

The #WEARFIGS Impact Report 2020

Why wear scrubs when you can #WEARFIGS

In 2013, we founded FIGS to celebrate, empower and serve healthcare professionals. We wanted to transform the experience for current and future generations of healthcare professionals by allowing them to look, feel and perform at their best—24/7, 365 days a year. By focusing on design, function and comfort, we created best-of-class medical apparel for the very healthcare professionals who put themselves on the line, day in and day out.

Today, our mission remains the same: to serve those who serve others. As we've grown, we've seen this mission impact every part of our business — our product, our team, our community and beyond.

2020 was a historic year, defined by challenge and unpredictability, and our community of healthcare professionals – our Awesome Humans – felt this most acutely. As they continue to fight COVID-19 and its after-effects, we will continue to have their backs and celebrate what they do.

In that spirit, we made monumental strides to fulfill our mission of service. We expedited international expansion to support healthcare professionals on a global scale. We made donations to enable healthcare professionals to have the resources they needed to fight COVID-19. We improved our digital platform to make it even more accessible to our community and to celebrate them. We partnered with incredible brands and people to shed light on climate crises. We launched multiple initiatives to fight for racial justice and gender equality. We stepped up our efforts to foster a culture of belonging within the company, because change starts here. And we're just getting started.

Our first ever #wearFIGS Report is a celebration of everyone in the FIGS community, internal and external, that has moved mountains during this unprecedented year to innovate, create, serve and do the right thing in the face of extreme challenge.

We thank you all!

XO

Henrik Hansson *Trin Spear*

Who We Are

We celebrate, empower and serve those who serve others.

We revolutionized the large and fragmented healthcare apparel market. We branded a previously unbranded industry, de-commoditized a previously commoditized product and built a community and lifestyle around a profession.

We help healthcare professionals look, feel and perform at their best—on and off shift.

We create technically advanced apparel and other products that feature an unmatched combination of comfort, durability, function and style, all at an affordable price. We redefined what scrubs are—giving rise to our tag-line: Why wear scrubs, when you can **#WEARFIGS?**

We are the first digitally native, direct-to-consumer company in the industry. We did that to make it as easy as possible for healthcare professionals to get access to the products they need and want. And because there needed to be a platform where our community could share their stories, and where we could celebrate them every day.

In line with our purpose-driven mission, giving back is ingrained in everything we do. Through our Threads for Threads initiative, we've donated hundreds of thousands of FIGS scrubs and other products to medical professionals in need.

Our team is filled with dreamers, do-ers and team players who integrate innovation, positivity and purpose into everything we do. We like to say that the highest standards didn't exist – so we created them.

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

The #WEARFIGS Impact Report 2020

WEARFIGS.COM

Threads for Threads

COVID-19

Other Ways We Give

Planet

People



Threads for Threads

It's how we give back – because everyone deserves to
#WEARFIGS

Threads for Threads

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

Going back to our founding in 2013, we felt passionate about donating 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 knew we could empower them and improve the quality of care they provide.

We named the initiative "Threads for Threads," and this became the philanthropic arm of our business.

Between 2013 and 2017, we based Threads for Threads on our commitment to donate one set of scrubs to medical professionals in need for every set of scrubs that we sold. We were honored to make an impact in this way.

As FIGS continued to grow as a company, so did the breadth of our mission. In order to truly serve medical professionals on a global scale, there was a fundamental opportunity to do more. We listened to our community, we watched the world change and we decided it was time to elevate our approach to Threads for Threads. It was no longer just about donating scrubs.

Starting in late 2017, we evolved Threads for Threads. What started as a one-for-one model progressed into a comprehensive aid and corporate social responsibility initiative. In addition to continuing to donate scrubs, we now make a bigger, longer-lasting impact for the community we serve – and the communities they serve – around the world.

Today, we continue giving to healthcare professionals in need, having donated hundreds of thousands of FIGS scrubs and other products to medical professionals in need.

