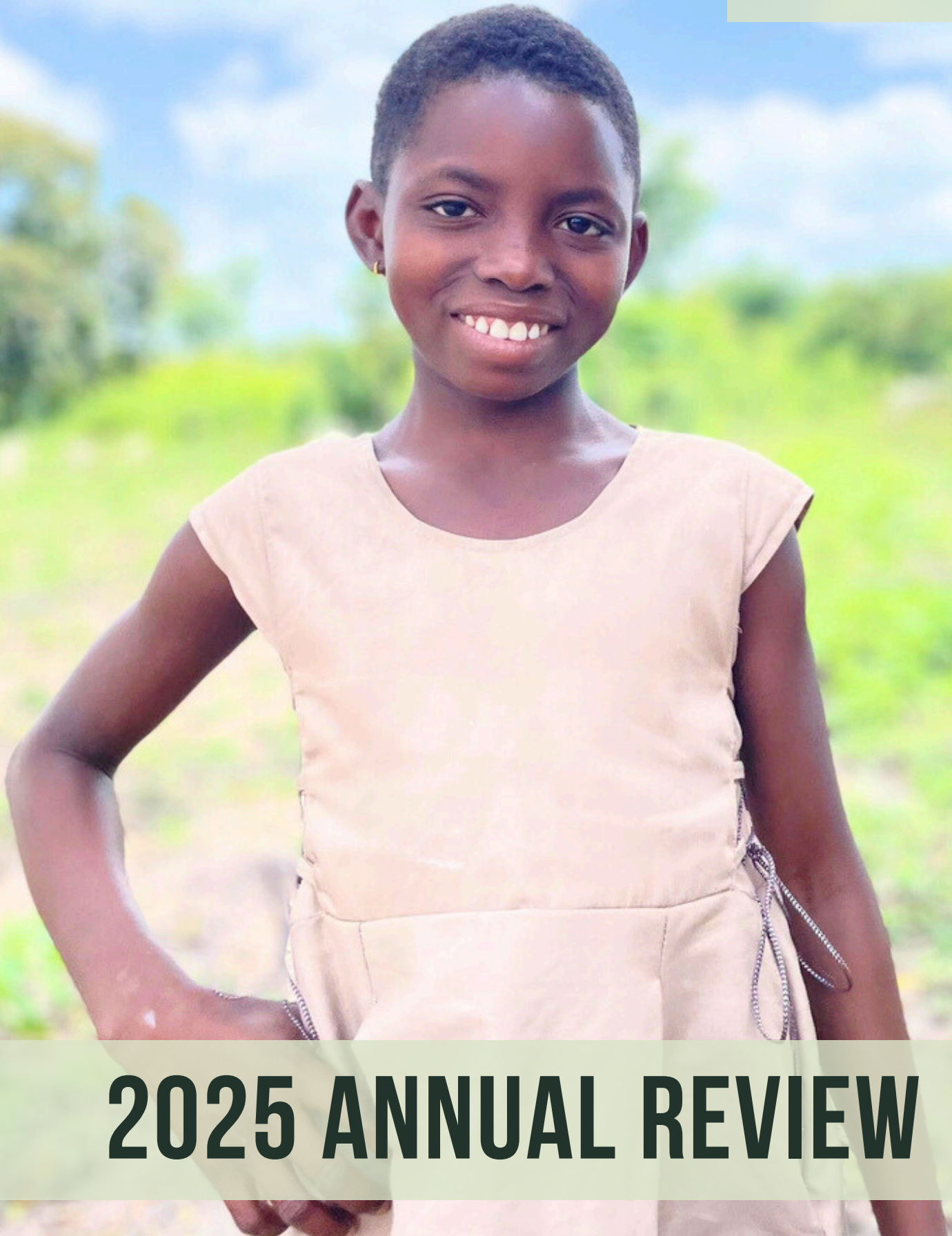


S H E

STYLE HER EMPOWERED



2025 ANNUAL REVIEW

THANK YOU.

2025 was a transformative year for all of us at SHE. As I reflect on the past twelve months, I feel deep gratitude for our team, our partners, and the global community that continues to believe in the potential of girls and women. This year stretched us in new ways. It invited us to grow, refine our systems, and strengthen the foundation we have built together.

