

A white t-shirt is hanging on a clothesline, secured by two metal clothespins. The background is a bright, slightly hazy sky with soft, wispy clouds. The overall tone is clean and fresh.

KEEP EARTH CLEAN

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TURNING AMBITION INTO ACTION

Impact happens
on two levels,
and both matter.

First, in the choices we make across our **own business** — the materials we use, how our products are made, how long they stay in use. Second, in the **broader systems**, partnerships, and industry initiatives that help drive change across fashion.

In 2025, we learned again that cutting a product's environmental footprint isn't one breakthrough. It's transparent, scalable systems across sourcing, manufacturing, material innovation, and circularity — built one supplier, one standard, one material at a time.

Preferred materials only matter at scale, so we kept expanding where we use them. Cleaner chemistry depends on suppliers following Everlane's standards consistently, not occasionally — so we kept pushing on that consistency. Circularity means products that last, so we kept building the programs that make that possible.

What follows is indicative of the work we've done — and a preview of what's to come.



SUSTAINABILITY ISN'T A DESTINATION; IT'S A DISCIPLINE

It is the practice of making, testing, and improving our decisions year after year.

Every choice shapes a product's footprint: the materials we source, the chemistry used to produce them, the suppliers we partner with, and how a product is packaged, repaired, and recovered. None of those decisions happen overnight.

OUR KEEP EARTH CLEAN SDGs



WE ORGANIZE OUR WORK AROUND THREE PRIORITIES:

01

RESPONSIBLE MATERIALS

We continue directing our material mix toward **‘preferred materials’**, including certified organic, recycled, regenerative, responsible, and renewable sources, which generally have a lower environmental impact than conventional alternatives. Through direct sourcing and industry partnerships Everlane aims to accelerate the scaling of more sustainable, next-generation fibers without compromising quality.

94%

of our materials, by volume, met our preferred, lower-impact standards.

02

BETTER MANUFACTURING

We support suppliers in their efforts to reduce the use of hazardous chemicals, improve water and wastewater management, reduce emissions and waste, and strengthen the standards that guide how our products are made.

96%

of our Tier 1 and strategic Tier 2 production volume met our Cleaner Chemistry Standards.

03

CIRCULARITY

We aim to design products with durability in mind while improving product longevity, expanding opportunities for resale and repair, and exploring end-of-life solutions that recover or recycle materials to keep products and materials in use for as long as possible.

43,964 units

43,964 units of product diverted from landfill - 76% reused, 13% recycled, 11% responsibly disposed.

WHAT 2025 MADE POSSIBLE

Throughout 2025, we continued making progress across the areas that shape a product's environmental footprint.



01: RESPONSIBLE MATERIALS

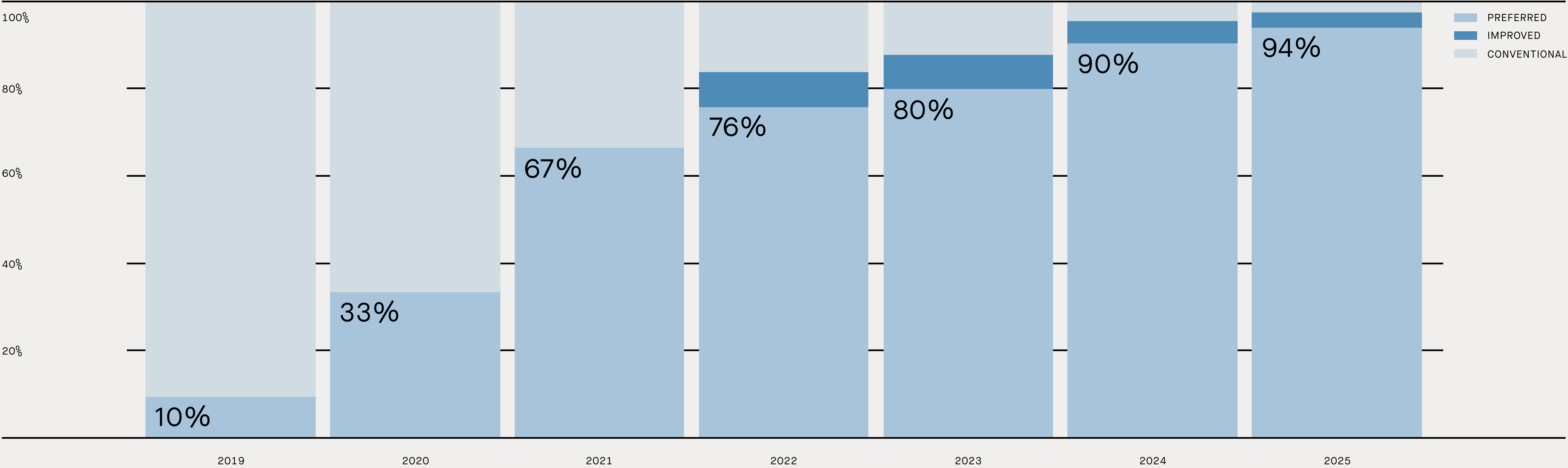
94% of our materials (by volume) met Everlane's preferred material criteria, which recognize recycled, organic, regenerative, and responsibly certified materials that generally have a lower environmental impact than conventional alternatives. Since 2019, we've systematically shifted our material mix toward '**preferred materials**', including certified organic, recycled, regenerative, responsible, and renewable sources. In 2025, 94% of the materials we used by volume met our preferred standards, up from 10% in 2019. This progress reflects years of supplier engagement, certification efforts, and deliberate sourcing decisions across nearly every major fiber category in our assortment.

An additional 4% falls under our **Improved** standards, as defined in the Everlane Material Standards. These materials

meet specified criteria related to attributes such as traceability and supply chain transparency, but currently lack the data needed to confidently quantify their environmental impact. While this progress is significant, we also recognize that we did not achieve our original goal of having 100% of our materials meet our Preferred Material Standards by 2025.

The remaining gap is concentrated within a small number of materials, such as elastane and specialty fibers, where commercially viable alternatives remain limited. As new technologies and materials become available, we will continue assessing opportunities to expand our use of preferred materials across these categories.

PREFERRED MATERIALS* UPTAKE (2019-2025)



MATERIALS BY FIBER

This table reflects our 2025 material mix by volume and the preferred material classification of each major fiber category, as defined in the Everlane Material Standards.

SEVERAL CATEGORIES ARE WORTH HIGHLIGHTING.

Cotton remains our most widely used fiber, representing approximately 61% of total material volume. In 2025, 93% of our cotton met the Preferred Material Standards set out in the Everlane Material Standards, including certified organic cotton under the Global Organic Textile Standard (GOTS) and the Organic Content Standard (OCS), regenerative cotton certified under regenagri or sourced through the Good Earth Cotton program, and recycled cotton certified to the Global Recycled Standard (GRS). The remaining 7% falls under our Improved category, as defined in the Everlane Material Standards. These materials demonstrate improvements over conventional sourcing in areas such as traceability and supply chain transparency but do not yet have sufficient data to quantify their environmental impact. One example is American-grown Supima cotton.

Man-Made Cellulosic Fibers (MMCFs), including TENCEL™, ECOVERO™, Modal, and Naia™ Renew, represented approximately 6% of our material mix. All MMCFs used in 2025 met our Preferred Standards and were sourced through suppliers aligned with our Forestry Policy.

Synthetic fibers, including polyester and nylon, accounted for approximately 9% of total volume. In 2025, 99% of these materials met the Preferred Material Standards through their recycled content, with nearly all

sourced from fibers certified to the Global Recycled Standard (GRS).

Animal-derived fibers continued to show strong progress. Ninety-eight percent of wool met our preferred standards through the Responsible Wool Standard (RWS) or certified recycled sources, while 100% of our cashmere met preferred standards through the Good Cashmere Standard (GCS) and certified recycled cashmere programs. We also maintained 100% preferred sourcing across several smaller but important material categories. All silk used in 2025 was bluesign® certified, and all virgin leather was sourced from Leather Working Group (LWG) certified tanneries, with 78% meeting Gold certification standards and the remaining 22% meeting Silver standards. While 84% of alpaca meets preferred standards through RAS certification, the remaining 16% is conventional where scaling preferred alternatives remains a work in progress.

Elastane remains our most significant materials challenge. Although it represented approximately 1% of total material volume in 2025, it remains one of the few categories where alternatives under our Preferred Standards have not yet reached meaningful commercial scale.

	Total Volume	% of Total Material by Volume	% by Preferred Status		
			Conventional (% of Specific Material)	Improved (% of Specific Material)	Preferred (% of Specific Material)
Apparel Materials	Cotton	61%	0%	7%	93%
	Manmade Cellulosic Fibers	6%	0%	0%	100%
	Bast	3%	0%	0%	100%
	Polyester	7%	1%	0%	99%
	Nylon	2%	1%	0%	99%
	Elastane	1%	100%	0%	0%
	Wool	7%	2%	0%	98%
	Cashmere	5%	0%	0%	100%
	Alpaca	2%	16%	0%	84%
	Silk	1%	0%	0%	100%
Material Breakdown (Excluding Leather)	Leather	5%	0%	0%	100%
	All Materials	95%	2%	4%	94%



WHERE OUR MATERIALS COME FROM

Traceability solidifies transparency and validates accountability.

Knowing where our materials come from, not just that they meet a standard, helps us better understand environmental impacts, identify risks, and work with suppliers to drive meaningful improvements.

In 2025 **83%** of our material volume was **traceable and certified**, meaning we know its country of origin and that information is backed by third-party verification. This includes organic cotton sourced from Turkey, India, and Uganda; Masters of Flax Fibre linen from France; man-made cellulosic fibers from Austria, Indonesia, and China; bluesign® certified silk from China; wool from New Zealand, Australia, South Africa, Peru, and Turkey; cashmere from Inner Mongolia; and alpaca from New Zealand, Australia, and Peru.

Another **15%** of our material volume came from **certified recycled fibers**, including recycled polyester, nylon, wool, and cashmere. While recycled feedstocks

are not traceable to a specific geographic origin by nature of the recycling process, the recycled content claims themselves are independently verified through certification programs such as the **Global Recycled Standard** (GRS).

The remaining **2%** of our material volume is primarily conventional elastane and small volumes of alpaca, where full supply chain visibility remains a work in progress.

To help close this gap, we have begun implementing TextileGenesis™, a fiber-to-retail traceability platform designed to improve visibility across complex supply chains. Already in use across a number of our key fiber categories, we are now rolling it out more broadly across our supplier network.

83% Traceable & Certified Virgin Fiber

15% Certified Recycled Content

2% In Progress



TURKEY



USA



AZERBAIJAN



PERU



KYRGYZSTAN



ARGENTINA



CHINA



CHILE



INNER MONGOLIA,
CHINA (GCS)



BURKINA FASO



INDIA



SOUTH AFRICA



AUSTRALIA



TANZANIA



NEW ZEALAND



UGANDA

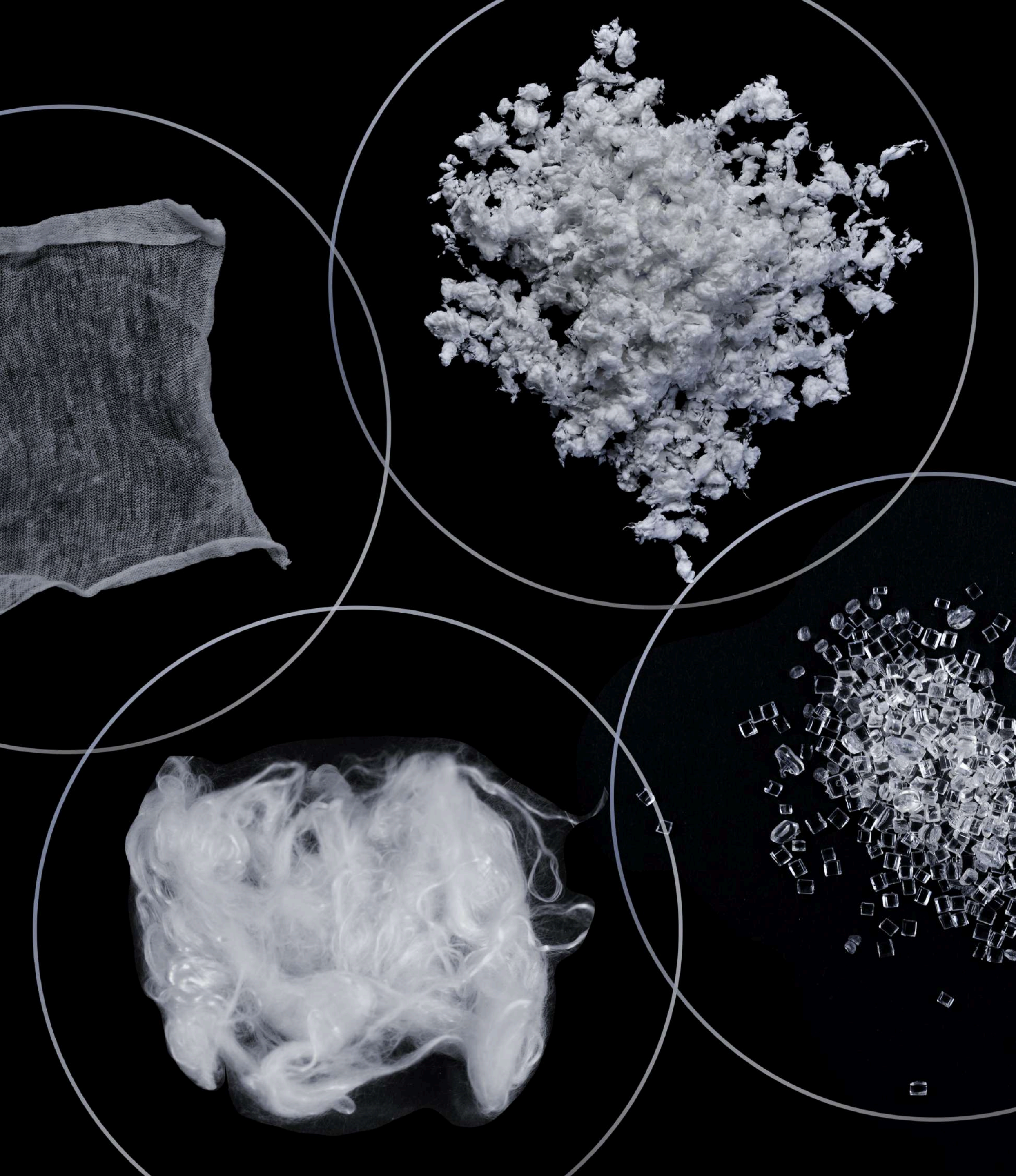


FIJI



Showing certified sourcing origins for cotton, wool, alpaca, and cashmere - the natural fibers that make up the majority of our material volume.

