



gotsneakers?
A Sneaker Recycling Organization



2024 **Impact Report**

Building Circular Solutions for the Footwear Industry

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Introduction



Founded in 2016, GotSneakers, LLC is a global provider of circular solutions for consumers, businesses, and non-profit organizations, including but not limited to take-back, liquidation, recommerce, and recycling solutions.



Our 2024 Impact Report reflects our commitment to measuring and improving our environmental, social, and governance performance. During this process, we identified several key areas for improvement.



Through this report, we aim to provide transparency about our operations and demonstrate our commitment to sustainability.



The Problem

Approximately **22 billion** pairs of shoes end up in a landfill each year. In the United States alone, more than **300 million** pairs of shoes are discarded in landfills every year.



The footwear industry contributes **1.4%** of global **GHG emissions** throughout its life cycle.



Our Mission

Eliminate footwear waste by empowering consumers, brands, retailers, corporations, and non-profit organizations to extend the life of footwear through reuse and recycling.

Our Core Values

Leadership



Sustainability



Integrity



Accessibility



Transparency



Quality



Our Operations



Our HQ is based in Miami, FL with warehouse operations consisting of inbound and outbound shipping, sorting and grading, cleaning and restoration, photography, pick and pack fulfillment, and both wholesale and DTC distribution.



In the United States, we operate two (2) additional regional warehouse facilities in North Bergen, NJ and San Bernardino, CA with logistics operations consisting of inbound and outbound shipping of products.

In Europe, we partner with a third-party logistics company in the UK and in Spain to receive, sort, and distribute products that are sourced from within those regions.



Our business development, marketing, technology, customer service, and sustainability teams work remotely across various regions, including the U.S., Mexico, the UK, India, Africa, and the Philippines.

