



FIGS
**2025
IMPACT
REPORT**

ELISABETH P., MD | LAUREN C., ACSW, MSW | SONYA B., MD | NICOLE K., BSN, RN

AS HEALTHCARE PROFESSIONALS, YOU *SHOW UP* FOR YOUR PATIENTS AND COMMUNITY *AROUND THE CLOCK, DAY IN AND DAY OUT.*

At FIGS, it's our job to show up for you—supporting, celebrating, and standing behind the people who make healthcare possible, so you feel seen, valued, and ready for whatever comes next.

This **2025 IMPACT REPORT** is our commitment in action. It's a look at the change we made together—and a promise that we'll keep having your back, always.

These values guide how we *show up* every day:



Make an Impact

Everything we do, from our products to our campaigns to our advocacy, is designed to drive meaningful change for Awesome Humans like you.



If It Was Easy, Everyone Would Do It

We push boundaries and tackle challenges head-on, committed to progress for our community.



Have a Bias Toward Action

We act decisively to support and empower Awesome Humans, meeting your needs when it matters most.



Care More Than Anyone Else

We bring unmatched empathy and commitment to ensure Awesome Humans feel seen, supported, and valued.



Ubuntu—I Am Because You Are

We believe in the power of community, knowing our strength lies in shared support and connection.



Create the World You Want to Live In

We take responsibility for shaping a future that prioritizes healthcare professionals' wellbeing and growth.



How You Do Anything Is How You Do Everything

We maintain the highest standards, reflecting excellence in all we create and do for our community.

Letter From Our Founders

TO OUR COMMUNITY OF AWESOME HUMANS,

This year reinforced why FIGS exists: to show up for healthcare professionals like you every single day. Your courage, honesty, and dedication pushed us to advocate harder, build better, and expand how we support you, on the job and beyond.

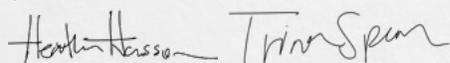
Our impact work has been central to FIGS ever since our founding, and we took major steps forward in 2025. In an exciting milestone, we launched the Awesome Humans Foundation in late 2025 to support you in even bigger and better ways. Our Foundation is a first-of-its-kind nonprofit that provides direct support to Awesome Humans like you. Whether you're in crisis, you're a student who needs tuition support, or you're an organization that needs financial backing to go above and beyond for healthcare professionals, our Foundation has your back. And it's already delivering, having distributed tens of thousands of dollars in direct support to healthcare professionals in need in just the last few months.

Through our Foundation and in all we do, giving back remains central to our mission. What began as a simple belief—that everyone deserves to #wearFIGS—has grown into a global effort, strengthening healthcare systems by supporting the people at their center. Through Threads for Threads, we donated 340,000 FIGS across 52 countries and contributed \$700,000 to nonprofit partners supporting healthcare professionals and their communities in 2025. Our support spanned a wide range of causes—from helping those going through disasters like the LA wildfires, to a variety of initiatives focused on promoting your mental health, to supporting extraordinary healthcare professionals like Elisabeth Potter, MD, who are fighting every day for patients and healthcare professionals alike.

In addition to expanding our giving, our advocacy work also reached new heights in 2025. Supporting our year-round advocacy efforts, in June, we brought 18 healthcare professionals to Washington to share their stories with Congress. Joined by *The Pitt* star Noah Wyle and his mother, retired orthopedic nurse Marty Speer, these Awesome Humans met with lawmakers and spoke at a FIGS-hosted Congressional Briefing. Their voices advanced momentum around fair pay, mental health support, and reducing administrative burden—resulting in tangible wins for our community and proving how critical it is that healthcare professionals have a true seat at the table.

Everything we do is guided by you—the care you give, the pressure you carry, and the change you make possible. Thank you for letting us be part of your world, and for inspiring us to build a better one together.

