savers value village

# 2026 impact & sustainability report



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# 01 introduction

# A message from our Chief Executive Officer

I'm pleased to share the Savers® Value Village® Impact & Sustainability Report covering fiscal 2025.

As more consumers embrace secondhand shopping, we remain focused on advancing our mission to make secondhand second nature. Through our unique business model, we help keep reusable goods in circulation while supporting our nonprofit partners and the communities we serve.

In 2025, we continued to strengthen our environmental, social, and governance (ESG) program by enhancing governance, improving operational efficiency, investing in our people, and supporting the causes and organizations that matter to us.

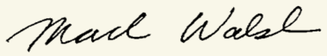
During the year, we:

- Continued to source nearly all our supply locally, a critical component of minimizing our environmental footprint and a key part of our approach to supporting our nonprofit partners and our communities.
- Began development of ThriftIQ™, our proprietary, data-driven platform designed to support more consistent and predictable pricing across the millions of unique items we process each week, while continuing to deliver value to our customers.
- With the advancement of our innovation platform, we strengthened governance of our ESG program by establishing policies to support AI use.
- Heard from more team members through our annual engagement survey, helping us identify opportunities to strengthen the team member experience.
- Converted additional GreenDrop® donation locations from combustion heat to alternative energy sources to help lower emissions and improve energy efficiency.
- Promoted circular fashion by partnering with fashion events and designers to showcase the value, creativity, and potential of secondhand clothing.

Looking ahead, we will continue investing in our people, our partnerships, and the operational improvements that help us better serve our customers, nonprofit partners, and communities.

We remain committed to creating value through our business model while supporting the organizations and communities that contribute to our shared success.

Thank you for reading this report, and thank you to our team members, partners, and customers whose commitment and collaboration make our impact possible. Together, we are making secondhand second nature.



**Mark Walsh**
Chief Executive Officer




# About this report

Our 2026 Impact & Sustainability Report provides an overview of our impact and sustainability strategy, performance, and progress for the 53-week fiscal year ended January 3, 2026, unless otherwise noted. References to 2025 throughout this report refer to this reporting period. Environmental metrics reported on a calendar-year basis are identified as Calendar Year (CY2025), where applicable. We periodically review and refine our reporting approach to reflect our evolving business priorities, our ESG program, and reporting requirements.

Unless otherwise noted, the data and information included in this report reflect operations owned and operated by Savers Value Village, Inc.

We have prepared this report in accordance with the Sustainability Accounting Standards Board (SASB) industry standards for Multiline and Specialty Retailers & Distributors. Our disclosures on climate-related risks and opportunities are informed by recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), now part of the International Financial Reporting Standards (IFRS).

Additional information regarding reporting boundaries, methodologies, assumptions, estimation approaches, data sources, and greenhouse gas (GHG) inventory preparation is available in our Basis of Reporting.

This report contains forward-looking statements. Forward-looking statements can be identified by words such as “could,” “will,” “anticipates,” “intends,” “plans,” “believes,” “estimates,” “expects,” “continues,” the negative of these terms or other comparable terminology, and include statements about our objectives, assumptions, and future events or performance. Forward-looking statements are based on our current expectations and assumptions and 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. Some of the factors that could cause actual results to differ materially from those expressed or implied by the forward-looking statements include the factors set forth under the heading “Risk Factors” in the Company’s Annual Report on Form 10-K filed with the Securities and Exchange Commission on February 20, 2026. Such risks are not exhaustive. Moreover, factors or events that could cause our actual results to differ may emerge from time to time, and it is not possible for us to predict all of them.

Any forward-looking statement made by us in this report speaks only as of the date on which it is made, and while we believe that information forms a reasonable basis for such statements, that information may be limited or incomplete, and our statements should not be read to indicate that we have conducted an exhaustive inquiry into, or review of, all potentially available relevant information. We are not under any obligation (and we specifically disclaim 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 identifies certain priority issues. Priority issues are not necessarily material for financial reporting purposes. Performance data in this report is as of fiscal year-end 2025, unless otherwise specified. Information provided reflects results of operations based on available resource records, data collection processes, monitoring and technology systems at the time of publication. Methodologies for reporting data may be updated and previously reported data may be adjusted to reflect improvement in availability and quality of data, changing assumptions, changes in the nature and scope of our operations and other changes in circumstances. Due to rounding, some numerical totals may not correspond with the sum of the separate figures. Information provided in this document supersedes values previously published in the Company’s previous Impact & Sustainability Reports. The Company undertakes no obligation to update information related to performance, goals or other topics published in this report to reflect subsequent events, obligations or other changes. Website links to related documents within the text of this report are ancillary and not intended to be an incorporation by reference.

# About Savers® Value Village®

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

We help communities harness the power of reuse to keep textiles and housewares in use for years to come.



# Brands and retail footprint

We are proud to be the largest for-profit thrift operator in the United States (U.S.) and Canada based on number of stores. We are committed to making a positive impact on the communities we serve.

At the end of 2025, we operated **367 stores** in the U.S., Canada, and Australia under our banners:

savers®

value village®

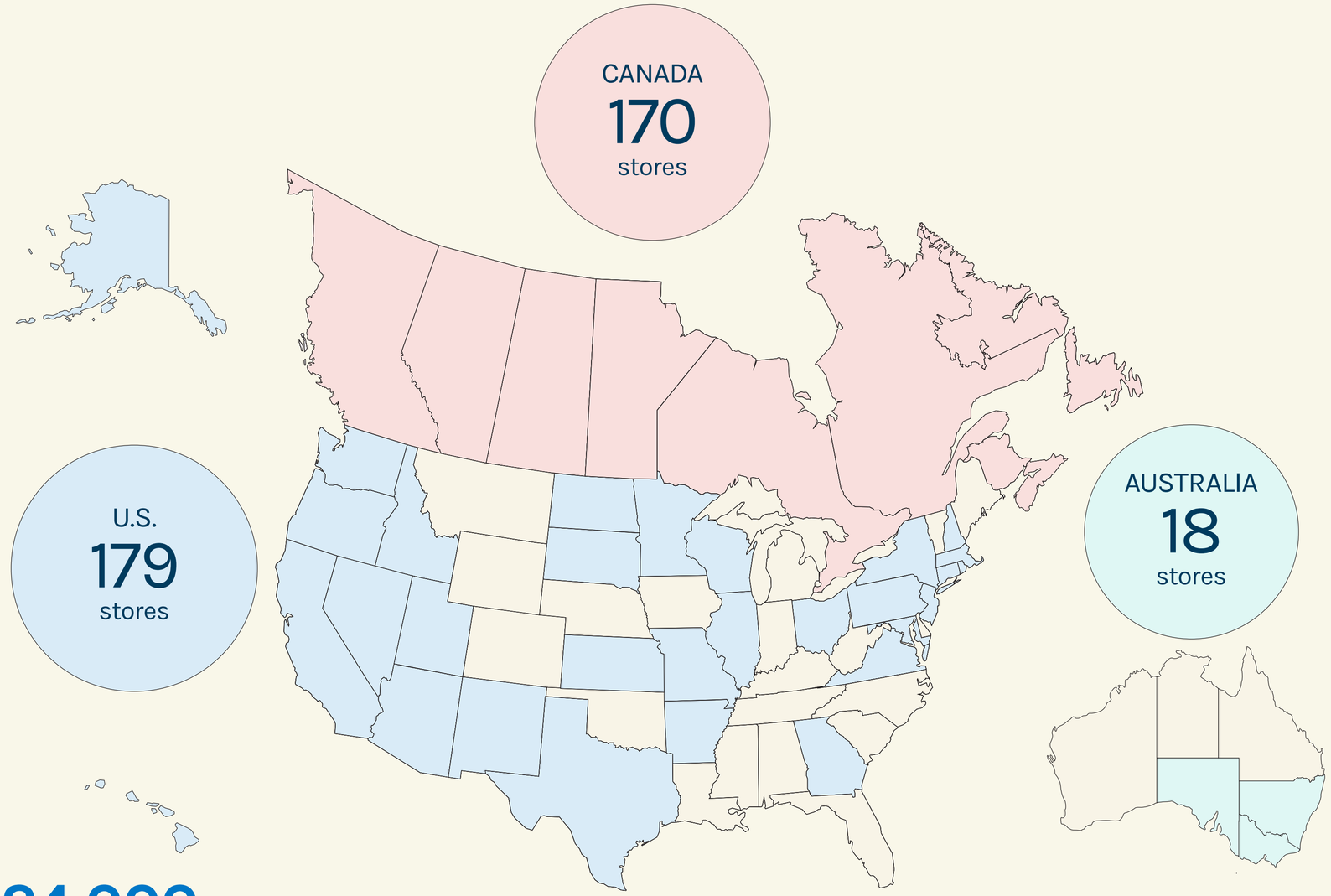
value village Boutique®

village des valeurs™

Boutique village des valeurs™

unique®

2A Thrift™

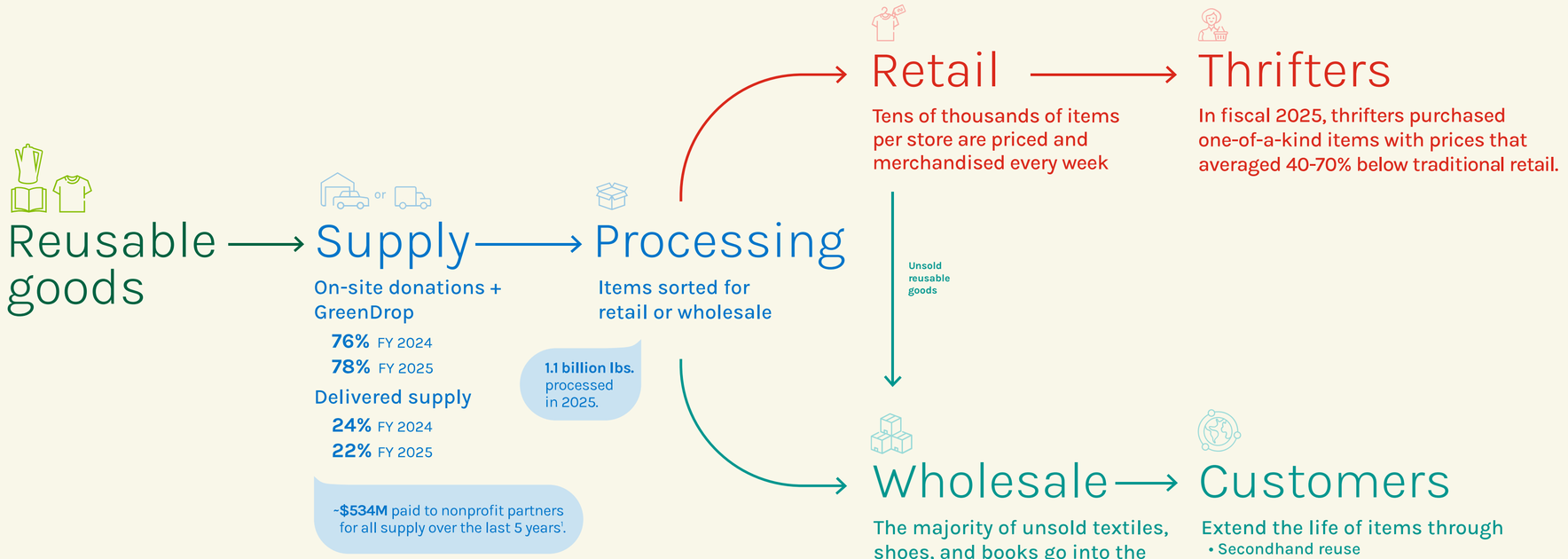



**~24,000**

team members worldwide

U.S. ~13,000 CA ~9,800 AU ~1,200

# Our powerful vertically integrated business model




**Our business model helps keep reusable goods in circulation while creating value for our customers, nonprofit partners, team members, and communities.**

