

 FIGS

# IMPACT REPORT

2022



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# Impact is why we started FIGS and it's what drives us today.

## Letter from the Founders

As we celebrate our 10th anniversary at FIGS, we are extremely proud of what we have accomplished. Alongside the growth of our business, we have a long track record of using philanthropy to make a meaningful impact on the healthcare community we serve. Impact is why we started FIGS and it's what drives us today.

When we started FIGS, we were determined to serve healthcare professionals in ways that no one else did. We saw all the billion dollar companies focused on athletes. They created great products to enable athletes to run faster, jump higher, and score more goals. But the real questions were: "What about healthcare professionals? Why isn't anyone focused on them? How can we create impact for them?"

We've spent the last 10 years doing just that. Through innovative products that allow healthcare professionals to finally feel and look good at work. Through a business model that is focused on their unique needs. Through campaigns that celebrate them. Through the creation of a community that we understand. And through extensive philanthropic efforts that give back to them.

As a society, we still have a lot of work to do to bring greater focus and attention to healthcare professionals. Our Awesome Humans have never needed more support than they do now. While the pandemic has become part of regular life and the daily 7 o'clock claps across the world have stopped, the burden on healthcare professionals has only grown—A LOT. We must do more to prioritize the needs of healthcare professionals.

At FIGS, we're committed to leading this effort, and we encourage everyone else in both the private and public sectors to join us.

Thank you to the best people on the planet—our Awesome Humans. And thank you to everyone who recognizes their extraordinary impact on the world and our need to create impact for them.

XO








Ali R., MD on Threads for Threads  
Kenya 2022 Mission Trip

## About our Impact Report

The FIGS Impact Report exists to provide a comprehensive view into our efforts to make a difference in the lives of our healthcare community and to make an impact on the world as a public company. We are incredibly proud of the impact we have been making for healthcare professionals over our 10 year history, and in 2022 in particular—both through our products and our broader efforts to support them in other meaningful ways.

As a young public company, we have additional stakeholders that look to our Impact Report for important information on a wide range of environmental, social, and governance (ESG) topics that extend beyond serving the healthcare community. We take that responsibility seriously, and we have taken steps over the past year to start to develop a broader ESG program. We also recognize that there is a long way to go on that journey, and we look forward to using the Impact Report to provide additional information on those topics, while still keeping it geared towards our primary audience—the healthcare community we are so focused on serving.

A close-up photograph of a healthcare worker, likely a nurse or doctor, wearing green scrubs and a surgical cap. She is wearing a white surgical mask and looking intently at a patient's hand, which is visible on the left side of the frame. The background is blurred, suggesting a clinical setting.

Our mission is  
to CELEBRATE,  
EMPOWER &  
SERVE those who  
serve others

Pamela M., MD



## Our Core Values



If it was easy,  
everyone would do it



How you do anything is  
how you do everything



Care more than  
anyone else



Have a bias  
toward action



Create the world  
you want to live in



Make an impact



Ubuntu – I am  
because you are



- Hypertension:  
>120 / >80

- Risk

- High blood pressure - cause
- ...
- ...
- ...

- Calcium channel blocker

- Nifedipine
- Amlodipine

# HOW WE GIVE BACK

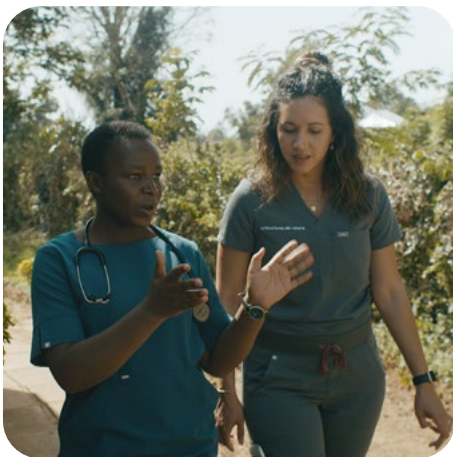
Erica W., DO teaches a session on hypertension to nursing students at Matibabu College during our 2022 trip to Kenya





Co-Founders Trina Spear and Heather Hasson in Kenya, 2013

## How We Give Back



In the first part of our Impact Report, we detail some of the key ways that we impact the healthcare community—our community of Awesome Humans. This starts with our mission and reverberates through every part of our business. It also extends to our Threads for Threads initiative through which we give back according to where we see the biggest need. This includes product donations to medical professionals in need, monetary donations to organizations that help uplift the healthcare community, our advocacy program that fights to address the biggest challenges facing our community, and a variety of other giving initiatives. Let's dive in.

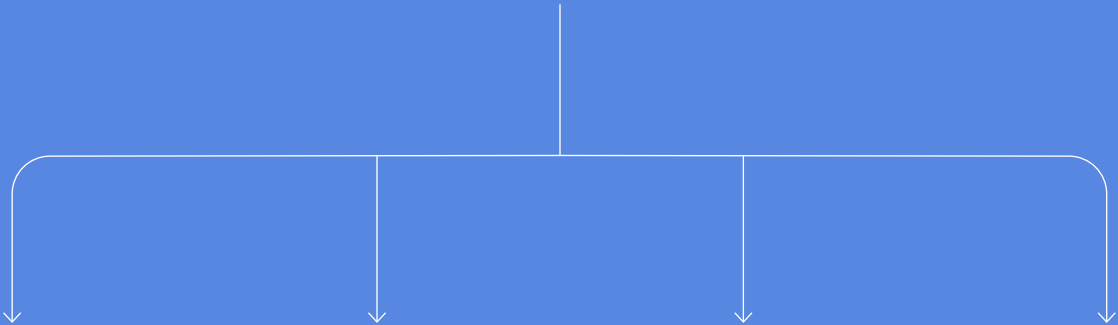


# Our Core Business Is All About Impact



10 years ago, we started FIGS with a mission to celebrate, empower and serve healthcare professionals. Their days of being forgotten, deprioritized or forced to make do with substandard products were over.

## We do this in four key ways:



**01 Product**

We create innovative products that enable healthcare professionals to perform at their best while looking and feeling good.

**02 DTC Platform**

We use a digitally-native direct-to-consumer platform to get them the products they need in a convenient and seamless way.

**03 Connection**

We celebrate healthcare professionals by highlighting the incredible contributions they make every day and by telling their stories through our platform.

**04 Community**

We bring them together through the community we've built.

We do all of this because the healthcare community is that important. If we celebrate, empower, and serve them, we will not only make their experience better, **we can inspire more people to become healthcare professionals.** Making an impact through our mission is what we're focused on every single day.

# THREADS FOR THREADS

Giving back is ingrained in everything we do at FIGS, and has been from the beginning.



At the same time we started FIGS, we created our **THREADS FOR THREADS** initiative to donate scrubs to healthcare professionals who work in resource-poor countries and lack the proper uniforms to do their jobs safely. By providing clean scrubs to these individuals, we aim to empower them and improve the quality of care they provide. We also partner with amazing organizations and Awesome Humans who help us deliver our scrubs—as well as donate their time, expertise and care.



As we have continued to grow as a company, so has the breadth of our mission. In order to truly serve medical professionals on a global scale, we see a fundamental opportunity to do more. In addition to continuing to donate scrubs, as you'll see this in this report, we now make a bigger, longer-lasting impact for the community we serve—and the communities they serve – around the world.

Kenya Threads for Threads  
Medical Mission Trip 2022



## Giving Highlights

### 2022 Threads for Threads Giving Summary

Units of FIGS donated **218,423**

- Cornerstone Foundation
- Extra Mile Pediatrics
- HUGS Foundation
- Lee Health Memorial Systems Foundation Inc.
- Medical Bridges
- Ohana One
- Operation Smile
- Pacific Dental Services
- Park View Pet Clinic
- Pediatric Orthopedic Project
- Project C.U.R.E

- RAZOM
- Saving Mothers
- Scrub Hub Inc.
- Share the Warmth
- The Birthing Project USA
- The Curiosity Project
- Therapy Aid Coalition
- Tiba Foundation
- Venice Family Clinic
- Water Hands Hope
- 15 Whitecoats

Monetary donations **\$620K**

- Buffalo Bayou Partnership
- Cedars Sinai Medical Center
- Charles R. Drew University of Medicine and Science
- Clean Miami Beach Inc.
- Fifty-Fifty Leadership
- GLMA Health Professionals Advancing LGBTQ+ Equality
- Heal The Bay
- Imagine Los Angeles Inc.
- Lee Memorial Health System Foundation Inc.

