

JCG

J.CREW | J.CREW FACTORY | MADEWELL

2025 IMPACT REPORT





CONTENTS

INTRODUCTION

- 3 A Letter From Our CEO
- 4 Our Brands
- 5 2025 Highlights
- 6 Our New 2030 Impact Vision
- 7 Our New Impact Strategy

PRODUCT

- 9 Materials
- 20 Circularity
- 24 Packaging
- 27 Chemical Management

PLANET

- 29 Climate
- 34 Nature

PEOPLE

- 39 Associates
- 46 Communities
- 53 Supply Chain Workers

PRINCIPLES

- 59 Oversight & Engagement
- 61 Responsible Business Practices
- 64 Our Approach to Impact Reporting
- 67 Our Partners

APPENDIX

- 69 Our Policies & Definitions
- 70 Our Alignment to the SDGs
- 71 GRI Content Index
- 87 SASB Disclosure Index
- 90 TCFD Index

A LETTER FROM OUR CEO

In 2025, we reached a significant milestone with the completion of goals first set in 2018, and the reveal of a brand new strategy for 2030.

Reaching this point allowed us to reflect on how far we have come, carry forward what we have learned, and set a clear direction for the next phase of our impact work.

As we looked back on this year alone, we were proud of how much we were able to achieve. Eighty-one percent of the cotton used across the Group was sustainably sourced, including 100 percent of the cotton in Madewell and J.Crew denim. We also expanded our regenerative agriculture work, connecting with 52 farms across seven states and supporting more than 36,000 acres of land. Through resale and recycling programs, including Madewell Forever, J.Crew Always, denim takeback, and Second-Life Swim, we helped divert 4.1 million garments from landfill.

Our impact work is also deeply connected to our people. This year, 86 percent of associates reported feeling a sense of belonging, exceeding national benchmarks. Associate giving and volunteering participation has grown nearly eight times over the past three years, and through associate, customer, corporate, and brand-supported philanthropy, we contributed more than \$5.4 million to causes and communities in 2025.

I am proud of what we have accomplished, and even more committed to where we go from here. Thank you to the teams and partners who continue to move this work forward. The next chapter of our impact work will be shaped by the same shared commitment that brought us to this moment.



LIBBY WADLE
CEO, J.Crew Group



OUR BRANDS

J.Crew Group (JCG) is an internationally recognized omnichannel retailer and family of legacy American brands: J.Crew, J.Crew Factory, and Madewell. Famous for building iconic, beloved brands, we are the ultimate destination for personal style that is timeless, classic, and high quality. Each of our brands is distinct in its identity, yet all three are united in their commitment to doing business both sustainably and responsibly.



J.CREW



J.CREW
FACTORY



Madewell

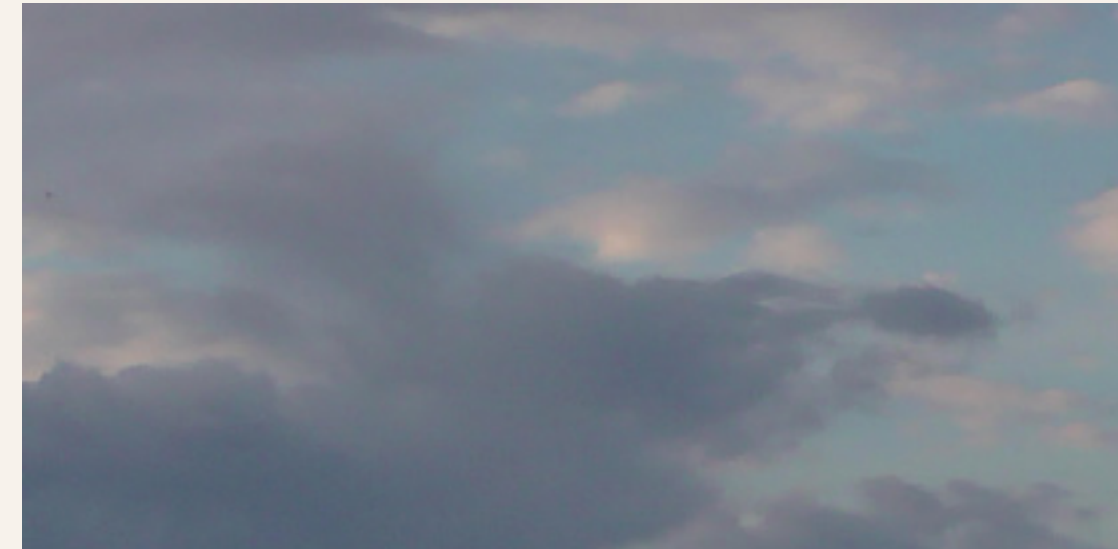
2025 HIGHLIGHTS

2025 was a pivotal year for our impact work, bringing us to the finish line for several key goals set in 2018. We exceeded expectations in some areas, reached meaningful milestones in others, and recalibrated our approach where needed. By sharing and reflecting honestly on our progress—the successes and the learnings—we're able to continue to build a strong and impactful strategy for the years ahead. You can read more about our 2025 goals and progress in each section.



81%

of the cotton used across J.Crew Group was sustainably sourced, including 100% of the cotton in Madewell and J.Crew denim



82%

reduction in J.Crew Group's Scope 1 and 2 emissions, and 16% reduction in Scope 3 emissions, compared to the 2019 baseline



4.1M

garments diverted from landfill through resale and recycling initiatives



100%

of Madewell's denim pants produced in Fair Trade Certified™ factories



99%

of the paper and plastic packaging used across J.Crew Group contained sustainably certified materials



86%

of associates reported feeling a sense of belonging, exceeding national benchmarks



800%

growth in associate giving and volunteering participation over the past three years



\$3.5M

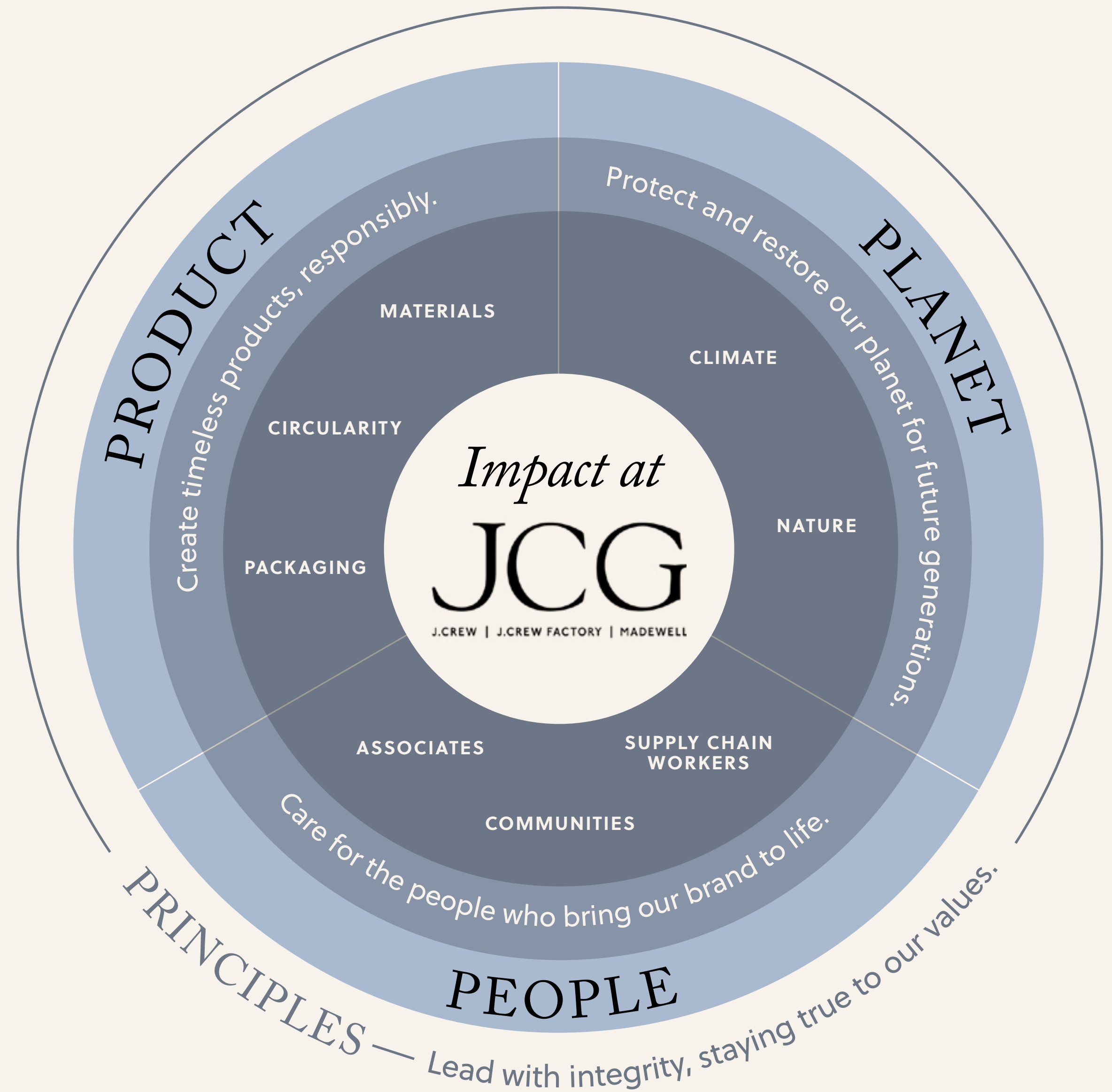
donated to St. Jude Children's Research Hospital® through J.Crew Factory fundraising efforts

OUR NEW 2030 IMPACT VISION

Our impact journey began in 2018 with the launch of our sustainability program and evolved in 2023 with a refined vision. Now, we're excited to take the next step forward with Impact at JCG—our evolved 2030 strategy reflecting our commitment to operate with purpose and drive meaningful change across every part of our business.

Through this strategy, we aim to craft timeless products responsibly, protect our planet for future generations, and care for the people who bring our brand to life—all while leading with the values that define who we are.

In every stitch, in every decision, and in every connection, we aim to make our business fit for the future and create a positive and enduring impact, today and for generations to come.



IN THIS SECTION

- 9 *Materials*
- 20 *Circularity*
- 24 *Packaging*
- 27 *Chemical Management*



MATERIALS

We have made significant progress in scaling the use of environmentally preferred materials across our products.

In 2025, 71 percent of the priority fibers used in J.Crew Group’s materials came from sustainable sources, up 10 percent from 2024. These priority fibers include cotton, polyester, manmade cellulosic fibers, leather, nylon, wool, and cashmere.

While we did not meet our 2018 goal of sourcing 100 percent of priority fibers sustainably by 2025, we are proud of the progress we made since setting this ambition. Our shortfalls were driven largely by cost and volume constraints, as well as limited access to recycled fibers that met our strict chemical and testing requirements.

71%

of our key fibers are sustainably sourced

Looking beyond 2025, we will continue to expand our sourcing of sustainable fibers and materials, minimizing environmental impact and raising standards across our supply chain. Our goal is to work toward, or maintain, 100 percent sustainably sourced priority fibers/materials⁶, aligning with leading certifications and industry best practices.

J.Crew Group Sustainable Fibers⁷

Key Fiber Type	Percentage Sustainably Sourced	Percentage of Total Fiber Footprint
All Key Fibers	71%	100%
Cotton	81%	72%
Polyester	20%	10%
Manmade Cellulosic Fibers	52%	5%
Leather	94%	5%
Cashmere	96%	1%
Nylon	21%	3%
Wool	8%	4%

2025 GOAL

100%

of the key fibers in our materials will be sustainably sourced⁸ by the end of 2025.

2025 PROGRESS

71% of the key fibers used in J.Crew Group’s materials came from sustainable sources.

2030 GOALS

Continue to work toward, or maintain, 100% sustainably sourced priority fibers/materials⁶, aligning with leading industry certifications and industry best practices.

By 2030, source 30% of our total cotton from farms that practice regenerative agriculture.

6. Priority fibers include cotton, cellulosic fibers, polyester, leather, and cashmere, which make up over 90 percent of J.Crew Group’s material use by volume and represent our best opportunity to drive positive impact across our supply chain. In order to focus on our priority fibers, we have chosen not to include new targets for wool and nylon—which make up seven percent of our material use—in our strategy.

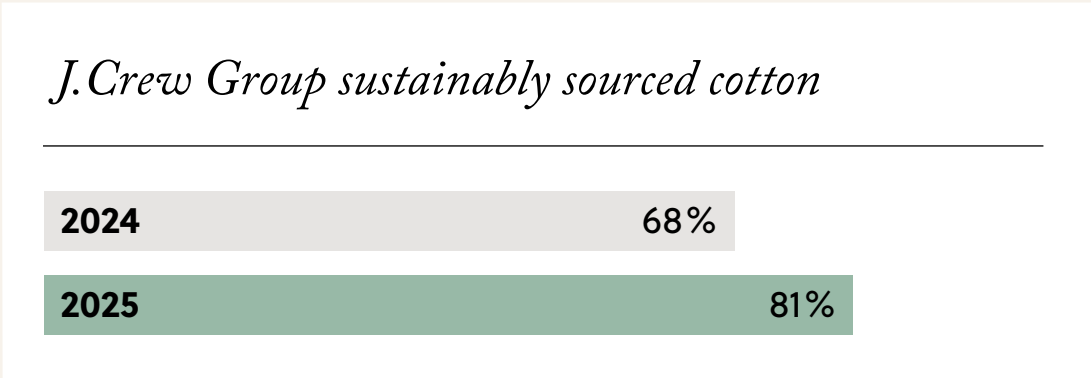
7. We define sustainable fibers according to Textile Exchange’s Preferred Fiber and Materials Matrix, which identifies them as “fibers or materials which result in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production.”

8. Sustainable fibers were defined as fibers or materials which resulted in improved environmental and/or social sustainability outcomes and impacts in comparison to conventional production. Key fibers included cotton, polyester, nylon, manmade cellulosic fibers, wool, leather, and cashmere, and made up more than 97 percent of J.Crew Group’s total fiber footprint in 2025.

COTTON

Cotton is our largest fiber by volume, accounting for 72 percent of our total fiber consumption. Increasing our use of sustainably sourced cotton is therefore essential to advancing our sustainable fiber strategy and meeting our targets.

In 2025, 81 percent of the cotton used across J.Crew Group was sustainably sourced, a 13 percent increase from 2024. This reflects both our regenerative cotton efforts (detailed in the following pages) as well as a wider set of interventions across our cotton sourcing approach.



↑ J.Crew jeans made with 100% regenagri® certified cotton

Sourcing Better Cotton with the Better Cotton Initiative

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

In 2025, J.Crew Group sourced more than 11 million kilograms of BCI Cotton, accounting for 61 percent of our cotton footprint, via a chain-of-custody model called mass balance. This means that while BCI Cotton is not physically traceable to end products, farmers benefit from the demand for BCI Cotton in equivalent volumes to those we source. The fees we pay for sourcing BCI Cotton contribute to the funding of field-level projects and farmer capacity strengthening through the BCI Growth and Innovation Fund (GIF). In 2025, these contributions supported farmers participating in GIF-funded projects to save an estimated 34 million gallons of water and avoid using an estimated 942 pounds of pesticide active ingredients over the last growing season.

Our ongoing commitment to sourcing BCI Cotton is reinforced by our Chief Sourcing Officer, Doug Forster, sitting on the BCI Council, an elected advisory board that sits at the center of the organization and is responsible for its strategic direction.

11M
kilograms of Better Cotton sourced in 2025

Partnering with the U.S. Cotton Trust Protocol®

Since 2021, we have been a member of the [U.S. Cotton Trust Protocol®](#) (USCTP), the voluntary sustainability program for U.S. cotton growers and traceability platform for all U.S. cotton. Aligned with our sustainable materials goal, we increased our use of tracked U.S. cotton by over 2,000 tons in 2025, representing 12 percent of our sustainable cotton uptake. We are working to ensure end-to-end traceability and transparency across the supply chain for this cotton through TextileGenesis, a blockchain-enabled platform providing full textile traceability.

Our ongoing commitment to the Trust Protocol is further reinforced by our VP of Sustainability, Katie O’Hare, serving on its Board of Directors. The Board helps shape the Trust Protocol’s mission and improve the resilience of U.S. cotton production, with the goal of driving value for all members.

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. Additional details on our approach and progress can be found in the [Transparency](#) section of this report.



REGENERATIVE AGRICULTURE

At J.Crew Group, we support regenerative farming at scale as part of the transition to a more sustainable agricultural system. Our primary strategic focus for this work is cotton. In 2025, we increased our volume of cotton sourced from farms that practice regenerative agriculture by 58 percent and regenerative cotton now accounts for seven percent of our total cotton footprint.

Building on this progress, we have introduced a new goal to source 30 percent of our total cotton from farms that practice regenerative agriculture⁹ by 2030. This goal will also support our new commitments to restoring and regenerating nature. Read more about this in our [Nature](#) section.

Collectively, these efforts are helping to scale these practices across U.S. farms and position J.Crew Group as leaders in this critical transition. We are proud that our work to advance regenerative agriculture within our supply chain is supporting this shift across U.S. farms, and we look forward to continuing to play a leadership role in this transition.

What is Regenerative Farming?

A core principle of regenerative agriculture is giving farmers the flexibility to tailor practices to their land. Cotton farming varies widely from region to region, and we aim to ensure farmers can apply their deep local knowledge as they make changes on the ground.

While techniques may differ by farm, common regenerative practices include:



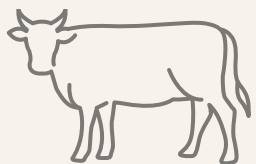
No-till or minimum-till farming



Minimal soil disturbance



Cover cropping and diverse crop rotations



Integrating livestock

Together, these practices can help build healthier soils, increase soil biodiversity, and support greater overall species diversity.



9. 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."

How Our Regenerative Agriculture Program Benefits Farmers

Our regenerative agriculture program prioritizes direct relationships with farmers and helps ensure they do not bear the full financial burden of moving away from conventional farming practices. To support them, we pay premiums for their uptake of regenerative practices—direct payments that help cover the costs of transitioning and continuously improving their land.

2025 Highlights

48%

of the cotton used in J.Crew's denim products was regenagri® certified

23%

of the cotton used in Madewell's denim products was regenagri® certified

400+

products made with regenerative cotton

52

U.S. farms connected to our regenerative agriculture program

7

states: Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, South Carolina, and Texas

36,000

acres of land impacted

\$480,000

in premium payments directly to farmers

100+

hours spent by J.Crew Group teams on cotton farms, learning from and collaborating with farmers to better understand the nuances and challenges of transitioning to regenerative agriculture

Continuing Our Investment in U.S. Farms Through Strategic Partnerships

With over 40 percent of our regenerative cotton being sourced from U.S. farms, partnering with organizations that support U.S. cotton farmers in their transition away from conventional farming practices is a key focus of our work. Since regenerative agriculture became a strategic commitment in 2022, we have expanded regenerative cotton sourcing from these farms while onboarding new ones—helping drive the transition to regenerative agriculture across as much U.S. farmland as possible.

Partnering with Cotton Merchants

In 2025, we advanced our efforts to scale regenerative cotton farming—and increase the use of regenerative cotton in our products—through direct partnerships with leading cotton merchants [ECOM USA, LLC](#) and [Louis Dreyfus Company](#). These new partnerships allow us to tap into existing infrastructure to continue investing directly into U.S. farms, while integrating more regenerative cotton into our supply chain at scale.

Supporting Certified Regenerative

All of our regenerative cotton products are certified to the regenagri® standard, and J.Crew Group was the first company to implement this standard in the U.S. Owned and managed by Regenagri C.i.C., the regenagri® standard is designed to protect farmland and surrounding ecosystems, while supporting the well-being of growers and their communities.

J.Crew Group was the first to pilot the [Regenerative Cotton Standard \(RCS\)](#) in the U.S., in partnership with the Aid by Trade Foundation. Our collaboration builds on an existing partnership to develop The Good Cashmere Standard products and emerged from a shared recognition that regenerative standards need greater flexibility to reflect the realities farmers face on the ground.

