



# IMPACT REPORT: 2025 PROGRESS UPDATE

As promised in our 2024 Impact Report, we are excited to share progress made this year as we look ahead to 2026.

## EMPOWER MORE PEOPLE

**\$10k** donated to Indonesia's Foundation for Mother and Child Health

The nonprofit is dedicated to improving the health, nutrition, and education of women and children in Indonesia. Our donation is supporting a new initiative focused on equipping women factory workers with mental health awareness and education through peer-to-peer training and alignment with factory management. This program will serve approximately 1,000 women employed in facilities that produce J.Jill goods.

In 2025, we launched our **mentorship program**, bringing together 25 mentor/mentee pairings for a successful professional growth opportunity.

**90%** vendor participation

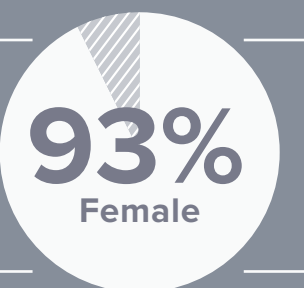
We are proud to announce that 90% of our primary vendors now participate in the **Social and Labor Convergence Program** and/or in **BetterWork**, which is a partnership between the International Labour Organization and the International Finance Corporation.

**\$25M** donated to date through the J.Jill Compassion Fund

**#12** ranked in Top 100 Women-Led Businesses in Massachusetts

#12 on The Women's Edge and Boston Globe Magazine's 2024 list of **Top 100 Women-Led Businesses in Massachusetts**.

93% of our associate population self-identifies as women.



Our reportable injury incidence rates continue to be **below average**.

## SUPPORT THE PLANET

We conducted Scope 1 and 2 GHG (greenhouse gas) inventory in 2024. We are actively evaluating areas in our business where we can find ways to **reduce GHG emissions** in the future.

**76%** of J.Jill apparel imports in 2025 will be made with fabric that meets our definition of "sustainable" as published in our Impact Report

We anticipate this number to grow in 2026 as we look to increase the use of these fibers and continue to source new fibers that meet our definition of "sustainable."

We now require our Tier 1 J.Jill suppliers to acknowledge and comply with the **American Apparel and Footwear Association Restricted Substances List** as well as the **Apparel and Footwear International RSL Management Group** for the USA market.

**100%** woven & printed labels converted to recycled yarn substrates

Beginning in Summer 2025, we converted our woven and printed labels to **100% recycled yarn substrates**. Our paper labels are made with paper that complies with the standards of the Forest Stewardship Council.



We now require our Tier 1 J.Jill suppliers to subscribe to a certified Environmental Emission Evaluator to monitor their compliance with the **Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing RSL chemical module** and to provide technical guidance on industry best practices.

In January 2025, we successfully launched a **Circular Design training program** for select associates on our design, sourcing, and product development teams.

We have **phased out intentionally added PFAS** (per- and polyfluoroalkyl substances) from our J.Jill-branded merchandise.

## OPERATE WITH PURPOSE

**\$40k** donated to Good360 for disaster relief

\$40K was donated to Good360 via the Compassion Fund to **support communities impacted by natural disasters** in 2025.

**10k+** articles of clothing donated through our Gently Worn clothing drive

10k articles of clothing were donated through our Gently Worn clothing drive in April 2025.

We adopted an **Animal Welfare Policy**, which has been published to our vendor population. We will require annual confirmation of compliance from all our vendors producing J.Jill-branded merchandise.