



# LEAD WITH CREATIVITY... TO MAKE AN IMPACT

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Letter from our Executive Leadership

**NEW INITIATIVES FROM OUR BRANDS** 

**COMMITMENT UPDATES** 

This scorecard covers information and data from September 1, 2022 through August 30, 2023. URBN releases Impact Reports on a biannual cadence and release updates on key metrics annually.

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#### **OUR SIX AMBITIONS:**

#### Respect Our Planet

- Invest in Circularity
- Utilize Better Materials
- Reduce Waste
- Increase Cleaner Energy

### Respect Our People

- Cultivate Community
- Improve Supply Chain Transparency

## FROM OUR EXECUTIVE LEADERSHIP

We are pleased to release our 2023 Lead with Creativity... to Make an Impact Scorecard.

Last year we aligned our efforts across all URBN Brands and Shared Teams setting ambitious goals in environmental and social responsibility. Our goal was to make our reporting more transparent and easier to understand for our key stakeholders—our employees, our customers, and our investors.

We organized our work into six ambitions across two pillars—Respect our Planet and Respect our People. Respect is one of URBN's core values and it guides all the work we do in the Impact space. We know respect is critical for us to be successful—respecting the impact of our work on the planet, respecting our important partners across our supply chain, and creating a respectful, inclusive culture for everyone who works at URBN.

We are proud to report on our progress over the last year. We have already achieved some of the goals we established, and we take those accomplishments as an invitation to do more. We are continuously working on setting new targets and developing new initiatives that will maximize our positive impact.

Frank Conforti

Barbara Rozsas



Frank Conforti
Co-President & Chief Operating Officer, URBN



Barabara Rozsas Chief Sourcing & GTC Officer, URBN

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#### ANTHROPOLOGIE

## Reorganized all CSR efforts under the platform



Awarded grants to five young artists and collectively **donated nearly**\$500,000 to YoungArts

### Diverted 3,839 pairs of denim from landfills

to date through our partnership with Cotton Inc.'s Blue Jeans Go Green program



### Partnered with

The Nature Conservancy

on innovative earth month window displays

and contributed

\$200,000

to their mission to date, along with our customers

## free people

Continued investment in the platform



## Surpassed \$2M in donations to



and created the Girls, Inc. Internship
Program, bringing in two interns to Free
People's HQ for the summer

Developed the Creative Spirit Fund with Americans for the Arts, supporting public school teachers



## Contributed \$150,000



Crews Service Corp, supporting Native American youth

### URBAN OUTFITTERS

Created a new global platform for CSR efforts



Launched partnership to create mental health resources for college students





## Facilitated \$100,000

in customer donations for CWC

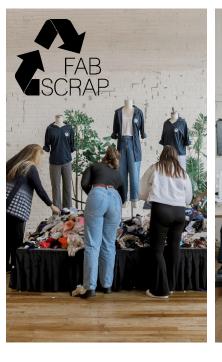


## Featured five one-of-a-kind artist-created

Urban Renewal Earth Month collections

### nuuly

Partnered with FabScrap to give new life to retired Nuuly garments through employee workshops





## Launched Re\_Nuuly collections and products,

giving new life to damaged Nuuly rentals

### Partnered with



on a Sustainable Sportswear course

PILLAR	CATEGORY	GOAL	YEAR	STATUS	SUBSTANTIAL PROGRESS NOTES
Planet	Invest in Circularity	Continue Investments in More Circular Business Models	NS*	On Track	<b>URBN:</b> Opened Reclectic - a new 40,000-square-foot store with the aim of finding more eco-conscious solutions for products that can't be sold in one of our traditional retail channels.
					<b>Nuuly:</b> To support the growth of URBN's rental business, Nuuly, URBN plans to open a 640,000 sq ft fulfillment and laundry center. URBN will invest \$60M in the project, creating 750 jobs and further supporting Nuuly's growth.
Planet	Invest in Circularity	Pilot & Test Programs Rooted in Circularity	NS*	On Track	<b>Nuuly:</b> Nuuly is excited to partner with startup Rubi Laboratories in a truly cutting edge pilot program to test feasibility and produce prototype garments constructed from carbon-negative and water- and land-neutral cellulosic textile. Rubi's technology uses biomimicry to turn captured CO2 into cellulose pulp that can be spun into fibers, yarn and fabric. Through Nuuly's rental model, garments manufactured from the textile will be tested thoroughly for durability as they undergo repeated wear, laundering and repairs.
					<b>Anthropologie:</b> As a result of Anthropologie's Blue Jeans Go Green Program, 3,839 pairs of denim have been diverted from landfills across the United States (July 2022 – May 2023).
					Free People: FP has partnered with Miami based textile recycler Osomtex to develop an accessory made from textile waste due to launch in Spring of 2024.
					<b>UO EU:</b> 5% of the jeans range in 2022 met the Jeans Redesign criteria. Taking part in Ellen MacArthur's JRD program, coupled with our investment in circular design training, has empowered our teams to seek additional circularity partnerships. In particular, we've joined forces with a Turkish fabric mill to recycle our cutting waste. This waste will be recycled back into cloth for use in our BDG denim ranges and is supported by our key factories in Turkey. We've also engaged in a durability study with the university of Leeds to quantify the durability and longevity of our products.
					<b>UO NA</b> : UO has been working closely with Osomotex on a program to upcycle Urban Renewal's excess vintage denim legs, waste created through making denim cutoffs.
Planet	Invest in Circularity	Extend the Life of URBN Garments through Recycling & Recirculating	NS*	On Track	UO: This year Urban Renewal continued to expand its commitment to the circular economy and recirculated 50,000+ paris of secondhand denim, gave new life to 45,000+ sweaters and 66,000+ seconhand flannels, and upcycled deadstock fabric into 80,000+ remnant styles.
					Nuuly: Repaired 335,000 Nuuly garments in the last 12 months, allowing them to stay in our rental assortment.
					Free People: In the last year Free People's Vintage program has grown over 30% from last year, recirculating 14,000+ pieces. Additionally they have donated 13,000+ pieces of clothing to nonprofit partners including the Wardrobe and Girls Inc.