Because regenerative farming practices vary widely across geographies, the RCS is designed to meet farmers where they are, allowing them to set priorities that make sense for their land and empowering them to serve as its stewards.

Over a six-month period, the Aid by Trade Foundation and J.Crew Group teams worked closely with three farms in Texas and Louisiana to explore how the RCS could be applied in a U.S. context.

While there are still challenges we are working to address, we are proud to have come together across the value chain—from farm to brand to NGO—to pilot a new approach and use these learnings to continue evolving our regenerative agriculture program.



Partnering with the Federation of Southern Cooperatives

Operating our regenerative farming program with an equitable lens remains a priority. We engage farmers from a range of backgrounds, with a deliberate focus on recognizing and addressing historic disparities in cotton farming, particularly in the U.S.

We continue to partner closely with our Belonging and Social Impact team to support our collaboration with the Federation of Southern Cooperatives, the largest and oldest cooperative association owned by Black farmers, landowners, and cooperatives.



↑ Members of the Belonging and Sustainability team, as well as the Regenerative Cotton Standard team, visit the Federation of Southern Cooperatives Training Facility in Epes, Alabama

Since 2022, JCG has supported the Federation's mission to catalyze self-supporting communities through cooperative economic development, land retention, and advocacy, as well as to identify, train, and incentivize farmers transitioning to regenerative farming.

In 2025, we continued to support four farms on their path to regenagri® certification and contributed \$260,000 in regenerative incentive payments to farms in Alabama, Louisiana, Mississippi, and South Carolina. We also donated \$25,000 to support the creation of a regenerative cotton demonstration plot at the Federation's training camp in Epes, Alabama. With the creation of the plot, farmers can get hands-on training on regenerative practices at the Federation's headquarters.

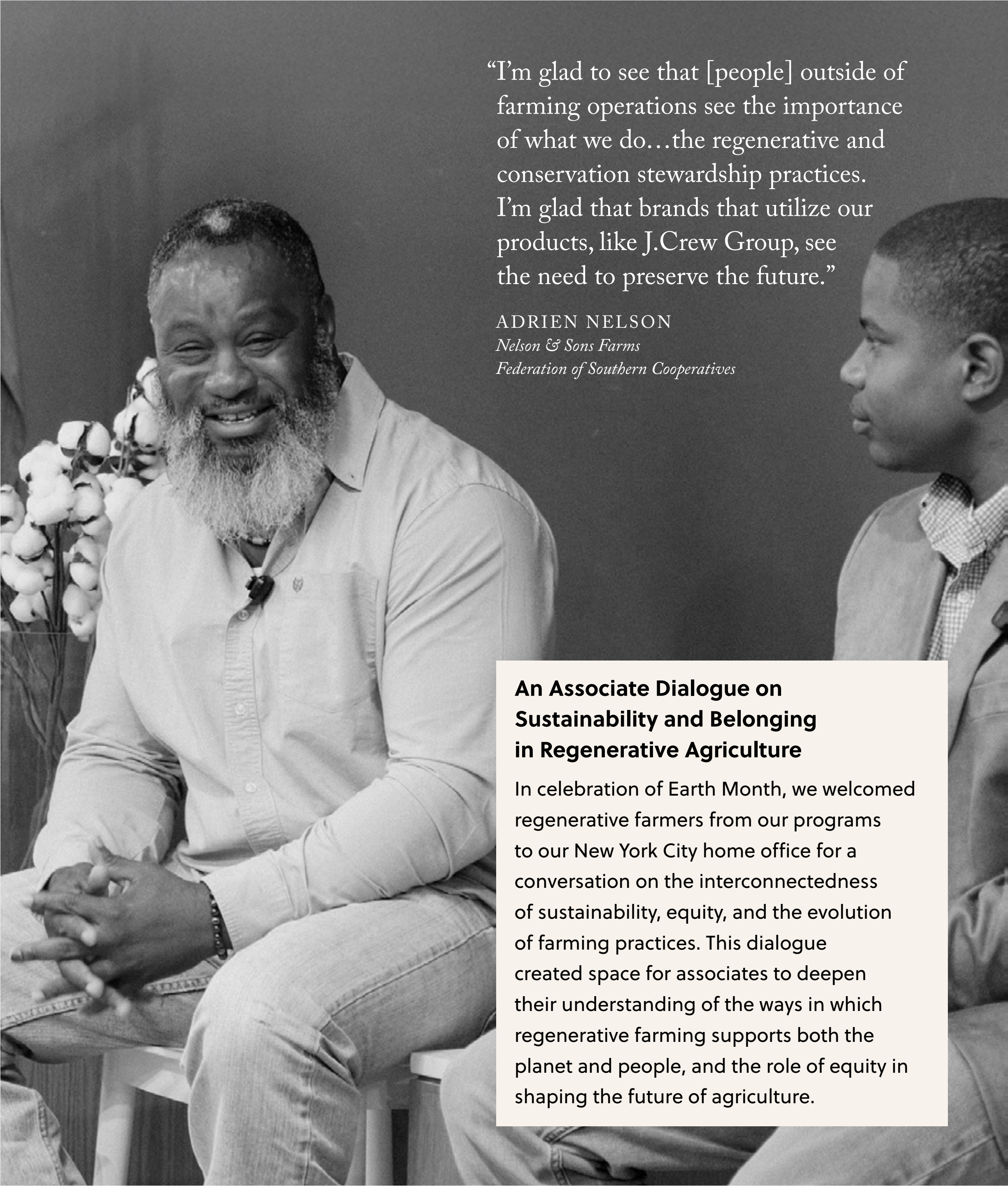
\$260,000
contributed in regenerative incentive payments to farms in Alabama, Louisiana, Mississippi, and South Carolina

“I’m glad to see that [people] outside of farming operations see the importance of what we do...the regenerative and conservation stewardship practices. I’m glad that brands that utilize our products, like J.Crew Group, see the need to preserve the future.”

ADRIEN NELSON
*Nelson & Sons Farms
Federation of Southern Cooperatives*

An Associate Dialogue on Sustainability and Belonging in Regenerative Agriculture

In celebration of Earth Month, we welcomed regenerative farmers from our programs to our New York City home office for a conversation on the interconnectedness of sustainability, equity, and the evolution of farming practices. This dialogue created space for associates to deepen their understanding of the ways in which regenerative farming supports both the planet and people, and the role of equity in shaping the future of agriculture.



The Journey of Regenerative Cotton from Farm to Product

In early 2026, J.Crew Factory relaunched its iconic chino styles in updated fits, made with 100 percent regenagri® certified cotton. In partnership with Louis Dreyfus Company, members of the J.Crew Group team visited farms in Clarksdale, Mississippi, where a portion of the cotton for this program was grown.



↑ *Mark Noland, a regenerative farmer and owner of Long Lakes Farm in Clarksdale, Mississippi, wearing the slim fit chino made with regenerative cotton partially sourced from his farm*



↑ *Members of the J.Crew Group team visit Mark's farm just before the cotton harvest, wearing J.Crew and Madewell denim containing regenagri® certified cotton*



↑ *Cali Noland, a Program Manager with Louis Dreyfus Company, shares insights on regenerative cotton farming, climate impacts, and soil health*



↑ *Sledge Taylor, a regenerative farmer in Como, Mississippi, assesses his cotton fields ahead of the harvest*

SYNTHETIC FIBERS

Synthetic fibers such as polyester and nylon account for about 13 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. In 2025, our uptake of synthetic fiber tons decreased by 18 percent as we continued to prioritize land-based natural fibers. Where we are still using synthetic fibers, we are working to increase our uptake of recycled versions of these fibers. For example, J.Crew's swim collection contained 93 percent recycled nylon and polyester.



↑ J.Crew swimsuit made with 95% recycled polyester

About 20 percent of our polyester is recycled and certified to the Global Recycled Standard (GRS) or the Recycled Content Standard (RCS). We also use REPREVE® 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 more than 830,000 bottles from landfills and waterways in 2025.



↑ J.Crew Factory 100% recycled polyester jacket



↑ Madewell 100% recycled polyester dress

MANMADE CELLULOSIC FIBERS

Across all our brands, we use wood-based cellulosic fibers, derived from plant cellulose and sourced from responsibly managed forests. These manmade cellulosic fibers (MMCF) 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 40 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.¹⁰



↑ J.Crew jeans made with 69% TENCEL™ Lyocell

We are members of the CanopyStyle campaign to ensure that cellulosic wood-derived fibers, such as viscose, do not come from ancient or endangered forests. Learn more about this by reading our [Responsible Forestry Commitment](#).

Building on this foundation, and as part of our new Nature Strategy, we have set a goal to achieve zero deforestation across all MMCF sourcing by 2035. Our efforts will focus on strengthening traceability and supplier engagement to ensure our MMCF materials are sourced from responsibly managed and forest-positive supply chains. Read more about this new commitment in the [Nature](#) section.



↑ Madewell shirt made with 96% LENZING™ ECOVERO™ Viscose

10. Results based on LCA standards (ISO 14040/44) and available via Higg MSI Version 3.9.1 (December 2024). TENCEL™, LENZING™, and ECOVERO™ are trademarks of Lenzing AG.

Madewell Joins Circ’s Fiber Club to Help Scale Next-Generation Recycled Textiles

In early 2026, Madewell joined [Circ’s](#) second Fiber Club cohort, an ambitious, cross-industry initiative. The program is designed to overcome long-standing barriers to scaling next-generation recycled fibers by addressing minimum order quantities and pricing challenges that have historically limited the adoption of new materials. By aggregating demand across pulp, fiber, and yarn production, the Fiber Club creates a first-of-its-kind roadmap for scaling next-generation materials, helping brands move beyond small pilots and into commercial product launches and long-term material commitments. We look forward to sharing more as Madewell’s collection continues to develop through 2026.

“Joining the Circ Fiber Club is a natural extension of Madewell’s commitment to sustainably sourced materials and more circular fashion. We’re excited to support transforming textile waste into new possibilities and collaborate with peers on solutions that move the industry forward.”

KATIE O’HARE
VP of Sustainability
J.Crew Group



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.

In 2025, 96 percent of all J.Crew Group cashmere was sustainably sourced, either made from recycled cashmere or verified to The Good Cashmere Standard® (GCS). GCS is 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® and remains actively engaged through participation on the GCS Advisory Board.

96%
of our cashmere is either made from recycled cashmere or verified to The Good Cashmere Standard®

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

Our J.Crew brand continued its support of the 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.



Our 2025 highlights include:

- Supporting animal welfare research through a goat bedding study conducted by Aid by Trade Foundation (AbTF), strengthening the scientific foundation of GCS welfare standards.
- Co-funding with AbTF for the construction of a new enrichment-focused goat shelter designed to promote natural behaviors and improve living conditions.
- Co-hosting with AbTF and Xiniao farm hands-on training programs for cashmere producers, showcasing best practices in animal care and sustainable herding.



↑ Madewell sweater made with 100% cashmere certified to the Good Cashmere Standard®

Partnering with Textile Exchange on a Cashmere Life Cycle Assessment

In 2025, J.Crew Group began supporting a Cashmere Life Cycle Assessment (LCA) led by Textile Exchange. Textile Exchange’s LCA projects aim to improve and standardize the impact data available to the industry, providing information that is representative, scientifically robust, transparent, and critically reviewed.

↓ Madewell jacket made with leather sourced from a LWG-certified tannery

94%
of our leather is sourced from LWG-certified suppliers

LEATHER

Leather represents 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 2025, 94 percent of our leather was sourced from LWG-certified suppliers, up from 88 percent in 2024.

J.Crew Group leather sourced from LWG-certified suppliers



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.

CIRCULARITY

We are on an ongoing journey to embed circular practices across our business. Our approach centers on keeping materials in use and out of landfills, reducing waste, and extending the life of every garment.

We are committed to generating long-term value for our brands through our circularity programs, while keeping textiles out of landfills. By 2030, we aim to have recirculated over five million garments.

This commitment comes to life through:

- Dedicated resale programs: Madewell Forever® and J.Crew Always
- Industry-leading denim and swim takeback programs and recycling initiatives
- Commitments to scaling circular materials through innovation, including through the Circ Fiber Club
- Services that support product longevity, including proper care instructions and tailoring and repair services for loyalty customers
- Repurposing personal items and reducing waste in our home office

2030 GOAL
Recirculate over five million garments by 2030, driving long-term value for our brands through our circularity programs.



CIRCULARITY AT MADEWELL

Through the Madewell Forever® closet clean-out initiative and Madewell’s denim takeback program, nearly 3.7 million garments have been collected for resale or responsibly recycled since 2014.



Partnering with Cotton's Blue Jeans Go Green™

Madewell’s denim takeback program has been a cornerstone of our circularity efforts. As the first brand to offer year-round denim recycling through Cotton’s Blue Jeans Go Green™ program in 2014, we are proud to celebrate 11 years of giving unwearable denim a new life. In those years, Madewell has collected over 1.7 million pieces of denim for recycling, diverting 893 tons of waste from landfills.

Through the initiative, customers can drop off old jeans, regardless of brand, 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.

1.7M

pieces of denim collected through Cotton's Blue Jeans Go Green™ program since 2014

893

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

Our Madewell Forever® Platform

Powered by ThredUp’s Resale-as-a-Service®, Madewell Forever® makes it easy for customers to give their clothing new life. Since launching Madewell Forever® in 2021, more than 1.3 million garments have been collected via Madewell’s Clean Out Kits. In 2025 alone, over 446,000 garments were collected. The cumulative environmental impact of items recirculated through Madewell Forever® is equivalent to 18.2 million miles of driving emissions avoided and 1.8 billion reusable water bottles filled.¹¹

446K

garments collected in 2025

Partnering with Reluxe Fashion

In 2025, Madewell expanded its partnership with Reluxe Fashion, a platform that recirculates luxury items, by featuring three new curated capsules that reimagined circular fashion. Through this campaign, Madewell hosted events across the country to demonstrate how a more circular closet can be both stylish and aspirational, showcasing pre-loved designer pieces styled alongside Madewell essentials.



11. Source: Green Story Inc.

CIRCULARITY AT J.CREW

Through the J.Crew Always closet clean-out initiative and J.Crew's swim takeback program, over 325,000 garments have been collected for resale or responsibly recycled since 2023.



Our J.Crew Always Platform

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 in 2023, over 290,000 garments have been recirculated.

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 25,000 kits.

Partnering with SuperCircle™ on Second-Life Swim

J.Crew continued its Second-Life Swim program in 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, returned J.Crew swimwear can undergo fiber-to-fiber recycling, which we will conduct whenever possible. Products that cannot be fiber-to-fiber 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.

2025 Second Life Swim Highlights

35,000+
items collected

11,000+
pounds of material diverted from landfill

30,000+
kilograms CO₂e emissions avoided

4,000+
customers recycled swimwear

28%
of items went to fiber-to-fiber recycling and the rest to high-quality open-loop recycling feeds

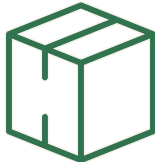


How Second-Life Swim with SuperCircle™ Works



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 through SuperCircle™



Processing

SuperCircle™ determines the best second-life solution for each garment



Recycling & Data

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

CIRCULARITY ACROSS J.CREW GROUP

At our New York City home office, we are turning everyday activities into opportunities to extend the life of products, reduce waste, and support our communities. From fabric scrap collection to office clothing swaps, associates play a direct role in keeping materials in use and out of landfills.

In 2025, we introduced an Office Waste Manual to help associates understand appropriate disposal streams and reinforce our commitment to diverting waste from landfill. The manual has helped decrease waste from our home offices and increase the volume of fabrics, plastic, and paper recycled each week.

Additional associate-led efforts to donate products, reduce waste, and support community organizations are highlighted in the [Associates](#) section.

Engaging Associates Through Our Biannual Home Office Clothing Swap

Twice a year, we host a 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. Any remaining items are donated through our partner Delivering Good, ensuring that garments and books find a second life in the hands of people who need them.

1,000+

associates have participated in our biannual Clothing Swap

10,000+

items have been swapped or donated

Partnering with refashionNYC to Give Donated Clothes New Life

In partnership with clothing donation and recycling service refashionNYC, associates at our home office have donated thousands of pieces of personal clothing, accessories, and more. All items collected support Housing Works, a healing community of people living with and affected by HIV/AIDS, allowing associates to recirculate personal items while caring for their neighbors.

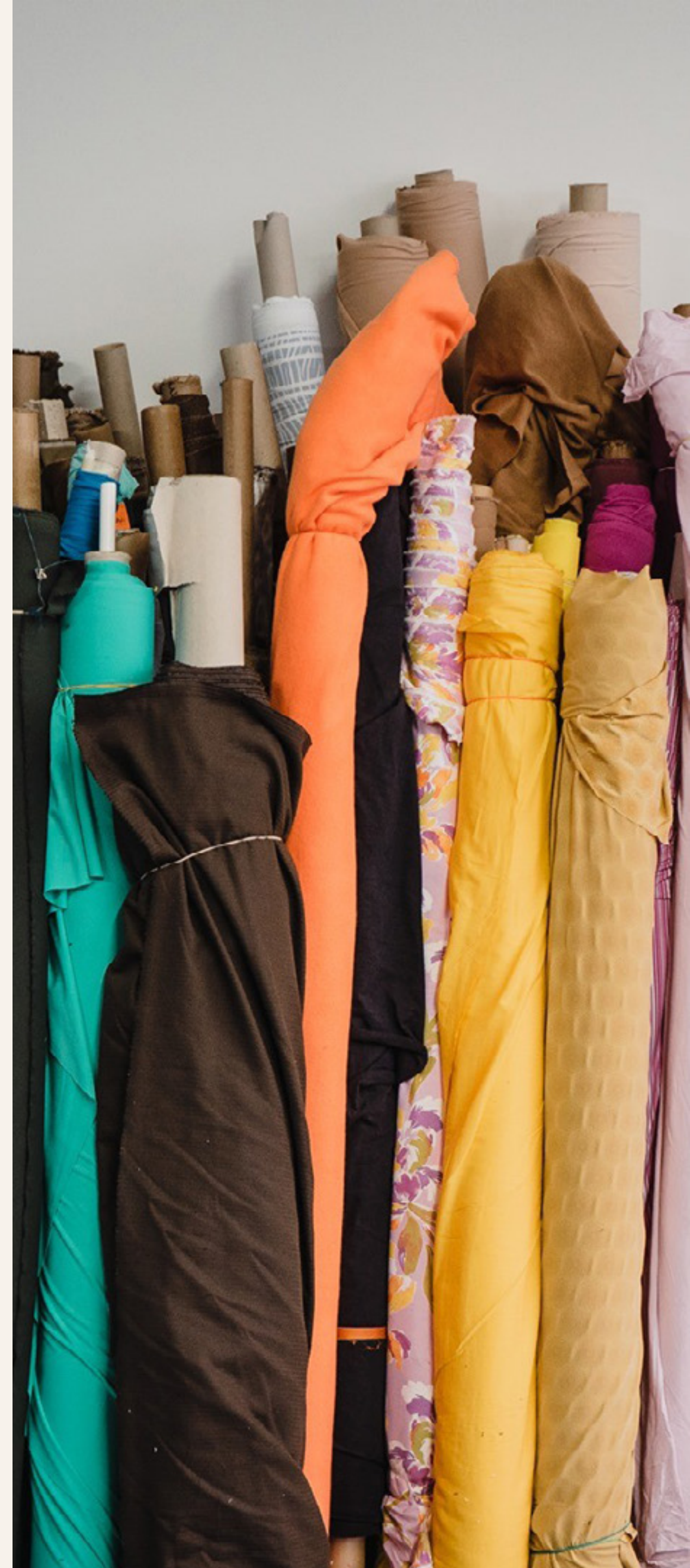
Partnering with FABSCRAP to Divert Fabric Scraps from Landfill

To manage fabric scraps from the design process, we partner with FABSCRAP, a Brooklyn-based nonprofit, 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 began this partnership, J.Crew Group has diverted more than 77,000 pounds of fabric from landfill—the equivalent of 568 tons of CO₂e or planting over 8,500 trees. In 2025, 36 percent of the fabric we sent to FABSCRAP was reused, and 61 percent was recycled.



