

2024 Benefit Corporation Report

EILEEN
FISHER

Letter from Lisa

Dear Friends,

As I reflect on 2024, I'm filled with both pride and humility. This year brought real progress in our mission to build a business that balances good design, impact and responsibility—it also asked us to stay steady in the face of challenges we couldn't fully anticipate. The balance of action and reflection, of forward motion and thoughtful pause, is at the heart of what it means to be a Benefit Corporation.

I want to underscore that being a Benefit Corporation and B Corp isn't just a label for us, it's a daily commitment to putting people and the planet at the center of every decision we make. This year, we were honored to receive our highest B Impact Score to date: 109.4. That number represents the deep work happening across our company, from how we source our materials to how we treat our partners and care for our community. It also reflects our continuing effort to hold ourselves accountable to standards that are both ambitious and necessary.

One area we're especially proud of is the progress we've made in regenerative and organic fibers. In 2024, we continued to use all organically grown cotton and increased to 38% the amount that was grown using organic and regenerative practices, and we sourced 85% of our wool from regenerative farms. These are more than just numbers—they represent a shift in how we honor the land and ecosystems that support our work.

Our Fair Trade commitment also continued to grow, with 20% of our 2024 products made in Fair Trade Certified™ factories. We've seen firsthand the value of creating more equitable supply chains, and we remain committed to expanding that work alongside our partners. The Fair Trade USA program not only strengthens communities, it's a powerful reminder that dignity and respect should be woven into every garment we make.

Letter from Lisa

At the same time, we recognize that progress isn't always linear. 2024 wasn't without its challenges—both internally and across the industry. Market dynamics shifted. Supply chains were tested. And the urgency of climate change continued to underscore just how much work remains. That's why policy advocacy has become an even more important part of our strategy. Whether it's advocating for stronger climate legislation, extended producer responsibility or greater industry transparency, we know that the changes so urgently needed require collective action. We're proud to lend our voice to these efforts and to work alongside other businesses, nonprofits and policymakers to push for meaningful progress.

As we move further into 2025, we're doing so with clear eyes and open hearts. The start of this year has already been tough—from economic instability to the deepening climate crisis, the uncertainties are real. But so is our commitment. And challenging moments are when our values truly come to bear. They are our compass in difficult times, helping us stay focused on what matters and reminding us that the work we do—even when hard—is worth doing. None of this would be possible without the incredible people who make up the EILEEN FISHER ecosystem—our teams, our partners throughout the industry and you. Thank you for continuing to believe in what we're building. Together, we'll keep moving forward.

With gratitude,



Lisa Williams
CEO
EILEEN FISHER, INC.

Our Purpose

We design for simplicity and wholeness—to inspire joy and connection in women around the world.

Our Values

We are authentic. We thrive in connection. We trust each other. We innovate through creativity. We are committed to the health of the whole. We are united by purpose.

Use of Third-Party Data

In the annual Benefit Report, we report our analysis of results from multiple third-party standards and verified assessments. As a member of Casmile, we use verified Worldly brand and supply chain assessments, known as Higg assessments, to report and improve social and environmental impacts. As Social & Labor Convergence Program (SLCP) signatories, we use social assessments developed using the SLCP Converged Assessment Framework, which include the Worldly Facility Social & Labor Module (FSLM) and Better Work, depending on geography. As a company committed to Science-Based Targets, our emissions reporting is GHG Protocol aligned. Finally, as a B Corp, we report our latest score on the B Impact Assessment during the triennial period between recertifications. The majority of product- and supplier-level data is based on unit volume. We prioritize third-party-verified data wherever applicable to promote data integrity, support collective action and provide the greatest possible transparency for external stakeholders.

2024 at a Glance

109.4

out of 200. In 2024, we recertified as a B Corp with our highest score yet.

99%

of our cotton is organic, and 38% of our cotton is both organic and regenerative.

87.5%

of our wool is both Responsible and Regenerative.

85%

of EILEEN FISHER employee participants in our 2024 pulse survey agree with the statement, “The company values my well-being.”

77%

of our raw materials meet third-party sustainability criteria or come from our own circularity program.

20%

of our products are manufactured in Fair Trade Certified™ factories.

5

of our strategic suppliers representing 20% of our finished goods production and 8% of our dyeing are enrolled in collaborative industry decarbonization programs.

&

we are on track to reduce our Scope 2 and Scope 3 carbon emissions by 2025, in line with our Science Based Targets set with a 2017 baseline.

Benefit 1

Designing for Impact: Minimizing Harm Through Material Selection, Innovation & Collaboration

At EILEEN FISHER, sustainability isn't a trend—it's foundational. We're committed to designing timeless clothing that reduces social & environmental harm and promotes good across every stage of the product life cycle.

We focus on the levers that drive the greatest impact: material choices, safer chemistry, decarbonizing our supply chain and worker empowerment. Transparency within our supply chain, which lets us trace the creation of our product from fiber to finished goods, enables us to do this work and pre-competitive collaborations with both supply chain partners and others in this industry amplify our impact. Verified data and third-party assessments are important tools that allow us to set goals and remain accountable for achieving those goals.

We continue to improve, but real impact takes time and reality requires that we make some trade-offs. The challenges we faced in 2024 included:

- Reduced use of recycled cashmere due to product shifts.
- Delays in textile recycling due to partner reorganization.
- Slower adoption of safer chemistry practices among small suppliers.

Still, our North Star remains clear: progress over perfection, and a design philosophy rooted in care.

Reliable Data: How Tracing Our Supply Chain and Working with Third-Party Certifications Create Accountability

We believe transparency is a tool for collective progress and we select our third-party assessments for environmental, social and governance (ESG) performance with care.

Traceability & Transparency

We've made traceability a core part of our sustainability strategy so that we can trust both the fibers we get and the data we use to set goals and hold ourselves to account. Since 2014, transparency has been a part of how we define having a responsible supply chain—from raw material sourcing to our finished garments. Our traceability efforts give us certainty that our fibers meet our high standards, our fabrics are dyed safely and our workers are treated fairly. We also continue to report our supply chain information on Open Supply Hub, an open-source database that makes our supplier list publicly searchable, so that everyone else knows where EILEEN FISHER clothing comes from too.

Our traceability work manifests in three ways: use of technology; a focus on increasing our use of regenerative fiber; and in-person factory visits.