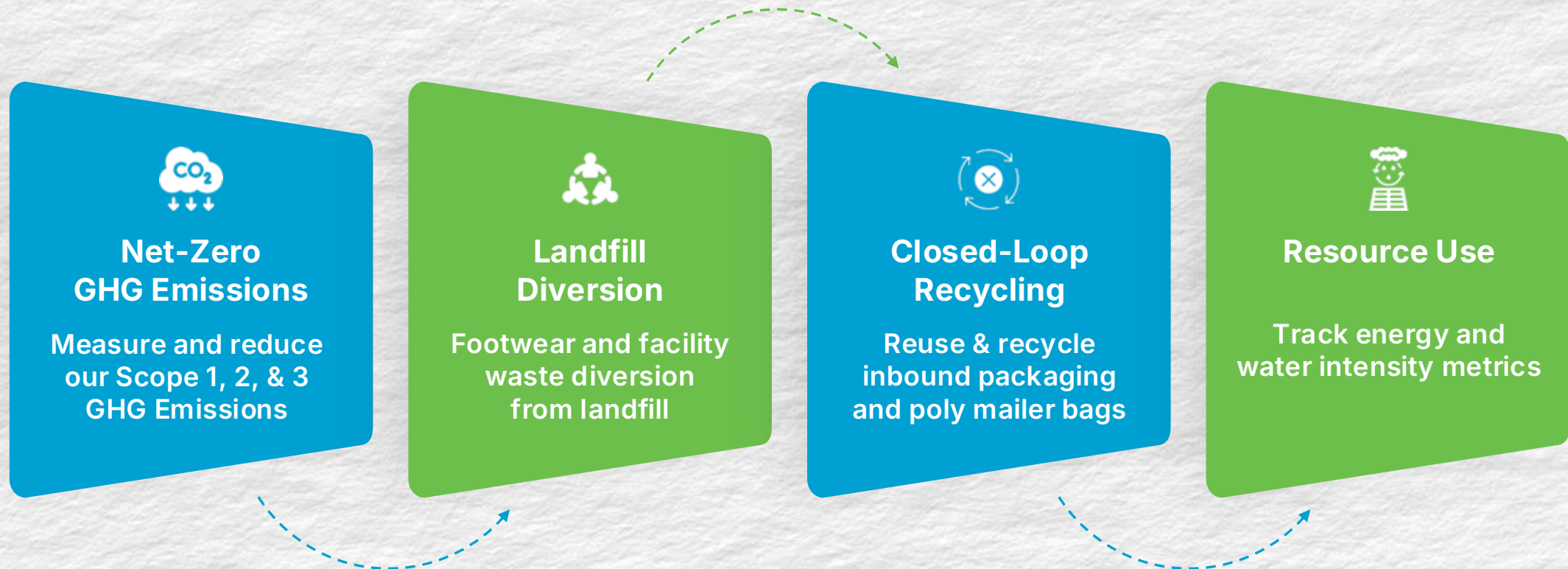


We extended the life of
1.87M
shoes in 2024



Environmental Sustainability

Our Environmental Pillars



Footwear Emissions

The average pair of sneakers generates
30 lbs. CO₂e throughout its lifecycle

Source: <https://news.mit.edu/2013/footwear-carbon-footprint-0522>



The bulk of carbon emissions associated with a pair of shoes comes from manufacturing. Reusing footwear that is still in usable condition could decrease the production rate of new shoes, which would have a significant impact on carbon emissions produced by the footwear industry.

- Eric Mesa, Co-Founder



Our Findings



In our process to calculate our carbon footprint and other environmental metrics, we've taken various approaches based on our available information.



We've refined our tracking of Scope 3 emissions, particularly around logistics and end-of-life processing. The goal is to continue to improve our understanding of our impact and reduce emissions year over year.



We aim to achieve Net Zero GHG Emissions by 2026 and are increasingly investing with that in mind, including evaluating our supply chain's efficiency and electrifying certain equipment in our warehouses (i.e., forklifts).



We aim to achieve

Net Zero GHG

by 2026, increasing landfill diversion to 6 million units annually by 2030

GHG Emissions

Scope 1, 2 & 3 Breakdown



Scope 1

1 MT

Warehouse forklifts
(propane)



Scope 2

20.5 MT

Purchased
electricity



Scope 3

1,377 MT

Logistics, shipping,
EOL processing

Total GHG Inventory: 1,398.5 MT CO₂e

Scope 3 emissions decreased 16.08% in intensity per revenue dollar, reflecting operational efficiencies, investment in reuse and recycling infrastructure, and improved tracking systems.

Carbon Intensity Improvements

Allbirds Model

(Assumes ownership of EOL impact)

→ Scope 2 Intensity:
0.93% decrease YoY

→ Scope 3 Intensity:
16.08% decrease YoY

EPA Model

(Standard GHG Protocol)

