

Corporate Responsibility

Impact Report

Fiscal Year 2023



JOANN



better
than 😊
yesterday

We're making strides at JOANN

By focusing on a sustainable and responsible future, we're demonstrating a commitment to being better than yesterday, so you can feel good about the creative mark you leave on the world. Learn more on page 23.

- ← **Reusable Bowl Cover** crafted with 100% organic cotton
- **Organic Cotton** Spring 2023 Collection
- ↓ **Eddie Bauer Yarn** Cozy Camp made from 100% recycled acrylic

By focusing on a sustainable and responsible future, we're demonstrating a commitment to being better than yesterday, so you can feel good about the creative mark you leave on the world. Learn more on page 23.

- A collage of images showcasing sustainable products. The top left features a green background with three items: a Reusable Bowl Cover, Organic Cotton fabric, and Eddie Bauer Yarn. The top right shows three fabric patterns: one with cacti and a person, one with a landscape, and one with frogs. The bottom half of the image is a close-up of several skeins of blue and white Eddie Bauer Cozy Camp yarn, with a label visible on one skein.

100% RECYCLED ACRYLIC

Eddie Bauer

COZY CAMP

229 yd | 3.5 oz
210 m | 100g

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From the Office of the CEO

Over the last 80 years, JOANN has inspired creativity in the hearts, hands, and minds of its customers. Starting as a single storefront in Cleveland, Ohio, JOANN continues to serve as a convenient single source for all the supplies, guidance, and inspiration our sewing and craft enthusiasts – as well as people cultivating a new passion – need to find their happy place.

We have done this by remaining focused on the things that matter most – the quality of the products we offer, the customers who shop in our stores, and the Team Members who serve as friendly, clever allies helping people complete their creative projects. This people-centric approach has helped JOANN become the nation’s category leader in sewing and fabrics with one of the largest assortments of arts and crafts products, and shapes how we think about our environmental and social responsibilities.

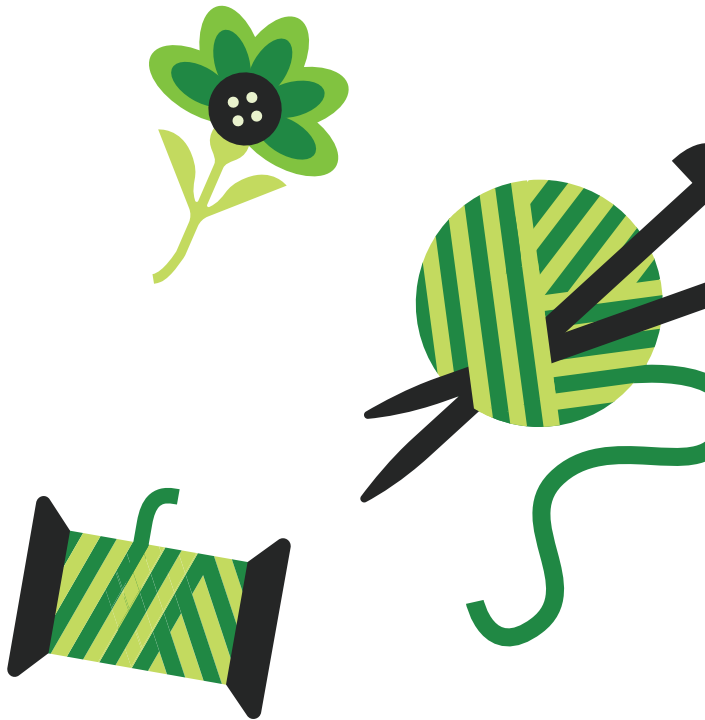
While JOANN has long been committed to being a good corporate citizen, we know that we have an opportunity to do more. With over 830 stores in 49 states and suppliers around the world, we believe that we can leverage our own operations and work throughout our value chain to reduce our environmental footprint and have a lasting, positive impact on the communities where we do business. Additionally, sewing and

crafting are creative activities that people of all ages, demographics, and skill levels enjoy. We work every day to inspire and support creators who have diverse backgrounds and experiences to complete their unique projects.

To support this work, we launched our EVERGREEN Strategy in 2022. EVERGREEN is an integrated and iterative approach focused on becoming a better corporate citizen by linking the products we sell and the way we do business with environmental sustainability and social responsibility. We are proud to share with you the progress we have made on our EVERGREEN journey over the past year. In this report, you will see how we are taking action to reduce our carbon footprint, supporting the creators and communities that mean so much to us, and continuing to invest in our Team Members who are there to help our customers every step of the way.

Even with the progress we have made, we know there is more work to do. What we do from an environmental and social perspective is critically important to our customers and our long-term business success. With this in mind, we remain committed to being a better corporate citizen and helping all our customers find their happy place in an environmentally and socially responsible way.

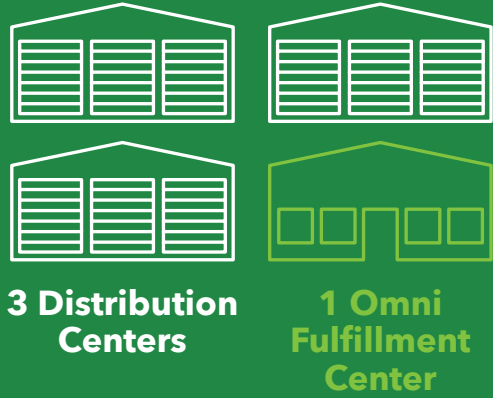
Interim Office of the Chief Executive Officer
Chris DiTullio
Executive Vice President, Chief Customer Officer
Scott Sekella
Executive Vice President, Chief Financial Officer



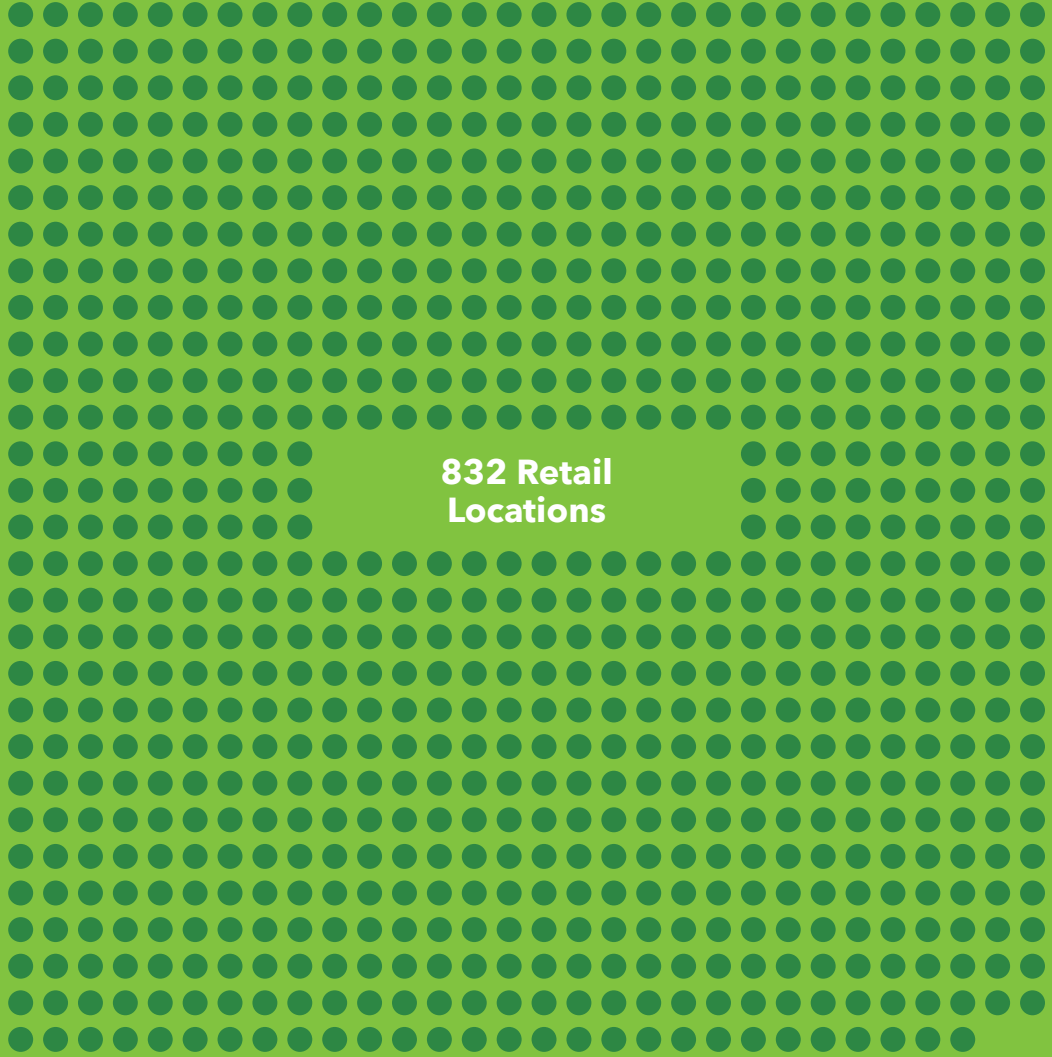
About JOANN

With stores spread across the nation and a robust e-commerce business, JOANN serves as a convenient single source for all the supplies, guidance, and inspiration needed for any project or passion. Our nearly 20,000 full-time and part-time Team Members – many of whom are sewing and crafting enthusiasts themselves – work hard to help every customer find their creative happy place.

Being a good corporate citizen has long been an important part of JOANN’s identity. Whether it’s knitting hats for the homeless, crafting a scrapbook for a family member, or creating blankets for those in need, our Team Members and customers are inspired by making to give. The corporate responsibility strategy outlined in this report is shaped by this and builds on our goal of continuously supporting and celebrating those who give back and inspire others to use their hands, hearts, and minds for the good of other people, our planet, and our communities.



JOAN



Net Sales FY2023
**\$2.2
BILLION**

20,000
Total Employees

Our EVERGREEN Strategy

With over 830 stores across the country, our corporate headquarters, three distribution centers, an omni fulfillment center, our Creativebug subsidiary and Shanghai sourcing office, and suppliers spread around the globe, we recognize that what we do at JOANN has the ability to impact, both positively and negatively, the environment and the communities where we do business.

In 2022, JOANN launched our EVERGREEN Strategy to support our efforts to minimize the potential negative impacts and accentuate the positive effect we can have in the short-, medium-, and long-term. We built our EVERGREEN Strategy around people – our Team Members and customers – so that we can inspire creativity and help everyone find their happy place while also supporting sustainability and corporate responsibility.



Our Mission & Values

The mission of our EVERGREEN Strategy is to work every day to be a better corporate citizen than we were the day before. Through our EVERGREEN Strategy we are committed to creating a more sustainable future by embracing a key set of core values illustrated to the right.

While JOANN has long been committed to corporate responsibility, in recent years we have increased our focus on understanding the impact we have on the environment, our Team Members, and the communities where we live, work, and do business. We believe that taking action to address our climate and social impact is an effective way to grow our business and create a positive impact.

As the nation's retail leader in sewing with one of the largest assortments of arts and crafts, an effective environmental, social, and governance (ESG) program is particularly important. Textiles make up one of the fastest growing waste segments in the United States,¹ and the materials we use to package our arts and crafts products – if not done with sustainability in mind – can have a negative impact on the planet. Addressing these risks, among others, is critically important to reducing our carbon footprint and environmental impact. From a social perspective, people are at the heart of what we do. By focusing intently on our customers, our Team Members, and the people who work throughout our supply chain, we can use the work we do to have a positive impact.

¹ According to the Textile Recovery in the US white paper, textile waste grew by 78% in absolute terms and 54% on a per capita basis between 2000 and 2017. See Textile Recovery in the US: A Roadmap to Circularity produced by Resource Recycling Systems, Inc. on behalf of [recycle.com](https://www.recycle.com), June 30, 2020 for more details.



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



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



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



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

ESG Oversight & Governance

Board Oversight

We have taken a holistic approach to building and implementing our EVERGREEN Strategy that engages people at all levels of our company. This starts with JOANN's Board of Directors (the Board) which has an active role in overseeing the implementation of our EVERGREEN Strategy. The Board was engaged during the development of the EVERGREEN mission and values, and throughout the identification of appropriate ESG disclosure frameworks. The Board receives biannual updates on the implementation of all aspects of our EVERGREEN strategy at its regularly scheduled meetings.

While multiple Board committees have oversight responsibility for the various areas of our EVERGREEN strategy, the most significant oversight activity occurs through the Board's Audit Committee. Currently, the Audit Committee reviews relevant disclosures made in accordance with or reference to ESG or climate-related frameworks, including:

- The Taskforce on Climate-related Financial Disclosures (TCFD)
- The Sustainability Accounting Standards Board (SASB)
- The Global Reporting Initiative (GRI)

This covers disclosures included in legal and/or regulatorily required reporting – such as Form 10-K, Form 10-Q, and annual proxy statements – as well as non-regulatory reports such as JOANN's annual Corporate Responsibility Impact Report. Additionally, the consideration of climate-related risks has been integrated into JOANN's broader Enterprise Risk Management (ERM) Committee process. This ERM Committee is comprised of cross-functional leaders and is led by JOANN's Internal Audit department. The ERM Committee completes an annual assessment of enterprise risks and reports these risks to the Board's Audit Committee and, ultimately, to the Board itself.



