

The cover features a solid blue background. On the left side, there are vertical strips of decorative paper: the top strip shows a swirl pattern of light-colored paper, and the bottom strip shows a green fern leaf pattern. On the right side, there are two vertical strips: the top one is a piece of light brown, textured paper, and the bottom one is a piece of dark blue and purple marbled paper with colorful fibers.

savers® value village®

2023

**Impact &
Sustainability
Report**

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1.0

INTRODUCTION

A message from our Chief Executive Officer

I am excited to share our 2023 Savers® Value Village® Impact & Sustainability Report with you. We are proud to have a unique business model where the growth of our company fuels our community impact.

Since our first ESG Report, we have taken many exciting steps to advance our ESG program. We conducted a Scope 1 & 2 emissions study of our 2021 energy usage, which will help inform future efforts. We also published our first SASB (Sustainability Accounting Standards Board) Table in June 2023 as part of our ongoing commitment to increasing our disclosures and conducted a materiality assessment to inform our ESG strategy.

Coming out of our initial public offering (IPO) in June 2023, we are proactively refining our internal controls and processes to support more comprehensive reporting. Under the direction of our General Counsel and Chief Compliance & Sustainability Officer Richard Medway and his team, we established a cross-functional internal ESG Committee to drive alignment and strategic focus. Our ESG program is overseen by our Board of Directors which has mandated the Nominating, Governance & Sustainability Committee to, among other things, review our ESG strategies and policies.

We hope that you will find our Impact & Sustainability Report to be an informative deeper dive into how our operations and teams are delivering significant impacts for our many stakeholders.

As always, we remain committed to our team members, nonprofit partners, sound corporate governance, a strong compliance culture, and making a positive impact in the communities we serve.

Thank you for taking the time to learn more about Savers® Value Village®. We invite you to join us on our journey to make secondhand second nature.



Mark Walsh, CEO

Our impact at a glance

What’s good for people, communities and the planet is also good for business.

Thrift is proof the reuse economy works and is the future of retail.

All data and descriptions throughout this 2023 Impact & Sustainability Report are from January 1, 2022 to December 31, 2022 (U.S. and Canada) unless otherwise noted.

\$1.4 B

revenue

(FY 2022)

5.2 MM

active Loyalty members

(END OF Q3 2023)

~\$5

average unit retail price

(DECEMBER 31, 2022)

\$580 MM+

paid to our nonprofit partners
for secondhand clothing and
household goods

(FY 2018 - 2022)

90%+

of our supply is locally sourced

(AVERAGE FY 2018 - 2022)

35,000+

of reusable items merchandised
per store per week

(APRIL 1, 2023)

In 2022, our thrifters purchased
279 million items including:

72 million tops & pants

21 million books

13 million pieces of kitchenware

11 million accessories

10 million pairs of shoes

6 million coats

6 million dresses

3.2 B+ lbs.

of reusable goods diverted
from North American landfills

(FY 2018 - 2022)

22,000+

team members

(2022)

79%

of open salaried positions
filled by internal promotions

(U.S. & CANADA DURING 12 MONTHS
ENDING APRIL 1, 2023)

59%

of management roles held by
team members identifying as female

(APRIL 1, 2023)

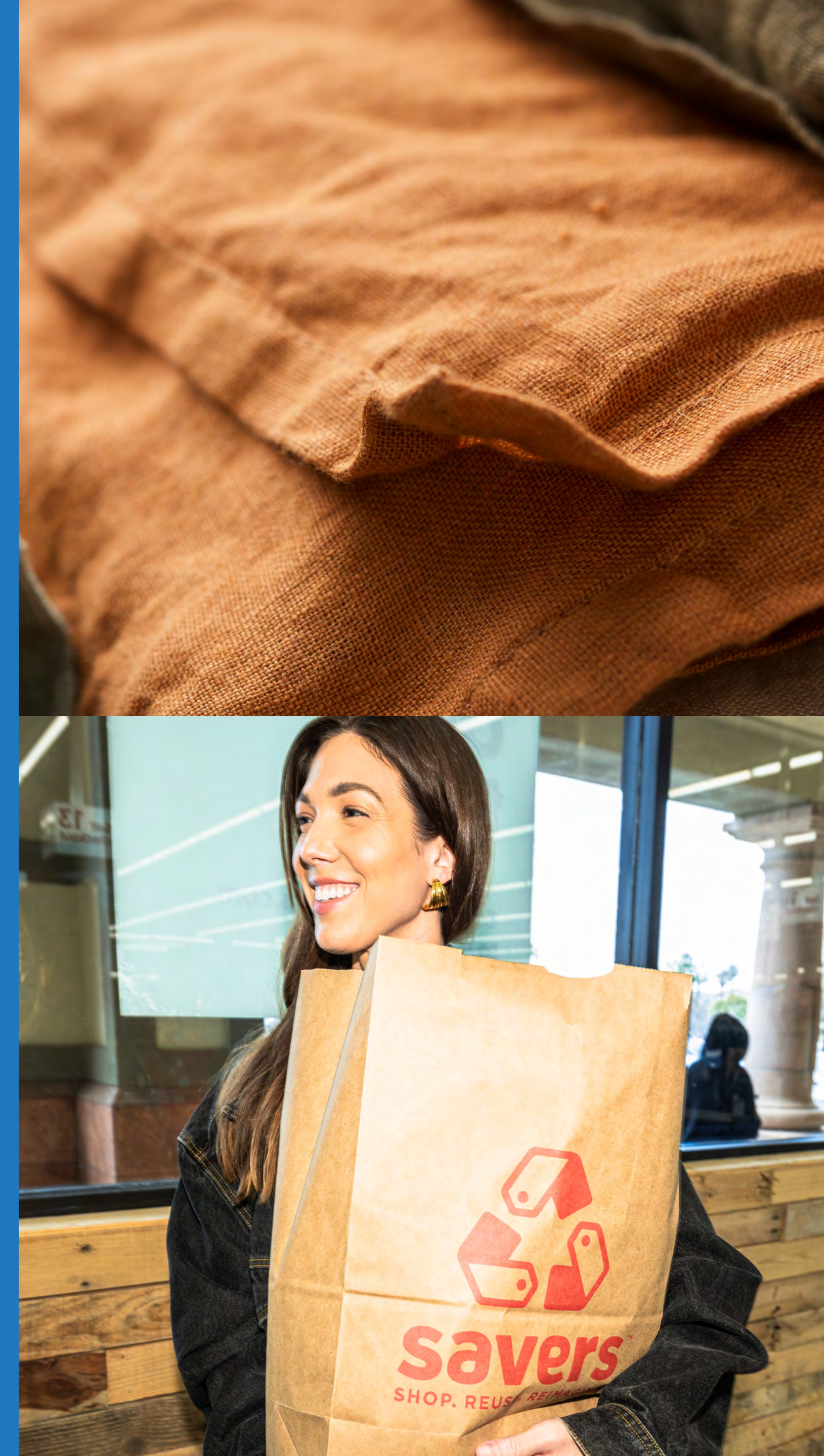
56%

of U.S. workforce is represented by
diverse backgrounds and ethnicities

(APRIL 1, 2023)

Our mission is to
champion reuse
and inspire a future
where secondhand
is second nature.

From the thrill of the hunt to the joy of decluttering, we help communities harness the power of reuse to keep clothing and household items around for years to come.