- Meharry Medical College
- Memorial Sloan Kettering Cancer Center
- Morehouse School of Medicine, Inc.
- Project Hope The People to People Health Foundation Inc
- Rx Art Inc.
- The David Sheldrick Wildlife Trust
- Tiba Foundation

Erica W., DO and Ali R., MD on Kenya  
Threads for Threads Medical Mission Trip 2022



## Giving Highlights

### Growing Our Partnership with the Tiba Foundation & Matibabu Foundation

In 2021, we launched our partnership with The Tiba Foundation and Matibabu Foundation—incredible organizations dedicated to improving the quality of, and access to, healthcare in rural Kenya. We were proud to grow this partnership in 2022.

#### Operating Theater and ICU

Through a multi-year commitment to donate \$500,000, we're funding the development and construction of an Operating Theater and lifesaving ICU—something this community of 250,000 people severely needed. We were able to witness in person the ground-breaking of this incredible facility in 2022.

#### Medical Mission Trip

We were also able to combine our visit for the ground-breaking of the Operating Theater and ICU with an extraordinary medical mission trip that we led. This trip really took us back to our roots. In 2013, we led our first medical mission trip (of many). That first trip was to Kenya, and almost ten years later and with COVID-19 restrictions eased, we were finally able to get back to the trips that we care so deeply about. And what better way to do it than going back to Kenya.

In July 2022, we traveled to Ugunja, Kenya with five medical professionals, FIGS to donate, and a lot of care to give. While in Kenya, we strived to ensure that our impact lasts beyond one trip—by teaching students, demonstrating care techniques, and helping the inspiring healthcare professionals of Ugunja create lasting change within their communities.

#### Boda Girls Partnership

FIGS has been able to support an incredible initiative with Tiba known as the Boda Girls, a program that aims to provide increased opportunities for women in rural Kenya. Through Boda Girls, women in need of family planning, pregnancy, or cancer services are given free rides to the hospital to ensure they receive the care they need. This empowers women in rural Kenya to become changemakers in their lives and communities. The Boda Girls program not only supports women in their personal goals, safety, and education, it increases access to care for their communities and positively impacts the community's health and well being.



## Giving Highlights



Kyiv, Ukraine

## Stepping Up During Crises

### Ukraine

FIGS stands alongside those affected by the war in Ukraine. In times of crisis, the healthcare community doesn't stop—they go into action. To aid in this effort, we donated \$25,000 to Project Hope and approximately 170,000 units of FIGS scrubs to Razom in support of providing urgent medicine and medical supplies to Ukrainians.

### Hurricane Ian Relief

When Hurricane Ian hit Florida's coast in fall 2022, many residents had to evacuate and seek safety inland. Others were called to action. First responders, healthcare workers, hospital admins and staff, volunteers and others risked their lives to keep their communities safe. To triage, to rescue, to evacuate those in need. To support this community—the healthcare professionals who risked their lives and safety—we donated \$25,000 and 10,000 sets of FIGS to four hospitals across Lee County that were deeply impacted by the hurricane.

## Giving Highlights

### Funding Medical Research

We donated **\$250,000 to the Center for Research on Women's Health and Sex Differences (CREWHS)**. For too long, healthcare has not always considered sex differences in the treatment of a wide range of diseases and injuries, and women all too often receive worse patient outcomes as a result. CREWHS is conducting cutting-edge research to solve these issues and advance women's health.

### Supporting Historically Black Medical Schools

To honor Black History Month and support underrepresented medical students, we donated **\$50,000** to three historically Black medical schools, **Charles R. Drew University of Medicine and Science, Meharry Medical College and Morehouse School of Medicine, Inc.** Through these donations, we hope to help create a world without health disparities and with access to medical training for all who are driven to serve.



## Giving Highlights



Our partner organizations Ohana One and The David Sheldrick Wildlife Trust delivering support and care



## Other Actions We Took

### Ohana One

We donated FIGS scrubs to Ohana One, which cultivates surgical training programs in developing areas around the world. Ohana One works with like-minded organizations to establish long-term sustainable surgical training programs. By utilizing mentorship and advanced technology, Ohana One sets up surgeons alongside other surgical providers to help them take on increasingly more complex cases with the goal of elevating and expanding safe surgical care.

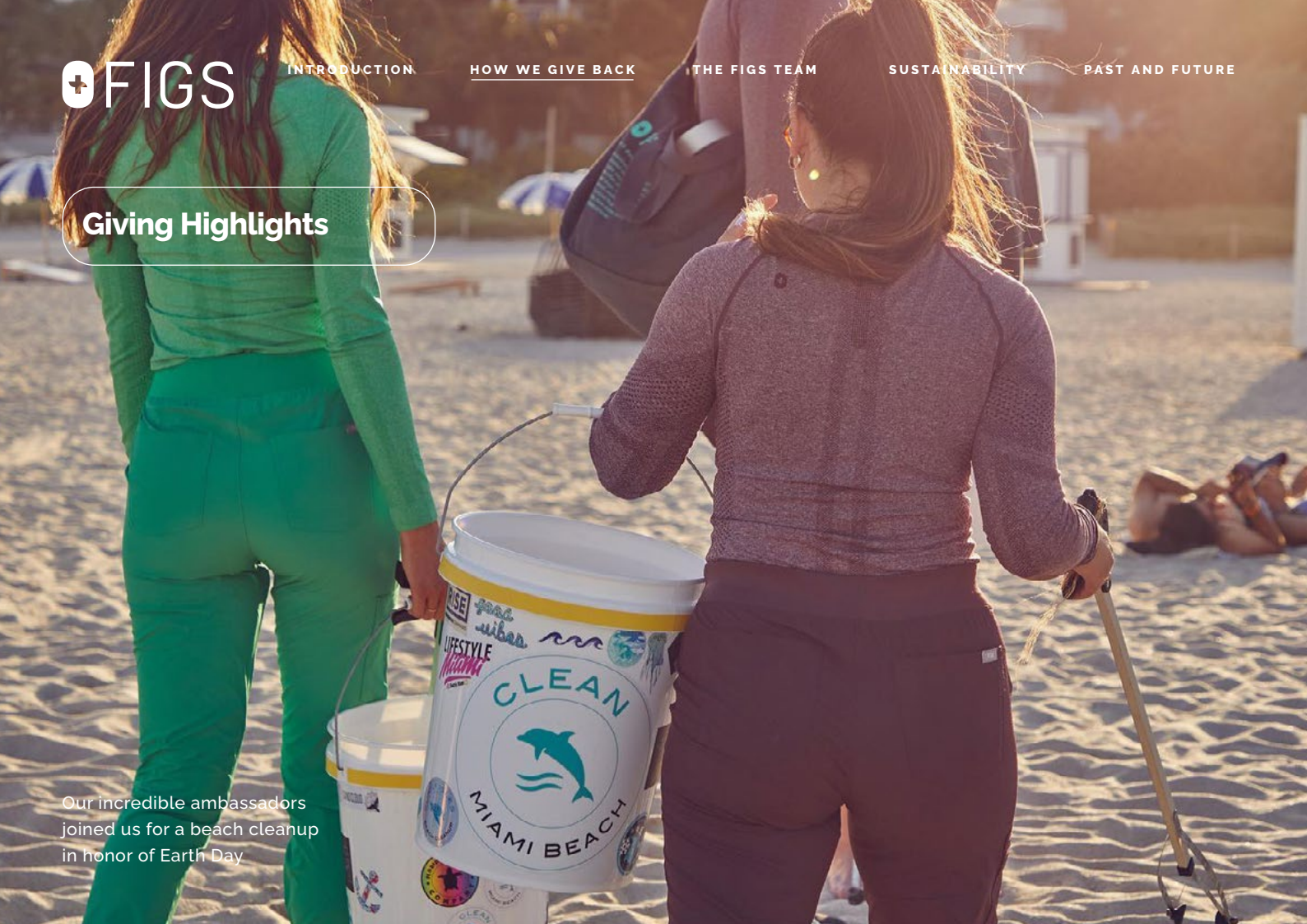
### Share the Warmth

In connection with a health fair that Share the Warmth held on Skid Row to support the housing insecure, we donated over one thousand units of clothing layers along with wellness materials. Some of our incredible Los Angeles area healthcare professionals were able to join us at the health fair to provide education and support.