Management's Role

Ensuring the elements of JOANN's EVERGREEN strategy are engrained throughout all areas of the business is critically important to the long-term success of our efforts. JOANN's Executive Leadership Team played an active role in supporting this effort during the initial development of our EVERGREEN strategy, including:

- The identification of cross-functional resources to support ESG planning and implementation
- The review and approval of the guiding philosophy, key priorities, and disclosure frameworks utilized in our EVERGREEN strategy
- The monitoring of key ESG-related metrics included in the Corporate Responsibility Impact Report
- To help 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 by our Executive Leadership Team through the ESG Working Group and ESG Executive Steering Committee.

The development and implementation of initiatives under the EVERGREEN strategy is coordinated through our ESG Working Group.



This group expands upon the workstreams used in our initial EVERGREEN strategy development process. The ESG Working Group includes cross-functional resources working in key areas potentially impacted by ESG-related issues to identify risk, adaptation, and mitigation opportunities. The ESG Executive Steering Committee 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.

The coordination of activity under the EVERGREEN strategy is the primary responsibility of our Corporate Responsibility team, who reports to our Senior Vice President, Chief Legal Officer and Secretary. In addition to overseeing activity occurring as part of JOANN's EVERGREEN Strategy, the Corporate Responsibility team also 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 Executive Leadership Team and the Board.

EVERGREEN in FY23

It is important that we understand which ESG topics, challenges, and opportunities are connected to our business and the needs of our internal and external stakeholders. In FY23 we launched our ESG Issue Prioritization Process that integrated three related efforts:

1.
A climate risk assessment

2.
A broader ESG materiality assessment

3.
An evaluation of our Scope 3 greenhouse gas emissions²

The combination of these efforts resulted in an enhanced approach to ESG oversight and governance, a better understanding of JOANN’s climate and social impact, and a clearer sense of where we should focus our EVERGREEN Strategy as we work to become a better corporate citizen.

Assessing Climate-Related Risk

To grow our EVERGREEN Strategy and support our broader business objectives, we conducted a climate risk assessment in FY23. JOANN’s success is dependent, in large part, on our ability to source quality products from suppliers spread around the globe, efficiently move these products through international transportation networks, and provide a differentiated store experience for the creative enthusiasts who shop with us. 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 referenced the Taskforce on Climate-related Financial Disclosures (TCFD) framework to build a data-driven assessment of potential vulnerabilities, risks, and opportunities posed by climate change across our value chain.

We began this effort by building on the approach outlined by the Intergovernmental Panel on Climate Change (IPCC) that identifies risk as a function of hazard-specific exposure and vulnerability.³ This assessment leveraged existing scenarios developed by the Network for the Greening of the Financial System (NGFS)⁴ and the International Energy Agency’s (IEA) Global Energy and Climate Model.^{5, 6} We aligned our approach with the probable climate outcomes of a 2.6°C increase in temperature by 2100 as we considered physical risks, and a 1.5°C focused scenario as we evaluated potential transition risk.⁷

² See “Planet” section, pg. 17
³ IPCC Special Report of Working Groups I and II of the Intergovernmental Panel on Climate Change, Chapter 2.
⁴ Network for Greening the Financial System. NGFS Scenarios for central banks and supervisors. September 2022. www.ngfs.net/en/ngfs-climate-scenarios-central-banks-and-supervisors-september-2022
⁵ IEA. Global Energy and Climate Model. December 2022. www.iea.org/reports/global-energy-and-climate-model
⁶ IEA. World Energy Outlook – 2021. iea.blob.core.windows.net/assets/4ed140c1-c3f3-4fd9-acae-789a4e14a23c/WorldEnergyOutlook2021.pdf
⁷ A 2.6°C increase for physical risk and a 1.5°C increase for transition risk were each chosen as conservatively high-impact scenarios for their respective risk category.

Physical Risk

Risk associated with physical threats posed by climate change

| | |
|---------|----------------------------------------------------------------------------------------------------------------------------|
| Acute | Event-driven risks, such as flooding, precipitation events, and tropical cyclones |
| Chronic | Longer-term climate change such as drought, temperature change, and rising sea levels |
| System | Combined effects of acute and chronic risk that stress systems such as drinking water, energy, and agricultural production |

Transition Risk

Risk associated with society evolving toward a low-carbon economy

| | |
|-------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Policy, Regulatory, and Legal | Risks associated with the ability to keep up with regulatory, legal, and reputational changes such as climate/emissions related disclosures and waste policies |
| Market and Reputational | Risk of misalignment with changing consumer demands for sustainable product as well as vulnerability to reputational risk associated with “greenwashing” |

Using these scenarios as a foundation, we developed physical risk profiles for each country in our supplier network as well as for each county in the United States where we live and work that allowed us to assess acute and chronic risk factors both domestically and internationally across three different time periods: short-term (0-3 years), mid-term (4-10 years), and longer-term (10-25 years). We drew quantitative and qualitative data for these risk profiles from four primary sources:

- The IPCC 6th Assessment Report on Impacts, Adaptation and Vulnerability⁸
- The European Commission INFORM Climate Change Index⁹
- The Fourth National Climate Assessment¹⁰
- The National Oceanic and Atmospheric Agency¹¹

Through this process, we identified multiple climate-related physical and transitional risks specific to JOANN’s operations. These risks include the potential impact of physical risks such as flooding and temperature change on our Tier 1 and 2 suppliers in vulnerable countries, the combined effect of acute and chronic physical risks on critical systems across our value chain like the agricultural production of cotton, and the transitional risk of potential impact from regulatory changes related to our products and packaging. As we look to mitigate these risks and improve our operational resilience, we are building and implementing strategies for each

of these identified risks and incorporating them into our broader enterprise risk management process. Executive Leadership Team members of key departments have created management responses to begin addressing these risks as part of their work with the Steering Committee and Working Group.

Our Broader Materiality Assessment

In addition to our climate risk assessment, we conducted a materiality assessment¹² in FY23 to further prioritize the actions we take through our EVERGREEN Strategy. Utilizing a mix of quantitative and qualitative data, including information from customer surveys, internal conversations with our Team Members, and our risk assessment, we identified 17 environmental, social, and governance topics that are priorities for JOANN. These topics will not only guide the development and implementation of our EVERGREEN strategy, but also support our on-going reporting and disclosures made through the GRI framework. The resulting matrix represents the key areas to focus JOANN’s EVERGREEN strategy.

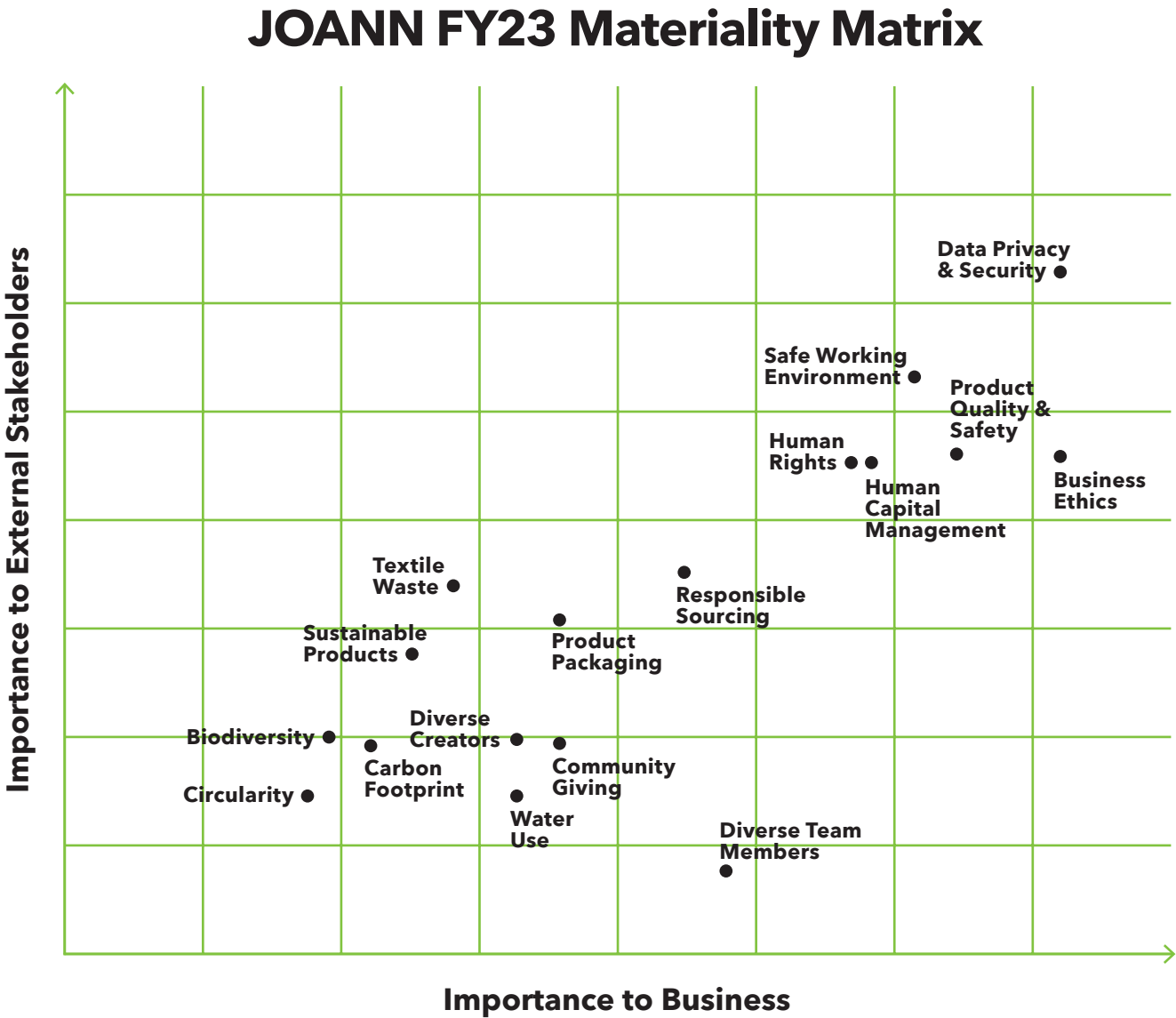
⁸ ipcc-data.org/ar6/landing.html#WGII

⁹ drmkc.jrc.ec.europa.eu/inform-index/INFORM-Climate-Change

¹⁰ USGCRP, 2018: Impacts, Risks, and Adaptation in the United States: Fourth National Climate Assessment, Volume II

¹¹ www.climate.gov/maps-data

¹² 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.



What's Included in Our FY23 Report

This report covers JOANN's activities during Fiscal Year 2023 which ended on January 28, 2023 unless otherwise noted. Our strategy builds on a hybrid approach to disclosure, utilizing SASB, TCFD, and GRI. While SASB has been consolidated into the IFRS Foundation's International Sustainability Standards Board (ISSB) standards that were launched in June 2023, the relevant data collected for this report was collected under the SASB framework. Future reporting will contemplate and address the transition from SASB to ISSB.

While TCFD contains general disclosure requirements for all reporting entities, both SASB and GRI utilize a materiality assessment process to identify topics for reporting purposes. SASB provides, through its public website, industry-based material topics and accounting metrics. JOANN is categorized, pursuant to SASB's Sustainable Industry Classification System (SICS), into the Multiline and Specialty Retailers and Distributors classification. As such, we are reporting data, where available, for eleven SASB accounting metrics across five material topic areas, including:

- Energy Management in Retail & Distribution
- Data Security

- Labor Practices
- Workforce Diversity & Inclusion
- Product Sourcing, Packaging & Marketing

We have aligned our GRI reporting to the broader materiality process outlined earlier in this report. Detailed SASB and GRI tables, containing specific metrics and values can be found in the appendix to 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.



Team Members

At JOANN, our nearly 20,000 Team Members at every level of the business are our greatest asset. Team Members from our stores, distribution centers, omni-fulfillment center, sourcing office, Creativebug, and our corporate headquarters inspire creativity worldwide, and help our millions of customers find their happy place. Recruiting, developing, and retaining diverse, high-quality Team Members is critical to our ability to achieve our short and long-term corporate objectives.

As we work to create an environment where all Team Members can be their authentic selves and contribute at their highest level, we value and support them by focusing on, among other things, effective human capital management, Team Member health, safety, and wellbeing, and diversity and inclusion.

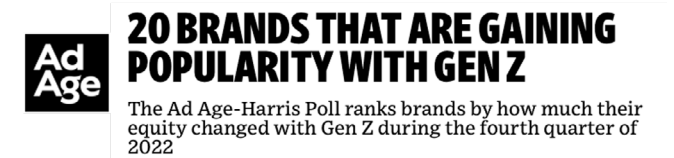


Newsweek & Forbes Awards

In recognition of JOANN's work to support a positive work environment for all Team Members in FY23, Newsweek named JOANN to a number of Top Workplaces Awards lists, including [America's Greatest Workplaces for Diversity](#); [America's Greatest Workplaces for Women](#); and [America's Greatest Workplaces for LGBTQ+](#). These awards were based on thousands of surveys of employees and industry professionals, in partnership with research firm Plant A Insights.