- Between 2023 and 2024, we significantly expanded the number of products tracked through our third-party blockchain traceability platform, TextileGenesis, nearly tripling the volume of fibers traced from fiber producer to finished goods factory.
- In addition, our focus on increasing our use of regeneratively grown or raised fibers helped us in this arena because those fibers are traceable from field to factory.
- To help ensure year-round safety, accountability and traceability in our factories, we work with global assessment teams and make regular site visits. In 2024, we sent a team focused on social impact and storytelling to visit our five highest-volume factory partners, with the goal of amplifying workers' voices and experiences.

We are proud of the work we've done to develop our capacity in this area. In 2024, we had 100% visibility into our Tier 1 manufacturing suppliers. From 2023 to 2024, we increased our Tier 2 (mills and dyehouses) visibility from 99.7% to 99.9% and our Tier 3 (spinners) visibility from 97% to 99.6%. We also increased our use of fibers traceable back to their country of origin from 66% to 83% between 2023 and 2024.

“It's meaningful for workers to be recognized for their efforts to produce a product for consumers.”

—Lang Thi Hao, worker at Nobland Vietnam Co. since 2014

Read more in **The Journal**

Certification, Assessment & Accountability

Our certifications help us benchmark our performance, drive standardization in data collection and reporting, and engage with our value chain and industry colleagues using a shared language.

We rely on two tools to evaluate our overall environmental, social and governance (ESG) impacts: the Higg Brand & Retail Module (BRM) and the B Impact Assessment (BIA). The Higg BRM is an annual assessment for the footwear, apparel and textile industry that sets a global standard for measuring and reporting on ESG goals. The BIA works on a triennial cycle and is industry agnostic—it assesses companies on their positive impact in five areas that include governance, environment, workers, customers and community.

Taken together, these two assessments allow us to determine our performance relative to our past, our industry colleagues and the like-minded community of responsible businesses that exist across areas and geographies. We also use other more specific certifications and assessment tools that allow us to focus on specific environmental and social impacts, like Science Based Targets and SLCP aligned social assessments; these are discussed in other sections of this Report.

Verified 2023 Higg Brand & Retail Module Score

In 2024, we verified our 2023 BRM score of 52.7%. Increased traceability and use of eco-preferred materials, as well as the introduction of Fair Trade Certification allowed us to increase our score by 7.5% year over year. The BRM becomes increasingly more rigorous over time to promote progress in the industry, so these improvements in our score are meaningful reflections of our hard work. We also share our verified score with our suppliers annually to increase our accountability and demonstrate goodwill, since we ask them to complete corresponding assessments.

	2022	2023
Our BRM Score	45.2%	52.7%

B Impact Assessment

In 2024, we were awarded 109.4 in the B Corp recertification process. While we are always working to improve our positive impact (and therefore our scores), the jump from our 2021 score to this new score reflects the effort that we put into caring for the planet and our communities in the midst of rebuilding our business from the effects of the COVID-19 pandemic. In addition to holding onto our commitments to increasing our use of eco-preferred fibers and reducing our carbon footprint, we introduced Fair Trade Certification, which allowed us to qualify as having a Poverty Alleviation Impact Business Model (IBM). Per B Lab, the IBM is a business strategy intended to create economic opportunity for low-income individuals and their communities. We are proud to be recognized for this work and prouder still of our commitment to business for good.

	2015	2018	2021	2024
Our B Impact Score*	81.6	96.2	89.1	109.4

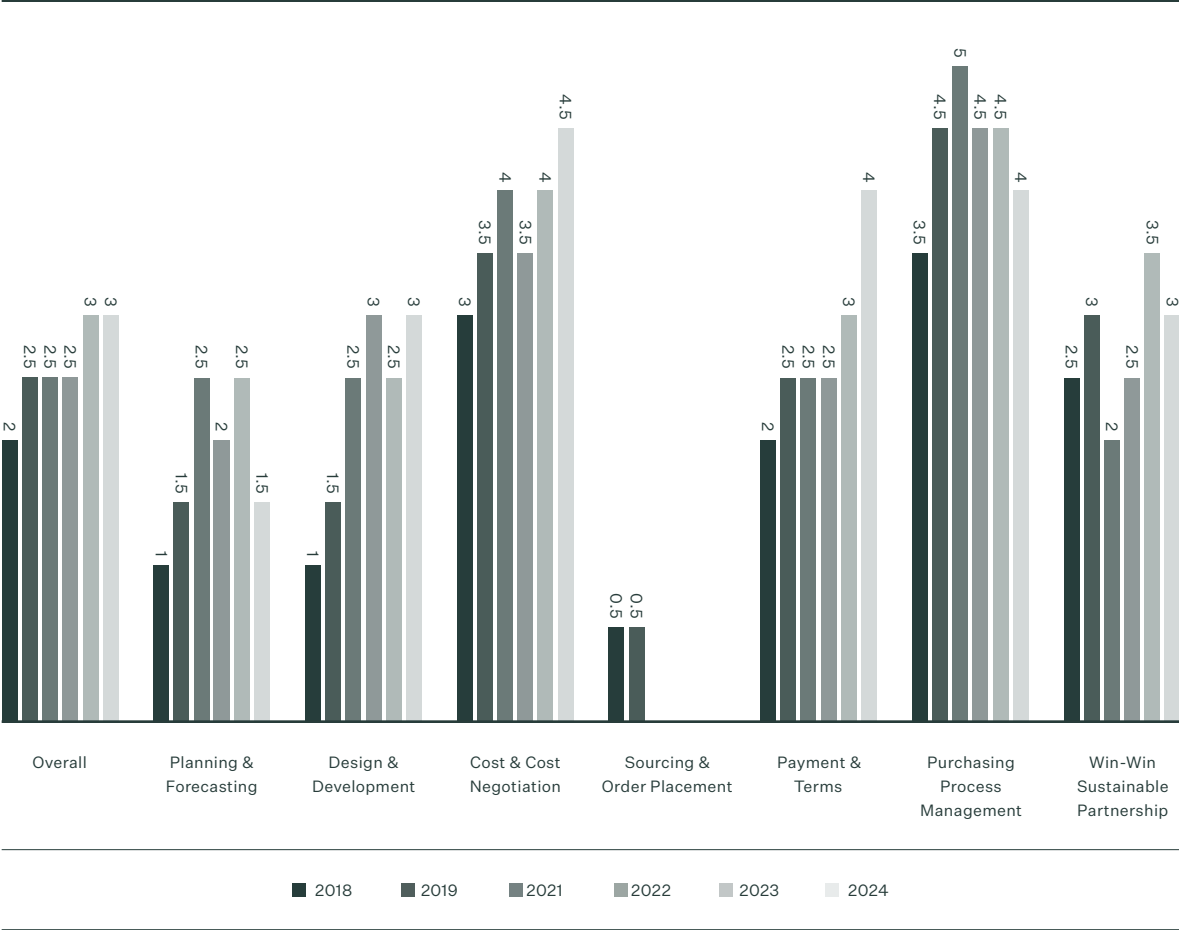
*Note: Score that qualifies for B Corp Certification is 80.