### Buffalo Bayou Partnership and Clean Miami Beach Inc. and Heal The Bay

In honor of Earth Month, we hosted beach cleanups across the country with Clean Miami Beach Inc., Heal The Bay, and Buffalo Bayou Partnership. We were able to bring together healthcare professionals across all focus areas to give back in a space outside of medicine they care deeply about.





## Giving Highlights

Our incredible ambassadors joined us for a beach cleanup in honor of Earth Day

## Other Actions We Took

### Memorial Sloan Kettering Cancer Center

FIGS donated \$50,000 to MSKCC in solidarity and support for breast cancer fighters, survivors and all the people who love them, because no one should fight illness alone. These incredible healthcare professionals are leading the fight for a cancer-free future. We think that's pretty awesome.

### The David Sheldrick Wildlife Trust USA Inc.

In line with our passion for animals and the incredible healthcare professionals who care for them, FIGS donated \$70,000 to the Sheldrick Wildlife Trust Rift Valley Mobile Vet Unit. The Sheldrick Wildlife Trust exists to protect Africa's wildlife and to preserve habitats for the future of all wild species. Sheldrick Wildlife Trust Rift Valley Mobile Vet Unit's goal is to treat sick and injured wildlife across Kenya, saving thousands of wild lives each year.

### GLMA Health Professionals Advancing LGBTQ Equality

GLMA is a national organization committed to ensuring health equity for LGBTQ and all sexual and gender minority individuals, and equality for LGBTQ/SGM health professionals in their work and learning environments. To support working towards this mission, FIGS donated \$25,000 to GLMA for advocacy, education, and research.





MICHELLE M., MD

## Investing in Healthcare Professionals (Literally)

Core to our mission is empowering healthcare professionals. For many, **empowerment** means having **their own medical practice**. By owning their own practice, healthcare professionals can control their own destiny, provide medical care in the way that will create the most impact, and build a successful and rewarding business.

We believe we can help make this happen by investing directly in healthcare professionals, so they can become entrepreneurs and own their own practice. By doing so, we can not only empower them, we can help **transform healthcare**.

We made our first such investment in 2022 when we invested **\$500,000** in **Access Vascular Health**, a new interventional radiology practice in Houston founded by renowned vascular and interventional radiologist, **Dr. Michelle Nguyen Maneevese**.

This investment was an exciting and empowering way to support Dr. Maneevese and help her build a medical practice aiming to make a major impact for her community.

## The Return of FIGS Immersion

With COVID-19 restrictions eased, 2022 was the year FIGS was able to bring back our Immersion, signifying a return to in person events that we were frankly incomplete without. The mission of Immersion is to allow healthcare professionals to serve themselves so they can go out and serve everyone else.

Our 2022 Immersion was badly needed, and it was our best one yet. We took over 200 healthcare professionals from all disciplines of medicine from across the US and Canada, and brought them to a retreat in Southern California to decompress, focus on their mental and physical health, make connections, learn, and feel inspired. We believe strongly that healthcare professionals deserve to be at their best when serving everyone else—particularly after the years of isolation and strain brought on by the COVID-19 pandemic.





## The Creation of FIGS' Advocacy Program

Over our 10 years, we always viewed it as our obligation and our privilege to stand up for healthcare professionals and have their backs. In 2022, we took our efforts to a new level through the creation of FIGS' Advocacy program.

Everybody understands that during the COVID-19 pandemic, healthcare professionals had more asked of them—both physically and mentally—than any human can expect to endure. For so many, these unheard-of challenges only added to existing systemic problems leading to what the U.S. Surgeon General calls a “long-standing crisis of burnout, exhaustion, and moral distress.”

Our healthcare community rose to the challenge (as they always do), and as a result, urgent action must be taken to support them. We owe it to all those who put themselves on the line to save the rest of us. The aim of FIGS's Advocacy program is to start on the path of repaying that tremendous debt.

Kamilah E., MD and K Chandler R., RN, BSN, PHN, MPH

## Awesome Humans Bill

Our nation's 22 million healthcare professionals face multi-faceted and ever-worsening problems. They deserve a comprehensive solution that strikes at the root of these problems, with solutions taken directly from the experiences of frontline workers.

To that end, we are advocating for an Awesome Humans Bill that supports healthcare professionals and ensures their ability to deliver the care our society needs.

**Our Awesome Humans Bill sets out five priority areas for our advocacy, calling for bold solutions that will stand the test of time:**

### Pay

The pay earned by all healthcare professionals must accurately reflect the extraordinary work they do every day. Permanent reform of Medicare provider payment is necessary to end the annual threat of pay cuts. We must also expand loan repayment initiatives and increase incentives for those practicing in the most difficult environments.

### Mental Health Support

Healthcare workers must have affordable access to mental health services. We must end the stigma that exists and remove any institutional barriers causing healthcare professionals to worry they will lose their career if they seek help.

### Workplace Safety

We must establish reasonable nurse-to-patient ratios, including sensible limits on the number of hours healthcare professionals have to work, while providing physical security to ensure healthcare workers feel safe at all times.

### Ending Unnecessary Paperwork

We must reduce administrative burdens that add countless hours and stress while distracting from patient care. Our healthcare professionals tell us these requirements, when not necessary for patient safety or quality of care, are sapping the joy out of medicine and represent a serious threat to our healthcare system.

### Training

We must significantly grow the training pipeline to bring more people into the healthcare workforce, meaningfully reducing the burdens faced by current healthcare professionals.

**The Surgeon General is right: "We owe health workers far more than our gratitude. We owe them an urgent debt of action." That's why we're advocating for the Awesome Humans Bill.**





Healthcare professionals from around the country - Danielle L., DNP, ACNP, Jordin R., RN, K Chandler R., RN, BSN, PHN, MPH, Kamilah E., MD, Katie D., MSN, AGACNP-BC, Mauricio G., MD, Pamela M., MD, Sarah W., RN, Scott F., DO joined us for a trip to DC to speak with representatives

## Taking it to the Hill

We believe healthcare policy in this country has failed to address the issues our healthcare professionals are facing because it so often fails to see them as people. That's why we're putting our community out front, bringing their stories and their solutions directly to the leaders responsible for making these choices.

In September 2022, we brought 9 extraordinary healthcare professionals representing a diverse cross-section of professional backgrounds to the US Capitol and the White House to give our elected representatives a first-hand understanding of the issues being experienced by the healthcare community – and to advocate for the solutions contained in the Awesome Humans Bill.

Needless to say, our elected officials were blown away by what they heard.

But this was just the first step. We will not stop until our healthcare workforce is treated as well as they treat their patients. With compassion. With care. With humanity.

# HEALTHCARE IS HUMAN

## Healthcare is Human Campaign



We saw what FIGS' Advocacy program is capable of through the example of RaDonda Vaught.

RaDonda was a nurse who made terrible—but unintentional—mistakes, and as a result, a patient of hers named Charlene Murphey tragically lost her life. As tragic as this was, we felt strongly that it was a profound injustice that RaDonda was facing jail time for her unintentional mistakes.

As a result, we spoke out. We engaged in a national ad campaign called "Healthcare is Human", which included full-page ads in the New York Times and other major newspapers, to focus attention on RaDonda's case and to advocate for her not to receive jail time. We also put out an [Instagram post](#) that generated more engagement than any post in our history. And we issued a [blog post](#) explaining our position in greater detail.