Through meaningful partnerships, our impact expanded significantly. We continued providing full education sponsorships to 2,000 girls across our long-standing partner communities in Togo. Through our new partnership with Kapes Uniforms, an additional 3,200 students received our Uniforms that Grow across 12 new rural communities.

Together, we served 5,200 students in Togo this year.

We were also honored to introduce our uniforms beyond Togo for the first time, partnering with Global Schools for Change to serve 174 students in rural Uganda. This partnership represents a meaningful step toward expanding access to sustainable school uniforms globally.

As our reach grew, so did our commitment to strengthening the systems that sustain our work. Our social enterprise experienced more than 400% growth in earned revenue, alongside improvements in production capacity and efficiency. Scaling required focus and humility, and I am incredibly proud of how our team embraced each challenge with a learning mindset. This year, our team in Togo grew from 41 to 46 employees, and we witnessed remarkable leadership development across our production and program teams.

More than anything, 2025 brought clarity. We deepened our understanding of what we do best, how partnerships amplify our impact, and how to steward growth responsibly. Because of your support, thousands more students are in school and more women have dignified employment. Thank you so much for your trust and passion for all that lies ahead.

With tremendous gratitude,

A handwritten signature in black ink that reads "Payton McGriff". The signature is written in a cursive, flowing style.

Payton McGriff, Founder & CEO



**Style Her Empowered is breaking down barriers
so hope can rise in its place.**

- Oprah Winfrey



Champ: ST

activité: observation

titre: observation des
chauffage.

30 trente
31: trente-un
32: trente-deux
33: trente-trois

Mardi-mercredi-jeudi-
vendredi-samedi-dimanche

Champ: Lc

activité: j'apprends à lire

titre: je donne d'
reconstitue une phrase.

Vendredi, 4

Champ: Lc

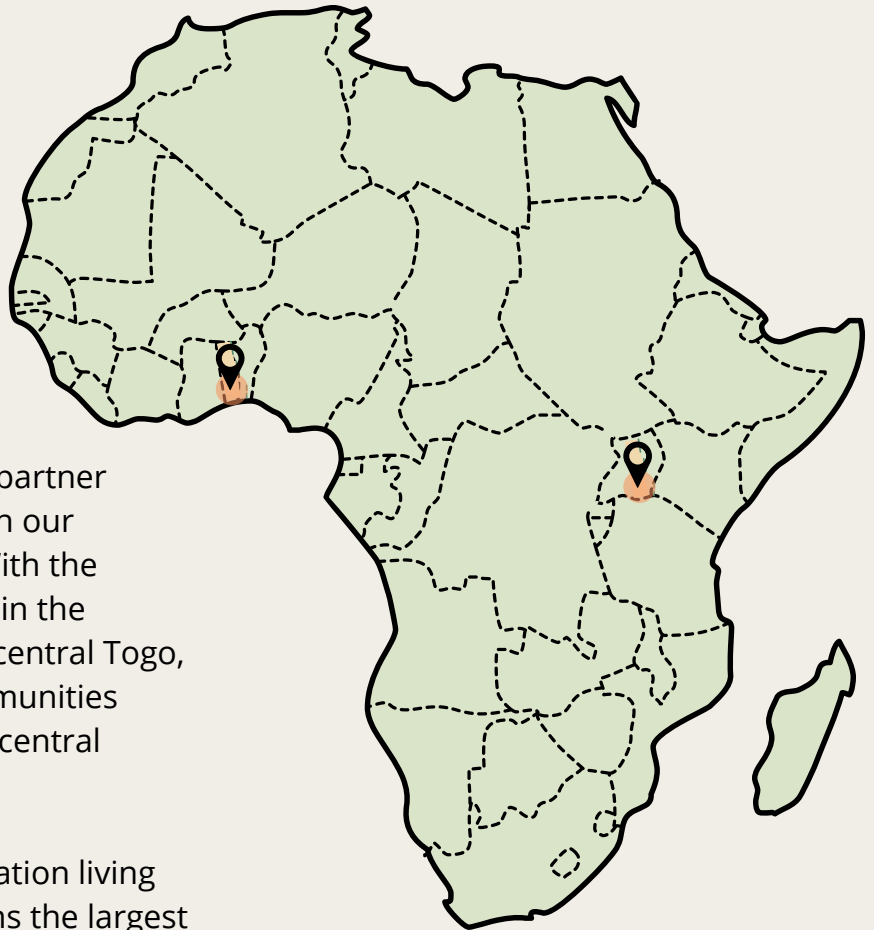
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WHERE WE WORK



RURAL TOGO, AFRICA

In 2025, SHE expanded into 11 new partner communities in central Togo through our partnership with Kapes Uniforms. With the addition of our new partner villages in the Sotouboua and Anie prefectures of central Togo, SHE now serves students in 33 communities stretching from the southern to the central regions of the country.