In addition, Newsweek named JOANN to its [Most Trustworthy Companies in America](#) list, looking at both consumer trust and employee trust. This effort looked at a pool of 3,100 U.S. based companies with revenues over \$500 million. Rankings were based on the results of an independent survey from a sample of about 25,000 people in the U.S. who were asked how much they agreed with statements like "I trust in this company to treat me fairly as its customer," "I believe this company offers good opportunities for career development" and "I believe this company would be a good long-term investment."

Forbes also named JOANN a [Top Large Workplace for 2023](#), in recognition of efforts to create a great work environment across the store fleet, distribution centers and store support center. Forbes partnered with the market research firm Statista to compile its list of America's Best Large Employers. The ranking is based on a survey of about 45,000 workers at American companies and institutions with 5,000 or more employees. Participants were asked if they would recommend their current employers to friends and family (on a scale of 0 to 10), and to cite any other employer they would also recommend. The final list ranks the 500 large employers that received the most recommendations.



Human Capital Management

Training

From initial onboarding to high potential leadership development, we believe in learning and career growth. We offer all Team Members developmental opportunities to grow professionally. Stores are allocated at least nine labor hours per new Team Member for e-learning courses, job training, and shadowing. Team Members at all levels also have access to training courses through our online database to further their learning on a variety of topics, including diversity and inclusion, and orientation courses on customer experience and product offerings. Yearly, we have written formal performance reviews for Team Members in all employee categories, from individual contributors to the Executive Leadership Team. Our goal is to ensure that all Team Members are fully engaged and prepared to meet or exceed expectations through on-going discussions with their managers and team.

Our talent management team brings together performance management, talent assessment, succession planning, and career planning. This team provides tools, resources, and best practices to ensure we have the right talent in the right roles at the right time. To support this effort, we invest in executive coaching, assessments, internal development programs,

external courses, peer networks, mentor programs, and more. In FY23, we launched the *Fierce Conversations*^{®13} Workshops, in which all DC leaders, District Managers, Market Managers, and SSC Leaders attended. The five-part workshop allowed Team Members to analyze and discuss how to have productive, meaningful conversations that drive results. Some topics discussed were the importance of letting silence do the heavy lifting, trusting your instincts, and mastering the courage to interrogate reality.

Compensation & Benefits

JOANN fosters a friendly, caring, and flexible environment for our Team Members. 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, which includes an employer match, our Employee Stock Purchase Plan, which provides an opportunity to purchase JOANN stock at a 15% discount, and deferred compensation plans. Full-time Team Members are offered medical, dental, vision, prescription drug, disability, life insurance coverage, 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 FY23, our employees used this discount to purchase over 5.2 million items and save \$8.6 million. In addition to providing our Team Members – many of whom are sewists and crafters – with a direct savings, it also allowed our Team Members to increase their familiarity with our products and better help our customers complete their creative pursuits.

¹³ *Fierce Conversations*[®] is a series of books and workshops founded by Susan Scott.



Diversity & Inclusion

At JOANN, 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 diverse group of Team Members.

D&I Council, Business Resource Groups and D&I Roadshows

As JOANN continues its D&I journey, listening and taking our Team Members voices into account is a priority. We have a D&I Council which consists of over 120 Team Members across our corporate office and field that meet regularly to discuss a myriad of topics. The group discusses company updates that tie to D&I, ideates on how we can best impact change and delves into current events and shares outlooks from various perspectives. The Council has contributed to Team Members feeling a meaningful connection to their peers, as well as to our company overall.

Council members also have an opportunity to further cultivate D&I through our Business Resource Groups. There are four groups that focus on our pillars of Culture, Community, Business and Talent. Each group has a lead who facilitates conversations during the group's meetings. Many of our initiatives and new implementations have derived from these sessions. Connecting with colleagues in a safe space centered around meaningful conversations and actions has been well-received by Team Members.

Our commitment to D&I does not end with work done only at the corporate office. We keep close lines of communication with our field leaders to ensure that D&I is immersed among our store teams. To further strengthen our store connection, the JOANN D&I team visited each of our field regions 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 our store teams increasing their knowledge of these concepts, to best support our customers and their fellow Team Members in the spirit of inclusivity.

Field Leadership Exemplary D&I Contributor Award

The annual JOANN D&I Exemplar award celebrates individuals or teams for outstanding leadership and contributions in this area. This recognition signals the company's dedication to fostering an inclusive and equitable workplace, and showcases JOANN's commitment to creating a diverse workforce, encouraging equal opportunities, and valuing the unique perspectives and contributions of its employees.

The award is given annually at the company's Field Leadership Awards ceremony and has been given to Team Members from across the organization.



Shauntina Lilly, Manager, PR, Diversity & Inclusion

"The JOANN mission is to inspire the creative spirit in each of us, and this applies to all people. When customers or Team Members enter our doors, it's imperative that JOANN truly feels like their happy place, and we will continue to do the work to ensure that is the case."



Workforce

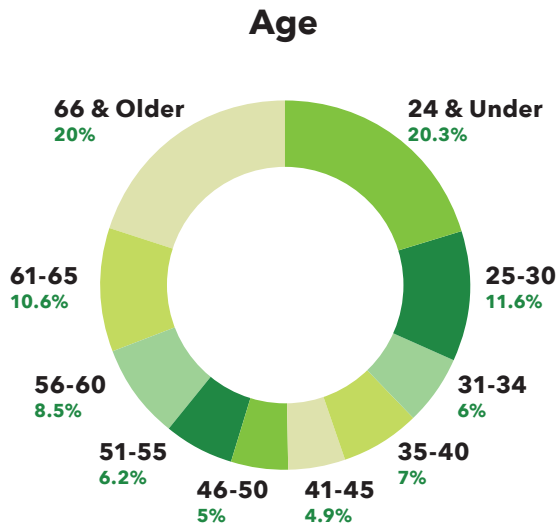
We want our JOANN Team Members to be their authentic selves. The lived experiences of our Team Members are critically important to delivering on our mission of inspiring creativity and helping customers find their happy place. We have prioritized the development of a work force that looks like our diverse customer base. Women are strongly represented across all levels of our organization. In FY23, 86.3% of all our Team Members identified as women, and 85% of management throughout JOANN identified as women.

We also remain committed to supporting those who are traditionally underrepresented in our industry. In terms of racial and ethnic diversity, 25% of our Team Members identified as non-white and this percentage was slightly lower – 18.85% – at the management level.

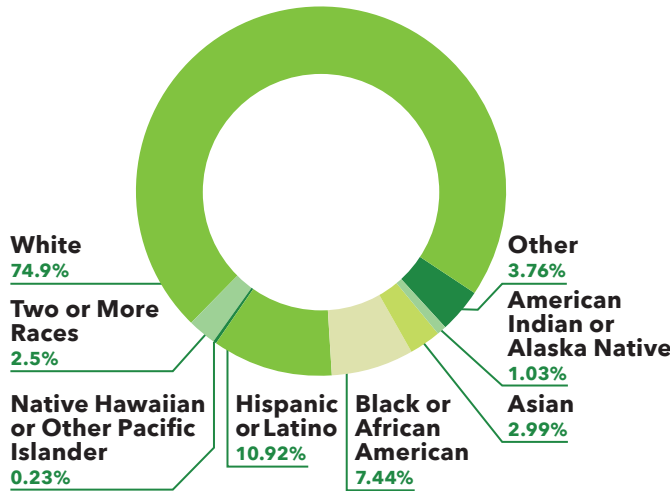
Sewing and crafting are activities that people of all ages and abilities can enjoy, and we are proud that our Team Members span multiple generations. In FY23, 20.3% of our total workforce were age 24 or under and employees age 66 and older also represented a significant 20% of our workforce.

Employee Demographics

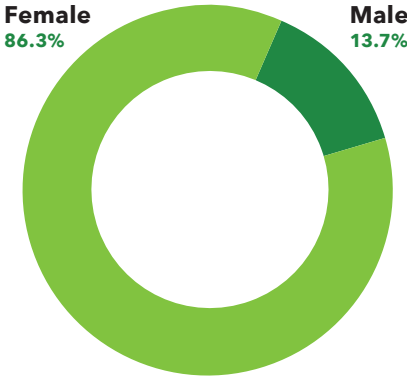
Individual Contributors



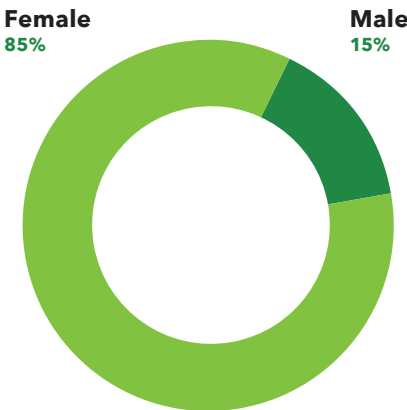
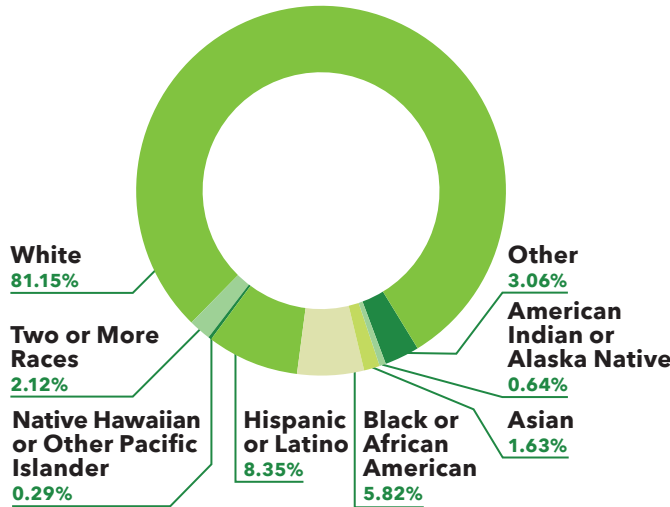
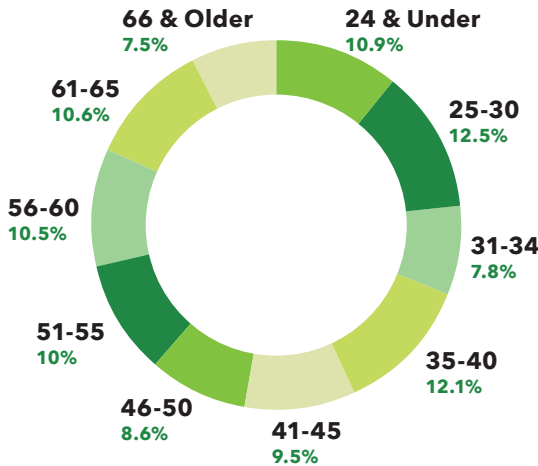
Race/Ethnic Group



Gender



Management



Health, Safety & Wellbeing

At JOANN, our 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. The importance of safety is reinforced through Team Member communication around safety awareness, risk identification, and other essential safety protocols. All Team Members must complete a safety-specific training course as part of our new-hire orientation program to learn JOANN's safe working practices. Additionally, Team Members at our retail stores and distribution/ fulfillment centers receive specialized training to enhance our safety culture and reduce accidents specific to their work settings. Retail and DC Team Members attend monthly safety huddles that are archived and easily accessible for later reference. In FY23, this approach helped us reduce Workers' Compensation claims and indemnity claims by 19.1% year-over-year. To ensure that safety is managed through multiple channels of the company, our Safety Committee, comprised of Team Members from across the company, meets quarterly to discuss, prevent, and resolve safety concerns across the distribution centers and retail stores.





At the store management level, JOANN requires stores to complete Monthly Self Audits that are scored on several criteria such as recordkeeping, safety, security, and omni business. Each store undergoes an internal in-store audit, or Operational Excellence Review (OER) on a bi-annual basis. OERs aid in identifying and examining operational risk and are performed unannounced to ensure the best possible assessment of a store. The OER is designed to identify potential exposures that impact areas such as inventory shrink, cash loss, safety, and legal compliance. For FY23, all stores audited scored 91% in the access, safety, and security category.

Team Member Wellbeing
The health and wellbeing of our Team Members is crucial to the success of JOANN. Being a friendly, clever ally means that our Team Members can show up as the best version of themselves, using their hands, hearts, and minds in all dimensions. To support our Team Members, 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. We do this through a wellness program that builds from four general action steps we take to meet the needs of our Team Members: making tools

available to all, promoting mental health and other resources, maximizing future financial stability, and 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:



Within these wellness program focus areas, we offer a variety of resources to our Team Members, including, among others:

-  **Active and Fit Direct**, which provides access to a national network of fitness centers and an extensive library of digital videos
-  **Tuition Reimbursement** of 50% for tuition and eligible expenses up to \$5,250 per year
-  **Identity Theft Protection** that includes repair and monitoring services
-  **The Cleveland Clinic Lifestyle Employee Assistance Program (EAP)**, which includes confidential counseling sessions with licensed professionals
-  **Financial literacy programs** which are offered throughout the year

Planet

As we work to be a better corporate citizen, we recognize that taking intentional and meaningful action to be good environmental stewards is critically important. JOANN is a destination for people to find creative ways to uniquely reuse and upcycle materials.

