

THREDUP

2022

# ESG Overview

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# At thredUP, we believe in a **sustainable** future for fashion.

ESG is seen as a risk for many companies. For thredUP, it is an opportunity because sustainability is integrated into our business model, which is designed for impact. We are uniquely positioned to take advantage of the changing consumer landscape as we pursue our mission to inspire a new generation of consumers to think secondhand first.

[READ THREDUP'S 2022 10K](#)

## thredUP **impact** at a glance

**172.3M**

secondhand items processed

**\$5.3B**

saved by our buyers off est. retail prices

**666M**

lbs of CO2e prevented

**\$288.4M**

total revenue in 2022

**7B**

gallons of water saved

**1,769**

total employees in 2022

**1.3B**

kWh of energy saved

**1.7M**

active buyers in 2022

**7.8M**

items listed through our RaaS program

**55K+**

brands listed





## Environmental Stewardship

The planet is one of our most important stakeholders and combating disposable fashion's harmful effects is one of our greatest goals.



## Social Responsibility

At thredUP, our goal is to extend the life of millions of unique clothing items. It takes a passionate and committed team to make it happen every day. We are proud to have fostered a workplace that is one-of-a-kind.



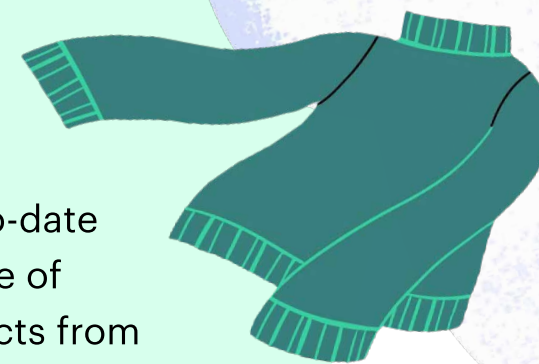
## Good Governance

Our governance framework promotes accountability for ESG matters with our board of directors as well as throughout our company. Our board has formal oversight responsibility over our ESG practices. As of year-end 2022, our board composition was 50/50 female/male and 20% non-white.

## PRODUCT CIRCULARITY & END OF LIFE

# 172.3M

unique secondhand items to-date processed, extending the life of clothes and diverting products from landfill.



## GREENHOUSE GAS EMISSIONS & CLIMATE CHANGE

# 666M

pounds of carbon emissions displaced to-date by making it easy to buy and sell secondhand items in its marketplace and decreased U.S.-based shipping emissions by 35% in 2022.



# Extending Our **Impact** Through Resale-as-a-Service

(RAAS)

We believe that in the future, every brand will have a resale strategy and that thredUP will be the leading provider of end-to-end resale solutions for the retail industry. RaaS enables resale for some of the world's leading brands, and with 42 brand clients as of year-end 2022, thredUP is the leading provider of resale for brands in the US.

Vera Bradley   **TORRID**   **TOMS**   TOMMY HILFIGER   **Reformation**

Michael Stars   *Madewell*   kate spade  
NEW YORK   J.CREW   **H&M**

**GAP**   francesca's   BANANA REPUBLIC   **ATHLETA**   AMERICAN EAGLE  
OUTFITTERS





ENVIRONMENTAL, SOCIAL & BUSINESS GOVERNANCE

# Additional Material ESG Factors

In addition to our impact objectives, thredUP's ESG strategy focuses on 10 key areas based on a materiality assessment.

## Energy Consumption & Efficiency

Completed our 2021-2022 Greenhouse Gas (GHG) inventory assessment (including Scope 1-3 emissions) to inform thredUP's biggest areas of impact.

## Waste Diversion & Disposal

Partnered with The Azek Company to transform 100 percent of our returned Clean Out bags into long-lasting, low maintenance outdoor living products.

## Sustainable Packaging

Bought 31,361 pounds of paper from Community Printers, leading to the replanting of 267 trees through Trees for the Future.

## Affiliate Social Assessment

Evaluated the social practices of third-party partners, only partnering with those who share our brand values and mission and promote responsible business practices.



## Community Giving and Volunteerism

Donated \$61,000 on behalf of the Future Fund, thredUP's employee-led social impact organization.

## Employee Attraction & Retention

91% of employees say they are proud to tell others they work at thredUP, and 78% say thredUP is visibly committed to Diversity, Equity, Inclusion, and Belonging (DEIB).

## Employee Health, Wellness, & Benefits

Expanded our employee health and wellness resources, including a new healthcare travel reimbursement policy. Provided continued support to our colleagues in Ukraine, including relocation options.

## Diversity, Equity, Inclusion, and Belonging

Expanded partnerships with historically diverse organizations to increase our pool of diverse candidates.

## Corporate Governance & Business Ethics

Strengthened board oversight over ESG and an employee-led CSR committee, with participation from executive management and senior leaders across the business.

## Privacy & Security

Information security program verified to be in compliance with SOC2 type 2 and PCI DSS level 2 standards.



# Industry Recognition

**SHOP  
TALK**

Shoptalk ATLIS Awards

**G L O S S Y**

Glossy Fashion Awards



Sourcing Journal's Rivet 50



Lattice People Success Awards

**TIME**

TIME Best Inventions

**Inc.**

Inc. Power Partner Award

**BUSINESS  
INSIDER**

Business Insider Retail Tech  
Power Players



Learn more about how circularity is at the core  
of **thredUP** and embedded in everything we do.

Contact us at [sustainability@thredup.com](mailto:sustainability@thredup.com).

**READ THE FULL 2022 IMPACT REPORT**