We were gratified that following our efforts and those of many others in the nursing community, the judge presiding over RaDonda's case ultimately chose not to send her to prison.

This showed us the impact we can make, and the power of our voice and our reach. We will continue to use it to stand up for the healthcare community.



## The Founding of the FIGS Healthcare Advisory Board

In 2022, we founded the FIGS Healthcare Advisory Board, comprised of eight leading minds from across the healthcare profession, to advise us on ways to improve the experience of being a healthcare professional. The Advisory Board takes our tradition of direct engagement with the healthcare community and extends it to make an even bigger impact. In addition to advising us on product development, messaging and community-building, the Advisory Board is working in connection with our Advocacy Program to create reforms that can transform the experience of being a healthcare professional and help ease the strain they confront every day.

Our commitment at FIGS is to transform the experience of being a healthcare professional. This is only possible by understanding our community at the most fundamental level so we can serve them in the most meaningful and empowering ways. Our Healthcare Advisory Board continues that commitment.

## Meet the FIGS Healthcare Advisory Board



### Natalie Crawford, MD

@nataliecrawfordmd

Dr. Crawford is co-founder of Fora Fertility, a boutique fertility practice in Austin, Texas and is board-certified in both Obstetrics and Gynecology and Reproductive Endocrinology and Infertility. She is a Clinical Assistant Professor of Women's Health at the University of Texas Dell Medical School. She completed her undergraduate studies at Auburn University, where she obtained a degree in Nutrition Science, and she graduated from medical school at University of Texas Medical Branch. She completed her residency in Obstetrics and Gynecology at University of Texas Southwestern, and her fellowship in Reproductive Endocrinology and Infertility at the University of North Carolina, where she also obtained a Master of Science in Clinical Research. She is passionate about educating and empowering women, and she promotes fertility awareness through her multiple social media platforms.



### Katie Duke, MSN, AGACNP-BC

@thekatieduke

Katie Duke is a Board Certified Nurse Practitioner and Creator based in NYC. She has 20 years of professional hospital based nursing experience & as the pioneer of nursing presence on social media, she is a voice for nurses & is dedicated to impactful advocacy work & fighting for change for healthcare workers. She is a notable speaker with 50+ keynote addresses, & a seasoned mentor, having precepted over 125 new graduate nurses & nurse practitioners over her years of clinical practice. Throughout the course of her creator career she has pioneered many paths for future generations of nurses: she was the first healthcare worker to have a collaborative scrubs collection, she was the first nurse influencer on social media- and since has partnered with over 200 brands on impactful social campaigns. Her advocacy & creator work has been featured in The Washington Post, Forbes, The New York Times, Entrepreneur magazine, Harper's Bazaar, Marie Claire, ABC news, & more. She completed her BSN from City University of New York Hunter College, & a Masters of Science in Nursing from Columbia University in the City of New York.



### Scott Fujimoto, DO

@docfuji

Dr. Fujimoto is a double board-certified Interventional and Diagnostic Radiologist in Southern California. After spending 5 years in neurosurgery research at the University of Pennsylvania, Dr. Fujimoto earned his medical degree from Touro University College of Osteopathic Medicine. He completed his residency in Diagnostic Radiology at University of California, Irvine and his fellowship in Vascular and Interventional Radiology at Loma Linda University. As a former residency program director, Dr. Fujimoto is passionate about improving medical student/resident education and well-being.



### Sarah J. Kilpatrick MD, PhD

Dr. Kilpatrick is the Helping Hand of Los Angeles Endowed Chair in Obstetrics and Gynecology, Professor and Chair of the Department of Obstetrics and Gynecology and Associate Dean for Faculty Development and Diversity at Cedars-Sinai Medical Center. In her leadership roles at Cedars-Sinai, she has recruited numerous new faculty members, started a family planning program, expanded the minimally invasive gynecologic surgery program, developed multiple collaborations with other departments, and spearheaded new innovative programs about leadership and diversity for faculty. Since 2017, she has co-lead the Center for Research on Women's Health and Sex Differences (CREWHS), which funds research projects that will lead to better health care for women.



## Meet the FIGS Healthcare Advisory Board



### Andrew Kushnir, DVM

**@thenomadvet**

Dr. Kushnir is a Doctor of Veterinary Medicine with an extraordinarily diverse set of experiences, focused on caring for the most vulnerable animal populations. He serves as a veterinarian at a wildlife center in San Diego caring for urban wildlife, ranging from hummingbirds to mountain lions, though he is currently deployed at the Ukrainian-Polish border assisting refugees and their pets, through the International Fund for Animal Welfare.



### Danielle LeVeck, DNP, ACNPC-AG, CCNS, RN

**@nurseabnormalities**

Dr. LeVeck is a dual board-certified Acute Care Nurse Practitioner and Clinical Nurse Specialist, practicing in a high acuity cardiac surgery intensive care unit. She graduated with her B.A. in 2007 from Purdue University and her B.S. in Nursing in 2011 from Indiana University Purdue University Indianapolis. Dr. LeVeck worked as a bedside nurse in cardiac medical and surgical intensive care units across the country for over seven years. She graduated with her Doctorate of Nursing Practice from the University of Maryland Baltimore with research emphasis on Palliative Care for End-Stage Heart Failure Patients in the Cardiac Medical Intensive Care Unit. She also completed her certifications as an Adult Gerontology Acute Care Nurse Practitioner and Clinical Nurse Specialist. She received the 2018 Geriatrics and Gerontology Education and Research award for Nursing. She is deeply committed to caring for memory impaired patients in the acute care setting and has worked on three federally funded research grants.



### Pamela Mehta, MD

**@dr.pamelamehta**

Dr. Mehta is a board-certified Orthopedic Surgeon and founder of Resilience Orthopedics, a concierge Orthopedics practice in San Jose, California. With over a decade of experience post residency at Columbia University, Dr. Mehta is an expert in advanced surgical techniques for the treatment of knee, shoulder, hip, and hand pathology. She is passionate about women designing a life on their own terms when it comes to career and family. She is active on her social media platforms including Tik Tok and Instagram to promote musculoskeletal education and women empowerment. Dr. Mehta is also one of the founders of Pinnacle conference. This is the first multi-specialty conference specifically dedicated to giving professional women in medical settings the tools needed to reach the pinnacle of their leadership, negotiation, and life-balancing skills. Pinnacle empowers women in medicine through community and actionable strategies for both the practice and business of medicine.



### Darien Sutton-Ramsey, MD, MBA

**@doctor.darien**

Dr. Darien Sutton-Ramsey is a board-certified Emergency Medicine physician, currently working in Los Angeles, California. He is a graduate of NYU School of Medicine and NYU Stern School of Business. Aside from his clinical practice, Dr. Darien has special interests in public health education as well as the intersection of racial inequities and healthcare disparities.





# FIGS FAMILY

We believe that we can only deliver on our mission of celebrating, empowering, and serving healthcare professionals if we have a team of bold, growth-minded, and caring humans behind us. We cannot do that fully without having a team as representative as our diverse community of healthcare professionals. It's not just the right thing to do – it's essential for our business.

We are so fortunate to have a team at FIGS – our FIGS Fam – that embodies this to the extreme. This ambitious, compassionate, and diverse team could not be more obsessed with helping healthcare professionals thrive.





**Our commitment to DEI&B empowers all team members to reach their full potential.**

FIGS Family

### Culture of Belonging

Belonging is at the center of our DEI&B (diversity, equity, inclusion & belonging) work. Our diversity, equity, and inclusion efforts all contribute to a sense of belonging, that feeling that you matter and can be your authentic self. According to our internal survey:

**84% of FIGS team members feel respected at FIGS**

**85% feel they can be their authentic selves at work**

We are proud of and encouraged by these results, and we also know this work never ends. We are guided by our value of Ubuntu (I am because you are). We are strongest when we can knit together each team member's unique strengths to create a cohesive team. That is how we will redefine the future of healthcare.

