training programs through our testing labs. We make sure they are aware of the AFIRM RSL’s risk-based management approach, which identifies higher chemical risks for different fabrics, products, and performance types.

Verifying Compliance

Our Testing team oversees compliance with chemical management standards and requirements across our supply chain. Our suppliers are required to engage an accredited third-party laboratory to test products and their components, and any compliance failure results in a mandatory investigation, as well as a corrective action plan that must be implemented before the product can be released.

To supplement these efforts, we ask our strategic Tier 1 cut-and-sew and fabric suppliers to respond to the [Higg Facility Environmental Module \(Higg FEM\)](#) from Cascale, formerly the Sustainable Apparel Coalition. This sustainability assessment tool standardizes how facilities measure and evaluate their environmental performance year over year, and we utilize this data to assess overall chemical management in our supply chain and evolve our chemical management strategy.

Expanding our bluesign System Partnership

Since becoming a bluesign System Partner in 2023, J.Crew Group has reinforced its commitment to reducing its environmental impact by implementing the best available techniques and sustainable practices in denim production. Through this partnership, we are actively working with bluesign and our vendors to support implementing the bluesign system and bluesign certification of their materials. In 2024, J.Crew and Madewell launched 32 styles with bluesign approved fabrics.



Climate & Nature

Greenhouse Gases

We strive to protect climate and nature by reducing emissions, conserving biodiversity, and promoting responsible land and water use.

J.Crew Group recognizes that climate change and nature-related risks are some of the most critical issues of our time, and we are strategically investing in resources to mitigate our impacts, set ambitious reduction targets, and collaborate on scalable industry-wide solutions.

Our climate goals are approved by the Science Based Targets Initiative (SBTi), which aligns us with leaders within our industry.

Our strategy focuses on both climate resilience and mitigation. It relies on our commitment to using sustainable fibers; forming long-term partnerships with suppliers to support the setting and achievement of climate-aligned targets; and identifying innovative technology opportunities and efficient route optimization with our transportation and logistics vendors.

68%

overall reduction in Scope 1 and 2 emissions since 2019

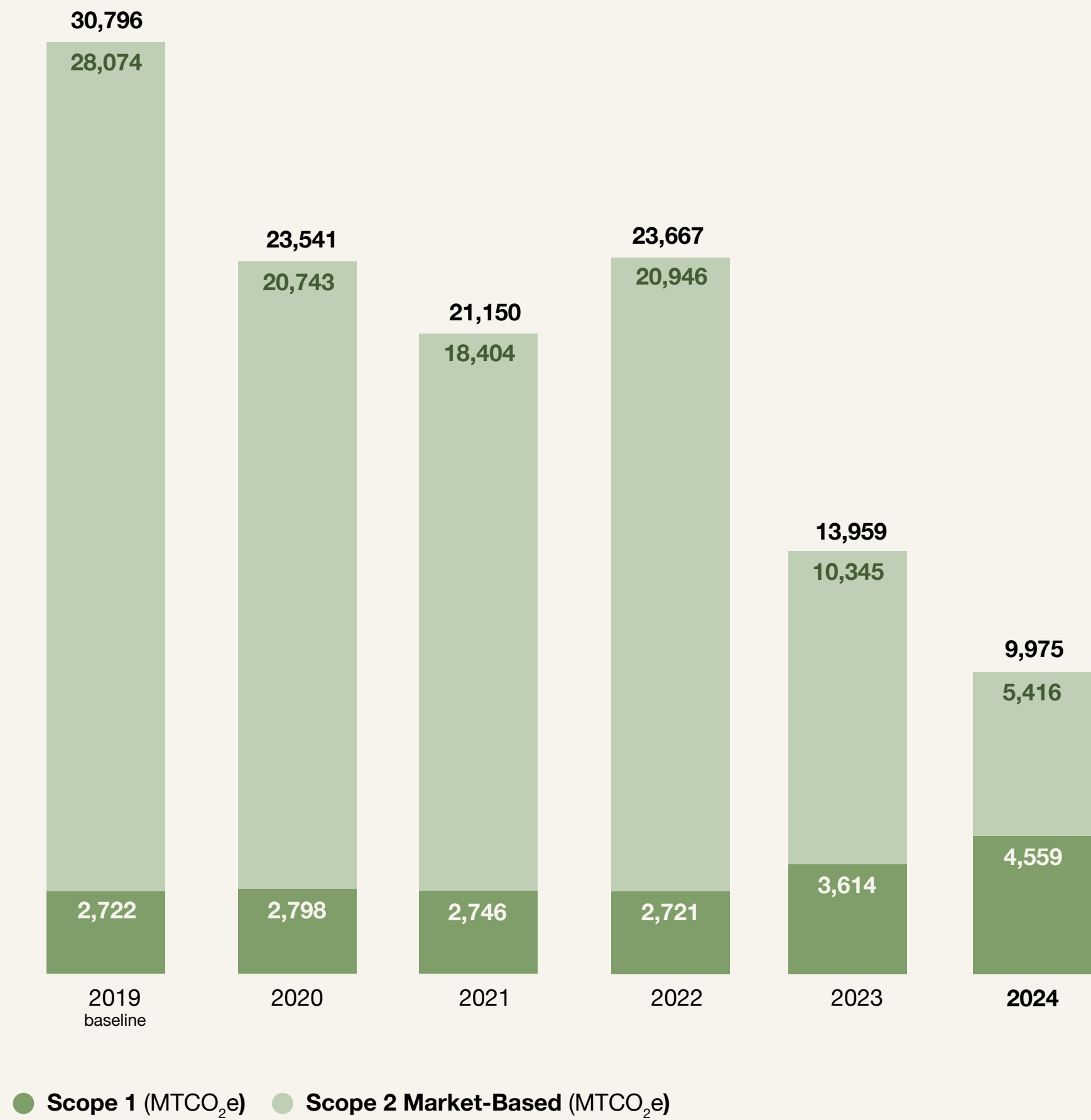
Scope 1 and 2 Emissions

J.Crew Group is committed to reducing absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 85 percent by 2030 from a 2019 base year, including increasing annual sourcing of renewable electricity to 100 percent in line with our 2030 target year. In 2024, we made great progress towards our goal, achieving a 68 percent reduction in Scope 1 and 2 emissions since 2019, up from 55 percent in 2023.

For our direct operations, our first priority is identifying and implementing emissions reduction opportunities before evaluating market-based mechanisms such as renewable energy certificates (RECs) to address our remaining emissions. We have implemented operational improvements that have resulted in measurable energy reductions, demonstrating our commitment to efficiency and sustainability across our business.

More information and a review of location-based emissions can be found in the [Appendix](#).

Scope 1 and 2 GHG Emissions



Distribution Centers

Sustainability is embedded in the daily operations of our distribution centers (DCs), where we continuously optimize efficiencies wherever possible. Having already completed lighting retrofits that have delivered both energy and cost savings, we also prioritize energy-efficient options whenever machinery requires replacement.

The DCs have established a Sustainability Committee to engage associates in advancing zero-waste initiatives and implementing innovative sustainability programs. This committee serves as a vital platform for associates to share their ideas, provide feedback, and voice concerns.

Purchasing Renewable Energy Certificates

We have committed to obtaining 100 percent of our electricity from renewable sources in J.Crew Group’s owned and operated facilities, including our stores, offices and DCs. To reach this target, we analyze and work to remediate our direct energy consumption and strategically procure RECs to address the remaining emissions. In 2024, we purchased 47,300 Green-e® Energy RECs, contributing to the reduction of our Scope 2 emissions.

TRUE Certification at Asheville DC

Reducing waste is a priority at our two DCs located in Asheville, North Carolina, and Lynchburg, Virginia. In early 2025, our Asheville DC was awarded TRUE Certification, recognizing the center as a leader in driving towards zero waste. To achieve this certification, the DC maintained an average waste diversion rate of 95 percent from landfill, incineration (waste-to-energy), and the environment, and achieved this by diligently separating its waste into multiple streams of recycling and composting daily. One of the key actions was the purchase of a bailer, where the team collects and bundles flexible plastics. We then sell the bailed plastic to a company that turns the recycled content into material for decking planks.



↑ J.Crew Group Distribution Center

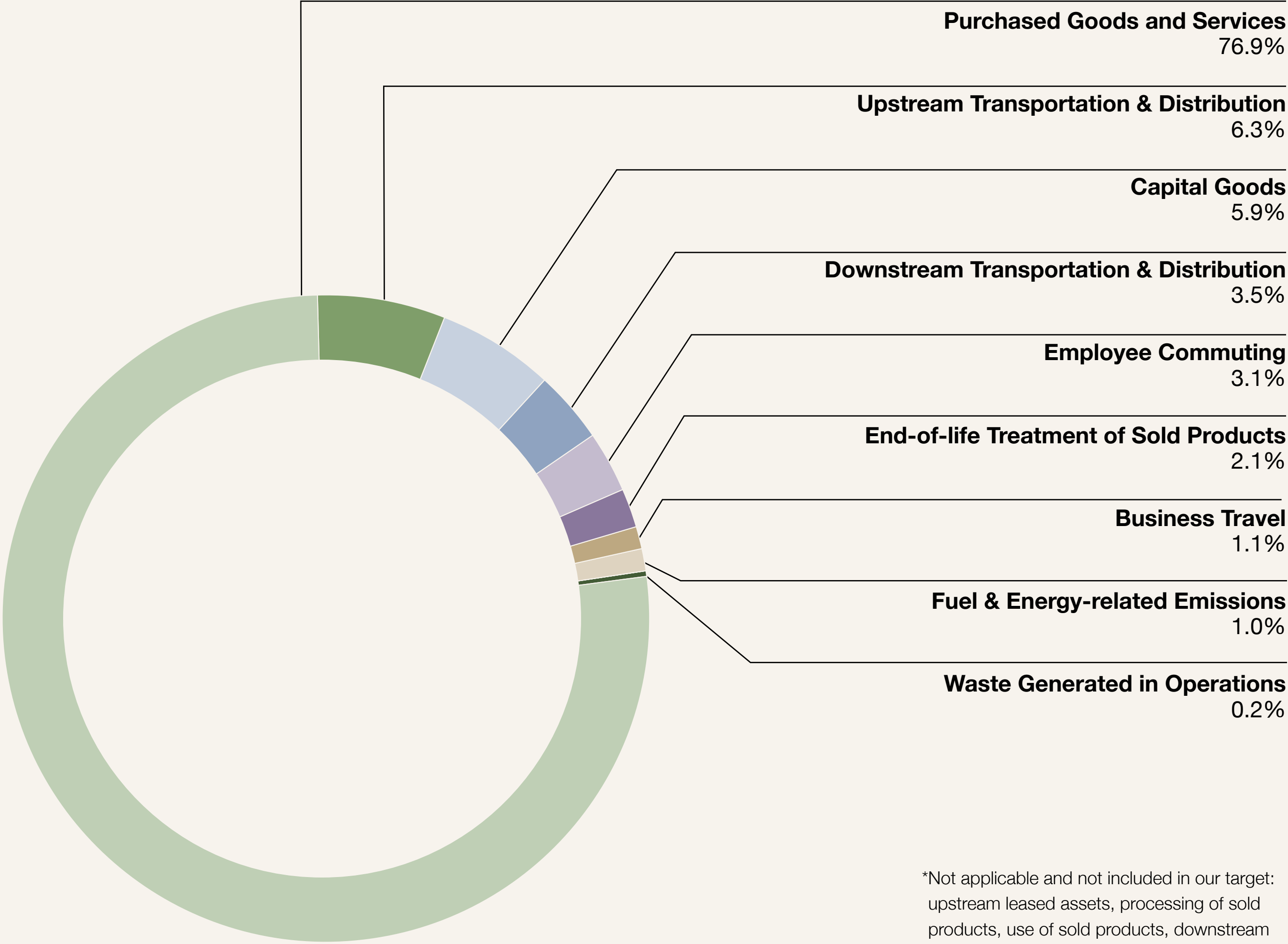
Scope 3 Emissions

J.Crew Group is committed to reducing absolute Scope 3 GHG emissions by 30 percent by 2030, from our 2019 baseline. Over 85 percent of our Scope 3 emissions come from purchased goods and services, as well as transportation and distribution. To address these emissions, we prioritize sustainably sourced materials with lower environmental impacts and have established targeted initiatives to reduce emissions across our supply chain. Given that products and transportation are our largest emissions drivers, they remain our key focus areas for meaningful reduction.

Our Scope 3 Emissions Data

In 2024, we achieved a 4.6 percent reduction in Scope 3 greenhouse gas emissions from our 2019 baseline. However, the expansion of our business—including 132 store openings, a 25 percent growth in the volume of materials we use, and a 14 percent increase in employee headcount—has led to a year-on-year increase of 4.5 percent in Scope 3 emissions.

We remain fully dedicated to reducing our Scope 3 emissions in line with our 2030 goal, and will continue to explore solutions and partnerships to lower these emissions, even as our business continues to grow. We also aim to continue to gather more primary data and transition away from spend-based modeling where possible.



*Not applicable and not included in our target: upstream leased assets, processing of sold products, use of sold products, downstream leased assets, franchises, and investments.

More information and a review of Scope 3 data can can be found in the [Appendix](#).

Supply Chain

At J.Crew Group, our commitment to sustainability extends beyond our owned and operated facilities. We know we need the cooperation of our supply chain partners to meet our commitments, which hinge on the strong strategic relationships we have developed with values-aligned suppliers over the years.



Apparel Impact Institute’s Carbon Leadership Program

Engaging our supply chain is critical to reducing our Scope 3 emissions. We have learned from our suppliers that implementing programs aimed at reducing facility emissions can be a complex and time-intensive process. Our partnership with [Apparel Impact Institute](#) (Aii) enables us to provide resources and guidance to our strategic supply chain partners to begin to understand and address their own impacts.

We set out to address the top 45 percent of vendors (by spend) through Aii’s [Carbon Leadership Program](#) (CLP). In 2024, our first cohort of eight strategic vendors and suppliers completed Aii’s CLP with its implementation partner [RESET Carbon](#). Through this program, each of the vendors has conducted an emissions baseline, set carbon reduction targets, and established an action plan to reduce emissions. At the end of 2024, we rolled out the program to an additional 21 facilities among our strategic vendors and suppliers.

We plan to continue to scale and evolve the program based on the strategic sourcing partners we work with, ensuring we are targeting high-emitting facilities.

Prosperity and Aii’s Carbon Leadership Program

Through our partnership with Aii, our strategic supplier Prosperity Textile has set ambitious targets to reduce carbon emissions by 85 percent, and water usage by 20 percent, by 2030. To achieve these goals, the supplier is implementing a variety of projects focused on energy transformation, water conservation, and low-carbon production. Since 2020, Prosperity has already achieved an eight percent reduction in carbon emissions and nearly a 33 percent reduction in water usage, putting the facility on track to meet its 2030 goals.

Participation in the program has not only led to measurable reductions, but also provided Prosperity with valuable qualitative insights. Since starting the program, Prosperity has enhanced its data-driven decision-making, improving its ability to track carbon and water footprints.

“The Carbon Leadership Program has fostered a collaborative approach to sustainability by strengthening partnerships with suppliers and environmental organizations. J.Crew Group has provided critical support to the facility throughout the implementation of the program, by providing technical assistance, promoting sustainable products, and assistance complying with international standards and sustainability disclosures.”

PROSPERITY TEXTILE

Higg Facility Environmental Module (FEM)

Since 2019, we have utilized the Higg FEM sustainability assessment tool from Cascale to understand the environmental impacts of our supply chain. We measure Higg FEM data at the J.Crew Group level, which covers facilities that work with all of our brands. Read about the suppliers that completed the Higg self-assessment module in the [Appendix](#).