- | | | | |
|---|--------|---|----------|
|  | COTTON |  | ALPACA |
|  | WOOL |  | CASHMERE |



SPOTLIGHT

FIBER CLUB

In 2024, Everlane became an inaugural member of Fiber Club, a collaborative initiative launched by **Circ** in partnership with Fashion for Good and Canopy. Alongside fellow members BESTSELLER, Eileen Fisher, and Zalando, we joined with a shared goal: accelerate the commercialization of next-generation recycled lyocell fiber and build the conditions for more circular materials to scale.

Fiber Club was created around a simple reality: breakthrough materials cannot transform the industry without coordinated action. Circ has developed a technology that can recover both cotton and polyester from blended textile waste, separating and transforming those materials into virgin-quality raw inputs that can be used to create new fibers. The technology represents an important step toward a more circular fashion system where existing garments can become the feedstock for future products.

For Everlane, participation in Fiber Club reflects a broader belief that **scaling circular materials will require new technologies, industry collaboration, and long-term investment**. Initiatives like Fiber Club help bridge the gap between breakthrough innovation and commercial adoption, creating pathways for next-generation materials to reach everyday products.

In 2025, we advanced from commitment to development. Working alongside Circ and our selected mill partner, we began developing fabrics that incorporate Circ's recycled lyocell fiber, helping move the material closer to commercial scale. Our first product featuring Circ fiber is planned for 2027, marking an important milestone in our efforts to contribute to a future where textile waste becomes a valuable resource rather than a discarded one.

02: BETTER MANUFACTURING

Chemicals play a critical role in textile production, helping shape everything from a product's appearance to its performance. But how those chemicals are selected, managed, and discharged has significant implications for both people and the environment. Our **cleaner chemistry strategy** focuses on reducing risks through both manufacturing and material standards. At the facility level, we prioritize suppliers certified to bluesign® or aligned with the ZDHC Manufacturing Restricted Substances List (MRSL), which govern the chemicals permitted in production while establishing strict requirements for wastewater management and worker safety. At the material level, certifications such as GOTS and GRS incorporate chemical safety requirements directly into the production process, restricting the use of harmful substances and requiring responsible wastewater treatment throughout certified supply chains.

In 2025, 96% of our Tier 1 and strategic Tier 2 supplier production volume met our Cleaner Chemistry Standards through bluesign® certification, ZDHC alignment, GOTS certification, or GRS certification. This result exceeded our 2025 goal and reflects

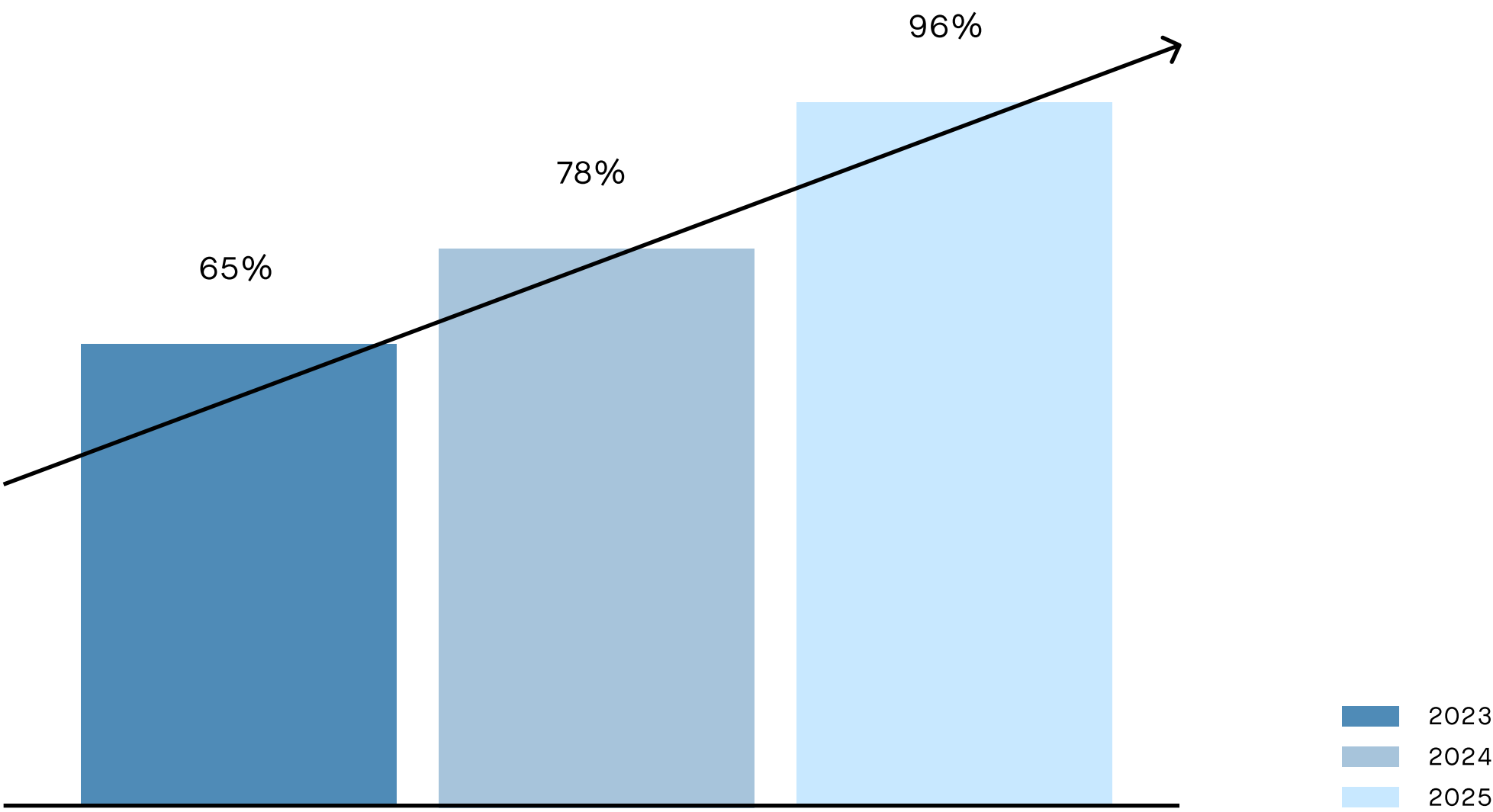
SUPPLIER ENVIRONMENTAL ENGAGEMENT

The **environmental footprint** of a garment extends far beyond the fiber itself. How a factory uses energy, manages water, handles chemicals, and reduces waste all play a critical role in determining the overall impact of the products we make. That's why supplier environmental performance has been a core component of Everlane's sustainability strategy since 2021, when we began systematically measuring and tracking environmental performance across our supply chain through the Higg Facility Environmental Module (FEM).

years of supplier engagement, careful sourcing decisions, and ongoing investment in manufacturing partners capable of meeting higher environmental and chemical management expectations.

We also track cleaner chemistry at the virgin fiber level, which measures whether raw materials are produced under standards that address chemical use at the source. In 2025, 80% of our virgin fiber volume met cleaner chemistry standards through certifications and trademarks including GOTS, OCS, Regenagri, Good Earth Cotton, CanopyStyle Dark Green Shirt, Masters of Flax Fibre, hemp, and bluesign® Clean Silk, below our 85% target. The gap is concentrated in fibers such as RWS wool, GCS cashmere, and RAS alpaca, which carry strong animal welfare and land stewardship credentials but do not yet include fiber-level chemical safety standards. Our aim is to continue to prioritize certifications that continue to uphold our commitment to animal welfare and land stewardship while also seeking to advance fiber-level chemical safety standards across the industry.

TIER 1 AND STRATEGIC TIER 2 SUPPLIER ADOPTION OF CLEANER CHEMISTRY STANDARDS BY PERCENT OF VOLUME (2025)



CHEMISTRY

2025 GOAL

80% of materials by volume meet Cleaner Chemistry standards.

2025 PROGRESS

96% 96% of materials by volume meet Cleaner Chemistry standards, exceeding our 2025 goal.

2025 GOAL

85% of virgin-fiber materials by volume meet Cleaner Chemistry standards.

2025 PROGRESS

80% of virgin-fiber materials by volume meet Cleaner Chemistry standards.

Everlane's Cleaner Chemistry Standards define the chemical management requirements materials and suppliers must meet, including compliance with Everlane's Restricted Substances List (RSL), Manufacturing Restricted Substances List (MRSL), and related chemical management expectations designed to reduce the use of hazardous chemicals throughout manufacturing.



MATERIALS BUILT TO HIGHER STANDARDS

96% of our Tier 1 and strategic Tier 2 production volume met our Cleaner Chemistry Standards, which include compliance with our Restricted Substances List (RSL), Manufacturing Restricted Substances List (MRSL), and chemical management expectations. *(Tier 1 suppliers are the factories that assemble our finished products, while strategic Tier 2 suppliers produce key materials and fabrics used in those products.)*

98% of Tier 1 suppliers (by production volume) completed a verified Higg Facility Environmental Module (FEM), providing standardized, third-party-verified environmental performance data.

PREFERRED MATERIALS UPTAKE

2030 GOAL

100% **100%** of materials (by volume) meet our Preferred Material Standards.

2025 PROGRESS

94% **94%** of materials (by volume) met our Preferred Material Standards.

HIGG FACILITY ENVIRONMENTAL MODULE (FEM) ADOPTION

The Higg FEM provides standardized, facility-level data across key environmental impact areas, including energy and water use, chemical management, wastewater treatment, and waste generation. More importantly, it gives suppliers a clear understanding of their environmental performance and where opportunities for improvement exist. When facilities can benchmark themselves against industry standards, sustainability goals become more actionable.

In 2025, 98% of our Tier 1 suppliers by production volume completed a verified Higg FEM assessment, along with 96% of our strategic Tier 2 mills. Verification

is a critical part of the process. Unlike self-reported assessments, verified FEMs undergo review by an approved independent third party, providing greater confidence in the accuracy and credibility of the data.

This level of **accountability** helps ensure we are measuring progress consistently and making decisions based on reliable information. As we continue working with our existing supplier base and evaluating new manufacturing partners, we remain focused on the same standards.