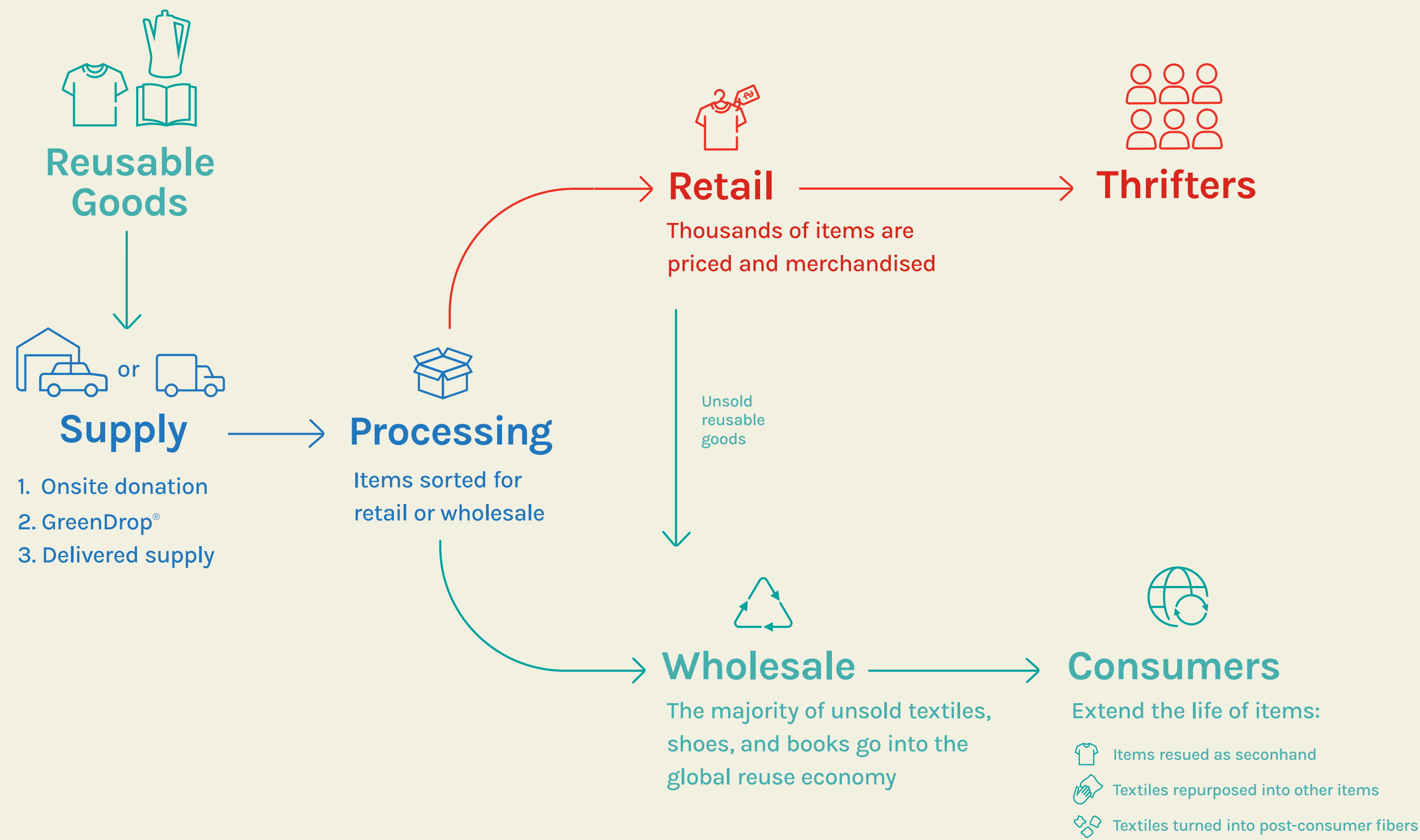




For 70 years,

our business has driven
significant community and
environmental impact.

Our differentiated business model



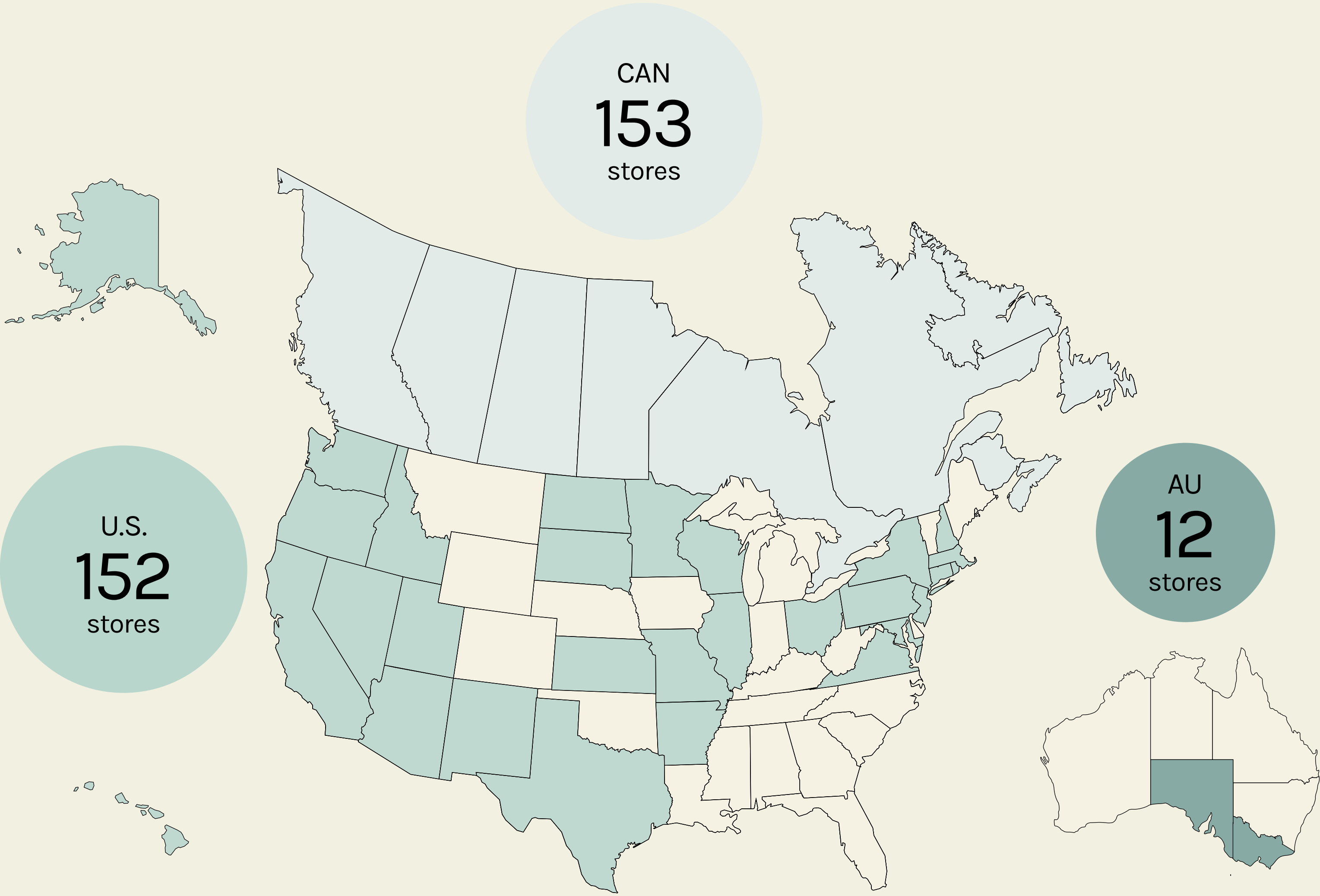
We are a for-profit company. Shopping in our stores does not support any nonprofit. We are a registered professional fundraiser where required. To learn more visit, savers.com/disclosures and gogreendrop.com/disclosures.