↑ Biannual Clothing Swap



PACKAGING

Packaging represents one of our most tangible connections to customers and is a significant material impact area for the apparel industry.

We conduct an annual packaging footprint analysis to understand the environmental impact of our packaging, identify opportunities for improvement, and meet growing packaging reporting requirements. Our packaging footprint covers all on-product, point-of-sale, and logistics packaging across the company. This information is gathered internally and through collaboration with vendors, who provide key metrics and data on our primary, secondary, and tertiary packaging categories.

2025 GOAL

100%

of our packaging will be sustainably sourced¹² and free of virgin plastic by the end of 2025.

2025 PROGRESS

99% of the paper and plastic packaging used by J.Crew Group contained sustainably certified materials.

2030 GOAL

Continue to source all packaging materials from certified renewable or recycled sources.



¹² Sustainably sourced packaging was defined as derived from certified renewable or recycled materials. Key packaging types included cartons, shopping bags, polybags, polymailers, and shoe boxes, and made up more than 96 percent of J.Crew Group's total packaging footprint in 2025.

68%

of J.Crew Group's paper and plastic packaging contained 100 percent sustainably sourced materials

SUSTAINABLE PACKAGING PROGRESS

We continue to make meaningful progress toward a more sustainable packaging portfolio, driven by a commitment to reducing virgin materials and increasing third-party certified content across all our brands.

In 2025, 68 percent of J.Crew Group's paper and plastic packaging contained 100 percent sustainably certified materials, up four percent from 2024. An additional 31 percent of our packaging contained between 30 percent and 99 percent recycled content, and less than one percent carried no sustainability certification. 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.

Plastic accounts for 12 percent of our packaging footprint, and we are working toward ensuring that all of our plastic packaging contains 100 percent recycled content. Our polybags are made from 80 to 100 percent recycled content, and our polymailers range from 50 to 80 percent recycled content. We are actively working to engage suppliers on increasing recycled content in our plastic packaging. We are also actively working to reduce total plastic packaging volume, substituting certified alternative materials where product integrity can be maintained, and tracking the environmental impact of those reductions against our annual packaging footprint.

J.Crew Group Sustainable Packaging

Packaging Type	Percentage of Total Packaging Footprint	Percentage of Packaging		
		100% Sustainably Sourced	with 50% + Recycled content	with 30-49% Recycled Content
All Paper and Plastic Packaging		68%	26%	5%
Cartons	66%	64%	27%	7%
Shopping Bags	15%	100%	-	-
Polybags	6%	80%	20%	-
Polymailers	6%	-	100%	-
Shoe Boxes	4%	72%	28%	-
Other	3%	-	-	-

We continue to use the Vela™ paper bag as a replacement for plastic bags when shipping J.Crew, J.Crew Factory, and Madewell jewelry. This Forest Stewardship Council® (FSC) Certified paper 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.

On a brand level, 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.

Looking beyond 2025, we will expand next-generation approaches to packaging—building circular solutions, exploring regenerative materials, and tackling single-use plastic. Our goal is to continue to source all packaging materials from certified renewable or recycled sources.



Distribution Centers

Reducing waste is a priority at our two Distribution Centers (DCs) located in Asheville, North Carolina, and Lynchburg, Virginia. 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.

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 by diligently separating its waste into multiple streams of recycling and composting daily.

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.



CHEMICAL MANAGEMENT

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

In 2025, we expanded our scope to include increased chemical management standards at the manufacturing level to better address risks in chemical use earlier on, protecting both workers and the environment.

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

COMPLIANCE REQUIREMENTS

Our chemical management 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.

In 2025, we introduced our Supply Chain Sustainable Chemical Management Policy, setting clear, enforceable expectations for our suppliers to implement the [Zero Discharge of Hazardous Chemicals](#) (ZDHC) [Manufacturing Restricted Substance List](#) (MRSL) and comply with the [ZDHC Wastewater Guidelines](#).

To supplement these efforts, we ask our strategic cut-and-sew, fabric, and yarn suppliers to respond to the [Higg Facility Environmental Module](#) (Higg FEM) from Cascale. 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.

VERIFYING COMPLIANCE

Our Testing team oversees compliance with our RSL 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.

In 2025, we completed the first phase of assessing MRSL and wastewater performance across our key supplier base, gathering data from 175 wet processing facilities. Among them, 82 percent of key factories completed a ZDHC wastewater test, with no perfluorinated compounds detected. Additionally, 74 percent of suppliers reported using a digital Chemical Inventory List platform, with an average conformance rate of 87 percent to the ZDHC MRSL.

CONTINUOUS IMPROVEMENT

We help suppliers meet these expectations by embedding RSL compliance training into our J.Crew Group Vendor Onboarding program and sharing AFIRM-hosted training programs through our testing labs. These trainings introduce suppliers to AFIRM's risk-based approach to chemical management, which identifies higher-risk chemicals by fabric, product, and performance requirements.

Looking ahead, we will continue to follow up with suppliers on their performance and offer MRSL and wastewater testing training where additional capacity building is needed.



IN THIS SECTION

29 *Climate*

34 *Nature*



PLANET

Protect and restore our planet for future generations.

CLIMATE

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), and we continue to reduce carbon emissions in line with them. 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 supply chain optimization with our transportation and logistics vendors.

13. Scope 1 includes direct emissions, Scope 2 covers indirect emissions from purchased electricity used at company-operated facilities, and Scope 3 covers indirect emissions from value chain activities, such as goods production and transportation.



EVALUATING CLIMATE RISK ACROSS OUR VALUE CHAIN

In 2025, we conducted a climate risk assessment to better understand how physical and transition risks associated with climate change may affect our business and supply chain over time. Drawing on established frameworks including the Task Force on Climate-Related Financial Disclosures (TCFD), this process examined risks and opportunities across both near- and long-term time horizons, spanning our owned operations, sourcing regions, and key material supply chains. The findings of this assessment are informing and supporting how we prioritize resilience-building investments, engage with suppliers in climate-vulnerable geographies, and integrate climate considerations into our broader business strategy. Read more about this in the [Appendix](#).

82%
reduction in Scope 1 and 2 emissions since 2019



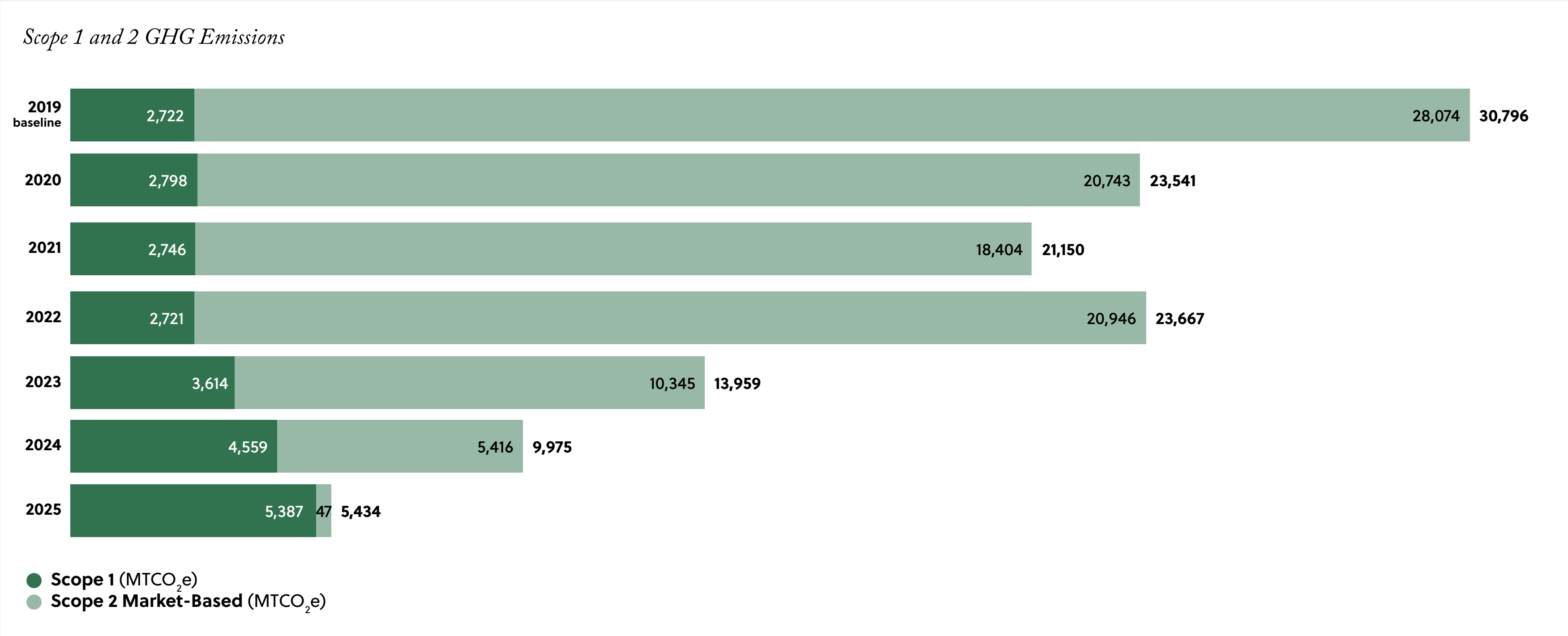
SCOPE 1 AND 2 EMISSIONS

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 2025, we made great progress towards our goal, achieving an 82 percent reduction in Scope 1 and 2 emissions since 2019, up from 68 percent in 2024.

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, while continuing to grow our store fleet, demonstrating our commitment to efficiency and sustainability across our business.

Purchasing Renewable Energy Certificates

We have committed to obtaining 100 percent of our electricity from renewable sources for J.Crew Group’s owned and operated facilities, including our stores, offices, and Distribution Centers. To reach this target, we analyze and work to remediate our direct energy consumption and strategically procure RECs to address the remaining emissions. In 2025, we purchased 70,150 U.S. Green-e® RECs, contributing to the reduction of our Scope 2 emissions.



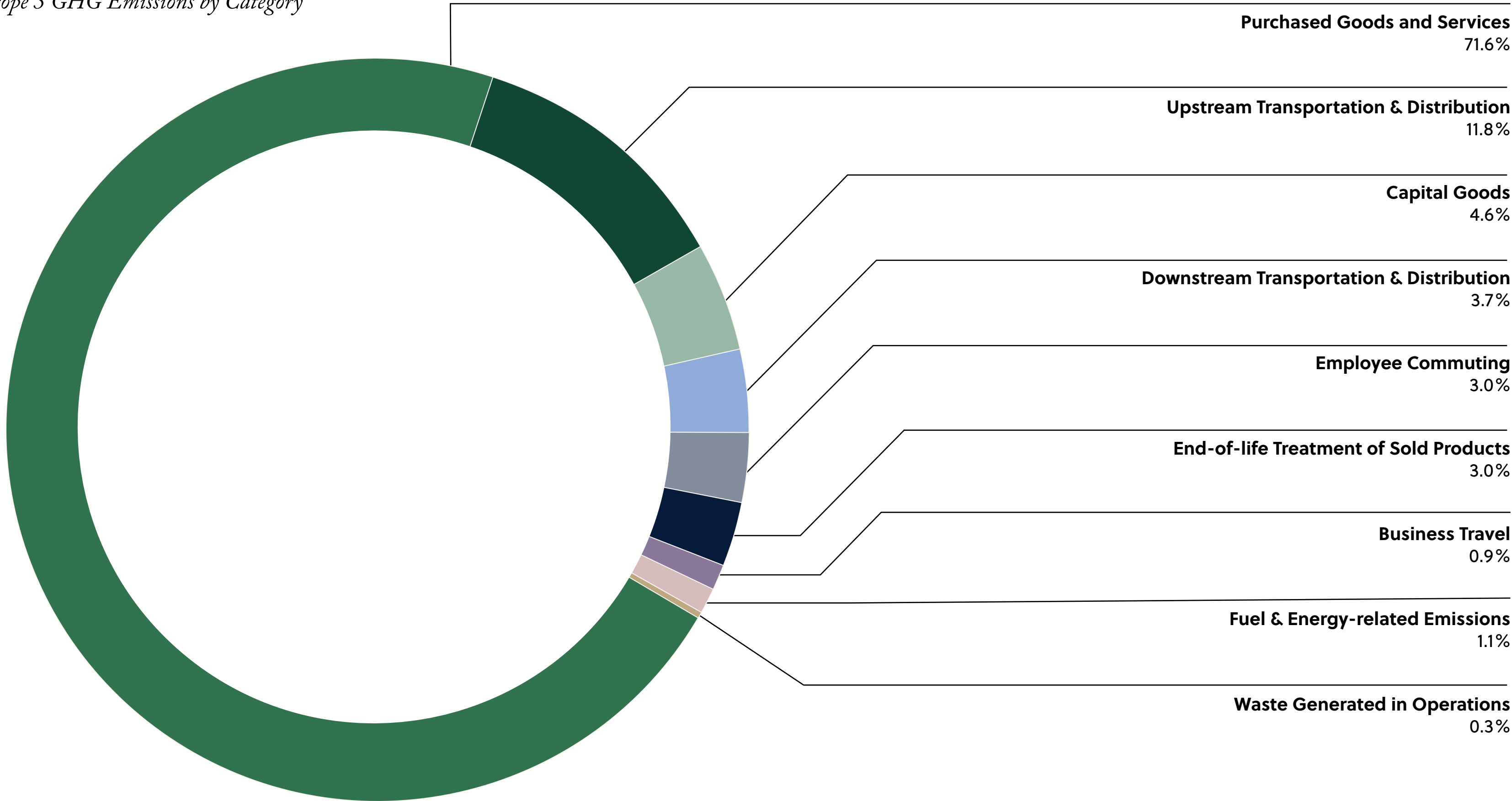
SCOPE 3 EMISSIONS

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.

In 2025, we achieved a 16 percent reduction in Scope 3 greenhouse gas emissions from our 2019 baseline. These reductions reflect progress across several value chain activities, including an increased share of sustainable and lower-impact materials in our product assortment, ongoing supplier engagement to support target-setting and operational efficiency improvements, increased clean power procurement across our supply chain, and incremental reductions across additional upstream and downstream emissions categories.

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.

Scope 3 GHG Emissions by Category



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 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. We plan to continue to scale and evolve our supply chain programming based on the strategic sourcing partners we work with, ensuring that we target high-emitting facilities and pursue meaningful decarbonization efforts.

Since 2019, we have utilized the Higg Facility Environmental Module (FEM) sustainability assessment tool from Cascal 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. 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. Read about the suppliers that completed the Higg self-assessment module in the [Appendix](#).

Apparel Impact Institute’s Carbon Leadership Program

Keeping our supply chain engaged 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 previously set out to address the top 45 percent of vendors (by spend) through Aii’s [Carbon Leadership Program](#) (CLP). In 2025, our second cohort of 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. Since its launch, 28 facilities have participated in the program, and through its action-planning process, participating suppliers identified a portfolio of high-impact decarbonization activities including renewable energy installation, equipment insulation upgrades, and optimization of energy-intensive systems. Collectively, these measures have the potential to reduce total energy loads at participating facilities by more than 50 percent.

In several cases, participating suppliers were co-nominated by J.Crew Group alongside peer brands, demonstrating that shared industry investment can drive facility-level impact no single brand could achieve alone. This level of supplier engagement reflects the power of industry-aligned, multi-brand programming to move sustainability commitments from plans to practice.

Aii Carbon & Energy Benchmark Pilot

This year, we nominated 15 of our strategic suppliers’ facilities to participate in the Aii Carbon & Energy Benchmark Pilot, a new initiative led by Aii designed to bring greater transparency, consistency, and actionable insights into energy and emissions performance across our supply chain. The pilot incorporates tailored, process-level assessments based on production volumes and uses advanced calculators supported by verified energy-intensity databases.

U.S. Environmental Protection Agency’s SmartWay Program

Transportation emissions are the second largest contributor to J.Crew Group’s GHG footprint. To address a portion of our trucking emissions, 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

Beyond our formal Scope 3 target boundary, we are also continuing our use of the UPS carbon neutral service, 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 2025.



Carbon Insetting Partnerships

Carbon insetting is the practice of investing in emission reduction or removal projects within a company's own value chain. In our case, our insetting efforts have focused on directly supporting the farmers who grow the cotton for our products. Unlike traditional carbon offsets, which fund projects outside a company's supply chain, insets create verified climate benefits where they matter most, at the source of our raw materials. J.Crew Group uses carbon insetting as both a mechanism to provide farmers with financial incentives to adopt climate-smart practices and as a part of our Scope 3 decarbonization strategy. We actively partner with three programs to purchase insets.¹⁴

U.S. Cotton Trust Protocol

J.Crew Group is committed to supporting regenerative 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. Now in our second year of the program, J.Crew's purchasing of insets from the U.S. Cotton Trust Protocol for the 2025 crop year spanned 11 farms across 941 acres, generating 35 metric tons of CO₂e reductions and 728 metric tons of soil carbon removals.

The Fashion Pact Unlock Programme

Since 2023, J.Crew Group has been a member of 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. In 2025, the program scaled its impact, supporting 12,500 farmers in adopting improved farming practices, with plans to scale to 90,000 farmers in the coming years. The program uses an inset mechanism to provide brands with quantitative GHG impact metrics, known as Unlock Units. 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. In our second year of purchasing credits, J.Crew Group purchased 292 Unlock Units, equivalent to 292 metric tons CO₂e in quantified reductions, to support farmers in India.

12,500

farmers supported in adopting improved farming practices through The Unlock Programme

BCI Cotton and Indigo Ag

In our first year partnering with BCI and Indigo Ag, J.Crew Group sourced insets from sustainably grown cotton from the Memphis East region through BCI's Low Carbon Intensity cotton program, enrolling growers across approximately 95 acres. Participating farmers implemented regenerative agricultural practices, including cover cropping, nitrogen management, and no-till farming in exchange for incentives, with the goal of reducing greenhouse gas emissions in cotton production. Our contribution yielded 66.5 metric tons of CO₂e in quantified reductions, when compared to the supply shed average, and an additional 20 metric tons of soil carbon removals were quantified under the program.



14. Verified emission reductions generated through these partnerships are applied directly against our Scope 3 footprint in accordance with our GHG accounting methodology. Carbon removals—which sequester carbon from the atmosphere rather than avoiding emissions—are not currently claimable under our methodology; however, we purchase them to provide critical financial incentive to farmers undertaking the regenerative practices that generate them, and we continue to monitor evolving guidance on their future applicability in corporate climate accounting.

NATURE

We understand that safeguarding nature—from soil and water to forests—requires long-term commitment and collective action.

In 2025, we partnered with [The Biodiversity Consultancy](#) to complete a biodiversity footprint assessment of our raw material supply chain. Cotton, cashmere, leather, and manmade cellulosic fibers, which together represent over 80 percent of our material volume, yielded a combined estimated land use footprint of approximately 1,025,396 acres and an estimated biodiversity impact of approximately 719,571 MSA¹⁵ equivalent acres.

Using the results of this work, we developed a Nature Strategy to guide how we mitigate our most material risks and dependencies. We are committed to reducing our supply chain impacts, investing in regenerative and responsible materials, and collaborating across our industry to ensure that how we create fashion actively contributes to the restoration and protection of natural systems. We look forward to sharing our progress toward our new Nature Strategy in our 2026 Impact Report.

Introducing Our New Nature Strategy

We're working to protect nature and support practices that positively impact land, water, and forests. We have set the following goals to track our progress:



LAND

By 2035, we aim to aid in the restoration and regeneration of 500,000 acres of land, looking to create a positive impact throughout our supply chain.



