

JOANN



Impact Report FY24



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About JOANN

For more than 80 years, JOANN has inspired creativity in the hearts, hands, and minds of its customers. From a single storefront in Cleveland, Ohio, the nation’s category leader in sewing and fabrics with one of the largest arts and crafts offerings has grown to include over 800 store locations across 49 states and a robust e-commerce business. With the goal of helping every customer find their creative Happy Place, JOANN serves as a convenient single source for all the supplies, guidance, and inspiration needed to achieve any project or creative passion.

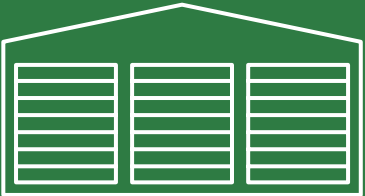
JOANN by the Numbers¹

¹ Numbers are based on the end of Fiscal Year 2024 which ended on February 3, 2024, unless otherwise noted.

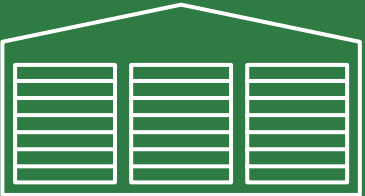
Headquarters
Hudson,
Ohio



18,000
Total Employees



3 Distribution
Centers



1 Omni
Fulfillment
Center



A Letter from the Executive Chairman of the Board

As a representative of JOANN, I am pleased to introduce the Corporate Responsibility Impact Report for FY24, which demonstrates the importance of our EVERGREEN Strategy to the company, our customers, and our community.

While JOANN has long been committed to being a good corporate citizen, we know there is always the opportunity to do more. With over 800 stores in 49 states and suppliers around the world, we believe that we can leverage our operations and work throughout our value chain to reduce our environmental footprint and have a lasting, positive impact on the communities in which we do business. We spent FY24 working to better understand what that impact might look like, including an improved inventory of our greenhouse gas emissions across our operations and supply chain, collaboration with our vendors and factories to make more sustainable products and packaging a reality, and better integration of our EVERGREEN priorities across workstreams and

departments at JOANN. These efforts have led to a switch to over 72% widely recyclable paper for our private label packaging, as well as a donation of over \$3.4 million worth of unsold products to the Kids in Need Foundation. This ensures that these products, which would otherwise be waste, are used, and gets them into the hands of those who need them most.

In FY24, other major charitable organizations received \$5.6 million from JOANN customer-supported programs. We are proud of our continued success supporting groups like Susan G. Komen, Children's Miracle Network, St. Jude, and our newest partnership, the Loose Ends Project, which matches handwork volunteers with families' projects left unfinished due to death or disability.

We are proud of our work to support our Team Members as well, who are our greatest asset and who reflect the diverse, creative, and thoughtful community of sewers and crafters that shop at JOANN.

We are committed to creating a welcoming, tolerant environment, where everyone can be their authentic selves and do their best work. To meet the needs of our Team Members and help them achieve their goals, we place an emphasis on listening, learning, career development, and support for health and well-being.

We know there are many ways that JOANN can create change and have a positive impact on the planet, our Team Members, our customers, and the communities where we do business. We will continue to strive to be a better corporate citizen every day, while providing the products and service that foster creativity and happiness for our customers.

Thank you,



Stan Rosenzweig

Executive Chairman of the Board

FY24 Highlights



72% of private label packaging
made with recyclable paper

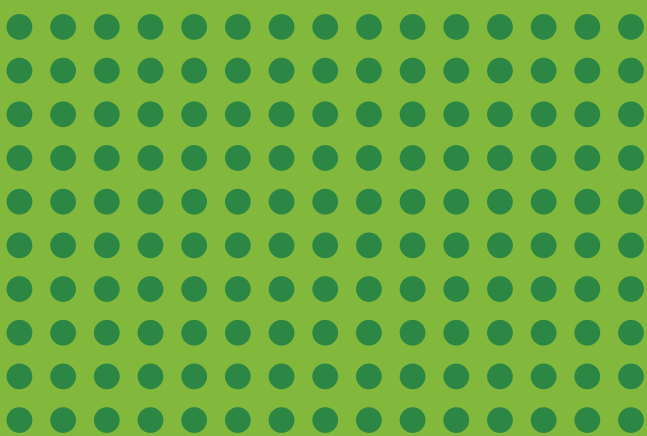


New Partnership with the Loose Ends Project

\$5.6 million+
donated by our customers to charitable organizations through point-of-sale campaigns

\$3.4 million
worth of products donated to Kids in Need Foundation

Over 84% female-identifying workforce



150,000 lbs of materials
diverted from landfill in Hudson, Ohio Headquarters renovations

\$100,000
in grants awarded in third annual Minority Creative Grant Program



Recipients of: Silver Halo Award
from Susan G. Komen
—
Thanks & Giving Partner Award
from St. Jude

What’s Included in this Report

Our FY24 Report provides an update on the initiatives throughout our internal teams, retail stores, suppliers, and community partners that support our EVERGREEN strategy.

This report covers JOANN’s activities during Fiscal Year 2024 (FY24) which ended on February 3, 2024, unless otherwise noted.² Our strategy builds on a hybrid approach to disclosure, with reference to the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and the Taskforce for Climate-related Disclosures (TCFD).³ In addition to general disclosure requirements for all reporting entities, both GRI and SASB utilize a

materiality assessment to identify relevant topics to include in reporting efforts. We have aligned our GRI reporting with our Materiality Assessment (see page 8) as well as SASB’s publicly available industry-based material topics and accounting metrics for Multiline and Specialty Retailers and Distributors. The TCFD informs our reporting on ESG governance, strategy, and risk management.

Detailed SASB and GRI tables can be found in the Appendix of this report. Data contained in the report, unless otherwise noted, was queried and developed from internal JOANN systems, reports, and policies.

Note on Forward-Looking Statements

This report may contain forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. We intend such forward-looking statements to be covered by the safe harbor provisions for forward-looking statements contained in Section 27A of the Securities Act of 1933, as amended (the “Securities

Act”) and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”). You can generally identify forward-looking statements by our use of forward-looking terminology such as “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “might,” “plan,” “potential,” “predict,” “seek,” “vision,” or “should,” or the negative thereof or other variations thereon or comparable terminology.

We have based these forward-looking statements on our current expectations, assumptions, estimates, and projections. While we believe these expectations, assumptions, estimates, and projections are reasonable, such forward-looking statements are only predictions and involve known and unknown risks and uncertainties, many of which are beyond our control. These factors may cause our actual results, performance, or achievements to differ materially from any future results, performance, or achievements expressed or implied by these forward-looking statements.

² On April 30, 2024, JOANN announced it successfully emerged from its court-supervised financial restructuring process. In conjunction with the exit from the court-supervised process, JOANN is now a private company. JOANN remains committed to the EVERGREEN Strategy, however, public reporting and disclosures on voluntary topics may be impacted by the business’s new status as a private company moving forward.

³ In 2023, the TCFD disbanded and the International Sustainability Standards Board (ISSB) took over the responsibility for monitoring climate-related disclosures through ISSB S-2 in 2024. TCFD maps to ISSB S-2 and remains available as a resource. In FY24, we continued to use TCFD as a guide as we make the transition to the ISSB standards. Additionally, we are aligned with ISSB’s use of SASB’s industry-based material topics and accounting metrics to inform our reporting efforts.

Our EVERGREEN Strategy



Our Mission & Values

The corporate responsibility strategy outlined in this report is shaped by our passion for people and builds on JOANN's goal to continuously support and inspire those who use their hands, hearts, and minds for the good of other people, our planet, and our communities.

The mission of our EVERGREEN Strategy is to work every day to be a better corporate citizen than we were the day before. EVERGREEN supports our efforts to minimize potential negative impacts and accentuate the positive effects JOANN can have in the short-, medium-, and long-term. We are committed to creating a more sustainable future by embracing a key set of core values.

The mission of our EVERGREEN Strategy is to work every day to be a better corporate citizen than we were the day before.

In FY23, we conducted a Materiality Assessment⁴ to further define the topics of importance under the umbrella of EVERGREEN. Utilizing a mix of quantitative and qualitative data, including information from customer surveys, internal surveys, conversations with Team Members, and risk assessment, we identified 17 environmental, social, and governance topics that are priorities for JOANN. Material topics will be evaluated and updated on their importance to internal and external stakeholders on a bi-annual basis.⁵ These 17 topics not only inform our reporting efforts, but also better define our internal strategy and structure regarding ESG topics. The following chart illustrates the core EVERGREEN values with which each materiality topic aligns.

⁴ JOANN's definition of materiality as discussed in this report is aligned with the GRI's definition and our business priorities. The discussion and use of material issues to focus our EVERGREEN Strategy should not be interpreted as a characterization relating to the materiality or financial impact of such issues to investors in JOANN.

⁵ See [JOANN Corporate Responsibility Impact Report Fiscal Year 2023](#), pg. 9, for more details about the Materiality Assessment.



The Natureverse collection was made using third-party certifications including OEKO-TEX® Standard 100 and Lenzing™ EcoVero™



Team Members

Creating an environment where all Team Members can be their authentic selves & contribute at their highest level

- Diverse Team Members
- Human Capital Management
- Safe Working Environment



Carbon Footprint & Environment

Minimizing our carbon footprint by taking action throughout our own operations & those of our suppliers

- Carbon Footprint
- Water Use
- Biodiversity



Powering Reusability

Powering reusability with customers to tie environmental responsibility to our greater purpose

- Sustainable Products
- Product Packaging
- Textile Waste
- Circularity



Community Partnership

Appealing to, inspiring, & supporting our diverse customer base & communities

- Diverse Creators
- Community Giving



Governance

Conducting business across our value chain with integrity & good governance

- Business Ethics
- Data Privacy & Security
- Responsible Sourcing
- Human Rights
- Product Quality & Safety

Climate-related risk assessment is another important informant of our EVERGREEN Strategy. JOANN’s ability to source quality products from suppliers around the globe, move these products through international transportation networks, and provide a differentiated store experience for creative enthusiasts are all crucial to our success. **The increasing frequency, severity, and intensity of climate-related events are placing more stress on our ability to do each of these and pose a risk not only to the continued success of our business and Team Members, but also the future health of our planet.**

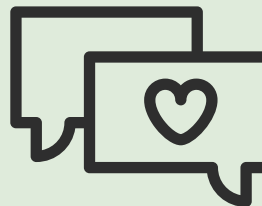
We have identified multiple climate-related physical and transitional risks specific to our supply chain and operations across three different time periods: short-term (0-3 years), mid-term (4-10 years), and long-term (11-25 years). To mitigate and properly prepare for these risks, key departments have created management responses to build and implement relevant strategies. These strategies have also been incorporated into our broader enterprise risk management process and are reviewed and updated annually (see page 40).⁶

⁶ To learn more about the sources and methodology used to complete our Climate Risk Assessment, please see our FY23 report: [JOANN Corporate Responsibility Impact Report Fiscal Year 2023](#), pgs. 8-9

Transitional Risks
Risks associated with society evolving toward a low-carbon economy

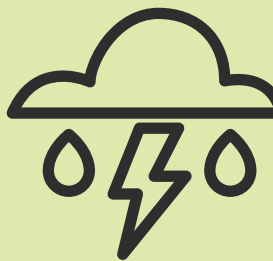


Policy, Regulation & Legal
Risks associated with the ability to keep up with changes such as climate-related disclosures and waste policies

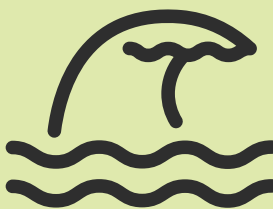


Market & Reputational
Risks associated with changing consumer demands as well as vulnerability to reputational risk related to sustainable product offerings

Physical Risks
Risks associated with physical threats posed by climate change



Acute
Event-driven risks, such as flooding, precipitation events, and tropical events



Chronic
Longer-term climate change such as drought, temperature change, and rising sea levels



Systemic
Combined effects of acute and chronic risks that stress systems such as drinking water, energy, and agricultural production

Short-Term 0-3 years

Mid-Term 4-10 years

Long-Term 11-25 years

Team Members

Creating an environment where all Team Members can be their authentic selves & contribute at their highest level



In FY24, we had approximately 18,000 full and part-time Team Members between our stores, distribution centers (DC), omni-fulfillment center (OFC), Shanghai sourcing office, Creativebug, and our corporate headquarters. We value and support our Team Members by focusing on the following areas: Diversity, Human Capital Management, and creating a Safe Working Environment.