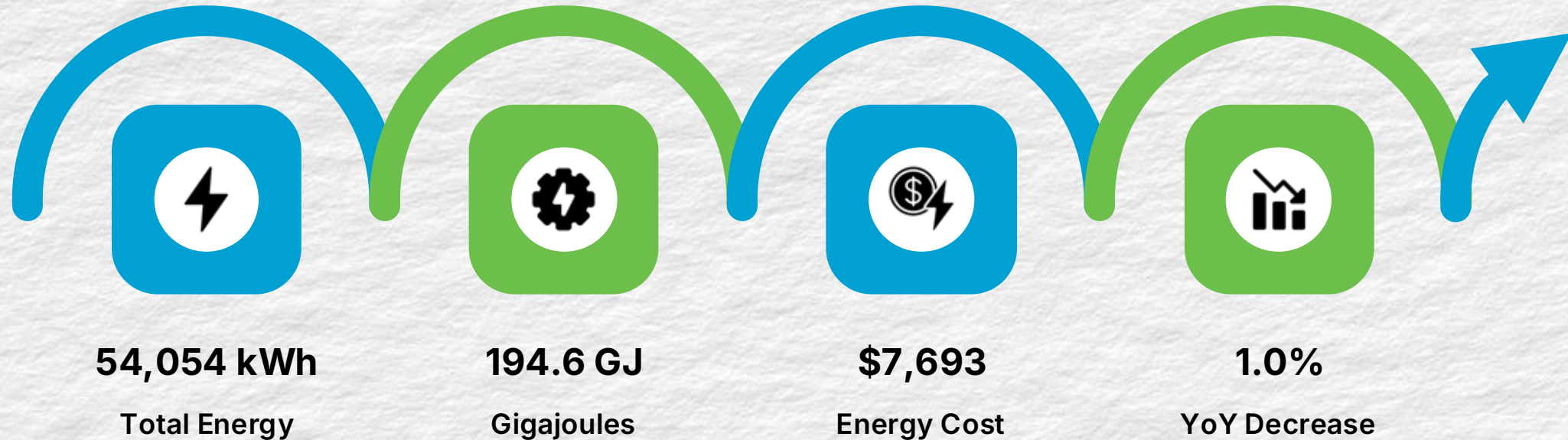
→ Scope 2 Intensity:
0.93% decrease YoY

→ Scope 3 Intensity:
11.06% decrease YoY

Even in a year with variable volume and activity, we're proud to report meaningful improvements in our carbon intensity per revenue dollar, particularly in Scope 3 emissions. We're continuing to prioritize low-emission logistics, efficient warehouse operations, and the reuse of materials.

Our Resource Use

Energy Efficiency



Key Insights:

- Energy consumption was lower than projected (65,278 kWh projected vs. 54,054 kWh actual)
- While we saw a 1.0% YoY decrease, this falls short of our 7.05% annual reduction target
- Next Steps: Facility-wide energy audit, upgrading to energy-efficient equipment, evaluating electric forklifts

Our Resource Use

Water Intensity

2,867,022

Liters of Water Used

+31.23%

Increase in Water Intensity

Our Next Steps:



Installing improved water monitoring systems



Evaluating efficiency opportunities in cleaning and processing



Exploring low-water alternatives for facility operations



Comparing against industry benchmarks



Recycling Bags Returned

78,292

Bags returned in 2024

Packaging & Transport

Reducing Our Footprint



Trex Partnership

Closed-loop recycling for poly mailer bags - transforming returned bags into composite furniture and decking.



Cardboard Recovery

100% of inbound cardboard packaging diverted for responsible recycling through local municipal partnerships.



Shipping Optimization

Route optimization and consolidated shipments to reduce transportation emissions.

Landfill Impact

Diverting Shoe Waste from Landfills

1,872,555

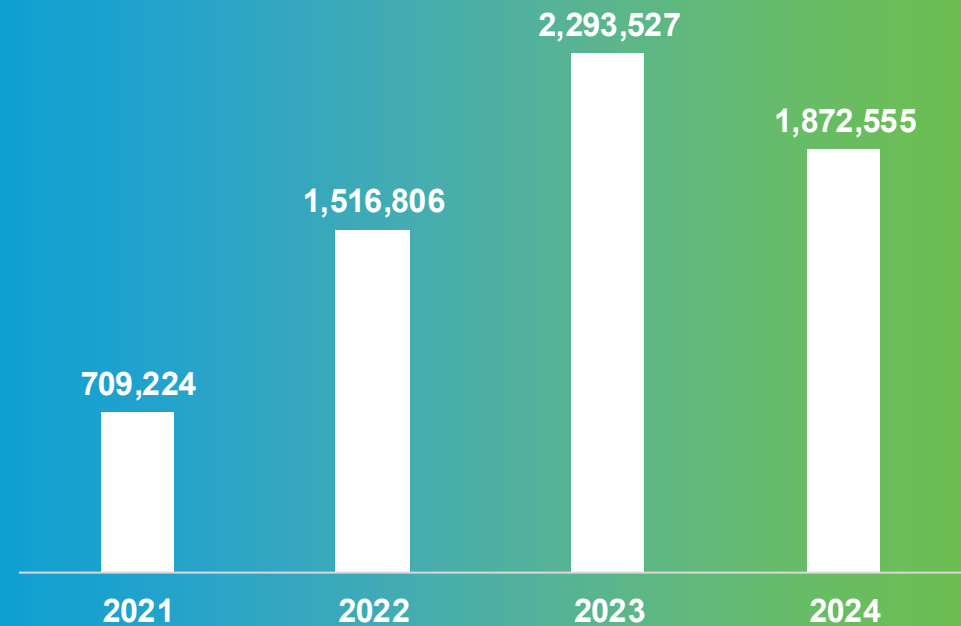
SHOES DIVERTED FROM LANDFILLS

1,123,533 lbs
Weight Diverted

509.5 MT
Metric Tonnes

12,000 pairs
End-of-Life Recycled

Year-over-Year Impact (Units Diverted)



Emissions Avoided

Carbon Savings Through Recirculation

7,864.7 MT

CO₂e Avoided
(60% Displacement Rate)

Net Carbon Emissions:

-6,466 MT

Net negative carbon impact

By extending the life of sneakers through reuse, we prevent the carbon emissions that would have been generated from manufacturing new footwear. Using the 60% displacement rate methodology referenced by Trove, our operations result in net carbon savings for the industry.