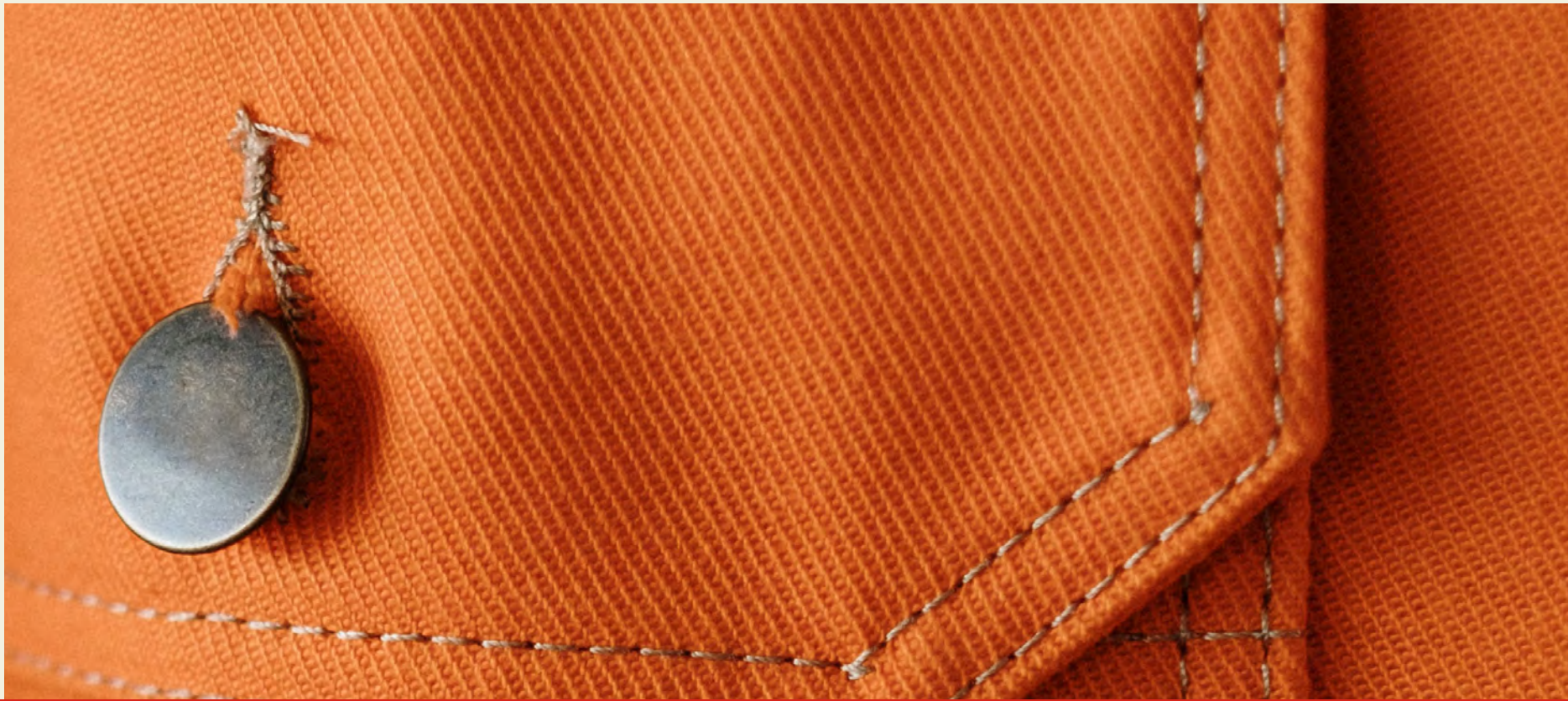
Retail footprint and brands

The Savers® Value Village® family of thrift stores is the largest for-profit thrift operator in the United States and Canada.

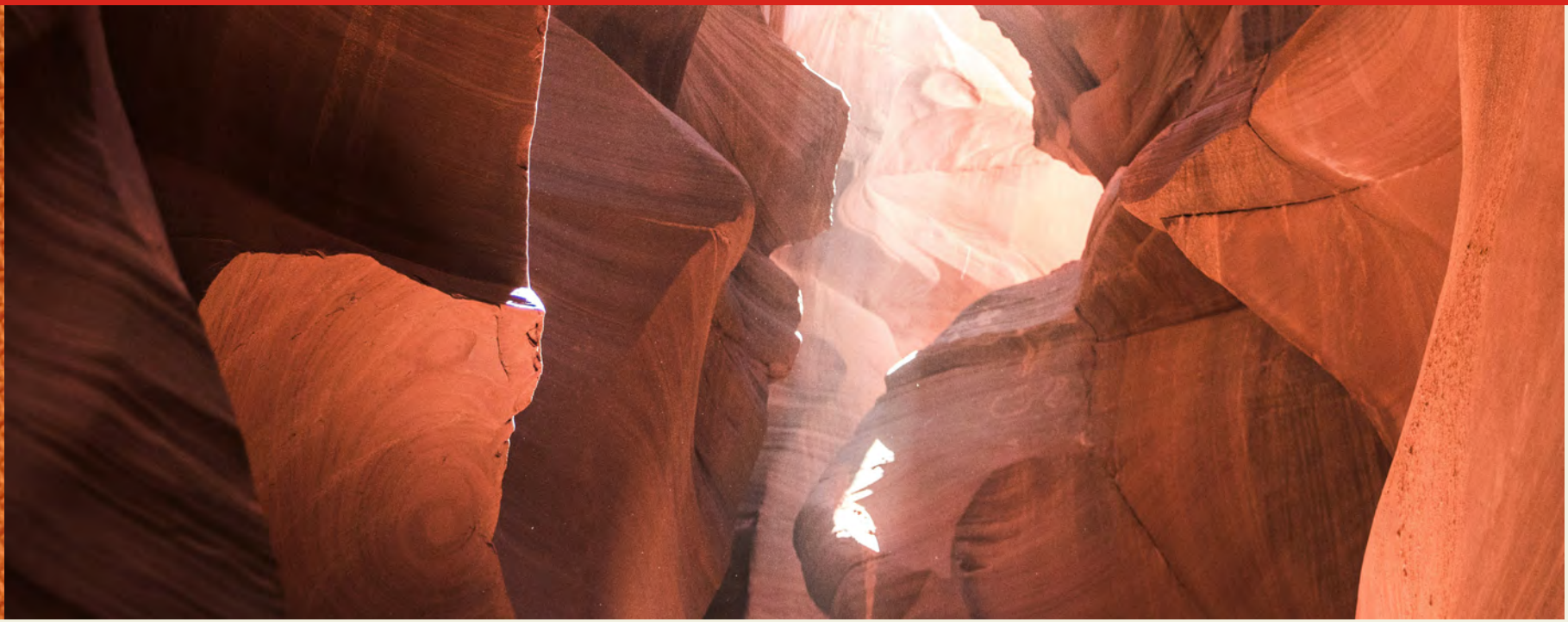
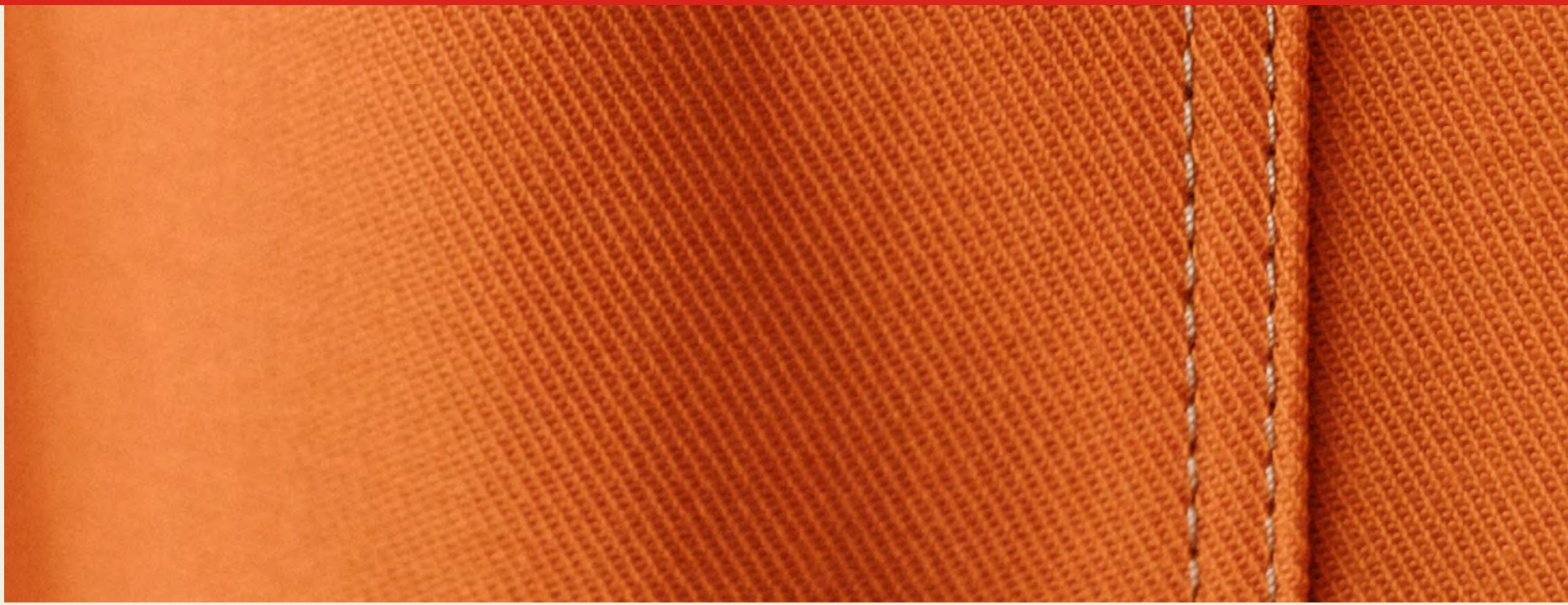
As of April 1, 2023, we operated 317 stores across the United States, Canada, and Australia under six distinct store brands—Savers®, Value Village®, Value Village Boutique™, Village des Valeurs®, Unique®, and 2nd Ave®.