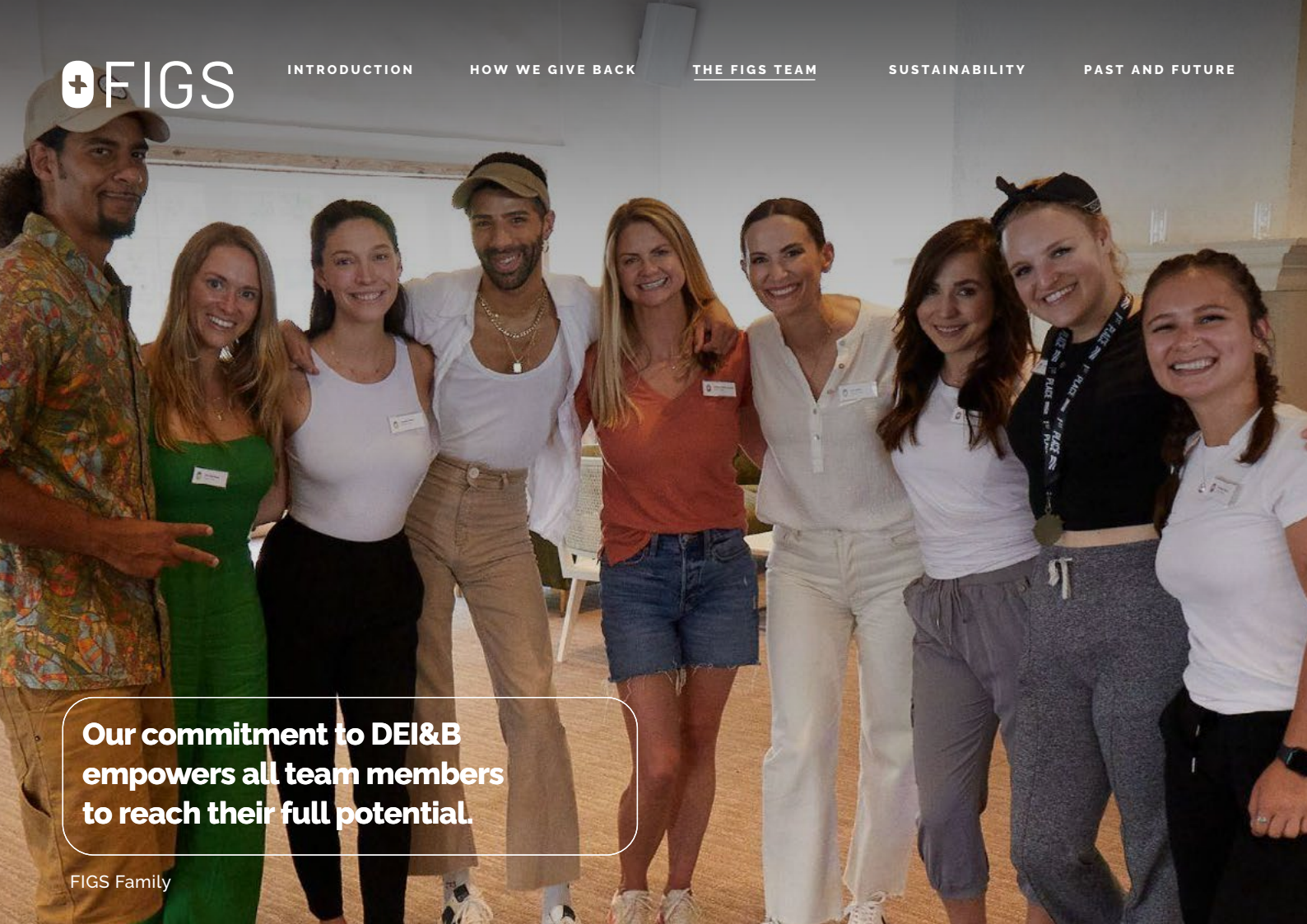
### Culture of Diversity

We are female-founded and led, and we are proud that this representation at the top is also reflected in the rest of our team. Based on our internal surveys, **nearly 68% of the company identifies as female, non-binary, or agender, and more than half of our team members identify as a member of an underrepresented community.** This is the result of our focus on and investments in tools, systems, and training that reduce bias in our organization. All indicators say our team members see and feel this focus, too.

**84% feel that FIGS values diversity**

**81% feel that FIGS builds diverse teams**





**Our commitment to DEI&B empowers all team members to reach their full potential.**

FIGS Family

### Culture of Equity

We take pride in caring for our team with great pay and benefits. Our team members are builders and trailblazers, and we encourage them to take on an owner's mindset. In 2022, we took the bold step of instituting new hire equity grants for all team members so they are all owners and can share in FIGS' successes. We also review our team members' pay on a bi-annual basis to ensure we are paying competitively and equitably.

### Culture of Inclusion

**83%** of our team members feel that FIGS is an inclusive workplace

A large part of this positive sentiment can be attributed to our Culture Committee. The Culture Committee, composed of team members from all teams and at all levels, uses our wellbeing framework and employee feedback to design inclusive and accessible monthly programming that promotes our culture goals of celebrating DEI&B, promoting wellness, and making an impact on our community.





## Taking What Makes Us Great To The Next Level

FIGS Family with ambassadors Jenny J., DDS, MS and Viki L., BSN, RN

### Workplace

We are dedicated to creating an environment where all team members feel cared for and empowered to reach their fullest potential, bringing their authentic selves to work. To achieve this goal, we organize a range of culture programs that create an equitable and dynamic workplace experience.

Our programs and initiatives include a comprehensive onboarding program, wellness resources, an annual company-wide offsite centered on company strategy, values and team building, CEO coffee connections, weekly all-hands meetings, leadership and team member development programs, parental support, pet care, nutritious food perks, and remarkable benefits, including a high-match and fast-vesting 401(k), unlimited PTO, best-in-class health insurance, and equity for all employees.

In addition, we partner with our Culture Committee to develop monthly programs that promote wellness, growth, and development in an inclusive and accessible environment. Programming has included empowerment for underrepresented groups (Black History Month, Pride, Women's Empowerment), creating access to free workout classes for physical wellness, providing ample mental health resources and tools focused on self care, and celebratory experiences for our team to have fun (FIGStoberfest, Holiday Party).

We also value the input of our team members, and in 2022, we implemented a listening strategy that includes surveys, task forces, focus groups, and one-on-one meetings to gather feedback and insights to better understand the needs of our team. We are proud to report that 85% of our team members participated, which is up to 15% above average participation compared