Diverse Team Members

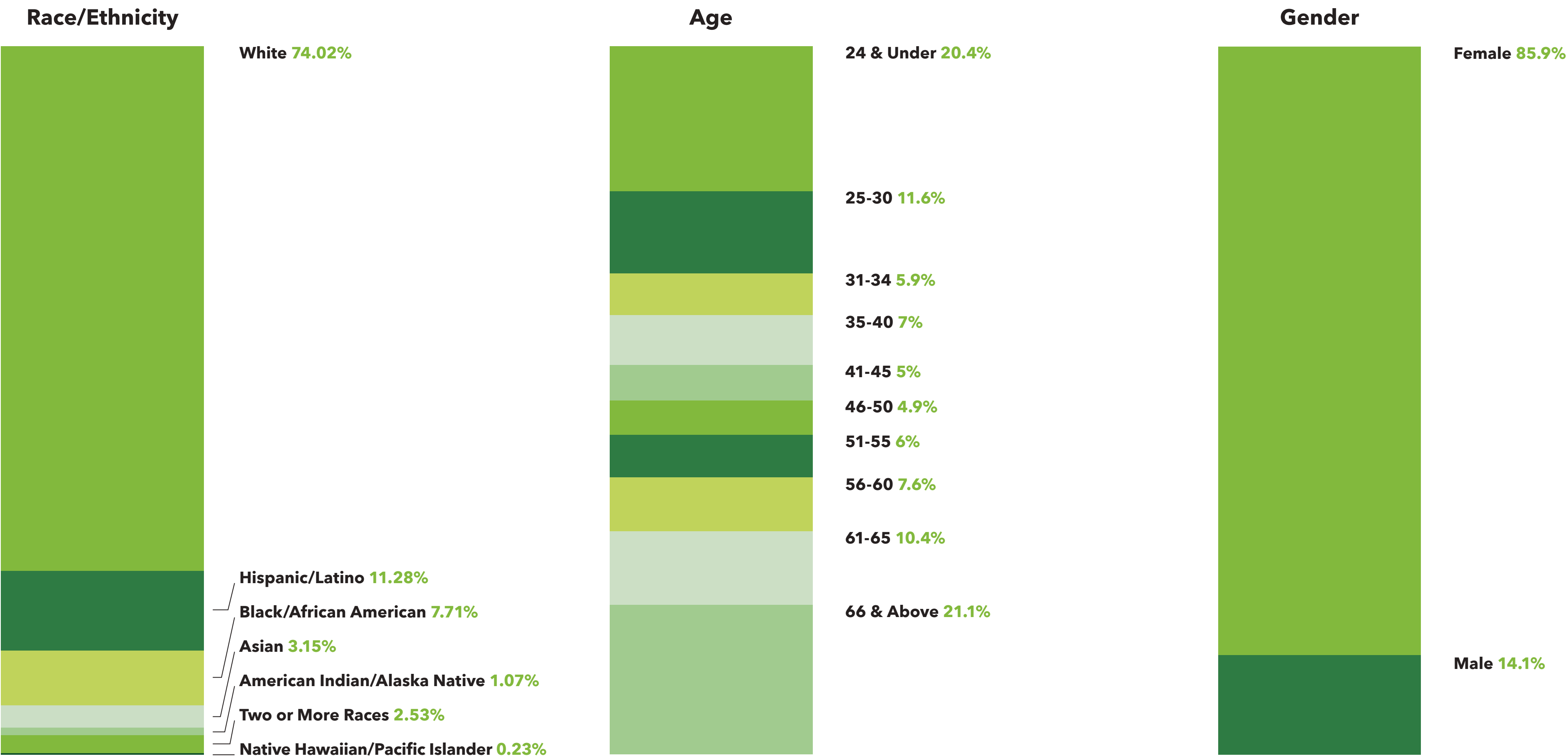
We know that sewing and crafting are creative outlets that are enjoyed by people regardless of gender identity, race, ethnicity, age, sexual orientation, or ability. As a result, we are committed to building a culture of inclusivity and belonging across all sectors of our company. JOANN has always stood for inclusivity, and we believe there is no room for discrimination of any kind in our company or in our society. We aim to build a future together that focuses on treating all humans with the dignity and respect they deserve, and this starts with cultivating a welcoming and supportive environment for our Team Members.

Our Team Members reflect our diverse customer base, and are a patchwork community of real people, stitched together by one goal: to inspire others who like to create with their hands, hearts, and minds. Across our organization and management levels, we are committed to supporting groups that are traditionally underrepresented within our industry. Over 84% of our Team Members, including at the

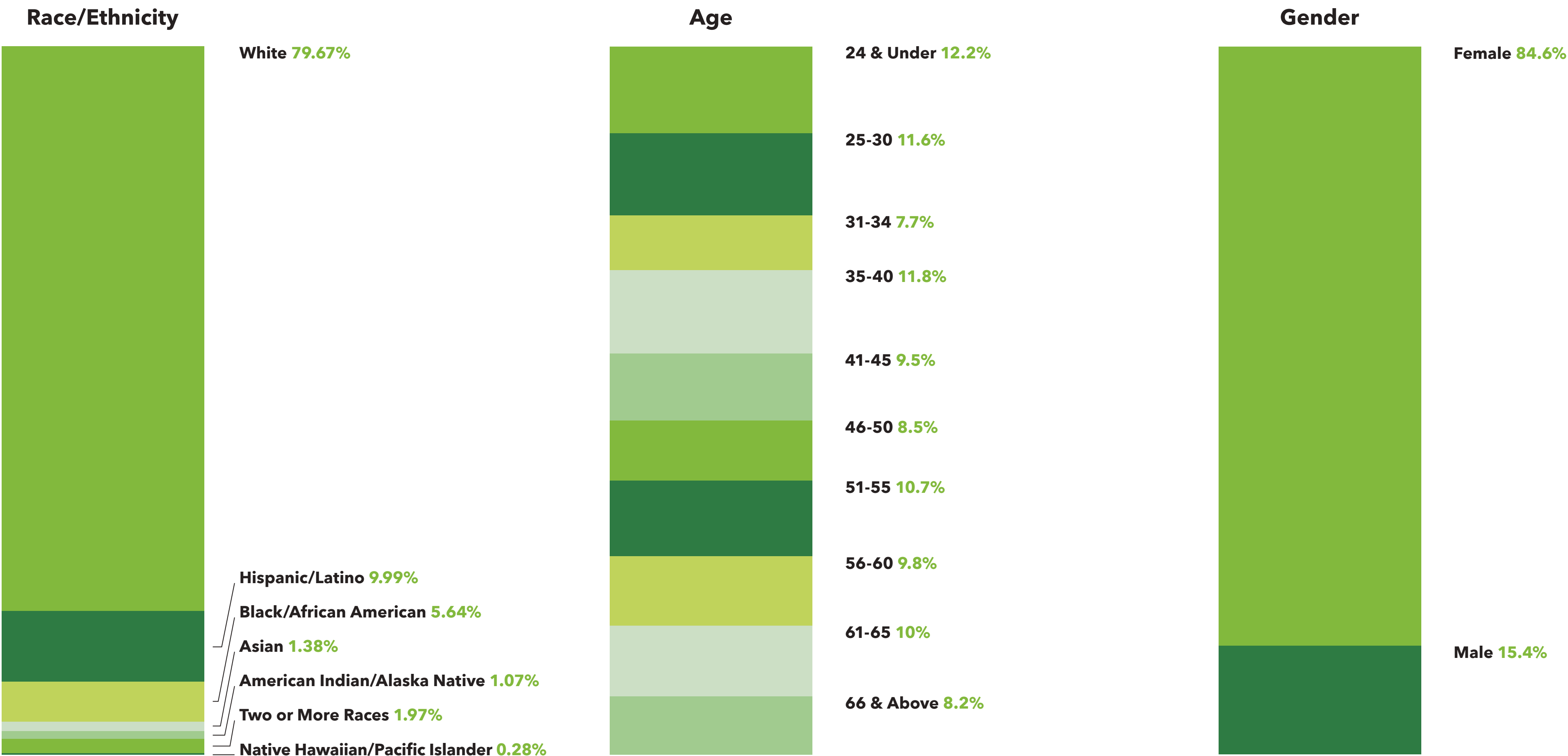
management level and above, identify as female, and over 20% of our Team Members identify as Black, Asian, Hispanic, Indigenous, or a person of color. Creative hobbies are often shared across generations and our workforce reflects our efforts to offer work opportunities for people of all ages—with both age groups 24 and below and 66+, each making up more than 20% of our workforce.

Over 84% of our Team Members, including at the management level and above, identify as female.

Employee Demographics: Individual Contributors



Employee Demographics: Management



Diversity & Inclusion at JOANN

Listening to our Team Members is a top priority for JOANN to cultivate, develop, and support diversity and inclusion in the organization. The D&I Council, which consists of Team Members from across our corporate office and field, meets regularly to discuss company updates and current events that tie to D&I, ideas on how we can best impact change, and share various perspectives. Council members can also join one of our Business Resource Groups, each of which focus on one of four pillars: Culture, Community, Business, and Talent. The Council and Business Resource Groups have contributed to Team Members feeling a meaningful connection to their peers and our company and have been the beginning of many of our D&I initiatives and programs.

Our dedication to D&I does not end at the corporate office. We have open lines of communication with our field leaders to ensure that they can share our commitment to D&I with our store and DC teams. Additionally, we provide our Team Members with multiple training and educational resources. This includes our monthly D&I education series and our virtual Diversity and Inclusion Resource Center in our Workday platform, which connects Team Members to internal training and external information about support for diverse populations. In FY24, we further strengthened our connection to the DCs and OFC as the JOANN D&I team visited each to hold two-day sessions solely focused on D&I. The purpose of these meetings was to make our mission of D&I clear, and to focus on several topics under the halo of D&I. The meetings resulted in increased knowledge of these concepts to best support fellow Team Members in the spirit of inclusivity.



I PROMISE Village Craft Night



Store 2583 Team Members

Human Capital Management

Our goal is to ensure all Team Members are fully engaged & prepared to meet or exceed expectations.

Training

From initial on-boarding to high potential leadership development, we believe in offering all Team Members opportunities to grow professionally. Stores are allocated at least nine hours per new Team Member for e-learning courses, job training, and shadowing. Training courses through our online database as well as LinkedIn Learning are available to Team Members to further their learning on a variety of topics, including D&I, customer experience, and other technical and soft skills relevant to their job function and career goals. Team Leaders have access to tools to engage their team, such as coaching support, on-boarding guidance, and *Fierce Conversations*⁷ workshops. Yearly, we have formal performance reviews for Team Members in all employee categories, from individual contributors to the Executive Leadership Team. Our goal is to ensure all Team Members are fully engaged and prepared to meet or exceed expectations.

⁷ The *Fierce Conversations*[®] series of books and workshops focuses on improving organizational culture through cultivating conversational skills. The intention is to promote productivity, growth, engagement, retention, and more by using experiential learning and real-life examples. The program was developed by Susan Scott.

Compensation & Benefits

Whether full-time or part-time, salaried or hourly, we offer a competitive total rewards package to our Team Members. Eligible Team Members can invest in their future by participating in the Jo-Ann Stores, LLC 401(K) Savings Plan. Full-time Team Members are offered medical, dental, vision, prescription drug, disability, and life insurance coverage, in addition to health savings accounts (HSA)/flexible spending accounts (FSA), an Employee Assistance Program (EAP), paid time off, and a merchandise discount. Part-time associates are offered dental, vision, supplementary life insurance, as well as a merchandise discount.

JOANN's merchandise discount benefit provides a 30% discount to all Team Members. In addition to providing our Team Members—many of whom are sewists and crafters—with direct savings, it also allows them to increase their familiarity with our products and better help our customers complete their creative pursuits.

Safe Working Environment

JOANN Team Members are our greatest asset, and we are committed to maintaining a safe and healthy working environment in all our locations. Our goal is to achieve zero serious injuries through continued investment in and focus on our core safety programs and injury-reduction initiatives. A culture of safety is reinforced through the following actions:

- Clear communication around safety awareness, risk identification, and other essential safety protocols
- Safety-specific training for new hires
- Specialized training for our Retail and DC Team Members relevant to their work environment
- Monthly safety huddles for Retail and DC Teams
- Safety Committee meetings, comprised of Team Members from across the company, to discuss, prevent, and resolve safety concerns

In FY24, this approach helped us reduce new claims by 7.8% and Workers' Compensation and Indemnity claims by 34.7% year over year.