With roughly 69% of the rural population living below \$2.15 per day, poverty remains the largest barrier to education for children in rural Togo.

Girls in Togo receive roughly half the amount of education of their male peers, with less than 33% of girls continuing their education beyond elementary school.

UGANDA

174 girls in Uganda received new SHE Uniforms that Grow through our new partnership with Global Schools for Change.

OUR PARTNER COMMUNITIES IN TOGO

With the addition of our 11 new village partners in Central Togo, SHE proudly partners with 33 villages who share our belief in the power of girls and women to create lasting change in their communities. We especially thank each of our partner communities for their commitment and work to uplift girls across Togo.

- | | | | |
|------------------|-----------------------|-------------------------|-----------------|
| 1. Notsé | 9. Avassikpé Vi | 17. Kpélé | 25. Ogoudjon |
| 2. Dzidzolé | 10. Tsavé | 18. Atsidomé | 26. Dote-Cope |
| 3. Rodokpé | 11. Mangotigomé | 19. Todomé-Atimabizo | 27. Kpehoun |
| 4. Agbatitoe | 12. Kpové | 20. Atchavé | 28. Kpete-Kpete |
| 5. Akoesso-Kopé | 13. Djemeni | 21. Attitsohoe | 29. Deroboua |
| 6. Bitoka | 14. Djekloe-Atitsohoe | 22. Asrama | 30. Babade |
| 7. Avovo-kpopé | 15. Djidomé | 23. Agbandao | 31. Haviyo |
| 8. Avassikpé Gan | 16. Havouko | 24. Adjreke/Djangbassou | 32. Tabende |
| | | | 33. Tchoide |

2025 IMPACT AT A GLANCE

With the unwavering support of our global community and dedication of our Togolese team, 2025 was our most impactful year yet.



5,374 CHILDREN SERVED

(+3,374 students served in 2025)

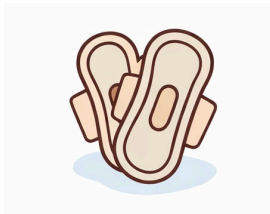
Our new partners, Kapes Uniforms and Global Schools for Change, helped us greatly expand our school uniform program for children in rural Togo and Uganda.



43 WOMEN EMPLOYED IN TOGO

(+2 women in 2025)

Every woman employed at SHE is guaranteed long-term contracts, salaries above living wage, free childcare, paid time for adult education, and tailored benefits for women.



15,000 POUNDS OF FABRIC

Diverted from waste and transformed into reusable menstrual pads over our 8 years of operation.



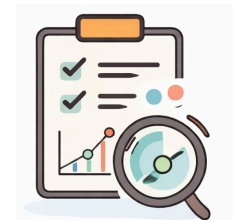
2,080 HOURS OF FREE CHILDCARE

Every SHE team member receives free, on-site childcare. We currently care for 21 children during the work day.



34 COMMUNITIES SERVED

We served 33 villages in rural Togo and 1 community in rural Uganda.



192 HOURS OF PAID ADULT EDUCATION

Through our paid-to-learn employment program, our seamstresses are learning to read, write, and manage their household finances during their paid workweek.



OUR PURPOSE

SHE believes in a world where all girls and women can do more than survive, they can flourish. Why? Because when communities invest in their girls and women, they become safer, more prosperous, and more stable - strengthening our belief that **when women rise, we all rise.**

When girls have access to education, women have dignified employment, and communities have resilient economic foundations, lasting change happens. Because these elements are deeply interconnected, we invest in them together — strengthening families, schools, and local economies side by side.

OUR HOLISTIC EMPOWERMENT MODEL





WHY SCHOOL UNIFORMS

Even in countries that have eliminated tuition fees, school uniforms remain one of the largest hidden costs preventing girls from staying in school. Students who cannot afford a uniform — or whose uniform is worn, torn, or outgrown — are routinely turned away from the classroom. For families already stretched to their limits, replacing a uniform multiple times as a child grows can be the difference between staying in school and dropping out.