Within our EVERGREEN Strategy, we have placed a priority on making it easier for our customers to use our products in a creative and sustainable way, while also reducing our carbon footprint and broader environmental impact by looking at our own operations and the people we do business with. In FY23, we categorized this work into three major groups of activity including energy and emissions management, products and packaging, and reducing waste.



Energy & Emissions Management

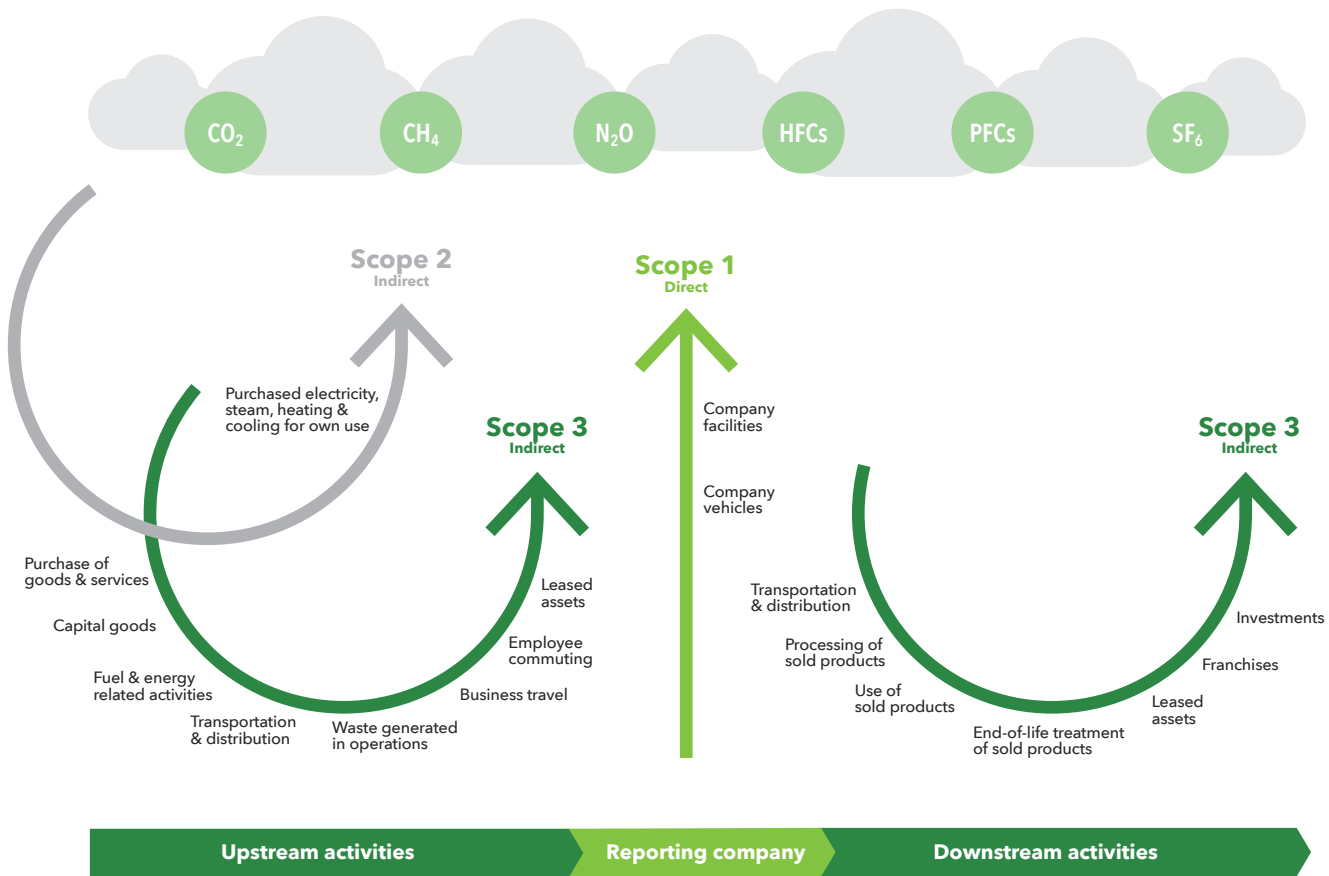
Reducing our carbon footprint throughout our value chain is one of JOANN’s key EVERGREEN priorities. In FY22 we began the process to better understanding and reducing our emissions by contracting with a third-party expert to conduct our first greenhouse gas (GHG) inventory for our stores, corporate offices, distribution centers, and omni-fulfillment center. This included Scope 1 and 2 GHG emissions calculated following the approach outlined by the Greenhouse Gas Protocol Initiative (GHG Protocol).¹⁴ Under this approach, Scope 1 emissions include a company’s direct emissions from assets they own or control, such as furnaces, boilers, generators, air conditioning, and equipment. Scope 2 emissions include indirect emissions associated with electricity purchased for use in stores and other facilities owned or controlled by the company. Scope 3 emissions include all other emissions that are associated with upstream and downstream activities in a company’s value chain. For FY23, we were able to expand our GHG inventory to include upstream Scope 3 emissions in addition to updating our Scope 1 and 2 emissions.

Total Energy Used
In FY23, we consumed approximately 1,002,532 gigajoules of energy in our stores, corporate offices, distributions centers, and omni-fulfillment center.¹⁵ This includes energy from a variety of sources but similar to FY22, purchased electricity and natural gas are the main categories accounting for nearly 100% of energy consumed in FY23.

With over 830 locations country wide, JOANN’s retail stores remain the primary driver of energy consumption representing 88% and 74% of all electricity and natural gas usage respectively. Though there was a year-over-year increase in electricity consumption at our corporate offices and distribution centers, retail stores were able to reduce their electricity consumption by 1.1%, leading to an overall reduction in usage for JOANN.

¹⁴ The Greenhouse Gas Protocol Initiative is a multi-stakeholder partnership formed in 1998 to develop internationally accepted GHG emissions accounting standards for businesses.

¹⁵ 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.



The ability to reduce retail stores’ energy usage is in part due to JOANN’s continued partnership with EcoEnergy Insights. Through collaboration with EcoEnergy Insights’ tools, domain experts, and data scientists, we have been able to save over 50 million kWh of energy in 4 years at over 700 of our retail locations. Utilizing EcoEnergy Insights’ CORTIX platform and BlueEdge Command Centers, JOANN has been able to make retail operations more efficient in energy usage. With over 14,000 proactive actions taken for energy savings, we have been able to save a monthly average of 11.3% on energy, equivalent to a reduction of 11,700 metric tons CO₂. The project’s work has led to over \$2.1 million savings in energy usage for JOANN and was elected as a Top Project of 2023 by Environmental and Energy Leader’s 2023 Awards.

**Ken Douglas, Director,
Store Facilities &
Construction**

“The program is a **key part in enabling us to move towards achieving our sustainability goals**. It has provided us with energy optimization opportunities and aids, along with other corporate initiatives, to reduce our carbon footprint. It’s great that this engagement contributes to larger environmental improvement opportunities, and we’re pleased that it continues to grow in its value.”

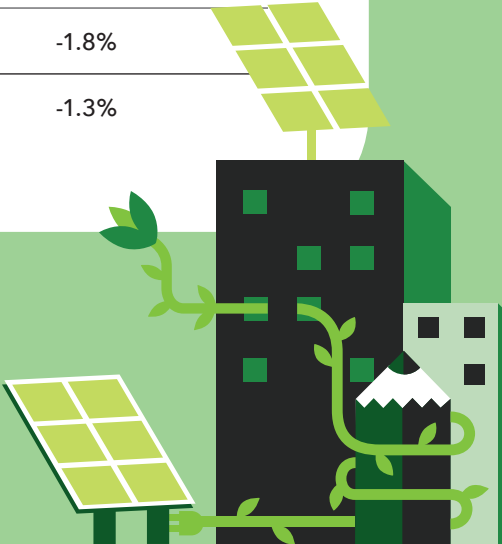


Electricity

| | FY23 kWh | % of Total | FY22 kWh | YoY Change |
|--------------------------|-------------|------------|-------------|------------|
| Corporate Offices | 1,590,127 | 1% | 1,471,980 | 8% |
| Distribution Centers/OFC | 21,531,899 | 11% | 20,600,216 | 4.5% |
| Retail Stores | 172,474,046 | 88% | 174,395,308 | -1.1% |
| Total | 195,596,072 | 100% | 196,467,504 | -0.4% |

Natural Gas

| | FY23 Therms | % of Total | FY22 Therms | YoY Change |
|--------------------------|-------------|------------|-------------|------------|
| Corporate Offices | 9,755 | 0.3% | 13,269 | -26% |
| Distribution Centers/OFC | 735,622 | 26% | 734,026 | 0% |
| Retail Stores | 2,083,468 | 73.6% | 2,121,257 | -1.8% |
| Total | 2,828,845 | 100% | 2,868,552 | -1.3% |



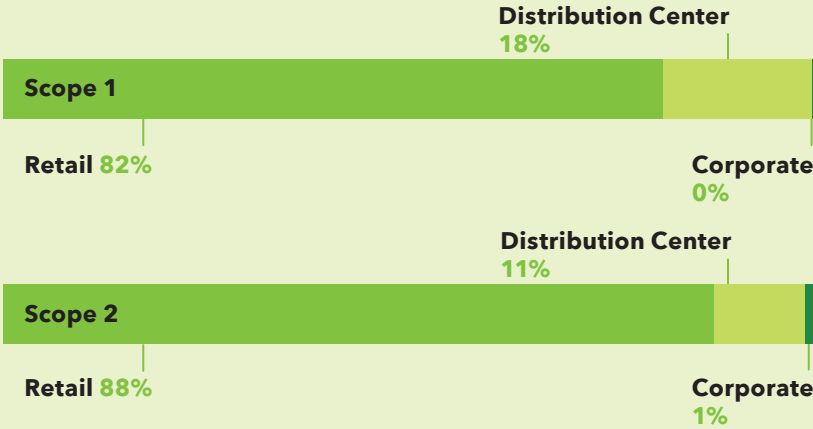
Greenhouse Gas Emissions

In FY23, JOANN’s Scope 1 and 2 GHG emissions were 97,063 metric tons of carbon dioxide equivalent (MTCO₂e).¹⁶ Of this total, 22,522 MTCO₂e were Scope 1 emissions which includes stationary combustion and refrigerant emissions¹⁷ at company facilities and any emissions from company-owned equipment. The remaining 74,541 MTCO₂e were Scope 2 emissions calculated for purchased electricity using the GHG Protocol’s location and market-based approach. These total to about a 4% year-over-year decrease from FY22’s Scope 1 and 2 MTCO₂e emissions.

To facilitate efforts to reduce our carbon footprint, we are looking at this information by site type. Based on overall energy consumption, our retail stores account for approximately 82% of Scope 1 and 88% of Scope 2 emissions.

¹⁶ The Scope 1 and 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 eGRID2023 (Year 2021 Data) (USEPA 2022a), The Climate Registry (TCR, 2022) and USEPA Emissions Factors for Greenhouse Gas Inventories guide (USEPA 2022b).
¹⁷ 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.

FY23 Scope 1 & 2 Emissions



| | FY23 MTCO ₂ e | % of Total | FY22 MTCO ₂ e | YoY Change |
|------------------------------------|-----------------------------|---------------|-----------------------------|---------------|
| Scope 1 | 22,522 | 23% | 22,389 | 0.6% |
| Natural Gas | 15,055 | 15% | 15,266 | -1.4% |
| Deisel | 126 | 0.1% | 133 | -4.9% |
| Propane | 119 | 0.1% | 93 | 28.1% |
| Refrigerants | 7,223 | 7.4% | 6,897 | 4.7% |
| Scope 2 (Purchased Electricity) | 74,541 | 77% | 78,526 | -5.07% |

Scope 3
While our initial GHG inventory for FY22 did not include our Scope 3 emissions, we recognize this is an important part of understanding JOANN’s overall carbon impact. Due to the complexity of appropriately calculating Scope 3 emissions, we took a measured approach to increase the accuracy of our understanding of the carbon impact of our upstream and downstream activities. This approach involved an internal assessment of our data and processes around Scope 3 emissions and then submitting our internal assessment to our third-party contractor for accuracy. Ultimately, this led to our ability to include material upstream Scope 3 emissions for FY23. Through our approach, we are also able to retroactively include FY22 Scope 3 emissions in this year’s report. The ability for us to utilize FY22 as our baseline for Scope 1, 2, and 3 emissions will help us more accurately assess and measure our emissions reduction progress for years to come.

Though Scope 1 and 2 emissions are most directly associated with the day-to-day actions of a company, Scope 3 includes all remaining upstream and downstream activities associated with a company. At JOANN, this includes activities such as the cultivation and production of our products, waste, transportation, business

travel, and employees commuting to and from work every day. Due to the wide breadth of activities that fall under Scope 3, some information within the supply chain can be difficult to track with the current available data. For our initial Scope 3 assessment, we utilized a hybrid of analysis approaches in accordance with the GHG Protocol’s Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and Technical Guidance for Calculating Scope 3 Emissions.¹⁸ As we work more closely with our vendors and various other partners along our value chain to track emissions-related data, we plan to introduce more primary data to our Scope 3 calculations as it becomes available.