We have an efficient approach for sourcing, processing, and selling reusable goods.

We locally source nearly all secondhand items we sell from our nonprofit partners by purchasing donated goods either collected by our nonprofit partners or accepted on their behalf.

We then process, sort, price, and merchandise these goods through our retail operations. Items that do not sell in our stores may move through wholesale or recycling channels for reuse or repurposing.

*We are a for-profit company and registered professional fundraiser where required. Shopping in our stores does not support any nonprofit, but donating your reusable goods does. Learn more, visit: savers.com/donate and gogreendrop.com/donate.*

1. FY 2021 - 2025

# 2025 highlights[2]

In 2025, we continued to grow our business while advancing our reuse model at scale.

**$1.68B+**

in revenue

**3.6B+ lbs.**

of reusable goods diverted from landfills

(FY 2021-2025)

**26**

new stores opened

**315M**

items purchased by our thrifters

**6.1M+**

active loyalty program members

(U.S. and CA)

**59%**

of the management roles in our stores and corporate operations are held by team members identifying as female

**~$534M**

paid to our nonprofit partners for secondhand clothing and household goods

(FY 2021-2025)

**~$620,000**

donated to nonprofits via **donor-advised funds** (U.S. and CA) and **direct giving** (AU) through our charitable giving program[3]

2. Unless otherwise noted, metrics cover enterprise-wide operations.
3. Actual payments were distributed to entities in their respective local currencies and converted to USD for reporting purposes using exchange rates from OANDA Currency Converter as of December 31, 2025. See pg. 35 for a country-level breakdown.

# Innovation in our stores

This year, we invested in technologies to enhance the customer experience.

During 2025 and 2026, we developed ThriftIQ™, a proprietary, data-driven platform designed to support more consistent and predictable pricing across the millions of unique items we process each week.

ThriftIQ™ helps our team operate more efficiently while continuing to deliver value to our customers, with prices that average **40-70% below traditional retail**.



# Recognition for our impact

We were honored to receive recognition from several organizations in 2025 for the power and impact of our business model, our contributions to sustainability, and our workplace culture.

## SUSTAINABILITY & IMPACT

### Digiday Greater Good Awards
*Winner in the Sustainability category*

### International Business Awards Bronze Stevie® Award Winner
*Sustainability Leadership category*

### American Business Award Gold Stevie® Award Winner
*Achievement in Corporate Social Responsibility category*

### American Business Award Silver Stevie® Award Winner
*Achievement in Environment, Social, and Governance (ESG) category*

## CULTURE & WORKPLACE

### Newsweek America's Greatest Workplaces for Culture, Belonging & Community

## RETAIL EXCELLENCE

### 2025 Retail Council of Canada Excellence in Retailing Awards

# 02

# our approach

# Our ESG priorities

Our ESG strategy reflects how we operate and create value every day: prioritizing responsible reuse, working with our nonprofit partners, investing in our people and communities, and fostering transparent governance and oversight across our operations.

Our ESG strategy is aligned with our business objectives and core values and is informed by our initial materiality assessment. Given the evolution of our business and ESG program, we plan to refresh our materiality assessment in 2026 to help inform our future priorities, disclosures, and sustainability strategy.

- → Furthering our purpose to make secondhand second nature
- → Building community through partnerships
- → Growing and promoting our people

# Our ESG impact

Our ESG priorities help focus our efforts and inform the disclosures throughout this report.

## Furthering our purpose to make secondhand second nature

**KEY TOPICS**

- Reuse & recycling
- Landfill diversion
- Circular fashion
- Energy & GHG emissions disclosure

**2025 HIGHLIGHT**

Engaged MNP LLP to assess the environmental and economic benefits of textile reuse across our U.S. and Canadian operations.

**LOOKING AHEAD**

Pilot HVAC management technology to improve building efficiency

- Replace 100+ HVAC units with more energy-efficient systems by 2027.

See pages 15 - 27

## Building community through partnerships

**KEY TOPICS**

- Nonprofit partner relationships
- Community giving
- FUNDrive®
- Store outreach

**2025 HIGHLIGHT**

Launched a new charitable giving initiative that celebrates each new store opening with a donation to the nonprofit partner associated with that location.

**LOOKING AHEAD**

Connect company growth with community impact through initiatives that support our nonprofit partners

See pages 35 - 38

## Growing and promoting our people

**KEY TOPICS**

- Engagement
- Inclusion
- Development
- Workplace safety

**2025 HIGHLIGHT**

Completed the global rollout of the Savers Management Training (SMT) and continued expanding our ASCEND program.

**LOOKING AHEAD**

Continue investing in learning and leadership.

- Build on existing development pathways and training programs

See pages 29 - 34

# 03 environment

# The power of sustainable retail

Reuse is at the core of our business model. Every day, we help keep quality items in use longer.

This is particularly impactful given the resources required to produce new consumer goods, which often require the use of nonrenewable resources, water, and energy. Without reuse channels, many of these items would be discarded as waste after consumers no longer have use for them.

By contrast, our secondhand retail model and local sourcing strategy help avoid the resource use, materials waste, and transportation impacts associated with traditional retail.

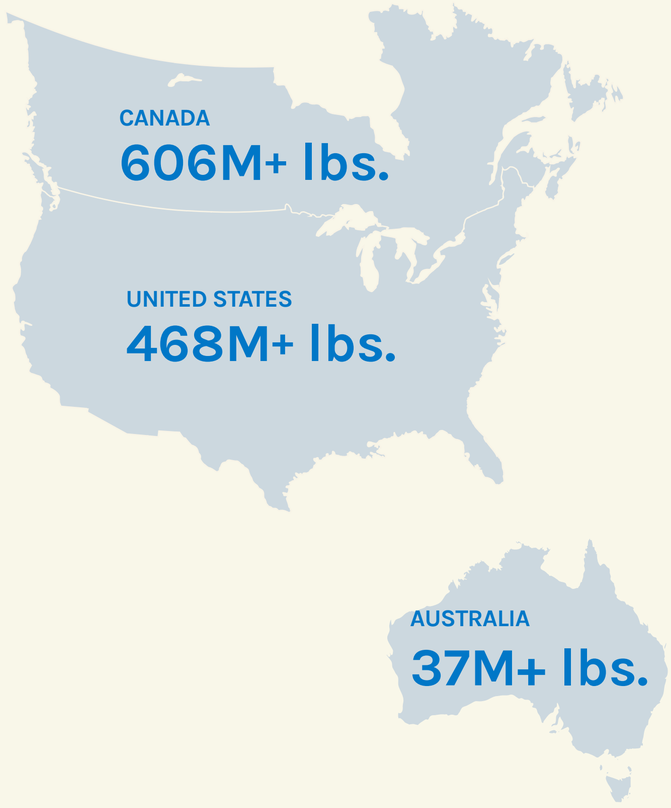
**The Ellen MacArthur Foundation reports that one garbage truck of textiles is landfilled or incinerated every second.[4]**

4. Ellen MacArthur Foundation, "A New Textiles Economy: Redesigning fashion's future," accessible at ellenmacarthurfoundation.org/a-new-textiles-economy

## The impact of our sustainable sourcing model

**1.1B+ lbs.**

of secondhand goods processed in 2025, helping keep more usable items in circulation




**~315M**

items purchased by thrifters from our stores in 2025

## Popular categories purchased include:

**85 million** tops and pants

**8 million** dresses

**7 million** coats

**19 million** home decor items

**15 million** accessories

**21 million** books

**12 million** pairs of shoes

**16 million** pieces of kitchenware

# Quantifying the benefits of reuse

As our footprint grows, so does the amount of landfill diversion we can achieve.

To help quantify the environmental benefits of our reuse model, we engaged accounting firm MNP LLP[5] to estimate the impacts associated with diverting textiles from landfill through reuse and repurposing.

*The environmental and economic estimates were derived from independent studies prepared by MNP for Savers (U.S.) and Value Village (Canada) using fiscal year 2025 operational data. Environmental estimates reflect the potential benefits associated with avoiding the production of an equivalent quantity of new textiles through reuse and repurposing. Economic estimates include direct, indirect, and induced impacts.*

*See the Appendix for additional methodology and assumptions.*

5. MNP's economic estimates include direct, indirect, and induced impacts.

## Environmental findings

MNP estimated that in 2025, **we diverted approximately 404.6 million pounds of textiles from the waste stream across North America**. Based on MNP's analysis, avoiding the production of an equivalent quantity of new textiles resulted in significant environmental benefits including reductions in GHG emissions and water use.

**CO2E EMISSIONS**

**3.5B lbs**

of GHG emissions prevented

**WATER**

**41.8B gal**

of water conserved

### Putting the impact in perspective

Equivalent to the annual emissions from

**328,300**

passenger vehicles

U.S. **180,800**

CA **147,500**

Equivalent to the annual water use from

**1.6+ million**

people

**800,000** Americans

*Roughly the population of Denver*

**825,000** Canadians

*Roughly 2% of the population of Canada*

## Economic findings

In addition to environmental benefits, MNP estimated that our operations generated significant economic activity in the communities we serve.