Research confirms just how powerful this single barrier is. In a landmark study conducted across rural Kenya, researchers found that **providing a school uniform costing just \$6 reduced student absenteeism by 43% and made girls 16% less likely to drop out — making it one of the most cost-effective education interventions available** (Evans, Kremer & Ngatia, World Bank).

We designed the SHE Uniform That Grows to multiply the positive effects of school uniforms. Previously, children outgrew a standard school uniform in a matter of months. **Our Uniform that Grows expands six sizes and up to 12 inches in length, lasting up to three years per student.** In communities where a torn or outgrown uniform can end a girl's education, a uniform that grows with her doesn't just reduce cost — it removes a recurring barrier entirely. And it does so while creating zero fabric waste and dignified jobs for the women who make them.



les activités du jour

sans matériel
et observons les moyens de chauffage



Chap: 3

activité: observation

titre: observation des moyens de chauffage

lundi
mardi
mercredi
jeudi

lundi - mardi - mercredi - jeudi
vendredi - samedi - dimanche

Chap: 2

activité: j'apprends à lire

titre: je reconstruis une phrase



vendredi, 11 avril 2015

Chap: 1

activité: j'apprends à parler

titre: Je donne d'autres informations sur mes proches



GIRLS' EDUCATION

In 2025, the global SHE community more than doubled the number of students we served.

We continued providing full education sponsorships for 2,000 girls across our long-standing rural partner communities in Togo.

Through our new partnerships with Kapes Uniforms and Global Schools for Change, **3,374 additional students received Uniforms that Grow**. This marked a meaningful step toward expanding access to sustainable school uniforms for children globally.

OUR EDUCATION SPONSORSHIPS

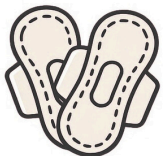
Each of the 2,000 girls in our flagship sponsorship program receives:



new SHE school uniform that grows



full-tuition scholarship and exam fees



reusable menstrual health kit



backpack full of school supplies



NEW PARTNERSHIPS THIS YEAR

Kapes Uniforms | 3,200 Uniforms that Grow for children across Togo

When Kapes Uniforms, a sustainable school uniform company in Dubai, approached us with an opportunity to partner on our shared mission of providing school uniforms to children in need, we were so honored. For every student in Kapes' schools, they donate a uniform to a child in need. This year, that amounted to 3,200 children in Togo receiving new uniforms that grow across central Togo. For many of these children, it was the first time they had ever received a new school uniform. For SHE, it was the first time we've applied our growing design to both boys' and girls' uniforms — and the results were both impactful and adorable.



Global Schools for Change | 174 uniforms for girls in rural Uganda

For the first time in SHE's history, our impact reached beyond the borders of Togo. In 2025, we partnered with Global Schools for Change to provide 174 SHE Uniforms That Grow to girls in rural Uganda. This partnership represents an important milestone in our journey — proof that the model we've built in Togo has the potential to serve girls in communities far beyond our borders.



The attendance rate of our students has increased considerably with the new school uniform program. *We sincerely thank you for bringing this project to our school. It has been very useful for our students.* - Director of Agbandao school







FRANÇOISE

Director of Human Resources and Professional Development

2025 marked the 8th year of SHE in Togo and our 5th year of sustained partnerships with our original rural villages. This year, we took one of the most significant steps in our organization's history by expanding into 11 new partner villages in the central region of the country and adding more than 3,000 children to our programs.

I remember very clearly a meeting with parents gathered in a classroom at the Tchoide Primary School in the Sotouboua prefecture. What deeply moved me was hearing a woman explain that her daughter had already dropped out of school in the past because she, as a mother, couldn't afford to provide her with a uniform and school supplies, and that her daughter felt humiliated to return because her old uniform was in terrible condition.

When she said, almost in a whisper, that **for her, a uniform represented "permission for a student whose parents have never been able to provide it to pursue their dreams,"** I felt both great sadness and a profound sense of responsibility.

These are the communities we now serve. And we are honored by their trust.

STUDENT STORIES

IN HER WORDS

MARIAM

SHE Student, Age 11

My name is Mariam, and before SHE arrived in my village, I missed school often. My family could not afford my fees, and my uniform no longer fit. When SHE arrived, my mother walked me to the registration table in tears.