Scope 3 categories included in the FY22 and FY23 analysis are: Direct and Indirect Purchased Goods and Services (PGS), Capital Goods, Fuel and Energy Related Activities, Upstream Transportation, Waste generated

¹⁸ The Scope 3 GHG accounting methodology used in this report was completed internally and assessed by an external third-party for accuracy. The methodology is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and Technical Guidance for Calculating Scope 3 Emissions. Emission factors were obtained from USEPA Environmentally Extended Input-Output (EEIO) codes, USEPA’s Emissions Factors for Greenhouse Gas Inventories (USEPA 2022b), Department for Environment Food & Rural Affairs (DEFRA), and Department for Business, Energy & Industrial Strategy (BEIS).

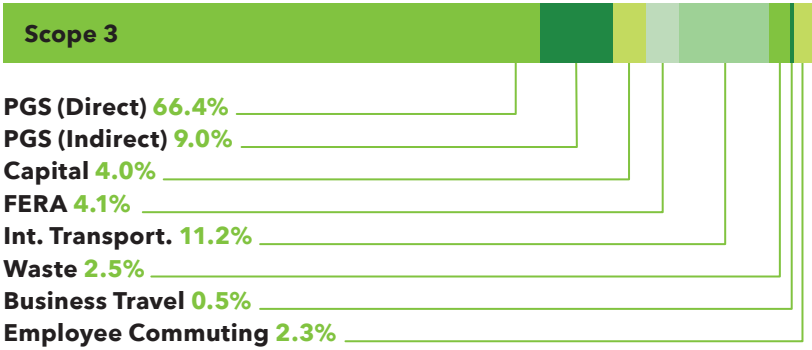
in operations, Business Travel, and Employee Commuting. Due to the lack of information and methodology available to calculate emissions for downstream activities, our current Scope 3 calculations include only upstream emissions.

In FY23, our total GHG emissions for Scope 3 were 678,598 MTCO₂e. 75.4% of this total were Category 1 – Purchased Goods and Services.¹⁹ Within this category, Direct Purchased Goods and Services, specifically fabric, fibers, yarns, and thread, make up the largest part of these emissions at 236,240 MTCO₂e. The following largest category for Scope 3 emissions is Upstream Transportation.²⁰ Overall, Scope 3 emissions decreased 10.78% between FY22 and FY23, largely due to inventory reduction efforts between the two years.

¹⁹ The GHG Protocol defines the category Purchased Goods and Services as follows: all upstream (i.e., cradle-to-gate) emissions from the production of products purchased or acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).

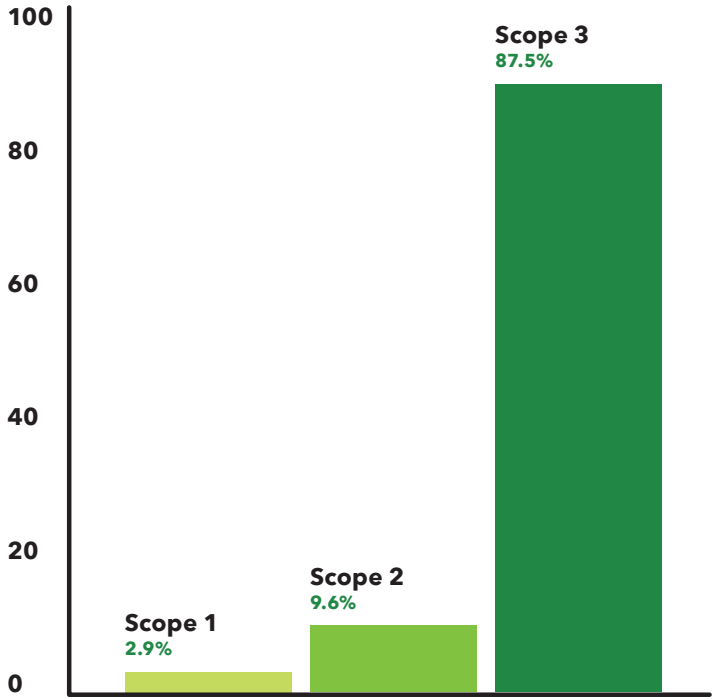
²⁰ Due to data availability, Scope 3 Category Upstream Transportation only includes international freight transportation; domestic upstream transportation is captured in the EEIO emission factors (with margins) utilized for Category 1 and Category 2 Scope 3 emissions. Note that freight operation rates were significantly higher in 2021 and 2022 compared to prior years due to supply chain disruptions. As a result, emissions for this category are conservatively high due to the use of a spend-based analysis.

FY23 Scope 3 Emissions



| | FY23 MTCO ₂ e | % of Total | FY22 MTCO ₂ e | YoY Change |
|---------|-----------------------------|---------------|-----------------------------|---------------|
| Scope 3 | 678,598 | 87.5% | 760,603 | -10.78% |

FY23 GHG Emissions by Scope



Greenhouse Gas Equivalencies

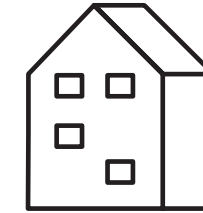
In FY23, our GHG emissions for Scope 1, 2, and 3 totaled 775,661 MTCO₂e, which amounts to a 85,857 MTCO₂e reduction from our total GHG emissions for FY22. As we work to effectively communicate our carbon footprint to our customers and drive carbon reducing efforts throughout our operations, greenhouse gas equivalencies are an effective tool to translate the abstract concept of MTCO₂e into something that is more easily understood. Using the July 2023 version of the US EPA's Greenhouse Gas Equivalencies Calculator,²¹ we developed these comparisons for our FY23 Scope 1, 2, and 3 emissions.

**775,661 MTCO₂e is equal to the
GHG emissions from**



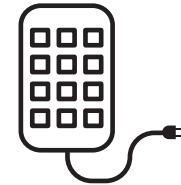
Over **172,000 gasoline-powered vehicles** driven for one year

or



Over **97,500 homes' energy use** for one year

or



Nearly **95 billion** smartphones charged

**85,857 MTCO₂e is equal to the
GHG emissions avoided by**



Nearly **24 wind turbines** running for a year

or



Nearly **4,245 garbage trucks of waste recycled** instead of landfilled

or



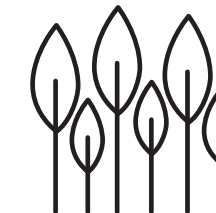
Over **3.25 million incandescent lamps** switched to LEDs

**85,857 MTCO₂e is equal to the
GHG emissions sequestered by**



Over **1.4 million tree seedlings** grown for 10 years

or



Nearly **102,000 acres of US forests** in one year

or



Almost **570 acres of US forests preserved** from conversion to cropland in one year

²¹ www.epa.gov/energy/greenhouse-gas-equivalencies-calculator

better than 😊 yesterday

With more than 280,000 items available in-store or online, JOANN is a convenient single source for all the supplies our customers need to find their happy place and complete their sewing and craft projects. As we think about our environmental impact, the products we sell – and the packaging these products come in – represent a significant opportunity to make meaningful progress on our sustainability journey.

An important part of our progress involves making sustainable shopping easier for our customers. To help do this, we recently launched our *Better Than Yesterday* campaign, which **streamlines ESG-related labeling across the JOANN website and stores into easy-to-understand categories** that are supported by third-party standards and certifications.

Utilizing third-party standards and certifications is a critical check to make sure products included in our *Better Than Yesterday* campaign are correctly and clearly labeled. Currently, JOANN offers an assortment of products that have been certified by trusted third-party organizations such as OEKO-TEX®, Global Recycled Standard, Forest Stewardship Council®, and Fair Trade USA™. Each of these products are verified through required documentation from vendors, such as proof of certification, lab work from independent testing, and/or proof of recycled materials.



Made using **reclaimed, recycled or upcycled materials or processes** that produce less waste



Certified by Fair Trade USA™, **ensuring safe workplaces & fair wages**, and a commitment to economic support for local communities



Sourced sustainably & made in factories **committed to fair wages, health & safety and human rights**



Tested for harmful substances & **certified by a third-party to be safe for human health**



Projects that are **environmentally responsible**, either in the way they're created or used



↑ **Low Waste Shirt**
crafted with 100% organic cotton

← **Nursery Swaddle Fabric**
OEKO-TEX® Standard 100 Certified

Fabric

As the nation’s category leader in sewing, our comprehensive assortment of sewing products accounted for 46% of our total net sales in FY23. These products covered a variety of categories for the sewing enthusiast and those that utilize fabric for other crafting projects, including:

- Cotton fabrics used in the construction of quilts as well as craft and seasonal projects
- Warm fabrications, such as fleece and flannel fabrics in both prints and solids, used for the construction of loungewear, blankets and craft projects
- Home decorating and utility fabrics and accessories used in home-related projects, such as window treatments, bed coverings, pillows and indoor and outdoor furniture coverings
- Fashion and sportswear fabrics used primarily in the construction of garments for the customer seeking a unique, on-trend look
- Special occasion fabrics used to construct evening wear, bridal and special event attire
- Seasonally themed and licensed fabric designs, including professional and collegiate sports teams and pop culture licensed prints, on a variety of fabrications to support a wide range of uses

- A wide array of sewing construction supplies, including cutting implements, threads, zippers, trims, tapes, pins, elastic and buttons, as well as the patterns necessary for most sewing projects

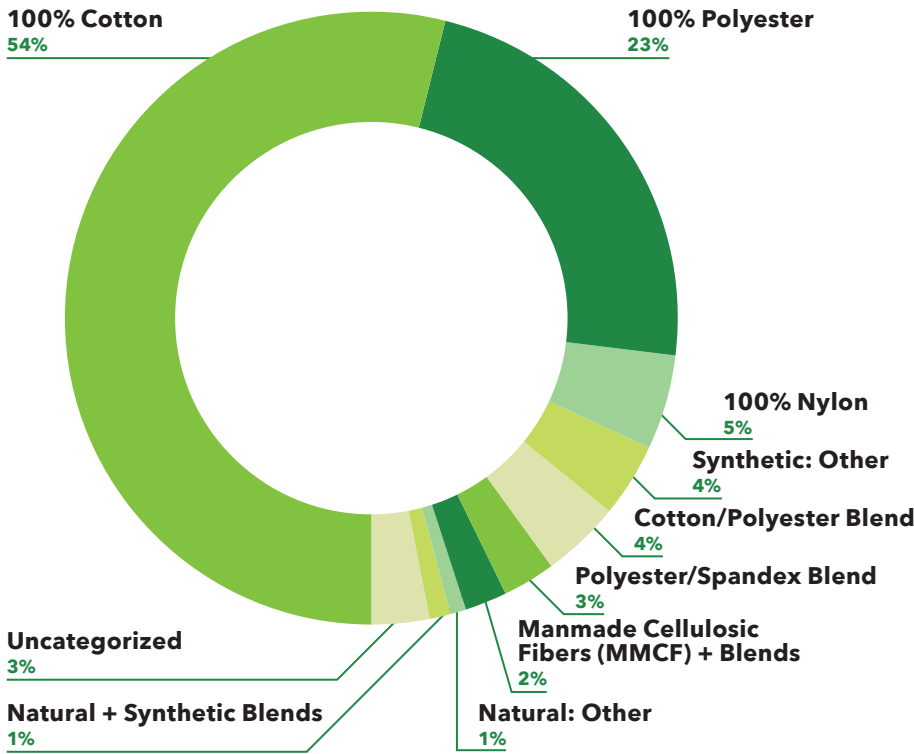
Throughout these categories, we offer a diverse range of materials to best suit the needs of every fabric project. Across our fabric line, 100% cotton and 100% polyester were most popular,²² while a variety of other unique fabric blends make up the rest of the assortment.

Cotton made up over 50% of our fabric offering for FY23. As such a large part of our business, cotton products represent a significant opportunity for JOANN to limit our environmental impact. A critical part of this involves working with our cotton vendors to produce our fabrics as responsibly as possible and ensuring best practices through third-party certification. In FY23, our top cotton vendors had the following certifications:

| | |
|----------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| 87% of top vendors with the OEKO-TEX® 100 Certification | 47% of top vendors with the Better Cotton Initiative™ Certification |
|----------------------------------------------------------------------|-------------------------------------------------------------------------------------|

²² The Fabric Content Breakdown was based on available information for yardage of fabric with receipt in FY23. This data is approximate and may not be reflective of all fabrics available online or in-store at JOANN.

FY23 Fabric Content Breakdown



better
than 😊
yesterday

- **Cozy Camp Yarn** made from 100% recycled acrylic
- ↓ **Fireside Plush Yarn** made from 100% recycled polyester



Needle Arts
As knitting, crochet, and other yarn/fiber crafts continue to be popular, needle arts are a growing part of our product offering. JOANN has a selection of yarns, threads, and materials needed for knitting, crochet, macrame, and beyond, as well as the necessary tools such as knitting needles, crochet hooks, and rug-tufting tools.