PILLAR	CATEGORY	GOAL	YEAR	STATUS	SUBSTANTIAL PROGRESS NOTES
Planet	Invest in Circularity	Increase Circular Education Initiatives	NS	On Track	<b>UO EU:</b> UO EU delivered 500 hours of circular design training in collaboration with the Centre for Sustainable Fashion and London College of Fashion. The CSF program was so successful it is being roll out to the buying, quality and marketing teams this summer.
					UO EU launched a training series centred around the UN's SDGs. To date the topics covered include biodiversity, modern climate change, greenwashing, synthetic materials, natural materials and dyestuffs.
					Free People: Free People's new hire volunteering and recycling + circularity training with Fabscrap has included over 140 employees and amounted to over 300 hours of volunteering with textile waste.
Planet	Utilize Better Materials	70% of direct-sourced fabrics will be Bluesign certified or from Zero Discharge of Hazardous Chemicals (ZDHC) complaint mills	2025	On Track	As of January 2023, 25% of direct-sourced fabrics are from ZDHC compliant mills, or have BlueSign certification.
Planet	Utilize Better Materials	Join the US Cotton Trust Protocol and the Better Cotton Initiative	2022	Achieved	URBN is now a member of both the US Cotton Trust Protocol and Better Cotton Initiative.
					UO EU: As of February 2023, 82% of our cotton received Better Cotton credits.
Planet	raw ma	60% of URBN total direct-sourced raw materials will be sourced more	2027	On Track	<b>URBN:</b> As of January 2023, 22% of direct-sourced raw materials are sourced responsibly. 51% of direct-sourced apparel products are made from mono fibers, making these items easier to recycle at the end of their useful life.
		responsibly			<b>UO EU:</b> 35% of SKUs in FY23. This resulted in 5% carbon and 75% water reduction, verses the baseline year FY21 (note water and carbon reductions are based on fibres only). 43% of apparel products are made from mono fibres, meaning clothes are easier to recycle at the end of their life.
					Free People: This year the star of Free People's Care FP collection was the launch of sustainable inhouse swimline FP Beach—a swimline produced in L.A. and every piece made of at least 50% Responsible Materials including third party certified Eco Nylon, Recycled Nylon and Recycled Polyester.
Planet	Utilize Better Materials	100% of direct-sourced cotton will be sourced responsibly	2027	On Track	<b>URBN:</b> As of January 2023, 35% of direct-sourced cotton is sourced responisbly through organic, recycled, and US cotton, or through Better Cotton credits.
Planet	Utilize Better Materials	50% of viscose will be sourced responsibly	2027	On Track	<b>URBN:</b> AS of January 2023, 13% of direct-sourced cellulosic fibers are sourced responsibly through recycled or responsibly-harvest virgin fibers.