We are proud of our 22,000 team members who are engaged and committed to our mission.





2.0



OUR APPROACH

Building our ESG pillars

Conducting a robust materiality assessment reinforced our commitment to transparency and responsible corporate governance.

As part of this process, we identified ESG issues most relevant to our business and stakeholders, drawing from third-party frameworks, reporting standards, ESG ratings, and peer reporting. Issues were then prioritized by engaging internal subject matter experts to pinpoint high-impact areas that align closely with our business objectives and core values. These three overarching priorities were then validated through Executive reviews.

1

FURTHERING OUR PURPOSE

Our primary focus is to make secondhand second nature, educate consumers about the benefits of thrift, and support the circular economy.

2

BUILDING COMMUNITY THROUGH OUR PARTNERSHIPS

Our mission extends throughout our network of valued partners—customers, wholesale partners, operational partners, and nonprofit partners and their donors—to foster growth and shared success.

3

GROWING AND PROMOTING OUR PEOPLE

We are dedicated to providing a workplace environment where our diverse, purpose-driven workforce can flourish professionally and personally.

Aligning with

the United Nations

Sustainable

Development Goals



#8 DECENT WORK AND ECONOMIC GROWTH

Our work promotes economic opportunity, growth, and productive activities for our team members, partners, and local communities.



#12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Our business model directly contributes to reducing the amount of reusable goods sent to landfills. We also support the circular economy through our partnerships and industry connections, which contribute to more responsible consumption options for consumers.



#13 CLIMATE ACTION

As a champion of reuse, we reduce the emissions needed to produce new products, keep items out of landfills, and raise awareness of the benefits of buying secondhand—enabling our customers to decrease their own carbon footprints.



3.0

ENVIRONMENT

Why thrift matters

Thrift is inherently circular and provides one of the most effective solutions to mitigate the environmental cost of clothing and extending its life.

The textile and clothing industry is one of the most environmentally damaging sectors of the economy; it relies on non-renewable resources such as oil for synthetic fibers, fertilizer to grow cotton and chemicals associated with the production, dyeing and finishing of fibers and textiles. This process is also energy and water-intensive.

Meanwhile, discarded clothing is the largest source of textile waste in the world, with the average U.S. citizen throwing away **81 pounds** of clothing each year, **95%** of which could have been reworn or repurposed.¹ Further, **less than 1%** of the material used to produce new clothing—whether factory offcuts or clothing after it is used by the consumer—is recycled to make new clothing, which makes reuse key to mitigating the environmental impacts of the textile industry.²

More than ever, shoppers today are discerning, engaged, and conscious consumers. They want a broad product selection, but not at the expense of the environment. Our store experience directly reflects our mission to make secondhand second nature, offering a wide selection of quality items including clothing, home goods, books, and more.

Our business is predicated on sourcing and selling quality secondhand items to our customers in local communities. Our sourcing strategy also reduces transportation costs and emissions typically associated with the production and distribution of new merchandise.

279 MM

items purchased by our thrifters
(FY 2022)

3.2 B+ lbs.

reusable goods diverted from
North American landfills
(FY 2018 - 2022)

1 - [SMART Association](#)
2 - [Ellen MacArthur Foundation](#)



Wholesale reuse

In support of our efforts to extend the life of reusable goods, we sell the majority of textile items unsold at retail to our wholesale customers, who are predominately comprised of textile graders and small business owners. They supply communities across the globe with gently used, affordable items such as clothing, housewares, toys and shoes. Textiles not suitable for reuse as secondhand clothing can be repurposed into other textile items (e.g., wiping rags) and post-consumer fibers (e.g., insulation, carpet padding), further reducing waste.

To maintain integrity in our value chain, we conduct an annual review of our wholesale buyers using best in class software systems and a diligence questionnaire that covers ownership structure, countries of operation, primary business practices, and statements on labor conditions and international trade compliance. We also partner with trade associations including the Secondary Materials and Recycled Textiles Association (S.M.A.R.T) to develop policies and processes to advance responsible reuse.

Our team has worked for decades to expand the categories of items that can be reused, repurposed, or recycled:

- backpacks
- belts
- books & media
- cardboard
- cellphones
- cords for electronics
- e-waste
- kitchenware
- plastic film & bags
- plasticware
- purses
- textiles
- shoes
- sporting goods

We also collect unsellable American flags and partner with local veterans organizations to help ensure flags are honorably retired where possible.

Reuse and recycling: 2022 results

While we prioritize reuse, some items come to us broken, too worn, or that do not meet our quality standards. To process these items, we have developed one of the most extensive reuse and recycling systems in the industry.

BOXES AND BAGS

We bale and recycle plastic bags and cardboard boxes in which items are donated to our nonprofit partners.

13,217,012 lbs.

of cardboard recycled across the U.S. and Canada. That’s enough cardboard to cover **8,825 football fields**.

1,395,745 lbs.

of plastic bags sold to Trex to be turned into eco-conscious decking and furniture materials.

DAMAGED OR UNSELLABLE ITEMS

Some items are broken down into their component pieces to maximize recycling.

14,175,942 lbs.

of scrap metal recycled through our waste management partners. That’s more than the weight of **2,180 pickup trucks**.

9,224,611 lbs.

of e-waste recycled. That’s equal to nearly **1.5 million laptops**.

405,846 lbs.

of plastic kitchenware diverted from landfills through resale to graders and processors. **That’s equal to a set of plastic takeout utensils for every New York City resident.**

15,866 lbs.

of damaged bras given to The Bra Recyclers, a for-profit social enterprise that refurbishes and donates them to women across the world.

Measuring and quantifying our broader environmental, social, and economic impact



Case study:

Canada

We engaged a leading accounting firm, MNP, to conduct an evaluation of the positive impacts of our Canadian operations.

ENVIRONMENTAL IMPACTS

Value Village®’s operational impact on reducing greenhouse gas emissions and water usage

146,500 MT

of material diverted from Canada’s waste stream, with 48% being clothing materials

The production of a similar amount of textiles would have required:

605,352 T

of CO2-eq, or an amount comparable to the annual emissions of **131,598 passenger vehicles**

80.9 B

litres of water for textile production, comparable to the annual volume of water used by more than **1,000,000 Canadians**

ECONOMIC IMPACTS

Value Village® generated the following economic outcomes in Canada¹

\$1.2 B

of total output

\$864.2 MM

of total GDP

12,650 jobs

including full-time and part-time employment

\$162.4 MM

in total revenue for all three levels of government

1 – 2022 findings include direct impacts as well as indirect and induced impacts

Case study:

California

The Sage Policy Group conducted an analysis of Savers’® California-based operations across our then-11 stores.¹

ENVIRONMENTAL IMPACTS

Savers’® operational impact on reducing greenhouse gas emissions and water usage

12,300 T

of material diverted from California’s waste stream

The production of an equivalent mass of fiber would generate more than:

44,000 T

of CO2-eq, or an amount equivalent to the annual emissions of **8,700 passenger vehicles**

ECONOMIC IMPACTS

Savers® generated the following economic outcomes in California²

\$121 MM

in annual economic activity

\$10 MM

in state level tax revenues

\$3.3 MM

for California’s local governments each year

\$50 MM

in statewide employee compensation supported **more than 1,000 jobs**

1 – As of December 31, 2023 there are 15 Savers® locations in California.
2 – 2022 findings include direct impacts as well as indirect and induced impacts

Curbing our emissions

While our overall emissions profile is dramatically lower than traditional retail due to selling reusable secondhand goods rather than manufacturing new products, we have begun to formally review other environment impacts of our business.

We worked with a third-party climate change and energy consultant to inventory and calculate our Scope 1 & 2 emissions. The analysis was based on our 2021 energy usage and was completed in May 2023, providing insights into the environmental footprint of our daily operations.

