

The background of the entire page is a photograph of two young women laughing and hugging each other. They are outdoors, and a large, light-colored straw hat is positioned over them, casting a soft shadow. The woman on the left is wearing a white top and a colorful beaded necklace. The woman on the right is wearing sunglasses and a white top. The overall mood is joyful and carefree.

THREDUP

2021

IMPACT REPORT

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) & GLOBAL REPORTING INITIATIVE (GRI) DISCLOSURES

GRI Index

GRI 2 GENERAL DISCLOSURES 2021

Disclosure 2-1	Organizational details	We are publicly listed as TDUP on Nasdaq. See About this Report on p. 49
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 p. 49
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 Milestones on p. 5
Disclosure 2-7	Employees	See thredUP at-a-glance on p. 7. 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 Corporate Governance and Proxy Statement . Any KPIs not provided are not currently tracked by thredUP.
Disclosure 2-10	Nomination and selection of the highest governance body	See Nominating and ESG Committee Charter

Disclosure 2-11	Chair of the highest governance body	See Corporate Governance Guidelines
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	See Nominating and ESG Committee Charter and Corporate Governance Section on p. 40
Disclosure 2-13	Delegation of responsibility for managing impacts	See Corporate Governance Section on p. 40
Disclosure 2-14	Role of the highest governance body in sustainability reporting	See Managing Our Impact on p. 14
Disclosure 2-15	Conflicts of interest	See Ethics and Compliance on p. 43
Disclosure 2-16	Communication of critical concerns	See Ethics and Compliance on p. 43
Disclosure 2-17	Collective knowledge of the highest governance body	See Managing Our Impact on p. 14
Disclosure 2-18	Evaluation of the performance of the highest governance body	See Corporate Governance on p. 40
Disclosure 2-19	Remuneration policies	See Compensation Committee Charter
Disclosure 2-20	Process to determine remuneration	See Compensation Committee Charter
Disclosure 2-21	Annual total compensation ratio	See our Proxy Statement
Disclosure 2-22	Statement on sustainable development strategy	See Managing Our Impact on p. 14
Disclosure 2-23	Policy commitments	See Ethics and Compliance on p. 43
Disclosure 2-24	Embedding policy commitments	See Ethics and Compliance on p. 43
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 p. 43
Disclosure 2-27	Compliance with laws and regulations	No significant instances of non-compliance with laws and regulations were recorded in 2021.
Disclosure 2-28	Membership associations	We participate in the National Retail Federaion.
Disclosure 2-29	Approach to stakeholder engagement	See Engaging Stakeholders on p. 13
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 People section on p. 28
Disclosure 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	The ratio of the entry level wage by gender at significant locations of operation is 1:1 with a wage of \$15.50. "Significant location" is defined as a location where over 200 employees are present.
GRI 205: Anti-Corruption 2016		
Disclosure 3-3	Topic Management Disclosure	See the Anti-corruption section on p. 44
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	Policies and procedures are distributed at time of hire and thereafter acknowledged annually.
Disclosure 205-3	Confirmed incidents of corruption and actions taken	There have been no confirmed incidents of corruption.
Disclosure 305: Emissions 2016		
Disclosure 3-3	Topic Management Disclosure	See the Climate and Energy section on p. 23
Disclosure 305-1	Direct (Scope 1) GHG emissions	See the Climate and Energy section on p. 23

Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	See the Climate and Energy section on p. 23
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	See the Climate and Energy section on p. 23
GRI 401: Employment 2016		
Disclosure 3-3	Topic Management Disclosure	See the People section on p. 28
Disclosure 401-1	Turnover rate voluntary and involuntary	Involuntary Rate: 23% Voluntary Rate: 89%
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 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 2018		
Disclosure 3-3	Topic Management Disclosure	See Health, Safety & Wellbeing on p. 29
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 building's Safety Binder.
Disclosure 403-2	Hazard identification, risk assessment, and incident investigation processes	Incident Investigation form submitted once incident is reported by 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	3,206,343
	Rate of recordable work-related injuries	0.000

GRI 404: Training and Education 2016

Disclosure 3-3	Topic Management Disclosure	See the Talent Acquisition, Training, and Development section on p. 30
Disclosure 404-1	Average hours of training per year per employee	See the Talent Acquisition, Training, and Development section on p. 32
Disclosure 404-2	Programs for upgrading employee skills and transition assistance programs	See the Talent Acquisition, Training, and Development section on p. 31

GRI 418: Customer Privacy 2016

Disclosure 3-3	Topic Management Disclosure	See the Data Privacy and Cybersecurity section on p. 46
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no such incidents recorded in 2021.

SASB Index

SASB E-COMMERCE 2018¹

CG-EC-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	(1) 36,803 GJ (2) 60% (3) 2%
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 E-commerce 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	0
CG-EC-220a.2	Description of policies and practices relating to behavioral advertising and user privacy	Please see Privacy Policy .
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.

1. thredUP has chosen to respond to the "E-commerce" SASB standards as we feel they are more relevant to our business than our SASB-assigned industry of "Apparel, Accessories & Footwear."

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 2021.		
CG-EC-330a.1	Employee engagement as a percentage	In July 2021, we completed our annual employee engagement survey and heard from roughly 60% of our eligible employees. We asked 20 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. Additionally, we asked an eNPS (Net Promoter Score) scored on 0-100 scale. Finally, to better understand the effectiveness of programs in our corporate offices, we asked corporate employees an additional 4 open ended questions about those specific programs. On the eNPS question 59% were "promoters," 33% as passive, and 8% as detractors. Senior leaders, HR Directors, and site level leaders built 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: 23% Voluntary Rate: 89%		
CG-EC-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Female	Male	Decline to state
	Total TDUP	70.90%	28.40%	0.70%
	Manager and Above	59.80%	40.20%	0.00%
	Technical Teams (Includes: Product Engineering, Product Management, Growth Marketing, Data Science, It, Data Engineering, Ops Analytics)	44.79%	55.21%	0.00%

	Hispanic or Latino	Black or African American	White	Asian	Two or More Races	Decline to state	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Blank
Total TDUP	30.98%	29.01%	25.78%	7.69%	4.13%	1.46%	0.64%	0.17%	0.13%
Manager and Above	9.35%	3.74%	61.68%	17.76%	4.67%	2.80%	0.00%	0.00%	0.00%
Technical Teams (Includes: Product Engineering, Product Management, Growth Marketing, Data Science, It, Data Engineering, Ops Analytics)	6.67%	1.11%	47.78%	0.3889	4.44%	1.11%	0	0.00%	0.00%

CG-EC-330a.4	Percentage of technical employees who are H1B visa holders	In 2021, thredUP had 13 individuals on this visa.
CG-EC-410a.1	Total greenhouse gas (GHG) footprint of product shipments	126,775 MT CO ₂ e total 3,713 MT CO ₂ e upstream product shipment emissions 123,062 MT Co ₂ e downstream product shipment emissions
CG-EC-410a.2	Discussion of strategies to reduce the environmental impact of product delivery	Our thredEx initiative is an order consolidation program that allows buyers to 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, 2021, we had 1.69 million active buyers.
CG-EC-000.B	Data processing capacity, percentage outsourced	100% outsourced
CG-EC-000.C	Number of shipments	6,240,641

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