GOAL

100%

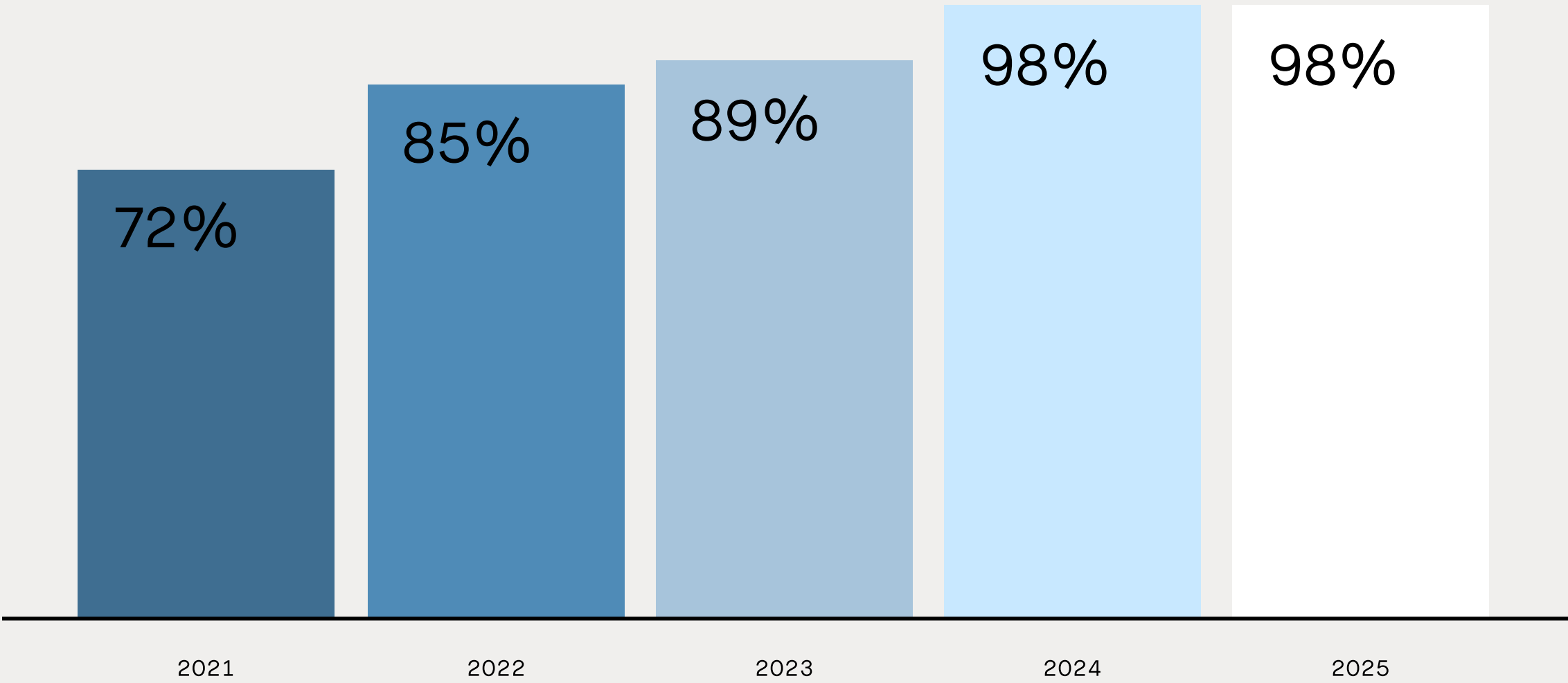
100% of Tier 1 and 80% of strategic Tier 2 suppliers (by volume) completing a verified Higg FEM.

2025

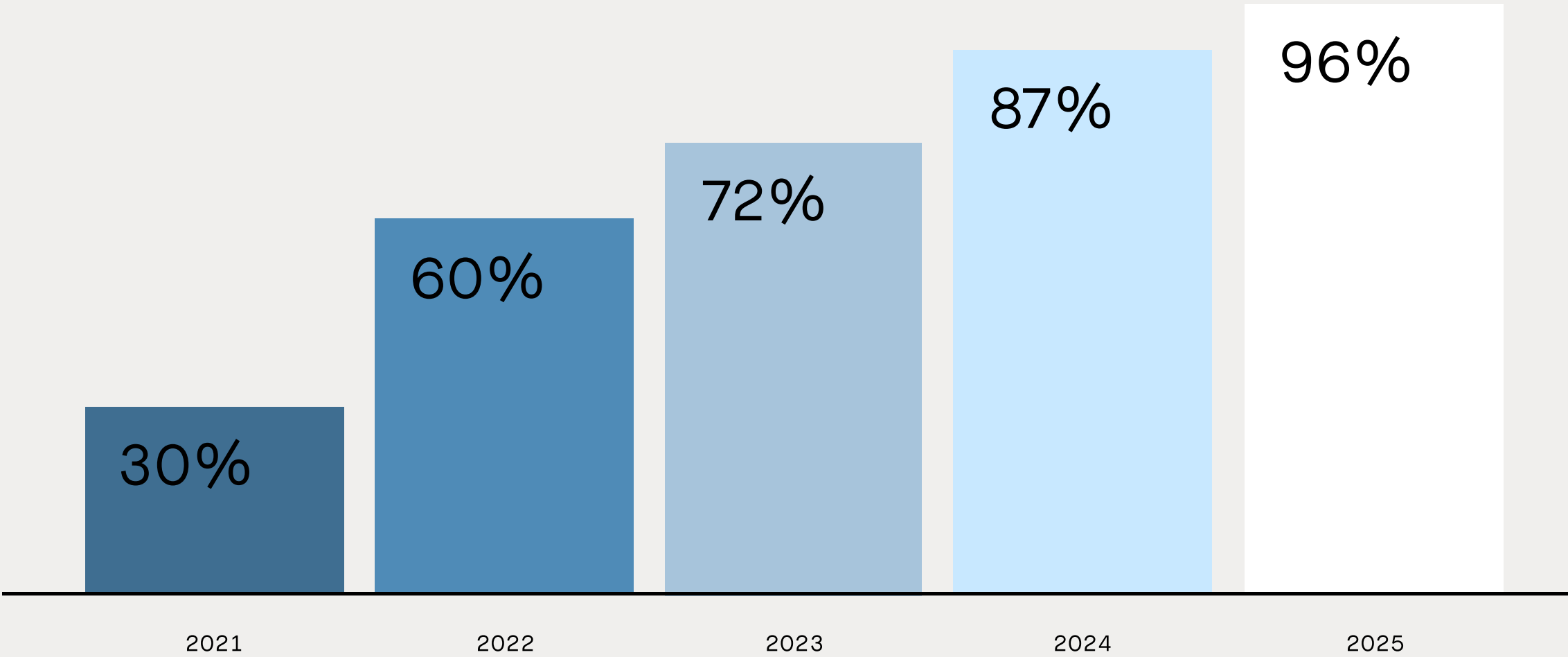
98%

98% of Tier 1 suppliers and 96% of strategic Tier 2 suppliers by volume completed a verified Higg FEM in 2025.

TIER 1 VERIFIED HIGG FEM ADOPTION* (2021-2025)



STRATEGIC TIER 2 VERIFIED HIGG FEM ADOPTION* (2021-2025)



SPOTLIGHT

APPAREL IMPACT INSTITUTE (AII)

While measuring environmental performance is essential for understanding a facility's impact, our ultimate goal is to help drive improvements in environmental performance across our manufacturing facilities. In 2025, we continued our partnership with the Apparel Impact Institute (Aii), co-investing alongside other like-minded brands, Eileen Fisher and Reformation, in facility-level programs designed to deliver measurable reductions in energy use, water consumption, and chemical impacts across our manufacturing network.

Aii works directly with factories to identify opportunities for improvement, develop tailored action plans, and validate progress against defined performance targets. In 2025, we supported active Aii programs at five facilities across our supply chain. These facilities include dyeing and finishing operations in China, Vietnam, and Türkiye, as well as cut-and-sew manufacturing partners, representing some of the most resource-intensive stages of our

production footprint, including energy use, greenhouse gas emissions, water and wastewater management, waste, and chemical management. Across these facilities, two completed their improvement programs in 2025, two are currently undergoing validation against targets established in prior years, and one is in the action-planning phase.

Shared investment allows for deeper engagement at the facility level, spreads the cost of improvement initiatives across multiple stakeholders, and enables meaningful work with suppliers that manufacture for multiple brands across the apparel industry, helping improvements extend beyond Everlane's own supply chain. Most importantly, it creates a scalable model for collective action: one capable of driving greater environmental progress than any single brand could achieve on its own.

MANUFACTURER CLIMATE ACTION PROGRAM (MCAP)

In 2025, two of our supplier facilities, **Phong Phu International J.S.C - Da Nang Branch** and **Branch of Poong In Vina Co., Ltd. (Vina 3)**, graduated from the Cascale Manufacturer Climate Action Program (MCAP) as part of the program's inaugural cohort. Everlane nominated both facilities based on their strategic importance to our supply chain, production volume, and demonstrated environmental performance through the Higg FEM, and co-invested in the program alongside the facilities. MCAP provides manufacturers with a structured, science-aligned pathway to decarbonization and is widely recognized as one of the industry's most comprehensive supplier climate programs. To graduate, facilities must establish validated, science-aligned Scope 1 and 2 emissions reduction targets, which both facilities successfully achieved.

Through the program, both facilities established validated, science-aligned targets for reducing their Scope 1 and Scope 2 greenhouse gas emissions and are now actively implementing decarbonization strategies across their operations. Their participation in the first cohort to complete the program represents an important milestone: it signals about the growing climate ambition and capabilities of our supplier network.

As we look ahead, we are evaluating the next group of manufacturing partners to nominate and support through the program. Our goal is to continue expanding a supplier network that is actively measuring, managing, and reducing emissions through science-aligned climate action.





NATURE AND BIODIVERSITY

In 2024, we completed a comprehensive nature and biodiversity gap assessment in partnership with Pure Strategies, using geospatial analysis tools to establish better understand biodiversity, deforestation, and water-related risks across our sourcing regions. The findings established a baseline for how nature-related considerations, including deforestation, soil health, water scarcity and quality, biodiversity, and broader ecosystem impacts associated with raw material production in key sourcing regions (such as cotton-growing areas), intersect with our supply chain. These insights informed the priorities outlined in our [2024 Impact Report](#).

In 2025, we focused on putting those insights into practice. We continued integrating nature-related considerations into sourcing and material decisions, with particular attention to areas where agriculture, forestry, and water systems intersect with our supply chain. This work included increasing our use of preferred materials such as organic cotton, recycled fibers, and FSC-certified cellulosic materials, while strengthening traceability and certification requirements across key raw material categories. We also continued prioritizing suppliers and sourcing programs that support **responsible land management practices, such as improving soil health, protecting biodiversity, and managing water resources, while reducing chemical inputs and promoting more efficient water use.**

Everlane also continued to support the Northern Great Plains Regenerative Grazing Project in Montana, a nature-based climate initiative focused on **restoring ecosystems** impacted by generations of conventional grazing practices while strengthening the long-term resilience of both the land and the ranching communities that depend on it. Since our initial involvement in 2019, the project has expanded from approximately 33,000 acres to more than 283,000 acres under regenerative management, creating measurable benefits, as verified under Verra’s Verified Carbon Standard (VCS), for biodiversity, climate resilience, and the long-term economic viability of participating ranches ([LINK](#)). For Everlane, supporting the Northern Great Plains Regenerative Grazing Project is part of a broader commitment to protecting and restoring the natural systems on which the apparel industry depends. The ranchers and land stewards leading this work are demonstrating how regenerative practices can create lasting environmental and economic value.

PACKAGING

We eliminated single-use and virgin plastic from our shipping packaging in 2021 and have continued refining our approach ever since. Today, the vast majority of our shipping and e-commerce packaging is designed to be widely recyclable, made with recycled content, or both. Packaging labeled **Widely Recyclable** can be recycled through curbside or drop-off programs and is accepted by 60% of recycling facilities in the U.S. and 50% in Canada. This progress reflects our broader commitment to minimizing waste and advancing a more circular approach to product delivery.

PACKAGING FOOTPRINT (2025)

Packaging Type	% of Volume	Material	Recycled Content	Circularity
Shipping Boxes	55%	FSC-Certified Corrugated Cardboard	34% Recycled (61% PCR)	Widely recyclable (The packaging is accepted in over 60% of curbside or drop-off recycling programs across the U.S. and Canada)
Mailers	26%	Kraft Paper	100% Recycled (54% PCR)	Widely Recyclable
Vela™ Paper Bags	17%	FSC-Certified Glassine	None	Widely Recyclable
Shipping Tape	2%	Water-Activated Paper Tape	None	Widely Recyclable
Recycled LDPE Polybags*	0.1%	Recycled LDPE	100% PCR	Store Drop-Off Recyclable

*We use recycled LDPE polybags only for larger items like outerwear, where a functional fiber-based alternative is not yet available.