As we look ahead, we are committed to improving, refining, and expanding our measurement capabilities for collecting and reviewing data, including the impact of our planned store and operational growth on our emissions profile. Additional years of reporting are required to understand and consider longer term GHG reduction options.

Please see the SASB Table at the end of this report for more information.

Scope 1

Direct emissions from sources within operational control.

- Natural gas for space/water heating at all sites
- Gasoline combustion for space heating at Attended Donation Stations and GreenDrop® trailers
- Diesel and propane fleet fuel and mobile equipment consumption
- Leakage from hydrofluorocarbons (HFCs) from air conditioning units

Scope 2

Energy indirect emissions associated with purchased energy for an owned or controlled entity and energy indirect emissions reductions.

- Emissions associated with grid electricity consumption
- Reduction in emissions associated with purchased Renewable Energy Certificates (RECs) from grid electricity consumption

Savers® Value Village® 2021 GHG Emissions (tCO2e)

SCOPE 1	18,998
SCOPE 2	27,159
TOTAL EMISSIONS: 46,157	



Energy Management (2021)

685,975 GJ

Total energy consumed

This figure includes natural gas, NET electricity, gasoline, and diesel/propane for fleet consumption. NET electricity is grid consumption minus Renewable Energy Certificates (RECs) purchased.

0.7%

Percentage offset with RECs

Based on the above data, Savers® Value Village® used 99.3% grid electricity and 0.7% was offset by REC purchases.

366,823 GJ (101,895 MWh)

Grid electricity

Net electricity usage (grid consumption minus RECs). Savers® Value Village® used 369,259 GJ (102,571 MWh) of grid-purchased electricity and purchased renewable energy certificates totaling 2,436 GJ (676 MWh).

*Third-party consultant engaged to assist with our Scope 1 & 2 emissions reporting based on our 2021 energy use.

Looking ahead

With the exception of a few new items and accessories, all items in our stores were produced for and by other retailers. This means we do not have insight into the original production of these items.

This unique context will be one challenge as we continue to look at our overall emissions and carbon profile. Meanwhile, we are working on a number of waste and carbon reduction initiatives.

Initiatives

WASTE MANAGEMENT INFRASTRUCTURE

Upgrading our waste management infrastructure enables us to reduce waste and increase efficiency, facilitating a greater trash/waste/product compression and a more seamless collaboration with our recycling partners. We will replace several trash compactors at our locations, allowing us to increase the amount we are able to ship per container load.

ELECTRIC FORKLIFTS

We are electrifying the fleet of forklifts used across our store locations and warehouse/distribution centers in the U.S. and Canada, with the final phase involving the last 10% of our propane fueled forklifts.

ELECTRIC VEHICLES

We are actively researching suitable electric trucks for our operations, with a focus on finding vehicles that not only fit our environmental values, but that also align seamlessly with our diverse and comprehensive needs.

RENEWABLE ENERGY CERTIFICATES (RECS)

Since 2021, we’ve purchased RECs to offset our grid energy use at our corporate offices and our largest two Wholesale Distribution Centers. As we continue to review our own energy use, we will evaluate further ways to reduce our energy footprint.



4.0

SOCIAL

Our culture

Our core values guide our strategic direction and how we interact with each other, our communities, and our customers.



Cultivating diversity, equity, and inclusion

DE&I principles are deeply ingrained in every aspect of our business.

In recent years, we have accelerated our training and efforts around fostering an environment in which all team members feel heard, welcomed, and valued.

56%

of our U.S. workforce is represented by diverse backgrounds and ethnicities*

TALENT ACQUISITION

We’ve enhanced our recruiting process and software to avoid unconscious bias in job descriptions and are utilizing a job board aggregator to spread the word about openings to ensure equal access and opportunities.

RESOURCES

Team Member Engagement and Diversity & Inclusion Surveys provide a deeper understanding of our team members’ experiences and perceptions.

Our Inclusion Ambassador Program has grown from four to nine groups and provides valuable insights and recommendations that directly influence our actions.

*As of April 1, 2023

59%

of management roles are held by team members identifying as female*

TRAINING

In 2022, we built on previous training around unconscious bias and inclusive leadership to further develop our DE&I curriculum. These and other efforts over the course of the year led to an allyship training at our January 2023 leadership summit.

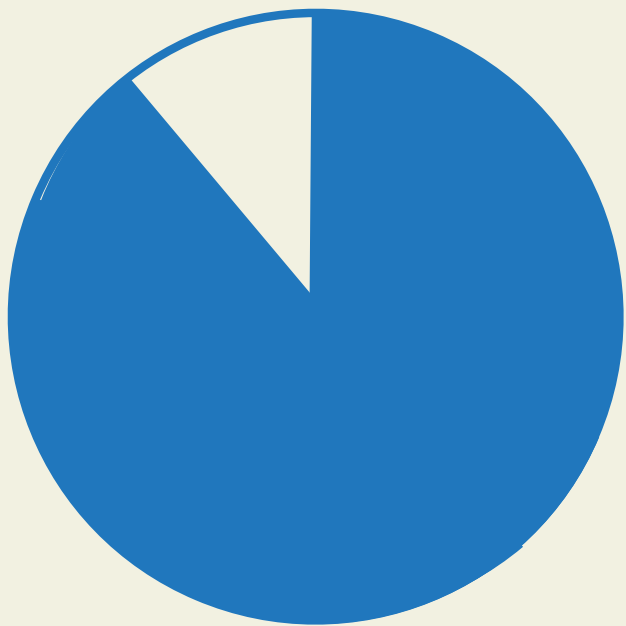
COMMUNICATIONS

DE&I milestones are shared company-wide highlighting our unique team and progress. We have also introduced new tools including our Cultural Awareness Calendar, DE&I glossary, pronoun pins, and email signature templates to foster respect and belonging for every team member.

We take team member engagement seriously

Our leading “people” metric across the organization is team member engagement, which is scored across various areas, including overall job satisfaction, whether our team members would recommend us as a place to work, personal commitment, being energized at work and having intent to remain employed.

Our team member engagement is considered best-in-class, as measured by an external consultant, comparing our results to other companies in the retail sector. Team member engagement directly impacts the satisfaction of our customers as well as our nonprofit partners and their donors.



90%
survey participation in
2023, up 3% from 2022.*

*2022 and 2023 Full Team Member Engagement Survey Results



Developing and retaining our talent

We invest in the training, development and advancement of our team members. People choose to work for us because we are purpose-driven and community-minded, with a business model that creates good in the world.

Our team members stay because they love what they do and the impacts they have on the environment and society.

We are exceptionally proud of our culture and continually reinvest in our team members through training and professional growth opportunities.

In 2022, Savers University delivered more than 36,085 hours of training to team members across our operations from new hires to senior executives. We develop 90% of our training internally and partner with a variety of renowned providers to supplement our offerings.

79%
of open salaried
management positions
filled by internal promotions¹

~79%
corporate retention rate,
up ~3% from 2021

1 – In the U.S. and Canada during 12 months ending April 1, 2023



Team member benefits play a crucial role in driving team member retention by contributing to overall job satisfaction and wellbeing. We have a well-designed offering, which we regularly assess and update to remain competitive in attracting and retaining top talent.

Our benefits package includes:

- Bundled health plans such as medical, prescription, dental and vision.
- Company-paid life insurance for extra protection and peace of mind.
- Programs to stop smoking, diabetes management coaching, joint health, and on demand care options.
- A 401k plan with generous company matching contributions.
- Paid time off from work for leisure and other hobbies, as well as holiday celebrations.
- A range of mental health resources and services.



Savers® Value Village® believes in increasing mental health access and awareness.

We are committed to our most valued asset: our people. We actively invest in a variety of outreach programs, resources, tools, and initiatives, and offer mental health and wellbeing support to all team members regardless of their insurance enrollment status.

To further destigmatize mental health and nurture a healthier, more engaged workforce, we've made donations through our Donor Advised Funds and company giving programs to leading mental health organizations in the U.S., Canada, and Australia.

Charitable giving

We run a number of philanthropic programs designed to make a positive impact on our communities.

2022 GRANTS

\$175,000 (USD) through the Savers® Value Village® Charitable Giving Fund

\$135,000 (CAD) through the Value Village® Canada Giving Fund

\$33,900 (AUD) donated to local nonprofits

STORE COMMUNITY OUTREACH

Our teams are empowered to support local relief efforts and community nonprofits by donating certain items to community groups in need. For example, our stores have worked with local charitable organizations to provide needed items to individuals impacted by natural disasters such as fires and floods, teachers for their classrooms, victims of house fires, and other community requests.