XO



Heather Hasson & Trina Spear
Co-Founders, FIGS

OUR IMPACT PILLARS

Our Impact Report is built on three pillars: Purpose, People, and Product. Together, they reflect how we show up for healthcare professionals—by creating the world's highest quality medical apparel, taking action, amplifying your voices, and building solutions that create real, lasting change.

PURPOSE

PEOPLE

PRODUCT

PURPOSE

Our purpose is simple: to have your back. That means advocating for your well-being, your safety, and your time with patients. We listen to what you face every day and turn it into action, from policy change to global donations to direct support through the Awesome Humans Foundation. Our goal is a future where you feel protected, supported, and valued in every part of your work—and we won't stop until we get there.



By The Numbers

MONETARY DONATIONS

\$700,000

FIGS DONATED

340,000

PARTNERS

Amici Cannis	HOSS Initiative	ROSE Initiatives
Back to Healing	Human Development Fund	Royal Flying Doctor Service
Beyond Nursing Experience	Marian University	Saving Mothers
Bluebird Center for Healthcare Education and Access	Marine Mammal Care Center	The Shop Docs
Bottomless Closet	Maui Health Foundation	SOS International
Bright Island Outreach	Medical Bridges	SparkReach Innovative Leadership
Brother's Brother Foundation	MedWish	Student National Medical Association
Careways Collaborative	Memorial Sloan Kettering Cancer Center	Team Hill Operation Warm Heart
Cedars-Sinai	Mending Kids International	Team Hope in Motion
City Wildlife	Mercy Said No	Tiba Foundation
DNPs of Color	Nth Dimensions	University of California San Francisco
Dr. Lorna Breen Heroes' Foundation	Operation Smile	University of Chicago
ElevateMeD	Operation Walk	University of Missouri-Kansas City
Eye Corps	Oregon Health & Science University Foundation	Unspoken Smiles
F Cancer	OutCare Health	Washington State University Elson S. Floyd College of Medicine
Filipino-Canadian Dental Hygienists' Society	Paws for Life K9 Rescue	Wild West Pet Rescue and Transport
Global Empowerment Mission	Project C.U.R.E.	Worldwide Vets Incorporated
Good360	Project HOPE	
The Holding Space Foundation	Razom Ukraine	
	ReSurge International	

VLADIMIR K., MD

threads for threads™

THREADS FOR THREADS began with a simple belief: that access to high-quality scrubs should never be a barrier to providing care. In 2025, we donated **340,000 FIGS** to healthcare professionals through our nonprofit partners around the world, including Razom for Ukraine (pictured above). Again and again, we've heard the same thing from the teams we support: having access to FIGS helps healthcare professionals feel confident, united, and ready for whatever the day brings. By donating FIGS directly to those who need them most, Threads for Threads supports the people at the center of care—because everyone deserves to #wearFIGS.



“

I DON'T THINK I'VE SEEN OUR TEAM MORE EXCITED THAN THE DAY THE FIGS ARRIVED. THANK YOU FOR YOUR **INCREDIBLE** DONATION TO OUR AMAZING ICU TEAM!

- OREGON HEALTH AND SCIENCES UNIVERSITY



“

OUTFITTING OUR STAFF IN FIGS HAS HAD A REAL IMPACT ON **TEAM MORALE**. OUR WORK IS **DEMANDING**, AND HAVING COMFORTABLE, PROFESSIONAL SCRUBS HELPS OUR TEAM FEEL MORE CONFIDENT, COHESIVE, AND VALUED.

- CITY WILDLIFE



“

THE FIGS WERE AN INCREDIBLE **MORALE BOOST** FOR OUR SURGICAL TEAM. THEY PROVIDED MUCH-NEEDED ATTIRE FOR THE CLINICS AND ORS, AND ENERGIZED THE TEAM!

- UNIVERSITY OF CALIFORNIA SAN FRANCISCO UGANDA MEDICAL MISSION



“

THESE WERE MY VERY FIRST PAIR OF FIGS SCRUBS, AND I COULDN'T HAVE BEEN MORE EXCITED! THANK YOU FOR SUCH A THOUGHTFUL AND GENEROUS GIFT!