While we are proud of our BRM and BIA scores, there remains much work ahead. We’re prioritizing having an even greater positive impact in areas such as consumer education and carbon sequestration. We use both the BRM and BIA to help guide us in developing our impact strategy and hope that our future scores reflect improvement in our practices and results.

Better Buying

We believe that being a good business partner to our suppliers is critical to our shared success. Every year since 2018, we have surveyed our suppliers anonymously through Better Buying and analyzed the results to improve our practices.

Better Buying Scores, 2018-2024



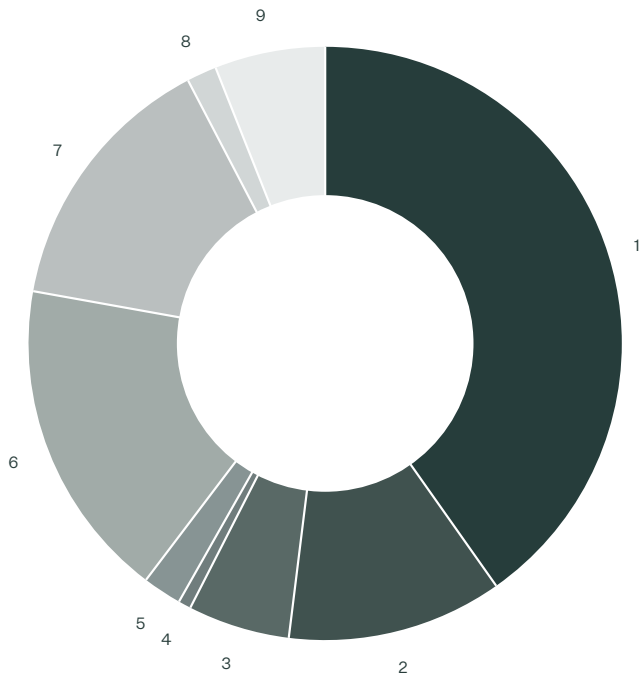
Materials That Matter: Choosing Better Materials for a Healthier Planet

Material selection is one of our most important levers for reducing impact—the fibers we source help us emit fewer greenhouse gases, keep clothing out of landfills and oceans by using it as feedstock for new fibers, and reduce water usage. We’re focused on transitioning to eco-preferred fibers that meet rigorous third-party sustainability criteria and scaling regenerative practices wherever possible.

“We’re on a journey of continuous improvement—and Regenerative Organic Certified® cotton is our new North Star.”

—Inka Apter, Director of Material Sustainability & Integrity

2024 Fiber With Attributes



1	40.2%	Certified Organic Cotton & Linen	6	17.5%	Certified Regenerative (Wool and Regenerative Organic Cotton)
2	11.7%	Lyocell	7	14.5%	Silk
3	5.6%	Viscose with certified Sustainable Forestry	8	1.6%	Elastane
4	0.7%	Responsible Wool (Non-Regenerative)	9	6.0%	Other Conventional Fiber
5	2.1%	Recycled Fibers			

Eco-Preferred Fibers & Materials

Eco-preferred fibers meet third-party sustainability criteria, including Global Organic Textile Standard, Global Recycled Standard, Canopy’s Hot Button Ranking, Forest Stewardship Council, Responsible Wool Standard, Savory Land to Market verification and Regenerative Organic Certified®. We also consider products made from clothing collected through our customer take-back program to be eco-preferred, whether they are totally remade into new materials or simply resewn.

Highlights

- 77% of our 2024 line used eco-preferred fibers, an increase of 2% year over year.
- 100% of cotton and linen was organic or recycled.
- 38% of cotton was both organic and regeneratively grown.

In 2024, our three most-used fibers by volume across our line were organic cotton (including regeneratively grown organic cotton), organic linen and man-made cellulosic fibers (MMCF), which use wood pulp harvested from sustainably forested trees. We prioritized sourcing organic and regeneratively grown fibers that support the health of farmers and the land they cultivate.

Regenerative Organic Certified® Cotton

In 2024, we made significant progress toward our goal by increasing the percentage of Regenerative Organic Certified® cotton on our line. While organic cotton is grown without synthetic fertilizers, harmful pesticides or herbicides, regenerative farming methods additionally enrich soil health and biodiversity. Regenerative Organic Certified® is the highest verifiable environmental standard for cotton.

Goal	Progress		
	2022	2023	2024
50% of our organic cotton is regeneratively grown by 2030.	0%	1.6%	38%

Read more in [The Journal](#)

Viscose & Tencel™ Lyocell: Responsible Forestry

We partner with Canopy, a nonprofit organization with a mission to protect the world’s forests, species and communities to ensure that our MMCF is sourced responsibly. Since 2020, we have sourced 100% MMCF from suppliers that are rated “Green Shirt” and above in Canopy’s Hot Button Report, which means that our supply chain is comprised of companies doing everything they can to avoid sourcing trees from ancient and endangered forests. Green Shirt–rated suppliers also demonstrate leadership in chemical management and the development of next-generation fibers.

In 2024, 67.1% of our Man-Made Cellulosic Fiber (MMCF) was Lenzing Tencel™ Lyocell or Lenzing Tencel™ Lyocell with Refibra™ Technology. 26.7% was from Lenzing Ecovero. The remaining 6.2% MMCF was from additional Green Shirt–rated suppliers.

Responsible & Regenerative Wool

We are proud of the progress that we’ve made in increasing our use of wool certified to the Textile Exchange Responsible Wool Standard (RWS), which ensures that farmers meet animal welfare and land management requirements. We also expanded our sourcing of regenerative RWS wool, which goes a step further, helping to regenerate depleted grasslands.