As you'll see in the pages that follow, we have also turned our giving into even more.

Threads for Threads



WEARFIGS.COM

threads for threads™





COVID-19

The COVID-19 pandemic has magnified the indispensability of healthcare professionals. During a time when the pressures on the healthcare community have never been greater, COVID-19 relief was top of mind for FIGS in 2020.

We rose to the challenge by addressing PPE shortages, creating masks, and donating scrubs, funds and other needed products to help frontline workers during their fight against COVID-19.

COVID-19

MASKS

362K

Mask Production

FIGS developed our FION^x Protective Mask, which launched on May 15, 2020 - we produced a total of 362,000 masks in H1 alone

890

FION^x Masks

Donated to frontline responders and to social justice groups organizing peaceful protests

OTHER PPE

25K

KN95 Masks

Given free with purchase

6K

KN95 Masks

Donated to Venice Family Clinic

10K

KN95 Masks

Distributed to Alaska Native Tribal Health Consortium in collaboration with Operation 42

100K

Isolation Gowns

Distributed to hospitals in underserved communities, in collaboration with Operation 42

SCRUBS

70K

Units of FIGS

70,398 units of FIGS donated to 26 healthcare facilities around the country, including:

- Atlantic General Hospital
- Brigham and Women's Hospital
- Brookdale Senior Living
- Evergreen Health Foundation
- Howard Brown Health Center
- LA LGBT Center
- Mount Sinai Health Systems
- Phoebe Foundation
- Providence Cedars-Sinai Tarzana Medical Center
- Venice Family Clinic
- Washington Health
- Weill Cornell
- World of Smiles NY
- Presbyterian Lawrence Hospital
- Yale New Haven Hospital

FUNDS

\$100K

Donated to Frontline Responders Fund

While thousands of healthcare workers showed up to fight COVID-19 without proper PPE and protection, FIGS donated \$100,000 to the Frontline Responders Fund, an organization focused on moving critical supplies from the factory to the frontline responders



Other Ways We Give

Serving those who serve others is our mission at FIGS and giving back is ingrained in everything we do.

Making an impact and a positive difference in the lives of healthcare professionals and the world matters.

At FIGS, we believe that doing the right thing matters.

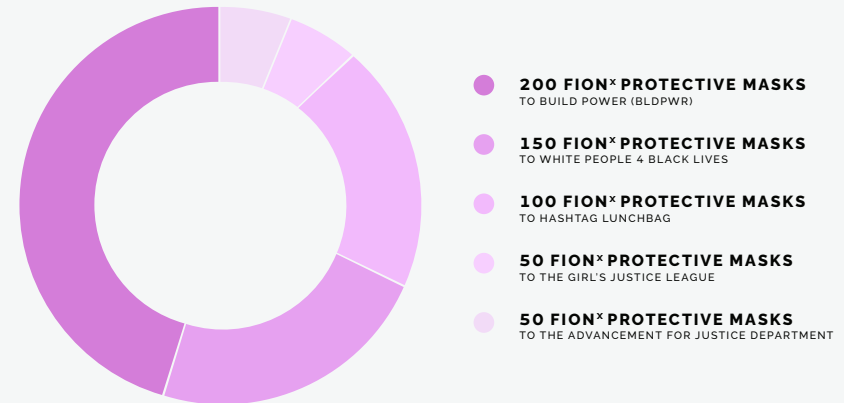
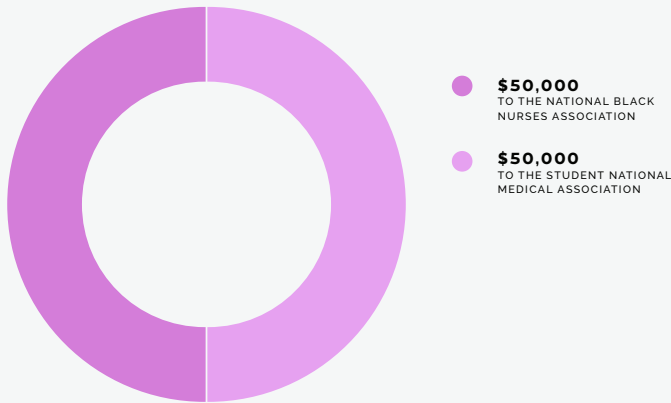
Social Justice

In 2020, the US and the world confronted inequities faced by Black Americans and FIGS knew this moment in history needed to be met with more than words.