Source: <https://wwd.com/footwear-news/>

Environmental KPIs

Key Performance Indicators

Metric	2022	2023	2024	Target
Total GHG (MT)	1,055	1,663	1,399	Net Zero by 2026
Shoes Diverted	1.52M	2.29M	1.87M	6M by 2030
Energy (kWh)	46,704	54,600	54,054	-7% YoY
Water (L)	3.08M	2.18M	2.87M	Reduce intensity
Facility Waste to Landfill (lbs.)	24,202	24,000	19,200	Zero waste



Innovation in Recycling & Circular Economy Leadership

Footwear Recycling

Closing the Loop



This year, we diverted over 14,000 pounds of end-of-life footwear from landfill and redirected from waste to recycling - a critical first step in building a measurable circular supply chain.



In the future, we aim to go beyond pounds collected, quantifying actual CO2e impacts by integrating recycling process data directly from our partners.

Material Purity R&D

We are testing materials to use for:

Furniture	Hangers
Flooring	Creative reuse products

14,400 lbs

of end-of-life footwear sent
to be recycled

95%

Purity Levels Achieved

Strategic Partnerships

Building the Circular Economy Together



The Footwear Collective

Collaborating with brands, retailers, and innovators on reuse programs, take-back initiatives, and design for recyclability.



Trex

Closed-loop recycling for poly mailer bags - transforming returned bags into composite furniture and decking.



Fast Feet Grinded

Our preferred shoe recycling provider for responsible end-of-life recycling and material separation.



Social Impact

Our Social Pillars



Affordability

Making quality footwear accessible to all



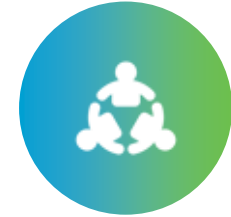
Community Impact

Empowering organizations through fundraising



Fair Labor

Fair wages and safe working conditions



Diversity

Building an inclusive workforce

Affordability

Making Quality Footwear Accessible

2024 DTC Sales

\$7,997,028

Saved consumers shopping secondhand (2024)

*Based on an avg. ASP of \$42 and an avg. retail price of \$120 (per shoe)

102,526

Pairs sold (2024)

Our DTC resale channels provide access to premium brands at a fraction of retail cost, saving consumers money while reducing environmental impact



