Shaping a Circular Future: Our 2025 Report

vestiairecollective.com

Vestiaire Collective

Executive summary

Vestiaire Collective's 2025 Impact Report celebrates the launch of first-of-their-kind carbon avoidance credits, unlocking a new climate finance tool for the circular fashion industry.

1

Proving sustainability pays.

We've monetized avoided environmental impact through carbon avoidance credits, proving circular fashion can generate both climate benefits and new revenue.

2

The planet benefits when consumers choose pre-loved.

Shopping on Vestiaire Collective reduces your carbon footprint up to 10x compared to buying new.

3

Growth doesn't have to come at a cost.

We continue to reduce our carbon emissions while widening our net positive climate impact, year after year.

4

Our model tackles overconsumption head-on.

87% of orders on our platform prevent a first-hand purchase, and only 12% of sellers use their sale proceeds to buy new pieces.

5

Secondhand is the first choice.

50% of users now search Vestiaire Collective first when they need new clothes.

6

Using influence for good.

Our first ever influencer education program empowered participants to use their reach to inspire more conscious consumption.

7

Gender equality is a continuous journey.

Women in our leadership roles grew from 32% to 43% in two years. Next, we're committing to changing the narrative for women in tech.

8

Inclusion drives our mission.

We co-created a thorough disability inclusion policy with our employees to ensure workplace equality for all.

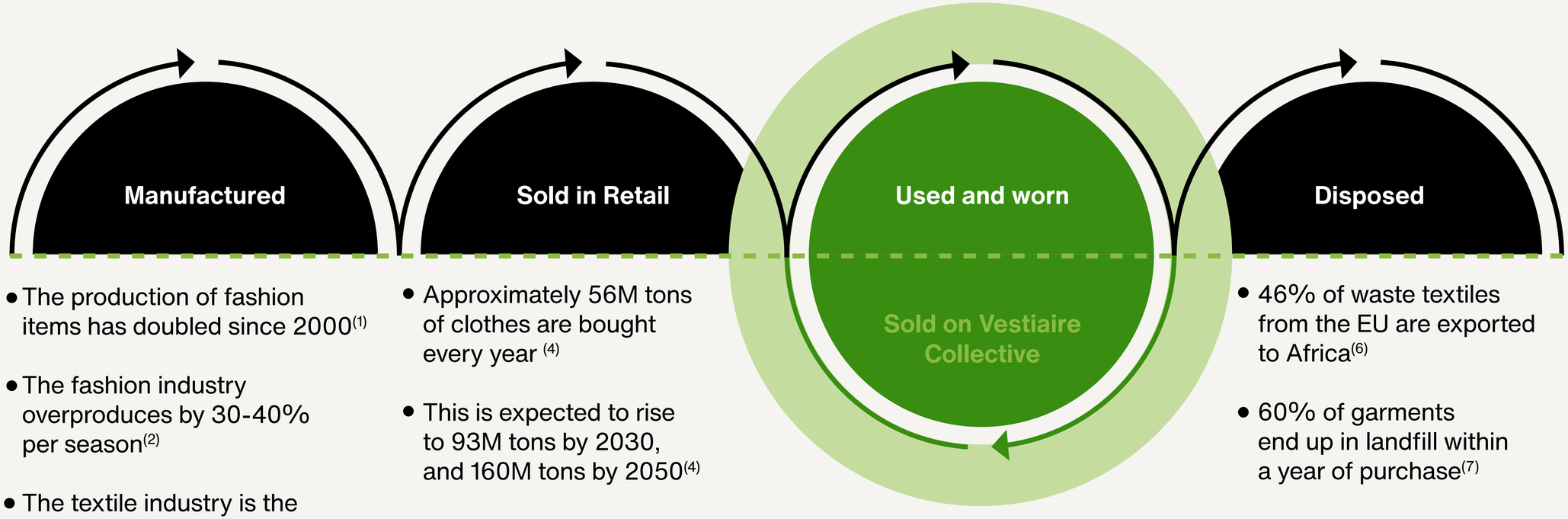
Refer to the Appendix for a detailed description of the environmental impact methodology used throughout this report and the results of our 2025 Consumer Survey.

We have a clear mission:

To transform the **fashion industry** for a more **sustainable future** by **empowering** our community to consume more **responsibly**.

V.

Vestiaire Collective: a circular business model



- The production of fashion items has doubled since 2000[1]
- The fashion industry overproduces by 30-40% per season[2]
- The textile industry is the third most polluting on the planet[3]

- Approximately 56M tons of clothes are bought every year [4]
- This is expected to rise to 93M tons by 2030, and 160M tons by 2050[4]
- More than two tons of clothing are bought each minute in the UK, more than any other country in Europe[5]

- **Extend the life of an item**
- **90% environmental impact saved**
- **87% of purchases on Vestiaire Collective replace a first-hand purchase**

- 46% of waste textiles from the EU are exported to Africa[6]
- 60% of garments end up in landfill within a year of purchase[7]

● Linear fashion model
● Vestiaire Collective circular business model

Fashion disaster: textile production's impact

In **2020**, textile production had the **third highest impact** on water, and the **fifth highest** GHG emissions.

The production of new clothes makes the most significant contribution to fashion's environmental footprint. For a first-hand item, a large amount of water is used to grow the raw materials - either to water the crops that form the plant fibers or that produce the feed for livestock that are used for animal products. **20% of industrial water pollution** is caused by the dying and treatment of textiles.

Choosing Vestiaire Collective instead of buying new helps reduce the negative impact on the planet, shaping a more sustainable future for fashion.

It's not just about the environment...

The textile industry harms **people**, as well as **planet**.

To ensure cheap prices, many in the textile industry work in conditions similar to slavery. **More than 90%** of workers in the global garment industry have no possibility of negotiating their wages or working conditions, and so are unable to claim a fair share of the value they generate.

And it's not just a labor issue. This intersects with **social justice issues** like gender inequality and poverty too. Women, in particular, are disproportionately impacted by the fast fashion industry, as they make up the majority of the low-wage garment workforce.

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Environmental Impact

A collective that benefits the planet.

1 2 3 4

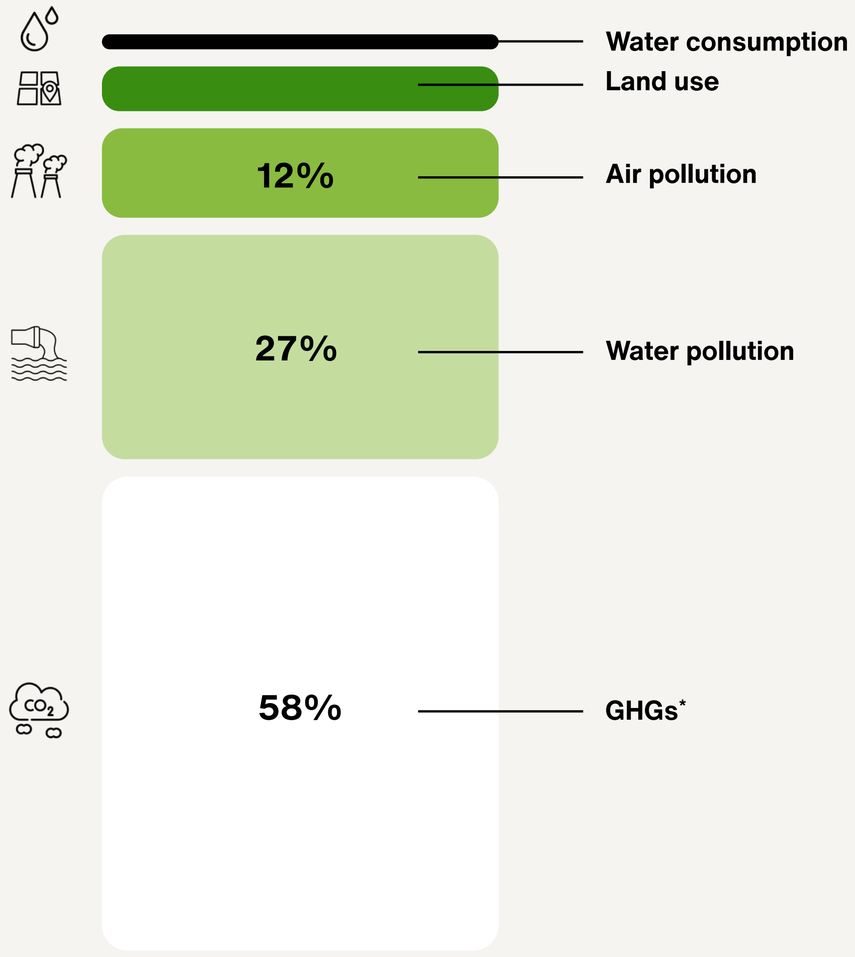
Understanding our impact

Implementing an ambitious climate strategy is an essential part of our mission to transform the future of the fashion industry.