### Our economic impact in 2025

**UNITED STATES**

**$1.89B**

in economic output

**18,073**

jobs supported

**$198M**

in tax revenue generated

**CANADA**

**$1.37B**

in economic output

**12,038**

jobs supported

**$203M**

in tax revenue generated

# Keeping goods in use

### Preparing items for resale

Most stores process donated goods onsite, while select locations leverage Centralized Processing Centers or other offsite processing facilities to support multiple stores within a local market.

Additionally, we use Automated Book Processing (ABP) technology at our offsite processing facilities and stores to identify, price, and sort books efficiently, significantly increasing the volume we can process compared with a traditional manual process. Together, these systems help improve processing efficiency and support our efforts to make more items available for resale.

### Extending the life of unsold goods

When items we receive are unsuited for retail sale or go unsold in our stores, we seek opportunities to extend their useful life through other reuse, resale, or recycling channels.

We sell these items to wholesale partners, most of which are textile graders or small business owners who resell gently used, affordable items around the globe. These partners have identified other post-consumer uses for these materials, including repurposing textiles into other items, such as cleaning rags, or shredding materials for use in insulation or carpet padding.

Our wholesale partners are subject to our wholesale terms and conditions, which address key areas for compliance and adherence to our values. We regularly audit our wholesale partners as part of our value chain oversight.

See Managing our value chain for more information on our approach to value chain compliance.

**3.6B+ lbs.**

of reusable goods diverted from landfills

(FY 2021-2025)

U.S. **1.9B+ lbs.**

CA **1.6B+ lbs.**

AU **95M+ lbs.**

# 2025 reuse and recycling overview

Over the years, we have developed longstanding relationships with partners that share our dedication to reuse and recycling.

Together, we work to identify responsible pathways for items we cannot sell in our stores.

## Boxes and bags

We often receive goods at our locations in cardboard boxes and plastic bags, which we bale and sell to recycling facilities, wholesale partners, and manufacturers.

**17.1M+ lbs.** *+7% change from 2024*
of cardboard recycled across the U.S. and Canada

**~774,000 lbs.** *+53% change from 2024*
of cardboard recycled in AU

**2.1M+ lbs.** *+10.5% change from 2024*
of plastic bags sold to Trex in 2025 (U.S. and CA) to be turned into eco-conscious decking and furniture materials

## Damaged or unsellable items

We break some items down into their components to maximize the material we can recycle.

**20.2M+ lbs.** *+4% change from 2024*
of scrap metal recycled through our waste management partners in the U.S. and CA

**261,000+ lbs.**
of scrap metal diverted from our AU stores

**12.8M+ lbs.** *+27% change from 2024*
of e-waste recycled in the U.S. and CA

**187,000+ lbs.**
recycled in AU locations

**2.6M+ lbs.**[6] *+16% change from 2024*
of hard plastic diverted in the U.S. and CA

**95,000+ lbs.**[6] *+49% change from 2024*
of glass recycled by six U.S. stores

**2.5M+ lbs.** *+36% change from 2024*
of copper from electrical cords and other sources recycled in the U.S. and CA

**26,000+ lbs.**
recovered in AU

**16,000+ lbs.**[6] *+7% change from 2024*
of damaged bras given to The Bra Recyclers, a for-profit social enterprise that refurbishes and donates them to women across the world

*Reuse, recycling, and environmental metrics are reported on a calendar-year basis (January 1 to December 31) and may not align with the fiscal-year reporting period used elsewhere in this report.*

6. Diversion opportunities from certain materials vary by market. Where established or recovery channels are not currently available, we continue to explore partnerships and programs that may support future diversion efforts.

# Waste management

Our waste management program aims to reduce waste and increase efficiency, and we continue to upgrade waste management infrastructure accordingly.

To ship more with every load and minimize the number of trips required, we have adopted larger, more efficient balers and compactors. These efforts support our broader focus on operational efficiency across our business.

### Team Member Voice

> 20 years ago, when I started, we had only seven diversion streams. Today, we've expanded to over twenty by continuously looking for new partners, new uses for materials, and new ways to keep products in circulation. Whether it's supporting recycling programs, developing downstream channels, or finding creative ways to get products back into the hands of consumers, every new solution helps us divert more material from disposal and maximizes the value of goods entrusted to us. I am very proud to be a part of this ongoing effort to find new solutions that make a difference.
>
> **Karen Stone**
> Senior Recycling Wholesale Operations Manager

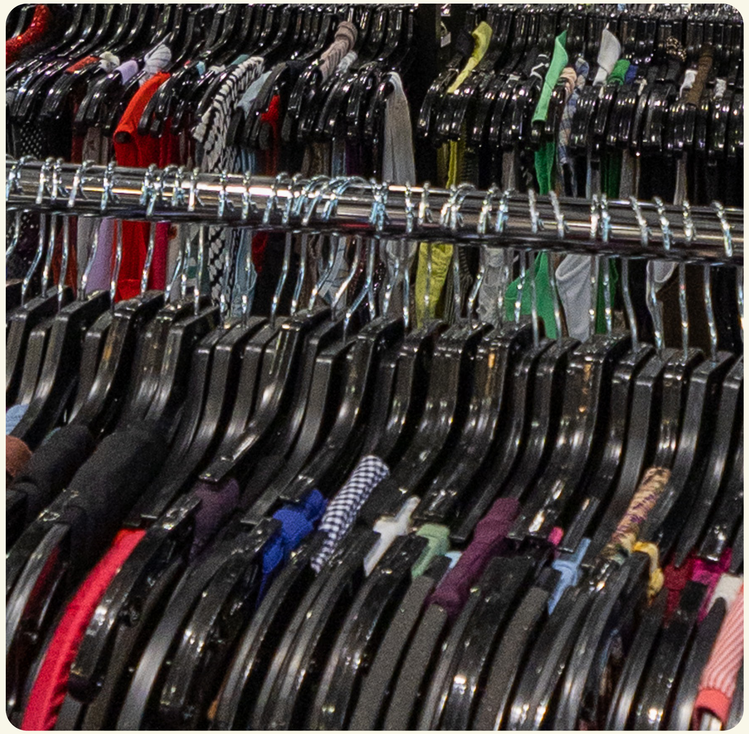


# Procuring recycled materials in our operations

We extend our circularity efforts beyond resale by intentionally procuring materials with recycled content for use in our operations. These sourcing choices help reduce waste and limit reliance on new raw materials.

**Examples include:**

Across all our boutique stores, the hangers we use contain 50% recycled material.



In Canada, we use 100% recycled material poly bags for the crafts, toys, and miscellaneous items we bundle for sale on our grab-bag-wall.




In Australia, each reusable shopping bag is made from six plastic bottles, and each shopping cart is made of 74+ recycled milk bottles.



# Driving the secondhand conversation

As part of our mission to make secondhand second nature, we work to raise awareness of the environmental, social, and community benefits of reuse in culture and fashion. In the U.S., Canada, and Australia, we work closely with our nonprofit partners, industry organizations, policymakers, and local communities to promote the power of reuse and help more people understand the impact of secondhand shopping.

Our nonprofit partners visit our stores to share their mission and help our shoppers understand how donated goods generate funding for their programs while keeping reusable items out of landfill.

To raise awareness of circular fashion, we partnered with Fashion Takes Action, a Canadian sustainable fashion nonprofit, during Montreal Fashion Week.

Together, we supported ReMode, an event that introduced attendees to the 7Rs of fashion—Reduce, Reuse, Repair, Repurpose, Rental, Resale, and Recycle—to demonstrate practical ways to keep textiles in use longer.

In Australia, we participated in the Sydney Film Festival, which highlighted circular fashion in a major cultural setting; and The Social Studio, where shoppers could access a free alteration pop-up service to help extend the life of their clothing.

As awareness of the environmental impact of the textile industry grows, we meet with policymakers and host site tours to share perspectives on textile diversion, reuse, and the circular economy.

These discussions help policymakers better understand the benefits of reuse and the role secondhand retail can play in reducing waste.

# Understanding our emissions

As we grow, we aim to be thoughtful stewards of the resources used across our operations while continuing to serve our communities, support our nonprofit partners, and create value through secondhand retail. Measuring our energy use and GHG emissions helps us better understand our operational footprint, strengthen data quality, and identify opportunities to improve efficiency across our business.

As in previous years, we engaged Accenture to inventory and calculate our 2025 GHG emissions in accordance with the GHG Protocol.

ERM CVS ASSURANCE PROVIDER

ERM Certification and Verification Services (ERM CVS) provided independent limited assurance over our Scope 1 and Scope 2 GHG emissions inventory for calendar year 2025. Additional information regarding the methodologies, reporting boundaries, assumptions, estimation approaches, and assurance scope applicable to our GHG inventory is available in our Basis of Reporting.
See Appendix for the Basis of Reporting, Independent Assurance Statement, SASB Index, and Emissions and Energy Data Table.

Strengthening data quality remains an important focus of our emissions reporting efforts. We prioritize primary data where available and use industry-average factors and spend-based methods when primary data is unavailable.

During 2025, we worked with landlords to obtain actual energy consumption data for additional locations and partnered with HVAC vendors to improve refrigerant data collection across the U.S. and Canada.