Goal	Progress		
	2022	2023	2024
100% of wool fibers are from RWS, Regenerative RWS, or recycled source by 2025.	54.2%	71.1%	98.2%
100% of our virgin wool is regenerative and RWS certified by 2030.	32.6%	49%	87.5%

Fibers from Textile Waste

Using fibers from textile waste has many similar benefits to using MMCFs and organically and regeneratively grown fibers; it also helps reduce the number of garments that are otherwise destined for landfills. Our use of these fibers also contributes to the commercialization of them, which will help make them more widely available. While we wish our progress in adding recycled yarns to our line was linear, it isn’t; in 2024, our use of recycled fibers from used garments and pre-consumer textile waste decreased slightly due to a reduction in our recycled cashmere sweater programs. We did see our commitment to circular design innovation come to life in other ways, including the development of materials for a 2025 collection using JIRECELL™ fiber, a new version of viscose made in part with Circulose®—recycled cotton pulp derived from 100% textile waste. And we made additional commitments to sourcing recycled synthetic fibers derived from textile waste by 2030.

	2022	2023	2024
Category			
Total recycled fibers	1%	2%	1.96%
Recycled cashmere	28%	29%	13%
Recycled wool	0%	0.1%	3.1%
Recycled cotton	.15%	0%	.49%
Goal	Progress		
100% of our polyester is recycled by 2025	47%	99%	96%
100% of our nylon is recycled by 2026	12%	14%	20.2%

Our First Circular Wool Sweater

One of our most exciting achievements of 2024 was the completion of our wool fiber-to-fiber recycling pilot program, turning damaged EILEEN FISHER clothing into new yarn. Our team partnered with an innovative Italian supplier, ReVerso®, to make a circular sweater with 80% recycled wool spun from pre-loved EILEEN FISHER garments.

“By doing this work ourselves, we want to demonstrate to the industry that fiber-to-fiber recycling has the potential to scale. We’re streamlining our operations and creating a blueprint.”

—Carmen Gama, Director of Circular Design

Circularity in Action: Reuse & End of Life

Our responsibility for what we create starts with fiber selection and goes through the end of our garments’ lives. Since 2009, we’ve been pioneering circular practices that allow us to act responsibly at the beginning and end of our products’ life cycles. In 2024, we celebrated 15 years of Renew, our take-back program that keeps garments in use and out of landfills. Through Renew, garments that are in great condition are professionally cleaned and resold in select stores and on the Renew website. Items that aren’t sellable are donated, repaired and remade as pieces for Mended and Resewn collections or used as inputs for innovative fiber-to-fiber recycling efforts.

Our 2024 milestones include:

- 296,276 garments collected from our customers—the highest annual return in the history of our program.
- 107,802 Renew items resold online and in stores.
- Introducing our first circular sweater, made with 80% recycled wool spun from pre-loved EILEEN FISHER garments and created in part with our innovative Italian supplier, ReVerso.

We’re setting our sights on collecting more clothes from our customers, scaling our fiber-to-fiber recycling operation and improving our Renew business so that we can accomplish our twin goals: keeping our products in the cycle of use for as long as possible and supporting our company’s financial health through selling pre-loved apparel.

We also take responsibility for our clothing by offering free repair of EILEEN FISHER garments. Between 2023 and 2024, we saw a 15% increase in the number of EILEEN FISHER pieces mended through this initiative. The handwritten notes from customers thanking our teams for giving their garments a second life was a notable highlight of 2024.

2024 also included setbacks for our circularity efforts that contributed to a reduction in the number of garments that were repurposed: a decrease in the number of items included in the Renew overdye collection; the corporate reorganization of Circulose® (formerly Renewcell), our major recycling partner; and the closing of our in-house felting program. We were particularly disappointed to end the felting program, which had transformed damaged EILEEN FISHER garments into one-of-kind felted accessories, home goods and artworks. We concluded this program so our Renew team could reallocate the damaged garments, time and investment toward more impactful fiber-to-fiber recycling projects.

“Our Renew take-back program is an example of our company living by our values and inviting customers to participate in a positive, impactful cycle with a brand. With this program, they get to be a part of our community and the company’s circular vision.”

—Lilah Horwitz, Director of Renew Content and Marketing

Organic Silk Supply Chain Development¹

We cannot yet count silk as an eco-preferred fiber but are working to change that. We’re including this information in our eco-preferred fiber section to provide a glimpse of how we work to responsibly transition supply chains and support partners through that change.

Since 2022, we have been developing an organic silk supply chain so that the silkworms will be fed from organically grown mulberry leaves that are free from pesticides and synthetic fertilizers. The transition from conventionally to organically produced silk takes three years and we have been supporting our producers through that time, both by spending time helping them work through the conversion process and by purchasing their silk as they do that. Our 2025 line will contain “in-conversion” silk and organic silk will be on our line in 2026. Sourcing from these farms during the conversion period supports farmers and demonstrates the increasing demand for an organic fiber supply.

The textile industry has long been limited by a lack of life cycle assessment (LCA) data on silk, which is needed for insight into silk’s environmental impact. Throughout the last two years, we have contributed to a silk LCA that will benefit not only ourselves but also the industry. We look forward to sharing the results of the LCA in our 2025 Benefit Report.

For 2024 garments, the silk that we used was bluesign® APPROVED at the material level, dyed with safer chemistry using less water and less energy.

¹ Because the silk we use is technically conventionally grown, it does not carry a third-party certification at the fiber level.

Safer Chemistry

We are reducing harmful chemical use through two main levers:

- Safer fiber inputs (e.g., organic cotton, closed-loop lyocell)
- Improved dyehouse practices via tools like bluesign® and ZDHC compliance

2024 Progress:

- 89% of materials meet safe chemistry standards
- 72% of products use fibers with reduced chemical inputs

Carbon

EILEEN FISHER’s approach to global warming is comprehensive and grounded in the interconnectedness of human and planetary well-being. Our climate strategy focuses on three key areas:

- Our Product
- Operational Actions
- Collective Action & Advocacy

Compared to 2023, our overall carbon footprint has increased. This is due to several factors, including an increase in garments produced, an increase in air shipping and a more thorough assessment of our total carbon footprint, which now includes additional categories.

2024 Carbon Pulse Check

Global	EILEEN FISHER	
427	+1.28° C	255
The amount of carbon dioxide (parts per million) in the atmosphere in 2024. Since the start of the industrial era in 1750, human activities have increased atmospheric CO2 emissions by 50%.	The global temperature increase since 1880. Earth’s average surface temperature in 2024 was the warmest on record since recordkeeping began in 1880.	The number of railcars of coal that would have to be burned to produce emissions equivalent to EF’s 2024 carbon footprint.