Based on our lifecycle analysis (LCA) study, we know that **GHG emissions are the largest contributor to our environmental impact**, making up 58% of our total impact.

That's why our environmental strategy is focused on **reducing our carbon intensity in line with climate science requirements.**

As a 100% circular company, we also **avoid the environmental impact that comes with buying new.** With that in mind, the second pillar of our climate strategy focuses on **maximizing our avoided emissions** as we continue to encourage our Collective to shop preloved.



Our environmental impact

* GHGs: Greenhouse gas emissions

Measuring our carbon footprint

Why is our carbon footprint important?

No matter how positive our net impact is, our activity inevitably emits carbon. In order to reduce these emissions as much as we can, first we need to measure them.

How do we measure our carbon footprint?

We follow recognized methodologies to ensure our measurements are exhaustive and transparent.

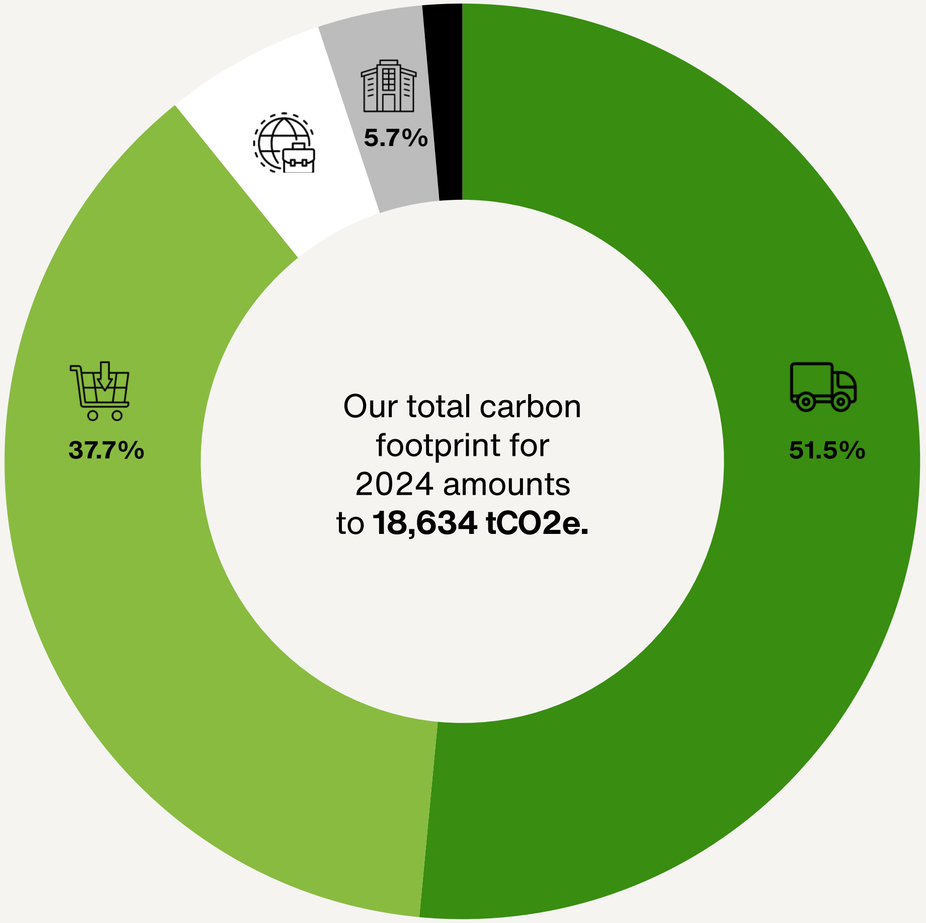
Scope 1, 2, and 3 emissions are measured following the principles of the GHG Protocol Corporate Standard.

Our scope 1 and 2 emissions represent **1% of our carbon footprint**. They're a mix of direct emissions from our business operations and indirect emissions from electricity and heating. We have more stringent requirements for these emissions as they're under our control and we can act on them directly.

Our scope 3 emissions account for **99% of our carbon footprint**. They encompass all other indirect emissions that occur in our value chain, including deliveries to consumers, travel and commuting, hosting our website, and more. Scope 3 emissions are harder to tackle, as we're dependent on the behavior of suppliers, customers, and other stakeholders.

Key takeaways

- The majority of our emissions are indirect.
- Transport accounts for almost half of our carbon footprint.
- Purchasing goods and services accounts for 40% of our carbon footprint, mainly relating to IT and marketing.



SCOPES 1 & 2

SCOPE 3

- Transportation of sold products
- Purchase of goods and services
- Business travels and commuting
- Other indirect emissions

We’re on track to hit our SBTi targets

In November 2023, our emissions reduction targets were approved by

SCIENCE BASED TARGETS

What does SBTi mean?

SBTi stands for Science Based Targets initiative, the only recognized external certification for climate trajectories.

This certification gives us external recognition that our emissions reduction targets are ambitious enough and in line with the latest climate science.

Our targets & status

30% reduction of our absolute scope 1 and 2 emissions by 2027 vs. 2022

On track

- Use of renewable electricity in our Paris and Tourcoing offices
- Energy efficiency measures implemented in all our warehouses

40% reduction of our scope 3 carbon intensity per unit value added by 2027 vs. 2022

On track

Decrease linked to the reduction in our absolute carbon emissions and business growth

70% of our suppliers (by emissions) will have SBTi targets by 2027

On track

Several of our top suppliers, especially carriers, have targets validated by the SBTi or have committed to submit their targets within 2 years

Reducing our carbon intensity

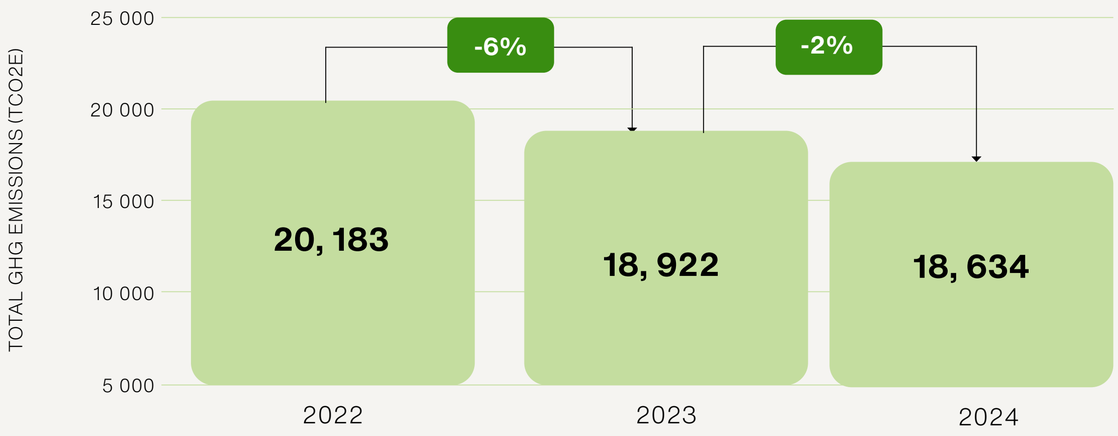
Now that we have clear targets validated by the SBTi, we have to deliver on them

We need to keep up our efforts to increase the share of local transactions, decarbonize transport by transitioning from air to road, improve our packaging, optimize our energy use, and more.

We're proud to say that in 2024, for the second year in a row, we've managed to reduce not only our carbon intensity, but also our absolute emissions by 2%. That's a huge step given the fact that we're a growing business.

Keep reading to find out how we did it...

Evolution of our GHG emissions



Reducing the impact of delivering sold products

Most of our **GHG emissions** come from the transportation of products.
To combat this, we’ve implemented **key actions** to improve the efficiency of our transport and logistics:

Keeping it local

Building resilient local markets is a key component of our sustainability and business vision, as it allows us to reduce our reliance on air freight and mitigate exposure to geopolitical disruptions that threaten global supply chains. While this is a challenge in the context of international expansion, with our network of warehouses in France, the UK, the US, and Hong Kong, we’re now able to prioritize local-to-local shipping in each of our key regions.