We will continue to leverage this tool to evaluate the sustainability performance of our supply chain and contribute to our goals around Scope 3 emissions and water impacts.



Environmental Protection Agency’s SmartWay Program

Transportation emissions are the second-largest contributor to J.Crew Group’s GHG footprint. To address this, we actively participate in the U.S. Environmental Protection Agency’s SmartWay program—a collaborative initiative that supports the freight transportation sector in reducing emissions, improving fuel efficiency, and enhancing overall supply chain performance.

Our transportation partners have demonstrated strong engagement with the program, leveraging its comprehensive resources to adopt sustainable transportation practices. These include vehicle electrification, strategic alignment on emissions reduction methodologies, and the use of standardized tools for benchmarking and performance reporting. Collectively, these initiatives contribute to decreased fuel consumption, lower GHG emissions, and reduced operational costs. We continue to advocate for SmartWay as a requirement for freight vendors.

UPS Carbon Neutral Program

Although it is not formally counted as part of our Scope 3 emissions target, we are also continuing our partnership with the UPS carbon neutral program, offsetting Scope 3 emissions derived from e-commerce shipping. This means that for every ton of carbon emitted by a package shipment, an equivalent amount of carbon is saved by emissions reduction projects certified through Offset Standards. Through this program with UPS, J.Crew Group offset 20,315 metric tons of CO₂e from our e-commerce package shipments in 2024.

Carbon Insetting

U.S. Cotton Trust Protocol

J.Crew Group is committed to supporting climate-smart agriculture practices in our supply chain by supporting U.S. cotton growers in adopting and implementing sustainable practices that benefit their operations and the environment. We make purpose-driven investments through our strategic collaboration with the U.S. Cotton Trust Protocol by purchasing carbon insets, which are verified emission reductions generated by climate-smart agriculture practices.

Insets purchased from participating Trust Protocol growers are categorized into reductions and removals. Emission reductions are activities that avoid emissions and do not remove carbon from the atmosphere, whereas carbon removals remove and sequester carbon from the atmosphere. Purchasing verified insets allows us to reduce Scope 3 emissions within our value chain.

The Fashion Pact Unlock Programme

In 2023, J.Crew Group joined The Unlock Programme—a non-profit, cross-industry system designed to decarbonize raw materials production and catalyze the shift to regenerative farming, developed by The Fashion Pact and Future Earth Labs. The program uses an inset mechanism to provide brands with quantitative GHG impact metrics, known as Unlock Units, which can be used within climate reporting. The funds from these Unlock Units are directed to the farmers who generate them, supporting their ongoing transition to low-carbon and regenerative agricultural practices.

As a founding member and ambassador of the program, J.Crew Group plays a leading role in raising awareness within the fashion industry and beyond. In 2024, J.Crew further demonstrated its commitment by purchasing Unlock Units to support farmers and contribute to our Scope 3 emissions reduction goals. In addition to verified GHG emissions reductions, the Unlock Programme will begin tracking and reporting quantified impacts on water, biodiversity, soil health, and farmer livelihoods from 2024 onwards.

Water

Water is a precious resource and we are committed to mitigating risks associated with water scarcity, water quality, and ecosystem degradation in the communities in which we operate.

Our approach to addressing water impacts is structured around three priorities: water stewardship, supplier engagement, and consumer use. We follow the United Nations definition of water stewardship, which is “to use water in a way that is socially equitable, environmentally sustainable, and economically beneficial.”

Our Work in Vietnam

In 2024, J.Crew Group entered the second phase of its partnership with the [World Wildlife Fund \(WWF\)](#), participating in the Mekong and Dong Nai River Basin Water Stewardship Program in Vietnam. These two river basins, which house about 46 percent of J.Crew Group’s Vietnam production, are vital to the livelihoods of millions of people and the functioning of local ecosystems. We are committed to improving water efficiency in the facilities in our supply chain, reducing water use, sustainably managing shared water basin resources, preserving wetlands, harvesting rainwater, and fostering collective dialogue on water governance within impacted communities.

Our 2024 highlights include:

- Over 1,000 participants from 570 textile facilities participated in a climate action training workshop hosted by WWF and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), equipping them with the skills needed to maintain an accurate GHG emissions inventory.
- Eight large textile mills were nominated to receive direct technical support from WWF in water stewardship transformation.
- To date, the Vietnam Mekong River Delta Program has saved nearly 1.3 million m³ of water.

Our Work in Texas

Too much or too little water can devastate cotton availability. At J.Crew Group, 70 percent of the land in our U.S. regenerative cotton program is based in Texas, which is why we have partnered with [Texan by Nature](#) to engage in water conservation work adjacent to our regenerative farm communities through the Texas Playa Conservation Initiative. In 2024, we committed \$50,000 to restoration work on producer lands and surrounding areas.

Over the course of the program, 128 acres across three playa basins have been restored on farms in the Texas counties of Crosby, Hale, and Floyd. This restoration has led to several benefits, including approximately 10.4 million gallons of groundwater recharged annually, 691 metric tons of carbon sequestered, improved wildlife habitats, sedimentation prevention, and enhanced water filtration.



Supplier Engagement

We plan to engage key vendors to develop context-based water targets by 2030, which are tailored to the specific water risks and opportunities in the regions where we operate. This will ensure more sustainable water use and help mitigate local water challenges.

By selecting Apparel Impact Institute as our implementation partner, we benefit from joint monitoring and engagement across carbon, water, and chemicals in our supply chain. We expect the outcomes of this work will include the identification of water reduction goals for our vendors, implementation plans for wastewater management, and the adoption of more efficient wash techniques within our denim supply chain.

In 2024, our water work continued with two suppliers in the Carbon Leadership Program, which helps suppliers establish carbon and water action plans and set reduction targets. You can read more about this in the [Climate](#) section.

Wastewater

To address wastewater risks in our supply chain, we implement the Higg FEM to measure and manage our partners’ chemical management and wastewater programs. You can read more about this in the [Chemical Management](#) section.

Consumer Use

Water conservation does not end at garment production. At-home garment care is also water-intensive, which is why we provide environmentally friendly wash instructions for our largest product categories. This includes all J.Crew Group private-label denim products, which have responsible care instructions on the interior pocket bag that encourage customers to reduce how often they wash their favorite jeans. We also provide care guides on both the [J.Crew](#) and [Madewell](#) websites.



Care for Our People

Demonstrate respect for our associates and the workers across our supply chain while making a positive difference in the communities where we operate

Workers Across our Supply Chain

- 33 Workers’ Rights & Empowerment
- 36 Fair Trade

Associates & Communities

- 37 Belonging
- 38 Associates
- 43 Customers
- 44 Communities

Workers Across Our Supply Chain

We protect human rights and provide opportunities to improve living standards for workers across our supply chain.

Workers' Rights & Empowerment

J.Crew Group supports the human rights of all people who contribute to the production of merchandise in our supply chain.

Fair and decent working conditions and an adequate standard of living are basic human rights—and we do our best to protect those rights for all the workers in our supply chain. In 2022, we published our [Human Rights Statement](#), laying out J.Crew Group's commitment to human rights and associated requirements. We are proud to share that in 2024, we expanded our social compliance requirements, training obligations, and transparency expectations.

While we do not directly own or operate any factories at J.Crew Group, we are committed to sourcing our products with ethical, responsible, and compliant vendors, factories, and mills who partner with us to promote better working conditions and continuous improvement.

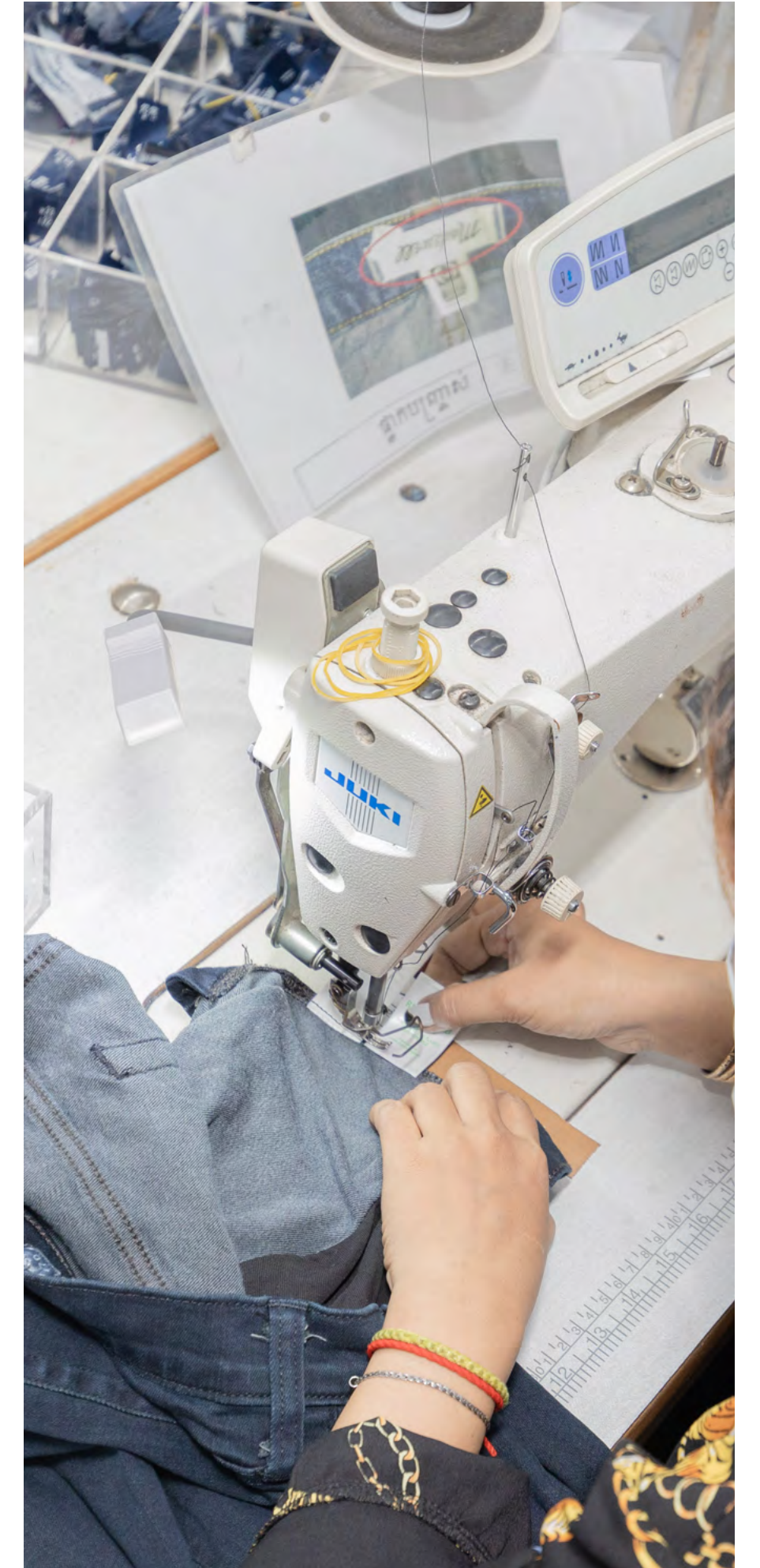
Complying with Our Code of Conduct

Our Supplier Code of Conduct is based on the [International Labour Organization \(ILO\)](#) core standards and requires compliance with all laws in each of the countries in which the facilities in our supply chain operate. The Supplier Code of Conduct applies to every level of our supply chain, including all approved subcontractors, homeworkers, and sub-suppliers. The code outlines 15 specific expectations related to labor and human rights, the environment, and fair and honest operating standards. We support our suppliers with tools and best practices, including training and consultations, so they are better equipped to facilitate safe working conditions.

Our suppliers undergo audits throughout the year to ensure compliance with our continuous improvement model. Most inspections are semi-announced, and when necessary, fully unannounced. All new production facilities are subject to inspection and approval before any purchase orders are placed.

Existing factories within our supply chain are routinely assessed based on their previous compliance performance, the overall reputational risk to J.Crew Group, and worker risks relating to health and safety. The audits, which take place over one to three days, include a detailed review of documents, private and protected worker interviews, and an inspection of the facility to assess worker well-being, health, and safety.

Audits are conducted at a regular cadence across all factories producing J.Crew Group products. The cadence is determined through a risk-based approach informed by past audit performance, with lower-performing facilities audited more regularly (6-12 months) and higher-performing facilities audited less frequently (18-24 months).



In 2024, we conducted 115 audits to assess compliance against our Supplier Code of Conduct. Additionally, 116 external audits were conducted by industry certification programs (such as [Better Work](#) and [Fair Trade](#)) or other major U.S. retail brands, bringing the total to 231 audits. When we accept external audits, we review the level of compliance, assess the audit based on the type and extent of non-compliances, and work collaboratively with the program or brand to support continuous improvement and higher compliance in each facility in the future.

2024 J.Crew Group Audits

Audit Program	Audit Count
J.Crew Program Audit	115
Other Brand Audit	56
Better Work	44
Fair Trade Audit	16
Grand Total	231

We uphold rigorous requirements and as a result, two new factories were not approved for production due to high-risk issues cited during a compliance audit.

Once an audit is conducted, the full audit results are shared with the facility after review by both the auditor and the J.Crew Group team.

J.Crew Group Audit Ratings 2024

Audit Rating	Percentage of Factories
Very Good High performing facility in line with the JCG Code of Conduct.	9%
Acceptable with Issues Above average performing facilities with a few minor non-compliance issues.	26%
Fair Multiple medium-risk issues.	51%
Needs Improvement Multiple and major issues that require sustained improvement on non-compliance issues.	10%
Immediate Attention Required Multiple and major issues and at least one critical issue.	3%
Termination A substantiated critical issue leading to termination of sourcing relationship.	1%

Each facility must then develop a detailed corrective action plan outlining specific steps to address any non-compliance. We support facilities in implementing these plans, with the goal and expectation of reaching a higher level of compliance by the next audit.

In 2024, we updated our Responsible Sourcing Policies to further clarify program expectations and inform vendors that Tier 2 suppliers must adhere to J.Crew Group’s Supplier Code of Conduct and participate in our monitoring program. Tier 2 refers to our mill partners and 67 mill facilities in our supply chain participated in social compliance audits in 2024.

If a factory receives the top rating in our audit, J.Crew Group absorbs the cost of the audit, rewarding top performers and demonstrating our commitment to the standards laid out in our Supplier Code of Conduct.



Grievance Mechanisms for Workers

We require all production facilities to maintain a documented process for workers to report complaints or grievances, assign a representative to manage and track the process, and ensure that all new workers understand and are encouraged to use it. We also have mechanisms in place for workers to report potential violations of our Supplier Code of Conduct directly to J.Crew Group. We require all factories to adopt a non-retaliation policy to ensure workers can report illegal or unethical behavior without fear of negative consequences. All factories and mills are required to display a Supplier Code of Conduct poster in a location that is accessible to all workers and in a language that all workers understand. At the bottom of the poster, we include information on how workers can contact J.Crew Group with complaints or grievances. If we receive a grievance, we take swift action to address it, including an investigation, root cause analysis, and a corrective action plan. For any grievance that is found to have merit, a factory must provide proof of remediation. If they fail to do so, or do not adequately address the complaint, we reserve the right to address it through warnings and ultimately termination, depending on the severity of the issue.