**Taking What Makes Us Great To The Next Level**

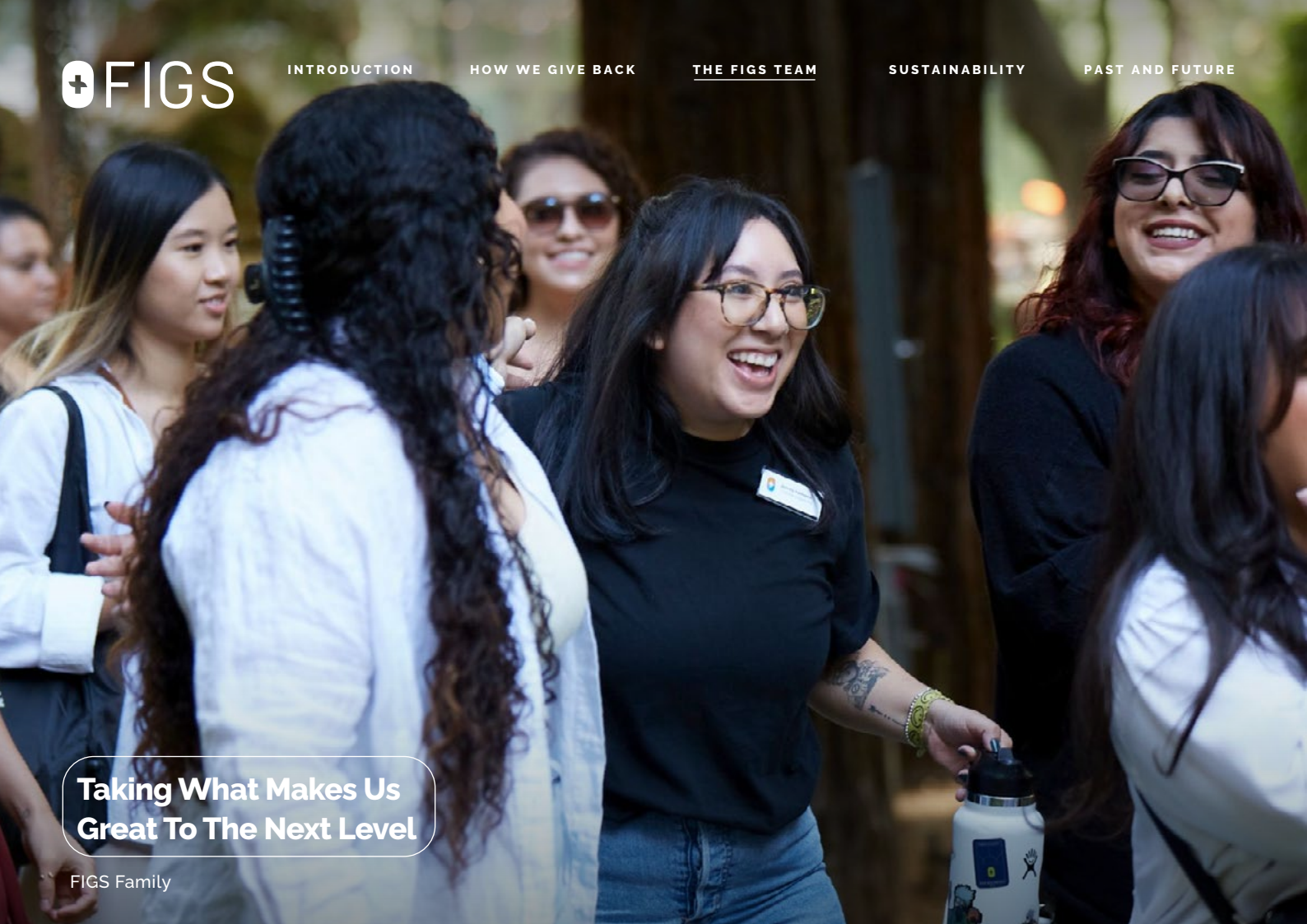
FIGS Family

An overwhelming 90% of our team reported that they feel aligned with the FIGS mission and values and take pride in being part of FIGS.

93% of team members reported that they know how their work is contributing to the broader FIGS goals, underscoring their commitment to the company's success.

We are also thrilled to report that our team members feel connected and supported. In fact, 92% of respondents reported that their manager genuinely cares about their well-being, indicating a positive and supportive team dynamic.





## Taking What Makes Us Great To The Next Level

FIGS Family

### Workforce

Workforce DEI&B starts with talent acquisition. Our approach to diversifying our talent pipeline is multi-pronged, with training for our talent acquisition team on new sourcing methods, investments in tools that analyze our job descriptions and other key collateral for exclusive language, and an Applicant Tracking System integration that hides any candidate-supplied information, like pictures, which might introduce bias into the hiring process. With this strategy, we saw our percentage of applicants from underrepresented groups rise to 60% in 2022.

When team members join FIGS, they join a fast-growing business where they are encouraged to learn new skills and pursue their own growth. We want all team members to have the career-defining experiences FIGS offers, so we introduced a Learning & Development function to formalize our approach to team member development. Over 70% of our people leaders are now participating in a rigorous leadership development program grounded in DEI&B principles. This 6-month development experience builds inclusive leadership and communication skills, and also equips managers with the tools needed to build psychologically-safe teams and coach them to deliver their best.

### Community

Care goes into everything we do. Our Culture programming provides a way for our team members to give back to the community every month, driving connection and making a true impact on a wide variety of organizations in need. In 2022, we held eight community donation initiatives, all of which are built around monthly themes including Empowerment (Chrysalis), Mental Health (Venice Family Clinic), Family Wellness (Boys & Girls Club of LA & Baby2Baby), Financial Wellness (ImagineLA), Environmental Wellness (Heal the Bay), Physical Health (Red Cross Blood Drive), and supporting the Unhoused community (Share the Warmth).

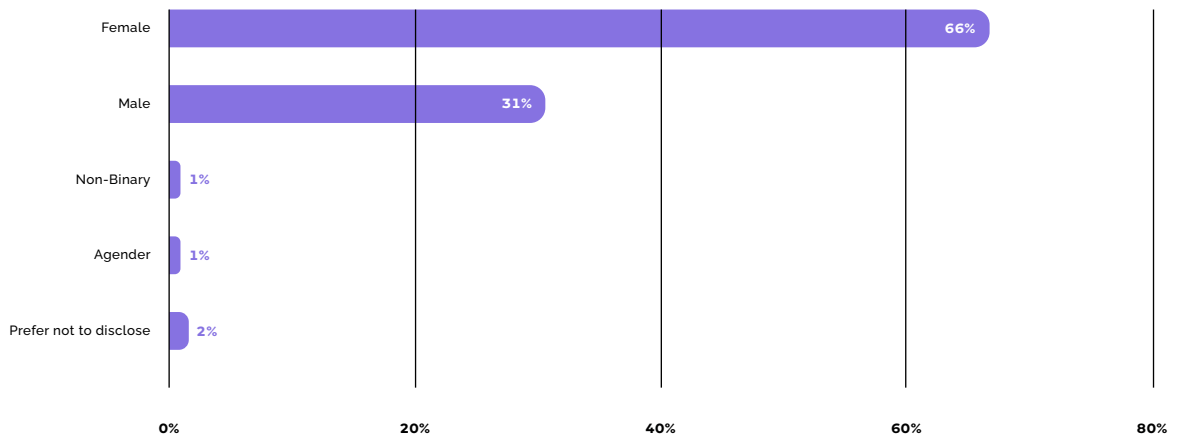
By serving and empowering our local community, together we are creating the world we want to live in.

## DEI&B By The Numbers

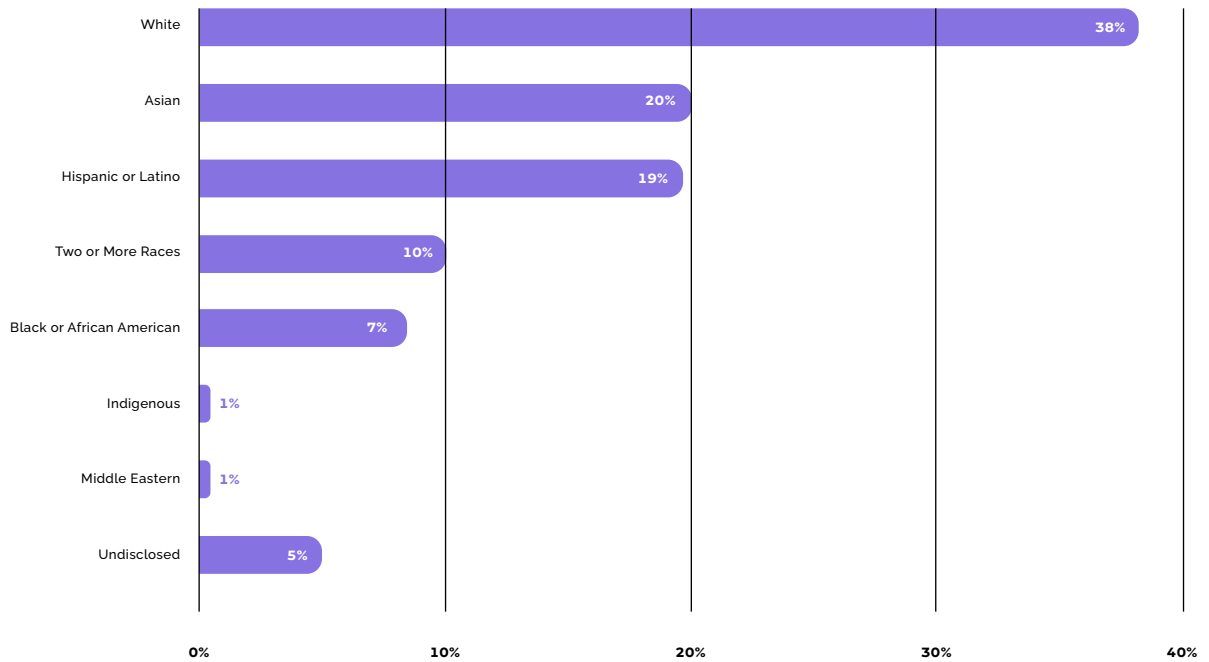
As a result of our efforts, we are proud of the diversity that our team represents. Based on data collected in January 2023, **approximately 68% of the company identify as female, non-binary, or agender, and more than half identify as members of underrepresented racial or ethnic groups.**

In 2022, 52% of our newly hired employees identified as members of underrepresented racial or ethnic groups. We believe our incredible diversity is a critical part of our success as a business.