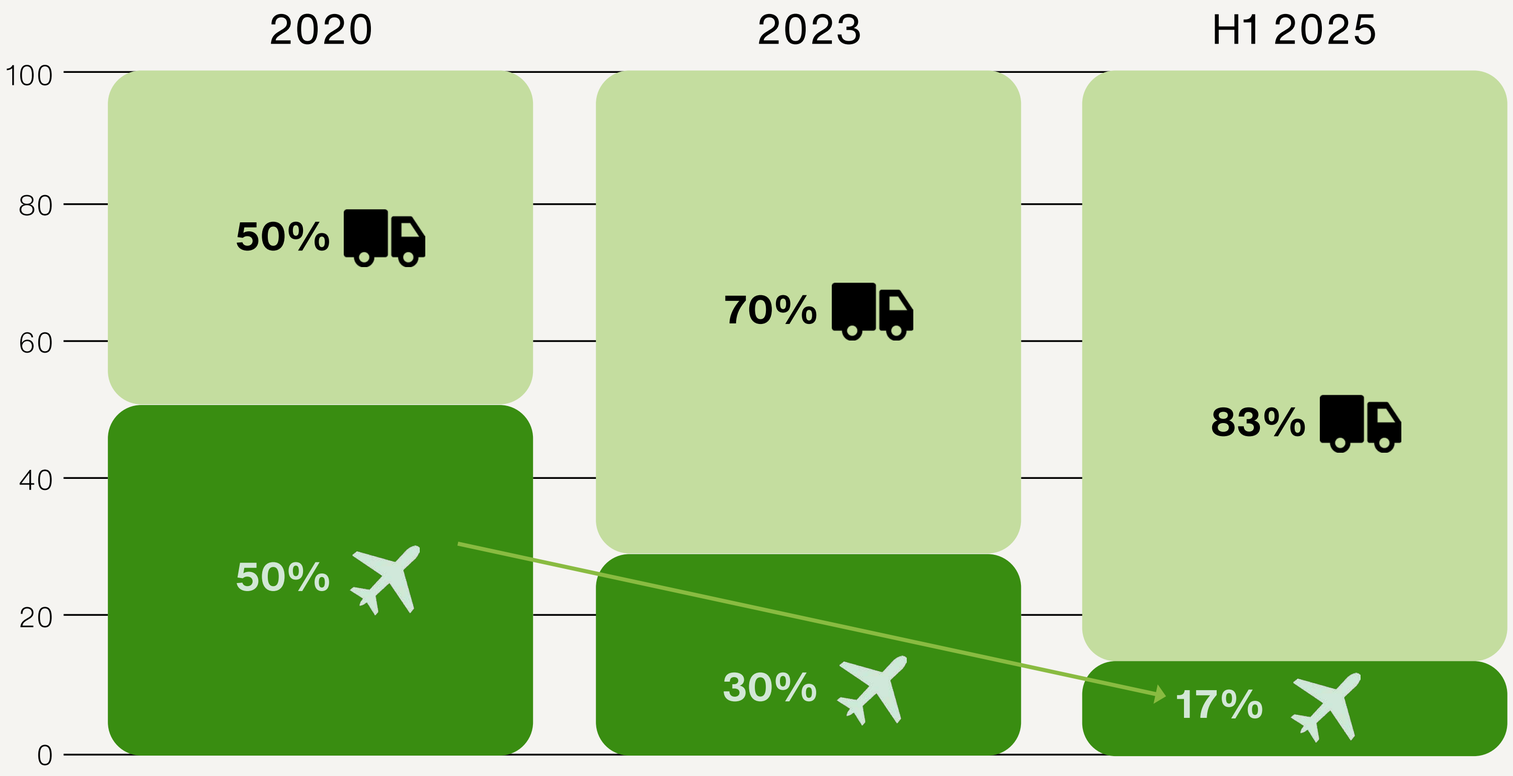
Taking it on the road

Over the last four years, we’ve successfully cut down the use of air transport for orders and replaced it with road transport, reducing the overall share of air freight to 17% in H1 2025 (vs. 31% as of December 2023 and down from 50% in 2020). This was achieved by negotiating with big carriers and continuously shifting volumes towards local road carriers.

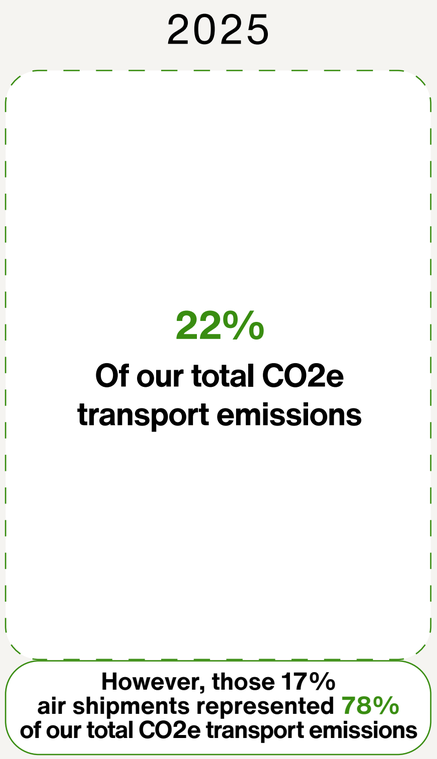
Promoting direct shipping

We’ve increased the ratio of users who ship items directly to each other. This means fewer journeys and lower distances to deliver parcels from buyer to seller. As of 2024, more than 66% of items are shipped directly to buyers, compared with 48% in 2020.

Air transport is a small part of our business, with a big impact...



The way we ship our packages
Share of air vs. road shipments



The impact of shipping our packages
Share of air vs. road transport CO2 emissions

Reducing the impact of our packaging

We know that packaging often results in a lot of unnecessary waste, as well as the use of plastics and virgin materials, so we've taken steps to improve ours:

Designing thoughtfully

Our cardboard boxes are **designed to be used several times**, and we encourage our Collective to reuse them for their next sale. We don't go in for excess packaging either, and only ship fragile items and those missing their original packaging in our pouches. This figure sits at ~10% today, down from 50% in 2019.

Saying no to virgin materials

We **phased out virgin plastic from our packaging** and revamped it completely in 2021 so that it's now recycled, reusable, and recyclable. Today, our packaging materials are **98% recyclable with 63% being made with recycled, organic or bio-sourced materials***.

We've also drastically reduced the weight of our paper tags and have improved the material of our mini seal, which is now made with bio-sourced PLA from cornstarch.

Other initiatives

- We've switched suppliers to **prioritize local companies**
- We've released **guidelines to help our sellers** pack their items with the least environmental impact
- We're participating in a **pilot project to introduce reusable packaging** in our operations with Mondial Relay and MOBIUSpack

70% of our sellers ship their items in reused packaging

*Percentages are expressed in terms of total packaging weights, based on packaging purchased in Tourcoing.

Vestiaire Collective
Thanks For Helping Us Make Fashion Live Forever.
Did you know?
Our packaging is reduced, recycled and recyclable.

Measuring our avoided impacts as a circular business

We've calculated the environmental cost of every purchase on Vestiaire Collective.

We'd love to say it was simple, but it wasn't. Bear with us here.

To understand our **overall environmental impact**, we have to **combine** different **environmental impacts** which can't usually be **measured** in a **comparable** way. For example, **how can you compare tons of CO_2 with liters of water polluted or with biodiversity loss?**

We've done it by using the **'monetization' method**. It's an innovative approach, trusted by everyone from Kering to PwC and Vaayu. It translates the different **environmental impacts into one metric (euros)** that everyone understands — including customers and businesses.

Monetization means that companies can clearly see their environmental impact in a way they **understand**, and they can use this to **incentivize** responsible initiatives, better working practices, and strong environmental policies.

How does shopping preloved on Vestiaire Collective compare with shopping new?

The fashion industry has a major environmental impact, especially during the production process. We're talking water consumption, pollution, the use of fertilizers and pesticides, chemical treatments, energy consumption, and greenhouse gasses, to name but a few.

By buying pre-loved styles on Vestiaire Collective, consumers can reduce their impact by 90%.

Refer to the Appendix for a detailed description of the environmental impact methodology used throughout this report.

By buying preloved on Vestiaire Collective, you can reduce your impact by 10x

When consumers buy a **pre-loved piece** on Vestiaire Collective instead of a new one, **90% of the environmental impact is avoided**. Plus, a pre-loved purchase prolongs the life of items that already exist.

Calculating (and celebrating) our avoided emissions

We prevent 3.4x more emissions than we generate.

And because we're reducing our carbon intensity,
the positive impact we have increases exponentially as we grow.
Meaning we now have a net climate positive impact, without offsetting.

We're part of a Climate Dividends pilot program

Climate Dividends are an indicator of the positive climate contribution of a company, measured by avoided or removed emissions, that are awarded to its equity shareholders.