DEFORESTATION-FREE COMMITMENT

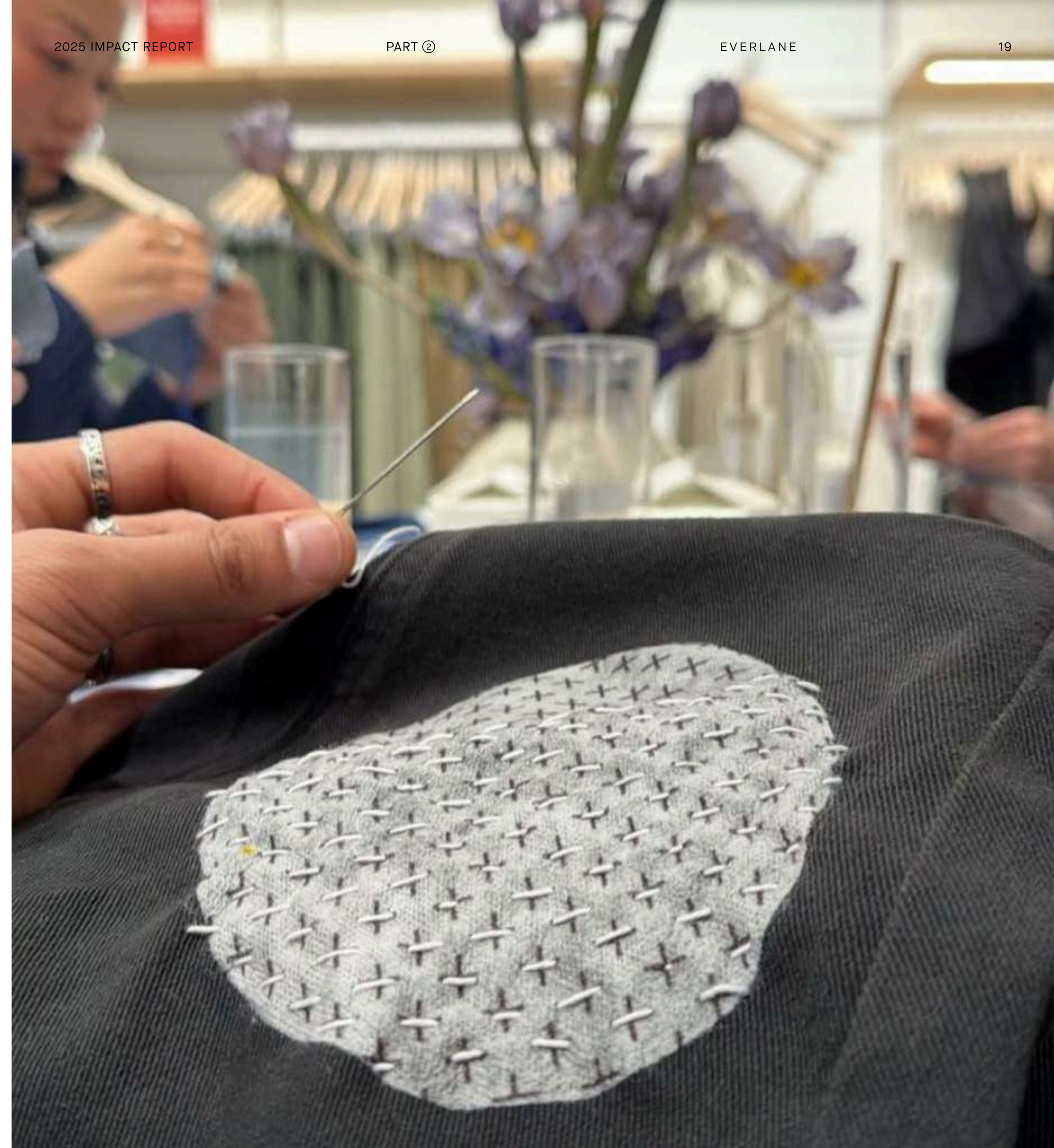
All fiber-based packaging that contains virgin forest content, including our shipping boxes and Vela™ paper bags, is certified by the Forest Stewardship Council (FSC). FSC certification helps ensure that forest-derived materials come from **responsibly managed sources** that protect biodiversity, respect Indigenous rights, and avoid deforestation, in alignment with our [Forestry Policy](#).

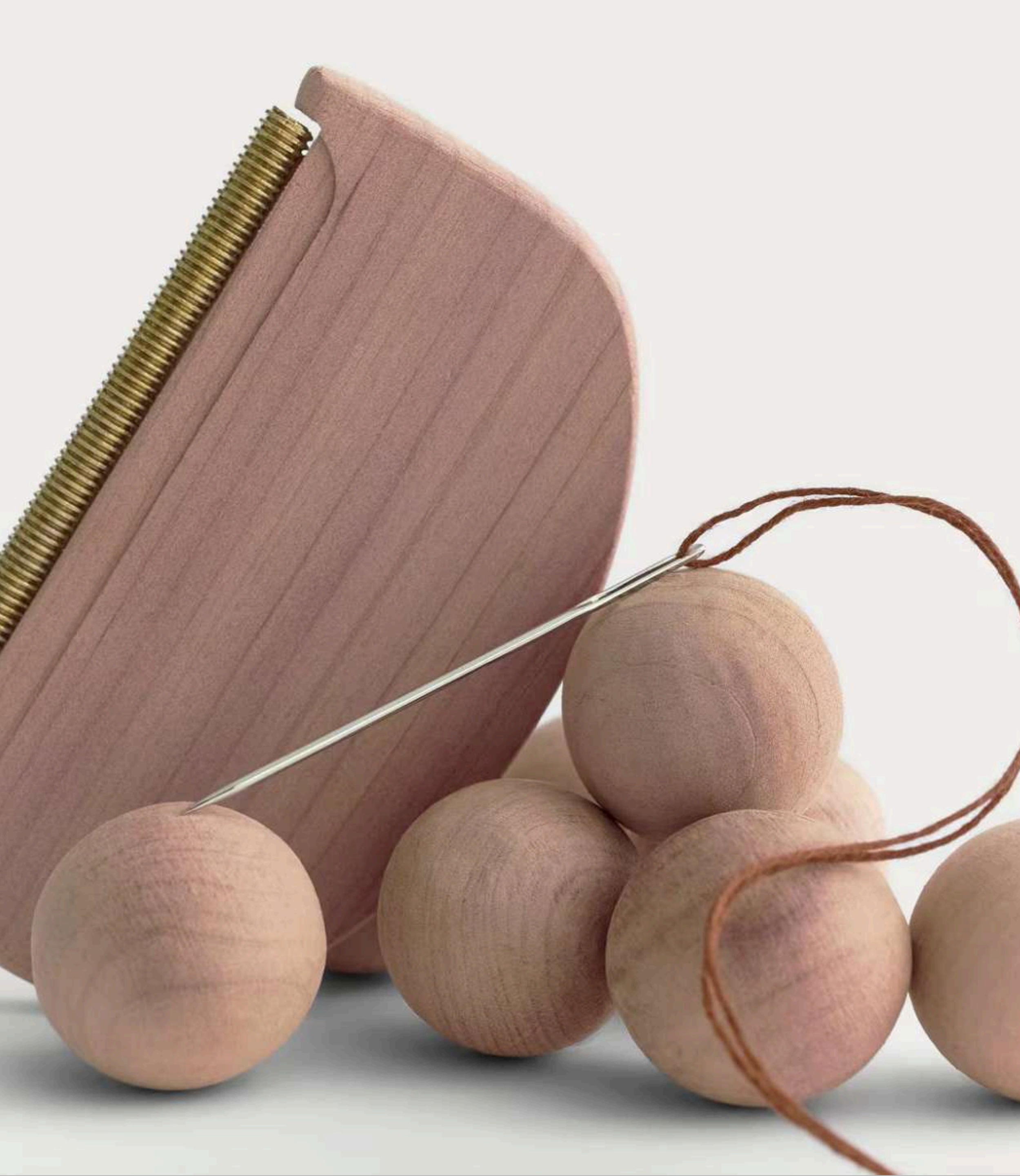
The primary exception is our recycled LDPE polybags, which are used only in select outerwear categories where a durable fiber-based alternative is not yet available at commercial scale. These polybags are made from 100% GRS-certified post-consumer recycled plastic and can be recycled through store drop-off programs.

03: CIRCULARITY

At Everlane, we design our products with the intention of them being worn for years, not just for seasons. Creating products that last is only part of the equation. Extending their life through care, resale, repair, redesign, and responsible end-of-life solutions are equally important.

Over the past several years, we've continued to build the programs and partnerships needed to support each stage of a product's journey beyond its first owner.





THE BETTER FABRIC CARE GUIDE

How a garment is cared for has a direct impact on how long it lasts. How long it lasts has a direct impact on its overall environmental footprint. To help customers get the most from the products they own, we launched a series of [fabric care guides](#) on our website in 2025 covering denim, cotton, and cashmere. Each guide is tailored to the unique characteristics of the fibers we use most, offering practical recommendations for washing, drying, storing, and maintaining garments over time.

We design our products to last, and these resources help customers do what they can to support that journey.

RESALE: RE:EVERLANE X POSHMARK

Re:Everlane, our resale program in partnership with Poshmark (launched in 2024), makes it easy for customers to buy and sell pre-owned Everlane products. Listings are automatically populated with key product details, simplifying the resale process. By extending product life, Re:Everlane helps reduce waste, maximize the value of existing products, and lessen demand for new production.





REPAIR: DENIM REPAIR PILOT

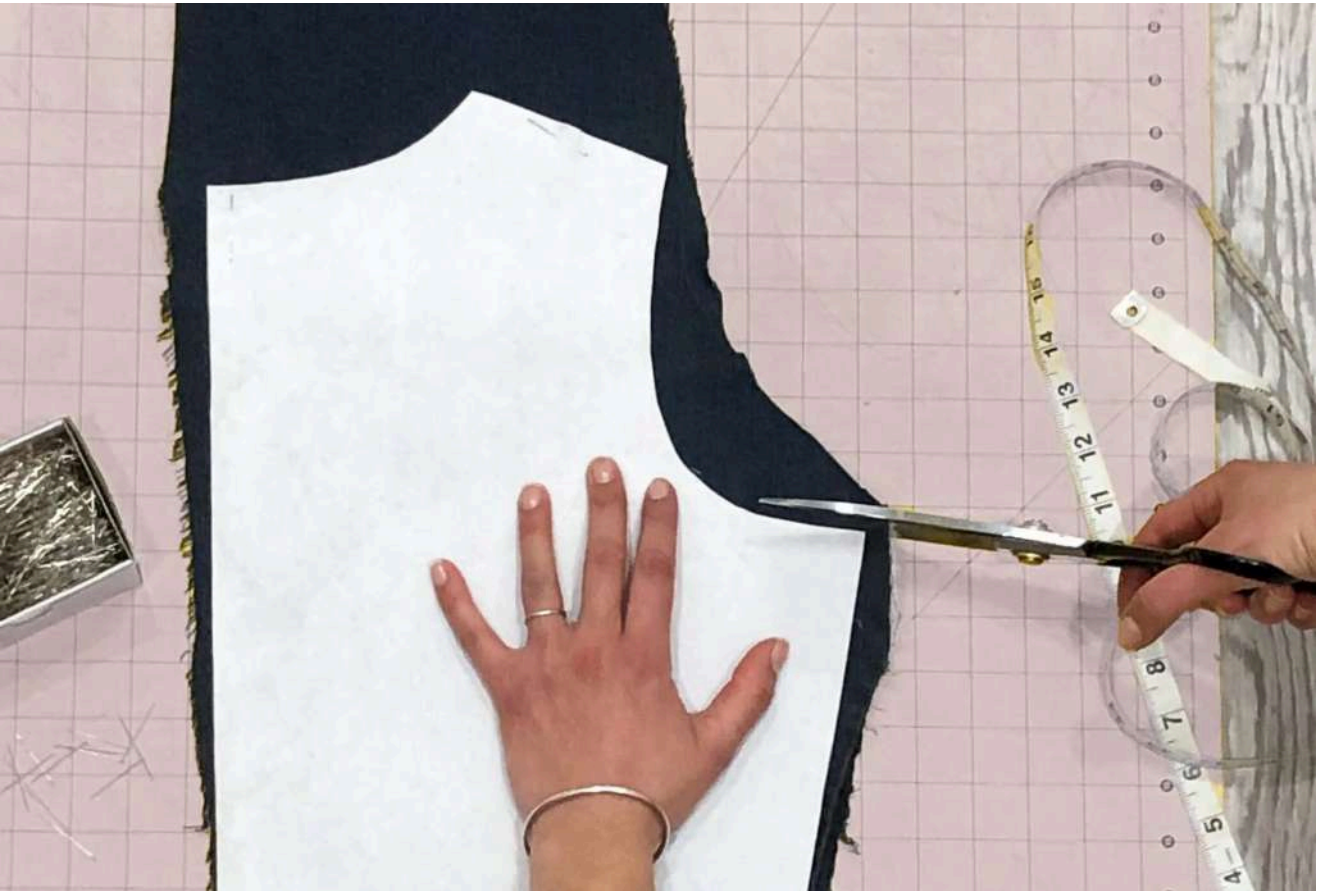
In early 2025, we launched a denim repair pilot at our Williamsburg, Brooklyn store, offering repairs on Everlane denim for a limited time. There our customers could bring in their jeans which were sent for complimentary mending, patching, and reinforcement by a professional tailor with expertise in denim, helping extend the life of products that might otherwise have been discarded.