Source: NASA Climate

Source: NASA Climate

Source: EPA GHGe equivalency calculator

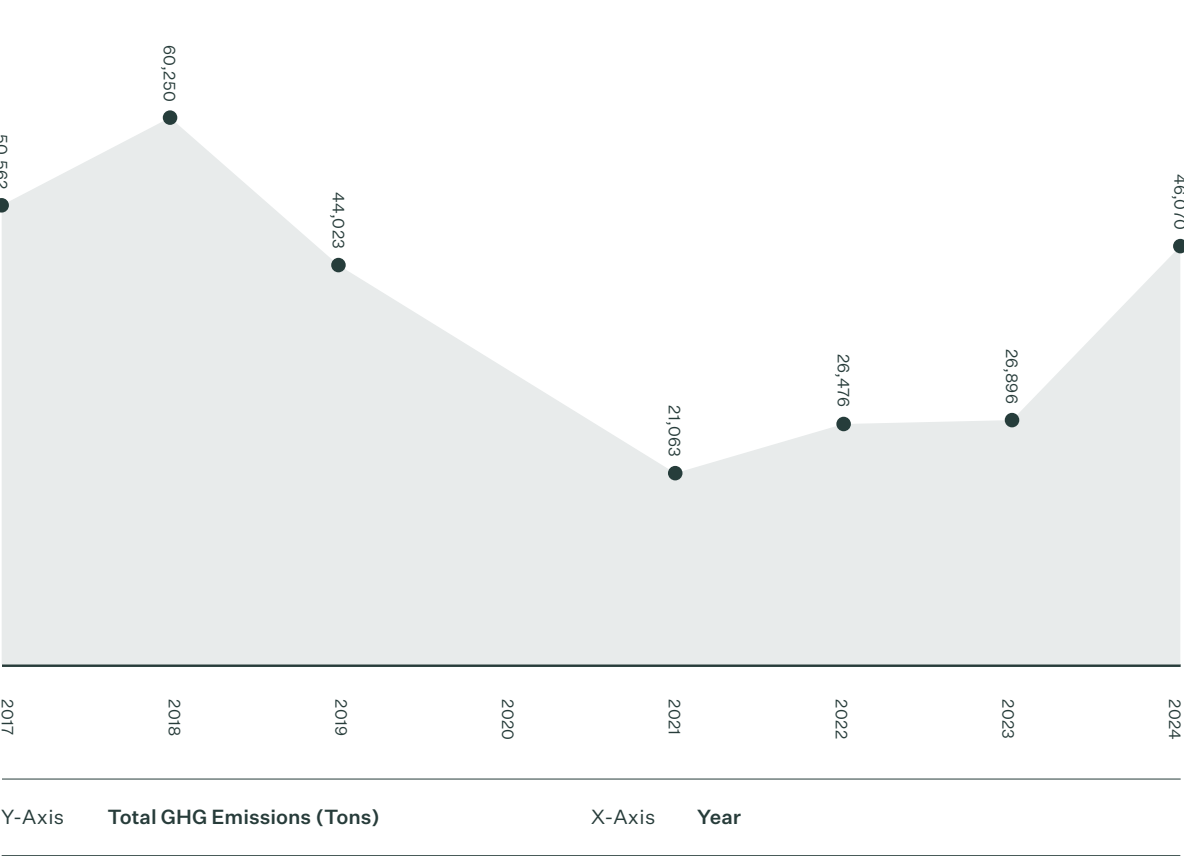
Total Greenhouse Gas Emissions

The chart below shows our estimated total GHG emissions from 2017 to 2024. Approximately 97% of these emissions are from Scope 3, largely from purchased goods and services, while Scope 1 and Scope 2 account for just 1% and 2%, respectively.

In 2024, we observed a notable increase in emissions due to several factors:

- More Comprehensive Emissions Analysis: A more thorough assessment of our total carbon footprint, including emissions from forest, land and agriculture (FLAG); capital goods; waste; and employee commuting.
- Increase in Air Transportation: A rise in air freight, which is significantly more carbon-intensive than sea freight.
- Better Data: The inclusion of more accurate data, particularly from our apparel manufacturers.
- Product Mix: A shift in product offerings, notably an increase in silk production, which has a higher emissions factor compared to other materials.

Total Greenhouse Gas Emissions 2017-2024



Science-Based Targets

The company committed to a 100% reduction in absolute Scope 1 and 2 GHG emissions by 2025 from a 2017 base year. The company also committed to a 25% reduction in absolute Scope 3 emissions from purchased goods and upstream transportation and distribution by 2025. Progress toward these goals is reflected in the chart below. In 2025, we will update our baseline and set new targets.

Science-Based Targets Progress

% of Total			Emissions Since Baseline Year		
Scope	GHGe	Science-Based Target	2017	2024	Status
1	1%	100% reduction of Scope 1 emissions by 2025	8	↑ 626	↓ Off track Scope 1 emissions are not on track because additional emissions were identified after the baseline goal was set. More data was incorporated for refrigerants and heating fuels.
2	2%	100% reduction of Scope 2 emissions by 2025	2,169	↓ 906	↑ On track Scope 2 emissions are on track, primarily due to the purchase of Renewable Energy Certificates (RECs). One main reason for the drop in emissions is the closing of a corporate space post-COVID.
3	97%	25% reduction of Scope 3 emissions by 2025	57,782	↓ 39,989	↑ On track Scope 3 emissions are on track. We've achieved 31% progress toward our 25% reduction goal. In alignment with our initial Science-Based Targets set in 2019, we've excluded new categories (Category 2, 5, 7, 9, 11, 12, 14). We'll be setting new Science-Based Targets in 2025.