WATER

By 2035, we aim to reduce freshwater consumption across strategic¹⁶ Tier 1 and 2 facilities by 20 percent, prioritizing partners in high-water stress basins.



FORESTS

By 2035, we aim to achieve zero deforestation across all leather and manmade cellulosic fibers sourcing.¹⁷

15. The estimated biodiversity impact of land-use occupancy is framed in terms of Mean Species Abundance (MSA) equivalent acres. This metric weights the total land area needed to produce the key commodities in the J.Crew Group supply chain by the estimated biodiversity impact per acre in the production of these commodities. The data on biodiversity impact per acre comes from the MSA scores developed by GLOBIO, supplemented by additional values from the Cambridge Institute for Sustainability Leadership biodiversity impact metric, and from The Biodiversity Consultancy's research.

16. Strategic is defined through a combination of business volume and facilities that have water-intensive processes.

17. We define deforestation-free in accordance with the Accountability Framework Initiative (AFI): no conversion or degradation of natural ecosystems—including forests, grasslands, savannas, shrublands, wetlands, and peatlands—to non-natural land uses, with a cutoff date of January 1, 2020, and verified through responsible sourcing systems such as certification, supplier verification, or equivalent mechanisms.

LAND

With over 80 percent of our fibers coming from land-based sources, we know that ensuring healthy, thriving land and soil is critical to the sustainability of our business and the communities where we operate.

We have been committed to restoring land through our extensive work supporting regenerative cotton farming. We will continue to build on these efforts, expanding our reach until we have a positive impact on 500,000 acres of land, about half of our 2025 land footprint. We will do this in a few ways:

- Working with partners to promote farming systems that improve soil health, enhance biodiversity, and restore degraded ecosystems—particularly in cotton and other natural fiber production. Learn more in the [Regenerative Agriculture](#) section.
- Supporting landscape-level initiatives that restore degraded land to high-quality natural habitats, prioritizing regions of high biodiversity importance connected to our supply chain.
- Exploring new mechanisms that demonstrate measurable and innovative biodiversity outcomes within our supply chain.



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.

In 2025, our approach to addressing water impacts continued to be 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.”

As part of our new Nature Strategy, we have set a new goal to reduce freshwater consumption across strategic¹⁸ Tier 1 and 2 facilities by 20 percent, prioritizing partners in high-water stress basins, by 2035. Our efforts will focus on improving water efficiency in dyeing and finishing processes, advancing wastewater management, and supporting collective action in priority sourcing regions.

Partnering with the World Wildlife Fund in Vietnam

In 2025, J.Crew Group completed the final phase of a three-year partnership with [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 our production in the country, are vital to the livelihoods of millions of people and the functioning of local ecosystems. The WWF program focuses on improving water stewardship in textile manufacturing, expanding clean water access for communities, conserving vital ecosystems, and advancing nature-based solutions to restore river basin health. This integrated approach supports J.Crew Group’s supply chain to become more resilient, while contributing to long-term water security in a priority sourcing region.



Our 2025 highlights include:

- Twelve textile sites were supported to update and implement water improvement plans, with six enterprises taking concrete action to enhance wastewater treatment and/or reduce water use in production and domestic processes. These efforts delivered 178,500 m³/year in total water savings, which included 150,652 m³ of water saved and 27,953 m³ of wastewater reduced, strengthening operational efficiency and basin-level water outcomes.
- Improved access to clean water was supported through the extension of public utility water pipelines in two water-scarce communities. This enabled more than 175 households to gain access to reliable, clean water, reducing dependence on untreated groundwater sources.

Using Higg FEM to Strengthen Wastewater Management

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.

Helping Our Customers Reduce Their Water 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 denim. We also provide care guides on both the J.Crew and Madewell websites, helping customers reduce their water footprint while extending the life of their clothes.

18. Strategic is defined through a combination of business volume and facilities that have water-intensive processes.

FORESTS

In 2021, J.Crew Group launched its [Responsible Forestry Commitment](#), establishing a formal policy to protect the world's ancient and endangered forests and prevent biodiversity loss across our manmade cellulosic fibers (MMCF) supply chain. The commitment set out to eliminate sourcing from high-risk forest regions, and we're now proud to build on this foundation by expanding our commitment. We recognize that leather and MMCF sourcing is resource intensive, which is why we are committed to achieving zero deforestation across these fibers by 2035.

Sourcing MMCFs from sustainable sources has been a part of our sustainable materials strategy since 2021. We aim to source 100 percent of our MMCFs from Canopy Green Shirt Suppliers by 2030, positioning us to meet our commitment to 100 percent deforestation-free¹⁹ MMCFs by 2035. Green Shirt Suppliers trace their cellulosic supply chains to the forest level and apply credible, verifiable methods to ensure those forests are managed responsibly. We will also pursue next generation solutions—such as recycled cellulose—in partnership with [Circ](#), to develop and scale non-forest-based fiber alternatives. Read more about our approach to manmade cellulosic fibers in the [Materials](#) section.

Ensuring that our leather does not contribute to deforestation requires knowing where it comes from, down to the farm level. We will begin by mapping our leather supply chain, then implement deforestation risk monitoring and establish mitigation actions for high-risk suppliers. We aim to achieve these milestones by 2030, positioning us to meet our commitment to 100 percent deforestation-free leather by 2035.

We also recognize that protecting biodiversity requires going beyond forests. Our ambition is to avoid the conversion of all natural habitats, including grasslands, savannas, and wetlands, which are equally critical ecosystems for wildlife, carbon storage, and local communities. We look forward to sharing more on our progress in next year's report.



19. We define deforestation-free in accordance with the Accountability Framework Initiative (AFI): no conversion or degradation of natural ecosystems—including forests, grasslands, savannas, shrublands, wetlands, and peatlands—to non-natural land uses, with a cutoff date of January 1, 2020, and verified through responsible sourcing systems such as certification, supplier verification, or equivalent mechanisms.

IN THIS SECTION

- 39 *Associates*
- 46 *Communities*
- 53 *Supply Chain Workers*

PEOPLE

Care for the people who bring our brand to life.



ASSOCIATES

PRIORITIZING A CULTURE OF BELONGING

In 2025, we reaffirmed our commitment to building and sustaining a community where our associates, customers, and communities feel safe to be their most authentic selves.

This past year marked five years of our Belonging and Social Impact journey. What began in 2020 as a necessary shift has grown into a shared commitment to listening, learning, and building a culture where everyone can feel seen, supported, and celebrated.

In a year marked by a complex dialogue around belonging and social impact, J.Crew Group remained focused on what has always been our priority—our people, our communities, and our values.

We continued to invest in the areas that help our associates and customers feel connected to our brands, including customer experience, community partnerships, and culture-building efforts rooted in care, creativity, and shared purpose.

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. We also continue our 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. By staying grounded in who we are and how we show up, we reinforced that Belonging at J.Crew Group is not reactive—it is foundational.

Our results reflect that progress: in our most recent Your Voice survey, 86 percent of associates reported feeling a sense of belonging, exceeding national benchmarks. Participation in giving and volunteering has grown to nearly eight times its original level over the past three years—demonstrating the momentum that emerges from sustained care and collective action.

86%

of associates reported feeling a sense of belonging, exceeding national benchmarks



2030 GOALS

Increase engagement and sense of belonging for all associates.

Advance career growth and development opportunities across all levels.



Looking beyond 2025, we aim to increase engagement and sense of belonging for all associates while expanding career growth and development opportunities across all levels. We will continue to build a best-in-class culture that celebrates unique perspectives and centers collaboration, creativity, and belonging— attracting, developing, and retaining top talent to power innovation and growth.

“Our associates bring J.Crew Group to life every day across our brands, stores, offices, and communities. As we continue to grow, our responsibility is to keep building a workplace that reflects the creativity and connection we want people to experience here. That is what makes this work so important, not only to our culture, but to the strength of our business.”

GENA SMITH
Chief Human Resources Officer
J.Crew Group

Our Belonging Roadmap

- 1



Talent Acquisition
- 2



Sustained Learning & Engagement
- 3



Associate Impact & Interest Groups
- 4



Well-being
- 5



Community Impact

Using Feedback to Shape the Associate Experience

Every 18 months, we conduct our Your Voice Associate Survey, inviting all associates to identify strengths, gaps, and opportunities for improvement. In 2025, more than 10,000 associates—over 83 percent of our workforce—responded across topics from belonging to brand values, reflecting strong engagement and confidence in sharing feedback. The results showed high levels of pride in working at J.Crew Group and appreciation for the company’s ongoing commitment to Belonging and Social Impact efforts.

800%
growth in associate giving and volunteering participation over the past three years

Celebrating Diverse Identities

In 2025, J.Crew Group 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, we recognized key dates throughout the year with robust internal programming and community experiences. This includes celebrating months such as Black History Month, Women’s History Month, Asian American and Pacific Islander (AAPI) Heritage Month, Mental Health Awareness Month, Jewish American Heritage Month, Pride Month, and Hispanic Heritage Month.

Our 2025 highlights include:

- In celebration of Black History Month, we hosted a wine tasting experience featuring Cha McCoy—entrepreneur, educator, and certified sommelier—who shared stories and lessons from her entrepreneurial journey, highlighting Black excellence and Black winemakers, and the opportunity for associates to connect through culture, storytelling, and shared experience.
- Our Hong Kong office welcomed the Chinese New Year (Lunar New Year) with vibrant festivities that honored local culture and traditions.
- In celebration of Women’s History Month, associates engaged with women-led nonprofit founders and leaders through a fireside chat—creating space for connection, inspiration, and learning directly from those driving impact on the ground.





Championing Associate Impact & Interest Groups

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 our communities. Through these groups, all associates have the opportunity to foster a sense of belonging, exchange perspectives, and build community.

Our Associate Impact Groups include:

- AAPI Collective
- Family
- Level Up
- NOIR
- Pride
- Shalom
- Unidos
- Women+

We also support the development of Associate Interest Groups, organization-wide groups that galvanize associates around shared interests, helping to build culture and community. 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 include:

- JCG Crafts
- JCG Reads
- JCG Runs
- JCG Sustainability



↑ Workshop hosted by AAPI Collective and JCG Crafts

Our 2025 highlights include:

- The Family group created an inclusive, family-centered experience for Bring a Kid to Work Day, featuring hands-on activities fostering connection across associates and generations.
- The Shalom group hosted a challah making experience to build community for Jewish associates, building connection through cultural tradition, storytelling, and shared practice.
- The newly founded AAPI Collective, formed to cultivate connection, create shared experiences, and develop ongoing programming, hosted a foundational event establishing community and visibility for AAPI associates.
- The Level Up group continued to host its career exploration series, creating opportunities for networking and cross-functional connections across our merchandising, technology, and e-commerce business units.
- The JCG Crafts group, centered on creativity, was formed in response to associates' interest in community and creative expression.
- JCG Runs continues to host weekly group runs to foster consistent connection, movement, and mental health awareness. In May, they participated in the annual JPMorgan Chase Corporate Challenge.



Allyship in Action: Pride Month

Across J.Crew Group, Pride Month has become a powerful, company-wide expression of our values. Throughout June, associates joined parades, panels, and community moments that celebrated identity, visibility, and belonging. More than 50 associates from across the country traveled to Washington, D.C. to march in World Pride, while others participated in Pride celebrations in cities nationwide—demonstrating collective pride and unity. The month also featured a fireside chat with Robert Hartwell, actor and founder of The Broadway Collective, which created space for meaningful dialogue about creativity, leadership, and living authentically.

Alongside these experiences, J.Crew Group continued its longstanding support of PFLAG National through a \$50,000 donation, Pride-themed merchandise, and giveaways along parade routes, using both visibility and resources to support the LGBTQ+ community. Together, these efforts made Pride Month a defining moment for J.Crew Group, reaffirming our ongoing commitment to allyship and bringing belonging, celebration, and support for the LGBTQ+ community to life across our brands.

PROMOTING ASSOCIATE WELL-BEING

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

Our benefits play an important role in attracting, retaining, and supporting exceptional talent. Eligible associates and their family members receive benefits that extend beyond typical health insurance offerings. In 2025, we introduced free annual Citi Bike memberships to our New York City-based associates, offering a sustainable and reliable transportation option for work and personal use. You can read an overview of our benefits [here](#).

Encouraging Work-Life Balance

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

Supporting Mind and Body

Be(Restored) Well-Being Week, held in May 2025, brought J.Crew Group’s commitment to well-being to life by creating dedicated space for restoration and connection. Throughout the week, associates across the organization could join accessible experiences such as chair yoga, sound bath sessions, and guided meditation. These offerings gave associates meaningful opportunities to pause, reset, and care for their mental health, underscoring the importance of supporting both mind and body as part of a healthy, inclusive workplace culture.

We also launched Live Well, Work Well in 2025, a new conversation series focused on wellness that fits into real life.

J.Crew Creative Director, Olympia Gayot, and Daphne Javitch, holistic health coach and founder of Doing Well, shared practical tools for navigating overwhelm and creating space for joy, while Amanda Kane, SVP of Operations, moderated a candid conversation with Dr. Becky Kennedy on parenting, social anxiety, and the pressures families face today.

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.

Creating a Positive Work Environment with Zero Tolerance for Harassment

We are 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.



**ATTRACTING
PREMIER TALENT**

We care for and empower talent by expanding inclusive recruiting efforts and building community partnerships.

In 2025, 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 broaden our 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. We continue to focus on advancing our talent branding strategy and new community partnerships, with the goal of offering increased access and opportunity.

Supporting Fashion Scholarship Fund

The Fashion Scholarship Fund is a U.S. nonprofit focused on fashion-oriented education and workforce development. FSF works with talented students from all backgrounds and awards scholarships across design, merchandising, marketing, and business strategy. In 2025, J.Crew Group donated \$25,000 to FSF’s mission to help students succeed in all sectors of the fashion industry.

Supporting RAISEfashion

RAISEfashion is a 501(c)(3) non-profit organization dedicated to offering pro-bono advisory services, network access, and sustainable pathways for independent designers and students from communities historically excluded from the fashion industry. The RAISEfashion mission is to break down barriers through the collaborative sharing of time, resources, and connections, empowering individuals to achieve their career aspirations. In 2025, J.Crew Group donated \$28,000 to RAISEfashion to support internships and the Designer Production Fund, which aim to forge a path toward a more sustainable and accessible fashion industry.



COMMUNITIES

Through philanthropic giving, volunteerism, and corporate matching, we deepen our impact in the communities where we operate and our associates live.

In 2025, this commitment came to life in many ways. From addressing hunger to supporting wildfire recovery efforts, associates contributed their skills, passion, and resources to causes that matter most to them and their communities. Throughout the year, we contributed over \$5.4 million through associate, customer, corporate, and brand-supported philanthropy.

Looking ahead, we will continue to focus our investments in charitable initiatives that create a ripple effect of change—ensuring no one is left behind in our pursuit of a future that is shared and bright for everyone. By 2030, we will scale company-supported giving and service as a meaningful way for our associates to support our communities and expand partnerships aligned with our Impact at JCG pillars. When we care, it counts.

JCG CARES

We believe associates and 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 through volunteering, fundraising, and in-kind support.

In 2025, more than 1,000 associates volunteered over 5,500 hours in support of 778 causes across our communities. Volunteer hours increased by 32 percent from the prior year, and the number of causes supported grew by nearly eightfold.

\$5.4M+

contributed through philanthropy

JCG Associate Care Fund

We continued to demonstrate that our community extends beyond the workplace. The JCG Associate Care Fund was created to provide immediate financial assistance to eligible associates facing unexpected hardships or disasters.

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 2025, 40 grants—totaling over \$74,000—were awarded to colleagues in need.

2030 GOAL

By 2030, scale company supported giving and service as a meaningful way for our associates to support our communities and expand partnerships aligned with our Impact at JCG pillars.



Supporting Wildfire and Flood Recovery

When natural disasters devastated key regions in the United States in 2025, our colleagues and community stepped up. Following January’s wildfires in Southern California, associates took swift action on the ground and through financial donations—helping to provide clothing to local families at three of our J.Crew Factory stores, organizing donation drives for essential supplies, and more. Through these efforts, more than 160,000 units of clothing were distributed, and \$213,000 was donated to the California Community Foundation's Wildlife Recovery Fund. An additional \$20,000 was donated to the Los Angeles and New York Fire Departments to support recovery efforts. That spirit showed up again several months later after destructive floods impacted communities in Texas. Through in-store fundraising and community-led activations, more than \$36,000 was contributed to support recovery efforts.

Our New Partnership with One Love Community Fridge

In 2025, J.Crew Group launched a year-round partnership with One Love Community Fridge, a community-led organization that advances food security by providing hyperlocal access to fresh, nutritious food. Grounded in care, dignity, and shared responsibility, the partnership connected hunger alleviation with meaningful associate and family engagement.

From July through November, we supported an expanded Community Supported Agriculture (CSA) program spanning more than 18 weeks. The program helped provide fresh, locally sourced produce and food to over 1,600 families across NYC, while creating touchpoints with 600+ J.Crew associates, many of whom live and work across the tri-state area.

The partnership came to life through hands-on volunteer moments, including an on-site kit-packing experience during Bring a Kid to Work Day. J.Crew families worked side by side to pack 350 food bags, reinforcing a culture of generosity and collective care across generations.

Additional family volunteer activations later in the year helped prepare food kits and meals, supporting 540 families with 6,480 eggs and providing 450 sandwiches for individuals in need.

Together, these efforts reflect J.Crew Group’s sustained investment in hunger alleviation and its commitment to supporting the New York City community—where our associates, neighbors, and partners live and work. In addition to the One Love partnership, teams across our organization contributed 292 hours across 10 projects focused on hunger relief, supporting more than 3,500 adults facing food insecurity.



Back-to-School Initiatives

For many children in the communities we serve—including those in the New York City shelter system—school supplies remain an essential need that families may not always be able to afford. Through a combination of initiatives, including Project First Day and locally led backpack drives, associates across our home office, distribution centers, and stores came together to support students ahead of the school year. Collectively, these efforts resulted in 176 backpacks and more than 200 school supplies donated, along with funding for additional school essentials for two high school students.

SUPPORTING CAUSES AT A GROUP LEVEL

In 2025, our community came together to support critical causes when it mattered most. On Giving Tuesday, we raised over \$35,000 in a single day. Through dedicated fundraising, matched giving, and collective generosity, we demonstrated the power of coming together to make a difference.

Delivering Good

In 2024, J.Crew Group became a partner of Delivering Good, a national nonprofit that helps people facing hardship and disaster move forward. Delivering Good provides new, essential items and services—providing care that supports dignity, renews hope, and opens doors to opportunity. Through this partnership, we donated more than \$7 million in product value and 90,000 units of merchandise to communities across the U.S—further extending the life of our products while meeting critical community needs.

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. In 2025, we made a \$40,000 donation to the organization's 30th anniversary gala.

Stockings with Care

In December, we brought holiday cheer to 136 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.

400+

*gifts donated to 136 children through
Stockings with Care*

Susan G. Komen Foundation

In October, associates engaged with Susan G. Komen through a panel on the importance of early breast cancer detection, paired with ongoing participation in fundraising walks and awareness activities. These efforts combined education with action and highlighted the role associates play in advancing health equity through sustained partnership. J.Crew and Madewell stores also raised \$145,000 through in-store donations.

Turning Brand Love into Impact

Our company-wide sample sales are another way for our associates to give back, with 50 percent of proceeds directed to associate- and brand-supported causes. In 2025, these sample sales raised \$250,000 for St. Jude Children's Research Hospital® and the JCG Associate Care Fund.

Hong Kong Office Community Initiatives

In our Hong Kong office, associates found ways to engage with their community while promoting sustainability all year long. For the third consecutive year, we partnered with Rhys Workshop to support 10 beneficiaries of the Children’s Palliative Care Foundation in Hong Kong. Associates joined home visits and interviews with beneficiary families to better understand their individual adaptive clothing needs. Associates also participated in a workshop with Rhys to further explore the adaptive clothing needs of children in palliative care and design tote bags that can be used on their own or attached to wheelchairs. In appreciation of these ongoing efforts, J.Crew Group was recognized by the Fullness Social Enterprises Society for the third consecutive year.