"This is the first year I start school on time. **I feel like the other girls now.**"

Her teacher shared that Mariam now raises her hand in class and arrives early every day.



AKOU

SHE Student, Age 13

In Akou's village, there is no junior high. Continuing school means walking several kilometers each day.

"My parents were afraid. They worried about the distance. But when SHE paid my fees and gave me my uniform, they said, 'You must go.'"

Akou now dreams of becoming a nurse. "I want to help other girls stay alive."



Elolo Abalou, first SHE student in 2017 and current Assistant Director and **Payton McGriff**, Founder and CEO



WOMEN'S EMPLOYMENT

At SHE, we believe that when employment is designed with care, women are free to grow in ways that extend far beyond the workplace.

Togolese women are widely known as some of the most resourceful entrepreneurs in West Africa. They trade in markets, run small businesses, and find ways to provide for their families; often with very little margin for error.

Unfortunately, in rural Togo, employment with a contract, consistent income, and formal protections remains rare, especially for women who have had limited access to schooling. A slow season, an illness, or a family emergency can undo a lifetime of work and savings.

This is why SHE made the intentional decision to not only train seamstresses, but to gainfully employ them year-round. Through our Paid-to-Learn Employment Program, we guarantee living wages, long-term contracts, health coverage, retirement savings, paid maternity leave, time during the workweek for adult education, and free on-site childcare for working mothers.

OUR PAID-TO-LEARN EMPLOYMENT PROGRAM

We carefully developed our **Paid-to-Learn Employment Program** to ensure women from all backgrounds can thrive in the workplace.



Salaries above living wage



Paid time devoted to adult education



Retirement and health insurance enrollment



Extended paid maternity leave



Long-term contracts



Free, on-site childcare

AMEYO

SHE seamstress since 2017

For me, having a stable job was always a dream. Since I was young, I admired people who woke up in the morning, went to work, and came back home in the evening. It may sound simple or ordinary, but in my community, that is a privilege.

The day I started working at SHE, it felt like I was living that dream.

Another thing that changed my life at SHE is the Adult Literacy Program. I did not have the opportunity to go far in school. But today, I can read. And even more than that, I can use a phone — something I could not do before joining SHE.

For me, SHE is more than a workplace. It is growth. It is dignity. It is transformation.





ABLA

SHE Seamstress for 9 years

When Abla joined SHE in 2017 as one of our very first seamstresses, she had been working unpaid as a seamstress for several years. When Abla accepted her first paycheck at SHE, she signed it with a circle because she had never been taught to write her own name.

Abla became the inspiration for our adult education program, and her leadership continues to shape our team. Today, she is a proud landowner, she trains our incoming seamstresses, and she speaks, reads, and writes fluently in her second language: French.



Since I was a child, I was known as the very shy girl in my community. I barely spoke, I stayed in my corner, I avoided attention, and I accepted things without saying much.

Over my nine years at SHE, that began to change. It changed slowly at first, and then in ways that touched every corner of my life.

Today, I can speak in public, express my ideas clearly at work, and share my thoughts without fear. And this change did not only impact my professional life, it transformed my personal life too. In my marriage, I can now speak up when something is not right, make suggestions to my husband, and explain my point of view with confidence.

Before, I used to endure everything. Today, I speak, I express myself, and I do not shrink.

For me, SHE is more than a workplace. It is where I found my voice, and where I grew into the woman I am today. I always tell myself: if this were my own workshop, how would I do it? That mindset is what pushes me to give my best every day.



SUSTAINABILITY

HOW WE DEFINE SUSTAINABILITY

At SHE, we practice sustainability in three ways: 1. the sustainability of our impact 2. the sustainability of the environment and 3. the sustainability of our business model.

1. Impact | We approach challenges holistically by solving short-term needs while creating long-term, systemic change for girls and women. We invest in girls' education and new job creation for women simultaneously so that when a girl completes her education, there will be a stronger local economy there to support her.

2. Environment | In all we do, we make every effort to reduce our environmental footprint. Our factories proudly repurpose 100% of fabric waste into usable products like our reusable menstrual pads. Since 2021, we've recycled fabric waste from factories in surrounding areas. To date, we've diverted more than 20,000 pounds of fabric from landfill or incineration with our factory partners.