Team Member Well-Being

Being a friendly, clever ally means that our Team Members must be able to show up to work as the best version of themselves. JOANN places an emphasis on developing connections in the workplace, individual empowerment, and providing resources and the necessary tools to maintain a healthy work-life balance. Our wellness program builds on four general action steps we take to meet the needs of our Team Members:

1. Making tools available to all
2. Promoting mental health
3. Maximizing future financial stability
4. Intertwining wellness with business strategy and company culture

Our wellness program is implemented through multiple channels, including newsletters, webinars, in-person events, and online resources, and has three main areas of focus:

Financial

Provides resources & education on a variety of financial topics for peace of mind

Tuition Reimbursement of 50% for tuition and eligible expenses up to \$5,250 per year
Identity Theft Protection that includes repair and monitoring services
Financial literacy programs offered throughout the year

Physical

Encourages improved nutrition & movement

Active and Fit Direct provides access to a national network of fitness centers and an extensive library of digital videos

Emotional

Destigmatizes caring for the mind & accepting support

The Cleveland Clinic Lifestyle Employee Assistance Program (EAP) includes confidential counseling sessions with licensed professionals

Carbon Footprint & Environment

Minimizing our carbon footprint by taking action throughout our own operations & those of our suppliers



We recognize that being a good environmental steward is a critical part of being a better corporate citizen. We are working across our own facilities and operations as well as our supply chain to reduce our broader environmental impact, focusing on Carbon Footprint, Energy Usage, Water Usage, and Biodiversity.⁸

⁸ JOANN acknowledges Water Usage and Biodiversity as topics material to our EVERGREEN strategy. The extraction and manufacturing of sewing and craft products, especially textiles, can be water and resource intensive. Access to clean water is a human right and the preservation and conservation of nature is essential to sustaining the biodiversity necessary for a healthy planet. We are at the foundational stages of mapping our impact on water use and biodiversity throughout our own operations and supply chain, and we plan to share more in future reports about the progress we make on these topics.

Carbon Footprint & Energy Usage

Minimizing our carbon footprint is a key EVERGREEN priority. Over the past three years we have worked with third-party experts to conduct our Scope 1 & 2 greenhouse gas (GHG) inventory of our retail stores, corporate offices, DCs, and OFC, and we have worked internally to calculate our Scope 3 emissions. Each year’s inventory gives us greater insight into which parts of our operations and supply chain we need to focus on to reduce our energy use and carbon footprint. Our Working Group is currently working to engage the necessary stakeholders to support this effort based on our inventory results from the past three years.

According to the Greenhouse Gas Protocol,⁹ Scope 1 emissions include direct emissions from assets we own or control, such as generators, air conditioning, and other equipment. Scope 2 emissions are indirect emissions associated with purchased electricity used in our retail stores, corporate offices, DCs, and OFC.

⁹ The Greenhouse Gas Protocol Initiative is a multi-stakeholder partnership formed in 1998 to develop internationally-accepted GHG emissions accounting standards for businesses.

In FY24, we consumed a total of 261,119 MWh of energy across our operations and facilities.¹⁰ Scope 2, or purchased electricity, accounts for most of the energy use at 71%, and natural gas accounts for almost all the remaining MWh.

Scope 1 & 2 Energy Usage

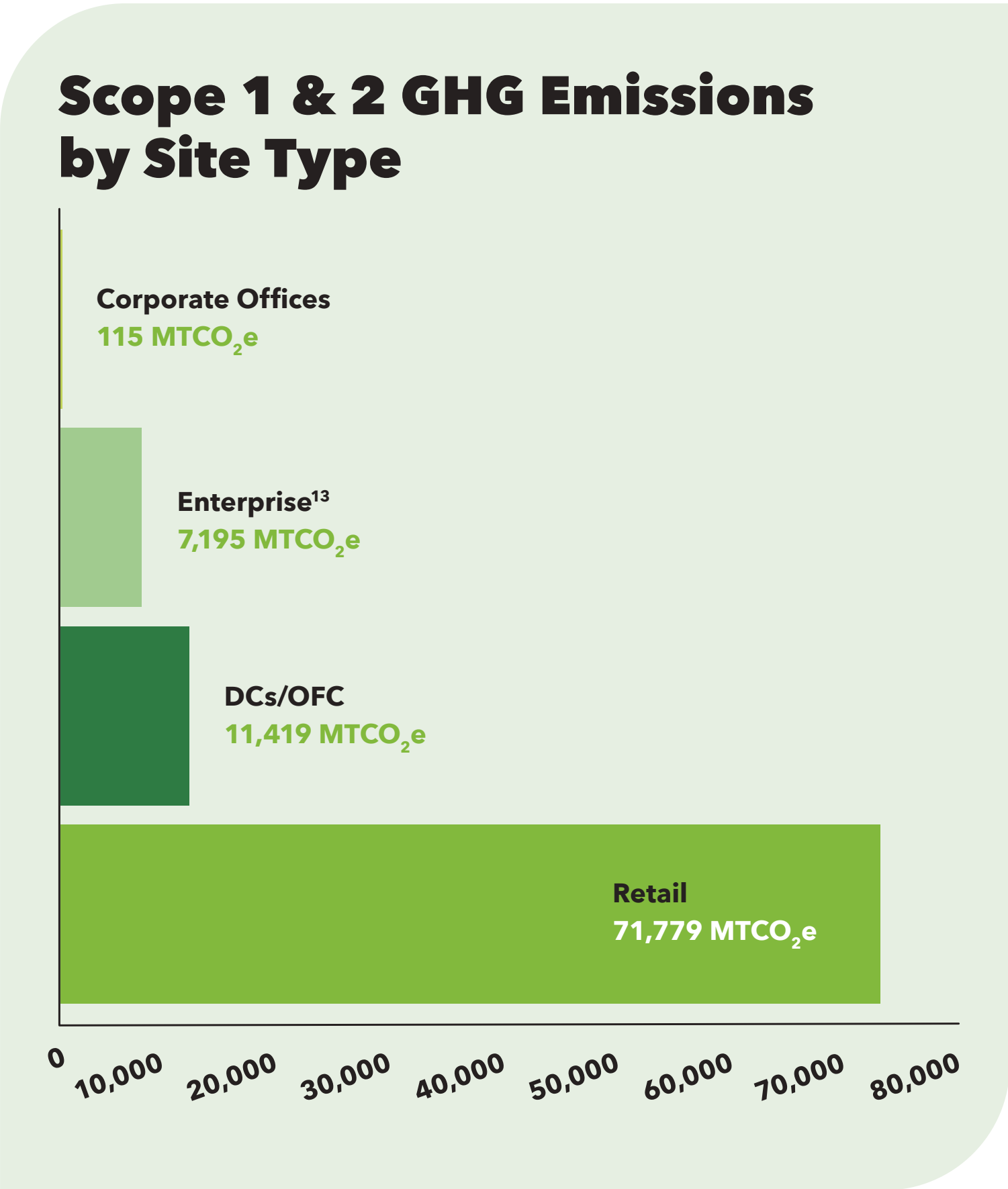
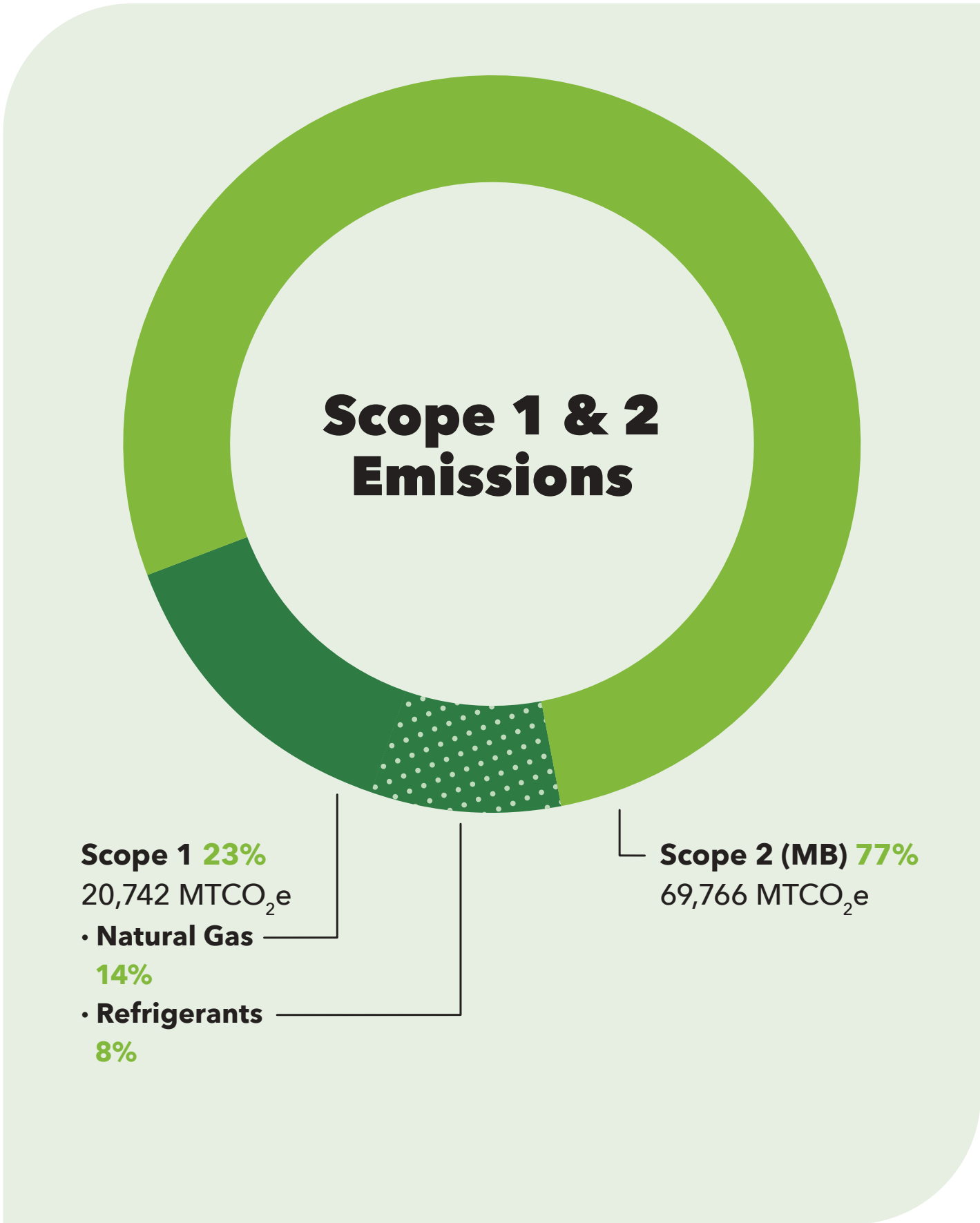
Scope	Type	FY24 Usage (MWh)	% of Total
Scope 1	Natural Gas	74,140	29%
	Diesel	308	
	Propane	453	
Scope 2	Electricity	186,218	71%

¹⁰ Total energy consumed includes natural gas, purchased electricity, propane, diesel, and other fuels used in JOANN’s operations. Data for this calculation was primarily sourced from an external service provider’s utility bill management system. Limited data was also obtained from JOANN’s internal financial systems. Where actual data was not available, energy modeling techniques were used to determine a reasonable estimate of usage.

JOANN’s total Scope 1 & 2 GHG emissions¹¹ were 90,508 metric tons of carbon dioxide equivalent (MTCO₂e). Similar to energy usage, purchased electricity makes up the majority of emissions related to our controlled assets at 69,766 MTCO₂e (market-based approach), and the remaining 20,742 MTCO₂e emissions can be attributed to stationary combustion, refrigerants,¹² and any other emissions from company-owned equipment. **Our 800+ retail stores account for almost 80% of our Scope 1 & 2 emissions, emphasizing the importance of our store footprint to our environmental impact.**

¹¹ The Scope 1 & 2 GHG accounting methodology used in this report was completed by an external third-party and is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, using the operational control approach. Emission factors were obtained from EPA eGRID2022 (Year 2021 Data) (USEPA 2022a), The Climate Registry (TCR 2023), and USEPA Emission Factors for Greenhouse Gas Inventories (USEPA 2023b).