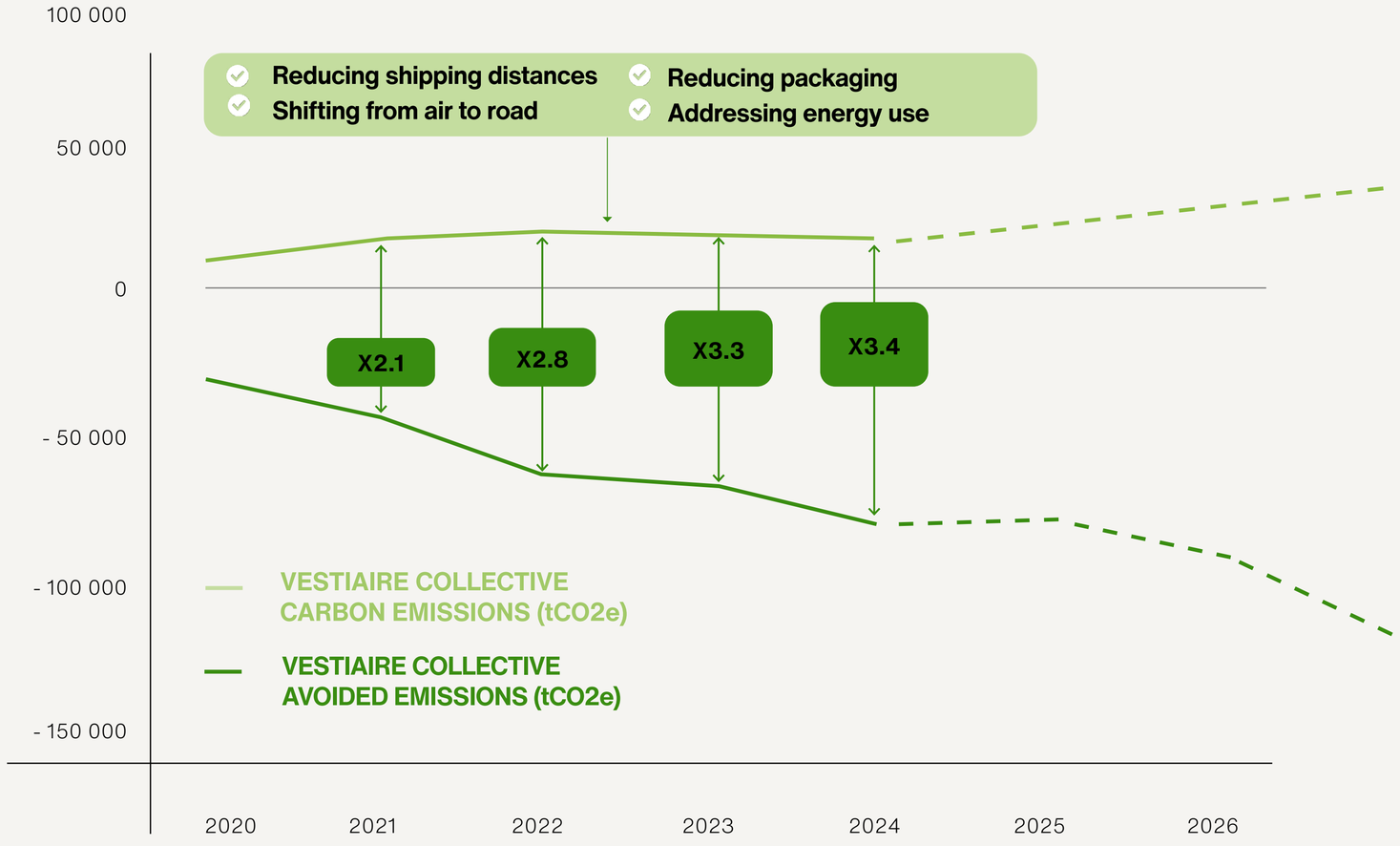
1 ton of CO2e avoided or removed = 1 Climate Dividend distributed to a shareholder.

We're taking part in a pilot program with **30+ other companies** to collaborate and improve on the Climate Dividends process, making them more standardized, reliable, and internationally recognized, through extra financial evaluation and rationale.

CLIMATE
DIVIDENDS

Growing larger, emitting less

We're also **reducing** our carbon intensity as we grow, meaning that our net positive impact on the climate is widening, year after year.



300K+ tons of CO2e avoided since 2009

That's 170,000 return flights from Paris to New York[8]

⅕ of that was in 2024 alone

What our CO_2 savings look like in real life

When you choose preloved on Vestiaire Collective instead of buying new, you help avoid significant CO_2 emissions. Here's what that really means...

Buying a pre-loved t-shirt saves

5kg of CO_2 = **driving 23km** | **toasting 565 slices of bread**

Buying a pair of pre-loved pants saves

18kg of CO_2 = **driving 84km** | **washing 30 loads of laundry**

Buying a pre-loved coat saves

60kg of CO_2 = **driving 283km** | **rewatching every episode of Friends 8 times over**

Carbon credits: a new chapter for circular fashion

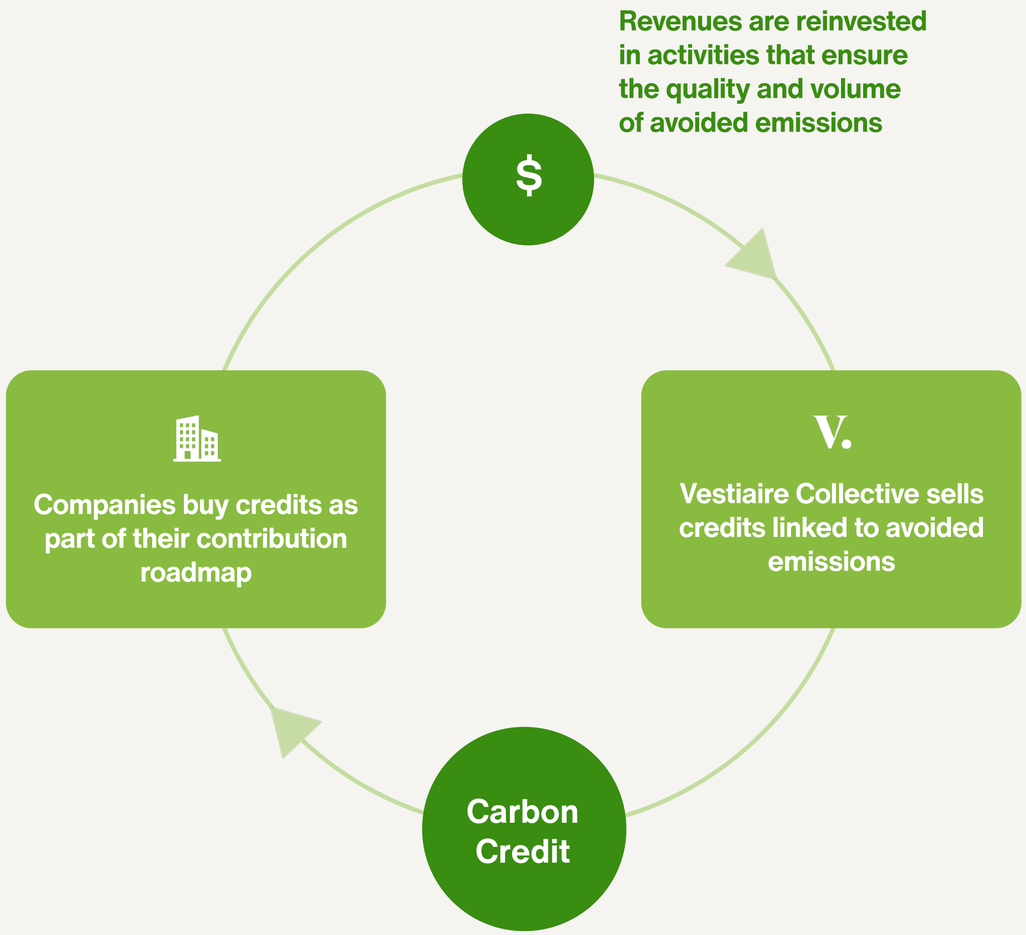
At Vestiaire Collective, we've launched first-of-its-kind carbon avoidance credits for the pre-loved fashion industry

This innovative approach turns the environmental benefits of circular fashion into a verified climate finance tool. Because creating new ways to make circularity the norm, and not just a passing trend, is an essential part of our mission.

By monetizing avoided emissions, we're unlocking a new revenue stream, that will in turn feed the impact and growth of our sustainable business model, generating more avoidance in a virtuous circle. These credits can be purchased by companies with ambitious climate strategies, enabling them to support emissions avoidance beyond their own value chains and accelerate the transition to a low-carbon economy.

What is the voluntary carbon market?

The voluntary carbon market plays a pivotal role in accelerating the transition to a low-carbon economy by unlocking critical financing for climate solutions through the issuance of high-quality carbon credits to those that want to compensate for their emissions voluntarily. Each credit corresponds to one ton of CO_2 which has either been avoided or removed from the atmosphere.



Carbon credits: in detail

Vestiaire Collective is the first pre-loved fashion business model to monetize its avoided emissions into measurable and additional carbon credits.

- **30K** for FY24 and **25K** for FY23 carbon credits verified by Inuk.
- **Revenues** will be reinvested in activities that directly support the robustness and volume of emissions avoided by Vestiaire Collective, such as catalog curation or impact marketing.

Our approach follows a rigorous methodology independently validated by Inuk, reviewed by a third party and subjected to public consultation.

