

THREDUP

2022

# Impact Report

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Sustainability accounting standards board (SASB)  
& global reporting initiative (GRI) disclosures

# GRI Index

## GRI 2 GENERAL DISCLOSURES 2022

Disclosure 2-1	Organizational details	We are publicly listed as TDUP on Nasdaq. See About this Report on pg. 59
Disclosure 2-2	Entities included in the organization’s sustainability reporting	ThredUp Inc.
Disclosure 2-3	Reporting period, frequency and contact point	See About this Report on pg. 59
Disclosure 2-4	Restatements of information	There are no restatements of information.
Disclosure 2-5	External assurance	No external assurance was performed, unless indicated otherwise.
Disclosure 2-6	Activities, value chain and other business relationships	See Our mission on pg. 3
Disclosure 2-7	Employees	Link to thredUP at a Glance on pg. 4. We track employees by contract type, but do not have this breakdown available by gender and region (information unavailable).

Disclosure 2-8	Workers who are not employees	This data is currently unavailable. We are working to expand how we report out these metrics in future reports.
Disclosure 2-9	Governance structure and composition	See <a href="#">Corporate Governance</a> and <a href="#">Proxy Statement</a> . Any KPIs not provided are not currently tracked by thredUP.
Disclosure 2-10	Nomination and selection of the highest governance body	See <a href="#">Nominating and ESG Committee Charter</a>
Disclosure 2-11	Chair of the highest governance body	See <a href="#">Corporate Governance Guidelines</a>
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	See <a href="#">Nominating and ESG Committee Charter</a> and Governance Section on pg. 50
Disclosure 2-13	Delegation of responsibility for managing impacts	See Governance Section on pg. 50
Disclosure 2-14	Role of the highest governance body in sustainability reporting	See our <a href="#">Corporate Governance</a> pg. 52
Disclosure 2-15	Conflicts of interest	See Ethics and Compliance on pg. 53
Disclosure 2-16	Communication of critical concerns	See Ethics and Compliance on pg. 53
Disclosure 2-17	Collective knowledge of the highest governance body	See our <a href="#">Corporate Governance</a> pg. 52

Disclosure 2-18	Evaluation of the performance of the highest governance body	See Governance on pg. 51
Disclosure 2-19	Remuneration policies	See <a href="#">Compensation Committee Charter</a>
Disclosure 2-20	Process to determine remuneration	See <a href="#">Compensation Committee Charter</a>
Disclosure 2-21	Annual total compensation ratio	See our <a href="#">Proxy Statement</a> , we do not disclose the pay ratio as an emerging growth company.
Disclosure 2-22	Statement on sustainable development strategy	See our <a href="#">Corporate Governance</a> pg. 52
Disclosure 2-23	Policy commitments	See Ethics and Compliance on pg. 53
Disclosure 2-24	Embedding policy commitments	See Ethics and Compliance on pg. 53
Disclosure 2-25	Processes to remediate negative impacts	We have not identified direct impacts caused that require a grievance mechanism to remediate and will monitor future developments for those needs.
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	See Ethics and Compliance on pg. 53
Disclosure 2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations were recorded in 2022.

Disclosure 2-28	Membership associations	We participate in the Ellen McArthur Foundation. We are also a member of the American Circular Textiles Group.
Disclosure 2-29	Approach to stakeholder engagement	See our <a href="#">Corporate Governance</a> pg. 52
Disclosure 2-30	Collective bargaining agreements	thredUP employees are not covered under a collective bargaining agreement

## GRI 202: MARKET PRESENCE 2016

Disclosure 3-3	Topic Management Disclosure	See the Social section on pg. 33
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	1:1 \$17.00

## GRI 202: ANTI-CORRUPTION 2016

Disclosure 3-3	Topic Management Disclosure	See the Anti-corruption section on pg. 54
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Disclosure 205-1a	Total number and % of operations assessed for risks related to corruption	A company level fraud risk assessment was conducted for FY2022
Disclosure 205-1b	Significant risks related to corruption identified through the risks assessment	No significant corruption risks identified; only standard fraud risks
Disclosure 205-2	Communication and training about anti corruption policies and procedures	Policies/ procedures were distributed at time of hire and thereafter acknowledged annually.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	None

## GRI 305: EMISSIONS 2016

Disclosure 3-3	Topic Management Disclosure	See the Climate and Energy section on pg. 25
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	1:1 \$17.00
Disclosure 305-1	Direct (Scope 1) GHG emissions	518 MT CO <sub>2</sub> e
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	2,934 MT CO <sub>2</sub> e
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	33,638 MT CO <sub>2</sub> e

## GRI 401: EMPLOYMENT 2016

Disclosure 3-3	Topic Management Disclosure	See the Social section on pg. 33
Disclosure 401-1	Turnover rate voluntary and involuntary	Involuntary: 47% Voluntary: 116%
Disclosure 401-3	Parental leave	For Non-Exempt Employees: Short Term Disability benefits through Guardian = Up to 4 weeks before delivery and 6 weeks (vaginal birth) or 8 weeks (c-section) after delivery For Exempt Employees: Up to 4 weeks before delivery and 6 weeks (vaginal birth) or 8 weeks (c-section) after delivery at 60% Pay and thredUP will pay outstanding 40% to recoup 100% pay. For Exempt & Non exempt Employees: Parental Bonding Leave/Baby bonding leave for both child-bearing and non-childbearing parents paid at 100% 10 weeks *This time will be paid at 100%. The sources of payments might vary; it could be a combination of applicable state-paid family leave benefits with thredUP paying the difference for up to 10 weeks.