¹² Fugitive emissions were estimated based on the simplified screening approach as presented by TCR, USEPA Direct Fugitive Emissions from Refrigeration, Air Conditioning, Fire Suppression, and Industrial Gases (2014), and WRI/WBCSD’s Calculating HFC and PFC Emissions from the Manufacturing, Installation, Operation and Disposal of Refrigeration & Air-conditioning Equipment (Version 1.0) (2005). These sources also provide default values for various types of equipment, all based on IPCC guidance.



¹³ This category includes enterprise-wide emissions sources such as total refrigerant emissions from HVAC equipment, diesel emissions from backup generators, and propane emissions from mobile forklift equipment.

Scope 3

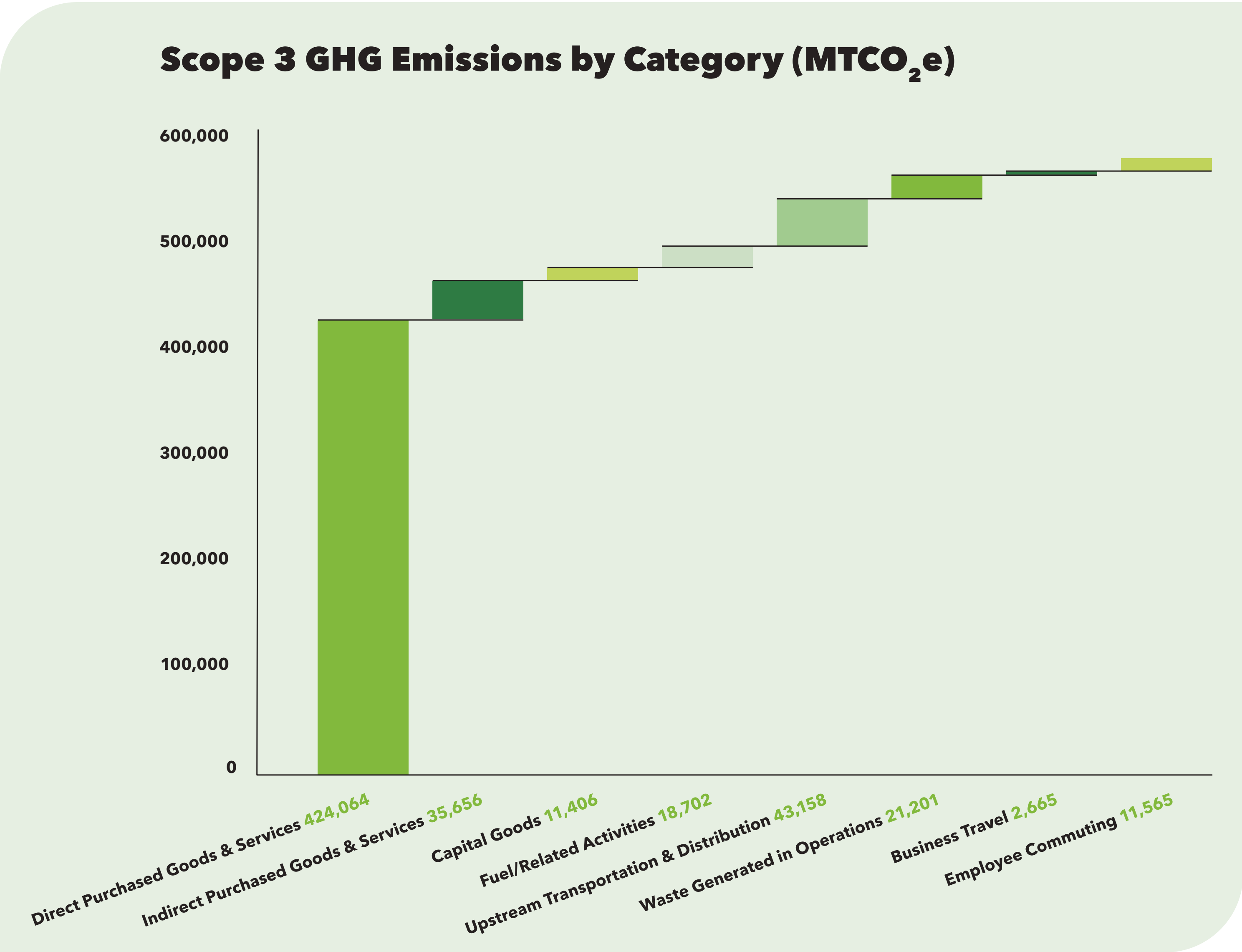
While Scope 1 & 2 emissions are most directly related to our day-to-day actions as a company, Scope 3 encompasses all remaining upstream and downstream activities. For our FY24 Scope 3 Inventory, we were able to improve upon our hybrid analysis approach in accordance with the GHG Protocol’s Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and Technical Guidance for Calculating Scope 3 Emissions.¹⁴ Emissions related to our Purchased Goods and Services and Capital Goods were calculated using a spend-based approach.¹⁵ Fuel-related activities and Waste-related emissions were calculated using an average-based method, utilizing primary data collected on our facilities and operations.¹⁶

¹⁴ The Scope 3 GHG Accounting methodology used in this report was completed internally and assessed by an external third party for accuracy.

¹⁵ Data for Purchased Goods and Services and Capital Goods was sourced internally. Emission factors were obtained from USEPA’s Environmentally Extended Input-Output (EEIO) codes.

¹⁶ Fuel- and energy-related emissions were obtained from our Scope 1 and 2 GHG Inventory. Emission factors were obtained from United Kingdom’s Department for Energy Security and Net Zero (DESNZ) and Internal Energy Agency (IEA). Waste in Operations data was provided by our third-party waste management partner, in total tons of landfilled, recycled, and composted waste. For locations with only one waste type or no waste data, data was modeled. Emission factors were obtained from USEPA’s Emission Factors for Greenhouse Gas Inventories (USEPA 2023b).

Scope 3 GHG Emissions by Category (MTCO₂e)



Upstream Transportation, Business Travel, and Employee Commuting were calculated through a distance-based analysis.¹⁷

JOANN’s Scope 3 emissions totaled to 568,417 MTCO₂e in FY24. The largest categories within Scope 3 include Purchased Goods and Services (PGS) at about 80% as well as Upstream Transportation and Distribution at 8%. Direct PGS ultimately represents the manufacturing process for all the products we sell: **fabric, fibers, yarns, threads, and other textiles make up over 63% of emissions** in this category.

In total, our FY24 emissions were 658,925 MTCO₂e, with Scope 3 representing nearly 87% of those emissions. Over the past three years we have seen changes in the market and fluctuations in our own inventory and operations, as well as

improved our data collection and analysis process internally, and updated emissions factors to reflect industry best practices. We are accounting for these changes as we work to capture our GHG inventory most effectively and accurately across our operation and supply chain each year.

As part of these efforts, we continue to work to introduce more primary data to our Scope 3 calculations to gain a better understanding of the emissions across our upstream and downstream value chain. Some efforts from FY24 included: working with top vendors to begin collecting primary data about emissions and environmental data related to the manufacturing of our products and working with our Inbound and Outbound Transportation teams to update our Transportation emissions from a spend-based analysis to a distance-based approach.

¹⁷ Data for Upstream Transportation and Distribution, Business Travel, and Employee Commuting was collected from both internal systems and from third-party transportation and travel service providers. Emission factors were obtained from USEPA’s Emissions for Greenhouse Gas Inventories (USEPA 2023b), the US Department of Energy Alternative Fuels Data Center, the Department for Business, Energy & Industrial Strategy (BEIS), and the United Kingdom’s Department for Energy Security and Net Zero (DESNZ).



Powering Reusability

Powering reusability with customers to tie environmental responsibility to our greater purpose



It is a priority to make shopping and using our products in a creative and sustainable way easier for our customers. In FY24, we continued our efforts to create more Sustainable Packaging and Products, address Textile Waste, and promote Circularity.

Packaging & Sustainable Products

We understand that everything we do at JOANN has the potential to make an impact. This is especially relevant to the products we sell. Within our private label brands, we have been making strides to better understand the impact of our products and packaging, and the changes that we can make to better our products for people and the planet.

Over the last several years, our packaging team has made a concerted effort to reduce the amount of plastic and non-recyclable materials used for packaging. To guide our approach, we follow a series of sustainable packaging principles. In FY24, these principles were adapted for the development and sourcing of our private label products as well.

Sustainable Product & Packaging Principles



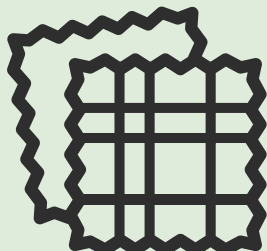
Source with Intent
Responsibly source product & packaging materials to maximize use of preferred materials & minimize impacts.



Design for Efficiency
Design products & packaging to avoid excess materials, sampling, & transit throughout the entire design process.



Design for Distribution
Optimize product & packaging design to reduce impact & extend the life of products.



Design for Reuse & Recyclability
Design products with reuse, recyclability, & longevity in mind.



For all packaging ordered in FY24, there was a 29% decrease in non-recyclable plastic, with a 6% reduction in total plastic usage overall from baseline year FY22. Plastic also made up less than 15% of our packaging materials, with **72% of our packaging made from widely-recyclable paper.** Additionally, we have introduced more reusable packaging to our assortment, such as canvas bags and resealable pouches that customers can use for longer-term storage of the product, as well as re-use for other projects in the future.

During FY24, we utilized our learnings from packaging to inform our Sustainable Product Principles, which guide discussions within our Product Development and Sourcing Teams about sustainable alternatives throughout our different product offerings. We are currently working on product guides that provide further education and resources about the potential changes we can make to our products, such as moving towards recycled materials, reductions in water usage, and alternative production methods.

¹⁸ The percentage of recycled materials varies for each product, the exact percentage can be found on individual product labels.



47% of our private label yarn is OEKO-TEX® Standard 100 certified



100% of Eddie Bauer® Appliques are made with recycled materials



75% of FY24 Seasonal Pillows were made with recycled materials¹⁸

Textile Waste

According to *The New York Times*, 92 million tons of textile waste are created every year.¹⁹ Many of our Team Members are sewists and crafters, and we know that fabric collections and textile scraps from various projects can start to add up. We take seriously the impact these scraps can have when they end up as waste and are taking steps internally to help our customers keep textiles, yarn, and other fiber products out of the landfill. Our selection of designer deadstock fabrics not only provide an avenue for designers to put their overstock to use and keep them out of landfills, but also gives customers access to exclusive and unique fabrics at a lower price.

While we are exploring more options as a company to manage textile waste, we also want to encourage our customers to get creative with their leftover materials and keep their projects in use for as long as possible. On joann.com, we share project ideas that provide inspiration for how fabric scraps can be used instead of wasted, such as with smaller projects like headbands and scrunchies, to upcycling a flea market find, or visibly mending an item.

¹⁹ World-Class Lessons on Zero-Waste - The New York Times (nytimes.com)



Visible Mending Elbow Patch



Fabric Headband



Visible Mending with Ribbon

Circularity

Circularity refers to practices that aim to use resources more efficiently, keep products in use for as long as possible, and recover those resources at end of life to make something new. Sewing and crafting have long been used to maintain, refurbish, reuse, and recycle materials, and we recognize circularity as an important topic within our EVERGREEN strategy. The following are just a few highlights of projects happening across JOANN that aim to keep our products and resources at our facilities in use and out of landfills.