On May 31, 2020, as the world grappled with the murder of George Floyd and far too many others, FIGS pledged to do our part to support the long-term advancement of the Black community and to protect those who are bravely making their voices heard in their homes, at their workplaces, within their communities and at demonstrations throughout the country.

As a company, and as humans, we pledged to listen and learn, to stand in solidarity against systemic racism and to fight against oppression— because saving lives means protecting Black lives, today, tomorrow and indefinitely.

In support of social justice and racial equity, FIGS made the following contributions:



The New Icons Grant



The future of medicine has never mattered more. To show our support, FIGS launched our New Icons Grant on October 10, 2020. Through this grant, a total of \$250,000 was awarded to five Awesome Humans who represent the next generation of healthcare to help pay their tuitions.

These five winners were selected after reviewing thousands of submissions. Each winner received a \$50,000 grant from FIGS.



As the daughter of two US immigrants who became naturalized citizens, it's imperative to me that every person, despite their nationality or socioeconomic background, has access to medicine.

MICHELLE R., PA-C



I became a Pediatric Oncology Nurse because I always wanted to give a voice to those not strong enough to use their own.

KHARA H., BSN, RN



I'm dedicating my professional career goals to making sure people across the globe have access to their medications.

BASSEL A., FUTURE PHARMACIST



I felt the best way to give back to my community was getting my doctorate in Veterinary Medicine and teaching people about the beauty of animals.

AUSTIN W., FUTURE VETERINARIAN



I work with kids every day that have experienced some sort of maltreatment. At the end of the day I feel really lucky to be able to give a voice to vulnerable children.

CHRISTINE B., DO

Other Donations



In support of breast cancer awareness, FIGS donated \$25,000 to UCLA's Jonsson Comprehensive Cancer Center. We also launched our "Peace Out Cancer" underscrub in November 2020.

We forged a meaningful partnership with the American Osteopathic Association to support their efforts in creating greater awareness and understanding of the osteopathic profession and the critical contributions female DOs and osteopathic physicians make in our healthcare system. We donated \$100,000 to ensure AOA would have the resources to make these changes happen.

FIGS partnered with RxART to create the FIGS | RxART Artist Capsule Mask Collection, featuring limited edition FION^X Protective Masks designed by three renowned contemporary artists: Ann Craven, Dan Colen and Rob Pruitt.

RxART is a nonprofit organization whose mission is to help children heal through the extraordinary power of visual art. The organization commissions exceptional contemporary artists to transform healthcare facilities into engaging and inspiring environments full of beauty, humor, and comfort, producing every project at no cost to the hospitals.

FIGS committed to use a portion of the mask sales to donate up to \$30,000 to RxART.



Planet

At FIGS, we're committed to making the world a better place and that includes doing what we can to support our planet.

Sustainable Manufacturing

We carefully evaluate all suppliers and manufacturers to ensure they share our standards for quality of manufacturing, ethical working conditions and social and environmental sustainability practices.

In line with our values, we require all of our manufacturers to be certified through the Worldwide Responsible Accredited Production (WRAP) program, an independent organization dedicated to promoting safe, lawful, humane and ethical manufacturing. We also require all suppliers and manufacturers to contractually commit to upholding these standards.

Once a vendor is part of FIGS' production network, our in-house production team partners with third-party inspectors to closely monitor each partner's compliance with applicable laws and FIGS' standards on an ongoing basis.