Annual Carbon Emissions by Scope 2017-2024

GHG EMISSIONS (tons CO2e)								
	2017	2018	2019	2020	2021	2022	2023	2024
SCOPE 1: Direct emissions from sources owned or controlled by the company								
Corporate Vehicles	-	8	10	9	6	1	3	4
Gas & Propane	-	-	-	-	279	256	229	290
Refrigerants	-	-	-	-	-	-	-	332
SCOPE 1 TOTAL		8	10	9	285	257	232	626.3
SCOPE 2: Indirect emissions from purchased electricity								
Building Spaces	2,169	2,091	2,154	1,616	852	844	907	906.0
RECs (converted to GHGe)	(2,169)	(2,091)	(2,154)	(1,616)	-	(844)	(907)	(906)
SCOPE 2 TOTAL	-	-	-	-	852	-	-	-

SCOPE 3: Indirect emissions from sources not owned or controlled by the company

Category 1: Purchased Goods and Services (Raw Material to Finished Garment Factory)	46,728	54,732	39,717	-	18,625	20,883	23,186	33,312
Category 2: Capital Goods	-	-	-	-	-	-	-	1,886
Category 3: Fuel and Energy Related Activities (Transmission and Distribution Losses)	-	-	-	-	48	40	42	439
Category 4: Upstream Transportation and Distribution (Inbound and Outbound Shipping)	11,054	11,210	9,975	4,572	5,654	6,574	2,860	6,025
Category 5: Waste (from operations)	-	-	-	-	-	-	-	132
Category 6: Business Travel	-	1,690	821	92	4	55	255	213
Category 7: Employee Commuting	-	-	-	-	-	-	-	1,334
Category 9: Downstream Transportation	-	-	-	-	-	-	-	251
Category 11: Use of Sold Products	-	-	-	-	-	-	1,461	1,633
Category 12: End-of-Life Treatment of Sold Products	-	-	-	-	-	-	250	219
Category 14: Franchises	-	-	-	-	-	-	-	0
SCOPE 3 TOTAL	57,782	67,632	50,513	-	24,331	27,552	28,054	45,443
SCOPE 1,2,3 TOTAL	57,782	67,640	50,523	-	25,468	27,809	28,285	46,070
Offsets/Insets	7,220	7,390	6,500	3,500	4,405	1,333	1,389	
TOTAL GHG EMISSIONS	50,562	60,250	44,023	-	21,063	26,476	26,896	46,070

SUCCESSSES

Investing in Better Land Management, Resource Conservation and Resale

Regenerative Agriculture

We are committed to supporting regenerative agriculture practices that sequester carbon, improve soil health and enhance biodiversity. Healthier soil captures more carbon and improves resilience to climate change, helping us reduce emissions at the raw material level.

Organic & Recycled Fibers

Organic cotton and linen remain foundational fibers in our products. Organic farming eliminates harmful pesticides and fosters healthier soil, which contributes to carbon sequestration. Additionally, we are exploring ways to incorporate more recycled fibers into our materials to reduce dependence on virgin resources, which directly contributes to our Scope 3 reduction target.

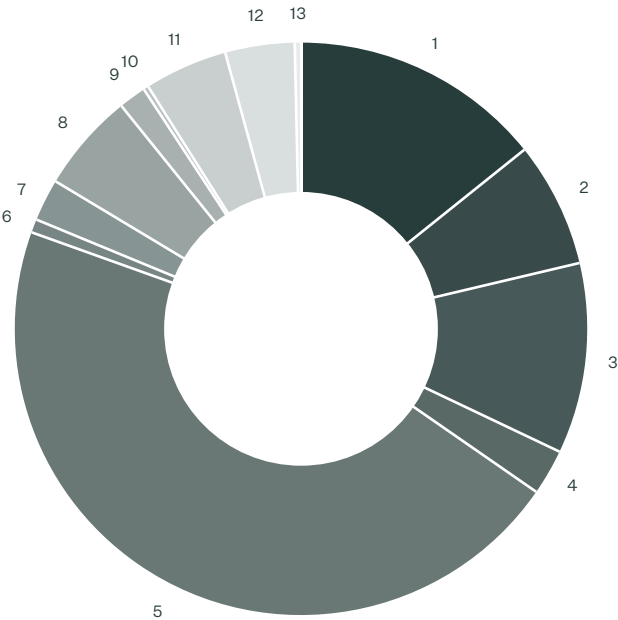
EILEEN FISHER Renew

By choosing a secondhand Renew garment instead of purchasing new, customers help reduce carbon emissions associated with the production of new garments. This purchase not only keeps valuable materials in circulation but also significantly lowers the overall environmental impact, contributing to a more sustainable and circular fashion system.

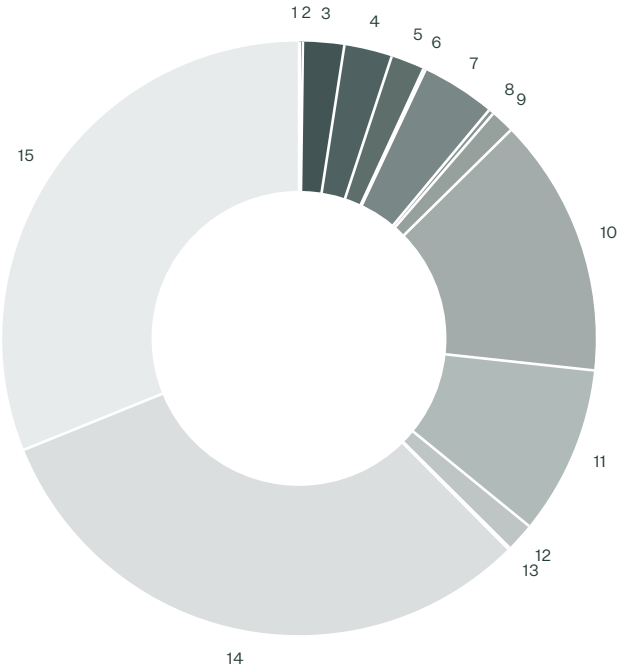
Supplier Energy Use

Below is a breakdown of our Tier 1 and Tier 2* suppliers’ energy sources in 2024. As part of our efforts to improve supplier energy sources and reduce Scope 3 emissions, we support suppliers’ efforts to decarbonize through the Higg Facility Environmental Module, Apparel Impact Institute, and Manufacturer Climate Action Program.

2023 vFEM T1 Energy Use



1	14%	Coal	8	6%	Fuel Oil
2	7%	Natural Gas	9	1%	LPG
3	11%	Biomass	10	0.36%	Purchased Renewable Electricity (Vehicular)
4	3%	Purchased Steam	11	5%	Gasoline
5	46%	Purchased Electricity	12	4%	Purchased Renewables
6	1%	Biodiesel	13	0.45%	Solar Photovoltaic
7	2%	Diesel			



1	0.002%	Biodiesel	9	1%	Biomass with Sustainability Certification
2	0.21%	Diesel	10	14%	Purchased Electricity
3	2%	Fuel Oil	11	9%	Purchased Renewables
4	3%	LPG	12	2%	Solar Photovoltaic
5	2%	LNG	13	0.10%	Solar Thermal
6	0.13%	Gasoline	14	32%	Purchased Steam
7	4%	Coal	15	31%	Natural Gas
8	0%	Biomass			

Charts represent energy use across significant suppliers’ operations, not specific to their production work for EILEEN FISHER. This data is from verified Higg FEMs only, per Worldly’s communications guidance.