GENDER IDENTITY FOR FIGS TEAM:



RACIAL/ETHNIC IDENTITY FOR FIGS TEAM





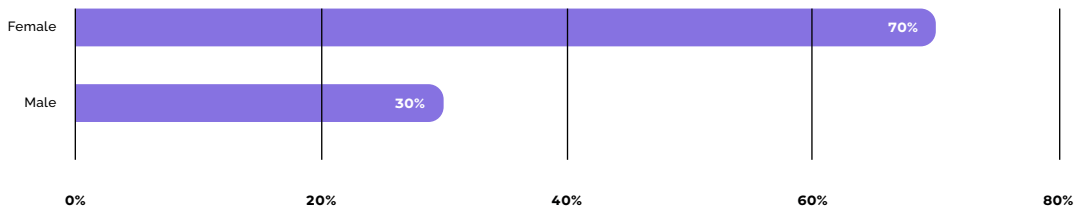
**DEI&B By The Numbers**

FIGS' leadership team has always broken barriers. Our co-founders, both women, achieved a historic first by being the first female co-founders and co-CEOs to take a company public.

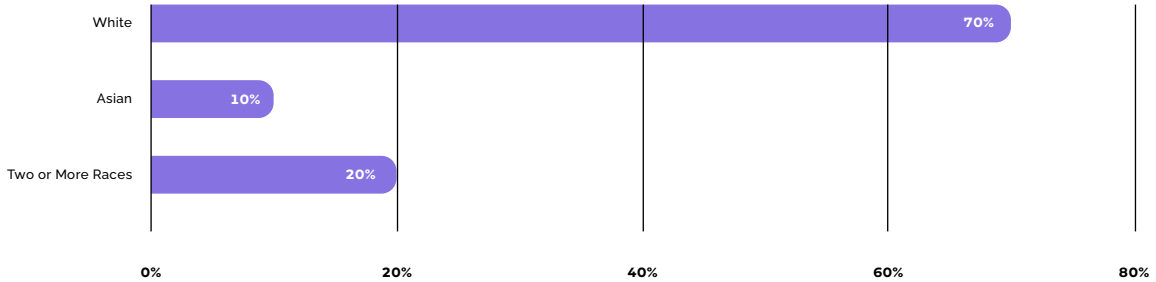
We continue to prioritize gender diversity in our leadership, with both our CEO and CFO positions held by women.

Our leadership is a testament to the success that can be achieved when diverse voices are represented at the highest levels of an organization.

**GENDER IDENTITY FOR FIGS EXECUTIVE TEAM**



**RACIAL/ETHNIC IDENTITY FOR FIGS EXECUTIVE TEAM**



Based on data collected in January 2023



A detailed photograph of a textile factory floor. The scene is filled with rows of industrial machinery, including large spools of white thread and complex mechanical components. The perspective is from a central aisle, looking down the length of the factory, creating a sense of depth and scale. The lighting is bright and even, highlighting the metallic surfaces and the organized layout of the equipment.

# SUSTAINABILITY & SUPPLY CHAIN



**Sustainability  
& Supply Chain**



The healthcare community fundamentally exists to promote and protect humanity. So serving that community means that we must respect humanity at every stage of our business, from how our supply chain partners operate their factories and treat their employees to the materials that we use in our products.

We have a diversified global supply chain that spans 9 countries

With approximately 34 global production partners as of December 31, 2022.

We make great effort to ensure that our partners are operating to our high standards and that we are respectful of the world around us.

As we continue to build out our resources in the years ahead, we remain committed to providing additional data on the sustainability of our products and production processes.



## Sustainability & Supply Chain

### Introducing Jami Pinto

Building a sustainability program is a long process, and it starts with having a great leader. In 2022, we were thrilled to add Jami Pinto to the FIGS leadership team. Jami is not only FIGS' Chief Product Officer, she is our first Chief Sustainability Officer.



With over 25 years of experience in the apparel and footwear industry, Jami is a highly accomplished innovator in performance and functional apparel products with a key focus on technical design, product development, raw materials, production, and sustainability. Jami's responsibilities include, among other things, driving the company's global supply chain strategy to ensure that it has a diversified network of best-in-class manufacturing partners, and leading the company's sustainability program.

Jami comes to FIGS after serving for 9 years at Under Armour in a number of executive roles, including most recently as Senior Vice President, Global Product Supply, where she led global functions from style creation to product delivery across all categories, and also helped build the framework for sustainability. Prior to Under Armour, Jami spent 14 years helping to scale Abercrombie & Fitch brands.



## Sustainability & Supply Chain

### Ethical Standards and WRAP



We contractually commit all of our Tier I suppliers (our direct suppliers) to certain ethical requirements to help ensure they share our standards for quality of manufacturing, ethical working conditions and social and environmental sustainability practices. Our Tier I suppliers are contractually required to adhere to the provisions of our Vendor Manual, which includes commitments to working conditions that meet or exceed the labor standards established by the United Nations, local labor laws and the standards established by the Fair Labor Association.

In line with our values, and in addition to having deep long-standing partnerships with our Tier I suppliers, we also require all of our Tier I suppliers to be certified through the Worldwide Responsible Accredited Production (“WRAP”) program, which is an organization focused on promoting safe, lawful, humane and ethical manufacturing. As part of our Tier I suppliers' required certification with WRAP, they commit to regular audits to promote their compliance with **WRAP's 12 Principles, which are:**

- (1) compliance with laws and workplace regulations**
- (2) prohibition of forced labor**
- (3) prohibition of child labor**
- (4) prohibition of harassment and abuse**
- (5) compensation and benefits**
- (6) hours of work**
- (7) prohibition of discrimination**
- (8) health and safety**
- (9) freedom of association and collective bargaining**
- (10) environment**
- (11) customs compliance**
- (12) security**

WRAP awards Gold certifications to facilities that demonstrate full compliance with WRAP's 12 principles, and WRAP awards Platinum certifications to facilities that have demonstrated full compliance with WRAP's 12 principles for three consecutive certification audits. All FIGS Tier I Suppliers must have a Gold or Platinum certification in order to continue to work with us, and we have a contractual right to terminate our relationship with any Tier I Supplier that fails to meet our ethical standards.

## Sustainability & Supply Chain

### Auditing our Supply Chain

We maintain a detailed audit program to ensure that our suppliers are living up to their commitments. As part of our quality assurance procedures, FIGS team members visit all Tier I suppliers on average two times each month, and they visit all Tier II suppliers (our direct suppliers' suppliers) that are nominated by FIGS on average one time each month, to review their operations and our quality requirements.

**Additionally, as part of our suppliers' required certification with WRAP, they undergo regular audits by WRAP directly.**

And under our Vendor Manual, our Tier I suppliers are contractually required to hold Tier II suppliers to substantially the same standards to which we hold our Tier I suppliers.



Sustainability  
& Supply Chain

## Commitment to Use Recycled Materials

We are committed to increasing our use of sustainable materials in our products, and we have already made significant progress on that front.

For example, our proprietary FREEx™ Fabric is made from over 90% recycled and upcycled fibers. And many of the materials we use in our products are recycled.