Brooks
Men
Hyperion Temp
Size 10
\$56.94



VANS
Women
Asher Platform
Size 6
\$56.94



Nike
Men
Air Zoom Winflo 5
Size 10
\$56.94



Skechers
Women
Skech Air Dynamight 2.0
Size 6.5
\$57.79



Columbia
Men
Lakeview 2
Size 9.5
\$56.94



Brooks
Women
Launch GTS 9
Size 10.5
\$57.79



Adidas
Men
Runblaze
Size 9
\$59.49



New Balance
Unisex Adults
327
Size 5.5
\$56.09



Nike
Women
Internationalist
Size 10.5
\$58.64



NOBULL
Unisex Adults
Trainer
Size 6.5
\$56.94



Nike
Men
Legend Essential 2
Size 10
\$57.79



Adidas
Men
Alphabounce Beyond 2
Size 8.5
\$40.99



Nike
Men
Force 58 SB
Size 10
\$56.94



Nike
Men
Air Jordan Zion 2
Size 15
\$78.19



Nike
Men
Air Edge 270
Size 8.5
\$58.64

Community Impact & Fundraising

Empowering Communities to Make an Impact



\$448,600

Raised for Individuals
& Organizations



\$106,400

Raised for
Non-Profits



\$78,200

Raised for
K-12 Schools

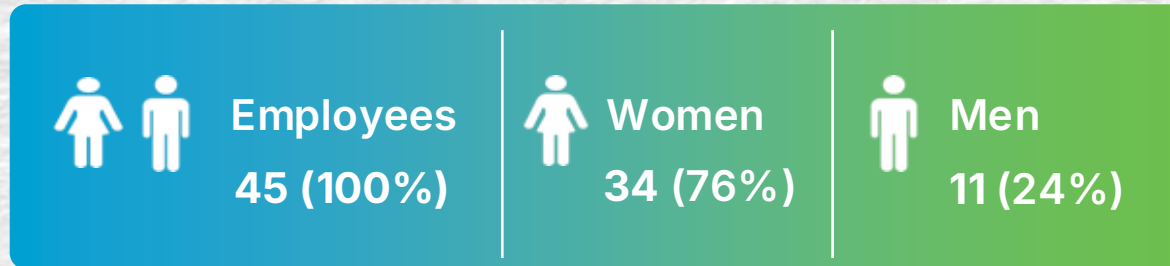
22,552 Active Partners

Individuals and organizations that shipped at least one (1) bag of sneakers in 2024

Our Workforce

Diversity & Fair Wages

Gender Distribution



Fair Wages

100%

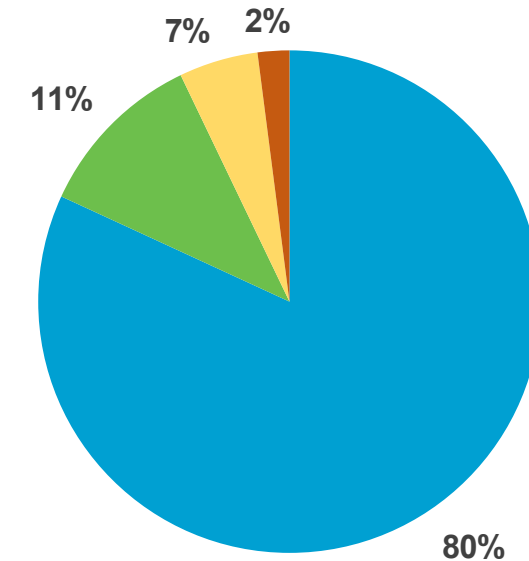
of employees earning minimum wage or above

Voluntary turnover rate: 10%

Involuntary turnover rate: 10%

Legal proceedings for labor violations: \$0

Ethnic Diversity



Hispanic or Latino: 36 (80%)

White: 5 (11%)

Black or African American: 3 (7%)

Two or More Races: 1 (2%)

Social KPIs

Key Performance Indicators

Metric	2022	2023	2024
Funds Raised (Total)	\$638K+	\$780K+	\$448K+
Active Partners	12,869	30,000+	22,552
Consumer Savings	\$5,022,697	\$7,314,000	\$7,997,028
DTC Resale Units	71,167	91,425	102,526
Female Workforce %	84%	81%	76%
Hispanic/Latino %	82%	83%	80%

We have updated some historical numbers to accurately reflect data errors, edits, or changes in how we calculate our social metrics.



Governance

Governance

Our Commitment to Transparency



We are committed to operating with integrity, transparency, and accountability. Our governance practices ensure that we maintain high ethical standards while pursuing our sustainability mission.

Key Governance Practices:

- Regular environmental and social impact reporting
- Compliance with all applicable labor laws and regulations
- Transparent pricing and fair trade practices
- Stakeholder engagement and feedback mechanisms