- **Perimeter** retained for this first year: products sold in Europe in 2023 and 2024.
- **Those credits** are local, traceable, with substantial environmental and social co-benefits as detailed in this report.

The methodology introduces the following key parameters:

- **85% substitution rate**, which measures the percentage of pre-loved purchases that replace the need for new items*.
- **12% rebound effect**, which accounts for any potential increase in consumption resulting from the sale of second-hand items.
- **A conservative assumption that second-hand items** will be used for **90% of the lifespan** of an equivalent new item, taking into account that the item has already had a first life.

*Inuk considered a slightly more conservative substitution rate than ours.

This approach enables the quantifiable monetization of environmental benefits derived from circular economy practices, setting a new benchmark for how resale can contribute to climate action.

Bernard Osta
Chief Financial Officer, Vestiaire Collective

Our scientifically-validated assessment framework establishes rigorous baselines and attribution models, ensuring carbon credits from circular fashion meet highest standards for additionality and permanence.

Thais Drozdowski
CEO, Inuk

Harnessing the power of AI

At Vestiaire Collective, we believe in positive innovation

As AI becomes increasingly central to digital experiences, we're approaching it with both curiosity and responsibility. We recognize its environmental footprint—one minute of video generation can emit as much as charging a smartphone for four years—but also its potential to replace more resource-intensive practices, like travel-heavy photo shoots that come with an added environmental cost.

Instead of rejecting AI, we're using it responsibly and meaningfully to amplify our mission. When used with purpose, AI can help us scale sustainability messaging, improve platform experiences, and avoid the emissions tied to traditional content production.

Internally, we've trained our product and tech teams on AI's environmental impact to embed sustainable thinking into every stage of development. We're also creating ways to measure AI's carbon footprint across our operations, including impact data from our providers, to ensure alignment with our reduction goals.

Consumer Insights

A collective that changes perspectives.

2 3 4

Fast fashion fuels overproduction and overconsumption

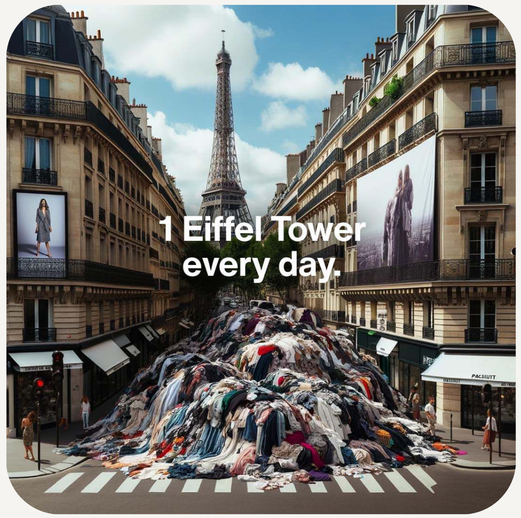
60%

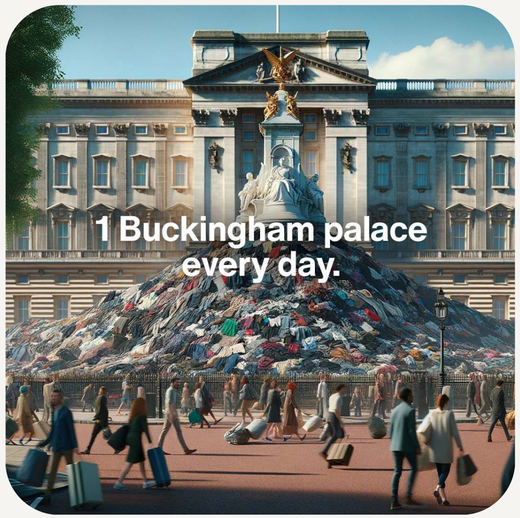
of **fast fashion items** end up in landfill within **a year of purchase.**[7]

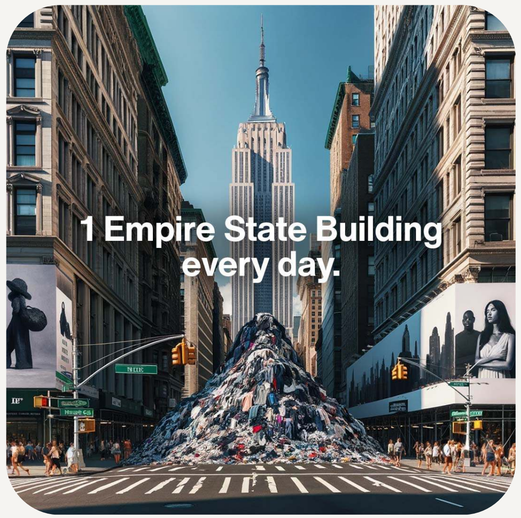
92 million

tons of textiles are **discarded every single year.**[9]

That's enough to fill...







“Affordable” fast fashion is a false economy

Not only are the **human and environmental costs enormous**, but when you buy cheap, you buy twice. With the **low average cost of a fast fashion** order, consumers are incentivized to choose quantity over quality and become trapped in a cycle of **cheap prices, constant promotions**, and rapidly **changing trends** — not to mention **poor quality clothes** that need replacing again and again.

- Prices of clothes have **halved** since **1990.**[10]
- The average consumer buys **~60% more** clothes than they did **20 years ago**, but only keeps them for half as long.[11]
- 7 out of 10 items of clothing **sold** in France come from fast fashion brands.[12]

Cost-per-wear: the metric that matters most

What is Cost-per-wear?

Put simply, Cost-per-wear is the price of an item, minus its resale value, divided by the amount of times it's worn.

How much can you save?

Shopping pre-loved is 33% more affordable in the long term than buying brand-new fast fashion products.

Purchasing a pre-loved pair of shoes will save almost 50% of the cost of a 'quick win' pair from a fast fashion brand.

How is Cost-per-wear calculated?

$$\text{Cost-per-wear} = \frac{\text{Item Price - Resale Value}}{\text{No. of Wears}}$$

The price delta was calculated using more than **250K** Vestiaire Collective transactions over the last **12 months**.

For the external panel, the price of the new and pre-loved items was asked directly in the Survey.

Number of wears from the Survey, cross-verified and scaled with the literature values.

Sources: Data from our 2024 Cost-per-wear Survey. Refer to the Appendix for detailed methodology and results.

Cost-per-wear: in pictures

NEW FAST FASHION BAG

- Cost-per-wear: $9.52
- Headed for the trashcan

PRE-LOVED MIU MIU BAG

- Cost-per-wear: $9.09
- Headed for investment piece status

NEW FAST FASHION JEANS

- Cost-per-wear: $2.96
- Flattering for five minutes

PRE-LOVED TOTEME JEANS

- Cost-per-wear: $1.07
- Flattering forever

NEW FAST FASHION HEELS

- Cost-per-wear: $3.44
- Made of plastic

PRE-LOVED PRADA HEELS

- Cost-per-wear: $1.39
- Full-grain leather

Let’s talk about the upscale effect

Shopping pre-loved luxury costs less in the long run than buying brand-new fast fashion.
This allows for what we call the ‘upscale effect’: meaning consumers can buy better quality, pre-loved pieces at a comparable price — or even less — than they’d spend on fast fashion.

Outerwear

Our stylish coats come in cheaper, and last for way longer than just one season.

New Fast Fashion
$5.12
per wear

Vestiaire Collective
$1.72
per wear

Cost-per-wear = almost 3x cheaper on Vestiaire Collective

Occasionwear

Forget the trends and opt for timeless dresses that cost less in the long run.

New Fast Fashion
$5.94
per wear

Vestiaire Collective
$1.56
per wear

Cost-per-wear = between 3-4x cheaper on Vestiaire Collective

Handbags

Investing in a wear-forever bag is way more affordable on Vestiaire Collective.

New Fast Fashion
$9.02
per wear

Vestiaire Collective
$1.99
per wear

Cost-per-wear = more than 4x cheaper on Vestiaire Collective

Our commitment to fighting fast fashion

Over the last three years, we've built a plan of action around three key pillars: commit, educate, and advocate

2022 Committed to fighting fast fashion and banned ultra-fast fashion from our platform

2023 Worked with industry experts to define "fast fashion" and banned 30 more brands which met the criteria

2024 Launched our first ever influencer program to educate content creators

So far we've removed 60+ fast fashion and ultra-fast fashion brands from our platform.

ZARA GAP UNIQLO H&M MANGO SHEIN

How do we define fast fashion?

- Very low prices
- Rapid collection renewal rate
- Extremely wide range of products
- Record-setting speed to market
- Strong promotional intensity

Educating our Collective to “Think First, Buy Second”

It started as a bold idea, a simple call to slow down and rethink the way we consume fashion. “**Think First, Buy Second**” was meant to be a one-off campaign, but it struck a chord.

Today, it’s part of our DNA, woven into every channel, every message, and every conversation we have with our community.