HOW OUR STORES GIVE BACK

Throughout the year, Madewell, J.Crew, and J.Crew Factory stores partnered directly with nonprofit organizations to host Shop for a Cause events and point-of-sale donation campaigns. Through these efforts, stores donated over \$3.3 million to support causes including Susan G. Komen, California wildfire relief, Texas flood relief, and St. Jude Children’s Research Hospital®.

These efforts are part of a broader, company-wide commitment to community impact that our associates help drive every day. In our stores, this comes to life through Community Captains, who lead volunteer efforts and community-based activations in their local markets. These associate leaders identify opportunities to partner with local organizations and mobilize their teams to support causes that matter most within their own communities.

In 2025, this came to life through:

- Serving hot lunches to 100+ guests at Paul's Place in Baltimore (J.Crew, MD).
- Collecting 400+ school supplies and packing 175 backpacks for local children (J.Crew Factory, PA).
- Leading a vision board workshop with girls from Girls, Inc.—helping them explore inspiration and style (Madewell, CA).

PARTNERING TO ADVANCE INCLUSIVE CUSTOMER EXPERIENCES

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

Through our ongoing partnership with Open to All, we work to mitigate racial bias in the shopping experience and share best practices that drive change across the retail industry. We continue to participate in Open to All's Leadership Circle, where we help shape coalition programming that fosters welcoming environments where all individuals are respected and valued.

We also remain active in the Retail Industry Leaders Association and the National Retail Federation, contributing to conversations that shape the future of retail workforce development and inclusion.



HOW OUR BRANDS GIVE BACK

Throughout the year, J.Crew, J.Crew Factory, and Madewell supported causes aligned with each brand’s purpose and community.

J.Crew & Madewell x Fifteen Percent Pledge

Fifteen Percent Pledge is a nonprofit organization focused on accelerating small business growth. Since launching in 2020, the Pledge has supported thousands of underserved small businesses by providing access to capital, mentorship, skills learning, and opportunities to partner with dozens of companies across the retail, finance, and technology industries. J.Crew and Madewell have been committed to the Fifteen Percent Pledge since 2020, and in 2025, J.Crew Group continued to support their mission with a \$100,000 donation.

\$100,000
donated to Fifteen Percent Pledge

J.Crew x UNCF Work/Life Lounge

In 2025, J.Crew deepened its partnership with the UNCF and hosted the J.Crew Work/Life Lounge. The event styled over 250 students from historically Black colleges and universities for professional headshots and helped prepare them for career opportunities. This experience allowed us to connect with rising talent and support their introduction to the workforce. J.Crew associates volunteered their time and expertise, pairing creativity with care. The Work/Life Lounge reflects a core belief: when people feel confident in how they show up, they are better able to belong in any room they enter.



↑ J.Crew x UNCF Work/Life Lounge

J.Crew x One Warm Coat

For the ninth year in a row, J.Crew continued its partnership with One Warm Coat, a national nonprofit that provides free coats to children and adults in need while promoting volunteerism and environmental sustainability. J.Crew contributed \$50,000 and 334 overstock coats to the cause, while also collecting 1,435 coats in stores. Altogether, these efforts helped provide warmth to more than 51,000 people.



J.Crew Factory Expands Fundraising
Efforts with St. Jude Children’s
Research Hospital®

In 2025, the J.Crew Factory team strengthened its support for St. Jude Children’s Research Hospital® and patient families affected by childhood illnesses, surpassing their initial fundraising goal and setting a new record in the process. Through the dedication of over 1,000 associates, Factory store teams, and the generosity of more than one million customers, J.Crew Factory raised \$3.5 million for the children and families of St. Jude—which could help fund 343 days of inpatient care—and earned the New Corporate Partner of the Year award.

\$3.5M
raised for children and families of St. Jude



Madewell x Delivering Good

During the holiday season, Madewell donated \$50,000 to Delivering Good to advance its mission of providing individuals and families in need with new items that bring hope, dignity, and opportunity—reinforcing Madewell’s commitment to doing well by doing good. Customers were also invited to contribute through in-store donations at checkout, generating more than \$100,000 in customer donations.

\$150,000
donated to Delivering Good



Madewell x Every Mother Counts

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.

Madewell x Well-Read Black Girl

Madewell observed Black History Month 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. Over the summer, Madewell celebrated Juneteenth and more than four years of partnership by contributing an additional \$15,000.



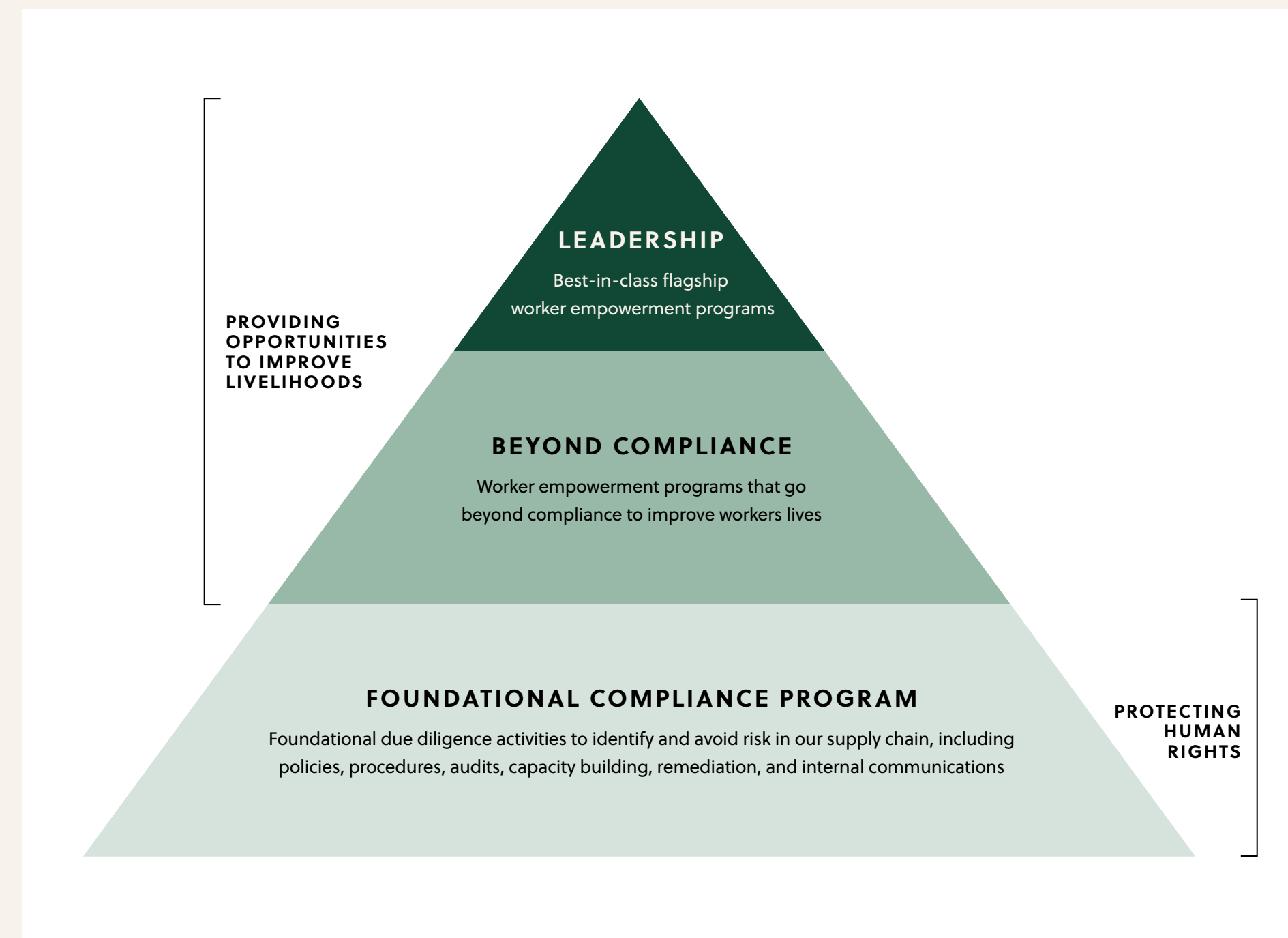
SUPPLY CHAIN WORKERS

We will protect human rights and provide opportunities to improve living standards across our supply chain. This includes driving “beyond compliance” programs that benefit workers at scale.

PROTECTING HUMAN RIGHTS

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.

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.



2025 GOAL

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.

2025 PROGRESS

100% of Madewell's denim pants were produced in Fair Trade Certified™ factories.

2030 GOALS

100% of our strategic factories⁵ will be enrolled in worker empowerment programs that meet the unique needs of that facility.

Continue to produce 90% or more of Madewell denim pants in Fair Trade Certified™ factories.

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 2025, we conducted 121 audits to assess compliance against our Supplier Code of Conduct. Additionally, 112 external audits were conducted by industry certification programs (such as [Better Work](#) and [Fair Trade](#)) or other major international retail brands, bringing the total to 233 audits.

2025 J.Crew Group Audits

Audit Program	Audit Count
J.Crew Program Audit	121
Other Brand Audit	52
Better Work	49
Fair Trade Audit	11
Grand Total	233

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.

We uphold rigorous requirements and as a result, four 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.

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.

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](#).



Advancing Worker Protection in Bangladesh

In early 2025, J.Crew Group joined the Employment Injury Scheme (EIS) Pilot in Bangladesh—an innovative social insurance initiative that provides income protection and compensation to workers and their families in the event of a workplace injury. Led by the [International Labour Organization](#) and [Deutsche Gesellschaft für Internationale Zusammenarbeit](#), the pilot brings together nearly 85 international brands and covers all four million workers in Bangladesh’s ready-made garment sector. By June 2027, the goal is to transition from the pilot to a permanent EIS system that is established and managed by industry groups and facilities, embedding long-term protection directly into the industry.

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.

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:

- In 2025, we worked closely with the Mekong Club to develop a tailored forced labor training for suppliers in Southeast Asia. We will continue delivering forced labor training for suppliers in the region while we prepare to expand it to additional countries in 2026.
- 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



IMPROVING LIVELIHOODS

We are committed to partnering with our strategic vendors to champion worker empowerment programs that support supply chain workers and improve their lives.

To scale this effort across our supply chain, we have set a new goal to enroll 100 percent of our strategic factories²⁰ in worker empowerment programs that meet the unique needs of that facility by 2030.

Our strategic factories are our most influential partners in this work—the top 25 factories that represent approximately 50 percent of our production spend and employ approximately 42,000 workers. By focusing here, we’re co-creating change where it can have the greatest impact.

Partnering with Fair Trade USA™

One way we are already bringing this work to life is through our ongoing partnership with Fair Trade USA™. Together, we aim to uplift workers and support economic opportunities.

For each product produced in a Fair Trade Certified™ factory, J.Crew Group pays a premium into a fund governed by factory workers. Employees organize, vote, and invest these funds in projects that respond to their unique local social, economic, and environmental priorities. Since the program launched in 2018, we have contributed over \$11.7 million in premiums to Fair Trade committees, positively impacting over 20,000 workers.

In 2019, we set a goal to produce 90 percent of J.Crew’s cashmere and chino collections and Madewell’s denim in Fair Trade Certified™ factories by the end of 2025.

We are proud of the progress we made against these goals:

- In 2025, we surpassed our goal with 100 percent of Madewell denim pants produced in Fair Trade Certified™ factories.
- In 2023 and 2024, 100 percent of J.Crew cashmere sweaters were produced in Fair Trade Certified™ facilities. In 2025, due to challenges with a key sourcing partner, we shifted production to another factory location. As a result, that number dropped to 48 percent in 2025.
- In 2025, 55 percent of J.Crew chinos were produced in Fair Trade Certified™ facilities. We will continue to work with our key chino factories on new programs that have significant benefits to workers.

As our approach to improving livelihoods evolves, we will continue producing at least 90 percent of Madewell denim pants in Fair Trade Certified™ factories and will no longer set Fair Trade targets for J.Crew chinos and cashmere sweaters. However, we continue to be committed to improving the lives of workers throughout our supply chain, including through our new partnerships with RISE and VisionSpring.

20. Strategic factories will include factories that represent approximately 50 percent of production spend and employ approximately 42,000 workers.



16

*factories across 8 countries
certified as Fair Trade*

\$11.7M+

*in premiums contributed to Fair Trade
committees since program launch*

20,000+

*workers positively impacted
since program launch*

100%

*of Madewell denim pants produced in
Fair Trade Certified™ factories*

New Partnership with RISE

In 2025, we launched a key partnership with RISE, a global initiative collaborating with workers, industry stakeholders, and policymakers focused on accelerating equality and expanding opportunities for workers in the textile, apparel, and footwear industry. RISE is dedicated to empowering workers, embedding gender equality in business practices, and driving system change across global supply chains.

RISE takes a holistic, multifactor approach that goes beyond standalone worker empowerment training to include policy, advocacy, and other levers for change. Through this partnership, we aim to support worker well-being programs that address financial health, gender equality, and health and climate resilience. By 2030, we are committed to all our strategic factories being enrolled in or having completed a RISE training program.²¹

We are particularly proud to support RISE's work in climate resilience and worker-centered solutions, recognizing that climate change is affecting workers across global supply chains and that too few resilience efforts are designed with workers—especially women—at the center.

J.Crew Group has donated \$50,000 and joined the RISE Climate Resilience Working Group to help create a first-of-its-kind, scalable solution, including a capacity-building program and toolkit to support factories and workers as they adapt to climate risks. We look forward to sharing more as this work advances in 2026.

New Partnership with VisionSpring

In early 2026, J.Crew Group launched a new partnership with VisionSpring, an organization whose mission is to increase lifelong earning, learning, safety, and well-being by providing eyeglasses to vulnerable populations.

Through this program, VisionSpring brings trained teams—including optometrists, counselors, and technical staff with screening equipment—directly to supplier facilities to conduct on-site vision screenings and provide reading or prescription glasses based on each worker's needs. VisionSpring estimates that at least 30 percent of workers screened will require eyeglasses, and approximately 80 percent will be receiving their very first pair—a meaningful indicator of unmet need in the communities where our materials are sourced.

Clear vision supports worker well-being, improves accuracy and quality, and has been shown to increase productivity. In the first year of the program, we aim to screen approximately 15,000 workers across our supply chain.



21. This goal applies to all countries in which RISE operates. Some of our strategic factories are located in countries where RISE is not active; those facilities will participate in alternate worker empowerment programs.

IN THIS SECTION

- 59 *Oversight & Engagement*
- 61 *Responsible Business Practices*
- 64 *Our Approach to Impact Reporting*
- 67 *Our Partners*



PRINCIPLES

Lead with integrity, staying true to our values.

OVERSIGHT & ENGAGEMENT

J.Crew Group continues to prioritize strong governance and regulatory compliance across all domestic and international jurisdictions in which we operate.

Keeping our entities in good standing globally, through timely annual filings and adherence to officer and governance requirements under applicable charters, helps ensure uninterrupted operations, reduce regulatory risk, and support long-term growth.

In 2025, we strengthened our governance framework by clarifying officer oversight and accountability across our subsidiary structure; proactively monitoring evolving legal requirements including new transparency and reporting obligations; and centralizing governance records and compliance tracking. This coordinated approach helps prevent fines, operational disruptions, and reputational risk, while reinforcing J.Crew Group’s commitment to ethical, lawful, and well-governed operations worldwide.

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

Our impact work is led by our internal Impact Steering Committee, overseen by our 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 biannually to review projects, track progress, and set priorities for impact work moving forward.

BOARD OF DIRECTORS OVERSIGHT

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

Our Board of Directors convenes for quarterly Board meetings, as well as regular 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.

- **Product and Planet:** 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.
- **People (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 through J.Crew Group's legal team. This group is responsible for managing our approach to ethical sourcing and compliance, and reports regularly to leadership, including our Chief Sourcing Officer.
- **People (Belonging and HR):** Our People work is led by our Chief Human Resources 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 leadership responsibility 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 Human Resources 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.

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.
- We provide annual sustainability training to 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.
- 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.
- In alignment with industry best practices, we created and distributed a Director and Officer questionnaire, launched a conflict-of-interest form, and performed related parties transaction training across our business.

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 [Supply Chain Workers](#) 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 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.



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

J.Crew Group has established a Data and AI Governance Committee to oversee the responsible development and deployment of artificial intelligence across the organization. The Committee sets policies, guidelines, and programs governing AI use, including a generative AI Use and Disclosure Policy and a formal AI risk framework, and ensures that AI initiatives align with our values, privacy commitments, and business objectives.

The Committee also oversees vendor and use-case evaluation and approval processes for AI-related initiatives and has expanded AI-related training programs to support responsible adoption across the organization. The Committee works to balance innovation with appropriate risk management as AI capabilities are integrated into our operations.

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.





Enterprise 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

Led by our Legal team, the Compliance Committee serves 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, all while leading with integrity and staying true to our values. In 2025, the Committee completed the Gartner Compliance Maturity Assessment. Through this process, we assessed our maturity, scoped importance, and identified opportunities going forward.

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 participated in an investigation.

TRANSPARENCY

At J.Crew Group, traceability and transparency are foundational to building more resilient, sustainable, and compliant supply chains. 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.

In 2026, we brought on a new supply chain mapping platform, through which vendor and mill partners are asked to disclose critical information on their supply chain partners, including mills and spinners. 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.

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 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 is identified, we take swift action to remediate the situation, including working with partners to disengage with the actor or reevaluating our business relationship with that party.

Transparency and Traceability Documentation Audits

We conduct thorough Transparency and Traceability Documentation Audits and require seasonal training for all mill partners using cotton in their supply chain. In 2025, we introduced new audit ratings and corrective action plan requirements for documentation audits. These enhancements enable us to more effectively identify mills that do not meet JCG's traceability requirements and work closely with them to address traceability gaps and diagnose the root causes of documentation challenges. This process helps us to evaluate suppliers' traceability capabilities and share best practices for organizing and demonstrating the full chain of custody for materials and products.

Validating Sustainable Fiber and Product Claims

We maintain Environmentally Preferred Materials Guidelines to help our brands and associates 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.

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.



OUR APPROACH TO IMPACT REPORTING

For this 2025 Impact Report, we continue to present a single, integrated picture of J.Crew Group's progress.

We aimed to align our 2025 Impact Report with the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) Standards, Task Force of Climate-related Financial Disclosures (TCFD), and United Nations Sustainable Development Goals (SDGs). The data covers our fiscal year 2025 (February 2, 2025, to January 31, 2026), 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.



MATERIALITY ASSESSMENT

We refreshed our materiality assessment in 2024 to ensure our impact efforts focus on the topics most critical to our business and stakeholders—both today and in the future. As part of this process, we assessed our sustainability-related financial risks and opportunities as well as our company’s external impacts on the environment and society.