Early qualitative feedback from participants indicated that our customers value repair services and want them to be available through the brands they trust. The pilot concluded in Spring 2026, and we are now evaluating the results to determine how the program can be expanded across additional product categories in the future.



REDESIGN: MAKE ANEEW

Make Aneew is a New York-based design studio founded by circular designers Carmen Gama and Carolina Bedoya. Their perspective is simple: transform materials that would otherwise become waste into thoughtfully redesigned, limited-edition products. In 2024, Make Aneew worked with Everlane to identify products and materials suitable for redesign. In 2025, those materials became part of Make Aneew's first collection using Everlane products: a series of crossbody bags crafted from garments that had reached the end of their commercial life. A second collection followed featuring redesigned jackets. While the program remains small in scale, it represents an important proof point for circular design.





debrand

END-OF-LIFE MANAGEMENT WITH DEBRAND

Since 2021, we have maintained a no-landfill policy for company-owned inventory and have partnered with Debrand to help manage these products responsibly.

When inventory reaches the end of its commercial life, it is sent to Debrand for assessment and sorting. Products are directed to the most appropriate recovery pathway based on their condition and material composition. These pathways include “re-commerce”*, fiber recycling, material recovery, and responsible disposal when no viable recovery option exists. Debrand provides Everlane with outcome reporting across each recovery pathway, giving us visibility into the aggregate results reflected in the 2025 Recovery Outcomes data below.

In 2025, we made several updates to the program, including a distribution center transition and expanding participation to include additional inventory. While these changes created some short-term complexity, they also gave us a better understanding of how different products perform, helping us strengthen the program for the future.

2025 RECOVERY OUTCOMES

Of all products processed through our partnership with Debrand in 2025:

Not every product in our supply chain goes directly to a customer. We partner with Debrand to evaluate these products and direct them to the best available recovery pathway, including resale, fiber reclamation, or, only as a last resort, responsible disposal.

The percentage of products directed to responsible disposal increased compared to the prior year. A significant contributor was the higher volume of footwear and accessories processed through the program, which are difficult to separate using current recycling technologies, limiting available recovery options. We continue to evaluate opportunities to improve recovery outcomes for these product categories. This includes product design considerations, material choices, and the development of additional recovery pathways with our partners.

2025

43,964 units

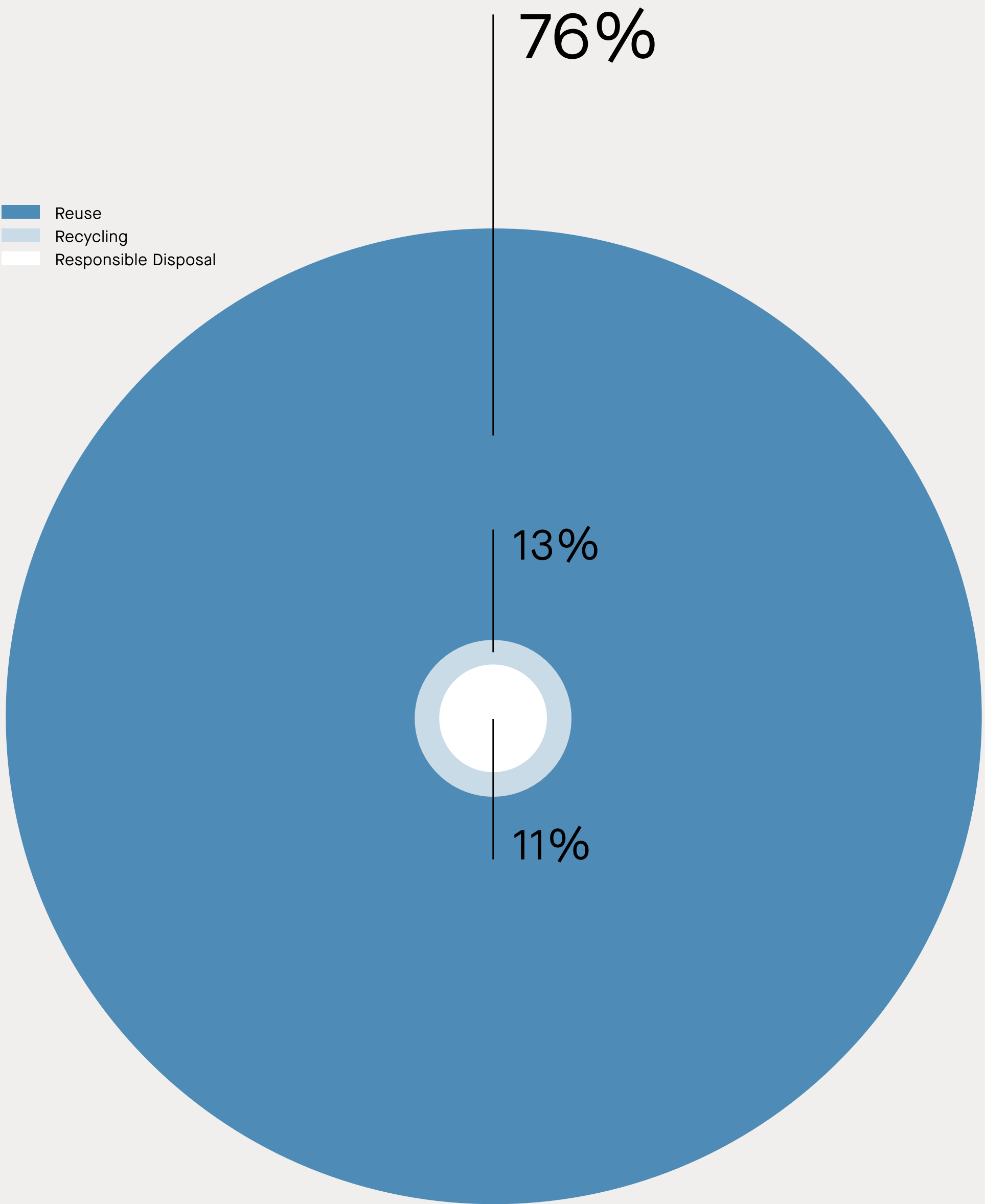
diverted from landfill through our Debrand partnership in 2025.

- Where materials ended up in 2025:**
- **76%** went to Reuse. Of that, 58% was directed to recommerce channels immediately, and 18% is staged for future recommerce as inventory is actively being placed with buyers.
 - **13%** went to Recycling, primarily through fiber reclamation.
 - **11%** went to Responsible Disposal, up from the prior year. The increase is largely attributable to a higher volume of footwear and accessories flowing through the program, many of which fall outside the scope of current recycling infrastructure.

43,162 lbs

of material diverted from landfill through our Debrand partnership in 2025.

DEBRAND SOLUTIONS CATEGORIES
BY PERCENT OF TOTAL UNITS (2025)





SPOTLIGHT

THE EVERPUFF™ DESIGNED WITH CIRCULARITY

EverPuff™ was built to deliver the performance and durability customers expect while also considering its long-term impact. From the first material decisions to the programs that support the product long after it leaves our warehouse, EverPuff™ was designed to last.

Nearly every component of the EverPuff is made from certified recycled materials. The outer shell is GRS-certified recycled polyester that is also bluesign® certified and PFAS-free, while the lining is recycled and the fill is Re:Down®, recovered from post-use bedding and outerwear and processed into 700 fill power insulation. The only exceptions are three small metal trims that we have not yet been able to source in recycled versions at the scale and quality standards we require.

We also built the EverPuff™ around three programs designed to keep it out of landfill for as long as possible.

- **Resale:** When a customer is ready to move on, Re:Everlane makes it straightforward to pass it to someone who will wear it just as much.
- **Recycling:** When the jacket has genuinely reached the end of its life, customers can send the jacket back to us and our recycling partner breaks it down component by component and processes each one responsibly.

The EverPuff™ demonstrates how repair, resale, and recycling can work together in practice and serves as a model for how we're implementing circularity across our assortment.

INDUSTRY PARTNERSHIPS AND INITIATIVES

Many of the apparel industry's biggest challenges require **collective action**. In 2025, we expanded our participation in industry initiatives that help drive shared progress, bringing together expertise from across the value chain to develop stronger systems and solutions that support more sustainable production and consumption.



THE MICROFIBER CONSORTIUM (TMC)

In 2025, we joined The Microfiber Consortium, an organization focused on understanding and reducing fiber fragmentation from textiles. Through research, testing methodologies, and industry guidance, TMC works to improve how microfiber impacts are measured and managed throughout the textile value chain. Our membership supports the development of shared standards and best practices that can be adopted across the industry.

MICROFIBER ACTION ALLIANCE (MAA)

We also became a member of the Microfiber Action Alliance, a collaborative initiative founded by The Nature Conservancy, Nike, and Patagonia. This alliance is working toward a collective goal of reducing manufacturing-stage microfiber emissions by 30% by 2032. Through participation in the MAA, we are engaging with emerging science, reduction strategies, and implementation frameworks designed to support measurable progress across manufacturing supply chains.



5 GYRES INSTITUTE

In 2025, we partnered with and provided financial support to 5 Gyres, a nonprofit organization focused on advancing research and policy solutions related to plastic pollution. Their work contributes to a growing body of scientific understanding around plastic waste and supports efforts to develop policies that address pollution at its source.



GLOBAL ORGANIC TEXTILE STANDARD (GOTS) STAKEHOLDER COMMITTEE

In 2025, we were invited to participate in the stakeholder committee for GOTS Version 8.0. The Global Organic Textile Standard is one of the most widely recognized certification systems in the textile industry, covering environmental and social criteria throughout the supply chain. Participation in the revision process allows us to contribute feedback and industry perspectives as the next version of the standard is developed.



UNTANGLING CIRCULARITY COALITION

For the second year, we participated in the Untangling Circularity Coalition, joining its fifth cohort focused on circular textiles. The program brings together brands, material innovators, recyclers, researchers, and industry practitioners to explore emerging solutions in circular design, material recovery, recycling technologies, and product systems. Participation helps us stay informed about new developments and evolving thinking to circularity across apparel, footwear, and accessories.

Through these partnerships and industry initiatives, we continue to contribute to the development of shared tools, standards, and solutions that support long-term progress across the apparel sector.

ABOUT THIS REPORT



This is the KEEP EARTH CLEAN section of Everlane's 2025 Annual Impact Report, covering the calendar year January 1–December 31, 2025.

We use a three-pillar framework: KEEP EARTH COOL (carbon emissions), KEEP EARTH CLEAN (materials, chemistry, waste, and circularity), and DO RIGHT BY PEOPLE (supply chain and people). This year, each section is released separately. Part 1, Keep Earth Cool, is available now. Part 3, Do Right By People, is coming soon.

This year's reporting builds on strategies and disclosures shared in prior years and is intended to be additive rather than repetitive.

SCOPE OF DATA

All data and statements cover calendar year 2025 unless otherwise noted. Publication dates may vary by section, but all reflect 2025 performance data.

AUTHORSHIP & SUSTAINABILITY GOVERNANCE

This report was authored in collaboration with teams across sustainability, sourcing, product, operations, finance, and marketing. Governance and accountability for Everlane's mission and sustainability efforts sit with our Executive Team and Board of Directors.

Materials Goals Progression

Topic Area	Goal	Timeframe	2025 Progress	Comments
Materials	100% of fibers & materials used by volume meet our Preferred Standards	2030*	Work In Progress 94% complete	94% of volume meeting Preferred Standards.
Materials	100% of cotton sourced meets our Preferred or Improved Standards	2026	On Track 99% complete	On-track. Small percentage of conventional left, mostly in blends.
Materials	100% of polyester & nylon used are certified recycled (GRS)	2030*	Work In Progress 99% complete	Down 1% from 2023 due to durability requirements in some yarns/fabrics requiring small % of virgin content.
Materials	100% of animal fibers from certified recycled, responsible, or regenerative sources	2030*	Work In Progress 96% complete	Preference for recycled; third-party certified (RWS, RAS, GCS). Remaining 4% under active transition; rmost behind in Alpaca (84% preferred) due to a lack of source material. Recycled cashmere is cost-competitive driver.
Materials	100% of MMCFs used sourced from FSC certified, responsibly managed forests	2025	Complete 100%	Achieved in 2019. Ongoing compliance maintained.
Materials	100% of MMCFs used sourced from processors rated 'Dark Green Shirt' by Canopy Style, including next-gen MMCF solutions	2025	Complete 100%	Achieved in 2024. Transitioned out of last remaining fabric using non-Dark Green Shirt rated supplier.
Materials	100% of virgin leather used meets Leather Working Group Silver or Gold Standards	2025	Complete 100%	Achieved in 2024 by transitioning the final 1% of legacy leather by volume without an LWG certification.
Materials	100% of down used for insulated jackets/coats sourced from certified recycled, responsible, or regenerative sources	2025	Complete 100%	Achieved and maintained.
Materials	100% of paper-derived materials for all packaging sourced from 100% recycled or FSC-certified sources	2021	Complete 100%	Achieved 2019. Ongoing compliance.
Materials	100% of small–medium sized product polybags transitioned to FSC-certified, 100% recyclable versions	2021	Complete 100%	Achieved 2021. As of 2025, only .06% of polybags remain made with recycled LDPE (larger polybags for coats/outerwear). Remaining 99% are Seaman Paper Vela™ FSC-certified glassine paper bags.
Materials	100% of virgin plastics removed from packaging	2021	Complete 100%	Achieved and maintained.