3. Business | In order to ensure the longevity and resilience of our work, we are building our social enterprise to sustain our impact for generations to come. In addition to the incredible donations and grants we receive, we also earn program revenue through manufacturing products for business clients. In 2025, our seamstresses produced more than 14,000 products for schools and clients around the world, growing our revenue by nearly 500%.

OUR SUSTAINABLE BUSINESS MODEL

In 2023, we launched Changemakers Uniforms, a sustainable school uniform brand that powers our mission for girls in Togo. Today, our talented seamstresses proudly make apparel and accessories for Magnificat High School in Cleveland, Ohio, Kwenda Collegiate Girls' Charter School in Brooklyn, New York, and Educational Outfitters in Boise, Idaho.

Our 100% Purpose Promise

100% of Changemakers Uniforms sales fund new school uniforms for girls in Togo and create uplifting jobs for women in our Paid-to-Learn program. To date, Changemakers students have already helped fund over 500 new school uniforms for girls in Togo.

You can learn more and get Changemakers Uniforms into your school at www.ChangemakersUniforms.org



changemakers

**School uniforms that change the world,
just like the girls who wear them.**

OUR SUSTAINABLE PRODUCTS

Our sustainability journey started when we discovered that girls were outgrowing their required school uniforms several times throughout the year, multiplying the financial barriers already preventing girls from staying in school and creating unnecessary fabric waste. We designed a solution that is better for girls, women, and the planet.



THE UNIFORM THAT GROWS

While our SHE Uniforms have been a staple of our program for several years, this year, our innovation went viral, amassing more than 30 million views around the world.

What makes the SHE uniform special?

- expands 6 sizes in the arms, chest, and waist & creates a tailored fit at every stage of growth
- hidden seams at the bottom of the dress allow the dress to grow up to 12" in length!
- zero-waste - 100% of excess fabric recycled into reusable menstrual pads for girls
- designed and made by women in Togo
- it has pockets!

OTHER INNOVATIONS

In addition to our innovative SHE Uniforms the Grow, we make backpacks from recycled plastic and reusable menstrual pads from recycled fabric that we distribute to girls in our program every year.