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PILLAR	CATEGORY	GOAL	YEAR	STATUS	SUBSTANTIAL PROGRESS NOTES
Planet	Reduce Waste	100% of direct-to-consumer flat mailer bags for auto-bagging will be made from 50% PCW material	2022	Achieved	
Planet	Reduce Waste	100% of direct-to-consumer bubble flat mailer bags will be made from 50% PCW material	2022	Achieved	URBN is launching 100% PCW bubble mailers this fall ('23) for ALL brands.
Planet	Reduce Waste	Launch 100% Post Consumer Waste* (PCW) shopping bags at UO	2022	Achieved	Last fall, UO launched a 100% post-consumer and post-industrial blend bag program that is now rolled out across all stores. These reusable bags are made from a blend of post-industrial and post-consumer plastics, are still reusable, and 100% recyclable. This project will replace over 7.8+ Million virgin bags per year.
Planet	Reduce Waste	URBN EU will use 100% PCW recycled and recyclable inbound polybags	2023	On Track	71% inbound products are packed using a 100% recycled polybag.
Planet	Reduce Waste	URBN NA will use 50% PCW recycled and recyclable inbound polybags	2024	On Track	In April 2023, we published an approved source of recycled plastic polybag to our suppliers for use. As roll-out of this option gains momentum, we look forward to providing exact adoption of recycled plastic film polybags for our inbound shipments.
Planet	Reduce Waste	100% recyclable paper gift cards at Urban Outfitters and Free People	NS	On Track	At the end of 2022 UO replaced its virgin plastic giftcards with recyclable and biodegradable paper gift cards, resulting in a recyclable replacement for over 300,000+ annually. Anthropologie rolled this program out in Q3 of last year, and Free People and FP Movement will be rolling this out program this Fall.
Planet	Reduce Waste	Develop a global recycled solution for swifttags	NS	On Track	Material sourcing in progress
Planet	Reduce Waste	Increase utilization of 3D visualization software	NS	On Track	20% of all Ownbrand Apparel styles created used 3D visualization

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Planet	Reduce Waste	Create recycling opportunities to reduce waste to landfill	NS	On Track	<b>UO EU:</b> As of February 2023, 54% of EU stores were zero waste to landfill, enabled via our recycling, charity and resale partnerships Our DC recycled 850 tonnes of cardboard, 13 tonnes of plastic and 58 tonnes of paper.
					<b>URBN NA:</b> As of January 2023, we recycled or reused 45,000lbs of pre-consumer material waste through our partnership with FabScrap. As of January 2023, we recycled over 300,000 lbs of plastic film polybags through our partnership with Trex.
Planet	Increase Cleaner Energy	Set science-based targets and release commitments on carbon footprint management	2025	Establishing Baseline	URBN has assembled a cross-functional team to support data collection for emissions sources across scopes 1, 2 and 3. We have begun calculation of global scope 1 and 2 emissions under our operational control. By end of year, we plan to finalize scope 1 and 2 measurement and begin the supplier engagement phase of scope 3 data collection.
People	Cultivate Community	Foster a Respectful, Inclusive Culture	NS	On Track	In 2023, URBN rolled out Anti-Harassment/Anti-Discrimination training to all people managers at Home Office and senior field leadership.
					Inclusive behaviors were added to URBN's core competency list, which is used in our annual performance review process.
					To begin benchmarking against our inclusion goals, URBN launched our first inclusion survey for all Home Office employees.
People	Cultivate Community	Build a Talented & United Workforce	NS	On Track	URBN Talent Acquisition team launched URBN: BE U, a series of recruiting events that focused on showcasing our inclusive, creative culture and features speakers from our D&I Committee, networking & interview opportunities, and informational sessions from URBN ERG leaders. The very first event attracted 35 attendees, 4 of whom were offered full-time positions.
					In the Summer of 2023, URBN and Drexel launched the first cohort of the Made to Measure Apprenticeship Program. The two-year program, funded by a grant from URBN to Drexel, features rigorous academics and hands-on learning, culminating in an offer of full-time employment for apprentices who successfully complete the program.
					URBN Talent Acquisition is rolling out a new HBCU Campus Tour strategy, with plans for in-person events and interviews at 14 HBCUs.
					The Sourcing Rotational program is now in its second year, delivering on its objective of providing Field talent with an onramp to Home Office careers.

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People	Cultivate Community	Nurture Long-Term Connections with our External Community	2027	On Track	Through our IMPACT platform, URBN has already donated over \$2M of our \$10M commitment. We are proud to work with nonprofits, including After School All Stars, Creatives Want Change, and FabScrap, to further our core goals of fostering creativity in the next generation and environmental & social responsibility.
People	Improve Supply Chain Transparency	Implement our Supplier Risk Scoring program	2023	On Track	In process of building program; plan to roll out by end of year.
People	Improve Supply Chain Transparency	Deliver responsible sourcing training to our suppliers on an annual basis	2023	On Track	In process of building program; plan to roll out by end of year.
People	Improve Supply Chain Transparency	Complete mapping Tier 1 and map Tier 2 of our Ownbrand apparel supply chain	2025	On Track	Valuable data gathered in latest round of supply chain mapping; making adjustments based on our learnings to improve the data collection.