In 2023, we worked in partnership with CGI production studio REFERENCE to create a striking campaign that asked, “What if fast fashion waste was on your doorstep?”. The answer was impossible to ignore, **reaching 22.3 million people, sparking 380,000+ engagements** on social media, and **igniting global conversations about overconsumption.**

Our model tackles overconsumption head-on

Campaign engagement tells us when a message lands, but we need more than just likes and shares to drive our mission forward.
That's why, every year, we interview our global community to find out if we're really shifting habits. The answers reveal true behavioral change.
Powerful proof that **together we're breaking the cycle of overconsumption and creating a more sustainable fashion system**.

Putting a pause on new purchases

Our displacement rate

87%

of orders on Vestiaire Collective prevent a first-hand purchase.

Second-hand is the first choice

50%

of our users search on Vestiaire Collective first when they want or need to buy new clothes.

37%

of our Collective chose preloved for 50% or more of their purchases last year.

Add to bank, not to basket

12%

of our sellers use proceeds of their sales to buy new clothes.

1/3

of our community use their profits to shop second-hand.

Sources: Data from our 2025 Consumer Survey.

Our Collective is helping to make our mission reality

From choosing to buy less but better to taking extra care of the pieces they do buy, here's how our community is embracing the benefits of pre-loved fashion.

Upscale effect

85%

of our users are willing to buy fewer, better quality items

Durability boost

70%

are encouraged to take better care of their items thanks to their resale value

Conscious community

51%

of our users shop on Vestiaire Collective to reduce their environmental impact

Sources: Data from our 2025 Consumer Survey.

Don’t just take it from us...

I shop for quality, I’m more patient about my purchases, and I think better about the need for what I am buying.

Nicla, 35 years old

I shop for more unique items and for a good deal, helping the environment by not buying something new but rather something that has already been used by someone else.

Isabel, 25 years old

I prioritize second-hand shopping and am reducing my fast fashion consumption.

Sei, 41 years old

Challenging the Industry

A collective that’s triggering systemic change.

Our first ever influencer program

There's no denying that influencers heavily shape our shopping habits. So, this year, we invited a group of them to join us for a **6-month program** aimed at tackling the trend for overconsumption.

Through masterclasses, coaching, and an immersive **3-day trip** co-hosted by Aware Collective, participants discovered how they can harness their influence to drive positive change. They learned how fast fashion marketing fuels waste, experienced a textile sorting facility, and took part in secondhand styling sessions with our vintage experts. Early results already show a shift: the creators report being less interested in fast fashion partnerships and more committed to sustainability in both their personal and professional spheres. **A win for us, for them, and for the planet**...

> *Throughout the journey, I had the chance to deepen my understanding of more conscious ways of shopping and reflect on the impact of fast fashion, topics that matter to me and to my community. It gave me the opportunity to share valuable insights with my audience, who responded with great interest and enthusiasm.*

Federica Esposito, Influencer @federica_es

CRYO
Girodet
1767-1824
LES TRÉSORS RETROUVÉS
LET'S DISCUSS
WHAT IS THE PERCEPTION OF SUSTAINABILITY ON SOCIAL MEDIA?
IS THERE AN AESTHETIC?
IS THERE AN ATTITUDE OR TONE OF VOICE?

With this program, Vestiaire Collective is tackling one of fast fashion's biggest drivers: influencers. By reshaping the narrative through their platforms, we aim to inspire more conscious consumption and show that influencers can lead real change.

Dounia Wone
Chief Impact Officer, Vestiaire Collective

Using our influence to campaign for fast fashion regulation

We're putting our position as an opinion leader to good use, utilizing our voice, our knowledge, and our sense of urgency to advocate for tighter regulations on brands and textile producers.

This year, following **the passing of the anti-fast fashion bill in France**, we've been working alongside the wider activist ecosystem to push for stronger action. Change takes time, but we're proud to share that the bill was unanimously approved by the French Senate in June 2025. By **regulating ultra–fast fashion**, we can promote more mindful consumption and set a global example for others to follow. This victory showed that regulators are listening, and that we have the power to shift narratives both at the policy level and at the public level.

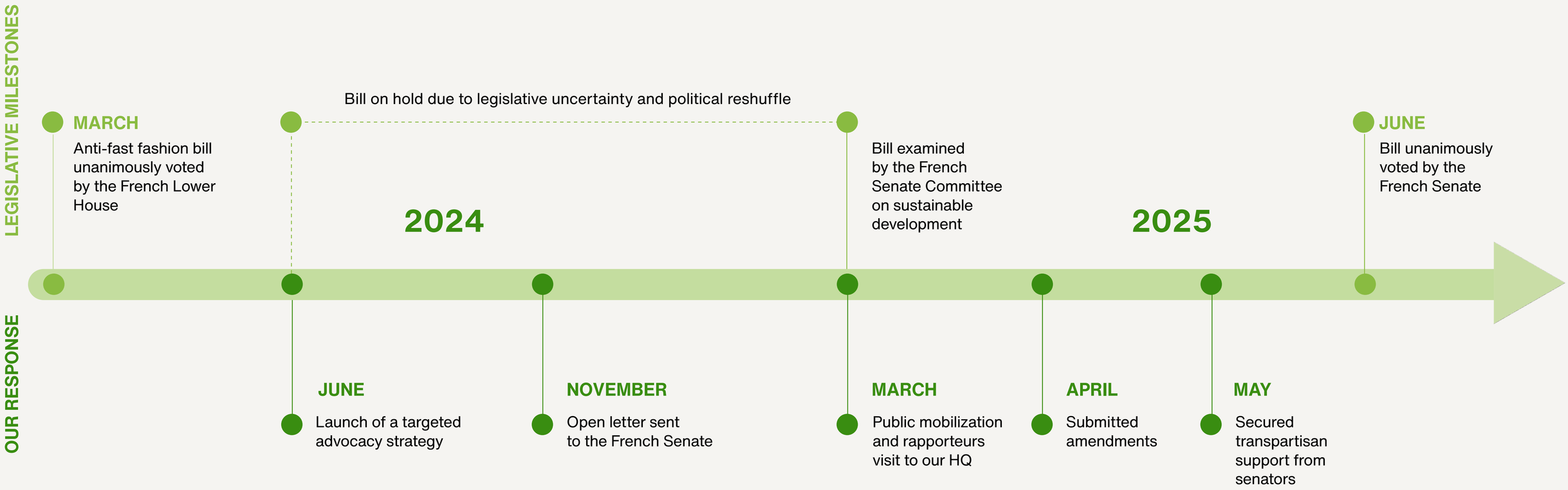
But this fight is bigger than fast fashion. We need laws that stop discriminating against the circular economy and make it the economy of tomorrow.
We'll keep pushing for fair circular VAT, the digital product passport, extended producer responsibility (REP), honest green claims, and more fair customs duties. Because when circularity wins, the planet wins. And we won't stop until it does.

What's next for us?

- Push for circular VAT reform to encourage resale
- Advocate for the disclosure of brands' production volumes
- Give a stronger voice and create a fairer playing field for resale

Driving positive change

Over the past 12 months, we've been using our position as an opinion leader to lobby for fast fashion regulation.



We're the trusted choice for luxury brands

After 15 years of forging the future of resale, we're in the best position to offer "Resale as a Service" (RaaS) to luxury brands like Burberry and Chloé, building unique partnerships that bring pre-loved luxury to new consumers.

Our RaaS program incentivizes brands and retailers to offer a high-end solution for their clients to sell back their pieces. The items are then sold on Vestiaire Collective through a dedicated page, undergoing a meticulous authentication process that goes beyond our standard procedures.

In 2025, we launched partnerships with Isabel Marant and Magda Butrym using a lighter-touch approach. While our RaaS model offers a comprehensive solution, this new approach allows brands to engage with sustainable resale in a more flexible way.

Our partners include:

BURBERRY Chloé LUISAVIAROMA

Want to find out more? Visit our Official Partners page here.

Vestiaire Collective x Mytheresa

Since opening the VIP-only service up to their entire female customer base, the number of items collected (bought back from customers and listed on our platform) has increased by approximately 77%.
To date, we've collected more than 50,000 items for sale from Mytheresa's customers through our exclusive partnership.

Digital Product Passport

As the luxury resale market evolves, we believe the new **Digital Product Passport (DPP) regulations** — a key element of the Ecodesign for Sustainable Products Regulation (ESPR) — offer a unique opportunity to drive systemic change.
At Vestiaire Collective, we see the DPP as a powerful enabler to promote circularity and enhance the value of luxury goods through resale, helping to shape a more sustainable future for the industry.

Social Impact

A collective that empowers people.

Building an inclusive culture together

We lead by example

At Vestiaire Collective, we believe that **diverse, inclusive, and equitable** workplaces lead to stronger teams and better outcomes.

We care deeply about our employees, and we're committed to creating a workplace where everyone feels respected, supported, and empowered to thrive. Because when we all belong, we all succeed.