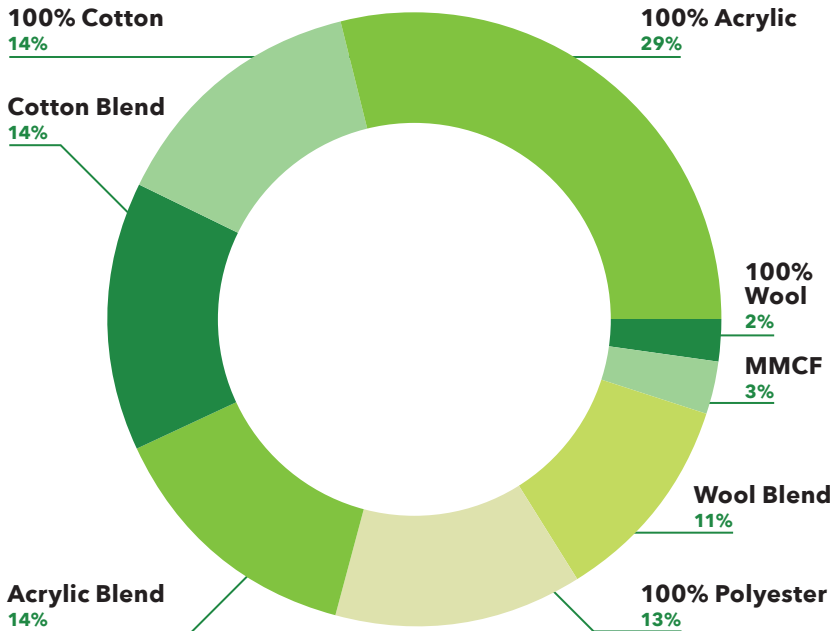
Needle arts require a myriad of yarn types depending on the project. In FY23, 100% acrylic yarn was our largest material category,²³ followed by an almost even split between cotton, cotton and acrylic blends, and polyester.

Needle arts offer another category to introduce more sustainable options for our customer. Switching to recycled materials is one way to reuse waste and reduce the amount of virgin materials needed to make products. In FY23, we added more Global Recycling Standard (GRS) certified recycled yarns to our product line to support this effort. Working with Lion Brand® Yarn, we have incorporated GRS certified recycled materials into products that are available in stores now, including **Respun**, made of 100% recycled post-consumer polyester²⁴ and **Mac-Re-Me**, made from 100% recycled pre-consumer cotton.

Additionally, we have also prioritized sustainability within our private label partnerships as well. Customers can find 100% recycled yarns in our recently released Eddie Bauer collection: **Cozy Camp** (100% recycled acrylic) and **Fireside Plush** (100% recycled polyester).

²³ The Yarn Content Breakdown was based on available information for yarn with receipt in FY23. This data is approximate and may not be reflective of all yarns available online or in-store at JOANN.
²⁴ Pre-consumer waste is waste that has been discarded before reaching an end-user (typically generated during a manufacturing process) and has been reintroduced back into the manufacturing process. Post-consumer waste has been used by the intended end-consumer and discarded for disposal or recovery.

FY23 Yarn Content Breakdown



Products & Packaging

Product Safety & Compliance

Our commitment to responsible sourcing impacts how we think about the full array of products we sell across our sewing, arts and crafts, home decor and other categories. JOANN strives to serve our customers and inspire creativity by providing safe and quality merchandise that is manufactured responsibly. Our Quality Compliance Program is a critical piece of how we work to do this.

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. At each stage of production, products are assessed for quality issues such as defects in production, damage from shipping and handling, and safety concerns such as mold or sharp edges. The inspection process ensures that products are not only assessed multiple times throughout production and

shipping, but also 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 third-party firm approved by JOANN.

Testing and Chemical Management are also expected for all JOANN products to verify compliance with all applicable regulations, industry standards, and Federal, state, and local testing requirements for product safety. JOANN works with approved third-party consumer product testing laboratories accredited by the Consumer Product Safety Commission to conduct product testing to comply with the relevant laws and regulations. All JOANN vendors are expected to follow the Testing Program or a comparable testing regimen, and Private Label vendors are required to supply testing information and conduct testing before shipment to JOANN. All vendors are responsible for staying up to date with all relevant legislation, and to provide only compliant products, and may be required to provide proof of compliance at any time.



Packaging

Product packaging remains an important opportunity for JOANN to reduce waste. To help ensure we are being as responsible as possible with how we package and ship our products, we follow a series of sustainable packaging principles, including:

Source with Intent

Responsibly source packaging materials & maximize renewable and/or recycled content

Design for Distribution

Optimize shipping packaging design to reduce environmental impact

Design for Efficiency

Design product packaging to avoid using unnecessary material

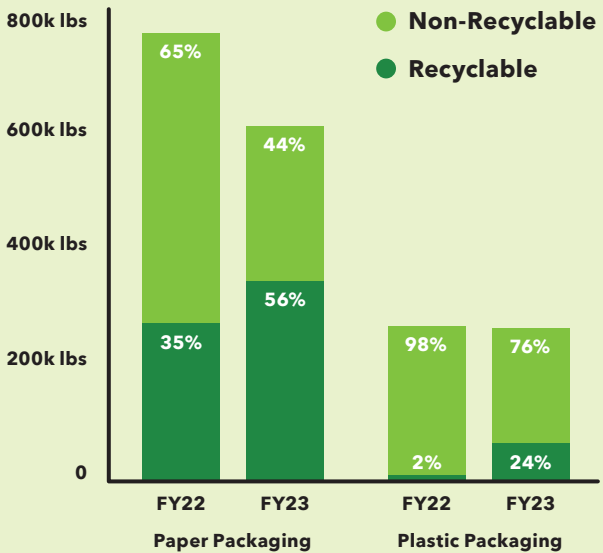
Design for Reuse & Recyclability

Design for reuse & recyclability of packaging materials

Over the last year, JOANN has taken multiple actions to reduce the environmental impact of our packaging. This includes right-sizing packaging for our products – so that we use less materials – and actively working with our suppliers to switch to recyclable materials where possible so that the materials we do need to use can be handled more responsibly. Our seasonal product assortment presented a great opportunity for us to quickly reduce packaging and introduce more recyclable materials due to their more flexible and shorter lead time.

By incorporating more recyclable plastic and paper packaging into our products, we are helping ensure that our packaging can be responsibly recycled into new material instead of ending up in a landfill. In FY23, we were able to **reduce the amount of non-recyclable paper ordered for packaging by 47%, and non-recyclable plastic by 24%**, while reducing our overall use of plastic in our packaging by 2%. Our changes to packaging design have led to a **15% overall reduction in packaging** materials ordered for products from FY22 to FY23.

Packaging by Weight



Packaging Material Usage

Customers are already seeing changes implemented within our stores, and will continue to see more reduced and recyclable packaging throughout the year, including:

Estimated to convert 120,254 lbs. of paper to recyclable by switching from non-recyclable laminated paper to recyclable water-based coated paper on 100% of seasonal packaging



Estimated to convert 2,112 lbs. of plastic to recyclable by switching from non-recyclable OPP Polybags to recyclable LDPE Polybags on 73% of seasonal packaging



Estimated to avoid 1,075 lbs. of plastic by eliminating plastic on PEVA tablecloths by switching to Paper Band Wraps



Reducing Waste

Kids In Need Foundation Partnership

For 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. Through this partnership, we take products from our stores that, for various reasons, we would traditionally discard and supply them to the Kids in Need Foundation. This has multiple positive impacts by keeping these items out of landfills, helping students better achieve their full potential, and empowering teachers to do their best, creative work.

In FY2023, we donated \$4.7 million worth of product to Kids in Need Resource Centers across the country, keeping these products out of landfills and getting them into the hands of the educators who need them the most.

In 2022, Kids In Need Foundation supported over 7.7 million students and 333,000 teachers in 17,000 under-resourced schools.



Recycling

Adding sustainable and responsible options to our product line and changing how we package and ship our products are important ways we can reduce certain types of waste. The waste we generate within our facilities is another opportunity for JOANN to become more sustainable. Like many companies, the way we think about our waste management efforts starts with in-facility recycling programs.

JOANN contracts with a third-party vendor for waste management services at stores and facilities where service is not provided by a landlord. This vendor provides some service – either traditional waste removal, recycling, or both – at approximately 90% of the facilities we operate which includes a mix of stores, distribution centers, the omni fulfillment center and our corporate headquarters. At 387 of these facilities, this vendor provides both waste removal and recycling services. In FY23, at these facilities where data is available for both recycling and waste removal, we diverted 52% of the waste generated from being sent to a landfill.²⁵ We continue to look for ways to expand our data collection efforts to include all of our facilities and identify ways to increase our diversion rate in future years.

²⁵ Data on waste management was provided by JOANN's third-party service provider.

Community

Since opening 80 years ago, giving back and supporting the communities we serve has been integral to JOANN's mission. Through national partnerships, point-of-sale fundraising, volunteering and support of our individual Handmade Heroes, JOANN is committed to making the world better.



Charitable Partnerships

In 2022, JOANN was proud to raise **more than \$6 million** for charitable causes and non-profit partners including National 4-H Council, On Our Sleeves, Susan G. Komen Foundation, Children's Miracle Network Hospitals and St. Jude Children's Research Hospital.



St. Jude Children's Research Hospital

In its fifth year of partnership with St. Jude, JOANN was honored to accept the organization's Thanks and Giving Partner of the Year Award. Since 2017, JOANN and its customers have donated **more than \$6 million** to the world-renowned research hospital.

"JOANN has been an incredible partner that understands the power of giving and engaging in innovative campaigns like *Create to Give* that support the lifesaving mission of St. Jude Children's Research Hospital: Finding cures. Saving children®. Throughout the years, JOANN's dedication to philanthropy has raised funds that not only help advance research and treatment but also help ensure that no family receives a bill from St. Jude for treatment, travel, housing or food – so they can focus on helping their child live. JOANN is making a profound difference in the lives of children and families impacted by cancer and other life-threatening diseases."

Richard C. Shadyac Jr., President and CEO of ALSAC

On Our Sleeves

"We are grateful for the creative and impactful partnership between JOANN and the On Our Sleeves movement for children's mental health, founded by the pediatric experts at Nationwide Children's Hospital. The *Empowerment Through Crafting* partnership is a collaborative approach meant to **create a space where children feel safe talking about their feelings with the adults in their life, through kid-friendly projects and conversation starters** with activities to teach valuable expression and coping skills and support their mental well-being. The funds raised at the register, with the incredible and enthusiastic support of JOANN associates and customers, provides expert-created resources to promote mental health for children at home, at school, and in communities throughout the U.S. With the help of JOANN, we are building a world where mental health is part of the upbringing of every child. Together, we can turn the tide on the child mental health crisis."

Dr. Ariana Hoet, Executive Clinical Director, On Our Sleeves

Susan G. Komen

"JOANN's partnership with Susan G. Komen has been transformational over the past few years as we have restructured our mission to provide more direct services and assistance to breast cancer patients in need and to their families across the country. **JOANN's support allows us to provide services to breast cancer patients like financial assistance for basic needs while in treatment, patient navigation services, education and referral services, research, screening, diagnostics and advocacy.** JOANN's team members routinely and selflessly donate their time at our Race for the Cure and MORE THAN PINK Walks all over the United States to provide creative, engaging, and inclusive products to our constituents that attend these events to grow our community of makers everywhere. They also volunteer to set up, tear down and clean up after these events on their own time. JOANN has embraced this partnership at all levels nationally and locally to ensure that we can serve breast cancer patients and their families. This is truly a partnership of mutual respect, benefit and support that ultimately saves lives in our communities."

Sean Shacklett, State Executive Director, Ohio & Michigan, Susan G. Komen Foundation



Ellie Depew, Top Fundraising Store Manager

"Our national charitable partnerships are important to team 2004 because it allows us to make a difference to those in need. Charity is more important than ever, and there will always be people who need our help. My team embraces each and every partnership to the fullest, and we take pride in raising money for these causes. **The do-good, feel-good approach boosts team morale, encourages teamwork, and gives employees a deep satisfaction of helping those in need.** All team members are on board and rally for each donation, no matter how big or small; every donation counts!"

Inspired Giving

Handmade Heroes

Students and Survivors of the Oxford School Shooting created no sew blankets and delivered them to students in Uvalde, Texas.

“Oxford Legacy is a group of students from Oxford High School who seek to help children who have gone through the struggles of gun violence. When we heard about the tragedy that happened at Robb Elementary in Texas, we knew we had to find a way to show love to the families. The first organization on board to help was JOANN. **We were able to obtain enough fabric to make every child at Robb Elementary school a handmade blanket.** But JOANN’s help did not stop there. Throughout the process of making the blankets the representatives and crew members would reach out and ask when they could help make blankets and even offered to send crew members to help us with our journey. JOANN is one of the sole reasons the trip to Uvalde was able to happen and the blankets provided assert JOANN’s presence in the kids of Uvalde’s hearts.”