In partnership with **Veterans Emergency Transition Service (VETS) Canada**, our Canadian stores provide move-in kits to help homeless veterans settle into new homes. Kits typically include kitchenware, bed and bath accessories, and other essential items.

CHARITABLE GIVING COMMITTEE

Our giving program is led by an Executive-Chaired Charitable Giving Committee and allows us to philanthropically support nonprofit organizations for disaster relief, causes aligned with our mission and values, and sustainable fashion education. Our Charitable Giving Committee reviews and votes on proposed grants.

In 2021, we established Donor Advised Funds administered by third-parties and dedicated only to charitable giving:

U.S.: \$1.5 million (USD) Savers® Value Village® Charitable Giving Fund
Canada: \$1.5 million (CAD) and the Value Village® Canada Giving Fund

Keeping it local: socially responsible procurement

We purchase the majority of the secondhand items we sell in our retail stores from nonprofit organizations. Our typical retail store operates a Community Donation Center® (“CDC”), where we accept clothing and household items on behalf of a local nonprofit partner. In addition, our GreenDrop® locations provide communities surrounding our stores with further donation opportunities.

We pay our nonprofit partners for these donated goods, creating revenue they can use to help fund and fulfill their missions. They work to better our communities, fight disease, and support youth at risk, among many other important causes. We are proud of these relationships, many of which span several decades.

90%+

of our supply
is locally sourced,
delivering a diverse selection
to our customers and fostering
a sense of community.

(AVERAGE FROM FY2018 – FY2022)

~70

nonprofit partners across
U.S., Canada, and Australia

(AS OF NOVEMBER 2023)

\$580 MM

paid to our
nonprofit partners

(FY2018 – FY2022)

We are a for-profit company. Shopping in our stores does not support any nonprofit. We are a registered professional fundraiser where required. To learn more visit, savers.com/disclosures and gogreendrop.com/disclosures.



5.0

GOVERNANCE

Fostering corporate governance

We are deeply committed to ethical practices in every aspect of our business and have adopted a Code of Conduct that outlines our expectations for internal interactions and helps us maintain compliance with local laws and regulations.

We continuously evolve our corporate governance policies, procedures, and teams to ensure not only our compliance with applicable legal requirements, but to live up to our longstanding high ethical standards for good governance.

Our diverse Board of Directors has the requisite skills and background to oversee our business. Our Board includes three key standing Committees: the Audit Committee, Compensation Committee, and the Nominating, Governance, and Sustainability Committee.

Find more information about corporate governance leadership and policies on our Investor Relations website: ir.savers.com.





Integrating ESG oversight

Board-level oversight of ESG strategy and disclosure is a crucial component of our corporate governance.

Our company's Nominating, Governance, and Sustainability Committee takes the lead in ESG-related matters, while our Audit Committee focuses on internal controls, cyber security, and data privacy.

We also established an executive-led ESG Committee with cross-functional representation. The Committee helps to set strategic direction, plays an important role in data validation and reporting, and informs key stakeholders about new initiatives and impacts.

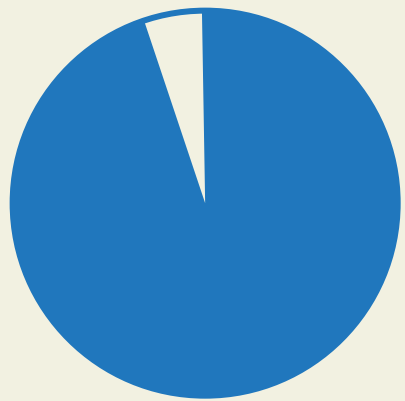
Going forward, the ESG Committee expects to focus on priorities ranging from energy management to workforce, procurement, reuse and recycling, and other strategic issues.

Safety standards

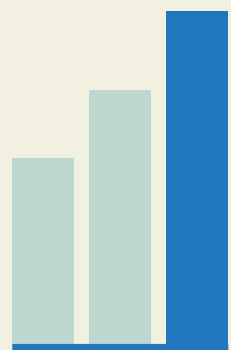
Our General Counsel and Chief Compliance & Sustainability Officer oversees our safety and risk team. This experienced team develops and guides our implementation of best practices, emergency protocols, and compliance with government regulations for our team members and customers.

We operate a number of programs to protect our team members and customers. For example, we generally do not accept products with hazardous components at our Community Donation Centers® and our team members are trained to follow all applicable safety standards in the event that a hazardous item is received.

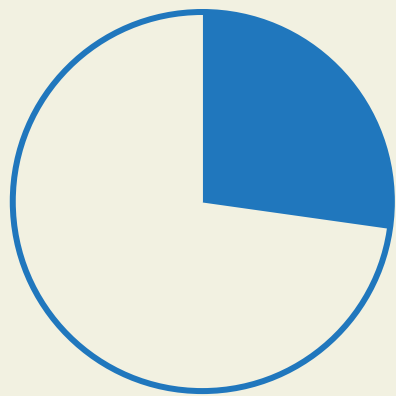
Ongoing training and enhanced focus on safety measures resulted in a measurable reduction in workplace injury claims.



~95%
of team members
receive safety training



173,589
safety-related courses
completed as of 2022



26%
reduction in workplace
injury claims between
2019 - 2023

Navigating data privacy & cybersecurity

Cybersecurity is a pillar of our company's technology strategy. It is fundamental to protecting our enterprise, customers, and partners. In addition to regular review and assessment of our cybersecurity program, our team members take mandatory training and testing on information and cybersecurity policies.

We are committed to all aspects of cybersecurity, from incident management to business continuity and disaster recovery. For example, we conduct audits, tabletop exercises, and incident response testing to ensure compliance with industry and regulatory standards including PCI, CCPA, HIPAA, and SOX.

In line with our policies, we track any system data breaches, including the number and percentage of any incidents involving customer Personal Identifiable Information.

Stakeholder engagement

We are privileged to include our valued team members, longstanding nonprofit partners and their donors, as well as our loyal thrifters as part of the community of stakeholders who are committed to our sustainability efforts.

As we continue to mature as a public company, we also look forward to increased and robust engagement with our investors.

TEAM MEMBERS

We empower our team members through a comprehensive internal training program, a culture that values promotion from within, and a variety of employee engagement initiatives and benchmarking surveys that support our team members’ personal and professional growth.