## GRI 403: OCCUPATIONAL HEALTH & SAFETY

Disclosure 3-3	Topic Management Disclosure	See Health, Safety & Wellbeing on pg. 41
Disclosure 403-1	Occupational health and safety management system description	Safety Captain and Safety Team in each building. Monthly Safety Meetings and Quarterly full safety audits documented in each buildings Safety Binder

Disclosure 403-2	Hazard identification, risk assessment, and incident investigation processes	Incident Investigation form submitted once an incident is reported by an employee. Incident Investigation process led by People Team with assistance of Chubb (Workers Comp Specialists).
Disclosure 403-5	Worker training on occupational health and safety	New Hires attend Safety Training in Orientation and Automation Safety Training before entering any Automated areas within the DC
Disclosure 403-6	Initiatives for the promotion of worker health	Monthly Safety Topics, Wellness Topics, Employee Navigators in each DC
Disclosure 403-9	Number of fatalities as a result of work-related injury	0
	Rate of fatalities as a result of work-related injury	0
	Number of high-consequence work-related injuries	0
	Rate of high-consequence work-related injuries	0
	Total number of recordable work-related injuries	72
	Annual total hours worked	2,620,173
	Rate of recordable work-related injuries	0.00002747910157

## GRI 404: TRAINING AND EDUCATION 2016

Disclosure 3-3	Topic Management Disclosure	See the Talent Acquisition, Training, and Development section on pg. 44
Disclosure 404-1	Average hours of training per year per employee	Total training hours for hourly operations associates: 75,436
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	See the IMPACT Institute section on pg. 45
Disclosure 404-3	Percentage of employees receiving regular performance and career development reviews	100%
Disclosure 405-1	Diversity of governance bodies and employees	See DEIB and Board Diversity sections on pg. 37 and pg. 52
Disclosure 405-2	Ratio of basic salary and remuneration of women to men	Also see 202-1 under Workforce

## GRI 418: CUSTOMER PRIVACY 2016

Disclosure 3-3	Topic Management Disclosure	See the Cybersecurity and Data Privacy sections on pg. 55 and pg. 56
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0

# SASB Index

## SASB E-COMMERCE 20181

CG-EC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Total energy consumed = 35,780 gigajoules % grid electricity = 100% % renewable = 4%
CG-EC-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	As an eCommerce marketplace platform, we utilize cloud infrastructure, so our operations are not water intensive. Throughout our operations, no water is used.
CG-EC-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	thredUP does not own its data center facilities.
CG-EC-220a.1	Number of users whose information is used for secondary purposes	450k impressions
CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	Please see <a href="#">Privacy Policy</a> on pg. 56

CG-EC-230a.1	Description of approach to identifying and addressing data security risks	thredUP has a robust data security program that is GDPR and CCPA compliant. We have obtained Soc 1 and Soc 2 level compliance for our cloud-based storage of customer data, and a PCI compliance level 1. We leverage a privacy by design privacy compliance platform to ensure risks are caught early in the data lifecycle. Our security team reviews firewalls, fraud detection, system changes and tests disaster recovery procedures on a monthly basis.
CG-EC-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	No data breaches were recorded in 2022.
CG-EC-330a.1	Employee engagement as a percentage	In December 2022 we completed our annual employee engagement survey and heard from roughly 73% of our eligible employees a 14% increase from Dec 2021. We asked 13 questions across a number of themes including team and company culture, diversity, and career advancement. We leveraged a Likert Scale to gauge employees' agreement with questions on a 5 point scale from Strongly Agree to Strongly Disagree. We provided an opportunity for our employees to respond to one open ended question "Are there any benefits or perks you would like thredUP to consider? If yes, please provide additional details for our teams to review." and we received 97 comments. Senior leaders, HR Directors, and site level leaders are building company and team action plans to address employee concerns surfaced in the annual survey.
CG-EC-330a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	Involuntary Rate: 47% Voluntary Rate: 116% Rate was calculated by dividing total terms by the average month end headcount from 22

CG-EC-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	As of the end of 2022: 66% of our workforce identifies as female and 72% of our workforce identifies as minority, including 58% as Black or Latinx. 60% of our senior leadership team identifies as female and 26% of our senior leadership team identifies as minority, including 3% as Black or Latinx.
CG-EC-330a.4	Percentage of technical employees who are H1B visa holders	In 2022, thredUP had 3 employees on this visa
CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipments	Total GHG footprint of product shipments = 10,737 metric tons CO2e
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	In 2022, we completed our first full year of advanced consolidation efforts where our buyers could select fewer shipments, therefore minimizing packaging and energy associated with shipping.
CG-EC-000.A	Entity-defined measure of user activity	As of December 31, 2022, we had 1.7 million active buyers
CG-EC-000.B	Data processing capacity, percentage outsourced	100%
CG-EC-000.C	Number of shipments	3,869,305