


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

Our mission is to inspire a new generation of consumers to think secondhand first.


ESG is seen as a risk for many companies. At thredUP, we see our ESG profile as an opportunity to separate ourselves from the pack.

Sustainability is at the core of our business model. The more our footprint expands, the greater our positive environmental impact. We are also committed to the highest standards of corporate governance as well as improving the lives of our employees because we believe that these are critical inputs for long-term success.

With environmental, social, and governance priorities guiding our strategy, we are uniquely positioned to inspire a new generation of consumers to think secondhand first.

**\$252M** 

2021 REVENUE

**137M** 


ITEMS PROCESSED TO DATE

**55K+** 

BRANDS PROCESSED ACROSS 100+ CATEGORIES

**2,894** 

EMPLOYEES AND CONTRACTORS  
(Includes 2,496 distribution center employees)

**5M** 

ITEMS LISTED THROUGH OUR RAAS PROGRAM

**\$4.1B** 

SAVED BY OUR BUYERS OFF ESTIMATED RETAIL PRICE

**1.69M** 

ACTIVE BUYERS

**1.3B** 

LBS OF CO<sub>2</sub>E DISPLACED BY THRIFTING<sup>1</sup>

[READ THREDUP'S 2021 10K](#) 

1. Green Story Inc., 2019

## OUR KEY FOCUS AREAS



### 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, we're on a mission to extend the lives 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. Currently, our board composition is 50/50 female/male and 20% non-white.

## OUR IMPACT IN CIRCULARITY AND CLIMATE CHANGE

Product Circularity & End of Life

Processed  
**137 MILLION**

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

Closed 2021 with  
**28 BRAND CLIENTS**

through our Resale-as-a-Service program,  
helping retailers implement more circular  
business practices with resale  
programs.



Climate Change & GHG Emissions

Displaced  
**1.3 BILLION**

pounds of carbon emissions  
to-date by making it easy to buy  
and sell secondhand items in our  
marketplace and decreased  
U.S.-based shipping emissions  
by 54% in 2021.

## 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 28 brand clients as of year-end 2021, thredUP is the leading provider of resale for brands in the U.S.



“

When we learned about thredUP's RaaS offering, we thought it would be a great fit. By leveraging thredUP's proprietary technology, we were able to get our resale program up and running quickly, bringing value to our customers while also reducing our carbon footprint.

Mimi Ruiz,  
Vice President of eCommerce, Pacsun

”



## Additional Material ESG Factors

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



**1 Energy Consumption & Efficiency:** Completed our 2020-2021 Greenhouse Gas (GHG) inventory assessment (including Scope 1-3 emissions) to inform thredUP's biggest areas of impact.



**2 Waste Diversion & Disposal:** Measured minimal operational waste and improved solutions for products sold through our aftermarket program to keep clothing that doesn't meet our core marketplace quality standards out of landfill.



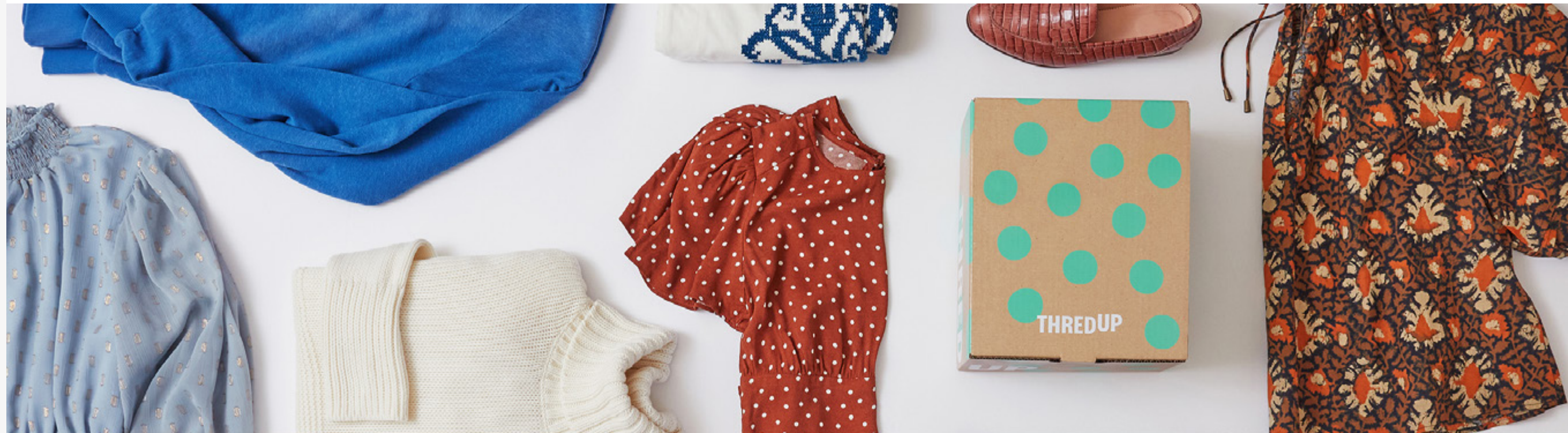
**3 Sustainable Packaging:** Improved and streamlined packaging to include sustainable, reusable, and recyclable materials.



**4 Affiliate Social Assessment:** Adopted thredUP's first Aftermarket Code of Conduct for reuse and recycle partners.



**5 Community Giving & Volunteerism:** Directed \$20,000 on behalf of the Future Fund and \$74,000 through marketing campaigns towards charities.







**Employee Attraction & Retention:** 95% of employees say they trust the decisions of senior leadership, and 88% say they feel like they belong at thredUP.



**Employee Health, Wellness, & Benefits:** Expanded our employee health and wellness resources in response to COVID-19, launching a Pandemic Management Task Force and an enhanced Employee Wellness Program (EAP). Implemented the 4-day work week for corporate employees to improve work-life integration.



**Diversity, Equity, Inclusion, & Belonging:** Launched employee-led DEIB committee to strengthen diversity and representation through ongoing initiatives.



**Corporate Governance & Business Ethics:** Established 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

### FORTUNE

Fortune Change the World

### ADWEEK

Adweek's Challenger Brand Awards Best Sustainable Brand



Fast Company's first-ever Brands That Matter Awards



Good Housekeeping's 2021 Sustainable Innovation Awards



Fast Company's World Changing Ideas



2021 IMPACT REPORT



READ OUR 2021 IMPACT REPORT TO 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)