Standard of Living for Workers in our Supply Chain

In 2024, we launched an educational partnership with the University of Michigan Ross School of Business Multidisciplinary Action Project (MAP). During the three-month project, the team researched international living wage standards and provided J.Crew Group with insights on:

- International living wage standards in the countries where a majority of our merchandise is produced
- How wages in Bangladesh factories supplying J.Crew Group compare to current living wage benchmarks
- Industry progress in addressing living wage challenges
- The most effective industry initiatives for improving supply chain workers’ standard of living

Zero Tolerance for Forced Labor

One of the most challenging human rights issues that exists in our industry is forced labor. We maintain a zero-tolerance policy for forced labor and child labor in our own supply chain, and are committed to preventing and addressing any potential issues to ensure compliance with these policies.



These preventative measures include:

- We continue to partner with [The Mekong Club](#), an anti-slavery nonprofit, to stay informed on industry progress in eliminating forced labor, emerging country-specific challenges, and training programs available to our suppliers.
- In 2024, we collaborated with brand partners, NGOs, and certification programs to assess and improve the migrant worker process in South Asia to ensure it aligns with our program's requirements, which are based on the ILO International Labor Standards on labor migration.
- We continue to include our requirements related to child and forced labor in our Purchase Order Terms and Conditions for all vendors and mills.
- Our Vendor Master Agreement outlines our auditing requirements, mandates vendor registration of subcontractors, and requires all facilities to post the J.Crew Group Supplier Code of Conduct in an accessible location and in the local language of its workers.
- To read more about our efforts, refer to the [Transparency section](#).

Our Supplier Code of Conduct includes specific requirements to address key risks faced by migrant workers including (but not limited to):

- Prohibiting workers from paying fees for employment
- Ensuring employment terms and conditions are provided and explained to workers being recruited before departure from their home country, giving adequate time for review
- Requiring contracts in both the worker's language and the legally enforceable language of the receiving country
- Prohibiting requirements for workers to post bonds or make deposits as a condition of employment

Championing Worker Well-Being

We are committed to working with supply chain partners that provide services to support worker well-being, such as childcare facilities, maternity benefits, and healthcare services. All the factories we source from offer maternity and healthcare benefits to their workers. In about 27 percent of the factories in our supply chain, onsite childcare facilities, or equivalent compensation, are required by law, and we monitor to ensure that these benefits are provided to our workers.



Fair Trade

Through our partnership with Fair Trade USA™, we aim to empower workers and ensure fair conditions and equal economic opportunities for the people who manufacture our products.

Our Partnership with Fair Trade USA™

In 2019, we committed to producing 90 percent of J.Crew's cashmere and chino collections and Madewell's denim in FairTrade Certified™ factories by the end of 2025. We are proud to have hit this goal one year early in two of our product categories.

100%
of J.Crew's cashmere sweaters are produced in Fair Trade Certified™ factories

Our 2024 highlights include:

- 100 percent of J.Crew's cashmere sweaters were produced in Fair Trade Certified™ factories.
- Over 90 percent of Madewell's denim was produced in Fair Trade Certified™ factories.
- 71 percent of J.Crew's chinos were produced in Fair Trade Certified™ factories.

For each product produced in a Fair Trade Certified™ factory, J.Crew Group pays a premium that goes directly to a fund governed by the workers at the factory. The employees are empowered to organize and vote to invest the funds in projects they consider important to their unique local socioeconomic and environmental needs. Since the program launched in 2018, we have contributed over \$10 million in premiums to Fair Trade committees across 17 factories in eight countries.

In 2024, Fair Trade committees across our supply chain voted and implemented projects funded by our premiums, including:

- At Saitex in Vietnam, 3,105 employees received confidential health screening packages as part of a broader effort to prevent diseases and address employees' health needs.
- At Lotus in Vietnam, 2,500 employees received gift boxes to celebrate Vietnamese national holidays.

17
factories across eight countries certified as Fair Trade

\$10M+
in premiums contributed to Fair Trade committees since program launch



Associates & Communities

Belonging

We aim to build and sustain a community where our associates, customers, and communities feel safe to be their most authentic selves.

We prioritize Belonging because it fuels both human connection and business success—it’s about ensuring every person knows they matter.

At J.Crew Group, our work in diversity, equity, and inclusion laid the foundation—but Belonging is how we carry it forward. It’s how we create spaces where people feel seen, valued, and connected—not just to their work but to one another. Belonging isn’t separate from DEIB; it’s the heart of it.

We’ve seen time and again that inclusive cultures drive better outcomes. But beyond performance, we believe in the power of progress over perfection.

This year, we deepened our Belonging strategy with a more expansive lens—one that recognizes how social, economic, and environmental forces intertwine to shape people’s experiences at work and beyond.

“Belonging isn't an aspiration; it's a foundation. It's the key to unlocking innovation, connection, and impact across everything we do—empowering us to create a workplace where everyone can flourish, nurture their creativity, and unleash their unique magic.”

KEISHA GOLDING, VP, TALENT ACQUISITION, BELONGING, CORPORATE GIVING, AND INTERNAL COMMUNICATIONS, J.CREW GROUP

Our Belonging Roadmap



Associates

By cultivating an environment where every individual feels valued, empowered, and supported, we unlock human potential, fuel creativity, drive growth, and shape a future where everyone thrives.

We know that strengthening Belonging across race, ethnicity, culture, gender, sexual orientation, age, and physical and mental abilities is a strategic advantage.

Celebrating Diverse Identities

In 2024, we continued to celebrate the diverse identities of our community, drawing inspiration from the stories and celebrations that connect us. To honor this diversity and foster collaboration around social causes, J.Crew Group recognized key dates throughout the year with robust internal programming. This includes celebrating months such as Black History Month, Mental Health Awareness Month, Women’s History Month, Asian American and Pacific Islander (AAPI) Heritage Month, Pride Month, and Hispanic Heritage Month.



↑ Chinese New Year at our Hong Kong office

Our 2024 highlights include:

- In celebration of **Black History Month**, we hosted a powerful conversation with Sade Lythcott, CEO of the National Black Theater, and Olympia Gayot, J.Crew’s Creative Director for Women’s and Crewcuts. Sade shared her journey from stylist and designer to changemaker, inspiring associates to embrace their roles as leaders and catalysts for change.



↑ Conversation with Sade Lythcott and Olympia Gayot

- Our Hong Kong office welcomed **Chinese New Year (Lunar New Year)** with vibrant festivities that captured the spirit of the season.

- In honor of **AAPI Heritage Month**, J.Crew Group associates participated in a heartwarming volunteering effort with Heart of Dinner, decorating bags for care packages that address food insecurity and isolation among Asian American elders in under-resourced communities. Together we created over 200 beautifully decorated bags.
- **Pride Month 2024** was a season of bold celebration and meaningful action. Through our new initiative, Spread the Love, associates and customers joined us at the Boston Pride Parade, where associates marched in solidarity and joy. In collaboration with Point of Pride, we also organized a card-writing campaign for transgender youth.



↑ Point of Pride card-writing campaign



↑ Women's History Month event

- For **Women’s History Month**, we welcomed Dr. Elizabeth Comen — oncologist at Memorial Sloan Kettering, medical historian, and author of *All in Her Head* — to empower women to better understand their health and advocate for joyful, fulfilling lives. Libby Wadle, J.Crew Group’s CEO, opened the event, which featured a book signing.

Creating a Positive Work Environment with Zero Tolerance for Harassment

Our company is committed to a workplace where everyone is respected and treated professionally. Harassment of any form is not tolerated, including but not limited to harassment on the basis of race, color, ancestry, national origin, religion, sex, marital status, age, sexual orientation, gender identity or expression, a legally protected physical or mental disability, or any other basis protected under applicable law.

To prevent and mitigate potential negative impacts, we offer an Open Talk Hotline that is available to all associates globally and provides an anonymous way to report suspected illegal or unethical conduct observed, discovered, or experienced in the workplace.

We also established a dedicated Associate Relations team in 2021, which specializes in investigating discrimination claims and ensuring a positive workplace environment for all associates. All associates complete mandatory annual training to ensure compliance with various national, state, and local requirements.

Well-Being

We strive to provide our associates with the support and resources they need to thrive at work and in life.

Offering Competitive Benefits Packages

Our benefits help us attract and retain impressive talent. Eligible associates and their family members receive benefits that extend beyond typical health insurance offerings. You can read an overview of our benefits [here](#).



↑ J.Crew intern orientation

Encouraging Work-Life Balance

We recognize the importance of paid time off in enabling our employees to effectively balance their personal and professional lives. We offer paid time off, generous paid parental leave for all parents (mothers and fathers, biological, and adoptive), and flexible leave policies for other life events.

We also have a comprehensive Workplace Flexibility Policy to help associates reach their professional and personal goals. This policy outlines the requirements and expectations for eligible associates to participate in hybrid as well as fully remote work plans. To promote physical and mental well-being, we have implemented a four-and-a-half-day work week for eligible associates in our home office, which gives them the opportunity to take half-day Fridays year-round.

Investing In Learning and Development

We continue to invest in our associates’ personal and professional growth by offering on-site, virtual, and digital learning experiences, as well as other development resources and programs. This includes foundational skills-based learning as part of the new hire onboarding process for all associates to increase cultural competency.



Talent

We care for and empower talent by expanding inclusive recruiting efforts, forging community partnerships, and fostering a sense of Belonging through personalized learning journeys.

Attracting Talent

In 2024, we continued integrating inclusive recruiting strategies into our talent attraction approach. We identified and leveraged diverse recruiting pools, such as the [Fashion Scholarship Fund \(FSF\)](#), to enhance the talent pipeline and attract a more representative and innovative workforce. We also revamped our job descriptions to make them more dynamic and competitive, highlighting what it really feels like to work at J.Crew Group. This year, we are extremely focused on our talent branding strategy and new community partnerships, with the goal of offering access and opportunity.

Fashion Scholarship Fund

The Fashion Scholarship Fund is a fashion-oriented education and workforce development nonprofit in the U.S.

It works directly with the country’s most talented young students from all backgrounds and awards more than \$1.4 million each year in scholarships to help these students succeed in all sectors of the industry, including design, merchandising, marketing, and business strategy. J.Crew Group partners with FSF to identify talent for internships and entry-level opportunities in these areas of the business.



Empowering Associates on Their Learning Journeys

We continue to offer a Belonging Learning Journey to associates, which launched in 2022 and aims to promote community and a greater understanding of Belonging-related topics.

In 2024, we continued a concerted effort to empower our associates to engage in the Belonging programs that most closely align with their passions, with the hope of fostering a deeper sense of ownership, purpose, and connection to these initiatives. This came to life through activities such as optional Lunch and Learn sessions, as well as Heritage Month programming to celebrate different cultures.

RAISEfashion

RAISEfashion aims to cultivate a more diverse fashion industry that actively promotes and fosters Black, Indigenous, and People of Color (BIPOC)-owned brands and underrepresented individuals. In 2024, we supported this mission by hiring two student interns through the program from University of Maryland and North Carolina Agricultural and Technical State University, America’s largest historically Black college and university (HBCU).



Championing Associate Impact Groups

We know that inclusive workplaces do not just happen—they take cultivation, nurturing, and intentionality. Our Associate Impact Groups continue to achieve remarkable success—expanding their philanthropic initiatives, strengthening community engagement, and advocating for causes that truly resonate with associates and the communities we serve. Through these groups, all associates have the opportunity to foster a sense of belonging and engage in cultural exchange.

Our Associate Impact Groups

- Family
- Level Up
- NOIR
- Pride
- Shalom
- Unidos Latiné
- Women+

Coming Together Through Associate Interest Groups

Associate Interest Groups are organization-side groups that galvanize associates around a common interest and help build culture and community with one another. Fueled by our associates’ passion for fostering meaningful connections and enriching the community, our Associate Interest Groups have continued to flourish.

Our Associate Interest Groups

- JCG Reads
- JCG Runs
- Sustainability



→
JCG Pride (top)
JCG Runs (bottom)

Our 2024 highlights include:

- Nearly 500 associates participated in Associate Impact and Interest Groups in 2024.
- The newly created **Level Up** group, which is designed to empower J.Crew Group associates who are interested in advancing their careers, held an Introduction to Merchandising event. The event highlighted the work and value of the Merchandising team.

- The **Unidos Latiné** group hosted an impactful Café con Leche leadership chat, featuring insights from senior leaders in the business.
- In collaboration with PFLAG National, the **Pride** group hosted a webinar on the challenges LGBTQ+ individuals face in the community and the workplace. The webinar covered how allies can create transformative change, how to use strategies and tools to foster inclusion, and ensure all associates feel seen, valued, celebrated, and loved.



↑ Level Up event

- The **Sustainability** group hosted various events throughout the year, including the bi-annual Clothing Swap, volunteer engagements with our partner FABSCRAP, and associate visits to North America’s largest recycling facility.
- In honor of Juneteenth, **NOIR** hosted a lunch with food from Black-owned restaurants and gifted custom cookies to members.



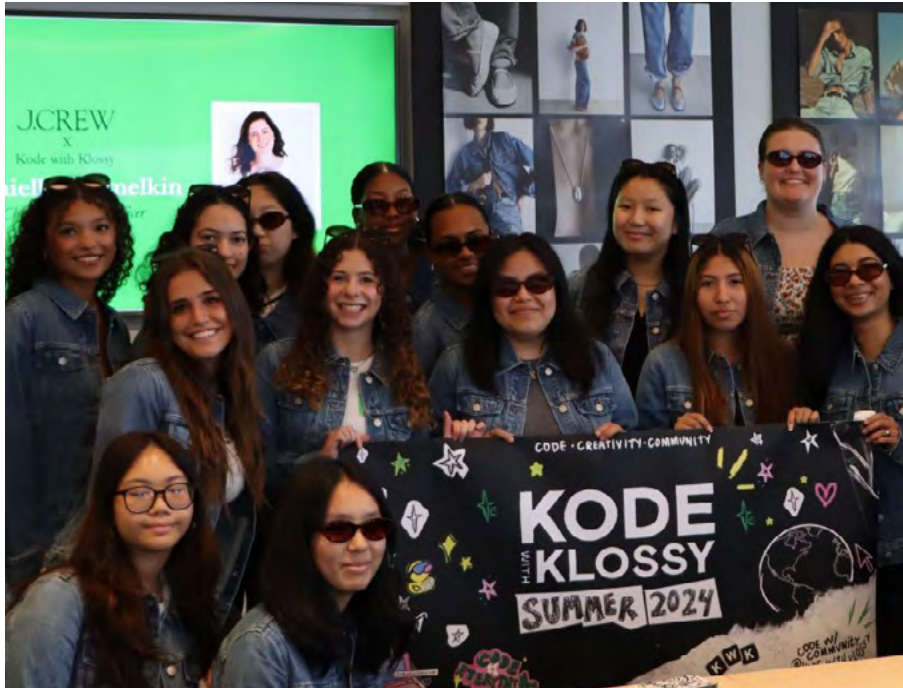
↑ NOIR Juneteenth lunch

500
associates participate in Associate
Impact and Interest Groups

- The **Family** group expanded its annual Bring a Kid to Work Day to involve stores and our Hong Kong office. Over 100 children spent the day participating in activities ranging from a product photo shoot to merchandising practice to sustainability activities.