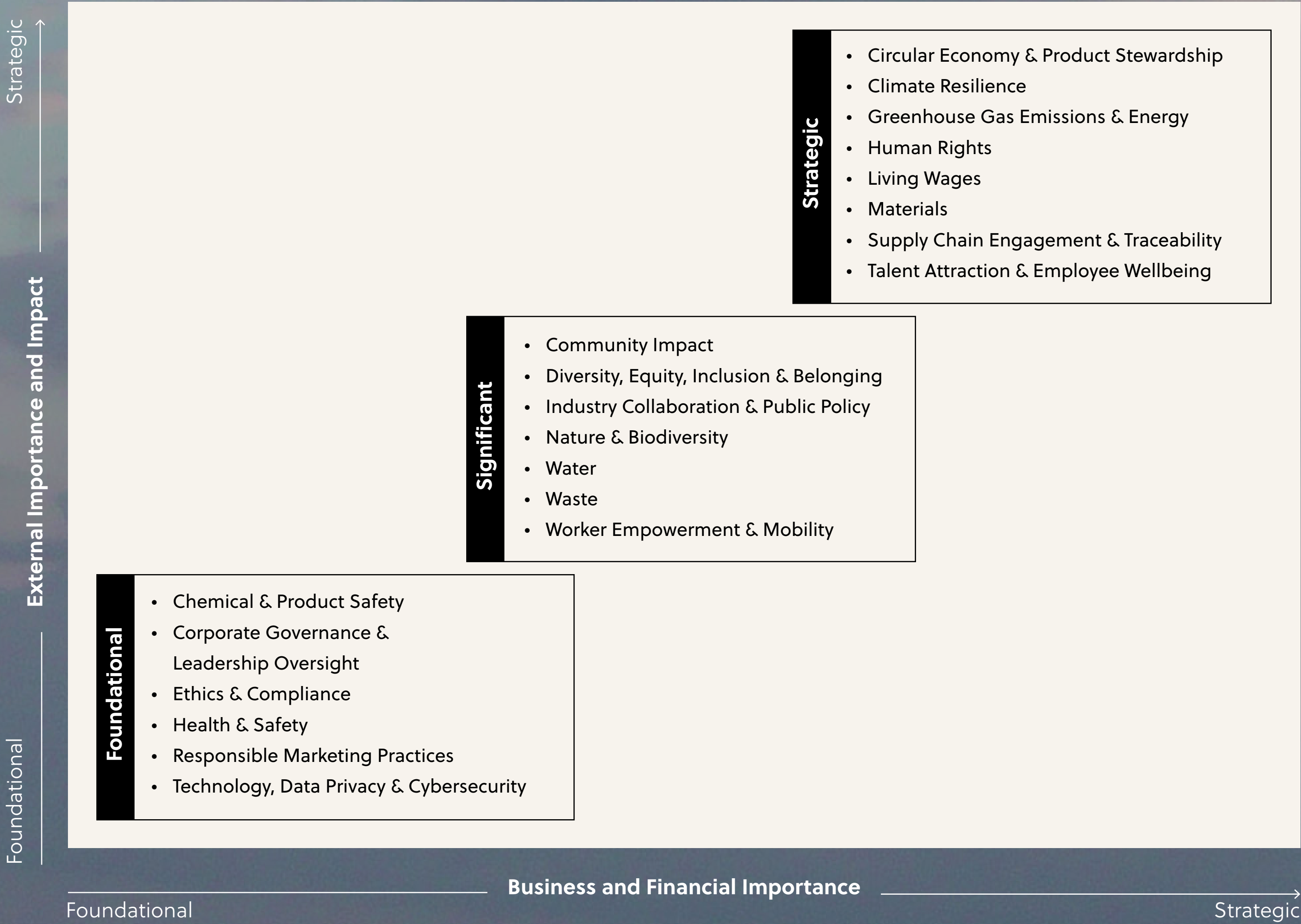
Through this work, we identified 21 priority topics for J.Crew Group that directly impact our people, stakeholders, and business strategies. Our materiality matrix groups these material topics into three categories:

- **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.

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, associates, 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 2030 strategy.

Materiality Matrix



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.

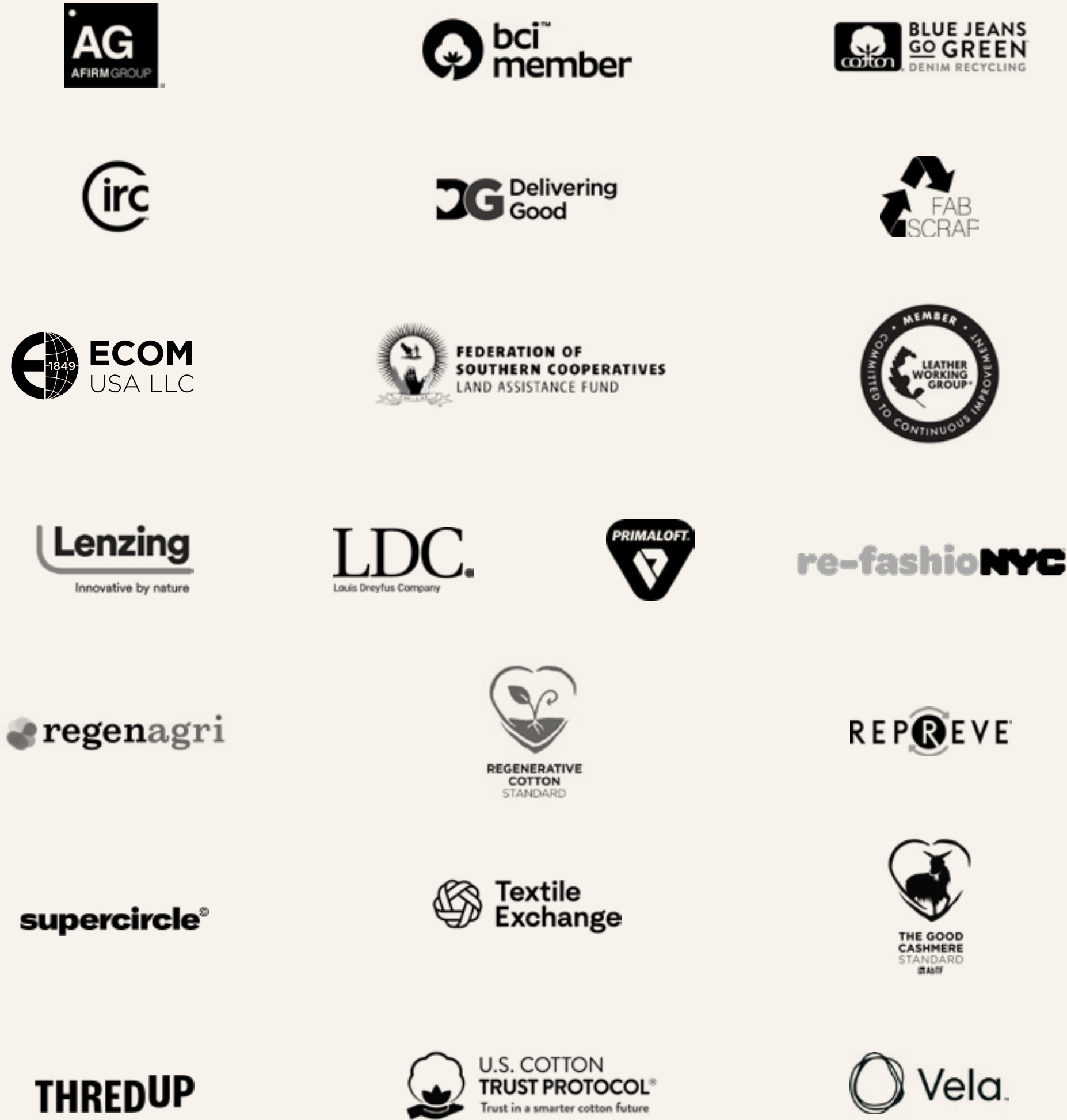
The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation, or prospect set forth in this report can or will be achieved. While we believe our forward-looking 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.



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.

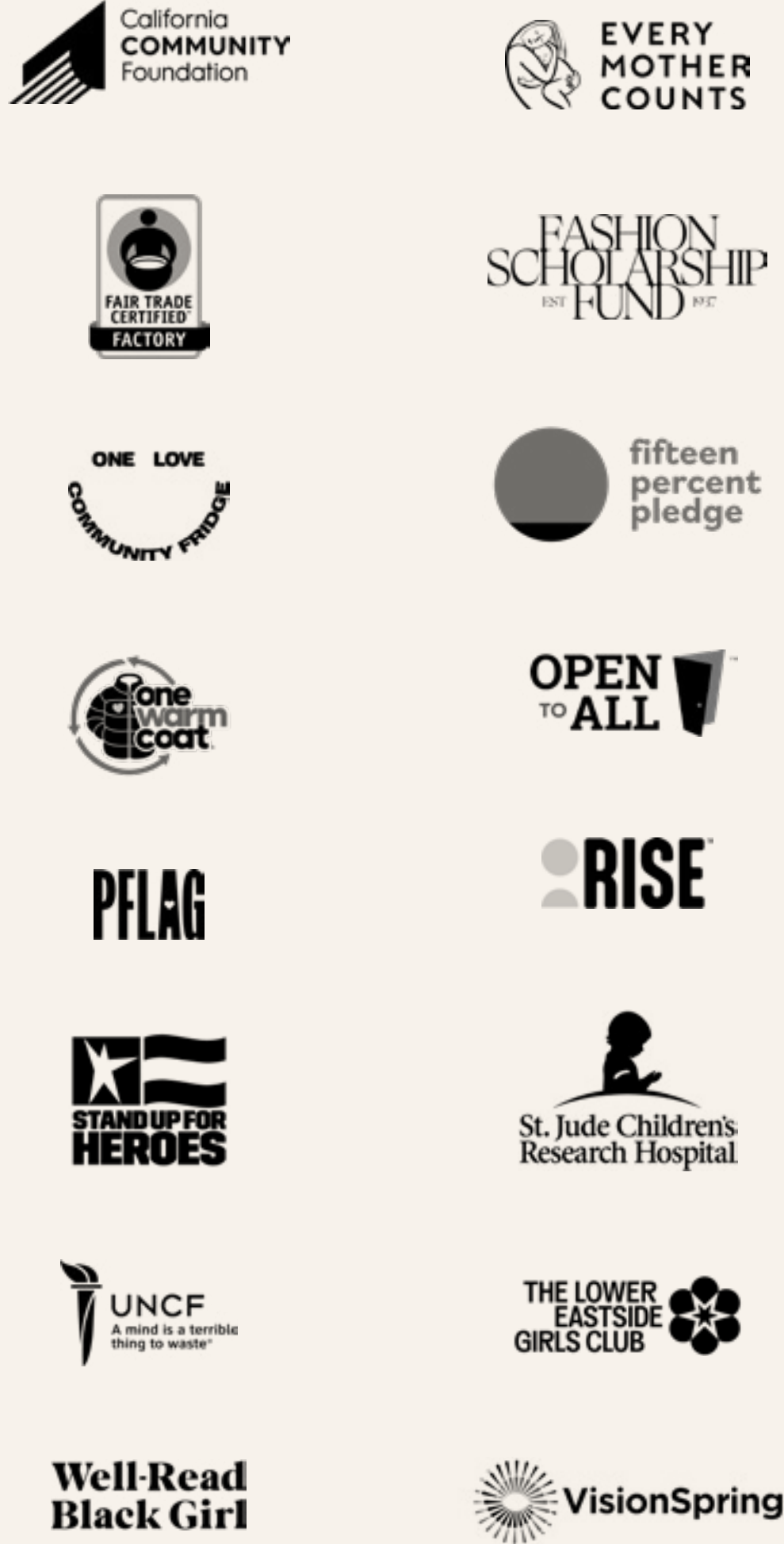
Product



Planet



People



Principles



IN THIS SECTION

- 69 *Our Policies & Definitions*
- 70 *Our Alignment to the SDGs*
- 71 *GRI Content Index*
- 87 *SASB Disclosure Index*
- 90 *TCFD Index*

APPENDIX



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 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

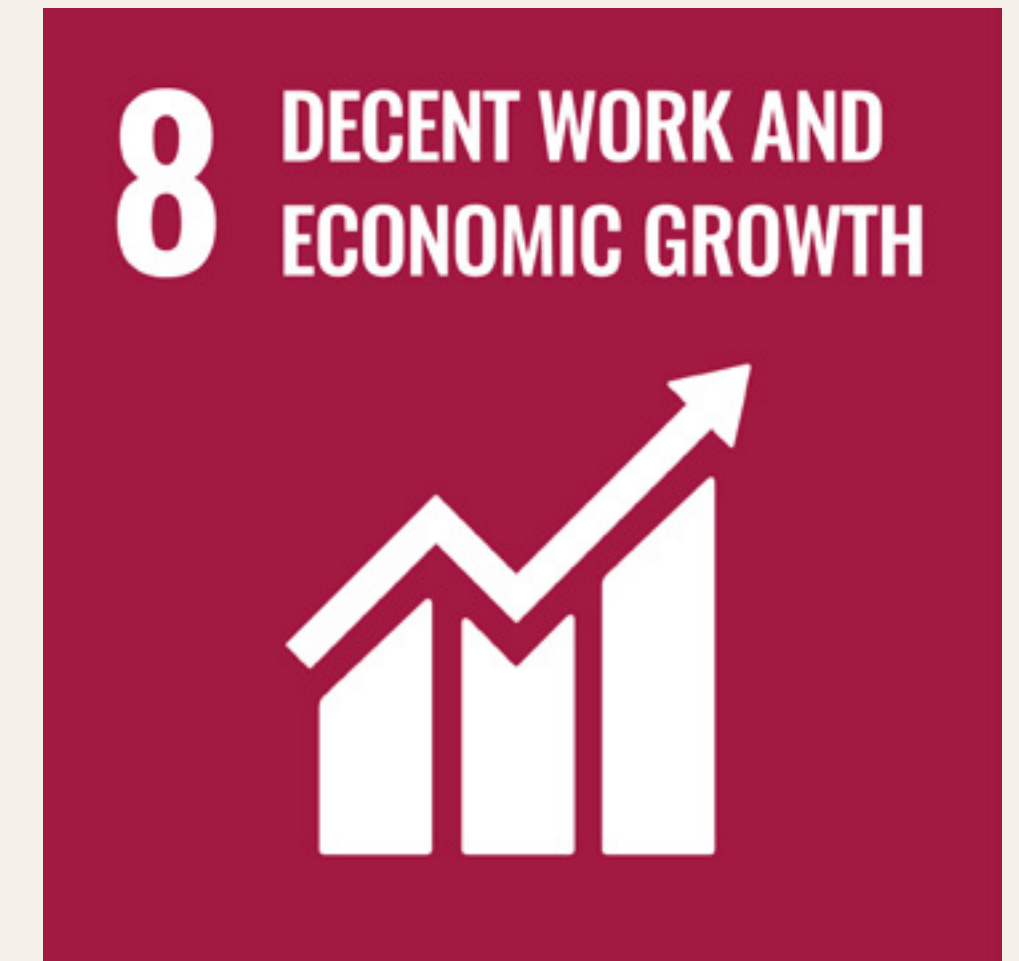
We source cashmere that is from recycled sources or is certified to [The Good Cashmere Standard](#)® from the [Aid by Trade Foundation](#), an independent standard for responsible cashmere that supports the welfare of goats, the lives of farmers and farming communities, and the environment in which they 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 Strategy 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 2, 2025 to January 31, 2026.

GRI 1 used: Foundation 2021

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 2: General Disclosures 2021			
2-1	Organizational details	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. Headquarters for Chinos, J.Crew, and Madewell are located at 225 Liberty Street, New York, NY 10281. J.Crew has foreign subsidiaries and/or representative offices in Canada, Hong Kong, India, Indonesia, the Netherlands, and Vietnam.	Introduction - About this Report Content Index
2-2	Entities included in the organization's sustainability reporting	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. 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. The Company’s identifiable assets are located primarily in the United States. Export sales are not material.	Introduction - About this Report Content Index
2-3	Reporting period, frequency and contact point	This report covers the reporting period of our 2025 fiscal calendar year which was from February 2, 2025 to January 31, 2026. 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 2025 Impact Report is published on July 15, 2026.	Introduction - About this Report Content Index
2-4	Restatements of information	This report does not contain any restatements of information from previous reporting periods, with two exceptions: - Where we report data as J.Crew Group that was previously reported at the individual brand level. - Where we have refined data collection methodologies, such as with our greenhouse gas footprint.	Product - Materials Planet - Climate Content Index
2-5	External Assurance	External Assurance was not sought for this reporting period.	Content Index

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
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 2025, we worked with five buying agents who supported our relationships with vendors that supplied approximately 10% of our merchandise, with one of these buying agents supporting our relationships with vendors that supplied approximately 81% 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 90% 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. Our sourcing base currently consists of 133 vendors that operate 222 factories in 26 countries (as of January 31, 2026). Our top 10 vendors supply 38% 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 283,000 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 January 31, 2026. 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 400 full- and part-time associates as of January 31, 2026. This facility employs up to 400 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

Code	Description	Disclosure and/or Additional Remarks			Reporting Location
2-7	Organizational details				People - Associates
					Content Index

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-10	Nomination and selection of the highest governance body	Board members are nominated by the equity owners of Chinos as set out by the terms of the Company's LLC agreement. 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.	Principles - 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	—	Principles - Oversight & Engagement
2-13	Delegation of responsibility for managing impacts	—	Principles - Oversight & Engagement
2-14	Role of the highest governance body in sustainability reporting	—	Principles - Oversight & Engagement
2-15	Conflicts of interest	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: • 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. 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.	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.	Principles - Responsible Business Practices Content Index

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-19	Remuneration policies	We believe that a substantial portion of executive compensation should be performance-based. Base Salary: Base salary represents the fixed component of our executive officers’ compensation. 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. Annual Cash Incentives: 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. Equity Incentives: Certain eligible executives and Board directors participate in the Company’s equity incentive plan in order to have meaningful participation in the Company’s long-term performance and success. Across J.Crew Group, there are also teams whose compensation and performance is tied directly to Impact goals: • Environment: Performance against sustainability goals is included in performance conversations and directly impact annual compensation increases. • Social (Compliance): Performance against the social compliance program is included in performance conversations and directly impact annual compensation increases. • Social (Belonging and HR): Performance against Belonging goals and programs are included in performance conversations and directly impact annual compensation increases.	<i>Principles - Oversight & Engagement</i> <i>Content Index</i>
2-20	Process to determine remuneration	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.	<i>Content Index</i>
2-22	Statement on sustainable development strategy	—	<i>Principles - Our Approach to Impact Reporting</i>
2-23	Policy commitments	—	<i>Principles - Responsible Business Practices</i>
2-24	Embedding policy commitments	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.	<i>People - Supply Chain Workers</i> <i>Principles - Responsible Business Practices</i>

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-25	Processes to remediate negative impacts	—	People - Supply Chain Workers
2-26	Mechanisms for seeking advice and raising concerns	—	People - Supply Chain Workers
2-27	Compliance with laws and regulations	J.Crew Group did not identify any instances of noncompliance or noncompliance fines that would qualify as significant 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, Sustainable Apparel Coalition, 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.	Principles - Oversight & Engagement
2-29	Approach to stakeholder engagement	—	Principles - 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	—	Principles - Our Approach to Impact Reporting
3-2	List of material topics	—	Principles - Our Approach to Impact Reporting
GRI 301: Materials 2016			
3-3	Management of material topic	—	Product - Materials

Code	Description	Disclosure and/or Additional Remarks			Reporting Location
301-1	Materials used by weight or volume	TONNES (OF RAW MATERIALS)			Content Index
		MATERIAL	2023	2024	
		COTTON	15,472	19,568	
		BCI Cotton	8,676	11,935	
		Conventional Cotton	6,049	6,346	
		Organic Cotton	437	176	
		Regenerative Cotton	213	833	
		Recycled Cotton	68	113	
		U.S. Cotton Trust Protocol	29	166	
		POLYESTER	1,915	2,542	
		Conventional Polyester	1,447	1,921	
		Recycled Polyester	468	621	
		CELLULOSICS	843	934	
		Viscose	315	407	
		Lenzing Tencel™	304	329	
		Lenzing EcoVero™	181	157	
		Cupro	28	19	
		Lyocell	14	22	
		FSC Certified Viscose	--	--	
		Naia™ Acetate	--	--	
		Lenzing Refibra™	1	--	
		LEATHER	1,183	1,132	
		LWG Leather	874	994	
		Leather & Suede	308	138	
		Recycled Leather	1	--	
		NYLON	664	772	
		Conventional Nylon	508	632	
		Recycled Nylon	156	140	
		WOOL & CASHMERE	836	1,031	
		Wool - Conventional	337	376	
		Cashmere - Good Cashmere Standard	151	222	
		Wool - Merino	124	197	
		Wool - Responsible	106	104	
		Wool - Recycled	53	48	