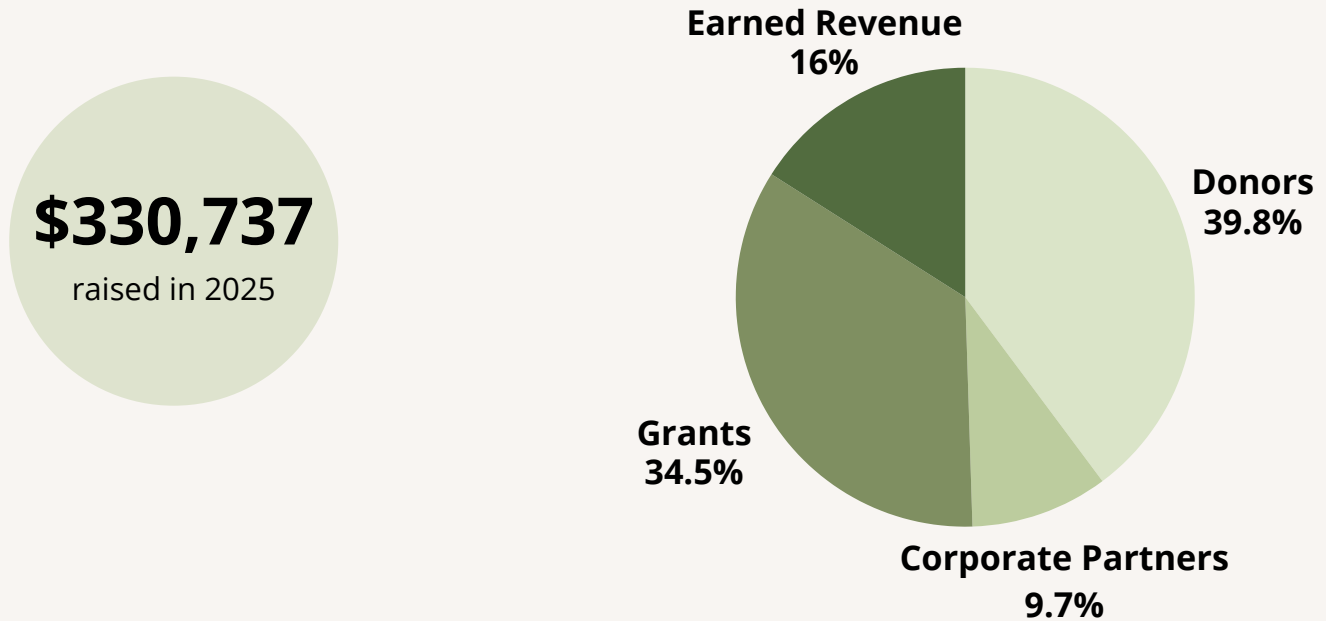




OUR FINANCIALS

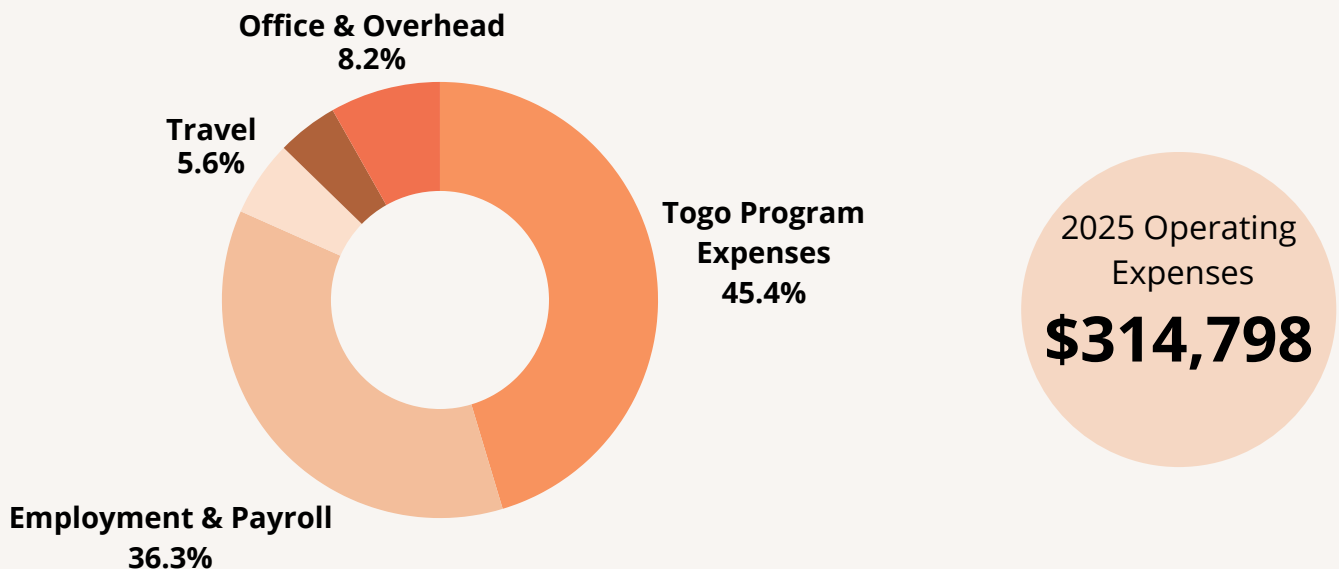
We believe you deserve to have confidence in how your contributions are invested at SHE. We're committed to sharing our financials.

PROGRAM FUNDING SOURCES



In addition to the \$330,737 operating funds, SHE raised an additional \$460,000 for future growth projects. Bringing our annual total to **\$790,737**.

OPERATING EXPENSE BREAKDOWN



In addition to our \$314,798 operating expenses, we invested \$19,725 in equipment for our future growth project, bringing our total expenses to **\$334,523.39**.

THANK YOU

Our Annual Report is never complete without honoring what makes this all possible - our incredible partners and donors. **Together, you raised \$790,737 for girls and women in Togo.**

This year, your support ensured 5,374 children had the opportunity to attend school, 43 women were employed year-round, and SHE was empowered to expand services for 33 amazing community partners. We're so grateful- **thank you.**

OUR INCREDIBLE PARTNERS

Reid Family Foundation

SWAHA FOUNDATION



ANNA SCHIMMEL

saalt

Global Mamas



Red Aspen

Sid & Angela Sullivan
Family Foundation

Educational
Outfitters

kapes