Leadership



Steven Salstein
Co-Founder, CEO



Eric Mesa
Co-Founder, COO



Jessie Fietze-Armenta
Director

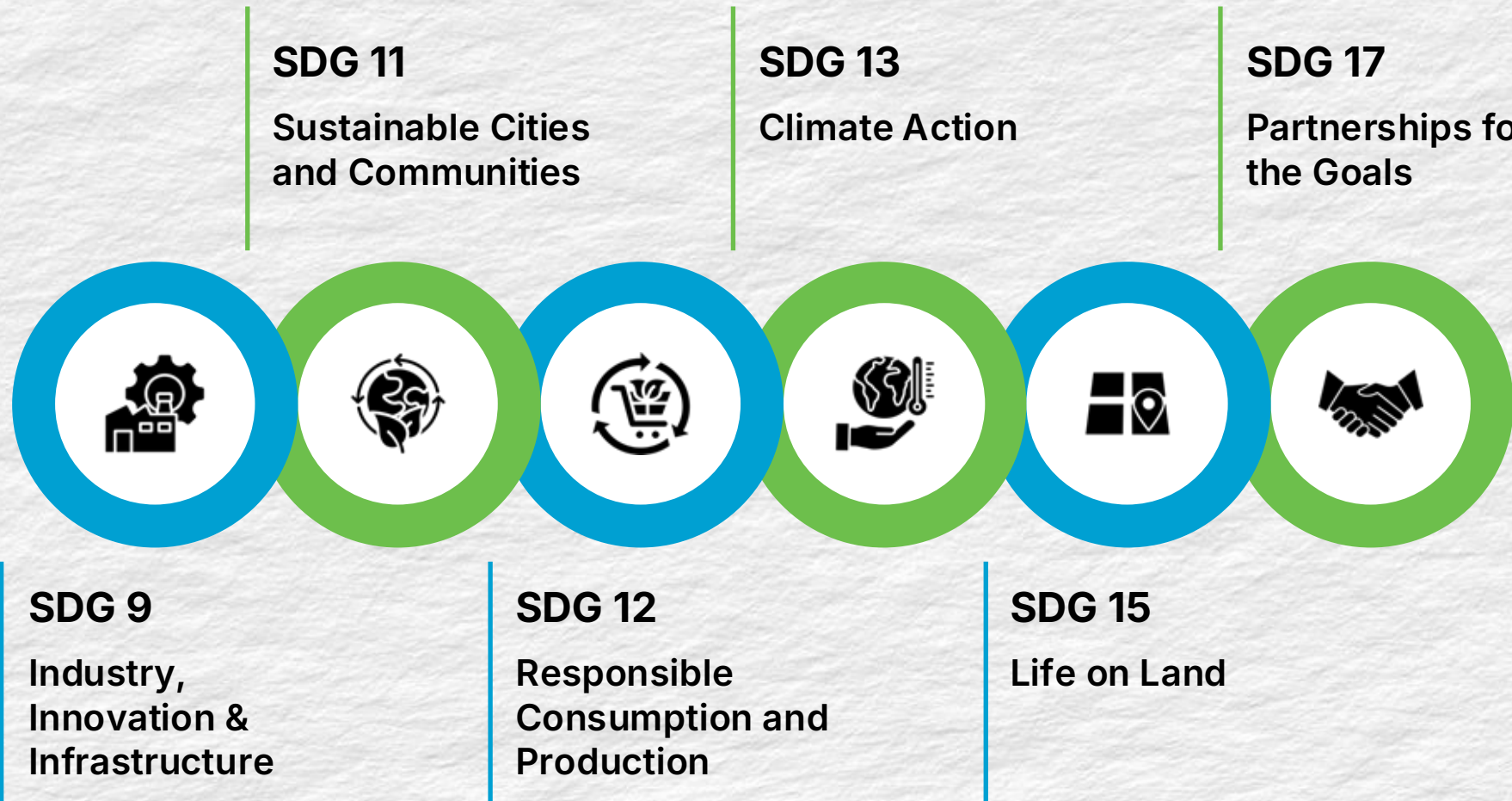
Governance KPIs

Key Performance Indicators

Metric	Status
Legal proceedings for labor violations	0
Regulatory fines/penalties	\$0
Data breaches or privacy violations	0
Sustainability reporting	Annual
Code of conduct violations	0

UN Sustainable Development Goals

Our Framework for Impact



Sustainability Resources

Learn more about our impact

GotSneakers Website

Learn about our programs
and how to participate

www.gotsneakers.com



ESG Framework

Our reporting aligns with
industry standards

[SASB Standards](#)



Carbon Calculation

Scope 1, 2, 3 emissions
methodology

[Allbirds & EPA GHG Model](#)



Displacement Rate

60% displacement rate
for secondhand goods

[Trove Methodology](#)



UN SDGs

Our contribution to the
2030 Agenda

[UN Global Goals](#)





Looking Ahead

Our Commitment to Continuous Improvement



Net Zero by 2026

Leading the industry in carbon reduction



6 Million Units by 2030

Scaling our diversion impact annually



Closed-Loop Recycling

Returning materials to manufacturing



Data-Driven Impact

Integrating partner data for true CO2e measurement



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Thank You



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