*Definition of tiers:
Tier 1: Apparel Manufacturers
Tier 2: Mills & Dyehouses
Tier 3: Spinners
Tier 4: Fiber Growers & Producers

Decarbonization Efforts in Supply Chain Facilities

Thanks to our suppliers' efforts and our product sourcing mix, emissions from coal in Tier 1* were down more than 5% and emissions from natural gas in Tier 2* were down 13% from the previous year. Eleven key suppliers across Tiers 1 and 2 are using solar photovoltaic electricity. Eight additional suppliers purchased electricity from renewables, including hydropower, geothermal and solar sources, through a Power Purchase Agreement. Over the coming years we will support our suppliers to increase electrification and renewable energy, both directly and through our work with industry groups.

Apparel Impact Institute Collaboration

In 2024, we launched a partnership with peer brands at shared suppliers through the Apparel Impact Institute (Aii) to support supplier decarbonization. Measurable results are expected in 2025. We continue to recruit Tier 2 and Tier 3 suppliers to the Higg Facility Environmental Module (FEM) which guides our prioritization of suppliers for Aii work.

Policy

We remain actively engaged in policy advocacy, supporting initiatives that drive systemic change in the apparel industry and beyond. Our efforts include collaborating with industry partners and policymakers to influence climate legislation. For more details on our policy engagement and advocacy efforts, please refer to Benefit 4 in the report.

CHALLENGES

Decoupling Growth from Carbon Emissions

As our company continues to grow, our challenge is to decouple growth from an increase in carbon emissions. Scaling sustainable practices across production and supply chain operations, while meeting rising demand, requires ongoing efforts to find efficiencies, foster innovative process improvements, and invest in renewable energy solutions.

Transportation

One of our biggest ongoing challenges is reducing emissions from transportation. Air freight remains a high-emission method of shipping, and while we continue to use sea freight for most shipments, global supply chain disruptions have led to an increase in air freight. In our 2024 carbon accounting process, we found that shipping by air was 50 to 75 times more carbon-intensive than shipping by sea. We are working on strategies to optimize shipping methods and reduce our reliance on air shipments.

Benefit 2a

We are committed to creating an inclusive workplace that respects and honors differences in gender, age, race, ethnicity, religion, sexual orientation and political views.

Inclusive Workplace

SUCCESSES

Diversity and Inclusion Practices

Our commitment to having a fair and inclusive workplace guided much of our internal work in 2024.

We've continued to build momentum through trainings that help employees identify bias and work against allowing it to influence their behavior and by curating a cultural calendar that celebrates our diverse community. In 2024, our team also launched an LGBTQIA+ employee resource group.

We are expanding beyond isolated equity events—such as individual training sessions and specific hiring and demographics goals—toward evidence-based practices that more holistically embed diversity, equity and inclusion into our workplace. These include behavior-based interviewing, diversified recruiting pipelines, retention analysis and structured performance management.

CHALLENGES

Personnel Changes

In 2024, we experienced bandwidth issues due to limited staffing and resources. In addition, personnel changes affected our data collection capacity.

Benefit 2b

We are committed to the wellness and well-being of all our employees.

Employee Well-Being

SUCCESSSES

2024 Pulse Survey

The results of our 2024 pulse survey revealed that 85% of EILEEN FISHER employee survey participants agree with the statement, “The company values my well-being.”

Using the insights from our survey, we implemented a robust training program at our distribution center to help managers support their teams.

Healthy Community Reimbursement Program

In 2024, we added flexibility to the Healthy Community Reimbursement Program, allowing employees to reimburse PTO-related expenses—from travel tickets to activity and rental fees. We continue to highlight this benefit in ongoing communications to promote participation and encourage our community to make time for and invest in personal well-being.

In 2024, our community utilized about 80% of accrued PTO within the allotted time. The remaining was mainly carried over for usage in 2025.

Goal	Progress		
	2022	2023	2024
90% of US employees utilize the Healthy Community Reimbursement Program by 2028.	70%	68%	85%

401(k) Contributions & Employee Stock Ownership Program

We continue to support our employees in building financial resilience and long-term savings. In 2024, 92% of our US employees contributed to the 401(k) program.

Since 2005, eligible employees have received part ownership in EILEEN FISHER in the form of shares.

CHALLENGES

Inflation and the Living Wage Threshold

In 2023, we made a significant investment in wages and cleared the living wage threshold for all hourly EILEEN FISHER employees using MIT's Living Wage Calculator.

In 2024, there were multiple changes in the calculation methodology resulting in a significant increase in the Living Wage calculation. We concluded that it was more sustainable to wait until there is some stability in the Living Wage methodology before considering further wage adjustments.

In reviewing our total benefits offering, we concluded that our Total Rewards program, which includes generous benefits, PTO and well-being reimbursements, is competitive and offers holistic value for our community.

Personalization of Benefits

We recognize that our diverse employee population prioritizes different needs. We continue to work hard to address those needs, often making difficult choices that balance impact, individuality and the health of the whole.

In recognizing the diversity of our community, we are making strides to offer a level of choice that allows people to opt in to benefits that are most meaningful to them.

Benefit 3

We are committed to conducting business in ways that empower women and girls, support the fair treatment of all people and preserve the environment.

Business for Good

We continue to maximize our limited philanthropic dollars by making merchandise and gift card donations, as well as matching employee donations toward disaster relief and resiliency efforts. Additionally, ahead of the 2024 US presidential election, we contributed to organizations that safeguard the democratic process.

2024 Community Support at a Glance

Grants and Volunteering	
American Civil Liberties Union	Vote Run Lead
Riverkeeper	Wolf Willow Institute
Up North Pride	
Merchandise and Gift Card Donations	
Attitudes and Attire (TX)	Family-to-Family (NY)
Broadview Domestic Violence Shelter (WA)	GraceWorks (NY)
Brooklyn Youth Chorus (NY)	HomeFront - Resource Network Family Needs (NY)
Cancer Cartel (WA)	Mary McDowell Friends School (NY)
Cobble Hill Playschool (NY)	NCCU Career Center (NC)
Cycle for Kids Cancer (CA)	Outdoor Art Club (CA)

Merchandise and Gift Card Donations (cont.)

