

THREDUP

2023

ESG Overview



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 the world to think secondhand first.

[READ THREDUP'S 2023 10K](#)

ThredUp impact at a glance



200M

secondhand items processed



\$322M

total revenue in 2023



791.1M

lbs of CO2e prevented



2,377

total employees in 2023



8.4B

gallons of water saved



1.8M

active buyers in 2023



1.6B

kWh of energy saved



60K+

brands listed



10M

items listed through our RaaS program



\$6.5B

saved by our buyers off est. retail prices



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

200M

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

GREENHOUSE GAS EMISSIONS & CLIMATE CHANGE

791.1M

pounds of carbon emissions displaced to-date by making it easy to buy and sell secondhand items in its marketplace.



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 47 brand clients as of year-end 2023, ThredUp is the leading provider of resale for brands in the US.



CHRISTY DAWN

TORRID

Reformation

Michael Stars

kate spade
NEW YORK

H&M

BANANA REPUBLIC

GAP

ATHLETA



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

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

Sustainable Packaging

Bought 103,000 pounds of paper from Community Printers, leading to the replanting of 880 trees through Trees for the Future – an increase of 230% from 2022.

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

90% of employees say they are proud to tell others they work at ThredUp, and 82% say ThredUp is visibly committed to Diversity, Equity, Inclusion, and Belonging (DEIB).

Employee Health, Wellness, & Benefits

Expanded our employee health and wellness resources for team members across our corporate offices and distribution centers.

Diversity, Equity, Inclusion, and Belonging

Introduced Employee Resource Groups, launching Uplift Women's, our Women's ERG, and PrideUp, our LGBTIAQ+ ERG.

Corporate Governance & Business Ethics

Strengthened board oversight over ESG and revamped our employee-led Impact 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

TIME

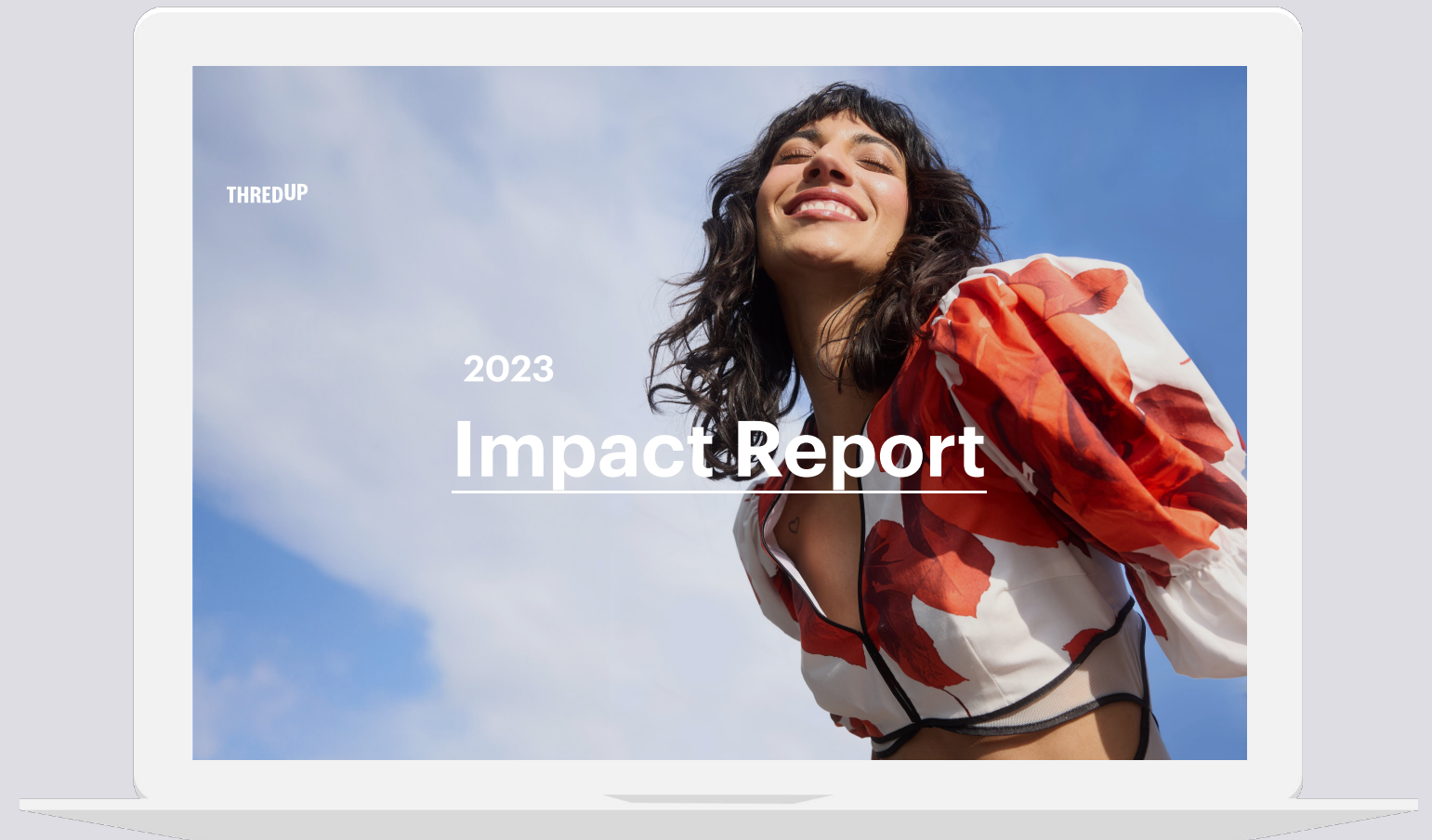
Time 100 Most Influential
Companies 2023

worklife
50

The WorkLife 50



Most Influential ESG
Leaders Awards



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

Contact us at sustainability@thredup.com.

[READ THE FULL 2023 IMPACT REPORT](#)