Code	Description	Disclosure and/or Additional Remarks			Reporting Location	
		TONNES (OF RAW MATERIALS)			Content Index	
		MATERIAL	2023	2024		2025
		WOOL & CASHMERE				
		Wool - Alpaca	48	66		49
		Cashmere - Conventional	15	13		9
		Cashmere - Recycled	2	5		5
		Wool - Mohair	--	--		--
		OTHER MATERIAL	2,038	2,726		2,772
		Linen	536	850		902
		Acrylic	374	417		329
		Elastane & Spandex	201	250		255
		Metals	186	159		104
		Other	125	227		69
		Recycled Metals	105	142		79
		Synthetic Resin, Epoxy, & Other Plastics (inc. TRP)	97	108		189
		Polyurethane	85	258		195
		Unspecified	65	42		211
		Minerals, Shells, & Stones	68	60		73
		Paper & Straw	50	41		81
		Acetate	41	30		21
		Hemp, Jute, Sisal, & Rattan	32	30		16
		Silk	30	26		38
		Polycarbonate	18	25		25
		Sorona Fiber	17	18		13
		Recycled Other	3	18		103
		Recycled Acrylic	2	3		--
		Metalized Fibers	2	4		6
		Polypropylene	1	12		32
		PVC	--	--		--
		Ramie	--	6		30
		Kapok Fibers	--	--		--
301-2	Recycled input materials used	MATERIAL	2023	2024	2025	Product - Materials
		Total Recycled Materials	855	1,090	800	
						Content Index

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
301-3	Reclaimed products and their packaging materials	An annual packaging footprint is performed with relevant packaging data inclusive of weights, materials, and volumes, from internal teams and suppliers. Our shopping bags are sustainably certified and contain a minimum of 40% post-consumer waste recycled paper. See page 25 to read more about our polybags.	Content Index
GRI 302: Energy 2016			
3-3	Management of material topic	We historically track our Company's energy usage from our retail locations, corporate office, and distribution centers through a third-party platform. 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.	Content Index
302-1	Energy consumption within the organization		Content Index
		20242025	
		SCOPE 1 FUEL CONSUMPTION (IN MWH)	
		Mobile Fuels	
		Natural Gas	
		Additional Stationary Fuels	
		Total	
		SCOPE 2 FUEL CONSUMPTION (IN MWH)	
		Chilled Water	
		Electricity	
		Total	
302-3	Energy Intensity	The Scope 1 facility area intensity for the organization is .2 MTCO2e/ft2 and the Scope 2 facility area intensity for the organization is .00087 MTCO2e/ft2, which captures consumption across the organization. Less than 1% of our physical square footage footprint is outside of the U.S.	Content Index
302-4	Reduction of Energy Consumption	—	Content Index
GRI 303: Water and Effluents 2018			
3-3	Management of material topic	—	
GRI 305: Emissions 2016			
3-3	Management of material topic	—	
305-1	Direct/Scope 1 GHG Emissions	Scope 1 emissions are calculated from direct sources under J.Crew Group's operational control, including stationary combustion and mobile sources associated with our retail locations, corporate offices, and distribution centers. Emissions are reported in metric tons of carbon dioxide equivalent (tCO2e) for the calendar year January 1, 2025 – December 31, 2025, and measured against our 2019 baseline year. We selected 2019 as our baseline because it represents the most recent year of typical operational activity prior to COVID-19 disruptions, and it falls within the timeframe used to establish our science-based targets, ensuring consistency between our emissions inventory and our 2030 reduction goals. We apply the operational control consolidation approach, as it best reflects J.Crew Group's ability to implement GHG reduction measures—particularly given that most leased retail sites fall under operational rather than financial control. Our methodology is consistent with the GHG Protocol Corporate Accounting and Reporting Standard.	Planet - Climate

Code	Description	Disclosure and/or Additional Remarks	Reporting Location																																																																																												
305-2	Energy indirect/Scope 2 GHG Emissions	Scope 2 emissions are derived from purchased electricity, steam, heating, and cooling consumed across our retail locations, corporate offices, and distribution centers. Emissions are reported in tCO ₂ e for the calendar year January 1, 2025 – December 31, 2025, against our 2019 baseline year.	Planet - Climate																																																																																												
		We report both location-based and market-based Scope 2 emissions in accordance with the GHG Protocol Scope 2 Guidance. Market-based values reflect the impact of our renewable energy certificate (REC) purchases. The operational control consolidation approach is applied consistently across Scope 1 and Scope 2 reporting.	Content Index																																																																																												
<table><tr><th>SCOPE 1 & 2 EMISSIONS TABLE</th><th>2019 GHG EMISSIONS</th><th>2024 GHG EMISSIONS</th><th>2025 GHG EMISSIONS</th></tr><tr><td>Scope 1</td><td>2,722</td><td>4,559</td><td>5,387</td></tr><tr><td>Scope 2 Market-Based</td><td>28,074</td><td>5,416</td><td>47</td></tr><tr><td>Scope 2 Location-Based</td><td>26,208</td><td>21,352</td><td>19,701</td></tr><tr><td>Total Scope 1 & 2 Market-Based</td><td>30,796</td><td>9,975</td><td>5,434</td></tr><tr><td>Total Scope 1 & 2 Location-Based</td><td>28,930</td><td>25,911</td><td>25,088</td></tr></table><table><tr><th>SCOPE 3 EMISSIONS TABLE</th><th>2019 GHG EMISSIONS</th><th>2024 GHG EMISSIONS</th><th>2025 GHG EMISSIONS</th></tr><tr><td>1. Purchased Goods & Services</td><td>433,776</td><td>443,650</td><td>363,061</td></tr><tr><td>2. Capital Goods</td><td>5,267</td><td>33,959</td><td>23,222</td></tr><tr><td>3. Fuel & Energy-related Emissions</td><td>8,779</td><td>5,815</td><td>5,727</td></tr><tr><td>4. Upstream Transportation & Distribution</td><td>144,962</td><td>36,312</td><td>60,028</td></tr><tr><td>5. Waste Generated in Operations</td><td>2,495</td><td>1,331</td><td>1,485</td></tr><tr><td>6. Business Travel</td><td>1,363</td><td>6,174</td><td>4,456</td></tr><tr><td>7. Employee Commuting</td><td>8,220</td><td>17,660</td><td>15,321</td></tr><tr><td>8. Upstream Leased Assets</td><td>Not relevant</td><td>Not relevant</td><td>2</td></tr><tr><td>9. Downstream Transportation & Distribution</td><td>Previously classified as 3.4</td><td>20,315</td><td>18,948</td></tr><tr><td>10. Processing of Sold Products</td><td>Not relevant</td><td>Not relevant</td><td>Not relevant</td></tr><tr><td>11. Use of Sold Products**</td><td>277,950</td><td>132,662</td><td>146,613</td></tr><tr><td>12. End-of-life Treatment of Sold Products</td><td>449</td><td>12,036</td><td>15,070</td></tr><tr><td>13. Downstream Leased Assets</td><td>Not relevant</td><td>Not relevant</td><td>Not relevant</td></tr><tr><td>14. Franchises</td><td>Not relevant</td><td>Not relevant</td><td>Not relevant</td></tr><tr><td>15. Investments</td><td>Not relevant</td><td>Not relevant</td><td>Not relevant</td></tr><tr><td>Total Scope 3</td><td>605,311</td><td>577,252</td><td>512,754</td></tr></table>				SCOPE 1 & 2 EMISSIONS TABLE	2019 GHG EMISSIONS	2024 GHG EMISSIONS	2025 GHG EMISSIONS	Scope 1	2,722	4,559	5,387	Scope 2 Market-Based	28,074	5,416	47	Scope 2 Location-Based	26,208	21,352	19,701	Total Scope 1 & 2 Market-Based	30,796	9,975	5,434	Total Scope 1 & 2 Location-Based	28,930	25,911	25,088	SCOPE 3 EMISSIONS TABLE	2019 GHG EMISSIONS	2024 GHG EMISSIONS	2025 GHG EMISSIONS	1. Purchased Goods & Services	433,776	443,650	363,061	2. Capital Goods	5,267	33,959	23,222	3. Fuel & Energy-related Emissions	8,779	5,815	5,727	4. Upstream Transportation & Distribution	144,962	36,312	60,028	5. Waste Generated in Operations	2,495	1,331	1,485	6. Business Travel	1,363	6,174	4,456	7. Employee Commuting	8,220	17,660	15,321	8. Upstream Leased Assets	Not relevant	Not relevant	2	9. Downstream Transportation & Distribution	Previously classified as 3.4	20,315	18,948	10. Processing of Sold Products	Not relevant	Not relevant	Not relevant	11. Use of Sold Products**	277,950	132,662	146,613	12. End-of-life Treatment of Sold Products	449	12,036	15,070	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	605,311	577,252	512,754
SCOPE 1 & 2 EMISSIONS TABLE	2019 GHG EMISSIONS	2024 GHG EMISSIONS	2025 GHG EMISSIONS																																																																																												
Scope 1	2,722	4,559	5,387																																																																																												
Scope 2 Market-Based	28,074	5,416	47																																																																																												
Scope 2 Location-Based	26,208	21,352	19,701																																																																																												
Total Scope 1 & 2 Market-Based	30,796	9,975	5,434																																																																																												
Total Scope 1 & 2 Location-Based	28,930	25,911	25,088																																																																																												
SCOPE 3 EMISSIONS TABLE	2019 GHG EMISSIONS	2024 GHG EMISSIONS	2025 GHG EMISSIONS																																																																																												
1. Purchased Goods & Services	433,776	443,650	363,061																																																																																												
2. Capital Goods	5,267	33,959	23,222																																																																																												
3. Fuel & Energy-related Emissions	8,779	5,815	5,727																																																																																												
4. Upstream Transportation & Distribution	144,962	36,312	60,028																																																																																												
5. Waste Generated in Operations	2,495	1,331	1,485																																																																																												
6. Business Travel	1,363	6,174	4,456																																																																																												
7. Employee Commuting	8,220	17,660	15,321																																																																																												
8. Upstream Leased Assets	Not relevant	Not relevant	2																																																																																												
9. Downstream Transportation & Distribution	Previously classified as 3.4	20,315	18,948																																																																																												
10. Processing of Sold Products	Not relevant	Not relevant	Not relevant																																																																																												
11. Use of Sold Products**	277,950	132,662	146,613																																																																																												
12. End-of-life Treatment of Sold Products	449	12,036	15,070																																																																																												
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	605,311	577,252	512,754																																																																																												
*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. **While we report on the use of sold products, the indirect use is not included in our target or total Scope 3 emissions reported.																																																																																															

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
305-3	Other indirect/Scope 3 GHG Emissions	Scope 3 emissions are reported in tCO₂e for the calendar year January 1, 2025 – December 31, 2025, against our 2019 baseline year, in accordance with our commitment to the Science Based Targets initiative (SBTi). Our inventory is calculated using a hybrid methodology that combines activity-based and spend-based approaches, consistent with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Where primary data is available, for example, from suppliers or internal operations, it is prioritized to enhance accuracy and specificity. For categories where primary data is currently limited, spend-based estimates are applied using economic input-output models and emissions factors from sources including the Comprehensive Environmental Data Archive (CEDA), which covers approximately 95% of global GDP and accounts for regional differences in energy systems and emissions intensities, and ecoinvent. Emissions factor libraries are regularly updated to reflect evolving methodologies, inputs, and climate science. Category-specific methodologies are as follows: • Purchased Goods & Services: Cradle-to-gate emissions for materials used in our products are calculated based on material weight and emissions factors from the Higg Material Sustainability Index (MSI) or proprietary life cycle analyses. • Capital Goods & Product Manufacturing: For product assembly, factory-level emissions data from the Higg Facility Environmental Module (FEM) is allocated to J.Crew Group based on our share of production activity. • All Other Categories: Emissions across remaining Scope 3 categories are primarily estimated using Watershed's CEDA database, enabling coverage of the broad scope and complexity of our value chain.	Planet - Climate Content Index
305-4	GHG Emissions Intensity	The GHG emissions intensity for the organization is .0038 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.	Planet - Climate
305-5	Reduction of GHG Emissions	—	Content Index
GRI 306: Waste 2020			
3-3	Management of material topic	—	Product - Circularity Product - Packaging
306-1	Waste generation and significant waste-related impacts	—	Product - Packaging
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 2025 to responsible recycling streams.	Product - Packaging Content Index
306-4	Waste diverted from disposal	In 2025, our two distribution centers (DCs) diverted a total of 1,804 tons of waste from landfills, an average of 91% of total waste generated by the distribution centers during the reporting period. Additionally, our distribution centers are now recycling polybag waste, stretch wrap film, corrugate, office paper, plastic bottles, cans, electronic equipment, wooden pallets, and plastic pallets. Additional waste diversion and management activities include trialing a reusable shipping carton program with Returnity to facilitate reuse.	Product - Packaging Context Index
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 six months), and higher-performing facilities audited less frequently (but no longer than 18 months).	People - Associates Content Index

Code	Description	Disclosure and/or Additional Remarks	Reporting Location								
308-1	New suppliers that were screened using environmental criteria	In 2025, we collected 158 Higg FEM Self-Assessment modules from our Tier 1 supply chain partners, representing 99 percent of our business (by dollars spent*). We continued to collect Higg FEM self-assessment modules from our Tier 2 supply chain, and received 146 modules from 50 percent of our business (by dollars spent*).	Planet - Climate								
		J.CREW GROUP HIGG FEM UTILIZATION		PERCENTAGE OF SUPPLIERS (FOB)*	NUMBER OF SUPPLIERS						
		SUPPLIERS THAT COMPLETED THE HIGG FEM SELF-ASSESSMENT IN 2025									
		Tier 1 Suppliers		99%	158						
		Tier 2 Suppliers		50%	146						
		SUPPLIERS THAT COMPLETED THIRD PARTY VERIFICATION ON THEIR HIGG FEM IN 2025									
		Tier 1 Suppliers		95.5%	141						
		Tier 2 Suppliers		49%**	134						
		*Please note that FOB percentage focuses on apparel (i.e., accessories & footwear are not counted).									
		**For Tier 2, supplier FOB is counted as 'completed verification' only when all its reported facilities have completed verification.									
GRI 401: Employment 2016											
3-3	Management of material topic	—									
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer a comprehensive and competitive set of benefits to our employees including: • 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 • Gym membership discount • Adoption and surrogacy leave • Fertility support	People - Associates								
			Content Index								
401-3	Parental leave										
		2024				2025				People - Associates	
			FEMALE	MALE	UNDISCLOSED	TOTAL	FEMALE	MALE	UNDISCLOSED		TOTAL
		# of employees entitled to parental leave	3,505	1,473	18	4,996	2,943	1,172	19		4,134
		# of employees that took parental leave	120	19	0	139	25	2	0		27
		# of employees that returned to work within reporting period	118	19	0	137	24	2	0		26
		# of employees still employed 12 months after their return to work	106	18	0	124	16	1	0		17
		Return to work and retention rates of employees that took parental leave	88%	95%	0%	92%	96%	100%	0%		98%
								Content Index			

Code	Description	Disclosure and/or Additional Remarks	Reporting Location						
GRI 402: Labor Management Relations 2016									
3-3	Management of material topic	—	Principles - Responsible Business Practices						
GRI 404: Training and Education 2016									
3-3	Management of material topic	—	People - Supply Chain Workers						
404-2	Programs for upgrading employee skills and transition assistance programs	The content of training programs provided include: • 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.	People - Associates						
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	—	People - Associates						
405-1	Diversity of governance bodies and employees	LEADERSHIP - DIRECTOR AND ABOVE			ALL U.S. EMPLOYEES			Content Index	
		ETHNICITY	2023	2024	2025	2023	2024		2025
		White	68.29%	67.13%	66.33%	56.42%	53.95%		55.87%
		Native Hawaiian or other Pacific Islander	0.27%	0.00%	0.00%	0.41%	0.29%		0.33%
		Black or African American	11.65%	13.64%	12.40%	13.70%	14.16%		12.98%
		Not disclosed	0.54%	0.82%	0.76%	2.10%	2.84%		2.91%
		Asian	11.92%	11.06%	12.15%	7.81%	7.78%		7.66%
		Hispanic or Latino	4.88%	4.14%	4.81%	16.61%	16.16%		16.06%
		Two or more races	2.17%	2.76%	3.04%	3.78%	4.45%		3.89%
		Native American or Alaska Native	0.27%	0.55%	0.51%	0.27%	0.29%		0.30%
		GENDER							
		Female	61.00%	63.00%	71.00%	77.00%	76.00%		78.00%
		Male	39.00%	37.00%	29%	22.00%	23.00%		22.00%
		Not declared	-	-	-	1.00%	1.00%		-

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 406: Non-Discrimination 2016			
3-3	Management of material topic	—	People - Associates
406-1	Incidents of discrimination and corrective actions taken	No 2025 enterprise-wide view is available. However, if any incidents occurred, they have been fully investigated.	Content Index
GRI 407: Freedom of Association and Collective Bargaining 2016			
3-3	Management of material topic	—	People - Supply Chain Workers
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	Management of material topic	—	People - Supply Chain Workers 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 producing facilities in 2025. 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	—	People - Supply Chain Workers Principles - Responsible Business Practices

Code	Description	Disclosure and/or Additional Remarks					Reporting Location
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. In 2025, here is a breakdown of the risks by our top 10 production countries:					Principles - Responsible Business Practices
		CHINA	VIETNAM	CAMBODIA	INDIA	PHILIPPINES	Content Index
		Product Category:	Product Category:	Product Category:	Product Category:	Product Category:	
		• Apparel, Footwear, Accessories	• Apparel, Footwear, Accessories	• Apparel, Footwear, Accessories	• Apparel, Footwear, Accessories	• Apparel, Accessories	
		Country-level Risks:	Country-level Risks:	Country-level Risks:	Country-level Risks:	Country-level Risks:	
		• Working Hours, Transparency	• Working Hours, Transparency. Unauthorized Subcontracting, Dispatched Workers	• Freedom of Association, Harassment & Abuse (verbal), Unauthorized Subcontracting	• Working Hours, Domestic Migrant & Contract Workers	• Working Hours, Health & Safety	
		BANGLADESH	INDONESIA	GUATEMALA	SRI LANKA	THAILAND	
		Product Category:	Product Category:	Product Category:	Product Category:	Product Category:	
		• Apparel, Accessories	• Apparel, Accessories	• Apparel	• Apparel	• Apparel	
		Country-level Risks:	Country-level Risks:	Country-level Risks:	Country-level Risks:	Country-level Risks:	
	• Working Hours, Harassment & Abuse (verbal), Fire & Building Safety, Freedom of Association	• Contract Workers, Freedom of Association	• Health & Safety	• Working Hours, Freedom of Association	• Health & Safety		
GRI 413: Local Communities 2016							
3-3	Management of material topic	—					People - Communities
413-1	Operations with local community engagement, impact assessments, and development programs	—					People - Communities
GRI 414: Supplier Social Assessment 2016							
3-3	Management of material topic	—					Principles - 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	—					People - Supply Chain Workers

Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 101: Biodiversity 2024			
101-1	Policies to halt and reverse biodiversity loss	—	Planet - Nature
101-2	Management of biodiversity impacts	—	Planet - Nature Principles - Oversight & Engagement
101-3	Access and benefit-sharing	JCG's operations and supply chain do not involve the direct collection or use of genetic resources in a manner that triggers Access and Benefit-Sharing (ABS) obligations under the Nagoya Protocol. Our primary biodiversity impacts derive from agricultural land use in fiber supply chains (cashmere, cotton, and wool) rather than from the direct use of biological or genetic materials. We continue to monitor regulatory developments related to ABS and will update this disclosure if our business activities evolve to include direct use of genetic resources or traditional knowledge.	Content Index
101-4	Identification of biodiversity impacts	To identify supply chain impacts, JCG conducted commodity screening to map raw material inputs to nature-related dependencies and impacts by ecosystem service category, weighted by spend and volume analysis to reflect the relative scale of each commodity. Geographic sensitivity was assessed using a suite of spatial tools including World Resources Institute's Aqueduct Water Risk Atlas, the SBTN State of Nature for Water layers, Global Forest Watch, and the Global Land Analysis and Discovery Lab. Biodiversity impact was quantified using the Species Threat Abatement and Restoration metric. Key Supply Chain Impact Areas: • Cashmere: land use change, overgrazing, grassland degradation. • Cotton: water consumption, pesticide runoff, soil degradation. • Leather: deforestation risk, water use in tanning. • MMCFs: pulp sourcing linked to ancient and endangered forests.	Content Index
101-5	Locations with biodiversity impacts	JCG's retail and distribution footprint is concentrated in urbanized areas of the United States. No directly operated sites are located within or adjacent to Key Biodiversity Areas, IUCN-designated protected areas, or High Biodiversity Wilderness Areas. Across our nature-dependent fibers, cotton, cashmere, wool, leather, and manmade cellulosics, the United States, India, Australia, China (Inner Mongolia), and Brazil are among our priority supply chain locations for biodiversity impact.	Content Index
101-6	Direct drivers of biodiversity loss	JCG's biodiversity impacts are concentrated in four key raw materials. Cashmere production drives land use change and grassland degradation through intensified grazing pressure that exceeds ecosystem carrying capacity. This results in soil compaction, vegetation loss, and the progressive conversion of biodiverse grassland habitat, fragmenting ecosystems that support a range of plant and animal species. Cotton cultivation is associated with freshwater depletion, pollution, and soil degradation. High irrigation demand places stress on water-scarce basins, while reliance on pesticides and synthetic fertilizers harms pollinators and soil health, and can run off into surrounding water systems. Leather sourcing carries risk of deforestation and habitat conversion, particularly where cattle ranching drives land use change in biodiversity-rich regions. Man-made cellulosic fibers (MMCF) production link fiber supply to the harvesting of ancient and endangered forests. Where pulp sourcing is not certified or traceable, procurement can contribute to the loss of high-conservation-value forest ecosystems and threaten species dependent on primary and old-growth forest habitat.	Content Index
101-7	Changes to the state of biodiversity	—	Planet - Nature
101-8	Ecosystem services	—	Content Index

SASB DISCLOSURE INDEX

Apparel Accessories & Footwear Standard

SASB Code	Accounting Metric	Disclosure (Covers 2025 Unless Otherwise Indicated)
Management of Chemicals in Products		
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	See the Product - 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 Planet - Climate and Nature sections.
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Higg Facility Environmental Module (FEM) assessment or an equivalent environmental data assessment	Supplier facilities that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment: • Tier 1 supplier facilities: 158 facilities • Supplier facilities beyond Tier 1: 146 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: 233 facilities • Supplier facilities beyond Tier 1: 67 facilities • Total Audits Conducted by a Third-Party Auditor: 48% Additional details provided in the People - Protecting Human Rights section.