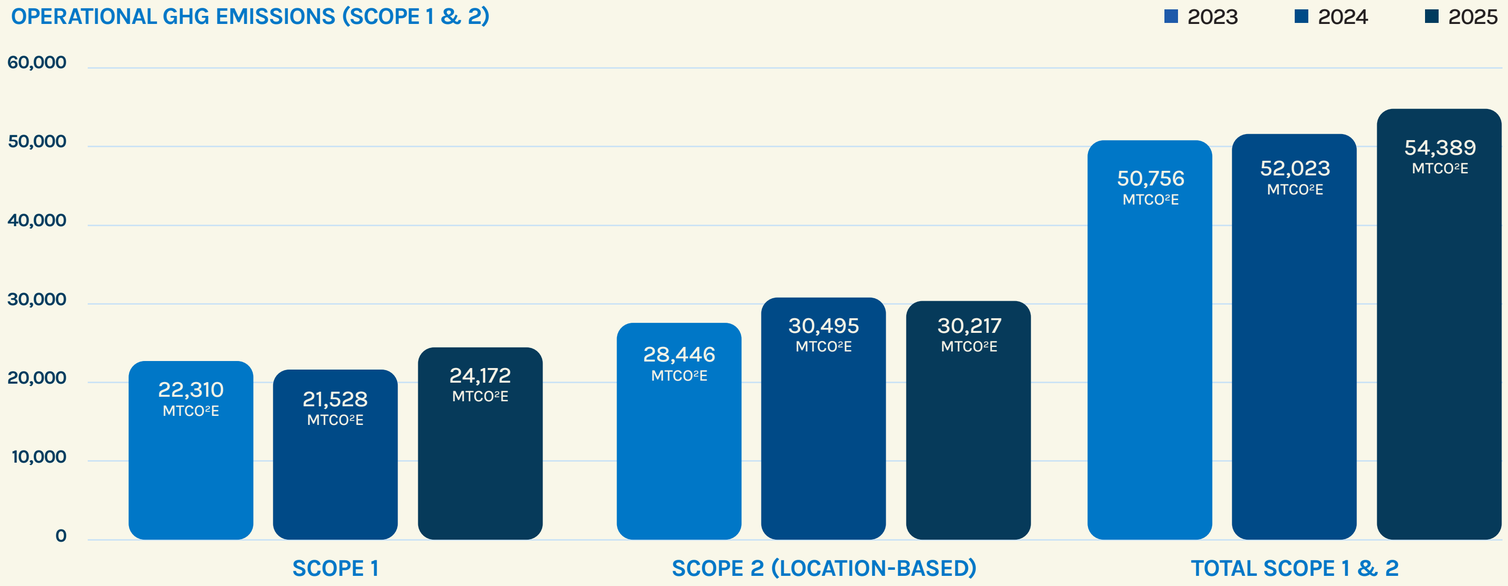
# Scope 1 & Scope 2: Energy & GHG emissions trends

Energy use is a key driver of our operational GHG emissions. Electricity purchased from the grid contributes to Scope 2 emissions, while fuels used for heating, fleet operations, and mobile equipment, along with refrigerant leakage from air conditioning systems, contribute to Scope 1 emissions.

We track our energy use across all our stores, offices, and processing facilities to better understand the relationship between our operating footprint, energy consumption, and emissions profile. Since 2021, we have purchased Renewable Energy Certificates (RECs) to offset electricity consumption at our corporate offices and two largest wholesale distribution centers in Fife, Washington, and Toronto, Ontario.

During calendar year 2025, our **Scope 1 and Scope 2 (location-based) emissions increased by approximately 4.5% compared to calendar year 2024**. Scope 1 emissions were the primary driver of this increase, rising 12% year-over-year due primarily to higher natural gas consumption associated with colder winter weather and increased private fleet mileage. This increase was partially offset by a slight decline in Scope 2 emissions.

During the year, we opened 26 new stores and increased total square footage by approximately 5%. **Our Scope 1 and Scope 2 emissions intensity increased approximately 1.2% year-over-year** to 4.66 mt CO2e per 1,000 square feet. As our business continues to grow, we remain focused on improving energy efficiency and strengthening the quality of the data used to measure and manage our emissions.




## Scope 1

### Direct emissions from sources within our operational control

- Natural gas used for space and water heating
- Fuel used for space heating at attended donation locations
- Gasoline, diesel, and propane used in fleet vehicles and mobile equipment
- Refrigerant leakage from hydrofluorocarbons (HFCs) from air conditioning systems

## Scope 2

### Indirect emissions associated with purchased electricity

- Grid electricity consumption across stores, offices, and processing facilities
- Market-based adjustments associated with REC purchases

## 2025 energy consumption and renewable energy data

| | |
|---|---|
| **Total energy consumed:** | 834,259 GJ |
| **Net electricity usage:**[7] | 446,187 GJ (123,942 MWh) |
| **RECs purchased:** | 3,671 GJ (1,020 MWh) |
| **Percentage offset with RECs:** | 0.4% |

*All emissions, energy, and environmental data are reported on a calendar-year basis (January 1 to December 31) unless otherwise indicated.*

7. Grid consumption minus RECs purchased

# Scope 3: Indirect emissions from our value chain

In addition to our direct operations, we assess selected indirect emissions across our value chain. This helps us understand the emissions generated through activities that support our business, including purchased goods and services, transportation, waste generated in operations, business travel, and team member commuting. **We currently report on eight Scope 3 categories that we identified as most relevant to our business** from those defined by the GHG protocol.

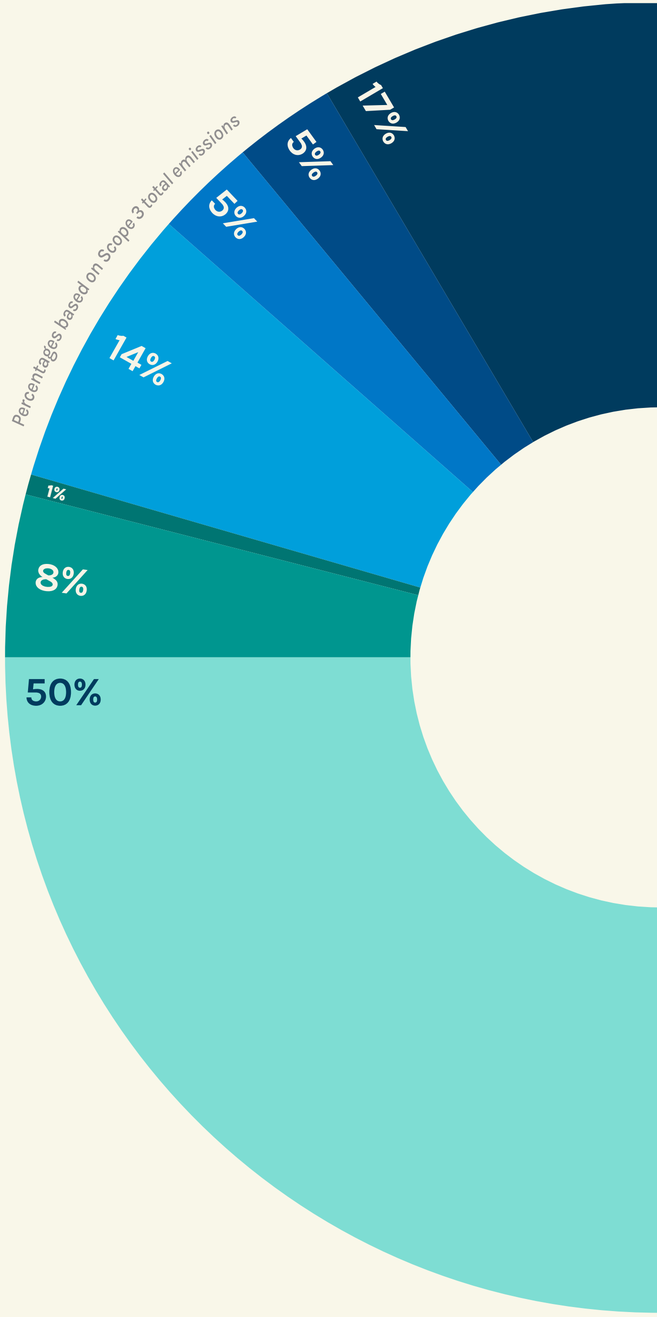
In total, we estimate our Scope 3 emissions for calendar year 2025 to be 206,702 MTCO2e. Downstream transportation and distribution was the largest contributor to our Scope 3 inventory, followed by waste generated in operations and purchased goods and services.

## Scope 3 emissions accounted for approximately **79%** of our enterprise-wide GHG emissions, compared to approximately 90% of traditional apparel retailers.

We believe this difference is influenced by our thrift-based retail model, which relies primarily on locally sourced secondhand goods rather than the production of new merchandise. Emissions associated with Purchased Goods and Services and Capital Goods represented approximately 17% of our Scope 3 emissions inventory in 2025. In contrast, traditional apparel retailers often identify emissions associated with the production of new products as the largest contributor to their value chain emissions.

### 2025 SCOPE 3 EMISSIONS BY CATEGORY[8]

| | |
|---|---|
| **3.1** Purchased goods and services + **3.2** Capital goods | 35,577 |
| **3.3** Fuel and energy related activities | 10,634 |
| **3.4** Upstream transportation and distribution | 9,330 |
| **3.5** Waste generated in operations | 29,938 |
| **3.6** Business travel | 1,510 |
| **3.7** Employee commuting | 15,598 |
| **3.9** Downstream transportation and distribution | 104,117 |
| **Total Scope 3** | **206,702 $MTCO_2e$** |




*All emissions, energy, and environmental data are reported on a calendar-year basis (January 1 to December 31) unless otherwise indicated.*

8. During 2025, we refined methodologies for Employee Commuting (Category 3.7), Waste Generated in Operations (Category 3.5), and Downstream Transportation and Distribution (Category 3.9). Methodology enhancements included the use of employee survey data, a transition to mass-based waste methodology, and the use of estimated ocean shipping routes rather than straight line distances. As a result, certain 2024 Scope 3 emissions were restated to improve year-over-year comparability. See Appendix for additional information.

# Powering our GreenDrop® locations with cleaner energy

Some GreenDrop sites that collect donated items on behalf of our nonprofit partners have different operating requirements than our traditional brick and mortar GreenDrop and Community Donation Center® locations.

As part of our efforts to improve energy efficiency and reduce operational emissions, we have continued transitioning these sites to lower-emission energy sources, including electric and solar-power systems.

**~54%**

of GreenDrop® trailer sites used electric heat in 2025

**~20%**

of GreenDrop® trailer sites used solar power in 2025

## Efficient fleet management

In 2025, we completed implementation of a fleet management platform to improve our visibility into fuel consumption, idling, and fleet operations.

The platform established a baseline for future reporting and will provide data to support efficiency initiatives and emissions management efforts.

# Looking ahead

We continue to evaluate climate-related risks and opportunities as an integral part of our long-term business planning, helping identify capital investments that can increase operational efficiency, reduce costs, and lessen our environmental impact.

By 2027,

## 100+

HVAC units planned to be proactively replaced in the U.S. and CA with newer, more energy-efficient systems

We are also piloting advanced HVAC management technology to help improve visibility into system performance and support more efficient building operations.