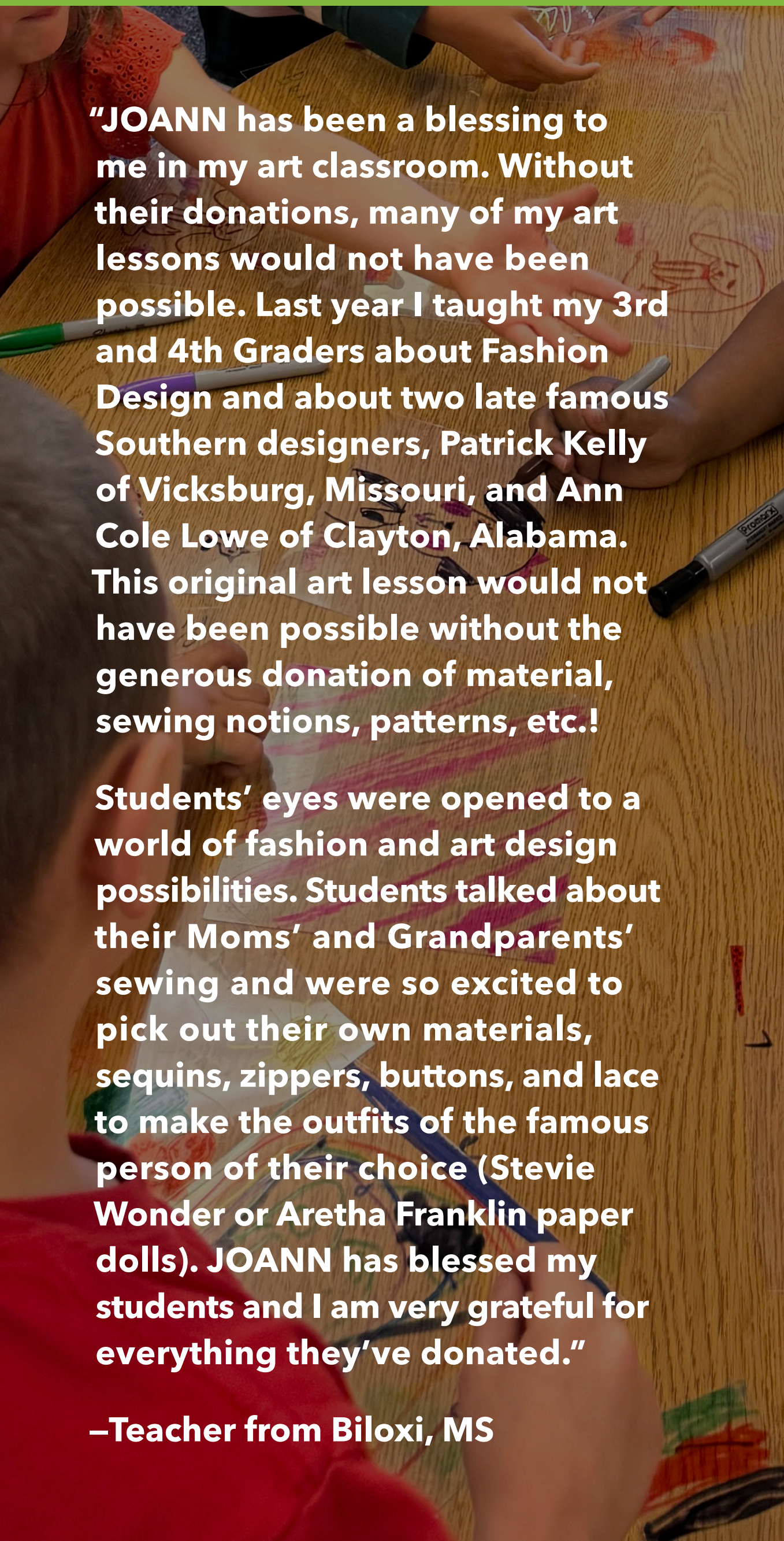
In FY24, JOANN donated \$3.4 million worth of product to Kids in Need Resource Centers across the country.

Kids in Need Foundation Partnership

For over 20 years, JOANN has partnered with the Kids in Need Foundation to support their mission of ensuring that every child is prepared to learn and succeed by providing free school supplies to students who are most in need. According to their 2022 Report Card,²⁰ the Kids in Need Foundation supported over 7.7 million students and 333,169 teachers in over 17,000 under-resourced schools in all 50 states. In our stores, we take products that we would traditionally discard²¹ and supply them to the Kids in Need Foundation's Resource Centers. Our partnership has a positive impact on multiple levels, including keeping items in use and out of landfills, helping students better achieve their full potential through access to the necessary supplies, and empowering teachers to do their best, creative work.

²⁰ Kids in Need Foundation 2022 Report Card

²¹ All product donated to KINF is still in functioning and safe condition, but has been deemed unsaleable due to store capacity, cosmetic issues, or other minor issues that do not impact use of product.



"JOANN has been a blessing to me in my art classroom. Without their donations, many of my art lessons would not have been possible. Last year I taught my 3rd and 4th Graders about Fashion Design and about two late famous Southern designers, Patrick Kelly of Vicksburg, Missouri, and Ann Cole Lowe of Clayton, Alabama. This original art lesson would not have been possible without the generous donation of material, sewing notions, patterns, etc.!"

Students' eyes were opened to a world of fashion and art design possibilities. Students talked about their Moms' and Grandparents' sewing and were so excited to pick out their own materials, sequins, zippers, buttons, and lace to make the outfits of the famous person of their choice (Stevie Wonder or Aretha Franklin paper dolls). JOANN has blessed my students and I am very grateful for everything they've donated."

—Teacher from Biloxi, MS

Office Renovations at the Hudson Headquarters

Over the last several months, JOANN's Facilities team has been hard at work reorganizing and updating the corporate headquarters with new fixtures and amenities. As building renovations and construction can often be a wasteful process, sustainable alternatives and methods were prioritized during the renovation to lessen the impact. According to Ken Douglas, Vice President of Store Facilities & Real Estate, his team recycled 14,924 lbs of carpet, 3,452 lbs of computer cables, and 132,689 lbs of metal framework, **totaling over 150,000 lbs of materials diverted from the landfill.**

In addition to recycling the old office fixtures, the team focused on reusing furniture. By reusing fixtures and furniture from previous project stores and storage, Douglas and his team were able to avoid buying new furniture and saved these items from ending up as waste.

The Facilities team was also able to help the JOANN community through the renovation. When a Team Member noted that their family member's business suffered a fire and lost everything, the Facilities team came to their aid. They donated 24 pallets of furniture, chairs, and office supplies from the former office to refurnish the business.

Clive, IA Bags to Benches Initiative

JOANN Store 2556 in Clive, Iowa, partners with the Winterset Lion's Club, a local service organization, to reduce plastic waste and create benches from plastic materials.

Store 2556's freight supervisor began separating all plastic waste from store deliveries to be donated to the Lion's Club. The organization transforms plastic into resin for benches through the Bags to Benches program. Through this initiative, the benches are donated to parks, gardens, and schools throughout Iowa.

According to the store manager, it takes roughly 500 pounds of plastic to make one bench. Most weeks, the store donates around 250 pounds of plastic, which is typically comprised of plastic from fabric bolts, yarn bags, packaging, and other plastic waste. As of September 2023, the partnership between the two organizations has helped create over 30 benches, including a bench donated by the Lion's Club that is currently displayed in the Clive Store.

"I feel that this is a beautiful partnership," said Store 2556's manager, "to help better our community and keep our plastic waste out of the landfill."



New front lobby at Hudson Headquarters



Updated co-working space at Hudson Headquarters

Community Partnership

**Appealing to, inspiring,
& supporting our
diverse customer base
& communities**



Giving back and investing in the communities we serve has been integral to JOANN’s mission from the start. Through supporting **Diverse Creators** and our commitment to **Community Giving**, our goal is to celebrate those who give back and inspire others to use their hands, hearts, and minds for the good of others.

Diverse Creators

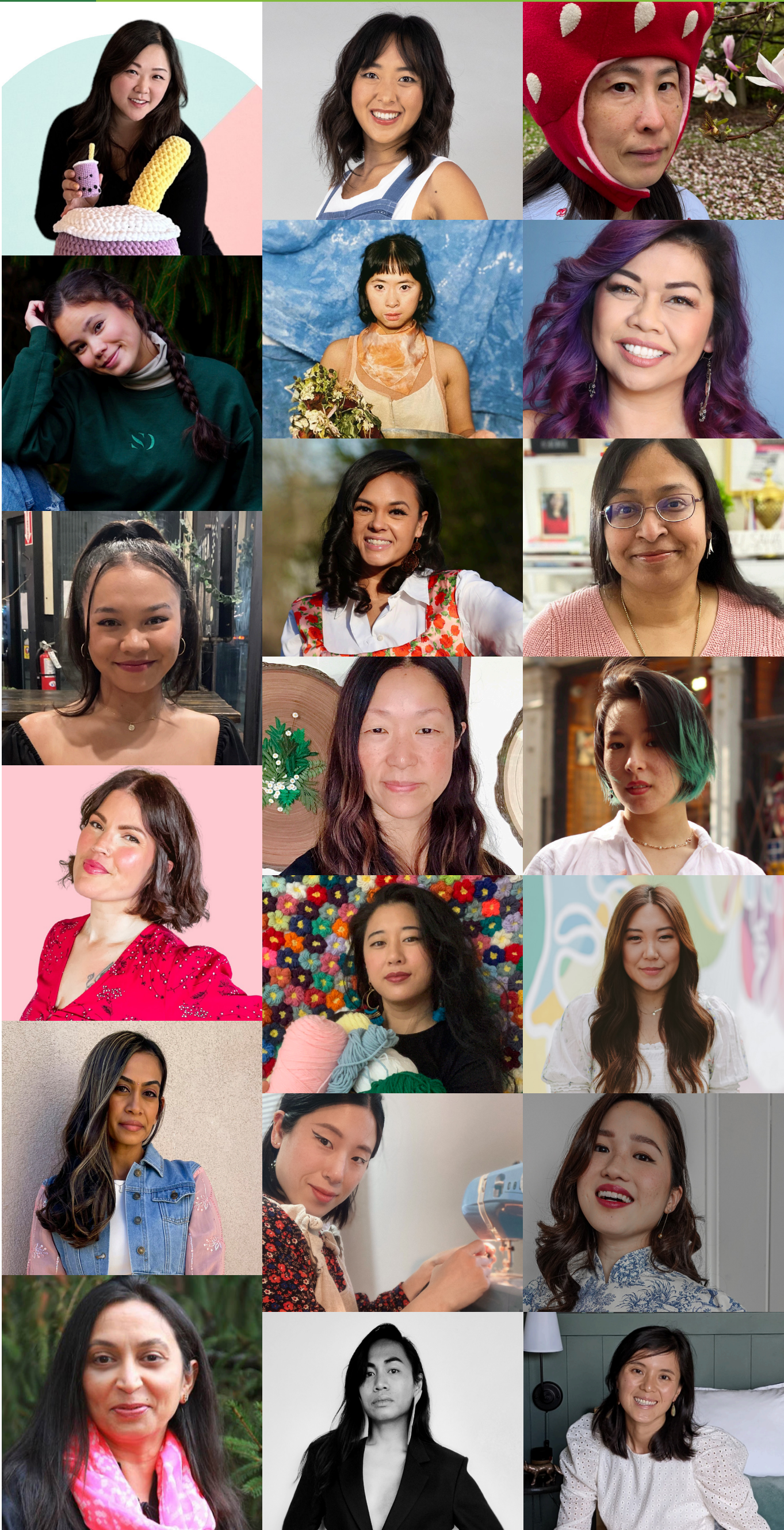
At JOANN, we’re committed to identifying and implementing opportunities to enhance diversity among our product assortments, marketing, and suppliers as well as cultivating a culture of inclusivity and belonging across all sectors of our company. We are incredibly proud of the beautiful and diverse communities we serve, inspire, and work beside. It is our responsibility to support those who are underrepresented in our industry, and to provide visibility for these groups. We aim to build a future together that focuses on treating all humans with the dignity and respect they deserve.

Our Minority Creative Grant Program²² provides grants to diverse content creators as well as paid teaching opportunities, visibility on JOANN platforms, and marketing support as they build their businesses.

FY24 marked our third annual Minority Creative Grant Program, which totaled \$100,000 in grants

given to 20 Asian American and Pacific Islander business owners.

²² The FY24 Minority Creative Grant Program took place from March-May 2023. JOANN remains committed to supporting diverse creators and we are currently evaluating the impact and scope of the Minority Creative Grant Program to ensure we are best serving those underrepresented in our industry in future years.



Each grant recipient received \$5,000 in JOANN Cash to help expand their business and further spread handmade happiness among their customers and supporters.

We have strived to increase diversity within our marketing, including in-store photography, email visuals, social media, and paid education and influencer opportunities. We work with a variety of influencers and content creators throughout the year and collaborate on creative projects to highlight important holidays such as [Black History Month](#), [Women's History Month](#), [Pride](#), and [Juneteenth](#).

In addition to our increased efforts to highlight and support diverse creators, we are continuously working to grow One Together, our collection of products that reflect our diverse customer community. One Together includes project supplies to celebrate LGBTQIA+ identities, Black Excellence and Hispanic Heritage, as well as underrepresented holidays such as Lunar New Year, Hanukkah, and Kwanzaa.