SASB Code	Accounting Metric	Disclosure (Covers 2025 Unless Otherwise Indicated)														
CG-AA-430b.2	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	J.Crew Group collaborated 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 People – Supply Chain Workers .														
		<table><tr><th>AUDIT RATING</th><th>PERCENTAGE OF FACTORIES</th></tr><tr><td>Very Good High performing facility in line with the JCG Code of Conduct.</td><td>6.1%</td></tr><tr><td>Acceptable with Issues Above average performing facilities with a few minor non-compliance issues.</td><td>25%</td></tr><tr><td>Fair Multiple medium-risk issues</td><td>53.9%</td></tr><tr><td>Needs Improvement Multiple and major issues that require sustained improvement or non-compliance issues.</td><td>13.6%</td></tr><tr><td>Immediate Attention Required Multiple and major issues and at least one critical issue</td><td>0.4%</td></tr><tr><td>Termination A sustained critical issue leading to termination of sourcing relationship</td><td>0.9%</td></tr></table>	AUDIT RATING	PERCENTAGE OF FACTORIES	Very Good High performing facility in line with the JCG Code of Conduct.	6.1%	Acceptable with Issues Above average performing facilities with a few minor non-compliance issues.	25%	Fair Multiple medium-risk issues	53.9%	Needs Improvement Multiple and major issues that require sustained improvement or non-compliance issues.	13.6%	Immediate Attention Required Multiple and major issues and at least one critical issue	0.4%	Termination A sustained critical issue leading to termination of sourcing relationship	0.9%
AUDIT RATING	PERCENTAGE OF FACTORIES															
Very Good High performing facility in line with the JCG Code of Conduct.	6.1%															
Acceptable with Issues Above average performing facilities with a few minor non-compliance issues.	25%															
Fair Multiple medium-risk issues	53.9%															
Needs Improvement Multiple and major issues that require sustained improvement or non-compliance issues.	13.6%															
Immediate Attention Required Multiple and major issues and at least one critical issue	0.4%															
Termination A sustained critical issue leading to termination of sourcing relationship	0.9%															
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	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. At J.Crew Group, we take an integrated approach to managing risks. We’ve strengthened our governance framework by enhancing our Enterprise Risk Management program and establishing a dedicated Compliance Committee which includes each area of functional risk across our organization and meets quarterly. As part of our risk management processes, J.Crew Group regularly conducts materiality assessments across sustainability topics, including climate-related topics. In 2024, we refreshed our materiality assessment to ensure our impact efforts focus on the topics most critical to our business and our stakeholders. This assessment identified Climate Resilience and Greenhouse Gas Emissions & Energy as topics of strategic importance. Read more about our Materiality Assessment in the Principles section. In 2025, J.Crew Group conducted our initial climate risk and opportunity assessment to develop deeper understanding of our strategically important topics, Climate Resilience and Greenhouse Gas Emissions & Energy. This initial assessment used scenario analysis to identify physical climate risks and transition risks and opportunities that could impact the company’s financial position over the short-, medium-, and long-term. The scenario analysis is detailed above in the Strategy section of this report.														

SASB Code	Accounting Metric	Disclosure (Covers 2025 Unless Otherwise Indicated)
Raw Materials Sourcing		
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities.	Please see our GRI Index for breakdown of raw materials. Given the dynamic nature of our business and supply chain, as well as the interconnectedness of related risks, J.Crew Group evaluates environmental and social risks to materials sourcing at an enterprise level.
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental or social standard, by standard	Please see our GRI Index for breakdown of raw materials. See also Product - Materials for more on material certifications.
SASB Code	Activity Metric	Disclosure (Covers 2025 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: 158 • Tier 1 FEM Verification: 141 • Tier 2 (Mill) FEM: 146 • Tier 2 (Mill) FEM Verification: 134

TCFD INDEX

Our reporting aligns with disclosure recommendations outlined in the Final Report of the Recommendations of the Task Force of Climate-related Financial Disclosures, June 2017 (TCFD), which provides a widely recognized framework for evaluating climate-related financial risks and opportunities.

While this report is being published in our 2025 Impact Report, the data used to complete the climate-related financial risk covers the 2024 fiscal year. The information below reflects J.Crew Group's current understanding, assessment, and disclosure of relevant climate-related financial risks and opportunities and the measures adopted to reduce and adapt to climate-related financial risk. It includes information on potential climate-related risks and opportunities that may be relevant to J.Crew Group, but their inclusion does not imply their materiality, likelihood, or potential financial impact.

TCFD Metric	J.Crew Group Response
Governance: Disclose the organization’s governance around climate-related risks and opportunities.	
a) Describe the board’s oversight of climate-related risks and opportunities.	J.Crew Group's Board of Directors oversees climate-related matters as part of their overall mandate to oversee the company's corporate sustainability strategy. Please see the Principles - Oversight & Engagement section of this report for more details on our Board of Directors oversight and governance.
b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Our impact work, which includes climate-related matters, is led by our internal Impact Steering Committee, overseen by our Chief Sourcing Officer. Please see the Principles - Oversight & Engagement section of this report for more details on our management of sustainability.



Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning where such information is material.

This section describes the methodology of our climate risk and opportunity assessment and scenario analysis as well as our list of identified risks and mitigation measures, in line with the TCFD recommendations: a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Methodology and Scenarios J.Crew Group has identified climate-related physical and transition risks and opportunities over the short [0-1 years], medium [2-5 years], and long term [5+ years] below. These risks and opportunities were identified via qualitative scenario analysis. All identified climate risks and opportunities were qualitatively scored based on exposure (likelihood and severity) as well as vulnerability (impact) to our business and upstream and downstream value chain. The physical climate risk assessment used two climate scenarios from the Shared Socioeconomic Pathways (SSPs) developed for the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report: • Moderate Emissions Scenario (SSP2-4.5): A moderate emissions scenario assuming some mitigation efforts, with global warming reaching approximately +2.7°C by 2100. It reflects a future where social, economic, and technological trends follow historical patterns. • High Emissions Scenario (SSP5-8.5): A high emissions scenario with limited mitigation, leading to +4.4°C warming by 2100. It assumes continued growth in fossil fuel use and greater greenhouse gas emissions, leading to greater physical climate impacts. These physical climate risk scenarios were selected to capture a range of plausible climate futures, one representing a continuation of historical trends and the other illustrating a high-impact pathway shaped by limited mitigation with intensified physical risks. This approach aligns with TCFD recommendations. For the transition risk and opportunities assessment, scenarios from the Network of Central Banks and Supervisors for Greening the Financial System (NGFS) were used. The NGFS Scenarios were selected because the scenarios were developed by a global coalition of central banks and financial supervisors to provide a common starting point for analyzing climate risks to the economy and financial system. From the NGFS, the following two scenarios were selected to evaluate potential climate-related transition risks and opportunities to our business. The scenarios selected align with TCFD recommendations and industry best practices to examine a range of climate outcomes: • The Fragmented World (FW) scenario assumes that climate policy action is delayed and fragmented, with international divergences in climate policy ambition leading to high physical climate risks everywhere and high transition risks in some countries. Countries with net zero emissions targets are assumed to partially achieve them, whereas countries without net zero targets follow current implemented policies. This scenario assumes the global mean temperature increase is approximately 2.4°C by 2100 relative to the pre-industrial era. • The Net Zero by 2050 scenario (NZ) assumes that the transition to a net zero economy requires drastic and coordinated global action and climate policy actions are immediate. The cost of action is high with many industries experiencing severe initial disruptions due to the rapid transition to a low carbon economy. This scenario assumes CO2 emissions begin to decline and strong policies are put into place to limit warming to below 2°C. Global mean temperature increases by approximately 1.4°C by 2100. For each scenario and time horizon, we analyzed future potential impacts on operations, markets, supply chain, and associated potential effects on revenues, costs, and expenditures. The analysis covered our entire enterprise and upstream and downstream value chain to ensure results were relevant across the business.
--	---

Physical Climate Risks			
Risk	Timeframe	Description of Impact	Mitigation and Resilience
Extreme Heat	Short, Medium, and Long Term	Supplier factories may also be impacted by extreme temperatures, causing heat stress concerns and leading to brownouts or blackouts from stress on the power grid. This could lead to increased costs and business disruptions. Long-term changes to apparel design and preferences in response to increasing extreme heat are also a possibility, which could potentially lead to decreased demand for certain products. Impacts from this risk are greatest under a high emissions scenario.	J.Crew Group plans to scale and transition to regenerative agriculture or new generation materials to improve resilience of where J.Crew Group sources materials both at a farm and business level. In 2025, 81 percent of the priority fibers used in J.Crew Group’s materials came from sustainable sources, up 13 percent from 2024. See the Materials section of this report for more information. Some examples include: • Since 2022, J.Crew Group has partnered with 5 Loc Cotton, LLC to help U.S. cotton growers transition from conventional farming practices to regenerative agriculture. In 2025, we increased our volume of cotton sourced from farms that practice regenerative agriculture by 58 percent and regenerative cotton now accounts for seven percent of our total cotton footprint. • Since 2021, J.Crew Group has been a member 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. We are also a member of the U.S. Cotton Trust Protocol to track our use of U.S. cotton, ensuring traceability and transparency throughout the supply chain.
Extreme Weather Impacts	Short, Medium, and Long Term	Extreme weather (i.e., Flooding, Tropical Cyclones, Severe Convective Storms, Hail, Tornadoes) can disrupt crops and threaten supply of key commodities, especially in key regions exposed to these hazards such as the Central United States and Central and Southeast Asia. Tropical cyclones also pose a threat to key growing regions, bringing extreme flooding, storm surge, and wind damage to coastal regions (i.e., Southern and Eastern U.S., Southeast Asia, India). This could lead to increased raw material costs. These extreme weather impacts can also threaten communities where J.Crew Group operates, causing multi-day shutdowns and impacts to employees' homes. Extreme weather and flooding can also lead to disruptions to key shipping and logistics routes, causing delays in delivery and customer disruption. This could lead to business interruptions and revenue and reputational impacts. Impacts from this risk are greatest under a high emissions scenario.	If impacted by extreme weather-related disruptions, J.Crew Group works with our suppliers to find an alternative delivery schedule or factory by assessing capacity at different facilities and rerouting production as needed. J.Crew Group also actively participates 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. We are also continuing our partnership with the UPS carbon neutral program, offsetting Scope 3 emissions derived from e-commerce shipping.
Water Stress	Medium and Long Term	Decreasing water availability and water stress can threaten key commodities, especially water-intensive crops such as cotton in India and the Central U.S., leading to volatility in cost and availability of key materials. Water scarcity and associated water taxation can also lead to increased materials and production costs passed onto J.Crew Group from suppliers. Impacts from this risk are greatest under a high emissions scenario.	J.Crew Group plans to scale and transition to regenerative agriculture or new generation materials to improve resilience of where J.Crew Group sources materials both at a farm and business level. In 2025, 81 percent of the priority fibers used in J.Crew Group’s materials came from sustainable sources, up 13 percent from 2024. See the Materials section of this report for more information. Some examples include: • Since 2022, J.Crew Group has partnered with 5 Loc Cotton, LLC to help U.S. cotton growers transition from conventional farming practices to regenerative agriculture. In 2025, we increased our volume of cotton sourced from farms that practice regenerative agriculture by 58 percent and regenerative cotton now accounts for seven percent of our total cotton footprint. • Since 2021, J.Crew Group has been a member 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. We are also a member of the U.S. Cotton Trust Protocol to track our use of U.S. cotton, ensuring traceability and transparency throughout the supply chain.

Transition Risks			
Risk	Timeframe	Description of Impact	Mitigation and Resilience
Raw Material Costs Risk	Short, Medium, and Long Term	Climate-driven competition for key raw materials may lead to increased costs and decreased availability of critical commodities, products, and other key materials. Impacts from this risk are greatest under a scenario where fragmented global policy and market shifts exist and the low carbon transition is limited.	J.Crew Group partners with suppliers to increase regenerative farming practices and materials and participates in industry initiatives to advance innovative solutions. For example, in 2024, we launched our decarbonization work with a cohort of eight strategic suppliers through Aii’s Carbon Leadership Program. In 2025, our second cohort of 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. Since its launch, 28 facilities have participated in the program. We are in the process of assessing how to actively advocate for and fund a lower carbon supply chain. See the Materials section of this report for more information regarding how we're enhancing the resilience of our materials to climate-related risk.
Consumer Preferences Risk	Long Term	As impacts of climate change intensify, consumer demand for low-carbon, sustainable, and ethically sourced products may grow, which could lead to reputational risk if J.Crew Group fails to adapt to shifting consumer preferences. Impacts from this risk are greatest under a net zero scenario where rapid policy, market, and consumer preference shifts take place to limit global warming to below 1.5°C by midcentury.	J.Crew Group has multiple initiatives to advance circularity and sustainable products. See the Circularity section starting of this report for more information. Some examples include: • Since launching Madewell Forever® in 2021, more than 1.3 million garments have been collected via Madewell’s clean-out kits. In 2025 alone, over 446,000 garments were collected. The cumulative environmental impact of items recirculated through Madewell Forever® is equivalent to 18.2 million miles of driving emissions avoided and 1.8 billion reusable water bottles filled. • J.Crew Group currently offers resale of used goods on ThredUp and has reinforced our commitment to circular fashion through J.Crew Always, a platform that includes resale, recycling, and curated vintage. Since its launch in 2023, over 290,000 garments have been recirculated. • In 2024, we launched Second-Life Swim, a pioneering recycling partnership with SuperCircle™, connecting fashion retail to postconsumer textile waste and recycling infrastructure. In 2025, over 35,000 items were collected and over 11,000 pounds of material were diverted from landfills. • Madewell’s denim takeback program has been a cornerstone of our circularity efforts. Since 2014, Madewell has collected over 1.7 million pieces of denim, diverting 893 tons of waste from landfills.
Transition Opportunities			
Risk	Timeframe	Description of Impact	Opportunity Strategies
Sustainable and Low-Carbon Products	Medium and Long Term	J.Crew Group has the potential to drive revenue growth, strengthen brand differentiation, and enhance consumer loyalty by offering sustainable, lower-carbon apparel and pursue the resale and recommerce of J.Crew Group products. J.Crew Group can enhance competitive market position as consumer expectations and regulatory pressures around sustainability continue to rise globally. Impacts from this opportunity are greatest under a net zero scenario where rapid policy, market, and consumer preference shifts take place to limit global warming to below 1.5°C by midcentury.	J.Crew Group has multiple initiatives to advance circularity and sustainable products. See the Circularity section of this report for more information. Some examples include: • Since launching Madewell Forever® in 2021, more than 1.3 million garments have been collected via Madewell’s clean-out kits. In 2025 alone, over 446,000 garments were collected. The cumulative environmental impact of items recirculated through Madewell Forever® is equivalent to 18.2 million miles of driving emissions avoided and 1.8 billion reusable water bottles filled. • J.Crew Group currently offers resale of used goods on ThredUp and has reinforced our commitment to circular fashion through J.Crew Always, a platform that includes resale, recycling, and curated vintage. Since its launch in 2023, over 290,000 garments have been recirculated. • In 2024, we launched Second-Life Swim, a pioneering recycling partnership with SuperCircle™, connecting fashion retail to postconsumer textile waste and recycling infrastructure. In 2025, over 35,000 items were collected and over 11,000 pounds of material were diverted from landfills. • Madewell’s denim takeback program has been a cornerstone of our circularity efforts. Since 2014, Madewell has collected over 1.7 million pieces of denim, diverting 893 tons of waste from landfills.

Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.	
a) Describe the organization’s processes for identifying and assessing climate-related risks.	At J.Crew Group, we take an integrated approach to managing risks. We’ve strengthened our governance framework by enhancing our Enterprise Risk Management program and establishing a dedicated Compliance Committee which includes each area of functional risk across our organization and meets quarterly.
b) Describe the organization’s processes for managing climate-related risks.	As part of our risk management processes, J.Crew Group regularly conducts materiality assessments across sustainability topics, including climate-related topics. We refreshed our materiality assessment in 2024 to ensure our impact efforts focus on the topics most critical to our business and stakeholders—both today and in the future. As part of this process, we assessed our sustainability-related financial risks and opportunities as well as our company’s external impacts on the environment and society. Through this work, we identified 21 priority topics for J.Crew Group that directly impact our people, stakeholders, and business strategies. This assessment identified Climate Resilience and Greenhouse Gas Emissions & Energy as topics of strategic importance. Read more about our materiality assessment and how we determine the significance of climate-related risks in relation to other risks in the Materiality Assessment section of this report.
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management.	Building on our 2024 materiality assessment, in 2025, J.Crew Group conducted our initial climate risk and opportunity assessment to develop deeper understanding of our strategically important topics, Climate Resilience and Greenhouse Gas Emissions & Energy. This initial assessment used scenario analysis to identify physical climate risks and transition risks and opportunities that could impact the company’s financial position over the short-, medium-, and long-term. The scenario analysis is detailed above in the Strategy section of this table.
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	J.Crew Group discloses GHG emissions and other climate-related metrics used to assess climate-related risks and opportunities in the Climate section of this report. Our overarching targets and goals are also described in the Impact Strategy section of this report.
b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	

JCG

J.CREW | J.CREW FACTORY | MADEWELL