- UNIVERSITY OF MISSOURI KANSAS CITY SCHOOL OF DENTISTRY
STAHR SCHOLARS

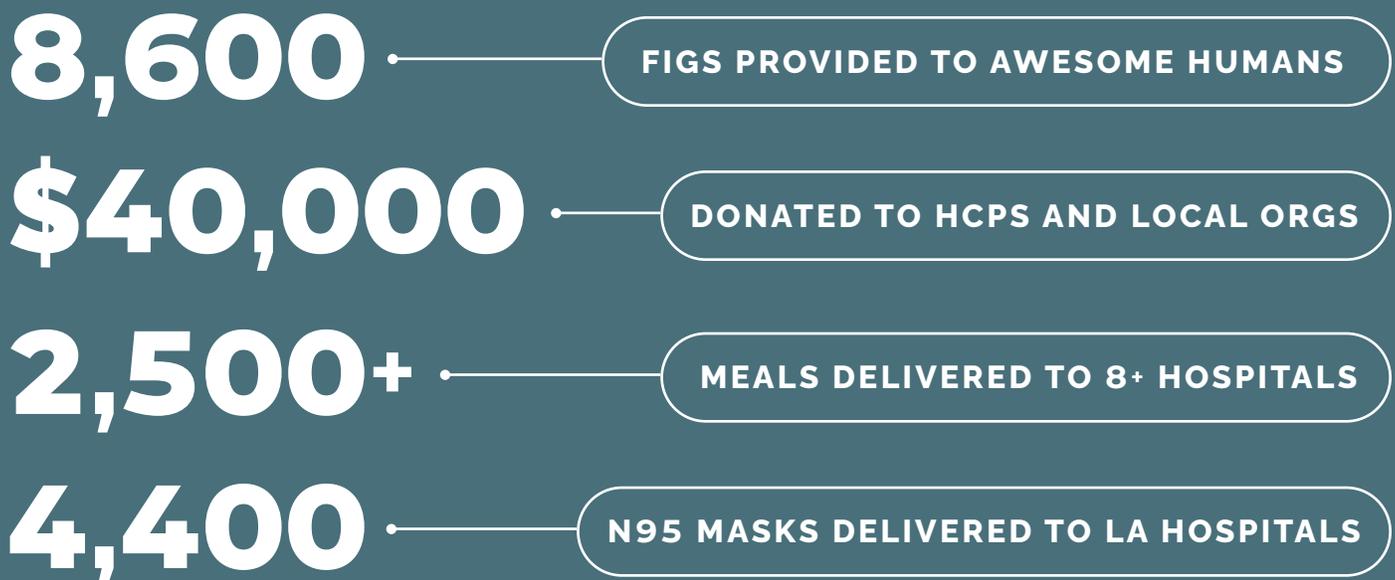
LA WILDFIRE RELIEF

When wildfires tore through our hometown of Los Angeles in January 2025, we felt it deeply. As an LA-based company, this was personal—our team, our neighbors, our community.

Local healthcare professionals were on the front lines caring for displaced families while facing losses of their own. We sprang to action to deliver immediate relief, providing essential supplies, PPE, meals, and critical resources. We opened our HEREFORLA inbox to anyone who needed support and launched our limited edition I ❤️ LA Supersoft Longsleeve Underscrub™, donating \$40,000 from sales to Project HOPE to help families, clinics, and health centers recover.

Because supporting a community starts with supporting the people who care for it.

By The Numbers



Mental



health *is* health



care of my

Health Workforce Well-Being Day  2025

 Be kind to your  and 

taking care of my

Mental



health *is* health

 Be kind to your

MENTAL HEALTH

The emotional load you carry is real—it doesn't stop when your shift ends, and too often, you're expected to carry it alone. Your well-being is just as important as the care you give, and it deserves real support. Our promise is simple: we listen, we show up, and we help make sure you have the space, resources, and protection to take care of yourself—because you deserve that just as much as the people you care for.