*Three materials goals originally targeted for 2025 were not achieved by their original deadline. In 2025, we reached 94% preferred materials (goal: 100%), 99% certified recycled polyester and nylon (goal: 100%), and 96% certified animal fibers (goal: 100%). The remaining gaps reflect real supply chain constraints: commercially viable alternatives to conventional elastane remain limited, preferred alpaca sourcing continues to scale, and a small percentage of durability-critical synthetics still require virgin content. These goals have been extended to 2030 to allow sufficient runway to work with suppliers, certification bodies, and material innovators to close them properly. Our ambition hasn't changed; our timeline has.

Materials Data 2025

CHART 1: BREAKDOWN OF FIBER UPTAKE BY CONTENT & PREFERRED STATUS
(2025 TOTAL MATERIALS BY VOLUME)

CHART 2: BREAKDOWN OF LEATHER UPTAKE BY TYPE
(2024 LEATHER TYPE BY TOTAL VOLUME)

Preferred Status	Materials	Percent of Total (%)	Total %
Preferred	GOTS	17%	11%
	OCS	70%	43%
	Regenagri	1%	0%
	Good Earth Cotton	2%	2%
	GRS Cotton	2%	1%
	Lenzing Lyocell	0%	0%
	Lenzing Tencel Lyocell	58%	4%
	Lenzing Modal	3%	0%
	Lenzing Refibra	0%	0%
	Lenzing Ecovero Viscose	34%	2%
	Generic Viscose FSC/Dark Green Shirt	3%	0%
	Acetate Naia	2%	0%
	Masters of Flax	94%	3%
	Conventional Hemp	6%	0%
	GRS Polyester	99%	7%
	Lycra T400	0%	0%
	GRS Nylon	98%	2%
	Roica V550	0%	0%
	Econyl	1%	0%
	SENSIL Ecocare Recycled Polymide	0%	0%
	RWS	91%	7%
	GRS Wool	7%	0%
	GCS	32%	2%
	GRS Cashmere	68%	3%
	RAS	84%	1%
	Bluesign	100%	1%
Improved	Supima	7%	4%
	Triacetate FSC	0%	0%
Conventional	Conventional Cotton	0%	0%
	Conventional Triacetate	0%	0%
	Conventional Acetate	0%	0%
	Conventional Polyester	1%	0%
	Conventional Nylon	1%	0%
	Conventional Elastane	100%	1%
	Conventional Wool	2%	0%
	Conventional Cashmere	0%	0%
	Conventional Alpaca	16%	0%
	Conventional Silk	0%	0%

Preferred Status	Materials	Percent of Total (%)	Total %
Preferred	Bovine Leather: LWG Gold	42%	2%
	Sheep Leather: LWG Gold	35%	2%
	Goat Leather: LWG Gold	1%	0%
	Bovine Leather: LWG Silver	15%	1%
	Sheep Leather: LWG Silver	2%	0%
	Goat Leather: LWG Silver	5%	0%
Conventional	Conventional Leather	0%	0%

Material Origin and Traceability 2025

Material	Country/Origin	Volume (kg)	% of Total
Cotton	Turkey	296,738	56.70%
	India	81,816	15.60%
	Australia (GEC)	11,294	2.20%
	Uganda	9,309	1.80%
	China	3,760	0.70%
	Azerbaijan	2,506	0.50%
	Kyrgyzstan	1,969	0.40%
	Burkina Faso	1,432	0.30%
	Unknown (Conventional)	1,332	0.30%
	Fiji	716	0.10%
	South Africa	537	0.10%
	Australia	537	0.10%
	Tanzania	537	0.10%
	United States	269	0.10%
	United States (Supima)	30,267	5.80%
Wool	New Zealand	25,224	4.80%
	Australia	13,513	2.60%
	South Africa	7,207	1.40%
	Peru	4,504	0.90%
	Turkey	2,252	0.40%
	Argentina	450	0.10%
	Chile	450	0.10%
	India	450	0.10%
	Unknown (Conventional)	1,319	0.30%
Alpaca	New Zealand	6,334	1.20%
	Australia	2,639	0.50%
	Peru	2,639	0.50%
	Unknown (Conventional)	1,827	0.30%
Cashmere	Inner Mongolia, China (GCS)	11,517	2.20%

Higg FEM Adoption:
2021–2025

Tier 1 — Finished Goods Factories (Units)

Total production units	1,182,786
Units from FEM-covered factories	1,158,126
Units NOT covered	24,660
FEM coverage %	98%

Tier 2 - Strategic Suppliers (Yds/Kgs)

Mills in group	12
Mills with FEM	10
Total volume (Yds/Kgs)	2,106,887
FEM-covered volume (Yds/Kgs)	2,016,549
FEM coverage %	96%

Year	Tier 1 Verified Higg FEM (% by Volume)
2021	72%
2022	85%
2023	89%
2024	98%
2025	98%

Year	Strategic Tier 2 Verified Higg FEM (% by Volume)
2021	30%
2022	60%
2023	72%
2024	87%
2025	96%



KEEP EARTH COOL

1 KEEP EARTH COOL

- 03 [A Better Way to Share Progress](#)
- 04 [Our Priorities](#)
- 05 [Carbon Reduction Progress](#)
- 08 [Scope 3: Our Value Chain & Product](#)
- 10 [Scope 1+2: Our Built Environment](#)
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2 KEEP EARTH CLEAN

3 DO RIGHT BY PEOPLE

A BETTER WAY TO SHARE PROGRESS

Not all at once,
by design.

Reducing emissions is only one part of our story.
This year, we're changing how we tell it.

For years, we've published one of the most detailed sustainability reports in our industry, because we believe transparency means showing your work. But more pages doesn't always mean more clarity, and this year we're evolving how we share progress. Not because we have less to say, but because we think there's a better way to say it.

Instead of one dense report, this year we're releasing our Impact Report in phases, so each area of progress gets the space it deserves and you can follow along as we go. We're starting here, with KEEP EARTH COOL, focused on carbon emissions reduction.

In the coming months: KEEP EARTH CLEAN, covering materials, chemistry, waste, and circularity. Then DO RIGHT BY PEOPLE, focused on the people across our supply chain.

Together, these sections reflect how we're continuing to evolve how impact is measured, shared, and improved over time.



01 SCOPE 3 EMISSIONS

55% lower carbon emissions per product by 2030.

Through the Science Based Targets Initiative (SBTi), we have committed to near-term and long-term greenhouse gas reduction targets aligned with the 1.5°C pathway outlined in the Paris Agreement. We call this plan: 3, 2, 1, Net-Zero.

OUR KEEP EARTH COOL SDGs



02 SCOPE 1 + 2 EMISSIONS

46% lower absolute emissions in our stores and HQ by 2030.

03 NET-ZERO EMISSIONS

Achieve net-zero emissions by 2050 (or sooner).

Since our 2019 baseline, we have achieved:

60% Reduction in absolute Scope 1–3 emissions

42% Reduction in per-product carbon emissions

63% Reduction in emissions in our stores and headquarters



CARBON REDUCTION PROGRESS

When we set our Science-Based Targets (SBTi) in 2021, we knew the path to achieving our goals wouldn't be perfectly linear. Reducing emissions across a global supply chain takes time, iteration, and constant improvement, and progress doesn't always show up evenly from one year to the next.

Over time, however, the impact of these efforts becomes clear. Since our 2019 baseline, we've achieved a 60% absolute reduction in total emissions, putting us ahead of the pace needed to reach net zero by 2050. This reduction reflects genuine operational change, not carbon offset purchasing. From shifting to lower-impact materials and improving manufacturing practices, to strengthening our supplier network and designing for product longevity, this progress is the result of sustained, multi-year effort.

Our 2025 results tell a nuanced story, with continued progress alongside some near-term headwinds. Changes in product mix, transportation decisions, and ongoing improvements in how we measure our footprint have all shaped our year-over-year results. Together, they offer a transparent view of where we've made meaningful progress, where we've seen increases, and where we still have work to do.

Since our 2019 baseline, we've achieved a 60% absolute reduction in total emissions, putting us ahead of the pace needed to reach net zero by 2050.

ANNUAL EMISSIONS OVER TIME
(MT CO₂e)*

SCOPE 3

- Purchased Goods + Services (Product)
- Capital Goods
- Downstream Transportation Distribution
- End of Life
- Business Travel
- Employee Commuting
- Waste Generated in Operations
- Fuel + Energy Related Activities
- Upstream Transportation Distribution

SCOPE 2

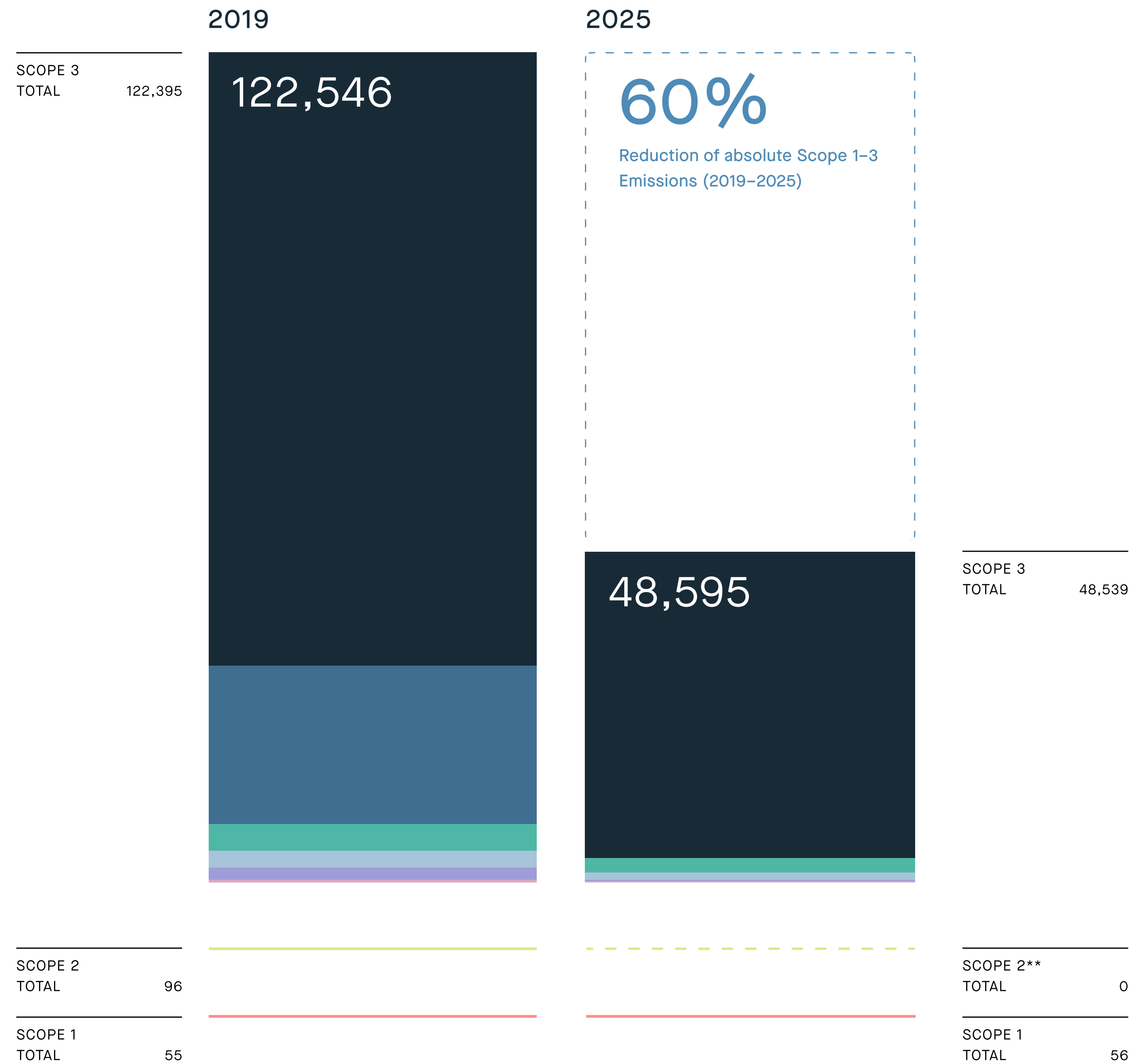
- Electricity (HQ, Retail, Warehouse)

SCOPE 1

- Natural Gas (HQ, Retail, Warehouse)

*Excluding customer use phase.