↑ Bring a Kid to Work Day



Women+ and Tech@JCG
Partnership with Kode With Klossy

Founded by supermodel and tech enthusiast Karlie Kloss, Kode With Klossy is focused on breaking down barriers in tech by offering scholarships to young women and gender expansive individuals at coding-intensive camps across the country. The Women+ Associate Impact Group, the Tech@JCG department, and our Belonging and Social Impact teams came together to host a Kode With Klossy camp, hosting 25 scholars in July 2024. During the camp, the scholars worked from our New York home office, met with Chief Information Officer Danielle Schmelkin, and presented their projects to J.Crew Group leaders. This was the third consecutive year of collaborative partnership between Kode with Klossy and J.Crew Group, and the teams are committed to continuing this effort in the years ahead.

Customers

We've designed and implemented actions to reduce racial bias and discrimination in the customer experience and foster inclusive shopping experiences for all.

We fulfill this commitment through our ongoing partnership with the [Mitigate Racial Bias in Retail Charter](#), a multistakeholder nondiscrimination program initiated by the nonprofit [Open to All](#). Last year, we pledged to take actions to mitigate racial bias in the shopping experience, foster an inclusive shopping environment for all, and work together to share best practices across the retail industry to drive change.

In 2024, J.Crew Group joined Open to All's Leadership Circle to advance inclusion and belonging across industries. Through this partnership, we help shape coalition programming that fosters welcoming environments where all individuals are respected and valued.

Additionally, we launched a conflict de-escalation training led by [Right To Be](#), equipping our store associates with essential skills to calmly and empathetically navigate tense situations.



Communities

We advocate for and support causes that align with our core mission and values. Through philanthropic giving, volunteerism, and corporate matching, we are making a positive social impact in the communities where we operate.

From addressing food insecurity to supporting sustainability efforts, our associates continued to contribute their time, energy, and creativity to causes that matter.

J.Crew Group Cares

We believe associates and our customers are our most powerful agents for change. That is why we have developed J.Crew Group Cares, a program that creates opportunities for our company, associates, and customers to give back to our communities.

During 2024, we're proud to share that 953 J.Crew Group associates together volunteered over 4,100 hours in support of nearly 90 different causes across our communities.

JCG Associate Care Fund

We continued to demonstrate that our community goes beyond the workplace. The JCG Associate Care Fund was created to provide immediate financial assistance to eligible associates facing unforeseen disasters or hardships. For example, when Hurricane Helene devastated western North Carolina, where one of our Distribution Centers and J.Crew Factory Stores are located, our associates took swift action both on the ground and through financial donations. Associates helped to secure fuel deliveries, procured a chef to provide hot meals, organized donation drives for essential supplies, and more. The way our teams united to help our colleagues and friends in North Carolina during this crisis exemplifies our commitment to supporting each other when it matters most.

4,100

hours volunteered by associates

Compassion and solidarity remain central to J.Crew Group's culture, reminding us that we are stronger together. The Fund is supported by J.Crew Group and individual donations made by our associates. In 2024, our associates donated over \$16,000 and as a group, we awarded 255 grants totaling \$148,013.

How Our Stores Give Back

Throughout the year, our stores rallied together to donate nearly \$50,000 in support of meaningful causes such as Autism Speaks, The Leukemia & Lymphoma Society, The Lynne Cohen Foundation, and Toys for Tots. The philanthropic effort of our stores reflects our continued commitment to making a positive impact in the communities where we operate. Some highlights from the year include:

- 74 giving events at stores
- 62 charities supported



Supporting Causes at a Group Level

In 2024, our J.Crew Group community came together to support critical causes and provide support when it mattered most. Through dedicated fundraising, matched giving, and collective generosity, we demonstrated the power of coming together to make a difference. Together we donated over \$250,591, which includes nearly \$120,000 from associate donations.

JCG Takes Over NYC

Teams from across our organization rallied with hunger relief partners to tackle hunger head-on and strengthen bonds among our associates and the broader community. Together, our teams contributed 292 hours across 10 projects, supporting more than 3,500 adults facing food insecurity.



↑ Hunger relief volunteer event

Baby2Baby

In 2024, J.Crew Group continued supporting [Baby2Baby](#) with a \$50,000 donation and offered volunteer opportunities to associates throughout the year, supporting children in New York City. Volunteers worked to create hygiene kits, prepare warm essentials for the winter season, pack backpacks with school supplies, and assemble newborn care kits.



↑ Baby2Baby volunteer event

\$50,000
donated to Baby2Baby in 2024

Lower Eastside Girls Club

J.Crew Group continues to support the [Lower Eastside Girls Club](#), which connects young women and gender-expansive youth throughout New York City to healthy and successful futures filled with joy, power, and possibility. Our teams worked to encourage and empower young girls to use their voices to shape their communities by donating Madewell Vote t-shirts, which promote civic engagement and the importance of voting. In 2024, we made a \$25,000 donation to the organization, in addition to gift cards and personalized notes from the Women+ Associate Impact Group to celebrate the graduates and their accomplishments.



↑ Gift cards for young women at the Lower Eastside Girls Club

Stockings with Care

In December, we brought holiday cheer to 110 children through J.Crew Group's donations. Our gifts were donated to [SCAN-Harbor](#), a non-profit aimed at supporting at-risk youth and families in Harlem, East Harlem, and the South Bronx.



↑ Stockings with Care volunteer event

110
children received holiday gifts
through J.Crew Group's donations

Project First Day

For many of the thousands of children living in the New York City shelter system, school supplies are a necessity their families cannot afford. [Project First Day](#) is a back-to-school program that gives children a new outfit, new shoes, a backpack, and grade-specific school supplies for the entire year. Associates at our home office, Lynchburg Distribution Center, and select J.Crew Factory stores came together to donate 176 backpacks and 200+ school supplies and fully fund the purchase of school supplies for two high-school students.



↑ Project First Day volunteer event

How Our Brands Give Back

Throughout the year, J.Crew, J.Crew Factory, and Madewell support causes aligned with each brand’s purpose. Here is a look at how we gave back in 2024:

Fifteen Percent Pledge

Since 2020, J.Crew and Madewell have been committed to the [Fifteen Percent Pledge](#), an organization pushing the U.S. toward a more equitable economic future for Black entrepreneurs. Since taking the pledge, we are working toward ensuring that at least 15 percent of our third-party vendors are Black-owned businesses.

J.Crew x UNCF Work/Life Lounge

In 2024, our J.Crew brand deepened its partnership with the [UNCF](#) and collaborated with Billy Reid to host the J.Crew Work/Life Lounge. The event, which styled over 250 students from historically Black colleges and universities for professional headshots, supported individuals as they embark on their career journeys. This experience allowed us to connect with rising talent and support their introduction to the workforce.



↑ J.Crew x UNCF Work/Life Lounge

J.Crew x Callen-Lorde

[Callen-Lorde Community Health Center](#) provides sensitive, quality healthcare and related services to New York City's LGBTQ+ population. Last August, J.Crew Wythe Ave in Brooklyn held an event in which 10 percent of pre-tax revenue from customer purchases was donated to Callen-Lorde. Customers enjoyed an exclusive look at our newest collection and received a gift with their purchase.



↑ J.Crew x Callen-Lorde in-store event

J.Crew x AdoptAClassroom.org

J.Crew proudly maintains its partnership with [AdoptAClassroom.org](#) to champion equity in creative arts education. Through this partnership, we’ve helped the national nonprofit support 20,000 classrooms and empower more than 500,000 students with the essential supplies needed to foster creativity and help them thrive in school.

Last December, we supported two beautification projects in Lynchburg City Schools, granting \$20,000 for the creation of murals. Through our donation, educators of the arts at the targeted schools also received \$500 each to purchase tools and materials needed for their classrooms.

\$20,000

granted for the creation of murals at Lynchburg City Schools



↑ J.Crew x AdoptAClassroom.org grant for murals at Lynchburg City Schools

J.Crew x One Warm Coat

For the eighth year in a row, J.Crew continued its partnership with [One Warm Coat](#), a national nonprofit that provides coats to those who need them most. J.Crew contributed \$100,000 to the cause, in addition to donating 1,232 coats collected in stores.

\$100,000

contributed to the One Warm Coat initiative



Madewell Maker Collective

Our Madewell Maker Collective program, previously called the Hometown Heroes Community, was launched in 2010 to support local communities by giving artists and makers the opportunity to sell their goods at Madewell.

In 2019, we evolved the program in partnership with Nest, a nonprofit building a new handworker economy to increase global workforce inclusivity, improve the well-being of women beyond factories, and preserve important cultural traditions across the globe. Madewell selects artisans and provides them with a platform to sell their small-batch goods. The program provides exposure, a new sales channel via Madewell.com, professional photography, mentorship, and access to development grants. In 2024, we hosted a total of nine makers in our online marketplace.

← *Madewell Maker Collective:*
(top left clockwise)
Ifsthetic, Dreambox Jewelry,
Ekua Ceramics, UnoEth

Art Production Fund—Spring Campaign

Madewell donated \$15,000 to Art Production Fund, an organization dedicated to commissioning and producing ambitious public art projects, reaching new audiences, and expanding awareness through contemporary art.

Every Mother Counts—Mother's Day

Madewell celebrated Mother’s Day by donating \$30,000 to Every Mother Counts, a nonprofit working to ensure that the maternal health journey before, during, and after childbirth is safe, respectful, and equitable for everyone, everywhere.

Well-Read Black Girl—Juneteenth

Madewell celebrated Juneteenth by donating \$10,000 to Well-Read Black Girl and featuring its founder, Glory Edim. Well-Read Black Girl is a book club dedicated to Black women writers and aims to showcase the universality of Black women through literature.



J.Crew Factory x St. Jude Children's Research Hospital

J.Crew Factory continued its longstanding support of St. Jude Children's Research Hospital® and patient families affected by childhood illnesses in 2024. Through customer donations at checkout, corporate contributions, and various fundraising initiatives like the St. Jude Walk/Run, J.Crew Factory raised a total of \$1.5 million for the children and families of St. Jude.

"We're proud of how our community has come together to support St. Jude and its life-saving work for children and families — it's a powerful reminder of how our business can be a force for good."

JODY GIETL, SVP, J.CREW FACTORY



↑ J.Crew Factory x St. Jude volunteer event

\$1.5M

raised for children and families of St. Jude

Hong Kong Office Community Initiatives

In our Hong Kong office, associates found creative ways to engage with their community while promoting sustainability all year long.

Our 2024 highlights include:

- Associates attended a sensory pillow-making workshop facilitated by **Rhys Workshop**, an adaptive clothing brand dedicated to creating inclusive fashion for people with different abilities. Rhys Workshop prioritizes the hiring of women and provides training to empower those who have experienced domestic violence, mental illness, or economic hardships.
- Associates volunteered with **The Project Futurus** in its signature Sensory Restaurant on Wheels event, an immersive community service that delivers the joy of dining for older people living with dementia. The program also includes serving a soft meal for people with swallowing difficulties. The sensory pillows handmade with Rhys Workshop were gifted to these elders during the event.

In recognition of the Hong Kong office's efforts, J.Crew Group won the Social Enterprise Supporter Plus Award from the Fullness Social Enterprises Society (FSES) for the second consecutive year.

← St. Jude Walk/Run fundraising event

Lead with Integrity

Differentiate ourselves through the way we do business, holding ourselves to the highest moral and ethical standards.

- 50 Oversight & Engagement
- 53 Our Partners
- 54 Responsible Business Practices
- 55 Transparency

Lead with Integrity

At J.Crew Group, good governance is central to everything we do.

Oversight & Engagement

Our Board of Directors is fundamental to upholding good governance, meeting frequently with management to provide oversight and feedback on our company’s progress.

Over the past year, we’ve strengthened our governance framework by enhancing our Enterprise Risk Management program and establishing a dedicated Compliance Committee. As our governance structure evolves, we are committed to maintaining the highest standards of accountability, ethical conduct, and regulatory compliance across the business, all while advancing our impact efforts.

We publish this annual group-level Impact Report to share our progress. This report references the [Sustainability Accounting Standards Board \(SASB\)](#) reporting framework and [Global Reporting Initiative \(GRI\)](#) Standards and covers all prioritized material topics following our formal materiality assessment.

Our impact work is led by our internal Impact Steering Committee, which is co-chaired by our Chief Legal Officer and Chief Sourcing Officer. The Committee also includes representatives from the leadership levels across Sustainability, Human Resources, Legal, Social Compliance, Sourcing, Information Technology, Finance, Facilities, Supply Chain, Marketing, and Belonging and Social Impact. The Committee meets bi-annually to review projects, track progress, and set priorities for impact work moving forward.

The Impact Steering Committee presents updates and high-level decisions to the Executive Council, which consists of our Chief Executive Officer, Chief Operating Officer, Chief Financial Officer, Chief People Officer, Head of Strategy, and Chief Legal Officer. This group approves new goals, budgets, and priorities for the organization.



Board of Directors Oversight

Our Board of Directors (BOD) convenes for quarterly Board meetings, as well as monthly Board calls and routine business meetings. During these touchpoints, the Impact Steering Committee shares updates with the BOD and presents new key initiatives for feedback and approval when warranted.

The BOD’s oversight responsibilities include reviewing the company’s corporate sustainability strategy, ensuring Board diversity in all of its forms, BOD structure, corporate governance, assigning impact-specific responsibilities, and delegating oversight authority to specific committees. The BOD also reviews and approves the annual Impact Report before its publication. Within the BOD structure, the Audit Committee and the Compensation Committee are also responsible for impact-related work.

Accountability Across the Company

Responsibility and accountability for our efforts are managed across multiple teams.

- **Environment:** Our dedicated Sustainability team is focused on our environmental programs and policies. It consists of team members based in the U.S. and Asia who hold positions ranging from Vice President to Associate. This team is led by the Chief Sourcing Officer of J.Crew Group.
- **Social (Compliance):** Our dedicated Social Compliance team is focused on the social responsibility of our supplier community. This team includes members in the U.S. and Asia who report directly and indirectly to J.Crew Group’s Chief Legal Officer. This group is responsible for managing our approach to ethical sourcing and compliance, and reports regularly to leadership, including our Chief Sourcing Officer.
- **Social (Belonging and HR):** Our People work is led by our Chief People Officer, who has teams dedicated to Human Resources, Belonging and Social Impact, Associate Relations, and Charitable Giving, and reports to our CEO.

Our Belonging Council

We believe integrating Belonging into our approach to people management and leadership—and holding those with position and power accountable—creates a community and culture that drives engagement and grows talent.

Establishing clear governance is important to ensure the effectiveness of our Belonging strategies and programs. To hold ourselves accountable to our commitments, we created a cross-sectional Belonging Council in 2021 with a charter to provide oversight of our work and align our business goals with our Belonging Strategy. The council works to embed Belonging into our broader business strategy—centering the work, assessing its effectiveness, and championing progress internally.

The Belonging Council is led by our Chief People Officer, who is the Council Chair, and our CEO Libby Wadle, who is the Executive Sponsor. Council members include leaders from across our Marketing, Stores, Merchandising, Supply Chain, Operations, Technology, and Talent departments.

BOARD
EXECUTIVE COUNCIL (CEO, COO, CFO, CPO, CLO)
IMPACT STEERING COMMITTEE (Senior Leadership Steering Committee)
Co-chaired by Chief Legal Officer and Chief Sourcing Officer and comprises representatives from: <div>Sustainability HR Belonging and Social Impact Legal Social Compliance Sourcing IT Finance Facilities Supply Chain Marketing</div>

AUDIT COMMITTEE
Environmental impact of J.Crew Group, including measurement, controls, and reporting
Business Ethics & Integrity
Privacy & Data Security
Anti-Corruption & Bribery
Supply Chain Labor Practices
Assessing Sustainability-Related Risk

COMPLIANCE COMMITTEE
Regulatory & Legislative Compliance
Assessing Compliance-Related Risk
Associate Compliance Training

COMPENSATION COMMITTEE
Associate Belonging
Executive Compensation
Associate Health & Safety

Stakeholder Engagement

We are committed to engaging both internal and external stakeholders in our approach to impact. In addition to engaging company leaders through our Impact Steering Committee, we communicate and seek feedback from associates, suppliers, customers, and industry organizations.