Palm Springs Life (CA)	Sew Valley (OH)
Pine Hill Community Center (NY)	Soles4Souls (TN)
P.S. 261 (NY)	Stitch Buffalo (NY)
Red Hook Community Closet (NY)	Well Cloth'd (NY)

Employee Matching

All Hands & Hearts	Give Directly
American Heart Association	Nature Conservancy
Americares	Samaritan's Purse
Anera	The Loft (NY)
Charity Water	World Central Kitchen
Darfur Women Action Group	

Benefit 4

We are committed to working collaboratively and transparently with other companies in the fashion industry to advance ethical business practices.

Collaborative Impact

Advancing Our Own Values

We recognize that true impact stems from collective engagement. There are many organizations we collaborate with to amplify our social and environmental endeavors—from reducing textile waste to ensuring ethical working conditions.

Our partners include:

American Apparel & Footwear Association (AAFA)	Council of Fashion Designers of America (CFDA)
Apparel Impact Institute (Aii)	Cyntex
B Lab	Eleven Radius
Better Buying Institute	Fair Trade USA
Better Work (Vietnam and Indonesia)	Fiber Club
Bluesign	Fordham University’s Responsible Business Coalition
Brown and Wilmanns Environmental	Global Living Wage Coalition
Canopy Planet	Labor Solutions
Cascale	Land to Market
Ceres Policy Network	Leather Working Group
Clean Energy Buyers Association	Native
Conservation X Labs	Open Supply Hub

Our partners include: (cont.)

Pure Strategies	Spiber Biosphere Circulation Project
Regenerative Organic Alliance	Textile Exchange
Reimagining Industry to Support Equality (RISE)	The Fashion Pact
RESET Carbon	The Week
Riverkeeper	Trove
Science Based Targets Initiative	Worldly
Social Accountability International (SAI)	ZDHC
Social & Labor Convergence Program (SLCP)	

Advancing Values Throughout the Industry

To maximize positive impact on communities and the environment, we work with brands, students and industry associations. Below is a snapshot of how we engaged with people outside our company in 2024.

Brand and Industry Conversations

The Fashion Pact
Aii
Pure Strategies Nature Action Forum

Speaking Engagements

Global Fashion Summit: “Elevating the Consumer-Citizen Role” Panel	Global Fashion Summit Copenhagen
	GreenBiz Circularity
Columbia University: sustainable fashion panel	Sustainable Fashion Forum
Yale University: sustainable fashion and policy panel	Sourcing Journal Sustainability Summit
Virginia Tech Executive Masters of Natural Resources program	Parsons School of Design NY State Textile Legislation Conference: The Fashion Act & EPR for Textiles panel
Worldly Advancing Scope 3 Calculations webinar	
A Holistic Approach to Tackling Scope 3: Embedding Nature into Climate Action hosted by the Environmental Defense Fund (EDF)	

Advocacy

Our choices have power—and lasting systemic change often starts with policy. By making our voices heard we can work together to protect the environment, human rights and the democratic process. In 2024, we engaged with eight issues that advance our core values and support the health of people and the planet.

Issue	Date	Action
Apparel Industry		
New York Fashion Act (S. 4746)	January	EILEEN FISHER conducted rounds of outreach to legislators and participated in Lobby Day in Albany to support the Fashion Sustainability and Social Accountability Act (NY Fashion Act). This bill holds companies accountable and levels the playing field for apparel brands with human rights and environmental programs in their supply chains.
	September	To build momentum around the legislation, we joined brands, NGOs and industry leaders at Fashion Act Monday, hosted by the New Standard Institute.
Climate		
Clean Economy	March 2024	EILEEN FISHER participated in Ceres LEAD 2024 with over 60 major companies and investors. The three-day advocacy event championed local economic benefits of the Inflation Reduction Act and other critical clean energy policies.
		We attended meetings with the offices of Rep. Katherine Clark (D-MA), Rep. David Scott (D-GA), Robert Bonnie (USDA Under Secretary for Farm Production and Conservation), Sen. John Boozman (R-AK), Sen. Chuck Schumer (D-NY) and Sen. Debbie Stabenow (D-WI).
Grid Modernization	Ongoing	EILEEN FISHER signed a statement offering a set of recommendations for improving the electricity grid in North Carolina, South Carolina and Georgia.
PA Reliable Energy Sustainability Standard (PRESS)	May 2024	EILEEN FISHER signed a letter supporting the goal of achieving 35% clean energy by 2035 in Pennsylvania. This letter helped educate individual lawmakers on the business case for setting ambitious clean energy standards.
Clean Deliveries Act (NY S. 2727A)	June 2024	EILEEN FISHER signed a letter supporting New York’s adoption of the Clean Deliveries Act, which would measure and mitigate emissions and air pollution from vehicles that service large warehouses operating as last-mile delivery facilities. The letter helped the bill pass the Senate during the final days of New York’s legislative session but was unable to pass the House. It will be reintroduced in 2025.

Climate (cont.)

Businesses Support the Minnesota Energy Infrastructure Permitting Act (EIPA)	May 2024	EILEEN FISHER signed a letter supporting the Minnesota EIPA, emphasizing that the state’s goal of achieving 100% carbon-free energy by 2040 won’t be possible without changes to the permitting and interconnection process. The Minnesota Energy Infrastructure Permitting Act passed through the Legislature and was signed into law by Governor Walz in June 2024.
EmPOWER Program	May 2024	EILEEN FISHER signed a letter supporting legislation to further invest in energy efficiency and align the EmPOWER program with Maryland’s climate goals. Legislation was passed to create a cleaner, more energy-efficient future for residents and businesses.

Reproductive Health

Don’t Ban Equality	March 2024	EILEEN FISHER participated in a campaign with 1,000 other businesses to highlight abortion access as a workplace and economic issue. The campaign with the list of brand supporters was featured on a Broadway Times Square billboard.
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Final Word

We’re proud to share our progress and goals as we expand our commitments to people and planet. Thank you to our employees, vendors, customers and industry partners for your support in these efforts. Collaboration is more important than ever as we navigate unique challenges in the year ahead and continue the work we started forty years ago designing for a more sustainable tomorrow.