We are excited to do even more to innovate in scrubwear while minimizing our impact on the environment. To that end, **we are targeting to have at least 75% of our scrub fabric be comprised of recycled and upcycled materials by 2030.**



**Sustainability  
& Supply Chain**

**OEKO-TEX  
Certification**

We reported in last year's Impact Report that we had begun the process of certifying all of our core scrubwear with OEKO-TEX®. STANDARD 100 by OEKO-TEX® certification requires testing of all fabrics and trims to ensure our products are safe from harmful substances. OEKO-TEX® tests for hundreds of chemicals, including pesticides, carcinogenic colorants, heavy metals and a wide variety of other harmful substances.

**In 2022, we obtained OEKO-TEX® certifications for our FIONx™ fabric and product-level OEKO-TEX® certifications for all products in our core scrubwear collection.**

Obtaining these certifications is part of our commitment to ensuring that our products are made with safe, high quality materials that healthcare professionals deserve.







# PAST & FUTURE

Lexi R., RN



# FIGS IMPACT OVER THE LAST 10 YEARS



2022 was the 10th year of FIGS and the 10th year of creating impact for the healthcare community. We've done that through a wide range of philanthropic activities, including a large number of product donations, financial contributions to healthcare organizations and other causes that affect our community, FIGS Immersion events, and numerous other initiatives. As we celebrate our 10th anniversary, we wanted to take a trip down memory lane with just a small number of the many impact highlights from our history:



## FIGS Impact over the Last 10 Years

### Scrub Donations

Going back to the early days of FIGS, we've always donated scrubs—A LOT of them. We've donated many hundreds of thousands of FIGS scrubs and other FIGS products to medical professionals around the world. In so doing, we were able to partner with incredible organizations like Project Cure, IMS, Unspoken Smiles, and Smiles for Life, among many others, that go to great lengths to bring medical supplies to those in need. This is one of the founding principles of FIGS—that the power of scrubs can truly elevate the entire healthcare experience for those who don't have them.

### Medical Mission Trips

For many of our scrub donations over the years, we didn't simply put them in a crate and send them on their way. Together with our incredible Ambassadors and other partners, we've organized medical mission trips throughout the world, to countries like Kenya, India, Nicaragua, and Peru, where we've not only donated large numbers of scrubs, we've brought medical care to remote areas that otherwise lacked that basic human necessity. For the Awesome Humans who joined us on these trips, we feel confident in saying that they were among the most inspiring experiences of their careers. They certainly were for us.

### COVID-19 Relief

During a time when the pressures on the healthcare community were never greater, including here at home for us in the U.S., COVID-19 relief was top of mind for FIGS throughout the pandemic. To do our part, we significantly adjusted our supply chain and overall business to address PPE shortages—creating masks, and donating scrubs, funds and other needed products to help frontline workers during their fight against the pandemic.

### Future Icons Grants

Starting in 2020, we started our New Icons grant program, which we later renamed Future Icons. Through this program, we've granted \$750,000 towards the tuition or student loan repayment of Awesome Humans who represent the next generation of healthcare. These grants provided needed relief for the recipients, each of whom are inspirational and deeply passionate about healthcare. It is our hope that these grants help play a role in inspiring the next generation to become healthcare professionals—which the world desperately needs.

## A Look Ahead to FIGS Impact Over the Next 10 Years

As we look ahead to the next 10 years and beyond, we intend to build on our tradition of creating impact for the healthcare community. We plan to do this through:

Growing our 24/7/365 business where we create innovative products and marketing campaigns to serve healthcare professionals and highlight their contributions in ways that no company had previously done, and that no other company is still even thinking about.

Our many philanthropic efforts, including by continuing to donate scrubs and other FIGS products to healthcare professionals in need, expanding our tuition grant program to help pave the way for the next generation of healthcare professionals, and partnering even more deeply with charitable organizations that are making the biggest difference in healthcare.

Our new Advocacy program, through which we plan to leverage the collective power of our incredible community of more than 2 million FIGS active customers and approximately 300 FIGS Ambassadors to create policy changes that will help address some of the biggest challenges facing healthcare professionals today.

So much more that we haven't even thought of yet

As always, our goal is to use the unique FIGS platform to celebrate, empower and serve healthcare professionals. And we plan to do it with an engaged and diverse team that matches the community we serve, with ethical business practices, and with an ever growing commitment to sustainability. We know we're just getting started and we look forward to the journey.



## Appendix

### Forward-Looking Statements

This report contains various forward-looking statements about FIGS, Inc. (the "Company") within the meaning of the Private Securities Litigation Reform Act of 1995, as amended, that are based on current management expectations, and which involve substantial risks and uncertainties that could cause actual results to differ materially from the results expressed in, or implied by, such forward-looking statements. All statements contained in this report that do not relate to matters of historical fact should be considered forward-looking. These forward-looking statements generally are identified by the words "anticipate", "believe", "contemplate", "continue", "could", "estimate", "expect", "forecast", "future", "intend", "may", "might", "opportunity", "outlook", "plan", "possible", "potential", "predict", "project", "should", "strategy", "strive", "target", "will", or "would", the negative of these words or other similar terms or expressions. The absence of these words does not mean that a statement is not forward-looking. These forward-looking statements address various matters, including future goals, commitments, programs, and initiatives, including those related to ESG, as well as business performance and strategies, all of which reflect the Company's expectations based upon currently available information and data. Because such statements are based on expectations as to future financial and operating results and are not statements of fact, our actual results, performance or achievements may differ materially from those expressed or implied by the forward-looking statements, and you are cautioned not to place undue reliance on these forward-looking statements. The following important factors and uncertainties, among others, could cause actual results, performance or achievements to differ materially from those described in these forward-looking statements: the impact of COVID-19 and macroeconomic trends on the Company's operations; the Company's ability to maintain its recent rapid growth; the Company's ability to maintain profitability; the Company's ability to maintain the value and reputation of its brand; the Company's ability to attract new customers, retain existing customers, and to maintain or increase sales to those customers; the success of the Company's marketing efforts; the Company's ability to maintain a strong community of engaged customers and Ambassadors; negative publicity related to the Company's marketing efforts or use of social media; the Company's ability to successfully develop and introduce new, innovative and updated products; the competitiveness of the market for healthcare apparel; the Company's ability to maintain its key

employees; the Company's ability to attract and retain highly skilled team members; risks associated with expansion into, and conducting business in, international markets; changes in, or disruptions to, the Company's shipping arrangements; the successful operation of the Company's distribution and warehouse management systems; the Company's ability to accurately forecast customer demand, manage its inventory, and plan for future expenses; the impact of changes in consumer confidence, shopping behavior and consumer spending on demand for the Company's products; the Company's reliance on a limited number of third-party suppliers; the fluctuating costs of raw materials; the Company's failure to protect its intellectual property rights; the fact that the operations of many of the Company's suppliers and vendors are subject to additional risks that are beyond its control; and other risks, uncertainties, and factors discussed in the "Risk Factors" section of the Company's Annual Report on Form 10-K for the year ended December 31, 2022 (the "Annual Report") filed with the United States Securities and Exchange Commission (the "SEC") and in the Company's other periodic filings with the SEC. The forward-looking statements in this report speak only as of the time made and the Company does not undertake to update or revise them to reflect future events or circumstances.

### Materiality

We may provide sustainability, ESG and other information in this report and in our filings with the SEC, including our Annual Report, that is not necessarily "material" under the federal securities laws for SEC reporting purposes, but that is informed by various ESG standards and frameworks (including standards for the measurement of underlying data) and the interest of various stakeholders. The "materiality" thresholds in those standards and guidelines may differ from the concept of "materiality" under the federal securities laws and disclosures required by the SEC rules. The inclusion of sustainability and ESG disclosures in this report and in our filings with the SEC does not necessarily mean or imply that we consider them to be material for purposes of the federal securities laws or the SEC's rules. Much of this information is also subject to assumptions, estimates or third-party information that is still evolving and subject to change. For example, our disclosures based on any standards may change due to revisions in framework requirements, availability of information, changes in our business or applicable government policies, or other factors, some of which may be beyond our control.