Engaging Our Associates

- We communicate with all associates through a quarterly Sustainability Newsletter, sharing progress on our initiatives as well as upcoming sustainability events open to associate participation.
- We hold several associate-wide Town Halls each year, with at least one focused on sustainability updates and progress on our goals.
- All associates are invited to participate in our Sustainability Associate Interest Group, which meets monthly to discuss sustainability initiatives and plan events for company-wide engagement.
- In 2024, we introduced our first required annual sustainability training for all J.Crew Group associates. This training provides insights into our current sustainability initiatives, highlights progress toward our public goals, and underscores the importance of every employee’s role in contributing to our impact efforts.

- As of 2024, our new hire onboarding sessions include an introduction to J.Crew Group’s sustainability programs and initiatives.
- To keep our store teams informed and equipped to communicate our impact initiatives to customers, we maintain an online sustainability portal, provide sustainable product knowledge each season, and supply our stores with back-of-house posters outlining our key goals and progress.

Engaging Our Suppliers

- We engage our suppliers through vendor summits and individual interactions on an ongoing basis, where we share updates on our Impact Vision and solicit feedback on our work.
- When onboarding a new vendor, we share information on our impact-related work and discuss ways to support one another in achieving our shared goals. You can read more about this in our [Workers’ Rights & Empowerment](#) section.

Engaging Our Customers

- We actively seek customer feedback on our impact efforts. We encourage engagement with our customers through J.Crew Group’s email account — socialresponsibility@jcrew.com — and pay close attention to customer feedback to ensure we address any concerns.

Working with Industry Organizations

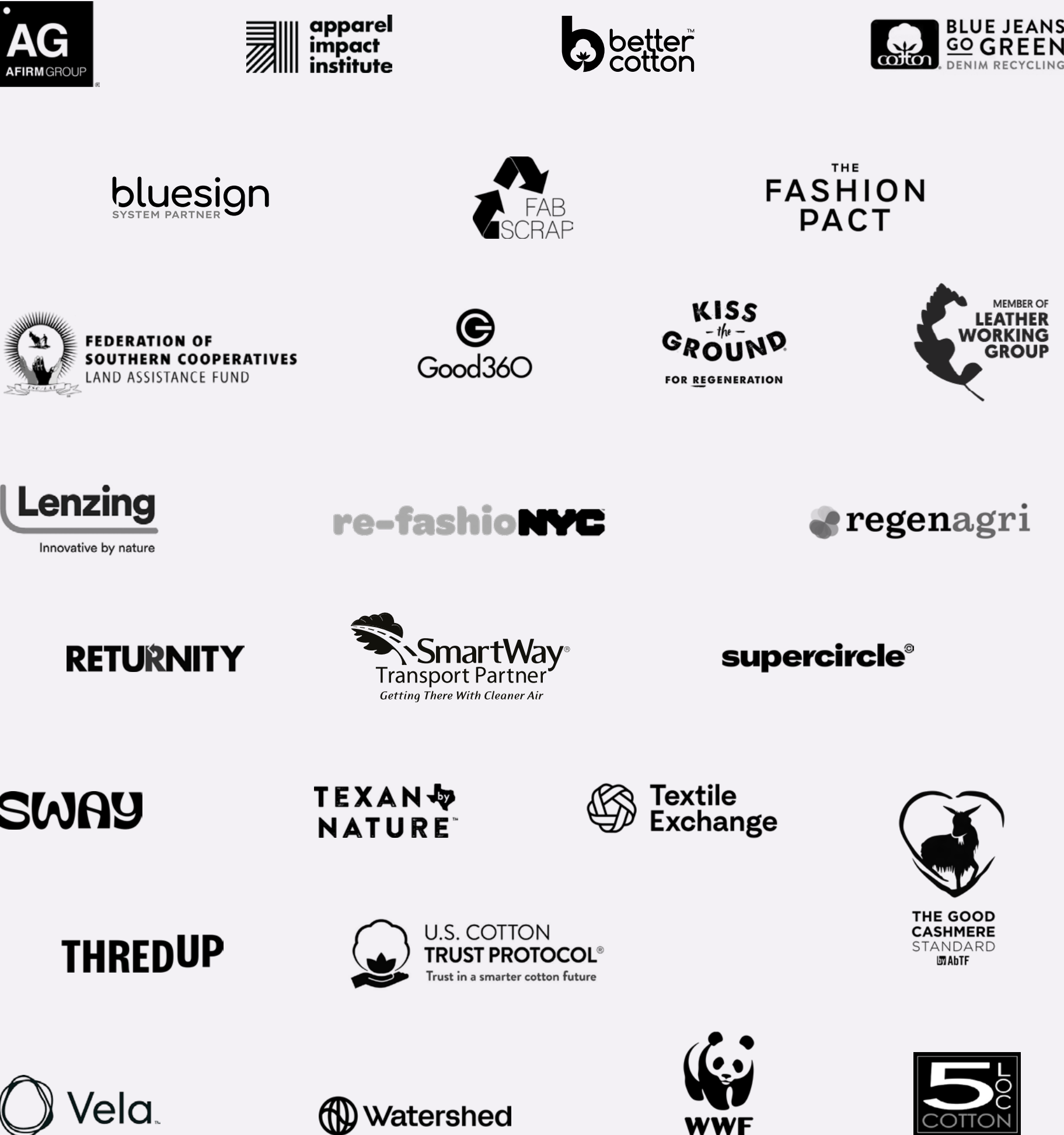
- We are active participants in several multi-stakeholder organizations including [Textile Exchange](#), [The Fashion Pact](#), the [Retail Industry Leaders Association](#), the [American Apparel & Footwear Association](#), the [National Retail Federation](#), and [Cascale](#), formerly the Sustainable Apparel Coalition.
- We participate in these groups’ working sessions and learn from their dialogue and expertise.
- We also contribute responses to their optional industry surveys, including the [Higg Brand and Retail Module \(BRM\)](#) and [Textile Exchange’s Material Change Index](#), whose results are published for public viewing.



Our Partners

We are grateful to the partners who support our Impact Vision, bring rigor to our programs, and help us measure and validate progress toward our goals.

Protect Our Planet



Care for Our People



Lead with Integrity



Responsible Business Practices

Our Code of Ethics

Our [Code of Ethics and Business Conduct](#) (Code of Ethics) is the foundational framework that guides our associates in ethical and compliant behavior, defining how we do business worldwide and helping them make responsible, prudent decisions. Each of us is responsible for ensuring that the highest standards of conduct are upheld and encouraged. The Code of Ethics applies to all J.Crew Group associates, service providers, and the Board of Directors.

Cybersecurity and Privacy

J.Crew Group takes its responsibilities related to employee and customer data seriously, and we have a wide range of technical and organizational measures in place to protect customer data and maintain the appropriate confidentiality and use of data. J.Crew Group’s [Privacy Policy](#) governs the use of customer data, and is reviewed and updated as needed to ensure new privacy laws and regulations are properly addressed.

We also conduct regular training across the organization on security and privacy policies and standards. Our cybersecurity program is assessed, at least annually, by independent third parties against various industry standards, including annual [PCI Security Standards Council DSS](#) certification. Internally, we test aspects of the cybersecurity program routinely, including conducting incident response tabletop exercises. We continually perform security monitoring and testing on our applications and systems, including vulnerability scanning. We also have an Architectural Review Board (ARB) that is responsible for reviewing and approving all new contracts and vendors to be onboarded to our security and privacy policies. The ARB requires that technical safeguards are in place to ensure customer and employee data is safe and secure.

Data and AI Governance Committee

As the artificial intelligence (AI) space continues to gain momentum, we have established a Data and AI Governance Committee to oversee the development of related policies, guidelines, and programs at J.Crew Group. The Committee’s primary purpose is to ensure the responsible and effective management of data and AI programs within the organization, while also promoting AI-driven innovation and efficiencies.

Anti-Corruption

We prohibit all forms of bribery, kickbacks, and improper payments in all of our business operations around the world. Offering, giving, or promising bribes, improper payments, or anything of value to government officials, civil servants, or anyone else to influence them is prohibited and illegal under the U.S. Foreign Corrupt Practices Act (FCPA), the U.K. Bribery Act and other applicable local and international anti-corruption laws.

In our vendor contracts, we require our vendors to represent and warrant compliance with such anti-bribery and anti-corruption laws in their respective jurisdictions. Many of these laws are broad and carry significant legal penalties for individuals and companies found to be in violation.

Risk Management

We have formed an Enterprise Risk Committee to evaluate the company’s most significant enterprise risks and to outline action plans to mitigate the risks deemed a priority to de-escalate. The Enterprise Risk Committee includes members of the Impact Steering Committee, in addition to other members of Legal, Finance, Sourcing, Supply Chain, Merchandising, Information Technology, and Operations. The risks the committee assesses could include those related to regulatory changes, supply chain impacts, business disruptions, and unexpected climate-related events.

Compliance Committee

In 2024, we launched the Compliance Committee as a key mitigation strategy to manage internal and external compliance risks and address the high-priority functional risks identified by our Enterprise Risk Committee. Our Legal team works cross-functionally with compliance associates across the organization—who also sit on the committee—to track, manage, and mitigate specific regulatory risks. This collaborative effort ensures we achieve our compliance goals, which align with our core commitments to Protect Our Planet, Care for Our People, and Lead with Integrity.

Reporting Concerns

We have an open-door policy for reporting any violations of the ethical business practices we stand for. A 24-hour reporting phone line and website are available to any employee wishing to raise a concern anonymously, or for those who cannot reach or get help from their manager, or HR. We also have a non-retaliation policy, and do not tolerate any retaliation against any associate who has reported concerns or for participating in an investigation.

Transparency

Enhancing Transparency

At J.Crew Group, increasing the transparency and traceability of our fibers, along with fully mapping our supply chain, remains a key priority. We know that operating a responsible business requires a deep understanding of where our products come from, how they are made, and the environmental and social impacts they have along the way.

Disclosing Our Tier 1 Supply Chain

J.Crew Group discloses its Tier 1 supply chain on the [Open Supply Hub](#), a database that exists to improve human rights and environmental conditions in and around factories and facilities by opening up supply chain data as a free, public good. We are proud of this commitment to transparency and update our Tier 1 Supply Chain list on a quarterly basis. You can find more information and view our list of Tier 1 suppliers [here](#).

Mapping Our Supply Chain

Since 2021, we have worked with strategic suppliers to connect with and map our cotton supply chain beyond Tier 2, with the goal of getting to the farm (or Tier 4) level.

Utilizing a supply chain mapping platform, vendor and mill partners are asked to disclose critical information on their supply chain partners, including mills, spinners, traders, and eventually, farms and raw material suppliers. This information helps us gain deeper knowledge about our supply chain and ensures that we are working with partners who are willing to work toward full traceability and transparency. It also allows us to ensure that no partners are located in regions designated as high risk by U.S. Customs and Border Protection.

Supplier Screening

In addition to our existing supplier due diligence screening tools, we continue to leverage the Kharon ClearView platform, a business intelligence service that allows us to screen for connections to high-risk or restricted actors deep in our supply chain. We screen all new supplier partners

before entering a business relationship. Additionally, we are able to leverage the Kharon platform through our supply chain mapping platform to screen vendors in real-time as they are disclosed. If a connection to a high-risk actor is identified, we take swift action to remediate the situation, including working with partners to disengage with the high-risk actor or reevaluating our business relationship with that party.

Transparency and Traceability Documentation Audits

We conduct thorough Transparency and Traceability Documentation Audits and require training for all vendor and mill partners using cotton in their supply chain.

On a seasonal basis, our team works with strategic suppliers to collect full material traceability documentation, ensuring compliance with regulatory requirements. This process helps us to evaluate suppliers' traceability capabilities and share best practices for organizing and demonstrating the full chain of custody of materials or products.

Verifying Cotton Country of Origin

To complement our work around supply chain mapping and chain of custody documentation, we verify cotton country of origin through the strategic use of isotope testing. We have scaled this technology across our supply chain and test fabrics seasonally, using sample collection audits. If results reveal that a fabric or fiber is from a restricted region, we act quickly to remove that fabric from our supply chain and take the necessary next steps to remediate with our supplier partner or reevaluate our business relationship.

Our team continues to inform and update Tier 2 suppliers on our requirements related to J.Crew Group's Transparency and Traceability Standard Operating Procedure, while providing ongoing training for selected suppliers.



Impact Reporting Approach

J.Crew Group, LLC (J.Crew Group) is an internationally recognized omnichannel retailer and family of great American brands: J.Crew, J.Crew Factory, and Madewell. Each brand is distinct in its identity, yet together, they possess a shared purpose. J.Crew Group builds iconic brands and products, creating a destination for personal style that endures.

For this 2024 Impact Report, we continue to present a single, integrated picture of J.Crew Group’s progress.

We aimed to align our 2024 Impact Report with the [Sustainability Accounting Standards Board \(SASB\)](#), [Global Reporting Initiative \(GRI\) Standards](#), and [United Nations Sustainable Development Goals \(SDGs\)](#). The data covers our fiscal year 2024 (February 4, 2024, to February 1, 2025), and is completed with reference to these standards.

Where possible, we partner with third-party experts, NGOs, industry groups, and certification bodies to inform our strategy, bring rigor to our programs, and measure and validate progress toward our goals, including sustainable fiber and GHG assessments. This due diligence helps us hold ourselves accountable to our public commitments and to continuous improvement.

Information in this report may contain forward-looking statements that speak to reasonable expectations and assumptions based on our current understanding of our work.

For more information or to provide comments, we invite you to contact us at socialresponsibility@jcrew.com.

Report Disclaimer

Please note that information in this report may contain forward-looking statements that speak to reasonable expectations and assumptions based on our current understanding of our work. These statements may include phrases such as, but not limited to, “aim,” “believe,” “commit,” “could,” “drive,” “estimate,” “ensure,” “expect,” “goal,” “intend,” “may,” “might,” “mission,” “plan,” “project,” “seek,” “strategy,” “strive,” “target”, and “will,” or similar expressions to identify forward-looking statements. All statements other than statements of historical or current facts, including statements regarding our goals, strategy and roadmap, potential impact statements, our plans, initiatives, projections, goals, commitments, expectations, or prospects, are forward-looking.

Forward-looking statements reflect management’s current expectations and inherently involve risks and uncertainties. Actual results could differ materially due to a variety of factors, including assumptions not being realized, scientific or technological developments, evolving sustainability strategies, changes in carbon markets, evolving government regulations and geographic regions, or other changes in circumstances.

The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. While we believe our forward-looking statements are based on reasonable assumptions, any of these assumptions and therefore, also the forward-looking statements based on them, could prove to be inaccurate. Given the significant uncertainties inherent in the forward-looking statements included herein, the inclusion of such statements is not a representation or guarantee that it will be achieved. Our forward-looking statements have been made as of the date of this report and will not be updated unless we are required by law to do so.





- 58 Our Policies & Definitions
- 59 Our Alignment to the SDGs
- 60 GRI Content Index
- 76 SASB Disclosure Index

Our Policies & Definitions

Key Policies

You can find out more about our key policies at the links below:

- [Animal Welfare Policy](#)
- [Code of Ethics and Business Conduct](#)
- [Human Rights Statement](#)
- [Supplier Code of Conduct](#)
- [Responsible Forestry Commitment](#)

Sustainable Material Definitions

Sustainable Fibers

We define sustainable fibers according to Textile Exchange’s Preferred Fiber and Material Matrix, which identifies them as “fibers or materials which result in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production.”