FY24 Pride Product



FY24 Black History Month Fabrics




Models for FY24 Fall Fashion Apparel Crafts

Community Giving

Corporate Giving has been part of our identity for over 80 years. Through national partnerships, point-of-sale fundraising, sponsorships, and volunteering, JOANN is committed to making the world better through supporting causes close to home for our Team Members, customers, and community.

In FY24 we supported over 182 organizations representing different causes, projects, and communities. Included here are just a few highlights of the support JOANN has been able to provide for these incredible organizations and the work that they do.



\$1.4 million

Raised for St. Jude
in point-of-sale campaigns



\$1.4 million

Raised for Kids Mental Health
Foundation (On Our Sleeves)
in point-of-sale campaigns

\$5.6 million

Total raised in point-of-sale campaigns



182

Organizations supported



730

Requests fulfilled through donations, in-kind products, gift cards, and other support




\$981k

Raised for Children's Miracle Network
in point-of-sale campaigns



\$454k

Raised for Susan G. Komen
in point-of-sale campaigns



\$1.2 million

Raised for 4-H
in point-of-sale campaigns

Loose Ends Project

In January 2024, we announced our newest partnership with non-profit organization The Loose Ends Project. Loose Ends aims to ease grief, create community, and inspire generosity by matching volunteer handwork finishers with projects people have left unfinished due to death or disability. Since its formation in 2022, Loose Ends has gathered nearly 20,000 volunteer finishers from every state in the U.S., as well as 54 other countries. JOANN offers exclusive discounts for project finishers, in-kind product donations, and all JOANN locations nationwide serve as designated meet-up spots for loved ones and finishers to swap projects.

"Loose Ends is honored to partner with JOANN. From the very beginning, JOANN generously provided needed materials to complete unfinished projects. Now, as a formal sponsor, they are providing critical resources that will allow our organization to grow and further our mission. We are aligned in the belief that a handmade object is an expression of love, and we are grateful for their support of the crafting community."

—Masey Kaplan, Loose Ends Project Co-Founder



Founders Jennifer Simonic & Masey Kaplan



This blanket showcases a leaf created by a departed sister, and was made and presented by a Loose Ends volunteer



Family Celebration Day for Kids Mental Health Foundation



University Hospital Rainbow Babies & Children's Hospital's Animals & Art event

The Kids Mental Health Foundation

The Kids Mental Health Foundation, formerly known as On Our Sleeves, is the leading organization promoting mental health for children in the United States. They are creating a world where mental health is a vital part of every child's upbringing—where mental health is as important as physical health, and where grown-ups have the skills to help kids face and manage life's challenges. Since 2021, JOANN Team Members and customers have raised more than \$3.2 million to help the Foundation offer free mental health resources and treatment to youth nationwide.



University Hospitals Rainbow Babies & Children's Hospital

JOANN is proud to partner with UH Rainbow Babies & Children's Hospital for events that serve the hospital's children, families, and communities in which their locations are located.

In 2023, Team Members from the Hudson headquarters and DC came together to volunteer for UH Rainbow Babies & Children's Hospital's Animals & Art event, held at UH Rainbow Ahuja Center for Women & Children.

The event featured a petting zoo, along with arts & crafts projects from JOANN. Team Members helped children and their families create colorful crafted rainbows, friendship bracelets, paper jellyfish crafts, and pipe cleaner people.



St. Jude Children's Research Hospital

Since 2017, JOANN has been a proud partner of St. Jude Children's Research Hospital to support their mission to understand, treat, and defeat childhood cancer and other life-threatening diseases. JOANN supports St. Jude through fundraising, in-store events and volunteering, and product donations to St. Jude PLAY LIVE and the new St. Jude Family Commons Makerspace. In July 2023, St. Jude awarded JOANN the Thanks and Giving Partner of the Year at their Volunteer Awards Dinner.



Twist Out Cancer

Over the past year, JOANN has continued its partnership with Twist Out Cancer, an international non-profit charitable organization that provides psychosocial support to individuals touched by cancer through creative arts programming. This program matches artists with individuals with cancer (inspirations) who work together to build understanding and trust as the artist creates a unique work of art that reflects the inspiration's journey with cancer.

JOANN has provided financial support to Twist Out Cancer, as well as in-kind donations of "Twist Kits" for artists that include JOANN private label art supplies.

"I am a Twistshop facilitator and facilitated a wonderful group with University of Illinois Chicago Health and Wellness House. The artwork created was inspiring and the stories shared through their artwork are so moving. I brought several boxes of supplies that JOANN kindly donated and the group had so much fun creating with it all! Your sponsorship and support is so impactful and meaningful—thank you, thank you, thank you!"

—Mignon Dupepe, Twist Out Cancer artist and volunteer



JOANN was St. Jude's 2023 Thanks & Giving Partner of the Year



Artwork created at Twist Out Cancer



I PROMISE Village Craft Night



Susan G. Komen Columbus Race for the Cure

Lebron James Family Foundation

"The love, care, and kindness the JOANN team has brought to our I PROMISE families' lives through arts and crafts is a gamechanger. At the I PROMISE Village, which serves as transitional housing for our students and families in need of immediate shelter, they've hosted regular craft nights filled with joy and family that our kids look forward to week after week. More than a meal and entertainment, these gatherings give them a chance to explore their creativity and channel their passion into positivity and love. JOANN also works hard to make holidays and milestones truly special for our family members, donating Mother's Day baskets to our Village moms and helping their kids create the best homemade gifts for the occasion. Their constant engagement with our families over crafts has created a relationship of trust and care that uplifts their lives and brings the Village community together."

—Shannon Shippe, LeBron James Family Foundation / Director of the I PROMISE Village



Susan G. Komen

Susan G. Komen's mission is to save lives by meeting the most critical needs in our communities and investing in breakthrough research to prevent and cure breast cancer. In May 2023, Susan G. Komen awarded JOANN the Silver Halo for Best Consumer Donation Initiative at Engage for Good. The Halo Awards are North America's highest honor of corporate social impact initiatives.

"From supporting our in-store campaigns to participating in Komen races and walks all over the country, JOANN Team Members whole-heartedly embrace our partnership to ensure no one has to face breast cancer alone. Not only is JOANN an inspiring oasis for Komen's creative fundraisers, but their support allows us to provide direct patient services, financial assistance, and fund life-saving research that will one day lead to the cures for breast cancer. Thank you to the JOANN teams nationwide who empower us to save more lives each day."

—Paula Schneider, President & CEO, Susan G. Komen



Children's Miracle Network Hospitals

Children's Miracle Network Hospitals raises funds for 170 children's hospitals across both the U.S. and Canada, supporting the health of 10 million children each year. JOANN stores are matched with a local Children's Miracle Network Hospital that directly receives that store's collected donations. In addition to fundraising and volunteer opportunities, in April 2023, JOANN held a sample sale open to Team Members that raised over \$12,000 for Children's Miracle Network Hospitals.



Store 0305 Makes Impactful Connection with Children's Miracle Network

Store 0305 (Holland, MI) store manager Ryan Wildey, had the chance to connect with the store's new Children's Miracle Network (CMN) contact, Angel. The team invited Angel to the store to collect product donations and supplies gathered from other stores for CMN.

In addition, JOANN donated fleece to create 250 no-sew fleece tie blankets for the local CMN Radiothon. Volunteers crafted blankets as part of the event which were distributed to their local CMN hospital.

Store manager Ryan gathered the fabric from multiple stores (and cut it) to bring this event to life for Angel and CMN. Ryan has a personal connection to CMN: her daughter has had more than five surgeries through CMN. As the Charitable Giving captain for District 26, this was a wonderful way for Ryan to connect and give back to an organization that continues to support her daughter through her medical needs.



District 26 collects craft supplies for their local CMN Hospital



4-H members visit Opelika DC



Boys & Girls Club of Michigan tours JOANN for sewing inspiration

4-H

4-H empowers young people by teaching them the skills they need to lead for a lifetime. Through research-based experiences, hands-on projects, leadership opportunities, and mentorship, 4-H has reached over 6 million young people, helping them grow into true leaders today and for life. JOANN helps 4-H and its many community-related programs through sponsorship, product donation, and discount programs for current and alumni members, parents of members, volunteers, and 4-H staff.



Boys & Girls Club

The mission of the Boys & Girls Club is to enable all young people to reach their full potential as productive, caring, and responsible citizens. The Boys & Girls Club fulfills that mission by providing safe spaces, life-enhancing programs, and caring mentors to ensure all kids have a great future. JOANN has supported local Boys & Girls Club chapters across the country through product donations, volunteering, and providing engaging programming.

In 2023, members of the Boys & Girls Club of Michigan toured Store 1933, as they were learning how to sew.

They had a tour with a brief description of sewing, followed by a sewing demonstration at the cut counter with the Husqvarna Viking Sewing Gallery Manager.

“We are thrilled to help get these young people started on their sewing journey,” shared store manager Antoinette Sam.



BOYS & GIRLS CLUBS
OF AMERICA

Governance



Good governance is integral to meeting our corporate objectives and having a positive, lasting impact on our Team Members, our customers, and the places where we do business. Our ongoing commitment to good governance is supported by our ESG Oversight & Governance, Data Security & Privacy, Business Ethics, Human Rights & Responsible Sourcing, and Product Quality & Safety.

ESG Oversight & Governance



Board Oversight

JOANN’s Board of Directors (the Board) has an active role in overseeing the implementation of our EVERGREEN Strategy. The Board receives biannual updates on all aspects of our EVERGREEN strategy at its regularly scheduled meetings.

The Board reviews relevant disclosures made in accordance with or in reference to ESG/climate-related frameworks included in legal and/or regulatorily-required reporting as well as non-regulatory reports such as the annual Corporate Responsibility Impact Report. Additionally, climate-related risks have been integrated into JOANN’s broader Enterprise Risk Management (ERM) Committee process. The cross-functional ERM Committee completes an annual assessment of enterprise risks and reports these risks to the Board.

Management’s Role

To ensure broader visibility, engagement, and oversight throughout the company, we have implemented an expanded management approach which formalizes the monitoring of our EVERGREEN strategy and climate-related risks and opportunities through the Corporate Responsibility Team, the ESG Working Groups, and the ESG Executive Steering Committee.

The coordination of activity under the EVERGREEN strategy is the primary responsibility of our Corporate Responsibility team, who reports to the Director of Corporate Communications, Diversity & Inclusion, and ultimately the Executive Vice President, Chief Legal and Human Resources Officer. In addition to overseeing activity occurring as part of JOANN’s EVERGREEN strategy, the Corporate Responsibility team provides strategic and day-to-day operational leadership on key issues including identifying climate-related risks and opportunities, leading greenhouse gas assessments, managing climate and ESG-related public reporting and disclosures, and providing regular updates on these areas to the ESG Executive Steering Committee and the Board.

The development and implementation of initiatives under the EVERGREEN strategy is coordinated through our ESG Working Groups. Each Working Group is organized around one of the four core EVERGREEN values, as well as Governance, and includes a cross-functional team working in key areas relevant to the associated materiality topics (see page 9). Each group works to collect data for annual reporting, as well as identify strategic risks and opportunities for their core value and topics. Cross-functional leaders within the Working Groups facilitate and delegate reporting and strategic needs within their departments to help build EVERGREEN workstreams throughout all levels of the company. The Working Groups meet with the Corporate Responsibility team bi-monthly to share and review relevant updates and milestones.

The ESG Executive Steering Committee is comprised of members of the Executive Leadership Team and meets, at minimum, quarterly, to receive updates on progress made under various ESG-related initiatives, monitor key performance indicators, and review and update the prioritization of climate-related risks and opportunities as appropriate.