Our DEI commitment highlights:

- **Valuing every contribution**
  Everyone earns a living wage, everywhere we operate.
- **Removing barriers from the start**
  We train every hiring manager to spot and remove bias.
- **Putting inclusion at the core of management**
  Managers have the tools to lead inclusively from day one.
- **Empowering employees to take action**
  Employee Resource Groups (ERGs) turn our values into real change.
- **Sharing our success**
  100% of our employees are now shareholders. So when we win, we all win.
- **Creating a safe and trusted workplace**
  Our whistleblowing system ensures everyone can speak up without fear.

We strive for gender equality

The gender gap in tech is real

Women hold only 27% of tech roles globally, and just 11% of leadership positions. We're committed to changing that. Vestiaire Collective is **the only French unicorn company founded by two women**, and with **57% of our workforce identifying as female**, we're working hard to further amplify women's voices — within the company, in technology, and beyond. Gender equality isn't a milestone, it's a continuous journey, and we're proud of the progress we've made, but we know there's more to do.

Our strategy is built around four key pillars where we've identified gaps and implemented targeted actions:

Representation and leadership

- We've increased the number of women in **leadership roles from 32% to 43%** in two years
- The number of women at EXCOM level has also **increased from 40% to 45%** in two years
- We now require at least one female candidate for all senior role shortlists (Level 6+)

Women in tech and product

- Women in tech, product, and finance teams often face biased promotion patterns, lower visibility in projects, and difficulties balancing professional and personal demands
- We're ensuring equal recognition and fair career opportunities by tracking KPIs on recruitment, promotions, and engagement, and addressing any issues early

Equal compensation

- We monitor and report on pay equity across the company
- Every single disparity we find is addressed on a case-by-case basis
- We're committed to **closing the gender pay gap by 2026**

Maternity and parental support

- Supporting our employees through parenthood is a key priority for us
- We've implemented a comprehensive process to ensure this period strengthens rather than hinders careers
- This includes pre- and post-leave 1:1s with top management to maintain connection, visibility, and career momentum

Every woman's experience is different. That's why we made the decision to meet with all our female employees before, and after, their maternity leave. We want to truly understand what they're experiencing and how we can support them.

Thomas Hezard
Chief Strategy and People Officer, Vestiaire Collective

Driving representation in tech

We're committed to improving representation, access, and leadership roles for women in technology.

Leadership that inspires

In 2025, we welcomed Stacia Carr as our new Chief Technology & Product Officer, strengthening our leadership with deep expertise and a bold vision for inclusive innovation.

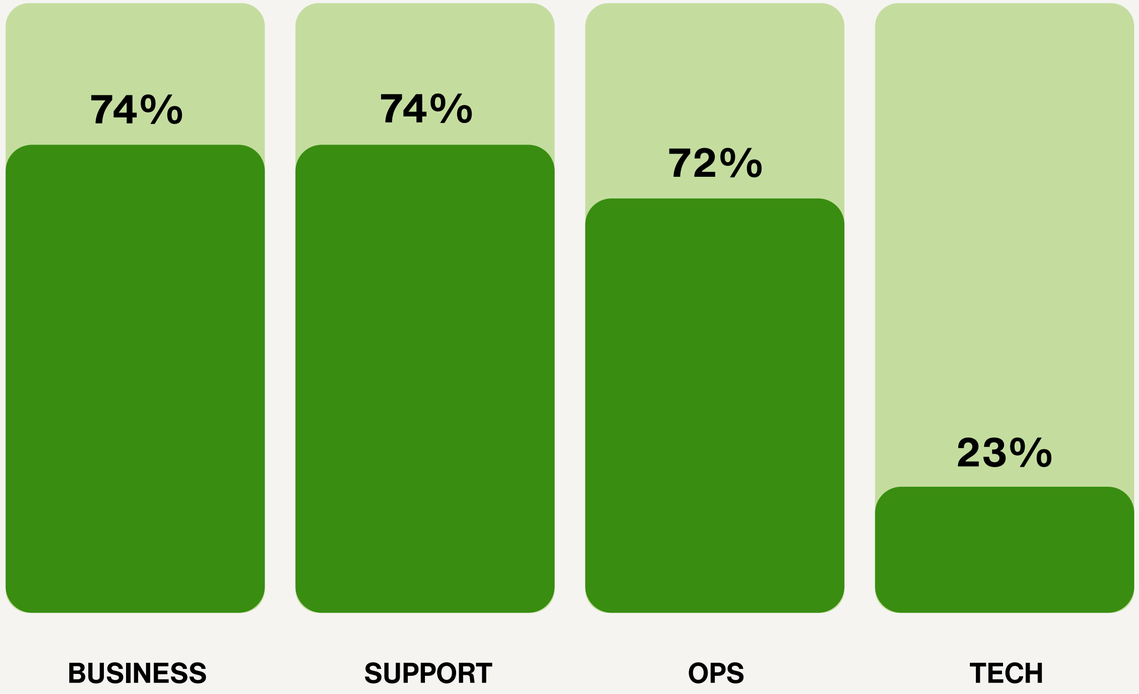
Ahead of the curve on governance

We've achieved the French Tech 2028 commitment three years early, with 50% women on our board of directors already.

Strategic industry partnership

We signed a 1-year partnership with Women in Tech® to source female tech talent from their global network and mentor women to grow and thrive in technical careers.

Representation of women by business function



At Vestiaire Collective, we've proven that when women lead, we don't just build better products - we transform entire industries toward sustainability and inclusivity. The future of fashion technology is being built by diverse teams who understand that innovation thrives when it reflects the communities we serve.

Stacia Carr
Chief Technology and Product Officer, Vestiaire Collective

Breaking the stigma: creating an inclusive workplace

Making disability inclusion the norm at Vestiaire Collective

With 30% of the working population living with a disability, we recognize that creating an inclusive workplace isn't optional, it's essential.
That's why, in 2025, we launched a comprehensive disability inclusion program.

We listened, then acted

We worked directly with our employees and the experts at PIDIEM to design a disability policy that addresses their needs and lived experiences. After conducting 73 anonymous interviews across our French offices, we created a three-pillar pilot plan, now set to scale globally.

Our three-pillar strategy

1. Process

We partnered with PIDIEM for direct disability status application support, introduced half-day leave for disability-related tasks, and equipped teammates with comprehensive guides and actionable resources.

2. Training and education

We created targeted training programs to empower managers and introduced dedicated disability contacts to serve as champions of inclusive practices.

3. Culture and communication

We've integrated disability inclusion from recruitment to onboarding through awareness campaigns, internal communications, and dedicated Slack channels that normalize conversations and break down stigma.

We operate where we'll have a positive impact on the community

Selecting Tourcoing, France for our authentication center was a strategic decision.

Tourcoing's textile industry had provided employment for the city, located in northern France, since the 15th century. After reaching a peak during the Industrial Revolution, by the late 20th century globalization had pushed textile manufacturing outside of the city, causing its unemployment rate to skyrocket.

By choosing Tourcoing for our first warehouse and authentication center, **we created opportunities that previously didn't exist**, **directly impacting local employment**. Today, the area's unemployment rate stands at about 20%[13].

Appendix

How we worked it out

Environmental impact

How we determined environmental costs

First, we calculated the environmental cost of every purchase on Vestiaire Collective.

In 2020, Coopérative Mu assessed the environmental footprint of our operations. This assessment followed a lifecycle analysis (LCA) methodology, covering all the stages of a sale: online listing and purchase, shipping the package, and warehouse and packaging processes.

The outputs from this work included lifecycle inventory and lifecycle impact assessment data that were leveraged for this impact report. PwC valuation coefficients were applied to these datasets across the impact areas of greenhouse gasses (GHGs), air pollution, water pollution, water consumption, and land use. The valuation coefficients convert the measurable environmental outcomes of our operations, expressed in kgCO2e or m3 of water consumed, into monetary terms, expressed in euros. These monetary values represent the cost of environmental impacts on society.

The valuation coefficients have been developed by PwC over the last decade to incorporate science-based estimations of changes in the natural environment resulting from environmental outcomes, as well as the subsequent impact on people's well-being. Quantifying the change in people's well-being typically relies on non-market economic valuation techniques that aim to understand people's preferences and experiences. For example, asking people directly or indirectly about their willingness to pay for reduced risks to their well-being.

The PwC approaches [14] have been extensively peer-reviewed and are recognized as market leaders. These are the only monetary valuation methods recommended for the development of the Natural Capital Protocol by its Methodological Review Panel.

How we measured our environmental savings

Our analysis of environmental impacts also compared our business model with that of linear fashion. Considerable attention is required when selecting a counterfactual to ensure that the comparison is fair. For this report, we chose to compare our monetized impact against the cradle-to-gate product impacts of the Kering EP&L[15], as reported in their use and product end-of-life study (please note that we have not included any use phase or end-of-life impacts in our comparison). The Kering EP&L also focuses on the environmental impact of luxury fashion and uses the same valuation methods across the same impact areas.