Sustainable Cotton

Sources include but are not limited to: certified organic, regenerative, recycled, and [U.S. Cotton Trust Protocol](#) cotton, a program that aims to set a new standard in sustainable U.S. cotton production.

It also includes cotton sourced through the [Better Cotton Initiative \(BCI\)](#), a nonprofit dedicated to making global cotton production more sustainable. Through BCI and its partners, farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, reduce use of the most harmful chemicals, and apply decent work principles. Better Cotton is sourced via a system of mass balance.

Sustainable Polyester

Sources of our sustainable polyester include but are not limited to: polyester made from recycled materials, which might include fishing nets, fabric scraps, plastic bottles, or old clothes.

Sustainable Wool

Our sustainable wool originates from sustainable sources including but not limited to: recycled wool, or farms verified by the [Responsible Wool Standard \(RWS\)](#).

Sustainable Cellulosic Fibers

Sustainable cellulosic fibers, such as viscose, come from sustainable sources including but not limited to: responsibly managed forests, recycled fibers, and new innovative materials from the [Forest Stewardship Council \(FSC\)](#), the [Programme for the Endorsement of Forest Certification \(PEFC\)](#), or suppliers approved by [Canopy](#), an organization working to eliminate the use of ancient and endangered forests in viscose and other cellulosic fabrics.

Sustainable Leather

Our sustainable leather is sourced from facilities certified by the [Leather Working Group \(LWG\)](#), an organization that works to promote sustainable environmental practices in the leather industry.

Sustainable Cashmere

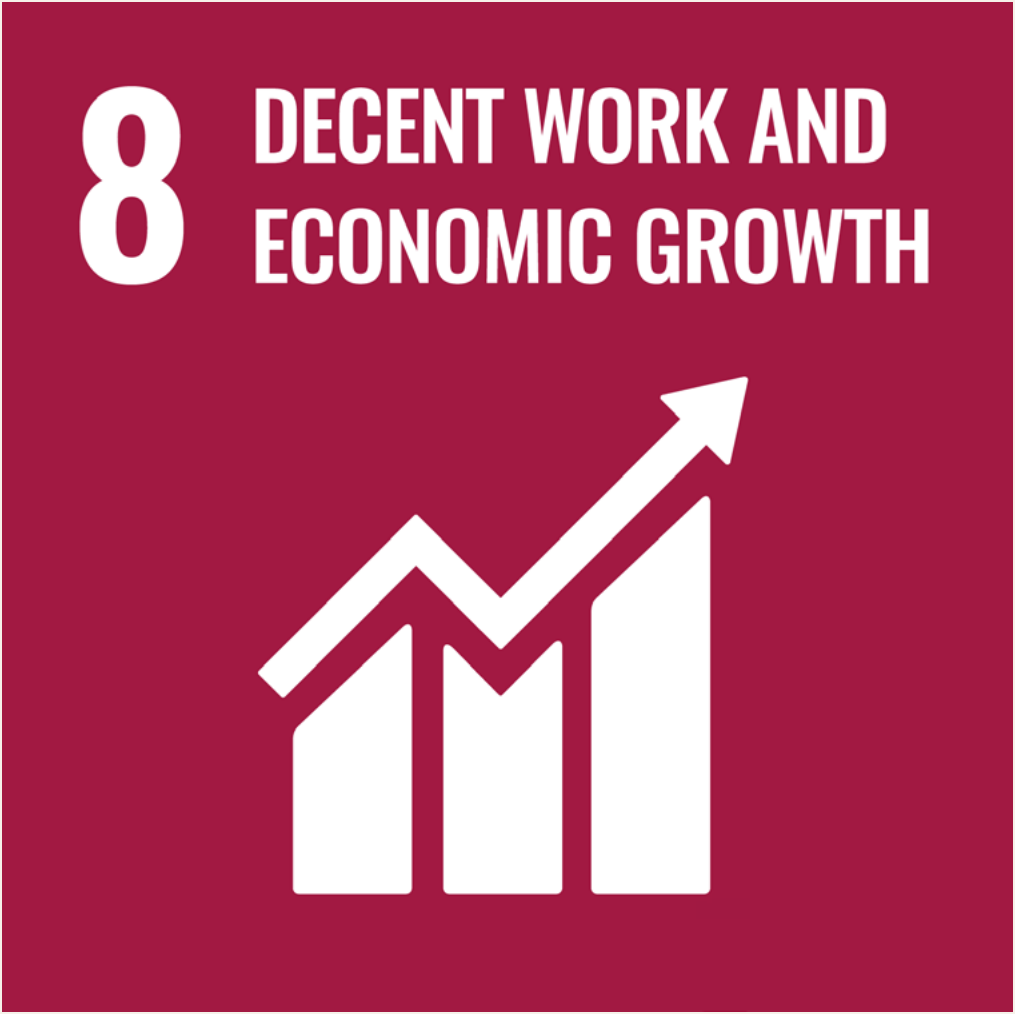
We source cashmere that is from recycled sources or is certified to [The Good Cashmere Standard®](#) from the [Aid by Trade Foundation](#), an independent standard for responsible cashmere that supports the welfare of goats, the lives of farmers and farming communities, and the environment in which they live.



Our Alignment to the SDGs

The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015 and provide a shared blueprint for peace and prosperity for people and the planet, now and into the future.

We strive to align our impact program with the SDGs so that we can contribute to this collective global vision. As you will find in this report, our work is focused on supporting the following six goals:



GRI Content Index

Statement of use: J.Crew Group has reported the information cited in this GRI content index for the period of February 4, 2024, to February 1, 2025, with reference to the GRI Standards.

GRI 1 used: Foundation 2021

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 2: General Disclosures 2021			
2-1	Organizational details	<p>Chinos Global Holdings LLC (“Chinos”), a Delaware Limited Liability Company, is the ultimate parent company of J.Crew Group, LLC (“J.Crew” or “Company”), which in turn holds the consolidated operations for the business, including Madewell Inc. (“Madewell”). Unless otherwise specified, references herein to “we” or “our” shall be references to J. Crew Group, LLC.</p> <p>Headquarters for Chinos, J.Crew, and Madewell is located at 225 Liberty Street, New York, NY 10281.</p> <p>J.Crew has foreign subsidiaries and/or representative offices in Hong Kong, China, India, Indonesia, and Vietnam.</p>	Content Index
2-2	Entities included in the organization's sustainability reporting	<p>Chinos Global Holdings LLC and its subsidiaries report at a consolidated level. Prior to May 2020, J.Crew (formerly known as J.Crew Group, Inc.) was a voluntary filer with the SEC.</p> <p>J.Crew has multiple subsidiaries including several entities for its three brands: J.Crew, Madewell, and J.Crew Factory. The Company has two main operating segments, J.Crew (inclusive of the J.Crew and J.Crew Factory brands) and Madewell, which are aggregated into one reportable segment.</p> <p>The Company's identifiable assets are located primarily in the United States. Export sales are not material.</p>	Content Index
2-3	Reporting period, frequency, and contact point	<p>This report covers the reporting period of our 2024 fiscal calendar year which was from February 4, 2024, to February 1, 2025. However, specific sets of data, including GHG emissions, may be represented on a calendar-year basis. This is due to the nature of the data we have available. Our sustainability report is published on an annual basis. This 2024 Impact Report is published on July 15, 2025.</p>	Content Index
2-4	Restatements of information	<p>Senior leadership representation data has been restated as part of a refined data collection methodology. Previously, senior leadership was defined as Director roles and above, however, as of 2024 we have redefined senior leadership to also include District Managers and Leads. Data from previous reporting periods was reconfigured to align with this updated methodology and allow for accurate year-over-year comparisons.</p>	Content Index
2-5	External assurance	<p>External assurance was not sought for this reporting period.</p>	Content Index

2-6

Activities, value chain, and other business relationships

The Company and its wholly owned subsidiaries operate the J.Crew®, J.Crew Factory®, and Madewell® brands, which are internationally recognized apparel and accessories retailers that differentiate themselves through high standards of quality, style, design, and fabrics.

Our Company designs, contracts for the manufacture of, markets, and sells women’s, men’s, and children’s apparel and accessories under the J.Crew and Madewell brand names. Our Company’s products are marketed primarily in the United States through its retail and factory stores, its websites, and select wholesale customers. We are a vertically integrated, omni-channel specialty retailer that operates stores and websites domestically and websites internationally.

Our Company sources its merchandise in two ways: (i) by purchasing merchandise directly from manufacturers and (ii) through the use of buying agents. We have no long-term merchandise supply contracts, and we typically transact business on an order-by-order basis. In fiscal 2024, we worked with seven buying agents who supported our relationships with vendors that supplied approximately 16% of our merchandise, with one of these buying agents supporting our relationships with vendors that supplied approximately 53% of our agent supplied merchandise. In exchange for a commission, our buying agents identify suitable vendors and coordinate our purchasing requirements with the vendors by placing orders for merchandise on our behalf, managing the timely delivery of goods to us, obtaining samples of merchandise produced in the factories, inspecting finished merchandise, and carrying out other administrative communications on our behalf. We have invested substantially in our direct sourcing capabilities and relationships with our vendors in an effort to decrease our reliance on buying agents. We sourced 84% of our merchandise directly from manufacturers within the United States and overseas, the majority of whom we have long-term and, in our opinion, stable relationships with.

Our sourcing base currently consists of 144 vendors that operate 235 factories in 27 countries (as of February 1, 2025). Our top 10 vendors supply 39% of our merchandise. Each of our top 10 vendors uses multiple factories to produce its merchandise, which we believe gives us a high degree of flexibility in placing production of our merchandise.

Distribution

Our Company owns a 282,000 square foot facility in Asheville, North Carolina, that houses our distribution operations for our stores and wholesale business. This facility employed approximately 145 full- and part-time associates as of February 1, 2025. Merchandise is transported from this distribution center to our stores and wholesale customers by independent trucking companies, with a transit time of approximately two to five days, or directly to our stores from our suppliers.

We also own a 448,000 square foot facility in Lynchburg, Virginia, that houses order fulfillment operations for our e-commerce business. The Lynchburg facility employed approximately 500 full- and part-time associates as of February 1, 2025. This facility employs up to 500 additional associates during our peak season. Merchandise sold through our e-commerce business is sent directly to domestic customers from this distribution center or our stores via the United States Postal Service, or UPS. We utilize a single third party to accept and fulfill online orders from customers in approximately 100 countries outside of the United States.

The Company generates revenue from three sources: (i) customers who shop in its brick-and-mortar stores, (ii) customers who shop on its websites, and (iii) wholesale customers who buy and resell its merchandise.

Content Index

2-7

Employees

	2022	2023	2024
TOTAL COMPANY			
Female	8,558	8,894	9,977
Male	2,601	2,406	2,916
Undisclosed	92	108	73
Total	11,251	11,408	12,966
PERMANENT EMPLOYEES, FULL TIME			
Female	2,858	2,791	2,988
Male	1,225	1,153	1,209
Undisclosed	13	8	13
Total	4,096	3,952	4,210
PERMANENT EMPLOYEES, PART TIME			
Female	5,650	6,085	6,977
Male	1,359	1,143	1,703
Undisclosed	79	97	60
Total	7,088	7,325	8,740
SEASONAL EMPLOYEES, PART TIME			
Female	48	16	11
Male	17	9	3
Undisclosed	1	3	0
Total	66	28	14
TEMPORARY EMPLOYEES, NY HEADQUARTERS			
Female	4	0	1

Total headcount data as of the last day of the fiscal quarter, February 1, 2025.

Content Index

2-8	Workers who are not employees	All workers performing work for the organization are employees and the organization does not have any workers who are not employees.	Content Index
2-9	Governance structure and composition	—	Lead with Integrity - Oversight & Engagement
2-10	Nomination and selection of the highest governance body	<p>Board members are nominated by the equity owners of Chinos as set out by the terms of the company's LLC agreement.</p> <p>As a privately held company and because our equity securities are not traded on any national securities exchange, the Board has not formally reviewed whether the four directors who are not employees of the Company or employees of any interest holder qualify as independent under the independence standards of the New York Stock Exchange or other stock exchange in the U.S. One director is an employee of the majority interest holder and therefore would not be considered independent under these standards. In addition, the CEO who sits on the Board is an employee of the Company and would not be considered independent.</p>	Lead with Integrity - Oversight & Engagement
2-11	Chair of the highest governance body	The chair is not a senior executive in the organization.	Content Index
2-12	Role of the highest governance body in overseeing the management of impacts	—	Lead with Integrity - Oversight & Engagement
2-13	Delegation of responsibility for managing impacts	—	Lead with Integrity - Oversight & Engagement
2-15	Conflicts of interest	<p>The Board adopted a Related Person Transaction Policy (“Policy”), which addresses the reporting and the review and approval or ratification of transactions with related persons, which include (i) members of and nominees to the Board, (ii) Chinos’ officers, (iii) holders of interests equivalent to five percent or more of the Company’s voting securities and their respective affiliates, and (iv) immediate family members of the foregoing. Under the Related Person Transactions Policy, the Audit Committee shall review all Related Person Transactions reported to the Audit Committee and may, at its discretion, based upon a determination of whether such transactions are in the best interests of the Company or such other determinations as the Committee deems appropriate:</p> <ul style="list-style-type: none">• approve or ratify such transactions, as applicable• request that the transaction be modified as a condition to the Board’s approval or ratification, or• reject the transaction. <p>In addition to the Policy, the provisions of the Company’s Code of Ethics & Business Conduct may apply to potential conflict of interest situations and such provisions are also considered in connection with the review and approval or ratification of Related Person Transactions.</p>	Content Index
2-16	Communication of critical concerns	At J.Crew Group, we have an open-door policy for reporting any violations of the ethical business practices we stand for. A 24-hour reporting phone line and website are available to any employee wishing to raise a concern anonymously, or for those who cannot reach or get help from their manager. We also have a non-retaliation policy and do not tolerate any retaliation against any associate who has reported concerns or for participating in an investigation. All claims are investigated by members of the Legal Team and Human Resources. To the extent the Board needs to be made aware of a critical issue, Senior Management and the Company’s General Counsel communicate with the Board directly. Additionally, the Audit Committee meets quarterly, and the Board has monthly update calls and quarterly meetings on this topic.	Lead with Integrity - Responsible Business Practices Content Index