Data Privacy & Security

As part of our efforts to provide high quality products and services to our customers, JOANN leverages technology to help our retail and online store operations run efficiently. Our customers and Team Members trust us to keep their personal information secure. We have multiple methods to help ensure customer and employee data is kept private and secure, including:

- Proactively review our information security policies and procedures to evaluate our ongoing practices and standards
- Evaluate our vendors through questionnaires to help ensure that they can meet our technical and security guidelines
- Review Service Organization Controls reports when available
- Routinely conduct tests of our disaster recovery processes to ensure efficient reaction and system uptime to potential vulnerabilities and downtime events

Business Ethics

Code of Business Ethics

At JOANN, we share a legacy of conducting business with the highest levels of integrity. We work hard to act in an honest and ethical manner in all our dealings, both internally and externally. Our Code of Business Conduct and Ethics (the Code), applies to all Team Members at all levels at JOANN. Our Code illustrates the shared accountability everyone at JOANN has in conducting our business with honesty and integrity, and covers a variety of topics, including:

- Harassment
- Violence and Intimidation
- Discrimination
- Conflicts of Interest
- Gifts and Entertainment
- Confidentiality of Personally Identifiable Information (PII)
- Accuracy of Reported Financial Information
- Utilization of Company Assets
- Insider Trading

- Compliance with Legal Requirements
- Political Contributions
- Anti-Trust Compliance
- Record Keeping

Our Team Members are critical in the implementation of our Code. If a Team Member becomes aware of a situation in which they believe that our Code has been violated, we provide multiple ways for them to report this information including in person, via email, via mail, or by calling the confidential Get Help Hotline. Team Members are encouraged to ask questions and voice concerns without fear of retaliation.

Human Rights & Responsible Sourcing

Anti-Corruption

JOANN’s commitment to conducting business in an honest and ethical manner also includes taking steps to limit corruption wherever we do business. All JOANN Team Members are required to comply with the U.S. Foreign Corrupt Practices Act (FCPA) and the anti-corruption laws of other countries where we have operations, source our merchandise, or otherwise do business.

Under this policy, JOANN prohibits bribery and kickbacks in all forms. JOANN and its officers, directors, and Team Members may not offer, promise, pay, authorize, or provide anything of value, directly or indirectly, to any person for the purpose of improperly influencing any act or decision, inducing a government official to use their influence to advance JOANN, or obtaining an unfair business advantage.

JOANN’s commitment to honesty and ethical behavior extends beyond our Team Members. We also require the people and companies we do business with to comply with our Code. This requirement is incorporated into our Domestic Vendor Relationship Guide and our Import Vendor Relationship Guide (VRGs). In addition to our Code, the VRGs contain a specific Vendor Workplace Code of Conduct which includes:

- The prohibition of child, indentured, involuntary, or prison labor
- A requirement that workers’ wages meet or exceed legal and industry standards
- The maintenance of reasonable employee work hours in compliance with applicable laws
- Compliance with laws addressing human trafficking
- The prohibition of discrimination based on race, color, gender, nationality, age, religion, maternity or marital status, disability, sexual orientation, or political opinion
- A requirement to maintain a clean, safe, and healthy work environment

- Compliance with applicable laws regarding harassment
- Compliance with all applicable environmental laws
- The prohibition of interference with workers who wish to lawfully and peacefully associate, organize, or bargain collectively

New suppliers in applicable countries are required to submit a Social Compliance Audit as part of the on-boarding process as well as on a scheduled basis post-on-boarding, to ensure any non-compliance issues are resolved. The timing of audits is based on a risk-based approach determined by past performance, ranging from every six months to every two years.

Failure to comply with the Vendor Workplace Code of Conduct can result in a variety of penalties for vendors including the implementation of a corrective action plan, cancellation of all open Purchase Orders, termination of the business relationship, payment and indemnification of any associated damages, and/or notification to the responsible authorities.

Product Quality & Safety

JOANN strives to serve our customers and inspire creativity by providing safe and quality merchandise. Our Quality and Compliance Guide outlines JOANN’s approach and our vendors’ responsibilities relative to our factory audit program, production-ready sample process, quality control inspection program, testing program, and chemical review process. The Quality and Compliance Guide is updated regularly, and vendors are expected to review and implement these updates accordingly.

The Quality Compliance Inspection Program provides an integrated approach for vendors to follow that incorporates quality control throughout the production and distribution process. The inspection process ensures that products are not only assessed multiple times throughout production and shipping, but that multiple parties are involved in approval of the

product—including JOANN’s Product Development Team, Quality Compliance Team, the producing factory, as well as Sourcing Agent inspectors, and/or a 3rd party firm approved by JOANN.

Testing and Chemical Management are required for JOANN products to verify compliance with all applicable regulations, industry standards, and federal, state, and local testing requirements for product safety. All JOANN vendors are expected to follow the Testing Program or an approved comparable testing regimen, and to conduct testing prior to shipping product to JOANN. All vendors are responsible for staying up-to-date with all relevant legislation, and to provide only compliant products.

Appendices



SASB Sustainability Disclosure Topics & Accounting Metrics (FY 2024)

Multiline & Specialty Retailers & Distributors

Topic	Metric	Category	SASB Code	JOANN Data
Activity Metrics	Number of: (1) retail locations and (2) distribution centers	Quantitative	CG-MR-000.A	(1) 815 retail locations and (2) 3 distribution centers and 1 omni fulfillment center
	Total area of: (1) retail locations and (2) distribution centers	Quantitative	CG-MR-000.B	(1) Approximately 18.5 million sq. ft and (2) approximately 3.3 million sq. ft.
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	CG-MR-130a.1	(1) 261,119 MWh (2) 71% (3) 0%
Data Security	Description of approach to identifying and addressing data security risks	Discussion & Analysis	CG-MR-230a.1	As part of our efforts to provide high quality products and services to our customers, JOANN leverages technology to help our retail and online store operations run efficiently. Through this, our customers trust us to keep their personal information secure. As such, how we handle and manage customer and employee data is a priority. We have multiple methods to help ensure customer and employee data is kept private and secure. We proactively review our information security policies and procedures to evaluate our ongoing practices and standards. We evaluate our vendors through questionnaires to help ensure that they can meet our technical and security guidelines and we generally require the inclusion of certain clauses within our vendor contracts as appropriate. Additionally, we review Service Organization Controls reports when available. To help ensure our system uptime, we routinely conduct tests of our disaster recovery processes which helps ensure efficient reaction to potential vulnerabilities and downtime events.
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	CG-MR-230a.2	JOANN had no reportable data breaches in FY24.
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees and distribution center employees earning minimum wage, by region	Quantitative	CG-MR-310a.1	(1) \$14.81 per hour and (2) 31% of in-store employees and 0% of distribution center employees (all earn above minimum wage)
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	CG-MR-310a.2	(1) 91.16% and (2) 8.84%

SASB Sustainability Disclosure Topics & Accounting Metrics (FY 2024)

Multiline and Specialty Retailers & Distributors

Topic	Metric	Category	SASB Code	JOANN Data
Labor Practices	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	CG-MR-310a.3	JOANN does not currently report this information.
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	CG-MR-330a.1	1) 84.6% female, 15.4% male, 1.07% American Indian or Alaska Native, 1.38% Asian, 5.64% Black or African American, 9.99% Hispanic or Latino, 0.28% Native Hawaiian or other Pacific Islander, 1.97% two or more races, 79.67% White 2) 85.9% female, 14.1% male, 1.07% American Indian or Alaska Native, 3.15% Asian, 7.71% Black or African American, 11.28% Hispanic or Latino, 0.23% Native Hawaiian or other Pacific Islander, 2.53% two or more races, 74.02% White
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	CG-MR-330a.2	JOANN does not currently report this information.
Product Sourcing, Packaging & Marketing	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	CG-MR-410a.1	JOANN does not currently report this information.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion & Analysis	CG-MR-410a.2	Our Quality and Compliance Team serves our customers by providing safe and quality merchandise that is manufactured responsibly. JOANN complies with all applicable regulations, industry standards and federal, state and local testing requirements for product safety. We have a Quality and Compliance Guide which outlines JOANN’s approach and our vendor’s responsibilities relative to our factory audit program, production-ready sample process, quality control inspection program, testing program, and chemical review process.
	Discussion of strategies to reduce the environmental impact of packaging	Discussion & Analysis	CG-MR-410a.3	The packaging our products come in is a significant opportunity to advance our sustainability efforts. To help us leverage this opportunity, we follow a series of Sustainable Packaging Principles, including: sourcing with intent, designing for efficiency to avoid using unnecessary material, designing for distribution to minimize the use of certain materials in shipping cartons, and designing for reuse/recyclability.

Global Reporting Initiative (GRI) Content Index

Statement of Use: JOANN has reported the information cited in this GRI content index for the period of January 29, 2023 - February 3, 2024 (FY2024), with reference to the GRI Standards.
GRI 1 Used: Foundation 2021

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 2: General Disclosures 2021			
2-1	Organization details	JOANN Inc. 5555 Darrow Road, Hudson, Ohio 44236 United States	Content Index
2-2	Entities included in the organization's sustainability reporting	JOANN Inc., Needle Holdings LLC, and Jo-Ann Stores, LLC Or "Jo-Ann," "JOANN," "joann.com," "Jo-Ann Fabrics," "Jo-Ann Fabric and Craft Stores," "Jo-Ann Fabrics and Crafts," "Jo-Ann Fabrics & Crafts," and "Creativebug"	Content Index
2-3	Reporting period, frequency, and contact point	This report covers the reporting period of Fiscal Year 2024, or January 29, 2023, to February 3, 2024. All data in this report is from this reporting period unless otherwise stated. Our impact report is published on an annual basis. Questions regarding the report can be directed to our Corporate Responsibility team using the email sustainability@joann.com	What's Included in this Report; Content Index
2-4	Restatements of Information	There are no restatements of information from the previous reporting period in this report.	Content Index
2-5	External Assurance	External Assurance was not sought for this reporting period.	Content Index
2-6	Activities, value chain, and other business relationships	JOANN is the nation's category leader in fabric and sewing (collectively, "Sewing") with one of the largest assortments of arts and crafts products. As a well-established and trusted brand for 80 years, we believe we have a deep understanding of our customers, what inspires their creativity, and what fuels their incredibly diverse projects. In order to best serve our customers, JOANN has transformed itself into a fully integrated, digitally-connected, omni-channel retailer that provides creative products to our customers whenever and however they want.	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-6	Activities, value chain, and other business relationships	<p>We generally have multiple domestic and international sources of supply available for each category of products we sell. During FY24, we sourced 61% of our purchases from domestic suppliers with the remaining 39% of our products coming directly from manufacturers located in foreign countries, of which over one-third was sourced from China. To further support our direct sourcing strategic initiative, we operate a foreign sourcing office in Shanghai, China. We continue to diversify our internationally sourced products by expanding in several other countries, including Pakistan, India, Vietnam, Taiwan, Turkey, and South Korea. Our domestic suppliers also source internationally many of the products they sell to us.</p> <p>Although we have very few long-term purchase commitments with our suppliers, we strive to maintain continuity with them. All purchases are executed centrally through our Store Support Center, allowing store location managers and Team Members to focus on customer service and enabling us to negotiate volume discounts, control product mix, and ensure quality. As of February 3, 2024, our top supplier represented 7% of our total annual purchase volume and the top 10 suppliers represented 24% of our total annual purchase volume. As of February 3, 2024, we were utilizing approximately 746 merchandise suppliers, with the top 125 representing 79% of our total annual purchase volume.</p> <p>We operate distribution centers in Hudson, Ohio, Visalia, California, and Opelika, Alabama, all of which ship merchandise to our store locations on a weekly basis. The distribution centers also ship select products ordered by customers through joann.com directly to their homes. As of February 3, 2024, 92% of the products in our store locations were shipped through our distribution center network, with the remaining 8% of our purchases shipped directly from our suppliers to our store locations. As of February 3, 2024, 39% of outbound volume was supplied from the Hudson distribution center, 29% from the Visalia distribution center and 32% from the Opelika distribution center. During FY23, we began operations at our omni-channel fulfillment center located in West Jefferson, Ohio, which primarily provides e-commerce fulfillment directly to our customers.</p>	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-7	Employees	As of February 3, 2024, we had approximately 18,000 full and part-time Team Members, of whom approximately 17,000 worked in our store locations. Approximately 75% of our Team Members work part-time.	Team Members; Content Index
2-9	Governance structure & composition	<p>Currently, the Board consists of five qualified directors with skills that align with our business and strategy.</p> <p>In accordance with our Third Amended and Restated Certificate of Incorporation, effective May 13th, 2024 (the “Certificate of Incorporation”), except for the Green Square Director, the Board of Directors is elected by vote and shall serve until such director’s successor is duly elected and qualified, or until such director’s right to hold such office terminates subject to death, resignation, disqualification, or removal.</p>	On file with the state of Delaware.
2-10	Nomination and selection of the highest governance body	<p>Election of Director Nominees to JOANN’s Board</p> <p>One Director nominee is the Chief Executive Officer of the Corporation; one is nominated by Green Square; and five may be nominated by the Required DIP Backstop Parties. The DIP Initial Directors are elected by affirmative vote cast by holders of the share of our Common Stock entitled to vote in the election of directors at a Board Nominating Meeting. Meaning, that the director nominee who receives a majority of affirmative votes will be elected to the Board at the Board Nominating Meeting.</p> <p>In accordance with the recommendation of Green Square and the Required DIP Backstop Parties, the Board has nominated and elected the following individual Directors: Stan Rosenzweig (Green Square Director) and Bill Wall, Mary Campbell, Joe Hartsig, and Michelle Israel (each a DIP Initial Director). The DIP Initial Directors may not be removed unless the Required DIP Backstop Parties provide notice to do so. The DIP Initial Directors shall serve until the first annual meeting of the holders of shares of Common Stock is held following the Board Nominating Meeting. Thereafter, any director, other than the Green Square Director, may be removed by affirmative vote, with or without cause. For so long as Green Square meets its threshold, such director may not be removed unless Green Square determines to do so.</p>	On file with the state of Delaware.