# 04

# social

# Our people and culture

Our core values guide how we work together and inform how we serve customers, support nonprofits, and engage with our communities.

## our values

- find a better way
- celebrate uniqueness
- make an impact
- make service count
- do the right thing

# Team member culture, engagement, and inclusion

We strive to create a welcoming and inclusive environment for both our team members and our shoppers. We support team members through ongoing training, development, communication, and engagement initiatives.

Our engagement survey results consistently show that team members who feel respected also report higher levels of engagement. We listen to our team members to better understand their experiences and identify opportunities to strengthen our workplace culture.

We monitor engagement through our annual survey, which includes questions about job satisfaction, manager support, inclusion, and other aspects of the workplace experience. **In 2025, 94% of team members participated in the survey, up three percentage points from 2024**.

Over the last decade, our overall engagement score increased by more than **30%** and remains above the retail industry benchmark, according to an external consultant.[9]

We use survey insights to identify opportunities for improvement across the business, particularly at the store and department level. Managers can tailor their approach based on local feedback to support the team member experience.

Team members have consistently identified respect in the workplace as an important contributor to their experience. In response, we provide training on topics including workplace conduct and harassment prevention. **In 2025, scores on respect in the workplace increased across the business**.

Our scores related to feeling welcomed in the workplace remained strong in 2025. We believe initiatives such as our mental health programming and Inclusion Ambassador program helped support these results (see page 31 for more details).




## Supporting team member engagement through our programs

**Recognition programs:**
Through programs like Make Service Count, Merit Awards, and President's Club, we recognize team members and leaders for exceptional performance, service, leadership, and contributions to the business.

**Celebrating our Purpose and Values:**
Our "Living Our Values" and "I Made a Difference" initiatives highlight team member achievements, community involvement, and other examples of putting our Purpose and Values into action.

**Recognizing service and tenure:**
We celebrate career milestones through tenure-based recognition programs, service awards, and retirement benefits for eligible long-serving team members.

9. According to SMG, our third-party team member engagement consultant, Savers performs above benchmark for the Stores category, which includes retail, limited-service quick restaurants (QSR), limited service fast casual restaurants and full-service casual restaurants.




# Driving inclusion across our operations

We believe team members do their best work when they feel respected, supported, and included.

**Our Inclusion Ambassador program helps us gather feedback, share best practices, and identify opportunities to strengthen engagement and inclusion across our operations.** Regional Ambassador groups, made up of store leaders, district managers, and regional managers, meet quarterly to share ideas, identify opportunities, and raise concerns. Ambassadors then share key updates to store and district teams across the organization.

In 2025, Ambassadors helped shape several initiatives. They identified a need for additional leader-focused mental health support, which led to a training program centered on mental health first aid.

We delivered the training to approximately 1,300 managers across the U.S. and Canada and provided discussion guides to support broader team engagement.

Ambassadors' input drove the expansion of **R U OK? Day**, an Australian mental health awareness initiative, across our global operations.

Their feedback also informed team member culture videos, enhancements to our National Thrift Shop Day content, and the launch of a team merchandise store celebrating team member experiences.

## Team member demographics

**57%**

of U.S. workforce is made up of people with diverse backgrounds and ethnicities

**59%**

of management roles in our stores and corporate operations are held by team members identifying as female in the U.S., CA, and AU

# Talent attraction, development, and retention

Attracting, developing, and retaining talented team members is critical to operating effectively, serving our communities, and supporting long-term business success. We recruit candidates with a wide range of skills and experiences and invest in their development throughout their careers with us.

Our onboarding programs include cross-training opportunities across stores, warehouses, Community Donation Centers®, GreenDrop® locations, and corporate offices. New corporate team members also complete a store and warehouse immersion experience to deepen their understanding of our operations.

**We provide advancement pathways and prioritize internal hiring.** In 2025, we launched a centralized internal job posting platform for Store Support Center roles, resulting in six internal hires in its first year.

**We continued to invest in learning and leadership development across the business.** Savers University, our internal learning platform, offers hundreds of courses that support skill development, career growth, and internal mobility.

Based on Inclusion Ambassador feedback, we added multilingual audio access to training.

During the year, we completed the global rollout of the Savers Management Training (SMT) program for store and warehouse managers and supervisors and continued expanding ASCEND, our two-year leadership development program, which includes over 500 participants across 13 cohorts. We also introduced leadership development resources for managers through HBR Spark, a personalized online learning platform from Harvard Business School.

In 2025, we streamlined training content and enhanced reporting processes to help reduce overdue training and improve completion rates over time.

**63%**
of open salaried management positions filled by internal promotions in U.S. and CA

**48%**
of open salaried management positions filled by internal promotions in AU

**92%**
corporate retention rate for U.S. and CA, up from 88% the prior year

**87%**
corporate retention rate for AU, up from 81% the prior year

**464,000+**
hours of training delivered through Savers University

U.S. **238,300+**

CA **198,400+**

AU **27,300+**

## Team Member Voice

> My time in the ASCEND program greatly expanded my knowledge and leadership skills through hands-on exercises, mentorship, and collaborative problem solving. The program helped me more effectively coach, train, and lead with a purpose.
>
> **Britney Collins**
> Store Manager, Spokane Valley

> ASCEND strengthened my ability to lead with both people and performance in mind. The program enhanced my skills in coaching, situational leadership, performance management, and data-driven decision-making, helping me better support my team, drive results, and develop future leaders.
>
> **Hilton Wishart**
> District Manager, Nova Scotia



# Competitive compensation and benefits

We offer compensation and benefits designed to support team members' health, financial well-being, and overall quality of life. Each year, we benchmark our programs against the market and make adjustments to help meet the needs of our team members.

## Our benefits package, which is available to all full-time team members, includes:

- Bundled health plans such as medical, prescription drug, dental, and vision
- Company-paid life insurance for extra protection and peace of mind
- Programs for smoking cessation, diabetes management coaching, joint health, and on-demand care options
- Retirement savings plan with generous company matching contributions
- A range of mental health resources and services, including support for all team members regardless of insurance enrollment
- Paid time away from work, including vacation, sick leave, and paid holidays
- Commuter benefits in the U.S. to use tax-free money for eligible transit and parking expenses

# Workplace safety

Providing a safe and healthy workplace for our team members remains a top priority. We support this commitment through safety training, clear operating procedures, proactive risk management, and a culture that encourages team members to report injuries, hazards, and near misses.

**In 2025, we enhanced our safety management approach through additional training, updated incident reporting and investigation processes, expanded safety monitoring and reporting capabilities, and additional site inspections and audits**. These efforts help us identify trends, address risks, and support consistent safety practices across our operations.

Our workplace safety program includes chemical management and substitution practices, emergency preparedness and crisis response planning, cross-functional collaboration, and compliance measures to help reduce risks for team members and shoppers.

When an injury occurs, our Risk Management team works closely with the team member, insurers, physicians, and management to support recovery and facilitate a timely return to appropriate work. We respond to reported workplace injury claims within 24 hours.

We record and report all workplace injuries and illnesses in accordance with applicable regulatory requirements. In the United States, we track our Days Away, Restricted, or Transferred (DART) rate, which measures workplace injuries and illnesses that result in lost work time, restricted duties, or job transfers. In 2025, our DART rate was 1.6.

See page 44 for additional information on safety oversight and governance.

## Fostering workplace safety

**100%**

of AU team members received safety training

**>99%**

of U.S. and CA team members received safety training[10]

**58,700+**

safety training hours completed

U.S. **32,800+**

CA **23,300+**

AU **2,600+**

**227,900+**

safety-related courses completed

U.S. **123,900+**

CA **96,700+**

AU **7,300+**

10. Reported participation rates are calculated based on employees required to complete safety training. Safety training is required for all team members except those in corporate and call center roles, which together represented approximately 630 team members, or less than 3% of the workforce, in 2025.

# Giving back to our communities

Beyond our day-to-day operations, we support communities where we operate through charitable giving and local outreach initiatives.

Our contributions help address a range of community needs, including disaster response, mental health, education, and local priorities.

We direct our charitable giving by country, allowing us to respond to local needs while supporting organizations and initiatives that align with our values.

### 2025 grants[11]

**$365,000 USD**
through the Savers Value Village Charitable Giving Fund

**$327,600 CAD**
through the Value Village CA Giving Fund[12]

**$25,000 AUD**
to local nonprofit partners

## Charitable Giving Committee

Our executive-led Charitable Giving Committee oversees our philanthropic giving strategy. In 2025, we supported circular fashion scholarship programs, mental health organizations, disaster response efforts, and many other community needs.

In the U.S. and Canada, our donations are made via donor-advised funds administered by third parties. Savers Australia makes its donations directly.

cauze

## Team member directed giving

Through our charitable giving program, eligible Store Support Center team members and leaders across North America receive a company-funded donation that they can direct to eligible charitable organizations of their choice.

In 2025, team members directed more than **$39,000** in company-funded donations to causes that are meaningful to them, from animal welfare and medical research to environmental and community initiatives.

Any unclaimed donations were allocated to a children's hunger relief organization, one of the top nonprofits chosen by team members as part of this effort.

In 2025, we launched a new giving initiative tied to store growth. Through the program, we provided **25 one-time donations** to the nonprofit partners associated with the newly opened or relocated stores.

### 2025 donations to nonprofit partners in honor of new store openings

U.S. **15** CA **10**




11. In the U.S. and Canada, our donations are made via donor-advised funds administered by third parties. Savers Australia makes its donations directly.
12. Includes funds pledged in 2025 that were paid in 2026.

# Store community outreach

Our store teams are empowered to support local relief efforts and community groups based on local need.

Our stores make one-time and ongoing donations of secondhand goods to community organizations through Get2Give, our in-kind charitable donation program.

In 2025, Get2Give recorded donations

**92,700+ lbs.**

of items from our stores to more than 285 organizations.

## 2025 in-kind donations

| | | |
|---|---|---|
| U.S. | **32,000+ lbs.** donated | **76** Get2Give organizations |
| CA | **54,000+ lbs.** donated | **181** Get2Give organizations |
| AU | **6,700+ lbs.** donated | **28** Get2Give organizations |



### Community impact story

> We have distributed 3,308 coats across the community — more than double what we gave away last year. While the demand is concerning, what made it possible to respond was the unwavering support from Value Village. The generosity of the Get2Give program played a huge role in helping us make sure thousands of people in our community stayed warm this winter. It truly made a difference.