Gabe Dupras, Oxford Legacy

Make-A-Wish

Make-A-Wish Volunteer and Wish Granter Brooke Shanks reached out to JOANN as she was helping grant a wish for an 11-year-old girl battling B-cell Lymphoma. This young girl selected her wish to have a craft area created in her home. She is learning to sew, make earrings and wants to learn how to make shirts. She loves to stamp, make crafts, and wants to learn how to make stickers. **JOANN was able to send a Cricut, as well as jewelry design and bracelet making products, sewing items and POP! Craft items for this amazing recipient.**

Oh Sew Powerful

“Our participants have been hard at work creating pin cushions, neck warmers, tote bags, eyeglass cases, infinity scarves, pajama pants, hats and caps, and upcycled denimwear. And there’s more to come! We will start on our quilt squares in July in preparation for our public art unveiling in September of a community quilt. Through your generous donations, program participants have experienced firsthand and hands-on what it feels like emotionally and spiritually to take raw materials and create something useful. From the novice beginner to our expert Sewists, they each have gained a new appreciation for the art of sewing and have also learned to use mindfulness techniques to further attune their minds for the practice of creativity.”

Paula Coggins, Executive Director, Oh Sew Powerful, Inc.

SAY: Budd Mayer Advocacy Award

In May 2023, JOANN received the Stuttering Association of Youth (SAY): Budd Mayer Advocacy Award. This award is given to an organization that is an incredible SAY ally and supporter. JOANN is thrilled to provide SAY arts and crafts opportunities through our continued support of Camp SAY. This camp is an American Camp Association-Accredited summer camp for young people who stutter, ages 8-18. Camp SAY “combines a high-quality, traditional camp experience with specialized programs and activities that help kids and teens who stutter develop confidence and independence, improve communication skills, and form important lifelong friendships.” **Since 2020, JOANN has donated nearly \$40,000 in product and gift cards to support SAY initiatives.**



- ↑ **Camp SAY** arts & crafts supplies donated by JOANN
- ← **Oxford Legacy** made blankets for every child at Robb Elementary School with fleece donated by JOANN



Team Members Giving Back



LeBron James Family Foundation
“To witness the impact JOANN is making in the community through the LeBron James Family Foundation is one of the most rewarding things I have experienced. The organization provides support for families to make lasting and generational changes. **Giving back and influencing children and their families in challenging circumstances through something as simple as crafting brings me energy and joy.** You see the kids’ eyes light up when they create and use their imaginations. You build a strong rapport and learn more about the families, many who are pursuing higher education and stressing the importance of lifelong learning to their children. There really are so many opportunities through JOANN to support the Foundation’s incredible work. While many people know LeBron for his effort on the court, I think it is even more inspiring to witness the transformative power of the LeBron James Family Foundation’s work through vital community resources. I believe the power of good this organization brings will continue to make a lasting impact for generations to come, and I am so proud that JOANN plays a role in making a difference through the Foundation.”

Mackenzie Dukles, Assistant, Corporate Communications

4-H Tucson Art Room Makeover
“You just can’t beat the feeling of giving back and caring for the communities in which we serve. Not only do I have a greater understanding and appreciation of what 4H stands for and what they do for the community, but what an amazing day of camaraderie and sense of team for D20. I’m proud to work for a company that is cognizant of our social impact and footprints we leave.”

Nadine Glowinski, District Manager D20

“Being able to see what the space looked like before and what we were able to do in a day was amazing. I loved getting a tour of the entire facility and seeing what an impact it makes on the community. When I got back to my store, I shared with my team everything we did and everything 4H does for the community and it was really eye-opening and insightful to know where our donations are going.”

Jen Dempich, Omni Store Manager 1917



↑ **Lebron James Family Foundation** Craft Night participants with JOANN volunteers
← **4-H Tucson** art room makeover and volunteers from JOANN district D20

**\$6.2
Million**

**funds raised
at point of sale
in 2022**



\$1,323,484

Raised for On Our Sleeves



\$909,056

Raised for 4H



\$2,106,446

Raised for St. Jude

\$56,924

in coin box collections



\$443,287

Raised for Children's Miracle Network

\$112,757

in coin box collections



\$1,202,467

Raised for Susan G. Komen

Product
Donations
& Other
Donations

\$4,726,625

In product donations to teachers,
schools and after school programs
with Kids In Need Foundation



\$41,390

Raised + company matched
through American Red Cross
Ukraine relief efforts

12

Taco Tuesday Craft Nights
at the LJFF IPromise Village



\$100,000

Donated through the
Minority Creative Grant program

\$100,000

Donated to teachers through
All-Star Teacher Giveaway



Celebrating Diverse Customers & Creators: Minority Creative Grant Program

In 2020, JOANN introduced the first annual Minority Creative Grant program to offer financial support, marketing visibility and guidance to underrepresented small business owners. In 2022, JOANN celebrated creators during National Hispanic American Heritage Month. Each award winner receives **\$5,000 in JOANN cash, a Cricut machine, a roundtable with JOANN leadership, visibility across advertising channels, and more.**

JOANN is honored to be part of a creative community made up of artists from all around the world and look forward to helping more underrepresented artists continue to find Handmade Happiness.

Whitney Manney, Minority Creative Grant Winner, 2020

“Winning the JOANN Minority Creative Grant was truly a game-changer for my art practice. As a small business owner and fashion and textile designer, I had always faced challenges when it came to budgeting for materials and machines to bring my creative visions to life. However, the support and resources provided by JOANN through this grant allowed me to overcome these obstacles and take my work to new heights.

Having a year’s worth of materials and machines for my fashion studio gave me the freedom to experiment and take risks in my artistic journey. I was able to explore new techniques, push the boundaries of my creativity, and create pieces that truly reflected my unique artistic voice. This grant not only provided the financial means to acquire the necessary tools but also gave me the confidence to venture outside my comfort zone and innovate.

Their commitment to nurturing and supporting artists like myself is unparalleled. Having JOANN as a steadfast partner has not only helped transform my art practice but has also provided me with a community of like-minded individuals who understand and appreciate the challenges and triumphs of being an artist.

Winning the JOANN Minority Creative Grant was a turning point in my career. It has enabled me to elevate my art practice, take risks, and explore new possibilities. I am forever grateful for the opportunity and support JOANN has provided me, and I look forward to continuing to create art that pushes boundaries and inspires others.”

Governance

At JOANN, we believe that 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. Highlights of our ongoing commitment to good corporate governance include:

Corporate Governance Guidelines

Code of Business Conduct & Ethics

Annual Board & Committee Self-Assessments

Peer Group Compensation Market Assessment

Committee Charters
(Audit, Nominating & Governance, Compensation)

Board Diversity

Independent Compensation Consultant

Active Board Oversight of Strategy & Business Initiatives



Responsible Business Practices

Code of Business Conduct & 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 officers, directors, and Team Members at JOANN. Our Code illustrates the shared accountability everyone at JOANN has in conducting our business with honest and integrity, and covers a variety of topics, including, among others:

- 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 if they want to remain anonymous. Team Members are encouraged to ask questions and voice concerns without fear of retaliation.

Vendor Resource Guide

JOANN's commitment to honesty and ethical behavior extends beyond our Team Members. In addition to 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 also contain a specific Vendor Workplace Code of Conduct which, among other things, 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

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.

Anti-Corruption

JOANN's commitment to conducting business in an honest and ethical manner also includes taking steps to limit corruption wherever we are doing business. All JOANN officers, directors and 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.

Data Privacy and 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. 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.

Conflict Minerals

As a part of our broader commitment to corporate citizenship and transparency, JOANN discloses the use of columbite-tantalite, cassiterite, gold, wolframite and related derivatives, including tantalum, tin and tungsten in our products in accordance with U.S. Securities and Exchange Commission rules regarding conflict minerals. In compliance with these rules, JOANN annually reports on whether our products contain conflict minerals sourced from the Democratic Republic of Congo or adjoining countries. We also work with our suppliers to perform reasonable country of origin inquiries and due diligence regarding the source of conflict minerals. Suppliers who do not comply with these requests are subject to corrective actions that may include termination of the relationship.

Enterprise Risk Management

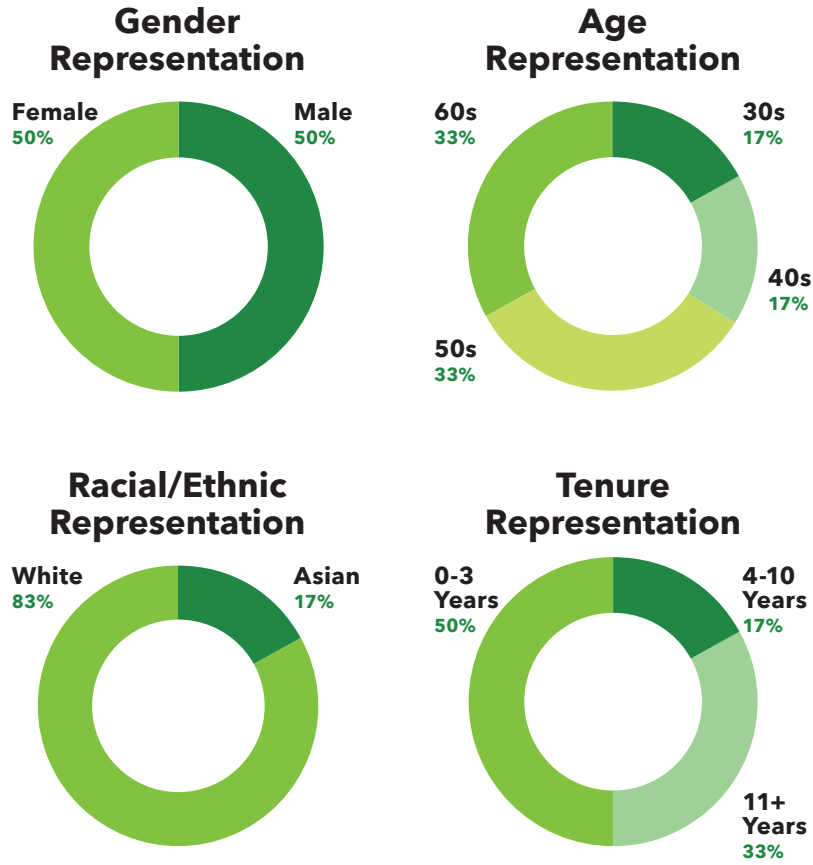
In addition to these policies and practices, we are constantly evaluating potential risk to our operations, Team Members, and customers. We have a thorough risk management process, that is designed to identify key business risks which are internal and external to JOANN. This process is led by the Chief Financial Officer and the Internal Audit department and is reported to the Audit Committee and, ultimately, to the Board. In addition to our enterprise risk management process, our Internal Audit department provides independent assurance to our Executive Leadership Team and the Audit Committee around the effectiveness of our Internal Controls over Financial Reporting.

Board Composition

As of June 2023, JOANN’s Board of Directors (the Board) consists of six Directors whose skills and experience align with our overall business strategy. As with all aspects of our business, we are acutely aware of the importance of diverse perspectives among the Board. As of June 30, 2023, our Board is 50% female and 16.7% nonwhite; and has an average age of 52 years and an average tenure on the Board of 7.3 years.

In evaluating the suitability of individual candidates for the Board, the Nominating and Corporate Governance Committee considers, among other things: integrity, ethics and values; experience in corporate management; strong financial experience; experience in the retail industry; diversity of expertise in substantive business matters; relevant social policy concerns; diversity of background and perspective; and any other relevant qualifications, attributes or skills.²⁶

JOANN’s Board has three standing committees: Audit, Compensation, and Nominating and Corporate Governance. Each have critical oversight responsibilities for various aspects of our business.