2-19	Remuneration policies	<p>We believe that a substantial portion of executive compensation should be performance-based.</p> <p>Base Salary:</p> <p>Base salary represents the fixed component of our executive officers’ compensation.</p> <p>The Compensation Committee sets base salary levels based on experience and skills, position, level of responsibility, and the ability to replace the individual and market practices. The Committee reviews base salaries of the executive officers annually and approves all salary increases for the executive officers. Increases are based on several factors, including the Committee’s assessment of individual performance and contribution, promotions, level of responsibility, scope of position, competitive market data, and general economic, retail and business industry conditions, as well as, with respect to our executive officers other than the CEO, input from the CEO and the Chief People Officer.</p> <p>Annual Cash Incentives:</p> <p>Executives typically have the opportunity to earn cash incentives for meeting annual performance goals. Historically, before the end of the first quarter of the relevant fiscal year, the Committee establishes financial and performance targets and opportunities for that year.</p>	<p>Lead with Integrity - Oversight & Engagement</p> <p>Content Index</p>
2-20	Process to determine remuneration	<p>Our Board-level Compensation Committee (three Directors on our Board) oversees our executive compensation program. The Committee meets regularly, both with and without management. The Committee’s responsibilities include, but are not limited to: assisting the Board in overseeing the Company’s employee compensation policies and practices, including recommending to the Board the compensation of the Company’s CEO and other members of the Company’s senior management, and reviewing, approving, and recommending to the Board for adoption incentive compensation and equity compensation policies and programs.</p> <p>We also hire outside compensation consultants to make recommendations and provide guidance to the Committee as and when needed.</p>	<p>Content Index</p>
2-22	Statement on sustainable development strategy	—	<p>Introduction - A Letter From Our CEO</p>
2-23	Policy commitments	—	<p>Lead with Integrity - Responsible Business Practices</p>
2-24	Embedding policy commitments	<p>The Human Rights Statement and Code of Ethics form the basis of our ethical stance. We roll out a sign-off on our Code of Ethics typically annually and at hire. We also have online training related to the Code of Ethics, Anti-Corruption, and Awareness of Forced Labor. We annually refresh our Supplier Code of Conduct and send out communications to supplier partners on a regular basis. We also have a thorough audit program which requires due diligence for new supplier partners and routine compliance assessments for existing suppliers. Compliance audits are conducted by JCG as well as reputable third parties.</p>	<p>Care for Our People - Workers' Rights & Empowerment</p> <p>Lead with Integrity - Responsible Business Practices</p>

2-25	Processes to remediate negative impacts	—	Care for Our People - Workers' Rights & Empowerment
2-26	Mechanisms for seeking advice and raising concerns	—	Care for Our People - Workers' Rights & Empowerment
2-27	Compliance with laws and regulations	Zero instances of noncompliance or noncompliance fines that would qualify as significant occurred during the reporting period. We are subject to various legal proceedings and claims arising in the ordinary course of business. We do not expect that the results of any of these legal proceedings, either individually or in the aggregate, would have a material effect on our financial position, results of operations, or cash flows.	Content Index
2-28	Membership associations	We are active members of several multi-stakeholder organizations including, but not limited to: The Fashion Pact, Canopy, Cascale, Textile Exchange, U.S. Cotton Trust Protocol, Fair Factories Clearinghouse, Better Cotton, BSR, American Apparel & Footwear Association, Fair Trade USA, Better Work, Aid by Trade/Good Cashmere Standard, RILA, NRF, and AFIRM Group.	Lead with Integrity - Oversight & Engagement Content Index
2-29	Approach to stakeholder engagement	—	Lead with Integrity - Oversight & Engagement
2-30	Collective bargaining agreements	None of the Company's employees are covered by collective bargaining agreements.	Content Index
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	—	Introduction - Materiality Assessment
3-2	List of material topics	—	Introduction - Materiality Assessment

GRI 301: Materials 2016						
3-3	Management of material topic	—			Protect Our Planet - Fibers & Materials	
301-1	Materials used by weight or volume	TONNES (OF RAW MATERIALS)			Content Index	
		MATERIAL	2022	2023		2024
		COTTON	19,097	15,472		19,568
		BCI Cotton	11,482	8,676		11,935
		Conventional Cotton	6,671	6,049		6,346
		Organic Cotton	811	437		176
		Regenerative Cotton	15	213		833
		Recycled Cotton	94	68		113
		U.S. Cotton Trust Protocol	24	29		166
		POLYESTER	2,010	1,915		2,542
		Conventional Polyester	1,569	1,447		1,921
		Recycled Polyester	441	468		621
		CELLULOSICS	772	843		934
		Viscose	370	315		407
		Lenzing Tencel™	216	304		329
		Lenzing EcoVero™	144	181		157
		Cupro	25	28		19
		Lyocell	16	14		22
		Lenzing Refibra™	1	1		--
		LEATHER	1,743	1,183		1,132
		LWG Leather	984	874		994
		Leather & Suede	731	308		138
		Recycled Leather	28	1		--
		NYLON	896	664		772
		Conventional Nylon	625	508		632
		Recycled Nylon	271	156		140
		WOOL & CASHMERE	959	836		1,031
		Wool - Conventional	378	337		376
		Cashmere - Good Cashmere Standard	147	151		222
		Wool - Merino	178	124		197
		Wool - Responsible	85	106		104
		Wool - Recycled	117	53		48

301-1	Materials used by weight or volume <cont>	TONNES (OF RAW MATERIALS)			Content Index			
		MATERIAL	2022	2023		2024		
		WOOL & CASHMERE						
		Wool - Alpaca	33	48		66		
		Cashmere - Conventional	19	15		13		
		Cashmere - Recycled	2	2		5		
		Wool - Mohair	--	--		--		
		OTHER MATERIALS				2,252	2,038	2,726
		Linen	522	536		850		
		Acrylic	431	374		417		
		Elastane & Spandex	231	201		250		
		Metals	181	186		159		
		Other	141	125		227		
		Recycled Metals	72	105		142		
		Synthetic Resin, Epoxy & Other Plastics (inc. TRP)	147	97		108		
		Polyurethane	94	85		258		
		Unspecified	128	65		42		
		Minerals, Shells & Stones	46	68		60		
		Paper & Straw	39	50		41		
		Acetate	50	41		30		
		Hemp, Jute, Sisal & Rattan	82	32		30		
		Silk	44	30		26		
		Polycarbonate	13	18		25		
		Sorona Fiber	9	17		18		
		Recycled Other	11	3		18		
		Recycled Acrylic	4	2		3		
		Metalized Fibers	1	2		4		
		Polypropylene	--	1		12		
		PVC	--	--		--		
		Ramie	6	--		6		
301-2	Recycled input materials used	MATERIAL	2022	2023	2024	Protect Our Planet - Fibers & Materials		
		Total Recycled Materials	1,029	855	1,090			
						Content Index		

301-3	Reclaimed products and their packaging materials	<p>An annual packaging footprint is performed with relevant packaging data inclusive of weights, materials and volumes, from internal teams and suppliers.</p> <p>Our shopping bags are sustainably certified and contain a minimum of 40% postconsumer waste recycled paper.</p>	<p>Protect Our Planet - Packaging</p> <p>Content Index</p>																														
GRI 302: Energy 2016																																	
3-3	Management of material topic	<p>We historically track our Company's energy usage from our retail locations, corporate office, and distribution centers through a third-party platform.</p> <p>We have also joined The Fashion Pact, which required a renewable energy commitment of 100% by 2030. Energy is used across our operations to light, heat, and cool our retail locations, corporate offices, and distribution centers, and operate machinery key to our business operations. A portion of energy use is captured on a third-party bill pay system, with additional data coming directly through external invoices, and utility providers. Additionally, several of our stores are equipped with energy management systems.</p>	Content Index																														
302-1	Energy consumption within the organization	<table><tr><th></th><th>2023</th><th>2024</th></tr><tr><td colspan="3">SCOPE 1 FUEL CONSUMPTION (IN MWH)</td></tr><tr><td>Mobile fuels</td><td>53</td><td>160</td></tr><tr><td>Natural gas</td><td>11,720</td><td>13,698</td></tr><tr><td>Additional stationary fuels</td><td>98</td><td>39</td></tr><tr><td>Total</td><td>11,871</td><td>13,897</td></tr><tr><td colspan="3">SCOPE 2 FUEL CONSUMPTION (IN MWH)</td></tr><tr><td>Chilled water</td><td>46</td><td>--</td></tr><tr><td>Electricity</td><td>55,104</td><td>62,609</td></tr><tr><td>Total</td><td>55,150</td><td>62,609</td></tr></table> <p>In 2024, we consumed 62,609 MWh of electricity globally. Of this, 47,300 MWh (75.5%) were matched with unbundled Green-e® renewable energy certificates (RECs). These RECs cover our purchased electricity (Scope 2) and help us move toward our goal of using 100% renewable energy.</p>		2023	2024	SCOPE 1 FUEL CONSUMPTION (IN MWH)			Mobile fuels	53	160	Natural gas	11,720	13,698	Additional stationary fuels	98	39	Total	11,871	13,897	SCOPE 2 FUEL CONSUMPTION (IN MWH)			Chilled water	46	--	Electricity	55,104	62,609	Total	55,150	62,609	Content Index
	2023	2024																															
SCOPE 1 FUEL CONSUMPTION (IN MWH)																																	
Mobile fuels	53	160																															
Natural gas	11,720	13,698																															
Additional stationary fuels	98	39																															
Total	11,871	13,897																															
SCOPE 2 FUEL CONSUMPTION (IN MWH)																																	
Chilled water	46	--																															
Electricity	55,104	62,609																															
Total	55,150	62,609																															
302-3	Energy Intensity	<p>The energy intensity for the organization is 0.0183 MWh/square foot and is representative of our energy associated with Scope 1 & 2 emissions, which capture consumption within the organization. Included in the intensity ratio are mobile fuels, natural gas, electricity, chilled water, and additional stationary fuels.</p> <p>Less than 1% of our physical square footage footprint is outside of the U.S.</p>	Content Index																														
302-4	Reduction of Energy Consumption	—	Protect Our Planet - Climate & Nature																														
GRI 303: Water and Effluents 2018																																	
3-3	Management of material topic	—	Protect Our Planet - Climate & Nature																														

GRI 305: Emissions 2016				
3-3	Management of material topic	—		Protect Our Planet - Climate & Nature
GRI 305: Emissions 2016				
305-1	Direct/Scope 1 GHG Emissions	All GHG emissions—Scope 1 (direct), Scope 2 (energy indirect), and Scope 3 (other indirect)—are reported in metric tons of carbon dioxide equivalent (tCO ₂ e) and measured against our 2019 baseline year. This is in accordance with our commitment to the Science Based Targets initiative. We selected 2019 as our baseline year because it represents the most recent year of typical operational activity prior to the disruptions caused by the COVID-19 pandemic. It also falls within the timeframe used to establish our science-based targets, ensuring consistency between our emissions inventory and our 2030 reduction goals.		Protect Our Planet - Climate & Nature
305-2	Energy indirect/Scope 2 GHG Emissions			Content Index
305-3	Other indirect/Scope 3 GHG Emissions	<p>Our annual GHG inventory represents the emissions released from direct and indirect sources within our operational control in the calendar year (January 1, 2024—December 31, 2024). We calculate Scope 1 emissions from direct sources, including stationary combustion and mobile sources associated with our retail locations, corporate offices, and distribution centers. Scope 2 emissions are derived from purchased electricity, steam, heating, and cooling for these same facilities. The operational control approach is used, as it best reflects J.Crew Group’s ability to implement GHG reduction measures, particularly since most leased retail sites fall under operational rather than financial control. We report both location-based and market-based Scope 2 emissions, and our market-based values reflect the impact of our renewable energy certificate purchases.</p> <p>We use a hybrid methodology to calculate Scope 3 GHG emissions, combining both spend-based and activity-based data approaches. Where primary data is available—for example, from suppliers or internal operations—it is prioritized to enhance the accuracy and specificity of reported emissions. For other categories or activities where primary data is currently limited, spend-based estimates are applied using economic input-output models and emissions factors from sources such as the Comprehensive Environmental Data Archive (CEDA) and ecoinvent. The emissions factors libraries we use are regularly updated to keep measurements as accurate, complete, and granular as possible with ever-changing available inputs, methodologies, and climate science.</p> <p>This blended approach allows us to account for the broad scope and complexity of our value chain, while maintaining methodological consistency with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We are committed to continuously improving data quality over time, with a focus on increasing the share of primary data used in our emissions inventory.</p> <p>J.Crew Group calculates cradle-to-gate emissions using several methods:</p> <p>Purchased Goods & Services: For materials used in our products, emissions are based on the weight of materials in our goods and emission factors from the Higg Material Sustainability Index or proprietary life cycle analyses.</p> <p>Capital Goods & Product Manufacturing: For product assembly, factory emissions data from the Higg Facility Environmental Module is allocated to J.Crew Group.</p> <p>Other Categories: To capture emissions across Scope 1, 2, and 3, we primarily utilize Watershed’s Comprehensive Environmental Data Archive (CEDA), which covers approximately 95% of global GDP and accounts for regional differences in energy systems and emissions intensities, reflecting the complexity of modern supply chains.</p>		
SCOPE 1 & 2 GHG EMISSIONS		2019 GHG EMISSIONS (MTCO ₂ E)	2023 GHG EMISSIONS (MTCO ₂ E)	2024 GHG EMISSIONS (MTCO ₂ E)
Scope 1		2,722	3,614	4,559
Scope 2 Market-Based		28,074	10,345	5,416
Scope 2 Location-Based		26,208	18,398	21,352
Total Scope 1 & 2 Market-Based		30,796	13,959	9,975
Total Scope 1 & 2 Location-Based		28,930	22,012	25,911

		SCOPE 3 EMISSIONS - CATEGORY NAME	2019 GHG EMISSIONS (MTCO ₂ E)	2023 GHG EMISSIONS (MTCO ₂ E)	2024 GHG EMISSIONS (MTCO ₂ E)	Protect Our Planet - Climate & Nature Content Index
		1. Purchased goods & services	433,776	404,865	443,650	
		2. Capital goods	5,267	49,093	33,959	
		3. Fuel- & energy-related emissions	8,779	7,344	5,815	
		4. Upstream transportation & distribution	144,962	59,145	36,312	
		5. Waste generated in operations	2,495	861	1,331	
		6. Business travel	1,363	5,587	6,174	
		7. Employee commuting	8,220	13,500	17,660	
		8. Upstream leased assets	Not relevant	Not relevant	Not relevant	
		9. Downstream transportation & distribution	Previously classified as category 4	Previously classified as category 4	20,315	
		10. Processing of sold products	Not relevant	Not relevant	Not relevant	
		11. Use of sold products**	277,950	149,798	132,662	
		12. End-of-life treatment of sold products	449	11,941	12,036	
		13. Downstream leased assets	Not relevant	Not relevant	Not relevant	
		14. Franchises	Not relevant	Not relevant	Not relevant	
		15. Investments	Not relevant	Not relevant	Not relevant	
		TOTAL SCOPE 3 EMISSIONS**	605,311	552,336	577,252	
*Not applicable and not included in our target 8- Upstream leased assets, 10- Processing of sold products, 11- Use of sold products, 13- Downstream leased assets, 14- Franchises, 15- Investments.						
**Total Scope 3 Emissions excludes 11- Use of sold products						
305-4	GHG Emissions Intensity	The GHG emissions intensity for the organization is 0.0024 MTCO ₂ e/square foot and is representative of our Scope 1 & 2 emissions, which capture consumption within the organization. Included in the intensity ratio are mobile fuels, natural gas, electricity, chilled water, and additional stationary fuels.				Protect Our Planet - Climate & Nature
305-5	Reduction of GHG Emissions	—				Protect Our Planet - Climate & Nature