**Michael Graves**
United Way of Lunenburg County

> The partnership we have with Savers has been crucial for us. The clothing that they supply to us helps us serve social agencies throughout St. Louis and support children in our community. In 2025, we served 8,002 children, and Savers' donation of clothing was crucial in helping us fulfill their needs.

**Cassie Luebbers**
Helping Hand Me Downs

# Responsible procurement

Unlike traditional retail models, we purchase nearly all of the secondhand goods sold in our stores from our nonprofit partners.

These purchases provide funding that supports their missions while helping maintain a reliable supply of quality secondhand goods for our shoppers.

Through this model, nonprofit partners receive funding that helps advance their missions, shoppers gain access to affordable secondhand goods, and reusable items remain in use longer.

**How it works:**
The vertically integrated business model

- We accept donations on behalf of a local nonprofit.
- We purchase those donated goods from our nonprofit partners, providing funding that supports their missions and community programs.
- Extending the life of unique secondhand items through reuse.

For more information on this process, see our vertically integrated business model.

**20+ years**

average relationship with our nonprofit partners

**Nearly all**

supply is locally sourced across U.S., CA, and AU

**~$534M**

paid to nonprofit partners (FY 2021 – 2025)

U.S. **$255M+**

CA **$262M+**

AU **$15M+**

*Actual payments were distributed to nonprofit partners in their respective local currencies and converted to USD for reporting purposes using exchange rates from OANDA Currency Converter as of December 31, 2025. Amounts are rounded; therefore, regional figures may not sum precisely to the reported total.*

## Nonprofit partner perspective

> Support from Savers helps underpin our core work: consumer awareness campaigns, clinician education programs, and world-leading research is made possible by partners like Savers who invest in Wounds Australia's mission. Our partnership has enabled us to deliver education to traditionally underserved healthcare professionals in regional and remote communities. Beyond reuse and recycling, the Savers team has been an enthusiastic partner in initiatives such as providing quality footwear to First Nations communities in Alice Springs. We are grateful for their commitment to making a meaningful difference.
>
> **Jeff Antcliff**
> CEO, Wounds Australia

> As Savers' longest-standing nonprofit partner, PARCA has been able to fund their programs to assist adults and children with developmental disabilities for more than 60 years. The Savers PARCA partnership will continue to thrive and fulfill their missions together for years to come.
>
> **Joel Bouza**
> Contributions Director,
> PARCA (Partners & Advocates for Remarkable Children & Adults)

> For over 40 years, our partnership with Value Village has transformed donated clothing and household goods into meaningful support for Canadians living with diabetes. Since 1985, this program has raised over $200 million to fund diabetes research, programs, and services while helping divert billions of pounds of reusable goods from landfill. We are proud of what we have achieved together and look forward to continuing our partnership for years to come.
>
> **Tim D'Souza**
> Interim CEO, National Diabetes Trust

# FUNDrive®

In the U.S. and Canada, our FUNDrive® program provides schools, sports teams, community groups, and other organizations with an easy way to raise funds while promoting reuse.

Participating organizations collect used clothing, shoes, household items, and books and media, then deliver the donated goods to a nearby store location. We purchase the items directly from participating organizations, generating funding they can use to support their programs and priorities.

**Over the past five years**

## $14M+

earned by participating organizations (FY 2021 - 2025)

U.S. **$12.8M**

CA **$1.3M**

In 2025 alone participating organizations earned

## $2.2M+

## 3,500+

FUNDrive® fundraising events held in 2025

We purchased

## 15M+ lbs.

of goods collected through FUNDrive®, helping community organizations generate funding for their causes

**Nonprofit partner perspective**

> We held our first FUNDrive event with Savers in September 2025. We found that collecting donated goods was fairly easy. People are willing to help when it is easy for them! We made $1,400, which we used to help a new all-female Scouting America troop buy start-up gear, including camp stoves, flags and first aid supplies.
>
> **Erin Acosta**
> EJA Outdoors Foundation



*Actual payments were distributed to nonprofit partners in their respective local currencies and converted to USD for reporting purposes using exchange rates from OANDA Currency Converter as of December 31, 2025. Amounts are rounded; therefore, regional figures may not sum precisely to the reported total.*

# 05

# governance

# A message from our General Counsel, Chief Compliance & Chief Sustainability Officer

Building on the environmental and social benefits created through our leadership in the reuse industry, this year we focused on strengthening how we measure, manage, and govern sustainability across our organization.

2025 ESG Program Highlights

- Obtained independent assurance over our Scope 1 and 2 GHG emissions
- Completed our first climate-related risks and opportunities assessment
- Enhanced reporting controls and governance
- Advanced our understanding of Scope 3 emissions across our value chain
- Planned a refresh of our materiality assessment
- Continued our commitment to keeping textiles in use longer through the responsible management of items that are not sold in our stores.

Together, these efforts build on the benefits inherent in our reuse model and strengthen our ability to understand our impact, identify opportunities, and support long-term business resilience.



**Richard Medway**
General Counsel, Chief Compliance & Chief Sustainability Officer

# ESG oversight

Our ESG governance structure establishes oversight, coordination, and accountability for ESG and sustainability-related matters across the business.

**The Nominating, Governance, & Sustainability Committee** oversees ESG strategy and the development and publication of our annual Impact & Sustainability Report.

**The Audit Committee** oversees internal controls, cybersecurity, artificial intelligence, and data privacy, and receives updates from Internal Audit, including its annual review of our Impact & Sustainability Report.

**The Compensation Committee** oversees key aspects of our human capital management including related strategies, policies, and programs.

At the management level, our **ESG Committee** is a cross-functional body composed of leaders from key business functions. The committee sets the direction for our ESG programs, oversees data validation, and supports ESG reporting and disclosures.

Our most recent materiality assessment identified several priority ESG topics:

1. Energy management
2. Workforce
3. Procurement
4. Reuse and recycling

These topics continue to inform our ESG strategy and reporting priorities.

As our business and ESG program have evolved, we plan to complete an updated materiality assessment at the end of 2026 to help inform our future priorities and disclosures.

As part of that process, we will evaluate opportunities to further align future ESG reporting and our strategic priorities.

For more information about our Board, committee structure, director independence, and corporate governance practices, see our annual proxy statement.

# Ethical operations

Savers maintains standards for integrity and ethical conduct across our business.

## Code of Conduct

Our Code of Business Conduct and Ethics outlines our expectations for team members, executive officers, and members of our Board of Directors.

The Code supports compliance with applicable laws and regulations in jurisdictions where we operate.

## Human Rights Policy

Our Human Rights Policy outlines expectations for our operations and supply chain partners with respect to human rights. We comply with applicable laws in the jurisdictions where we operate. We comply with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211).

We verify our policies through audits and reviews, third-party assessments, training, and reporting mechanisms, and supply chain due diligence to help identify, prevent, and mitigate risks related to forced and child labor in our operations and supply chain.

## Critical Minerals

As a retailer of secondhand goods, we do not directly source raw materials or manufacture products and therefore have limited exposure to risks associated with the sourcing of critical minerals.

# Managing our value chain

We manage our value chain to support ethical business practices, maintain strong relationships with our partners, and support our powerful reuse-based business model.

Wholesale buyers undergo review at onboarding and every two years thereafter.

These reviews assess ownership structure, countries of operation, business practices, labor-related disclosures, and compliance with international trade requirements. We maintain policies and procedures to support value chain management and ethical practices.

Our legal team reviews our Vendor Code of Conduct and Wholesale Terms and Conditions annually to ensure they remain aligned with applicable legal and regulatory requirements.

We participate in industry organizations and trade associations, including the Secondary Materials and Recycled Textiles Association (S.M.A.R.T.), to develop policies, share industry perspectives and support responsible reuse practices.

## Our industry memberships include:

- Australian Retail Council
- Canadian Clothing Textile Consortium
- Charitable Reuse Australia
- Ellen MacArthur Foundation
- Fashion Takes Action
- National Retail Federation
- Retail Council of Canada
- S.M.A.R.T.

## Policy and advocacy

We engage in public policy discussions on issues that affect our business, nonprofit partners, shoppers, and the broader reuse sector.

For example, we have advocated for the elimination of consumer-paid sales taxes on secondhand goods to help make secondhand goods more accessible and affordable for consumers.

# Product & operational impact

We prioritize the safety of our team members and customers.

Our General Counsel, Chief Compliance & Chief Sustainability Officer oversees our Safety and Risk team. The Safety and Risk team develops and oversees safety practices and emergency protocols and manages compliance with applicable regulations.

Our Occupational Health & Safety Policy outlines our approach to workplace safety, health and wellness programs, emergency preparedness, hazard identification and control, and legal compliance.

Our Do Not Sell Program identifies items we prohibit from sale in our stores. In addition, our Do Not Accept List identifies items that we do not accept on behalf of our nonprofit partners at our donation centers. Team members follow established procedures when handling prohibited items, recalled products, and materials requiring special handling. Hazardous materials are managed and disposed of in accordance with company procedures and applicable laws, regulations, and local disposal requirements. A list of items we do not accept is available on our website.

For additional information see Workplace safety.



# Data privacy and cybersecurity

We focus on cybersecurity to protect our systems, support our operations, and help safeguard information related to our team members, shoppers, and business partners. Our cybersecurity program includes incident management, business continuity, and disaster recovery planning and aligns with the National Institute of Standards and Technology (NIST) SP 800-53 framework.

Our Security Training and Awareness program includes a monthly security newsletter, phishing simulations, and mandatory information security training. We also conduct annual penetration testing and third-party risk assessments.

Our Cybersecurity Incident Response and Crisis Management Plans guide our response to cybersecurity incidents. Throughout the year, we conduct audits, tabletop exercises, and incident response testing to support compliance with applicable standards and regulations, including Payment Card Industry Data Security Standard (PCI DSS), California Consumer Privacy Act (CCPA), and Sarbanes-Oxley Act (SOX).

We track cybersecurity incidents, including those involving customer Personally Identifiable Information (PII), and apply defined response protocols. Our response plans include communications with our customers, regulators, and investors as appropriate.

We manage data collection, use, retention, and deletion of customer information under defined privacy standards. Our Privacy Policy defines our approach to data collection, usage, and deletion.



# Responsible artificial intelligence use and governance

We use artificial intelligence (AI) tools in limited business applications. We govern AI use across our operations, including potential customer-facing applications, to help ensure it is responsible, ethical, and secure.