²⁶ For a complete copy of JOANN’s Nominating and Corporate Governance Committee Charter, visit investors.joann.com/static-files/92855cc5-6965-443e-ad21-8083179193fc

Data Tables



SASB Sustainability Disclosure Topics and Accounting Metrics (FY 2023)

| Topic | Accounting Metric | Category | SASB | Data |
|----------------------------------------------|--------------------------------------------------------------------------------------|-------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Activity Metric | Number of: (1) retail locations and (2) distribution centers | Quantitative | CG-MR-000.A | (1) 832 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 18.7 million sq. ft and (2) approximately 3.3 million sq. ft. (based on FY2022 data) |
| Energy Management in Retail and Distribution | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable | Quantitative | CG-MR-130a.1 | (1) 1,002,532.42 GJ, (2) 70%, (3) 0% |
| Data Security | Description of approach to identifying and addressing data security risks | Discussion and 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. |

SASB Sustainability Disclosure Topics and Accounting Metrics (FY 2023) Continued

| Topic | Accounting Metric | Category | SASB | Data |
|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Data Security | (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 FY 2023. |
| | | | | |
| Labor Practices | (1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region | Quantitative | CG-MR-310a.1 | (1) \$14.30 per hour and (2) 29% |
| | (1) Voluntary and (2) involuntary turnover rate for in-store employees | Quantitative | CG-MR-310a.2 | (1) 82.8% and (2) 4.2% |
| | Total amount of monetary losses as a result of legal proceedings associated with labor law violations | Quantitative | CG-MR-310a.3 | Any monetary losses from legal proceedings associated with labor law violations that meet public disclosure criteria would be reported in the FY23 Form 10-K. |
| Workforce Diversity and Inclusion | Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees | Quantitative | CG-MR-330a.1 | (1) 85.0% female, 15.0% male, 1.6% Asian, 5.8% Black, 8.4% Hispanic or Latino, 81.2% White, 3.1% Other and (2) 86.3% female, 13.7% male, 3.0% Asian, 7.4% Black, 10.9% Hispanic or Latino, 74.9% White, 3.8% Other |
| | Total amount of monetary losses as a result of legal proceedings associated with employment discrimination | Quantitative | CG-MR-330a.2 | Any monetary losses from legal proceedings associated with employment discrimination that meet public disclosure criteria would be reported in the FY23 Form 10-K. |

SASB Sustainability Disclosure Topics and Accounting Metrics (FY 2023) Continued

| Topic | Accounting Metric | Category | SASB | Data |
|-----------------------------------------|---------------------------------------------------------------------------------------------------------|-------------------------|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Product Sourcing, Packaging & Marketing | Revenue from products third-party certified to environmental and/or social sustainability standards | Quantitative | CG-MR-410a.1 | We do not currently track this SASB Accounting Metric. We are reviewing potential methodologies that will allow this value to be determined in future reporting periods. |
| | Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products | Discussion and 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 and Analysis | CG-MR-410a.3 | The packaging our products come in are 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 30, 2022-January 28, 2023 (FY2023), 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 | Jo-Ann Stores, LLC 5555 Darrow Road Hudson, Ohio 44236 United States | 2022 Annual Report |
| 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” | FY23 Form 10-K Page 2 Trade Names, 13 |
| 2-3 | Reporting period, frequency and contact point | This report covers the reporting period of Fiscal Year 2023, or January 30, 2022 to January 28, 2023. All data in this report is from this reporting period unless otherwise stated. Our impact report is published on an annual basis. | This report: Our EVERGREEN Strategy - What’s Included in Our FY23 Report |
| 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 | – | FY23 Form 10-K Part 1, 6-7 |

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|-----------------|-----------------------------------------------------------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------|
| 2-7 | Employees | – | FY23 Form 10-K Team Members, 12 This report: Team Members - Workforce |
| 2-8 | Workers who are not employees | JOANN does not have any workers that are not employees. | This report: Governance - Vendor Resource Guide |
| 2-9 | Governance Structure and composition | – | 2023 Proxy Statement, Pages 3-14 |
| 2-10 | Nomination and selection of the highest governance body | – | 2023 Proxy Statement, Director Nomination and Qualifications, 11-12 |
| 2-11 | Chair of the highest governance body | – | Investor Relations Webpage: Board of Directors |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | – | FY23 Form 10-K Information about our Executive Officers, 14-15 |
| 2-13 | Delegation of responsibility for managing impacts | – | This report: Our EVERGREEN Strategy - EVERGREEN Strategy Governance |
| 2-14 | Role of the highest governance body in sustainability reporting | – | This report: Our EVERGREEN Strategy - EVERGREEN Strategy Governance |
| 2-15 | Conflicts of interest | – | FY23 Form 10-K Code of Business Conduct and Ethics, 12 |
| 2-16 | Communication of critical concerns | – | Code of Conduct and Business Ethics, Reporting Concerns, 3 |

Global Reporting Initiative (GRI) Content Index Continued

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|----------------------------------------------------|--------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: GENERAL DISCLOSURES 2021 – CONTINUED | | | |
| 2-17 | Collective knowledge of the highest governance body | – | This report: Our EVERGREEN Strategy - EVERGREEN Strategy Governance |
| 2-18 | Evaluation of the performance of the highest governance body | The Board and its committees conduct periodic self-assessments under applicable Nasdaq rules to determine whether the Board and its committees are functioning effectively. | Corporate Governance Guidelines |
| 2-19 | Remuneration policies | – | 2023 Proxy Statement, Director Compensation, 55 ; Compensation of Our Named Executive Officers, 45 |
| 2-20 | Process to determine remuneration | – | 2023 Proxy Statement, Potential Payments Upon Termination or Change in Control, 51 |
| 2-21 | Annual total compensation ratio | 221:1 | 2023 Proxy Statement, CEO Pay Ratio, 57 |
| 2-22 | Statement on sustainable development strategy | – | This report: Our EVERGREEN Strategy |
| 2-23 | Policy commitments | – | This report: Governance - Responsible Business Practices |
| 2-24 | Embedding policy commitments | – | This report: Governance - Responsible Business Practices |

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|-----------------|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|
| 2-25 | Process to remediate negative impacts | – | This report: Governance - Responsible Business Practices |
| 2-26 | Mechanisms for seeking advice and raising concerns | – | Code of Conduct and Business Ethics, Reporting Concerns, 3 |
| 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 |
| 2-28 | Membership associations | National Retail Federation, The Retail Industry Leadership Association | Content Index |
| 2-29 | Approach to stakeholder engagement | – | 2023 Proxy Statement, Stockholders Agreement, 65 |
| 2-30 | Collective bargaining agreements | – | FY23 Form 10-K Labor Relations, 12 |

GRI 3: MATERIAL TOPICS 2021

| | | | |
|-----|--------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------|
| 3-1 | Process to determine material topics | | This report: Our EVERGREEN Strategy - Our Broader Materiality Assessment |
| 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 | This report: Our EVERGREEN Strategy - Our Broader Materiality Assessment |

Global Reporting Initiative (GRI) Content Index Continued

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|------------------------------------------------|---------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| GRI 205: ANTI-CORRUPTION 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Anti-corruption |
| 205-1 | Operations Assessed for corruption risk | – | 2022 Annual Report Summary Risk Factors, 5 |
| 205-2 | Communication and training about anti-corruption policies and procedures | | This report: Governance - Anti-corruption |
| 205-3 | Confirmed incidents of corruption and actions taken | Any incidents and actions of corruption from legal proceedings that meet public disclosure criteria would be reported in the FY23 Form 10-K. | Content Index |
| GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Responsible Business Practices, Code of Business Conduct & Ethics |
| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | Any actions of anti-competitive behavior from legal proceedings that meet public disclosure criteria would be reported in the FY23 Form 10-K. | Content Index |

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|--------------------------------|--------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| GRI 301: MATERIALS 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Planet - Products and Packaging; Fabric; Needle Arts; Packaging |
| 301-1 | Materials used by weight or volume | – | This report: Planet - Products and Packaging; Fabric; Needle Arts; Packaging |
| 301-2 | Recycled input materials used | – | This report: Planet - Products and Packaging; Fabric; Needle Arts; Packaging |
| 301-3 | Reclaimed products and their packaging materials | JOANN does not have any products or packaging made from reclaimed materials for this reporting period. | This report: Planet - Products and Packaging; Fabric; Needle Arts; Packaging |
| GRI 302: ENERGY 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Planet - Scope 1 & 2, Total Energy Used |
| 302-1 | Energy consumption within the organization | Electricity: 195,596,072 kWh; Natural Gas, Diesel, Propane, and Refrigerants: 82,885,158.5 kWh 1,002,532.42 gigajoules of energy total | This report: Planet - Scope 1 & 2, Total Energy Used |
| 302-4 | Reduction of energy consumption | – | This report: Planet - Scope 1 & 2, Total Energy Used |

Global Reporting Initiative (GRI) Content Index

Continued

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|--------------------------------|-----------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| GRI 305: EMISSIONS 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Planet |
| 305-1 | Direct (Scope 1) GHG emissions | FY23 Scope 1 GHG emissions: 22,522 MTCO ₂ e | This report: Planet - Scope 1 & 2 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | FY23 Scope 2 GHG emission: 74,541 MTCO ₂ e | This report: Planet - Scope 1 & 2 |
| 305-3 | Other indirect (Scope 3) GHG emissions | FY23 Scope 3 GHG emissions: 678,598 MTCO ₂ e. This does not include downstream Scope 3 emissions | This Report: Planet - Scope 3 |
| 305-4 | GHG emissions intensity | By Total Revenue: 43.78 By Normalized Sq. Ft: 4.39 | Content Index |
| 305-5 | Reduction of GHG emissions | Reduced total emissions by 85,875 MTCO ₂ e from baseline year FY2022 | This Report: Planet - Scope 1 & 2; Scope 3 |
| GRI 306: WASTE 2020 | | | |

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|-----|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| 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. 90% of the facilities we operate and includes a mix of stores, distribution centers, the omni fulfillment center and our corporate headquarters. At 387 of these facilities, this vendor provides both waste removal and recycling services. | This report: Planet - Reducing Waste |
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| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|----------------------------------------|------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|
| GRI 306: WASTE 2020 – CONTINUED | | | |
| 306-3 | Waste generated | For stores serviced by third-party vendor: 34,225.53 Tons | Content Index |
| 306-4 | Waste diverted from disposal | For stores serviced by third-party vendor: 11,541.88 Tons (52% diversion rate at stores with both traditional waste removal and recycling services) | This report: Planet - Reducing Waste |
| 306-5 | Waste directed to disposal | For stores serviced by third-party vendor: 22,683.65 Tons | Content Index |

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| GRI 401: EMPLOYMENT 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Team Members |
| 401-1 | New employee hires and employee turnover | – | SASB Data Table |
| 401-2 | Benefits provided to fulltime employees that are not provided to temporary or part-time employees | – | This report: Team Members - Human Capital Management, Compensation and Benefits |

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| GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 | | | |
| 3-3 | Topic management disclosures | – | This report: Team Members - Health, Safety, and Wellbeing |
| 403-1 | Occupational health and safety management system | – | This report: Team Members - Health, Safety, and Wellbeing |
| 403-2 | Hazard identification, risk assessment, and incident investigation | – | This report: Team Members - Health, Safety, and Wellbeing |

Global Reporting Initiative (GRI) Content Index Continued

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|----------------------------------------------------------|------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|
| GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018 – CONTINUED | | | |
| 403-4 | Worker participation, consultation, and communication on occupational safety | – | This report: Team Members – Health, Safety, and Wellbeing |
| 403-5 | Worker training on occupational safety | – | This report: Team Members – Health, Safety, and Wellbeing |
| 403-6 | Promotion of worker health | – | This report: Team Members – Team Member Wellbeing |
| 403-9 | Work-related injuries | JOANN had zero fatalities as a result of work-related injury. High-consequence work-related injuries: Total incidents reported was 863 The main types of work-related injury: Struck by/against an object; Falls, slips and trips; Overexertion The number of hours worked by all Team Members were 8,667,187.40 | Content Index |
| GRI 404: TRAINING AND EDUCATION 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Team Members – Training |

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
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| 404-1 | Average hours of training per year per employee | Per employee: 1.25 hours Average per female: 1.27 Average per male: 3.16 Average per non-disclosing gender: 5.07 Average per SLT: .34 Average per RVP: .63 Average per VP: .67 Average per Director: .58 Average per Manager: 2.28 Average per Supervisor: 2.07 Average per Indiv. Contr.: 1.01 | Content Index |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | – | This report: Team Members – Human Capital Management, Training |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | – | This report: Team Members – Human Capital Management, Training |
| GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Team Members – Diversity and Inclusion |
| 405-1 | Diversity of governance bodies and employees | Board diversity: 2023 Proxy Statement All employees: Gender: 86.3% female, 13.7% male; Age Group: 31.9% under 30 years old, 22.9% 30-50 years old, 45.2% over 50 years old; Race: 3.0% Asian, 7.4% Black, 10.9% Hispanic or Latino, 74.9% White, 3.8% Other | This report: Governance – Board Composition; Team Members – Workforce |

Global Reporting Initiative (GRI) Content Index Continued

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|-------------------------------------------------|------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| GRI 406: NON-DISCRIMINATION 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Team Members - Diversity and Inclusion; Governance - Responsible Business Practices, Code of Business Conduct & Ethics |
| 406-1 | Incidents of discrimination and corrective actions taken | Any incidents of discrimination from legal proceedings that meet public disclosure criteria would be reported in the FY23 Form 10-K. | Content Index |
| GRI 408: CHILD LABOR 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Vendor Resource Guide |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | – | This report: Governance - Vendor Resource Guide |
| GRI 409: FORCED OR COMPULSORY LABOR 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Vendor Resource Guide |
| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | – | This report: Governance - Vendor Resource Guide |
| GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Vendor Resource Guide |
| 414-1 | New suppliers that were screened using social criteria | 100% of JOANN's new suppliers were screened in the reporting period through a Social Compliance Audit for countries requiring. | Content Index |

| Disclosure Code | Description | Disclosure and/or Additional Remarks | Reporting Location |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| 414-2 | Negative social impacts in the supply chain and actions taken | 100% of JOANN's suppliers in countries requiring Social Compliance Audits are assessed for social impacts. | Content Index |
| GRI 416: CUSTOMER HEALTH AND SAFETY 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Planet - Products and Packaging, Product Safety and Compliance |
| 416-1 | Assessment of the health and safety impacts of product and service categories | – | This report: Planet - Products and Packaging, Product Safety and Compliance |
| 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 health and safety, where JOANN was at fault. | Content Index |
| GRI 418: CUSTOMER PRIVACY 2016 | | | |
| 3-3 | Topic management disclosures | – | This report: Governance - Data Security and Privacy |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | – | SASB Data Table |