The results from this comparative study show that the cost of buying a pre-loved item on Vestiaire Collective is €0.39 compared to €3.90 for a brand-new item, meaning the environmental cost is 90% lower on Vestiaire Collective[16].

€0.39 WITH VESTIAIRE COLLECTIVE

€3.90 NEW ITEM

Assumptions and considerations

Disposing of waste can drive several impacts, including the release of GHGs and other air pollutants, leachate of pollution into water bodies and soils, and disamenity around disposal sites. In the Kering EP&L, these impacts are given their own impact category and presented separately from other GHGs, air pollution, water pollution, water consumption, and land use. Because it was not possible to separate the effect of waste disposal in the Coopérative Mu data, waste disposal is not presented separately in Vestiaire Collective's operational impacts.

How we measured our carbon footprint

Our assessment is based on the GHG Protocol Corporate Standard[17] and covers the three scopes of a company's greenhouse gas (GHG) emissions.

Scopes 1 and 2

Our Scope 1 and Scope 2 emissions represent only 1% of our carbon footprint.

- Our Scope 1 emissions are direct emissions from heating (gas in Crawley only), and there are no company vehicles. Depending on available data, we collected either real (e.g. energy consumption in kWh) or estimated physical data (based on ratio per sqm).
- Our Scope 2 emissions are indirect emissions from the purchase of electricity, district heating, and cooling for our offices and warehouses globally, assessed based on reports and invoices from our suppliers.

Scope 3

Our Scope 3 emissions account for 99% of our carbon footprint and represent all indirect emissions (not included in scope 2) that occur in our value chain, including both upstream and downstream emissions.

- Our Scope 3 upstream emissions take into account purchased goods and services, capital goods (facilities, IT inventory), fuel- and energy-related activities not accounted for in Scopes 1 and 2, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting.
- Our Scope 3 upstream emissions take into account the use of our platform by consumers (electricity consumption, manufacturing, and end-of-life of users' devices).

For Scope 3 emissions, depending on available data, we collected either GHG reports directly from our suppliers (e.g. for our carriers), real or estimated physical data (e.g. waste volumes), or monetary data (e.g. spend for the purchase of goods and services). Data collected on all the above emissions categories are input on the Aktio platform to calculate our carbon footprint. Emissions factors are from the ADEME Base Carbone® and EcoInvent databases.

How we measured our avoided emissions

Our avoided emissions are the difference between the emissions corresponding to 2 situations:

- Buying on Vestiaire Collective (emissions related to the product only), based on our carbon footprint assessment.
- A reference scenario in which 87% of the items sold on our platform were instead purchased new (cf. substitution rate). We calculated the associated emissions of this reference scenario with data from the European Commission's Product Environmental Footprint (PEF)[18] on lifecycle assessment impacts of apparel and footwear items.

Our 2025 Consumer Survey

Every year we conduct a Consumer Survey to investigate the behavior of our community of buyers and sellers. Its aim is to refine our calculations around avoided impact data, investigate overconsumption, and to position Vestiaire Collective's approach within the secondhand fashion industry, and the fashion industry as a whole.
The Survey is based on the answers of more than 3,500 active Vestiaire Collective users, including both buyers and sellers, with different levels of engagement over six months (from occasional to regular, and from new to old). This Consumer Survey took place in April 2025.
By using Vestiaire Collective, customers often avoid a proportion of the environmental impact of a traditional linear fashion model, by displacing a firsthand purchase with a secondhand one. The displacement rate refers to whether the purchase of a secondhand item replaces the purchase of a new item.

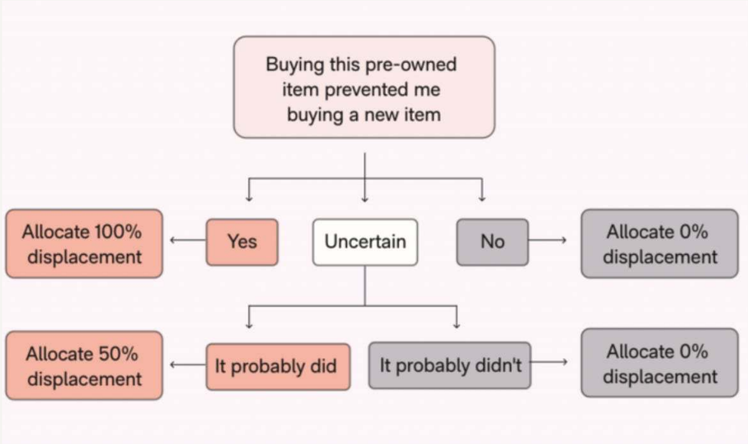
87% of items purchased on Vestiaire Collective prevent a first-hand purchase (displacement rate).
Think about your last purchase on Vestiaire Collective:

Buying the item preloved on Vestiaire Collective prevented me from buying a new item (e.g. I bought preloved instead of new or I won't need to buy a similar new item for a while).

- Agree (85%)
- Disagree (5%)
- Not sure (9%)

You said you're not sure. Which of the following best applies to this item?

- It probably prevented the purchase of a new item. For example, I didn't buy similar new items for quite a while afterwards. (3%)
- It probably did not prevent purchasing a new item because I bought something similar around the same time or soon afterward. (2%)



50% of our users search on Vestiaire Collective first when they want or need to buy new clothes.

When I need or want to buy clothes, I search on Vestiaire Collective first:
- Strongly agree (23%)
- Agree (25%)
- Neutral (24%)
- Disagree (17%)
- Strongly disagree (12%)

Regarding the purchases you made last year, what percentage of those were second-hand items?
- All of them (4%)
- More than 75% (13%)
- 50 - 75% (20%)
- 25 - 50% (27%)
- 10 - 25% (22%)

Less than 10% (15%)

Only 12% of our sellers use the resale money to buy new fashion items.

When I sell, I usually use the proceeds to:
- Buy first-hand fashion (12%)
- Buy second-hand fashion (27%)
- Buy something else (26%)
- Pay for everyday expenses (22%)
- Save money (13%)

2024 Cost-per-wear study

In February 2024, we conducted a Consumer Survey, in collaboration with Vaayu, to investigate the behavior of our community of buyers and sellers, compared with first-hand shoppers and fast fashion consumers

We aimed to refine our calculations around avoided impact data, investigate overconsumption, and situate Vestiaire Collective's approach within the second-hand industry and fashion industry as a whole. The questions and key responses from this Survey were used to introduce a new Cost-per-wear metric, calculate our displacement rate, investigate what sellers would have done without Vestiaire Collective (to calculate our added value), and understand motivations for selling on the platform.

Methodology:

The quantitative Survey was emailed to 250,000 Vestiaire Collective users, including both buyers and sellers.

- Across 5 markets: US, UK, France, Italy, and Germany
- Covering 5 top categories: Clothing, Accessories, Bags, Shoes, and Jewelry

Resulting in:

- Slightly more than 13,400 Survey responses, including 2,080 external users, 5,620 sellers from Vestiaire Collective, and 5,743 buyers from Vestiaire Collective
- Around 250,000 transactions analyzed

Finally, 28 user interviews were conducted across Vestiaire Collective's biggest markets to further deep-dive and verify the results from the quantitative research. The interviews comprised:

- 15 Vestiaire Collective users
- 13 members of the general public who had an interest in purchasing and/or selling pre-loved items

Cost-per-wear metric

Approach

Our questions and approach were based on good practice lifecycle assessment methodology and takeaways from similar studies in relevant literature.
Both Vestiaire Collective users and the general public, who were aware that the research was done on behalf of Vestiaire Collective, were asked questions on durability and Cost-per-wear calculations.
The Surveys were done within a specific timeline, i.e. a purchase within the last 12 months, so participants could accurately remember their last pre-loved purchase.

Relevant questions

- How long did you own this item for?
- What was the approximate price you paid for this item? (external only)
- Approximately how long do you expect to keep the item given its quality, style, and nature?
- Approximately how many times have you worn this item already?
- Approximately how many more times do you think this item can be worn over the course of its life, given its quality, style, and nature?

Formula

This was calculated for different product categories, such as clothing, bags, and shoes, and sub-categories, such as T-shirts, shirts, and handbags, to understand individual and benchmark Cost-per-wear data by category.

How is Cost-per-wear calculated?

$$\text{Cost-per-wear} = \frac{\text{Item Price - Resale Value}}{\text{No. of Wears}}$$

The price delta was calculated using more than **250K** Vestiaire Collective transactions over the last **12 months**.

For the external panel, the price of the new and pre-loved items was asked directly in the Survey.

Number of wears from the Survey, cross-verified and scaled with the literature values.

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Impact Report

2025

Vestiaire Collective

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