Our approach focuses on governance, risk management, data security, privacy, regulatory compliance, and team member training.

Our IT Security and Legal/Privacy teams review and provide guidance on enterprise AI tools used by corporate and field management teams. They assess proposed AI tools, conduct risk assessments, and provide guidance regarding data security, privacy, and regulatory requirements.

Our AI Policy outlines acceptable AI use, including restrictions on deceptive or misleading uses and activities that may infringe on intellectual property rights. The policy advises team members that AI-generated outputs may reflect inherent bias, and that adopted AI tools must comply with applicable laws, regulations, and company requirements, including those related to privacy and information security. We verify compliance with this policy through audits and periodic reviews.

In 2026, we plan to formalize Board-level oversight of AI-related risks by updating our Audit Committee Charter. Savers team members receive training on acceptable AI use through Savers University.

In 2026, we plan to formalize Board-level oversight of AI-related risks by updating our Audit Committee Charter.

Savers team members receive training on acceptable AI use through Savers University.

06

# appendix

# Stakeholder engagement

The following table summarizes our key stakeholder groups and the methods we used to engage with them. Stakeholder feedback helps inform our business practices, ESG priorities, and reporting disclosures.

| Stakeholder | Methods of engagement |
|---|---|
| **Customers** | • Loyalty program<br>• “Voice of the Customer” survey<br>• Nonprofit partner donor survey<br>• Dedicated customer care team<br>• Social media engagement and outreach<br>• Customer reviews |
| **Team members** | • Team member development program<br>• Inclusion Ambassador program<br>• Feedback Forward program<br>• Internal team member recognition programs<br>• Career path planning<br>• Engagement surveys<br>• Town hall meetings with Q&A |
| **Nonprofit partners** | • Individual account relationship management via an executive-led team<br>• Store outreach<br>• Ongoing dialogues about our collaborative growth strategy<br>• Participation in select community events and campaigns that are aligned with our business and help advance their mission<br>• Store events and some community events through stores’ Community Outreach Program |
| **Value chain peers** | • Secondary Materials and Recycled Textiles Association<br>• National Retail Federation<br>• Retail Council of Canada<br>• Canadian Circular Textiles Consortium<br>• Fashion Takes Action<br>• Individual account relationship management with wholesalers, graders, and material processors<br>• Wholesale compliance program<br>• Australian Retail Council<br>• Charitable Reuse Australia |
| **Investors** | • Press releases<br>• Quarterly public earnings calls<br>• Investor conferences and non-deal roadshows<br>• In-person and virtual meetings<br>• Store, distribution, and recycling facility tours and meetings |

# Emissions and energy data table

The following tables provide detailed GHG emissions and energy consumption data for 2023 through 2025 calendar years. Metrics are reported in accordance with the Greenhouse Gas Protocol and support the environmental performance information discussed throughout this report. Additional information regarding methodologies, assumptions, organizational boundaries, and calculation approaches is available in our Basis of Reporting.

| GHG emissions by scope (MTCO2e, unless otherwise stated) | | | |
|---|---|---|---|
| **GHG emissions category** | **2025** | **2024** | **2023** |
| **Scope 1** | 24,172 | 21,528 | 22,310 |
| **Scope 2: Location- based** | 30,217 | 30,495 | 28,446 |
| **Scope 2: Market-based** | 31,203 | 31,852 | 29,398 |
| **Total Scopes 1 & 2** | Location-based: 54,389 / Market-based: 55,375 | Location-based: 52,023 / Market-based: 53,379 | Location-based: 50,756 / Market-based: 51,708 |
| **GHG intensity (MTCO2e per 1,000 square feet)** | | | |
| **Total Scope 1&2: Location-based** | 4.66 | 4.60 | 5.03 |
| **Energy consumption by source** | | | |
| **Electricity** | 123,942 MWh / 446,187 GJ | 121,120 MWh / 436,029 GJ | 109,457 MWh / 394,044 GJ |
| **Natural gas** | 81,962 MWh / 295,062 GJ | 73,611 MWh / 264,999 GJ | 70,342 MWh / 253,231 GJ |
| **Other sources** | 25,837 MWh/ 93,013 GJ | 22,331 MWh / 80,390 GJ | 28,376 MWh / 102,152 GJ |
| **Total** | 231,741 MWh / 834,259 GJ | 217,062 MWh / 781,416 GJ | 208,174 MWh / 749,427 GJ |

# Conversion and equivalencies reference table

The following metric conversions are provided for reference. The values were calculated using standard conversion factors and rounded for presentation purposes; minor differences may occur due to rounding.

## Selected metric conversions for environmental and community impact data

| Processing & diversion | | IMPERIAL | METRIC |
|---|---|---|---|
| P16 | Reusable secondhand goods processed (FY2025) | **1.1 B lbs.** | **~499M kg.** |
| | U.S. | 606 M | 275 M |
| | CA | 468 M | 212 M |
| | AU | 37 M | 16.8 M |
| P18 | Reusable goods diverted from landfills (FY2021 - FY2025) | **3.6 B+ lbs.** | **1.63 B+ kg.** |
| | U.S. | 1.9 B | |
| | CA | 1.6 B | 708 M |
| | AU | 95 M | 41 M |

| Avoided landfill impact of items sold to thrifters (FY2025) | | IMPERIAL | METRIC |
|---|---|---|---|
| P17 | Textiles diverted | | |
| | **Combined** | **404.6 M lbs.** | **183 M kg.** |
| | CO2e prevented | | |
| | **Combined** | **3.5 B lbs.** | **1.6 B kg.** |
| | U.S. | 2.0 B | 907.2 M |
| | CA | 1.5 B | 678.7 M |
| | Water conserved | | |
| | **Combined** | **41.8 B gallons** | **158.3 B litres** |

| Amounts paid to our nonprofit partners (FY2021 - FY2025) | | | | |
|---|---|---|---|---|
| P37 | | US | CA | AU |
| | **Total** | **$534M+ USD** | **$731M+ CAD** | **$798M+ AUD** |
| | Paid to nonprofit partners (U.S.) | $255M+ USD | | |
| | Paid to nonprofit partners (CA) | $262M+ USD | $353M+ CAD | |
| | Paid to nonprofit partners (AU) | $15M+ USD | | $22M+ AUD |

| Reuse & recycling (CY2025) | | IMPERIAL | METRIC |
|---|---|---|---|
| P19 | Cardboard recycled | **17.9 M lbs.** | **8.1 M kg.** |
| | U.S. | 6.9 M | 3.1 M |
| | CA | 10.2 M | 4.6 M |
| | AU | 774,000 | 351,000 |
| | Metal diverted | **20.5 M lbs.** | **9.3 M kg.** |
| | U.S. | 8.7 M | 3.9 M |
| | CA | 11.6 M | 5.3 M |
| | AU | 261,000 | 118,300 |
| | Copper recycled | **2.5 M lbs.** | **1.1 M kg.** |
| | U.S. | 1.1 M | 0.5 M |
| | CA | 1.3 M | 0.6 M |
| | AU | 26,000 | 11,800 |
| | E-waste recycled | **12.9 M lbs.** | **4.9 M kg.** |
| | U.S. | 6 M | 2.7 M |
| | CA | 6.8 M | 3.1 M |
| | AU | 187,400 | 85,020 |
| | Hard Plastic diverted | **2.6 M lbs.** | **1.2 M kg.** |
| | U.S. | 1.1 M | 484,000 |
| | CA | 1.5 M | 679,000 |

| FUNDrive® fundraising (FY2025) | | IMPERIAL | METRIC |
|---|---|---|---|
| P38 | Goods collected | **15 M lbs.** | **6.8 M kg.** |
| | U.S. | 13 M | 5.9 M |
| | CA | 2 M | 0.9 M |
| | Funds earned | **$2.2 M USD** | |
| | U.S. | $2 M USD | |
| | CA | $300,000 CAD | |
| | Events held | **3,500 events** | |
| | U.S. | 2,900 | |
| | CA | 600 | |

*Actual payments were distributed to entities in their respective local currencies and converted to USD for reporting purposes using exchange rates from OANDA Currency Converter as of December 31, 2025.*

# Supporting the United Nations Sustainable Development Goals

Our business model aligns with four United Nations Sustainable Development Goals (U.N. SDGs).

## #8
## Decent work and economic growth

We purchase donated goods from our nonprofit partners, providing them with funding to support their missions, while creating jobs and offering affordable secondhand goods in the communities we serve. In 2025, we expanded our retail footprint by opening 26 new stores.

The impact of our stores extends beyond our own operations. Based on independent analysis conducted by the accounting firm, MNP LLP using fiscal 2025 operating data, a typical U.S. Savers store was estimated to generate approximately $11.6 million in economic output, $7.8 million in gross domestic product (GDP), 110 jobs, and $1.2 million in tax revenue annually (figures presented in USD). A typical Canadian Value Village store was expected to generate $7.7 million in economic output, $5.4 million in GDP, 67 jobs, and $1.1 million in tax revenue annually (figures presented in CAD).

We prioritize leadership development for our team members and offer pathways for internal promotion. Our two-year ASCEND program helps current store leaders build the skills and experience needed for higher levels of leadership and included over 500 participants in 13 cohorts across Canada and the western U.S. in 2025.

## #12
## Responsible consumption and production

Our sourcing and supply chain management model is rooted in keeping usable goods in circulation longer. In 2025, we processed approximately 1.1 billion pounds of secondhand goods, purchased secondhand donated items from our nonprofit partners, and offered them for sale to local consumers to help extend their useful life.

When items are not sold or are unsuitable for sale at retail, we seek opportunities to keep them in use by directing suitable goods to our wholesale, reuse, and recycling channels. We also recover and recycle a variety of materials through dedicated diversion programs, helping divert reusable goods and other materials from landfill.

## #13
## Climate action

Our thrift-based retail model and local sourcing approach help reduce reliance on the production and transportation of new goods, resulting in a comparatively lower value chain emissions profile than is typical of traditional apparel retail. When items remain unsold at retail, we seek opportunities to extend their useful life through our wholesale and other reuse channels.

We also work to reduce emissions across our operations by investing in energy-efficient equipment and facilities, increasing our use of lower-emission energy sources, and continuing efforts to electrify certain aspects of our operations. In early 2026, we completed our first climate-related risks and opportunities assessment as part of our ongoing efforts to better understand how climate-related factors could affect our business over time.