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-10	Nomination and selection of the highest governance body	Each director nominee has agreed to serve as director if elected and has expressed their intention to serve. If any nominee becomes unavailable to serve, Green Square and/or the Required DIP Backstop Parties respectively shall designate a substitute nominee and with an affirmative vote will substitute the nominee.	On file with the state of Delaware.
2-11	Chair of the highest governance body	On August 2, 2024, JOANN announced the appointment of Stan Rosenzweig as Executive Chairman of the Board, effective August 5, 2024.	JOANN Announces Industry Veteran as Executive Chairman of the Board Governance - ESG Oversight & Governance: Board Oversight
2-12	Role of the highest governance body in overseeing the management of impacts	–	
2-13	Delegation of responsibility for managing impacts	–	Governance - ESG Oversight & Governance: Management’s Role
2-14	Role of the highest governance body in sustainability reporting	–	Governance - ESG Oversight & Governance: Board Oversight
2-15	Conflicts of interest	JOANN requires that Team Members disclose any situation that reasonably would be expected to give rise to a conflict of interest. If a Team Member suspects that they have a situation that could give rise to a conflict of interest, or something that others could reasonably perceive as a conflict of interest, they must report it in writing to their manager or the Legal Department, or if they are a director or executive officer, to the Board. The Legal Department or the Board will work with the Team Member to determine whether there is a conflict of interest and, if so, how best to address it. All transactions that would give rise to a conflict of interest involving a director, executive officer or principal financial officer must be approved by the Board, and any such approval will not be considered a waiver of this Code.	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-16	Communication of critical concerns	<p>If a Team Member becomes aware of a situation in which he/she believes that a legal requirement or JOANN policy has been violated, or he/she is being pressured or being asked to compromise the Company’s values, it is the Team Member’s responsibility to communicate this concern through the appropriate channels, as described below. A Team Member will not be disciplined, lose his/her job or be subject to retaliation in response to asking questions or voicing concerns about the Company’s ethical or legal obligations, so long as the Team Member is acting in good faith. Good faith does not necessarily mean being correct—but it does imply the belief that the Team Member is providing truthful information. Team Members can ask questions or voice concerns in any of the following manners:</p> <p>A. In person. A Team Member’s manager is the most immediate resource. They also may contact any Company attorney.</p> <p>B. Via email. JOANN has a confidential email account, gethelp@joann.com, where Team Members can send a message.</p> <p>C. Via phone. The Get Help Hotline (1-877-9GETHELP or 1-877-943-8435) is a confidential number where callers may remain anonymous, if they desire.</p> <p>D. Via mail. Correspondence should be sent to:</p> <p>JOANN Inc. 5555 Darrow Road Hudson, OH 44236 Attn: General Counsel</p>	Content Index
2-17	Collective knowledge of the highest governance body	–	Governance - ESG Oversight & Governance: Board Oversight
2-20	Process to determine remuneration	The Board votes to approve all policies including Insider Trading and the Code of Conduct and Ethics. Pay Governance serves as an advisor on compensation matters for the Board.	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-22	Statement on sustainable development strategy	–	Our EVERGREEN Strategy
2-23	Policy commitments	–	Governance - Business Ethics
2-24	Embedding policy commitments	We have annual training through Ally which addresses this. Additionally, all team members and vendors are required to follow JOANN’s Code of Conduct and Ethics in order to work for or do business with JOANN. This policy was updated in July 2024.	Governance - Business Ethics; Human Rights & Responsible Sourcing
2-25	Process to remediate negative impacts	–	Governance - Business Ethics
2-26	Mechanisms for seeking advice and raising concerns	Team Members can ask questions or voice concerns in any of the following manners: A. In person. A Team Member’s manager is the most immediate resource. They also may contact any Company attorney. B. Via email. JOANN has a confidential email account, gethelp@joann.com, where Team Members can send a message. C. Via phone. The Get Help Hotline (1-877-9GETHELP or 1-877-943-8435) is a confidential number where callers can remain anonymous, if they desire. D. Via mail. Correspondence should be sent to: JOANN Inc. 5555 Darrow Road Hudson, OH 44236 Attn: General Counsel	Content Index
2-27	Compliance with laws and regulations	There were zero significant instances of non-compliance with laws and regulations during the reporting period.	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
2-28	Membership associations	Retail Industry Leadership Association; Retail Litigation Center; International Arts Materials Trade Association	Content Index
2-30	Collective bargaining agreements	We have one union representing a portion of the team members at JOANN. The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union currently represents team members who work in our Hudson, Ohio, distribution center. As of January 28, 2023, approximately 1% of our team members were unionized.	Content Index
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	–	Our EVERGREEN Strategy
3-2	List of material topics	Biodiversity; business ethics; data privacy and security; carbon footprint; circularity; community giving; diverse creators; diverse team members; human capital management; human rights; safe working environment; product packaging; product quality and safety; responsible sourcing; sustainable products; textile waste; water use	Our EVERGREEN Strategy
GRI 205: Anti-Corruption 2016			
3-3	Topic management disclosures	–	Governance - Business Ethics
205-2	Communication and training about anti-corruption policies and procedures	–	Governance - Business Ethics
205-3	Confirmed incidents of corruption and actions taken	JOANN had no reportable incidents of corruption in FY24.	Content Index

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 206: Anti-Competitive Behavior 2016			
3-3	Topic management disclosures	–	Governance - Business Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	JOANN had no reportable incidents of anti-competitive behavior, anti-trust, or monopoly practices in FY24.	Content Index
GRI 301: Materials 2016			
3-3	Topic management disclosures	–	Powering Reusability
301-1	Materials used by weight or volume	–	
301-2	Recycled input materials used	–	
301-3	Reclaimed products and their packaging materials	JOANN does not have any products or packaging made from reclaimed materials for this reporting period.	
GRI 302: Energy 2016			
3-3	Topic management disclosures	–	Carbon Footprint & Environment
302-1	Energy consumption within the organization	Electricity: 186,218,000 kWh Natural Gas, Diesel, Propane, and Refrigerants: 74,901,000 kWh Total kWh: 261,119,000 940,028.4 gigajoules of energy total	
302-4	Reduction of energy consumption	Reduced energy consumption by 73,338.6 gigajoules from baseline year FY22.	

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 305: Emissions 2016			
3-3	Topic management disclosures	–	Carbon Footprint & Environment
305-1	Direct (Scope 1) GHG emissions	FY23 Scope 1 GHG emissions: 20,754 MTCO ₂ e	Carbon Footprint & Environment - Carbon Footprint & Energy Use: Scope 1 and 2
305-2	Energy indirect (Scope 2) GHG emissions	FY23 Scope 2 GHG emission: 71, 892 MTCO ₂ e (location-based) and 69, 766 MTCO ₂ e (market-based)	Carbon Footprint & Environment - Carbon Footprint & Energy Use: Scope 1 and 2
305-3	Other indirect (Scope 3) GHG emissions	FY23 Scope 3 GHG emissions: 568,417 MTCO ₂ e. This does not include downstream Scope 3 emissions	Carbon Footprint & Environment - Carbon Footprint & Energy Use: Scope 3
305-4	GHG emissions intensity	By Total Revenue: 41.90; By Normalized Sq. Ft: 3.98	Content Index
GRI 306: Waste 2020			
3-3	Topic management disclosures	JOANN contracts with a third-party vendor for waste management services at stores and other facilities where service is not provided by a landlord. This vendor provides some service (traditional waste removal, recycling, or both) to approx. 77% of the facilities we operate and includes a mix of stores, distribution centers, the omni fulfillment center, and our corporate headquarters. At 246 of these facilities, this vendor provides both waste removal and recycling services.	Content Index
306-3	Waste generated	For stores serviced by third-party vendor: 28,841.69 Tons	
306-4	Waste diverted from disposal	For stores serviced by third-party vendor: 7,986.77 Tons recycled, and 27.35 Tons composted	
306-5	Waste directed to disposal	For stores serviced by third-party vendor: 20,827.57 Tons	

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 401: Employment 2016			
3-3	Topic management disclosures	–	Team Members
401-1	New employee hires & employee turnover	–	SASB Data Table
401-2	Benefits provided to fulltime employees that are not provided to temporary or part-time employees	–	Team Members - Human Capital Management: Compensation & Benefits
401-3	Parental Leave	Number of employees entitled to parental leave by gender: 100% of full-time non-union employees are entitled to parental leave Number of employees that took parental leave by gender: Female 26; Male 7 Number of employees that returned to work after parental leave that were still employed 12 months later by gender: Female 13; Male 6 Return to work and retention rates of employees that took parental leave by gender: Female retention 50%; Male retention 71.5%	Content Index
GRI 403: Occupational Health and Safety 2018			
3-3	Topic management disclosures	–	Team Members - Safe Working Environment
403-1	Occupational health and safety management system	–	
403-2	Hazard identification, risk assessment, and incident investigation	–	
403-4	Worker participation, consultation, and communication on occupational safety	–	
403-5	Worker training on occupational safety	–	

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
403-6	Promotion of worker health	–	Team Members - Safe Working Environment: Team Member Well-Being
403-9	Work-related injuries	JOANN had zero fatalities as a result of work-related injury High-consequence work-related injuries: 0 Total incidents reported: 793 The main types of work-related injury: Struck by falling or flying object; falls, slips, and trips; lifting or handling objects; cuts, punctures and scrapes The number of hours worked by all Team Members: 18,879,500.66 between February 3, 2023, and January 19, 2024	Content Index
GRI 404: Training and Education 2016			
3-3	Topic management disclosures	–	Team Members - Human Capital Management: Training
404-2	Programs for upgrading employee skills and transition assistance programs	–	Team Members - Human Capital Management: Training
404-3	Percentage of employees receiving regular performance and career development reviews	–	Team Members - Human Capital Management: Training

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Topic management disclosures	–	Team Members - Diverse Team Members
405-1	Diversity of governance bodies and employees	–	Team Members - Diverse Team Members
GRI 406: Non-discrimination 2016			
3-3	Topic management disclosures	–	Governance - Business Ethics
GRI 408: Child Labor 2016			
3-3	Topic management disclosures	–	Governance - Human Rights & Responsible Sourcing
408-1	Operations and suppliers at significant risk for incidents of child labor	–	
GRI 409: Forced or Compulsory Labor 2016			
3-3	Topic management disclosures	–	Governance - Human Rights & Responsible Sourcing
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	–	

Global Reporting Initiative (GRI) Content Index

Disclosure Code	Description	Disclosure and/or Additional Remarks	Reporting Location
GRI 414: Supplier Social Assessment 2016			
3-3	Topic management disclosures	–	Governance - Human Rights & Responsible Sourcing; Content Index
414-1	New suppliers that were screened using social criteria	100% of JOANN’s new store merchandise suppliers outside of the U.S. were screened in the reporting period through a Social Compliance Audit for countries requiring such.	
414-2	Negative social impacts in the supply chain and actions taken		
GRI 416: Customer Health and Safety 2016			
3-3	Topic management disclosures	–	Governance - Product Quality & Safety
416-1	Assessment of the health and safety impacts of product and service categories	–	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no reported incidents of non-compliance concerning customer health and safety, with respect to JOANN branded products.	Content Index
GRI 418: Customer Privacy 2016			
3-3	Topic management disclosures	–	Governance - Data Security & Privacy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	JOANN had no reportable data breaches in FY24.	Content Index