FION^{E.A.C.}



To celebrate the 50th Anniversary of Earth Day, we launched our Environmentally Awesome Collection.

On April 22, 2020, FIGS introduced our Limited Edition FION^{E.A.C.} scrubs engineered from recycled polyester with Silvadur™ antimicrobial technology that provides odor protection, inhibits the growth of bacteria, yeast, algae, and other microorganisms that cause odor and fabric damage, and increases the lifespan and durability of the product. We offered these scrubs in three colors inspired by the planet and in both core and limited edition styles.

Creates 17% less CO₂ emissions than virgin polyester from oil

Each set is made from recycled garments

Lowers demand for petroleum extraction

Australia Wildfires Response

In January 2020, wildfires broke out across the Australian landscape, resulting in more than 46 million acres scorched and nearly 3 billion animals affected. Thousands of conservation, climate and veterinary organizations needed extra support and FIGS answered that call with donations of funds and FIGS products.

**\$10,000 to North Queensland
Wildlife Care**

**1,503 scrubs and other products to
wildlife first responders in Australia**

WildAid Capsule Collection

On January 6, 2020, we launched our FIGS | WildAid Capsule Collection featuring compression socks representing some of the world's most endangered species. Proceeds supported WildAid's fight against poaching and climate change and to protect endangered species.

**\$10,000 donated to WildAid through
proceeds from the capsule collection**



People

As a company whose mission is to celebrate, empower and serve those who serve others, we understand that authentically serving humans starts from within. At FIGS, we are creating the world we want to live in, and we work hard to ensure that our company reflects what we want to see in our community.

That's why we prioritize building a diverse, inclusive, equitable and supportive team that is driven by creativity and purposeful innovation and represents a mix of gender, racial and ethnic backgrounds, industries and levels of experience.

We believe that in order to be successful, our team must feel empowered to show up as their true selves. And every single person at FIGS must have a platform to be seen, heard and celebrated.

People Developments

Growth

We grew a lot — and fast — this past year. By the end of 2020, our headcount reached 202, an increase of more than 70%.

Fostering Positive Culture

In 2020, we launched a Culture Committee to foster an empowering and supportive experience for all FIGS employees. The Committee, which meets bi-weekly, is made up of team members from every part of the company who bring their teams' ideas to the table, ensuring that all FIGS voices are represented and heard.

Supporting Our Team Through COVID-19

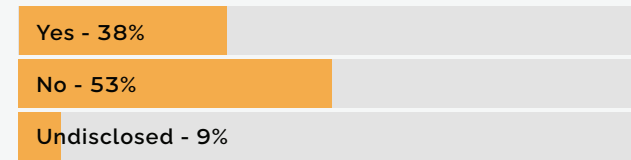
Throughout the COVID-19 pandemic, we recognized the need to focus on our people and the challenges they were each facing, individually. In an effort to support their health and wellbeing, we introduced - food delivery stipends in partnership with Postmates, virtual gym memberships in partnership with ClassPass, and team-building initiatives, like book clubs, seasonal recipe sharing and opportunities for community service, to nurture a sense of togetherness during a time we could not be together physically.

Incorporating Feedback

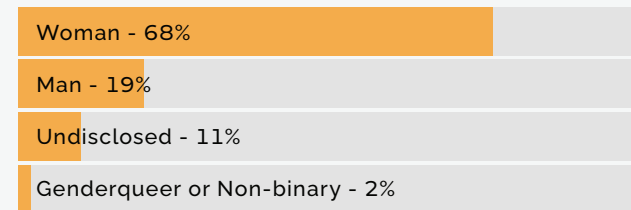
Employee feedback surveys were also sent out regularly, allowing us to reflect on what we do well and where we can improve. We acted on those surveys to make improvements that positively impacted our team and culture.

Diversity and Inclusivity at FIGS

Employees identifying as People of Color*



Employees by gender



* As of March 2021.