CUSTOMERS

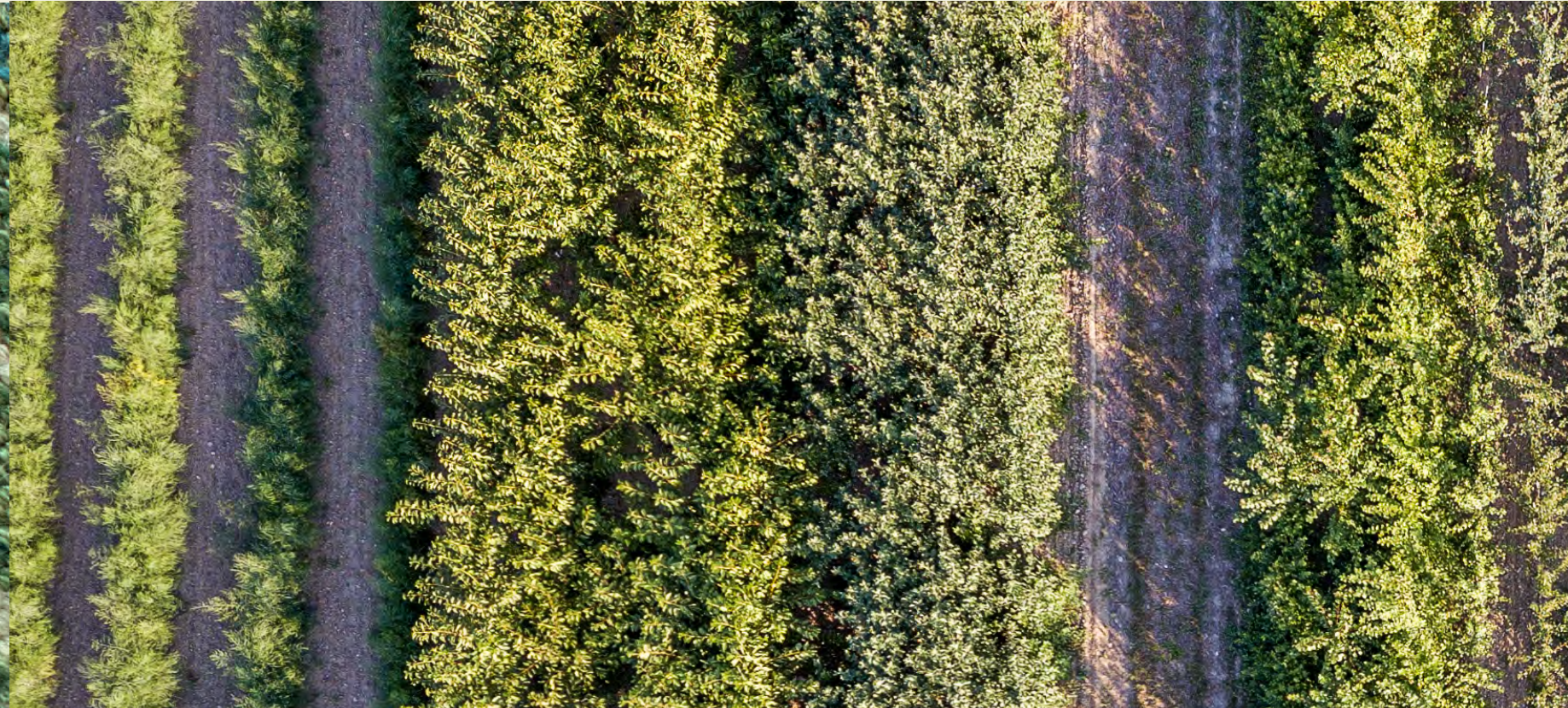
Our valued and loyal thrifters increasingly seek value and selection. Through our Loyalty program, we connect with our customers and provide offers to help them stretch their budgets. Surveys allow us to better understand the customer experience and respond to feedback—ensuring we live up to our high standards of service and value.

PARTNERS

Our Sourcing team maintains open, collaborative, and mutually positive relationships with our nonprofit partners across the three countries where we operate. We further support our communities through charitable giving programs and our FUNDrive® fundraising platform for smaller local nonprofit groups.

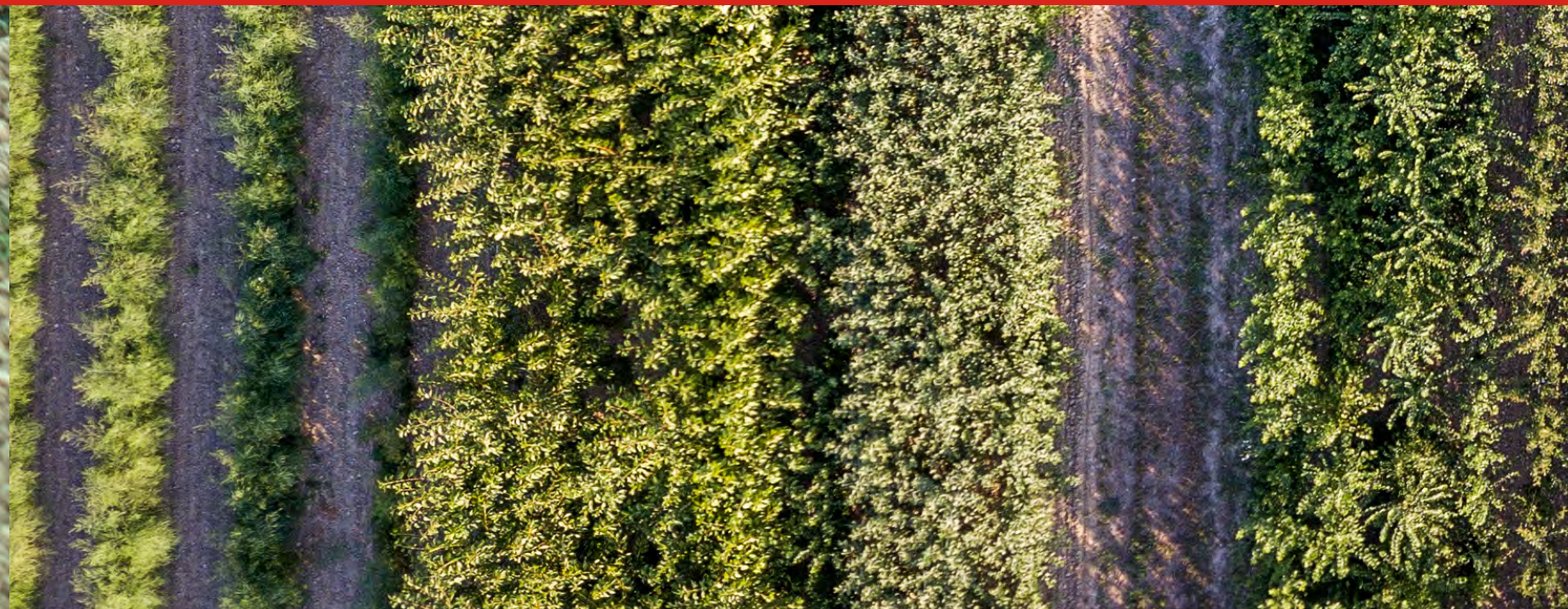
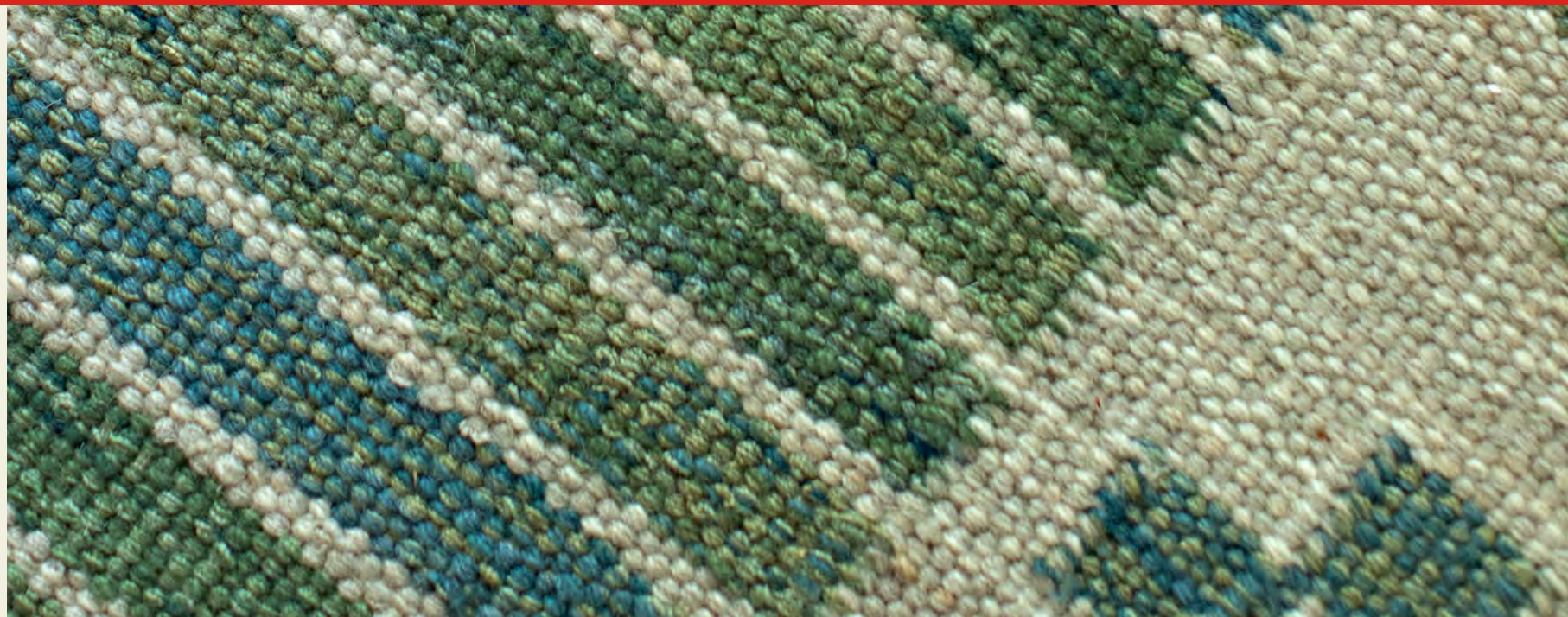
INDUSTRY PEERS

As a pioneer in textile reuse and supporting the circular economy, we remain dedicated to participating in various industry forums and consumer awareness campaigns to promote the benefits of thrift.