**Scope 2 emissions are reported on a market-based basis, reflecting the purchase of Renewable Energy Certificates (RECs).





SCOPE 3: OUR VALUE CHAIN & PRODUCT

2030 GOAL

55% lower carbon emissions per product by 2030.

We’re continuing to make measurable progress.

In 2025, we achieved a 42% reduction in carbon emissions per product compared to our 2019 baseline. This is meaningful progress and a strong step forward in reducing the impact of each product we make, marking continued advancement toward our long-term climate goals.

Year-to-year results don’t always move in a straight line. Looking more closely at our 2025 results, a slight increase in per-product emissions from 2024 to 2025 is driven by three key factors.

2025 PROGRESS

42% lower carbon emissions since 2019 baseline.

First, transportation emissions increased as we temporarily shifted to more carbon-intensive air freight in response to tariff-related constraints.

Second, our product mix shifted with customer demand, with increased sales of cashmere, wool, alpaca, and silk. These are natural materials we value for their quality, longevity, and hand feel, and that our customers continue to respond to. However, they typically carry a higher carbon footprint, contributing to higher average per-product emissions. Our approach is to keep improving them: scaling recycled fibers where possible and investing in next-gen alternatives that meet our preferred material standards.

Third, our measurement improved. Our footprint is now more complete and more accurate than in prior years. We expanded data coverage, incorporated more supplier-specific primary data, and refined how emissions are calculated across materials, manufacturing, and use phase. These improvements strengthen the accuracy and credibility of our footprint, but they also make year-over-year comparisons more challenging.

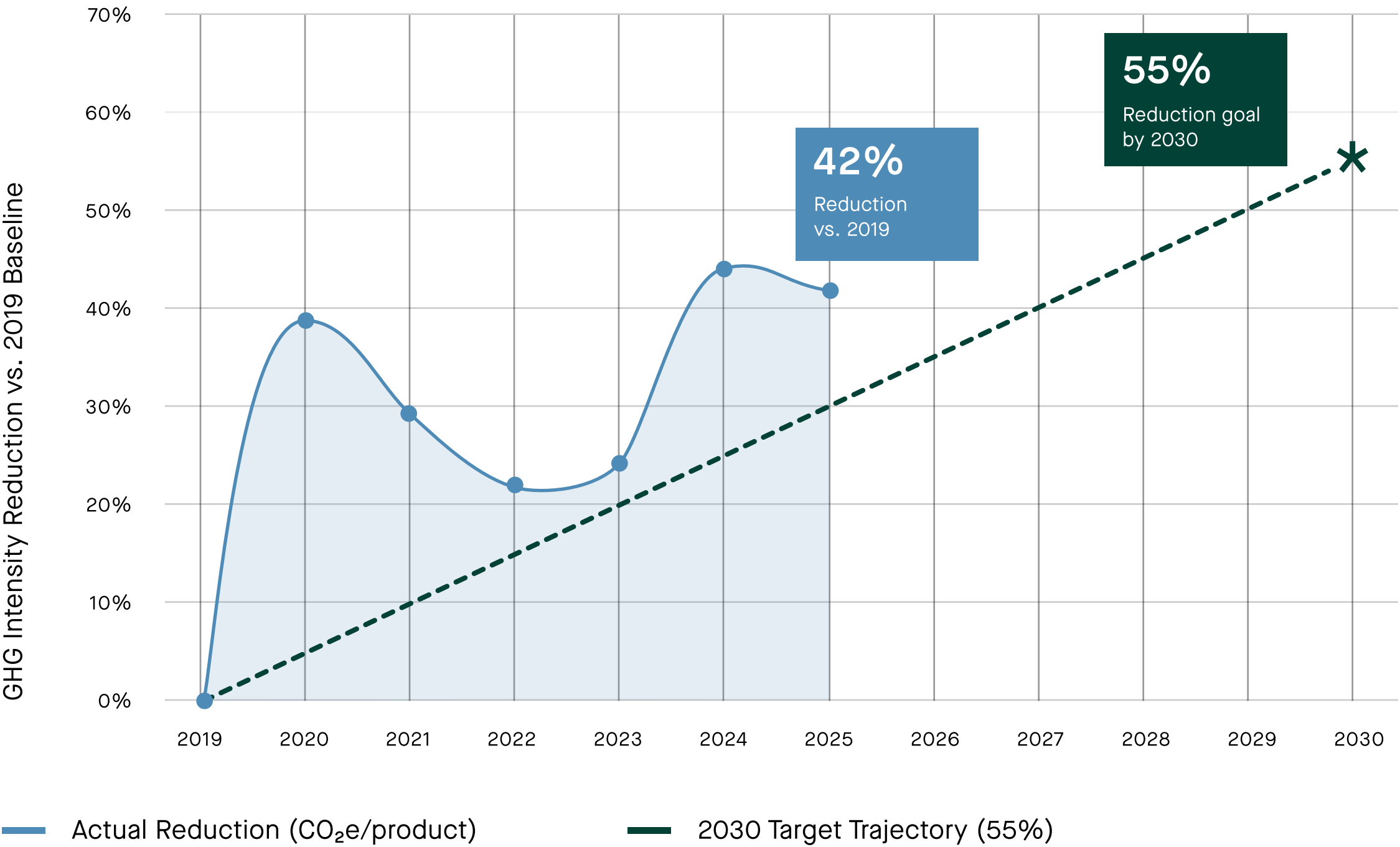
Related to this, our baseline has also evolved*. In line with the latest science, we introduced updates to our methodology and emission factors and recalculated prior years to ensure we are comparing like-for-like. In practical terms, better data and better science changed both where we started and how we measure progress today. This is critical for transparency and integrity, even if it can make progress appear more variable than it might under older models.

Year-to-year variability is a natural part of operating a global business. Our focus remains on long-term reductions, including continued shifts toward lower-impact materials, supplier engagement to reduce manufacturing emissions, and collaboration across the industry to improve the materials we rely on. Overall, we believe our commitment to longer-term interventions position us to achieve our 2030 goal.

***Climate data science is a little like fashion.**
There will always be a few reliable guideposts, but trends change year over year as technologies evolve and new insights emerge. At Everlane, we use the best available data and science-aligned methodologies to understand the carbon impact of our business. As that data evolves, we update our accounting to reflect the most accurate view of our footprint. The result: a more complete and credible picture of our impact, even if it makes progress look less linear from year to year. See [Appendix I](#) for a summary of updates.

PROGRESS TOWARD OUR 2030 GREENHOUSE GAS INTENSITY GOAL

Scope 3 CO₂e per Unit Produced vs. 2019 Baseline



Baseline year: 2019. Metric: CO₂e per unit of product.

SCOPE 1 + 2: OUR BUILT ENVIRONMENT

2030 GOAL

46% lower absolute emissions in our stores and HQ by 2030.

While the vast majority of our carbon footprint sits in our Scope 3 supply chain (~99%), we take a comprehensive approach to reducing emissions across our business. That includes our headquarters, stores, and warehouse operations, where we have exceeded our 2030 target well ahead of schedule.

In 2025, our Scope 1 and 2 emissions were 63% lower than our 2019 baseline. This reduction is primarily driven by our purchase of high-quality Renewable Energy Certificates (RECs), which account for 100% of the electricity used to power our operations.

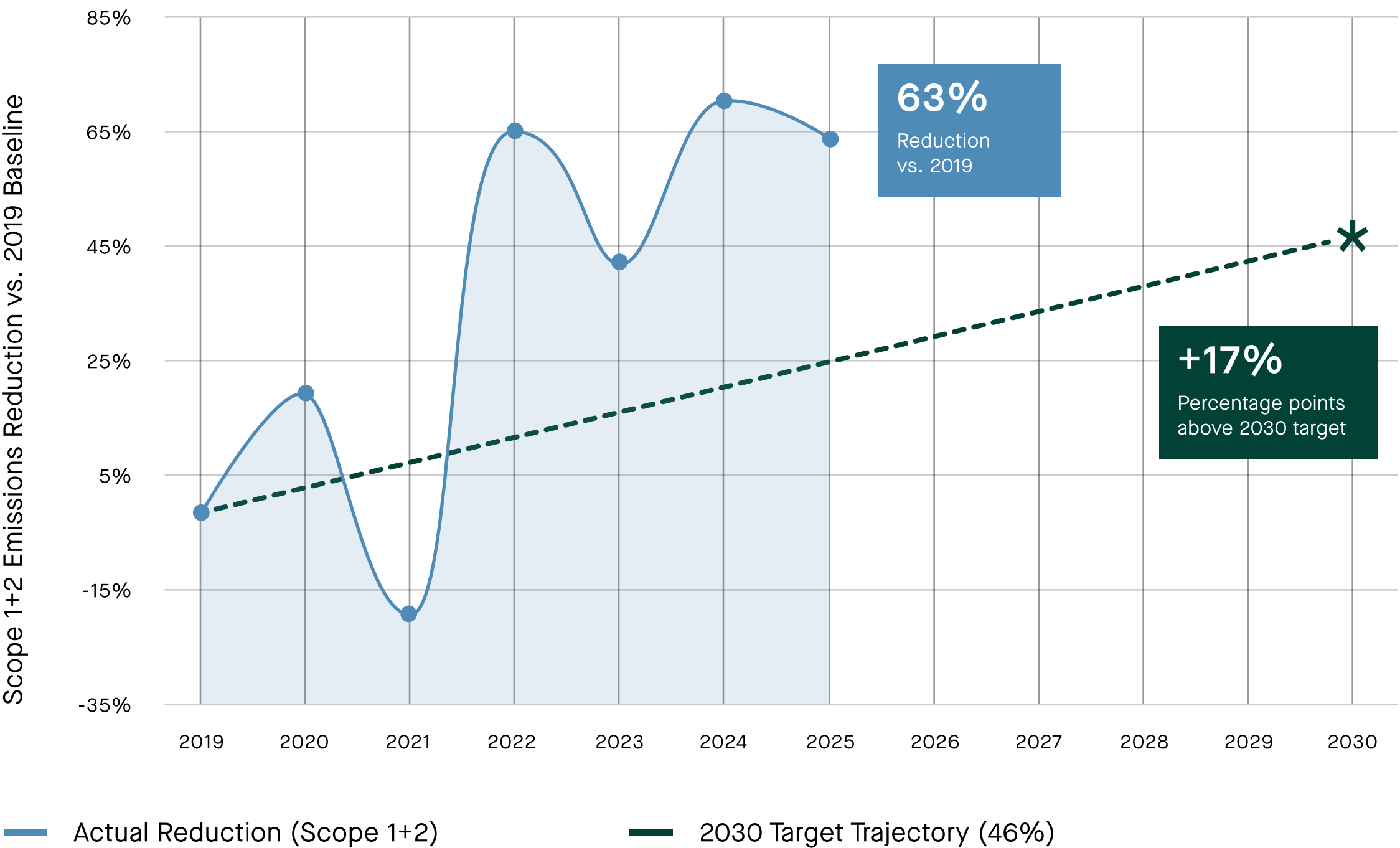
2025 PROGRESS

63% lower absolute emissions in our stores and HQ since baseline.

Beyond RECs, we continue to look for opportunities to reduce energy use directly. Where feasible, we implement energy-efficient fixtures and operational improvements across our leased offices and stores, and incorporate these considerations into new build-outs. While these emissions represent a small share (<1%) of our overall footprint, they are within our direct control and remain an important part of our broader climate strategy.

PROGRESS TOWARD OUR 2030 SCOPE 1 + 2 REDUCTION GOAL

Market-Based Emissions Reduction vs. 2019 Baseline



Baseline year: 2019. Metric: Scope 1 and 2 market-based emissions reduction.
The market-based figure reflects the purchase of high-quality Renewable Energy Certificates (RECs).



Everlane has been an EPA Green Power Partner since 2022, sourcing 100% of the electricity used in our stores, offices, and distribution center from renewable sources.

NET-ZERO: OUR LONG TERM GOAL

2050 GOAL

Net-Zero emissions (90% absolute reduction) by 2050 (or sooner!)

Reducing greenhouse gas emissions in line with our Science-Based Targets remains our near-term priority. At the same time, we are working toward a longer-term ambition that goes beyond our SBTi commitment: achieving net-zero emissions across our value chain by 2050. In line with SBTi Net-Zero Standards, this means reducing Scope 1, 2, and 3 emissions by at least 90% through direct action, with any remaining unavoidable emissions addressed through high-quality carbon removal.

In 2025, we achieved a 60% absolute reduction in Scope 1, 2, and 3 emissions compared to our 2019 baseline. While our journey has not been linear, our trajectory is clear: progress to date reflects a combination of long-term strategic interventions and broader business drivers, with steady improvements over time.