## #17
## Partnerships for the goals

We have long-standing relationships with the nonprofits from which we purchase secondhand goods. Averaging approximately 20 years, these partnerships help fund nonprofit missions, make affordable quality secondhand items available to shoppers, and keep reusable items in circulation longer.

In 2025, we launched a new charitable giving initiative that celebrates each new store opening with a donation to the nonprofit partner associated with that location, connecting our growth with community impact.

## SASB Index

We have prepared this report with reference to the Sustainability Accounting Standards Board (SASB) standards for Multiline and Specialty Retailers & Distributors. The following index summarizes our disclosure against applicable SASB accounting metrics and identifies where additional information may be found in this report.

# Activity metrics

| SASB Code | Activity Metric | 2025 Response |
|---|---|---|
| CG-MR-000.A | Number of (1) retail locations and (2) distribution | (1) 367 stores (as of January 3, 2026).<br>(2) 17 distribution locations: three wholesale distribution centers (2 U.S., 1 CA), eight processing warehouses (2 U.S., 3 CA, 3 AU), and six centralized processing centers (3 U.S., and 3 CA). |
| CG-MR-000.B | Total area of (1) retail space and (2) distribution | (1) The total area of retail square feet is 7.4 million for the U.S., CA, and AU, with an average retail square footage of approximately 20,100 per store.<br>(2) The average square footage of the 17 distribution locations is approximately 50,000 square feet. |

## SASB Index

# Energy management in retail and distribution

| SASB Code | Activity Metric | 2025 | 2024 | 2023 |
|---|---|---|---|---|
| CG-MR-130A.1 | (1) Total energy consumed | 834,259 GJ | 781,416 GJ | 749,427 GJ |
| | (2) Percentage grid electricity | 53.3% grid electricity | 55.6% grid electricity | 52.6% grid electricity |
| | (3) Percentage renewable | 0.4% renewable<br>REC purchases offset 0.8% of grid electricity consumption | 0.5% renewable<br>REC purchases offset 0.8% of grid electricity consumption | 0.5% renewable<br>REC purchases offset 1.0% of grid electricity consumption |

## SASB Index

# Data security

| SASB Code | Activity Metric | 2025 Response |
|---|---|---|
| CG-MR-230A.1 | Description of approach to identifying and addressing data security risks. | See page 45. |
| CG-MR-230A.2 | (1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of customers affected | Any material data breaches will be disclosed in the required regulatory filings. |

## SASB Index

# Labor practices

| SASB Code | Activity Metric | 2025 Response |
|---|---|---|
| CG-MR-310A.1 | (1) Average hourly wage and (2) percentage of in-store and distribution center employees earning minimum wage, by region | Not disclosed. |
| CG-MR-310A.2 | (1) Voluntary and (2) involuntary turnover rate for in-store and distribution center employees | Not disclosed. |
| CG-MR-310A.3 | 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, if any, will be disclosed in the company's annual report and quarterly financial filings (i.e., Forms 10-K and 10-Q). |

## SASB Index

# Workforce diversity and inclusion

| SASB Code | Activity Metric | 2025 Response |
|---|---|---|
| CG-MR-330A.1 | Percentage of (1) gender and (2) diversity group representation for management, non-executive management and all other employees | (1) 59% of management roles in our stores and corporate operations are held by team members identifying as female in the U.S., CA, and AU.<br>(2) 57% of U.S. workforce is made up of people with diverse backgrounds and ethnicities. |
| CG-MR-330A.2 | Total amount of monetary loss as a result of legal proceedings associated with employee 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). |

## SASB Index

# Product sourcing, packaging, and marketing

| SASB Code | Activity Metric | 2025 Response |
|---|---|---|
| CG-MR-410A.1 | 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 1.1 billion pounds of secondhand items in FY 2025), it is not commercially feasible for us to determine if any product certifications apply to any individual items. |
| CG-MR-410A.2 | 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 donation center locations. 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 Materials Program. |
| CG-MR-410A.3 | Discussion of strategies to reduce the environmental impact of packaging | Our 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 checkout in 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. |

## Reporting methodology and assurance

# Economic and environmental impact study

The economic and environmental impact estimates discussed in the Economic & Environmental Impact Study section of this report were derived from separate studies prepared by MNP for Savers in the United States and Value Village in Canada using fiscal year 2025 operational data. These studies estimated the economic activity supported by operations and the potential environmental benefits associated with diverting textiles through reuse and repurposing.

**Economic Impacts:**
MNP estimated the economic impacts of the Company's operations using input-output modeling. For U.S. operations, MNP applied Regional Input-Output Modeling System (RIMS II) multipliers published by the U.S. Bureau of Economic Analysis. For Canadian operations, MNP applied Statistics Canada input-output multipliers. The analysis was based on fiscal year 2025 operating data provided by the Company, including revenue, expenditures, employment, and taxes. Economic impacts include direct, indirect, and induced impacts on economic output, GDP, employment, and tax revenue. For retail operations such as Savers and Value Village, output is measured on a margin basis, reflecting revenue less payments made to nonprofit partners for donated goods. Tax revenue estimates are based on effective tax rates and should be considered approximate.

**Environmental Impacts:**
MNP estimated the environmental benefits associated with diverting textiles from the waste stream through reuse and repurposing. The analysis assumes that textiles diverted through the Company's business model displace the production of an equivalent quantity of new textiles. In 2025, Savers and Value Village diverted approximately 829.2 million pounds (376,134 tonnes) of material from the waste stream, of which approximately 404.6 million pounds (184,000 tonnes) consisted of clothing and other textiles.

Because detailed fiber composition data were not available, MNP used global fiber production data from Textile Exchange and industry benchmarks for cotton and synthetic fibers to estimate avoided GHG emissions and water use associated with reduced textile production. These estimates are intended to illustrate the potential environmental benefits of the reuse-based business model at Savers and should be considered directional rather than directly measured impacts.

## Reporting methodology and assurance

# GHG methodology updates and restatements

During 2025, we refined methodologies for both our operational (Scope 1 & Scope 2) and value chain (Scope 3) emissions inventory. Our GHG emissions are reported using the operational control approach outlined in the GHG Protocol Corporate Standard and were calculated in accordance with GHG Protocol.

For our operational emissions, improved portfolio square footage data became available during our inventory process. Following evaluation, the impact on previously reported emissions and emissions intensity metrics were determined to be immaterial, and no prior year Scope 1 or Scope 2 data was restated.

For our value chain emissions inventory, we refined methodologies for Employee commuting (Category 3.7), Waste Generated in Operations (Category 3.5), and Downstream Transportation and Distribution (Category 3.9). Methodology enhancements included the use of employee survey data, a transition to a fully mass-based waste methodology, and the use of estimated ocean shipping routes rather than straight-line distances.

As a result, we are choosing to restate CY2024 emissions to enhance a more comparable Year-over-Year view. This restatement includes revisions to the metrics reported for Waste Generated in Operations and Downstream Transportation & Distribution.

### Scope 1 & 2 GHG Emissions (Metric Tons CO2e)

| | 2025 | | 2024 | | 2023 | |
|---|---|---|---|---|---|---|
| | Location-Based | Market-Based | Location-Based | Market-Based | Location-Based | Market-Based |
| Scope 1 | 24,172 | 24,172 | 21,528 | 21,528 | 22,310 | 22,310 |
| Scope 2: | 30,217 | 31,203 | 30,495 | 31,852 | 28,446 | 29,398 |
| Total | 54,389 | 55,375 | 52,023 | 53,379 | 50,756 | 51,708 |

### Scope 3 GHG Emissions (Metric Tons CO2e)

| Category | 2024 Original | 2024 Restated |
|---|---|---|
| 3.1 Purchased Goods & Services | 33,204 | 33,204 |
| 3.2 Capital Goods | 8,437 | 8,437 |
| 3.3 Fuel- and Energy-Related Activities | 10,179 | 10,179 |
| 3.4 Upstream Transportation & Distribution | 10,351 | 10,351 |
| 3.5 Waste Generated in Operations | 34,424 | 30,031 |
| 3.6 Business Travel | 1,361 | 1,361 |
| 3.7 Employee Commuting | 19,135 | 19,135 |
| 3.9 Downstream Transportation & Distribution | 58,894 | 94,535 |
| Total | **175,985** | **207,233** |

### GHG Intensity Metrics

| | 2025 | 2024 | 2023 |
|---|---|---|---|
| Total Scope 1 + 2 (Market-Based) MT CO2e per 1,000 Sq Ft | 4.74 | 4.72 | 5.12 |
| Total Scope 1 + 2 (Location-Based) MT CO2e per 1,000 Sq Ft | 4.66 | 4.60 | 5.03 |

*All emissions, energy, and environmental data are reported on a calendar-year basis (January 1 to December 31) unless otherwise indicated.*

## Reporting methodology and assurance

# Additional resources

### Independent Assurance of Scope 1 & 2

ERM Certification and Verification Services (ERM CVS) provided independent limited assurance over selected Scope 1 and Scope 2 GHG emissions metrics for calendar year 2025.

Savers Value Village Limited Assurance Report

### Basis of Reporting Scope 1 & Scope 2 GHG Methodology

The Basis of Reporting describes the methodologies, organizational boundaries, assumptions, estimation approaches, data sources, and emission factors used to prepare our Scope 1 & Scope 2 GHG emissions inventory.

Certain prior-year emissions data may have been recalculated to reflect improvements in data quality, methodology updates, and availability of data. Where material, prior-period metrics have been restated to improve comparability across reporting periods.

Basis of Reporting

### Climate-Related Risks & Opportunities Report

To better understand how climate-related factors could affect our business, we completed our first climate-related risks and opportunities assessment in 2026 and published a standalone Climate-Related Risks & Opportunities Report.

Using the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) as a guide, the assessment evaluated potential physical and transition-related climate risks and opportunities across our operations, facilities, and value chain under multiple climate scenarios and time horizons. Areas evaluated included potential impacts associated with extreme weather events, changes in energy costs, evolving regulatory requirements, and opportunities related to operational efficiency and the continued growth of circular and reuse-based business models.

The assessment enhanced our understanding of how climate-related factors could affect our business over time and now informs our broader enterprise risk management processes. Our Climate-Related Risks & Opportunities Report provides additional information regarding our governance, strategy, risk management approach, and assessment methodology.

Climate-Related Risks & Opportunities Report

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