GRI 306: Waste 2020			
3-3	Management of material topic	—	<div>Protect Our Planet - Circularity</div> <div>Protect Our Planet - Climate & Nature</div>
306-1	Waste generation and significant waste-related impacts	—	<div>Protect Our Planet - Climate & Nature</div>
306-2	Management of significant waste-related impacts	Our distribution centers identified a recycling partner for all polybags, plastic garment hangers, plastic wrap, and office paper and successfully diverted all this material in 2022 to responsible recycling streams.	<div>Protect Our Planet - Climate & Nature</div>
306-4	Waste diverted from disposal	In 2024, our two distribution centers (DCs) diverted a total of 2,012 tons of waste from landfills, or 91% of total waste generated during the reporting period. Additionally, our distribution centers are now recycling polybag waste, stretch wrap film, corrugate, office paper, plastic bottles and cans, electronic equipment, wooden pallets, and plastic pallets.	<div>Protect Our Planet - Packaging</div> <div>Protect Our Planet - Climate & Nature</div> <div>Context Index</div>
GRI 308: Supplier Environmental Assessment 2016			
3-3	Management of material topic	Audits are conducted at a regular cadence across all factories producing J.Crew Group products. The cadence is determined through a risk-based approach that is informed by past audit performance, with lower-performing facilities audited more regularly (within 6-12 months) and higher-performing facilities audited less frequently (18-24 months).	<div>Protect Our Planet - Chemical Management</div> <div>Protect Our Planet - Climate & Nature</div> <div>Lead with Integrity - Responsible Business Practices</div> <div>Content Index</div>

GRI 308: Supplier Environmental Assessment 2016																								
308-1	New suppliers that were screened using environmental criteria	<p>In 2024, we collected 185 Higg FEM Self-Assessment modules from our Tier 1 supply chain partners, representing over 96 percent of our business (by dollars spent). We also began collecting Higg FEM self-assessment modules from our Tier 2 supply chain and received 84 modules from 51 percent of our business (by dollars spent).</p> <table><tr><th>J.CREW GROUP HIGG FEM UTILIZATION</th><th>Percentage of Suppliers</th><th>Number of Suppliers</th></tr><tr><td colspan="3">Suppliers That Completed the Higg FEM Self-Assessment in 2024</td></tr><tr><td>Tier 1 Suppliers*</td><td>96%</td><td>185</td></tr><tr><td>Tier 2 Suppliers**</td><td>51%</td><td>84</td></tr><tr><td colspan="3">Suppliers That Completed Third-party Verification on Their Higg FEM in 2024</td></tr><tr><td>Tier 1 Suppliers*</td><td>89%</td><td>160</td></tr><tr><td>Tier 2 Suppliers**</td><td>44%</td><td>80</td></tr></table> <p>*Percentage is representative of J.Crew Group’s business based on dollars spent</p> <p>**Approximate percentage based on finished goods</p>	J.CREW GROUP HIGG FEM UTILIZATION	Percentage of Suppliers	Number of Suppliers	Suppliers That Completed the Higg FEM Self-Assessment in 2024			Tier 1 Suppliers*	96%	185	Tier 2 Suppliers**	51%	84	Suppliers That Completed Third-party Verification on Their Higg FEM in 2024			Tier 1 Suppliers*	89%	160	Tier 2 Suppliers**	44%	80	Protect Our Planet - Climate & Nature
J.CREW GROUP HIGG FEM UTILIZATION	Percentage of Suppliers	Number of Suppliers																						
Suppliers That Completed the Higg FEM Self-Assessment in 2024																								
Tier 1 Suppliers*	96%	185																						
Tier 2 Suppliers**	51%	84																						
Suppliers That Completed Third-party Verification on Their Higg FEM in 2024																								
Tier 1 Suppliers*	89%	160																						
Tier 2 Suppliers**	44%	80																						
GRI 401: Employment 2016																								
3-3	Management of material topic	—	Care for Our People - Workers’ Rights & Empowerment																					
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We offer a comprehensive and competitive set of benefits to our employees including:</p> <ul style="list-style-type: none">• Medical, prescription, vision, and dental insurance• Flexible spending accounts (FSAs) and health savings accounts (HSAs)• Life insurance• Short- and long-term disability• Pet insurance• Auto and home insurance• Maternity and bonding leave• 401(k) and matching• Legal plans and ID theft support• Tuition reimbursement• A gym membership discount• Adoption and surrogacy leave• Fertility support <p>These benefits are available to differing extents based on location. For example, in our Asia offices, life insurance, health care, disability, retirement, and parental leave are the primary benefits provided.</p>	Care for Our People - Associates & Communities Content Index																					

GRI 401: Employment 2016											
401-3	Parental leave		2023				2024				Care for Our People - Associates & Communities Content Index
			FEMALE	MALE	UNDISCLOSED	TOTAL	FEMALE	MALE	UNDISCLOSED	TOTAL	
		# of employees entitled to parental leave	3,577	1,576	13	5,166	3,505	1,473	18	4,996	
		# of employees that took parental leave	77	28	0	105	120	19	0	139	
		# of employees that returned to work within reporting period	63	20	0	83	118	19	0	137	
		# of employees still employed 12 months after their return to work	75	23	0	98	106	18	0	124	
		Return to work and retention rates of employees that took parental leave	82%	71%	0	79%	88%	95%	0%	92%	
GRI 402: Labor Management Relations 2016											
3-3	Management of material topic	—								Lead with Integrity - Responsible Business Practices Care for Our People - Associates & Communities	
404-2	Programs for upgrading employee skills and transition assistance programs	There were 53 training programs provided to employees across the organization: <ul style="list-style-type: none">Home office trainings: 20Distribution center trainings: 9Store trainings: 24 The content of these training programs included: <ul style="list-style-type: none">Belonging and Social Impact foundational learning and values as a part of the new hire/onboarding process for all associates.Asynchronous learnings on topics including Microaggressions, Intergenerational Workforce, and Workplace Diversity. Our stores’ part-time associates received the same foundational learnings through micro versions called “sparks.”Situational Leadership and Designing My Future leadership trainings for managers and above.Product, Fitting Room, and Building Loyalty Trainings for all store associates.								Care for Our People - Associates & Communities	
404-3	Percentage of employees receiving regular performance and career development reviews	100% - All full-time associates participate in quarterly conversations to review progress against goals and performance metrics.								Content Index	
GRI 405: Diversity and Equal Opportunity 2016											
3-3	Management of material topic	—								Care for our People - Associates & Communities	

405-1	Diversity of governance bodies and employees	<div>Board of Directors</div> <div>50% of our Board comprises women</div> <div>50% of our Board self-identifies as members of underrepresented racial and ethnic groups</div> <table><tr><th></th><th colspan="2">LEADERSHIP - DIRECTOR AND ABOVE</th><th colspan="2">ALL U.S. EMPLOYEES</th></tr><tr><th></th><th>2023</th><th>2024</th><th>2023</th><th>2024</th></tr><tr><td colspan="5">ETHNICITY</td></tr><tr><td>White</td><td>68.29%</td><td>67.13%</td><td>56.42%</td><td>53.95%</td></tr><tr><td>Native Hawaiian or other Pacific Islander</td><td>0.27%</td><td>0.00%</td><td>0.41%</td><td>0.29%</td></tr><tr><td>Black or African American</td><td>11.65%</td><td>13.54%</td><td>13.70%</td><td>14.16%</td></tr><tr><td>Not disclosed</td><td>0.54%</td><td>0.83%</td><td>2.10%</td><td>2.84%</td></tr><tr><td>Asian</td><td>11.92%</td><td>11.05%</td><td>7.81%</td><td>7.78%</td></tr><tr><td>Hispanic or Latino</td><td>4.88%</td><td>4.14%</td><td>15.51%</td><td>16.16%</td></tr><tr><td>Two or more races</td><td>2.17%</td><td>2.76%</td><td>3.78%</td><td>4.45%</td></tr><tr><td>Native American or Alaska Native</td><td>0.27%</td><td>0.55%</td><td>0.27%</td><td>0.29%</td></tr><tr><td colspan="5">GENDER</td></tr><tr><td>Female</td><td>61%</td><td>63%</td><td>77%</td><td>76%</td></tr><tr><td>Male</td><td>39%</td><td>37%</td><td>22%</td><td>23%</td></tr><tr><td>Not declared</td><td></td><td></td><td><1%</td><td><1%</td></tr></table>		LEADERSHIP - DIRECTOR AND ABOVE		ALL U.S. EMPLOYEES			2023	2024	2023	2024	ETHNICITY					White	68.29%	67.13%	56.42%	53.95%	Native Hawaiian or other Pacific Islander	0.27%	0.00%	0.41%	0.29%	Black or African American	11.65%	13.54%	13.70%	14.16%	Not disclosed	0.54%	0.83%	2.10%	2.84%	Asian	11.92%	11.05%	7.81%	7.78%	Hispanic or Latino	4.88%	4.14%	15.51%	16.16%	Two or more races	2.17%	2.76%	3.78%	4.45%	Native American or Alaska Native	0.27%	0.55%	0.27%	0.29%	GENDER					Female	61%	63%	77%	76%	Male	39%	37%	22%	23%	Not declared			<1%	<1%	Content Index
	LEADERSHIP - DIRECTOR AND ABOVE		ALL U.S. EMPLOYEES																																																																											
	2023	2024	2023	2024																																																																										
ETHNICITY																																																																														
White	68.29%	67.13%	56.42%	53.95%																																																																										
Native Hawaiian or other Pacific Islander	0.27%	0.00%	0.41%	0.29%																																																																										
Black or African American	11.65%	13.54%	13.70%	14.16%																																																																										
Not disclosed	0.54%	0.83%	2.10%	2.84%																																																																										
Asian	11.92%	11.05%	7.81%	7.78%																																																																										
Hispanic or Latino	4.88%	4.14%	15.51%	16.16%																																																																										
Two or more races	2.17%	2.76%	3.78%	4.45%																																																																										
Native American or Alaska Native	0.27%	0.55%	0.27%	0.29%																																																																										
GENDER																																																																														
Female	61%	63%	77%	76%																																																																										
Male	39%	37%	22%	23%																																																																										
Not declared			<1%	<1%																																																																										
GRI 406: Non-Discrimination 2016																																																																														
3-3	Management of material topic	—		Care for Our People - Associates & Communities																																																																										
406-1	Incidents of discrimination and corrective actions taken	No 2024 enterprise-wide view is available. However, if any incidents occurred, they have been fully investigated. We conducted a mandatory in-person VP and above training on anti-discrimination and anti-harassment training during 2024.		Content Index																																																																										
GRI 407: Freedom of Association and collective bargaining 2016																																																																														
3-3	Management of material topic	—		Care for Our People - Workers Across Our Supply Chain																																																																										
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	—		Content Index																																																																										
GRI 408: Child Labor 2016																																																																														

3-3	Topic management disclosures	—	Care for Our People - Workers Across Our Supply Chain Content Index
408-1	Operations and suppliers at significant risk for incidents of child labor	We did not find any substantiated child labor cases in 2024. Regular audits are conducted to ensure that operations and suppliers comply with labor policies, which can be found in the Appendix of this report.	Content Index
GRI 409: Forced or Compulsory Labor 2016			
3-3	Management of material topic	—	Care for Our People - Workers' Rights & Empowerment Lead with Integrity - Responsible Business Practices
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	J.Crew Group regularly evaluates the social compliance risks inherent within the countries in which we operate. We use this information to ensure our compliance is designed to mitigate these country level risks, alongside global risks. We recognize that these risks may change year to year, and we assess and adjust our programs accordingly.	Lead with Integrity - Responsible Business Practices Content Index
GRI 413: Local Communities 2016			
3-3	Management of material topic	—	Care for Our People - Associates & Communities
413-1	Operations with local community engagement, impact assessments, and development programs	—	Care for Our People - Associates & Communities
GRI 414: Supplier Social Assessment 2016			
3-3	Management of material topic	—	Lead with Integrity - Responsible Business Practices
414-1	New suppliers that were screened using social criteria	100% of new Tier 1 suppliers were screened using social criteria during the reporting period.	Content Index
414-2	Negative social impacts in the supply chain and actions taken	—	Care for Our People - Workers Across Our Supply Chain

SASB Disclosure Index

Apparel, Accessories & Footwear Standard

SASB CODE	ACCOUNTING METRIC	DISCLOSURE (COVERS 2024 UNLESS OTHERWISE INDICATED)
Management of Chemicals in Products		
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	See the Protect Our Planet - Chemical Management section.
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	We routinely inspect for building and machinery safety, fire safety, proper handling and storage of chemicals and hazardous materials, and safe evacuation procedures. We also work to maintain safe production processes in our factories, including providing personal protective equipment for our workers.
Environmental Impacts in the Supply Chain		
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	See the Protect Our Planet - Climate & Nature section.
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Supplier facilities that have completed Cascale's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment: Tier 1 Supplier Facilities - 96% Supplier facilities beyond Tier 1 - 84 facilities
Labor Conditions in the Supply Chain		
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Supplier facilities that have been audited to a labor code of conduct: Tier 1 Supplier Facilities - 231 facilities Supplier Facilities Beyond Tier 2 - 67 facilities Total Audits Conducted by a Third-Party Auditor - 50% Additional details provided in the Supply Chain section under Care for Our People - Workers' Rights & Empowerment .
CG-AA-430b.2	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	J.Crew Group collaborates with suppliers to help identify compliance issues and their root causes, and uses a capacity-building and continuous improvement model to reach a higher level of social compliance in our supply chain. However, if a critical issue related to working standards or required procedures is cited, or if the supplier is unwilling to correct non-compliance or reach a higher level of social compliance, J.Crew Group may terminate the business relationship. Additional details provided in the Supply Chain section under Care For Our People - Workers' Rights & Empowerment .

CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	<p>We identify and assess risks as part of our ongoing materiality assessment and strategy planning. These risks are managed by the appropriate business function, and are ultimately owned by our Impact Steering Committee, Executive Council, and our Board.</p> <p>While not an exhaustive list, we have identified five key impact-related risks that have the potential to impact our business:</p> <ul style="list-style-type: none">• Climate-related risk: Climate change has the potential to impact every aspect of J.Crew Group’s operations. This may include our ability to source fibers, such as cotton, water shortages that affect our suppliers, or even changing consumer preferences for low-impact products and reduced need for cold-weather goods.• Regulatory risk: Regulatory change can significantly impact J.Crew Group’s operations, from exposure to potential carbon pricing mechanisms to regulations on transparency, labor matters, privacy, marketing, and communications. The apparel industry is also seeing increased legislative requirements around marketing claims to ensure the accountability, specificity, transparency, and verification of sustainability attributes. These risks are constantly monitored and assessed by J.Crew Group’s Legal department and Chief Legal Officer, who partners with the Chief Sourcing Officer, Head of Sustainability, and other appropriate business partners to address any issues.• Supply chain risk: Significant changes to the macro-economic and political climate, climate-related fluctuations, and laws or activities that affect the people and activities across our supply chain can have a significant impact on our operations, including our ability to operate in certain regions or source fibers, such as cotton. A key component of our sourcing strategy is dedicated to mitigating these risks, which helps make our products and business more sustainable.• Physical risk: Significant weather events—such as hurricanes, tornadoes, and floods—have the potential to impact our store operations, associates’ livelihoods, and our ability to receive and distribute products. These physical risks can also impact our supply chain and the livelihoods of the people who impact our products, from farm to factory. As these risks touch so many aspects of our business, they are managed by multiple teams, including our Supply Chain, Sourcing, Human Resources, Legal & Compliance, Facilities, and Sustainability teams.• Consumer risk: Evolving consumer preferences for products that are transparent about their origins and have positive impacts on the environment and the workers who produce them; growth in the preloved, second-hand, and rental markets; and reduced overall consumption present both risks and key opportunities for J.Crew Group. We will continue building on our strategy to meet these changing preferences and opportunities
Raw Materials Sourcing		
CG-AA-440a.3		
CG-AA-440a.4		
SASB CODE	ACTIVITY METRIC	DISCLOSURE (COVERS 2024 UNLESS OTHERWISE INDICATED)
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	J.Crew Group Tier 1 FEM - 185 Tier 1 FEM Verification - 84 Tier 2 (Mill) FEM - 160 Tier 2 (Mill) FEM Verification - 80