6.0

SASB TABLE



The Sustainability Accounting Standards Board (SASB)

SASB is a framework that provides industry-based standards for sustainability disclosures.

Savers® Value Village® reports in accordance with the SASB Standard for Multiline and Specialty Retailers & Distributors. Although we do not currently disclose all metrics, we will continue to evaluate additional disclosures in the future. Our goal is to provide our stakeholders with useful, relevant, and meaningful sustainability information.

Energy management in retail & distribution

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
In 2022, we worked with a third-party climate change and energy consultant to calculate our Scope 1 and 2 emissions, based on 2021 energy data.		CG-MR-130a.1
(1) Total energy consumed	(1) 685,975 GJ	
	This figure includes natural gas, NET electricity, gasoline, and diesel/propane for fleet consumption.	
	Note: NET electricity is grid consumption minus Renewable Energy Certificates (RECs) purchased.	
(2) Percentage grid electricity	(2) Net electricity usage (grid consumption minus RECs) is 366,823 GJ (101,895 MWh).	
	Savers® used 369,259 GJ (102,571 MWh) of grid-purchased electricity and purchased renewable energy certificates totaling 2,436 GJ (676 MWh).	
(3) Percentage renewable	(3) Based on the above data, Savers® used 99.3% grid electricity, and 0.7% was ‘offset’ by REC purchases.	

Data security

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
Description of approach to identifying and addressing data security risks	Cybersecurity is a pillar of our company’s technology strategy and fundamental to protecting our enterprise, customers, and partners. The Audit Committee is responsible for overseeing cybersecurity risk across the enterprise, and the Committee receives regular updates from our Chief Information Officer and his teams. In addition to our regular review and assessment of the cybersecurity program, Savers® Value Village® team members are required to take mandatory training and testing on information and cybersecurity policies. Savers® Value Village® is committed to all aspects of cybersecurity, from incident management to business continuity and disaster recovery. For example, we conduct tests and audits, tabletop exercises, and incident response testing to ensure compliance with industry and regulatory standards including PCI, CCPA, HIPAA, and SOX.	CG-MR-230A.1
(1) Number of data breaches	Any material data breaches will be disclosed in the required regulatory filings.	CG-MR-230A.2
(2) % involving personally identifiable information (PII)		
(3) Number of customers affected		

Labor practices

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
(1) Average hourly wage	(1) Not disclosed	CG-MR-310a.1
(2) Percentage of in-store employees earning minimum wage, by region	(2) Not disclosed	
(1) Voluntary and (2) involuntary turnover for in store employees	(1) Not disclosed	CG-MR-310a.2
	(2) Not disclosed	
Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Material monetary losses as a result of legal proceedings associated with alleged labor law violations will be included in the company’s annual report and quarterly financial filings (i.e., Forms 10-K and 10-Q).	CG-MR-310a.3

Workforce diversity & inclusion

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	(1)US (714 managers) 381 (53%) Female, 333 (47%) Male (2)US (10957 employees) 7004 (64%) Female, 3953 (36%) Male	CG-MR-330a.1
Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Material monetary losses as a result of legal proceedings associated with employment discrimination will be included in the company’s annual report and quarterly financial filings (i.e. Forms 10-K or 10-Q).	CG-MR-310a.3

Product sourcing, packaging & marketing

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
Revenue from products third-party certified to environmental and/or social sustainability standards	Due to the sheer volume of unique secondhand items of varying quality and condition that we process (we processed 985 million pounds of secondhand items in FY 2022), it is not commercially feasible for us to determine if any product certifications apply to any individual items.	CG-MR-410a.1
Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	We do not accept products with hazardous chemicals or items with hazardous components at our Community Donation Centers®. However, on occasion, we receive hazardous chemicals that are incidental to a small number of donations. Our employees are trained to follow all applicable hazardous material disposal standards. In other aspects of our operations, hazardous chemicals/products fall under our Hazardous Products Program.	CG-MR-410a.2
Discussion of strategies to reduce the environmental impact of packaging	The Savers® Value Village® business model is built around reusing goods and therefore very few of our goods sold include packaging. Plastic bags were phased out of use at our stores in 2018. Our procurement team is beginning to discuss current ESG practices and policies with our suppliers. We currently do not have any policies and/or initiatives regarding the impact of packaging across our value chain.	CG-MR-410a.3

Activity metrics

ACCOUNTING METRIC	SAVERS® 2022 DATA/RESPONSE	SASB CODE
Number of: (1) retail locations and (2) distribution	(1) 317 Stores (as of 4/1/23), (2) 2 primary Wholesale distribution facilities (Fife, Washington and Etobicoke, Ontario, though we have other, smaller Wholesale distribution facilities). This number excludes Centralized Processing Centers (CPCs).	CG-MR-000.A
Total area of: (1) retail space and (2) distribution	(1) The average store in the United States and Canada has approximately 28,000 square feet of retail space. (2) 188,060 for two primary Wholesale distribution facilities. This number excludes Centralized Processing Centers (CPCs).	CG-MR-000.B

A note on materiality and forward-looking statements

The disclosures included in this report are being provided to the public in an effort to provide transparency into our environmental, social and governance (ESG) initiatives to respond to investor and other stakeholder requests, and to further enhance our collective understanding of ESG issues. Our approaches to the disclosures included in this report differ in significant ways from those included in mandatory regulatory reporting, including under U.S. Securities and Exchange Commission (SEC) rules and regulations. Thus, while certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws and regulations, even if we use the word “material” or “materiality” in this report. Certain statements in this report are “forward-looking statements” within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on the Company’s current expectations and assumptions regarding its business, the economy and other future conditions. Because forward-looking statements relate to the future, by their nature, they are subject to inherent uncertainties, risks and changes in circumstances that are difficult to predict. As a result, the Company’s actual results may differ materially from those contemplated by the forward-looking statements. Important factors that could cause actual results to differ materially from those in the forward-looking statements include regional, national or global political, economic,

business, competitive, market and regulatory conditions, including, but not limited to, legislation, national trade policy, and the following: the Company’s failure to adequately procure and manage its inventory or anticipate consumer demand; changes in consumer confidence and spending; risks associated with its status as a “brick and mortar” only retailer; risks associated with intense competition; its failure to open new profitable stores, or successfully enter new markets on a timely basis or at all; the risks associated with doing business with international manufacturers and suppliers including, but not limited to, transportation and shipping challenges, and potential increases in tariffs on imported goods; outbreak of viruses or widespread illness, including the continued impact of COVID-19 and continuing or renewed regulatory responses thereto; risks associated with heightened geopolitical instability due to the conflicts in the Middle East and Eastern Europe; its inability to operate its stores due to civil unrest and related protests or disturbances; its failure to properly hire and to retain key personnel and other qualified personnel; its inability to obtain favorable lease terms for its properties; the failure to timely acquire, develop and open, the loss of, or disruption or interruption in the operations of, its centralized distribution centers; fluctuations in comparable store sales and results of operations, including on a quarterly basis; risks associated with its lack of operations in the growing online retail marketplace; risks associated with litigation, the expense of defense, and the potential for adverse outcomes;

its inability to successfully develop or implement its marketing, advertising and promotional efforts; the seasonal nature of its business; risks associated with the timely and effective deployment, protection, and defense of computer networks and other electronic systems, including e-mail; changes in government regulations, procedures and requirements; risks associated with natural disasters, whether or not caused by climate change; and its ability to service indebtedness and to comply with its financial covenants together with each of the other factors set forth under the heading “Risk Factors” in its filings with the SEC. Any forward-looking statement made by us in this report speaks only as of the date on which it is made. Factors or events that could cause the Company’s actual results to differ may emerge from time to time, and it is not possible for us to predict all of them. The Company is not under any obligation (and specifically disclaims any such obligation) to update or alter these forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law. This report contains statements based on hypothetical or severely adverse scenarios and assumptions, and these statements should not necessarily be viewed as being representative of current or actual risk or forecasts of expected risk. While future events discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality of the disclosures required under U.S. federal securities laws.

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