2025 PROGRESS

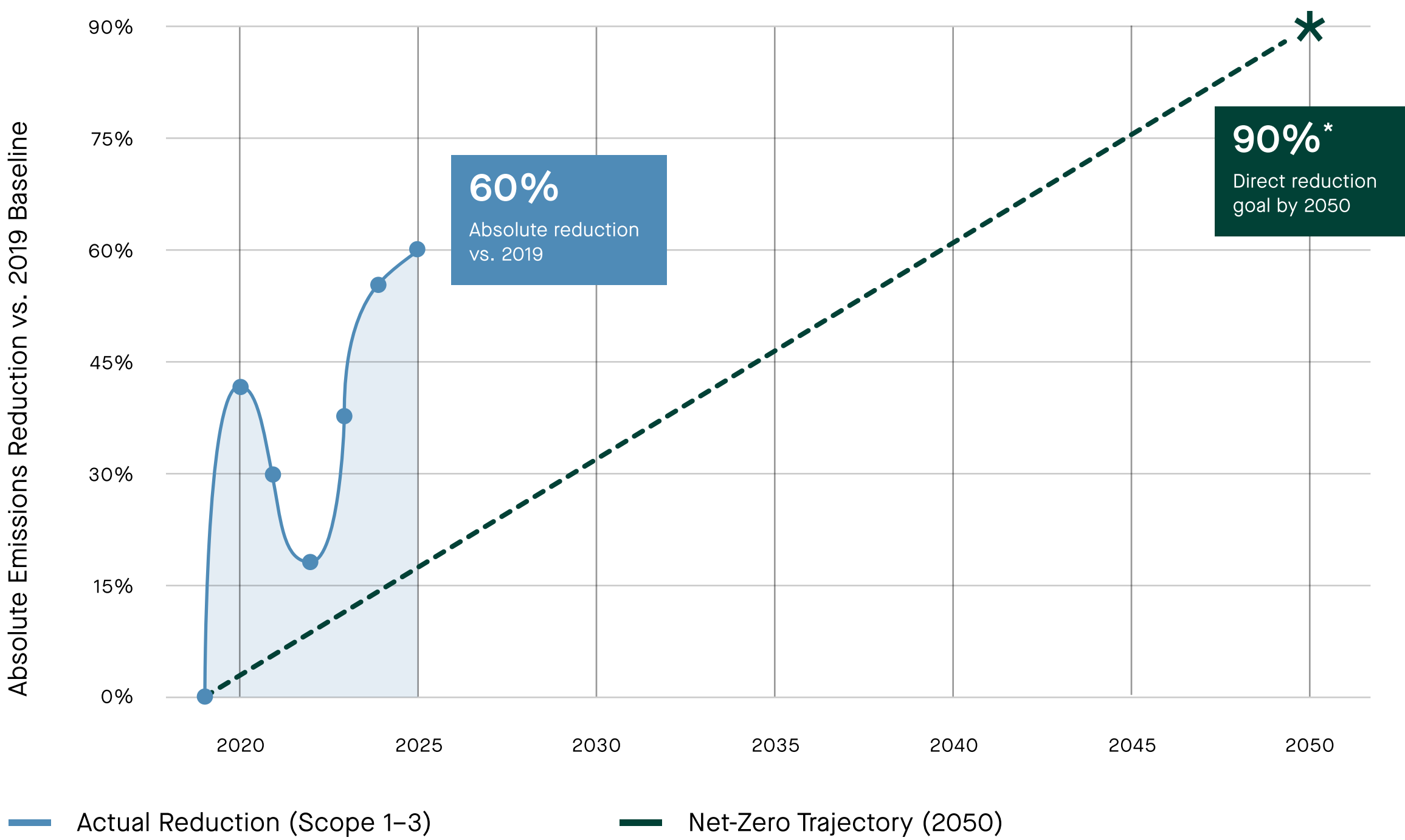
60% absolute reduction in emissions since baseline.

Looking ahead, achieving net-zero will require scaling these efforts across our supply chain and supporting the broader industry changes needed to further advance lower-impact materials, cleaner manufacturing, and more efficient systems.

A key part of scaling this work is supplier engagement. In 2025, we continued working closely with our highest-impact suppliers, representing approximately 25% of our production volume, to support progress on emissions measurement and reduction. Today, 97% of our Tier 1 suppliers by volume have approved or in-development science-based or science-aligned climate targets.

PROGRESS TOWARD NET-ZERO BY 2050

Absolute Scope 1–3 Emissions Reduction (2019–2025)



Baseline year: 2019. Metric: Absolute Scope 1–3 CO₂e emissions reduction.
*Per SBTi Net-Zero Standards, any remaining unavoidable emissions after a 90% direct reduction may be addressed through high-quality carbon removal.



NET-ZERO: OUR LONG TERM GOAL

EVERLANE

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Because the majority of our emissions sit in our supply chain, suppliers setting and meeting their own climate targets is one critical piece of achieving our goals. This work is supported through programs including Cascale's [Manufacturer Climate Action Program](#) (MCAP) and the [Apparel Impact Institute](#) (Aii). Through MCAP specifically, this engagement has identified 13,287 tCO₂e in emissions reduction potential and is influencing an estimated \$600 million to \$1.5 billion in annual supplier revenue.

We also recognize that many of the changes required to reach net zero extend beyond any single company's supply chain and must happen at scale. With this in mind, industry collaboration is one of our most important climate levers. In 2025, we partnered with other like-minded brands on a [silk Life Cycle Assessment](#) (LCA) study to better understand the environmental impacts of one of fashion's most widely used, yet least studied materials. Insights like these help inform more effective interventions and support broader progress across the apparel sector.

Looking ahead, reaching net zero will require sustained action within our own operations and across the broader apparel system, and we are committed to driving progress across both.

Our engagement with MCAP has identified 13,287 tCO₂e in emissions reduction potential and is influencing an estimated \$600 million to \$1.5 billion in annual supplier revenue for those suppliers participating.

THREADING THE NEEDLE ON SILK

Silk has been a staple in fashion for centuries, valued for its feel, drape, and lasting quality. Yet despite its long history, there is limited recent, supplier-specific research on its environmental impacts, particularly related to water use and carbon emissions. At the same time, animal-derived materials like silk can play an outsized role in product-level impact, given their relatively higher carbon footprint, making a clearer understanding of their impact increasingly important.

With this in mind, Everlane joined a coalition of apparel brands, including DÔEN, EILEEN FISHER, Reformation, and ZIMMERMANN, to conduct a Life Cycle Assessment (LCA) study on silk. Led by Anthesis, with strategic oversight from Textile Exchange, the study focused on understanding the environmental performance of conventional and organic silk yarn production in China, the world's largest silk-producing region.

Using primary data from our current supply chain, we assessed the environmental footprint of producing undyed silk yarn, from mulberry cultivation and silkworm rearing through to silk reeling, focusing on one kilogram of undyed raw silk yarn produced within Chinese silk supply chains. Within these studied supply chains, silk's water footprint was found to be significantly lower than current industry benchmarks, and emissions are largely driven by fertilizer inputs. The findings also show that organic sericulture can reduce carbon emissions by approximately 30%, with the lowest-impact outcomes associated with rain-fed cultivation and organic fertilizers, pointing to clear opportunities through targeted changes in upstream farming practices.



This work highlights that much of silk’s environmental impact is driven by on-farm practices, particularly how mulberry is cultivated and silkworms are raised. As a result, many of the most effective interventions sit upstream and are tied to everyday supplier decisions. The study identified practical changes—including adjustments to fertilizer use, feeding practices, and packaging—that can be implemented quickly, and several suppliers have already begun adopting these approaches.

For Everlane, the study also refined our understanding of silk’s contribution to our overall footprint. Our previous modeling relied on global average data, while this LCA used supplier-specific inputs, resulting in a more accurate assessment and a 47% reduction in our own estimated carbon impact of silk.

47% lower than our previous estimate of silk's carbon impact.

The findings further reinforce the potential of organic silk, which showed an approximately 30% lower carbon footprint compared to conventional production. However, limited availability of organic silk remains a constraint, underscoring the need to grow the market and strengthen demand alongside continued exploration of next-generation alternatives. Looking ahead, we and our partners will continue working to scale lower-impact silk production and support the market conditions needed for broader adoption.

The full LCA impact category data will be available in the [HIGG MSI](#) via Worldly in Spring 2026.



ABOUT THIS REPORT



This is the KEEP EARTH COOL section of Everlane’s 2025 Annual Impact Report, covering the calendar year January 1–December 31, 2025 and published in April 2026.

We use a three-pillar framework to guide our environmental and social efforts: KEEP EARTH COOL, KEEP EARTH CLEAN, and DO RIGHT BY PEOPLE. This year we are releasing our report in phases, with one section per pillar. Upcoming sections will cover KEEP EARTH CLEAN (materials, chemistry, waste, and circularity) and DO RIGHT BY PEOPLE (people and supply chain). This year’s reporting builds on strategies and disclosures shared in prior years and is intended to be additive rather than repetitive.

Everlane has approved Science-Based Targets through the Science Based Targets Initiative (SBTi), aligned with the 1.5°C pathway. These include a near-term goal to reduce Scope 1 and 2 market-based emissions by 46% by 2030 and a corporate goal to reduce Scope 3 emissions by 55% per unit produced by 2030, both against a 2019 baseline. Everlane also holds a validated long-term Science Based Target to achieve net-zero emissions by 2050. Our work is guided by the United Nations Sustainable Development Goals, which we believe reflect the priorities of our customers, partners, NGOs, and investors.

SCOPE OF DATA

All data and statements cover calendar year 2025 unless otherwise noted. Publication dates may vary by section, but all reflect 2025 performance data.

AUTHORSHIP & SUSTAINABILITY GOVERNANCE

This report was authored by Everlane’s Sustainability Team, Michi Fried and Mia Babasyan, in collaboration with teams across sourcing, product, operations, finance, and marketing. Governance and accountability for Everlane’s mission and sustainability efforts sit with our Executive Team and Board of Directors. This report was written with the support and guidance of Pure Strategies in accordance with ESG reporting principles.

Greenhouse Gas Emissions Data and Progress

GHG Emissions (Mt CO₂e), 2019–2025: Originally Reported vs. Rebaselined

Excluding customer use.

	2019	2020	2021	2022	2023	2019 Baseline†	2024	2019 Baseline††	2025
Scope 1	55	39	46	50	87	55	56	55	56
Scope 2 (Market-Based)*	96	82	136	0	0	96	0	96	0
Scope 3	122,395	42,171	68,713	57,340	44,529	131,562	62,661	122,395	48,539
TOTAL	122,546	42,292	68,895	57,390	44,616	131,713	62,717	122,546	48,595

*Scope 2 emissions are reported on a market-based basis, reflecting the purchase of Renewable Energy Certificates (RECs).

†Re-baselined in 2024.

††Re-baselined in 2025.

Scope 3 GHG Emissions and Per-Unit Intensity (SBT Target), 2019–2025: Originally Reported vs. Rebaselined

	2019	2020	2021	2022	2023	2019 Baseline†	2024	2019 Baseline††	2025
Scope 3 GHG Emissions (MT CO ₂ e)	71,479	42,171	68,713	57,340	44,529	131,562	62,661	122,395	48,539
Weighted Average GHG Emissions Per Unit (kg CO ₂ e)	18.42	11.16	13.16	14.36	13.96	33.90	18.88	31.53	18.32
Intensity Reduction from 2019 Baseline	—	39%	29%	22%	24%	—	44%	—	42%

†Re-baselined in 2024.

††Re-baselined in 2025.

Annual Emissions Measurement Table
(Re-baselined 2019-2025)

ANNUAL EMISSIONS (Mt CO ₂ e)		2019	2025
Scope 1	Direct Emissions		
	Natural Gas (HQ & Retail)	55	56
Scope 2	Indirect Emissions (Market-Based)*		
	Electricity (HQ & Retail)	96	269
Scope 3	Value Chain Emissions		
3.1.1 & 3.1.2	Purchased Goods & Services (Product)	100,751	44,870
3.2	Capital Goods	15,672	0
3.3	Fuel & Energy Related Activities	33	70
3.4	Upstream Transportation & Distribution	2,683	2,205
3.5	Waste Generated in Operations	2	0
3.6	Business Travel	1,141	169
3.7	Employee Commuting	213	88
3.9	Downstream Transportation & Distribution	0	89
3.11	Customer Use**	3,537	2,169
3.12	End of Life	1,900	1,049
Total Scope 1–3		126,083	51,033
Total Scope 1–3 Excluding Customer Use (SBTi Reporting)		122,546	48,864
RECs (Scope 2 Location-Based, converted to GHGe)		0	269
Total Excluding Customer Use (Location-Based)		122,546	48,595

*We saw an increase of Scope 2 emissions by 180% since our 2019 baseline. We attribute this to the opening of new stores, expansion of our headquarter footprint, and moving distribution centers since our baseline year. Our Scope 2 SBTi Target is based on Market-Based metrics, which account for renewable procurements and RECs. However, we will continue to focus on energy and electricity efficiency measures in our built environment to minimize this impact as much as possible.

**Not Included in our SBTs, but still calculated.