DR. LORNA BREEN HEROES' FOUNDATION

We donated **\$100,000** and **partnered with the Dr. Lorna Breen Heroes' Foundation** to break the stigma that keeps healthcare professionals from getting the mental health care you need. After years of advocacy to reauthorize the Dr. Lorna Breen Health Care Provider Protection Act, those efforts succeeded in 2026. Congress's reauthorization extends critical federal mental health and well-being programs for healthcare professionals nationwide until 2030.

This is a major milestone, but it's not the finish line. We're continuing to push for full funding, policy reform, and a culture where mental health care is valued, protected, and essential.

THE EMOTIONAL PPE PROJECT

Mental health care for healthcare professionals should come from real understanding and genuine compassion. We partnered with the nonprofit The Emotional PPE Project and made a **\$35,000 donation in 2024** to bring ePPE 101 to life. Launched in 2025, this course helps mental health providers understand the emotional weight you carry—and offer support that is relevant, practical, and helpful for the realities of your work.

TALKSPACE

Supporting mental health requires more than advocacy—it requires access. Through our Talkspace partnership, FIGS Ambassadors connect with licensed therapists via live video and secure messaging, on their own time.

To date, **313 Ambassadors have enrolled, completing 1,073 live sessions and 682 messaging sessions.** Based on post-session surveys, 58% reported clinical improvement.

Funded through a community-wide model that covers our full Ambassador network, the program removes barriers and ensures care is there when it's needed most.

MEMORIAL SLOAN KETTERING ZEN DEN

Through a **\$50,000 donation** to MSK's Zen Den Program, we helped create restorative spaces across 15 clinical locations—giving nurses a place to pause, reset, and breathe in the middle of demanding days. These spaces offer more than a break—they signal that care for caregivers matters, even in the busiest moments.

SPARKREACH INNOVATIVE LEADERSHIP

We partnered with SparkReach and made a **\$100,000 donation** to bring peer mentorship and well-being programs to nurses at places like UC Irvine. Together, we're creating spaces where nurses can truly be seen, lean on each other, and grow as leaders. By building that sense of community, SparkReach helps make the daily grind of healthcare feel lighter, more sustainable, and a lot more human.

HURRICANE MELISSA RELIEF

When Hurricane Melissa struck the Caribbean, we acted quickly to support healthcare professionals responding to the crisis—donating **\$25,000 to Project HOPE** to provide immediate relief and essential supplies for clinicians caring for displaced families. We also sent 20,000 FIGS to Global Empowerment Mission, making sure healthcare professionals in the hardest-hit areas had the gear they needed to give crucial care.

FIGS OPERATING THEATRE AND ICU

Since 2021, FIGS has partnered with the **TIBA FOUNDATION** and **MATIBABU HOSPITAL** to expand access to high-quality surgical care in rural western Kenya. That commitment became one of our most impactful projects yet with the opening of the FIGS Operating Theatre and ICU in 2024.

In 2025, we continued our support with a **\$50,000 donation of surgical equipment** to strengthen safety, efficiency, and care delivery. In 2025 alone, our operating theatre performed more than 700 surgeries and became fully self-sustaining—delivering free or low-cost care to patients, many living on \$1–2 a day. This increased capacity also helped reduce the time from suspected breast cancer to confirmed diagnosis from six months to just 22 days. The facility also now serves as a surgical training and residency site, helping build a stronger, long-term healthcare workforce in the region.

Continued support from FIGS also helped expand Boda Girls Kenya to three counties, providing more than **15,000 free rides** so women could safely get the care they need.



DAN OGOLA, FOUNDER AND CEO, MATIBABU FOUNDATION | DIANE DODGE, EXECUTIVE DIRECTOR, TIBA FOUNDATION
HEATHER HASSON, CO-FOUNDER AND EXECUTIVE CHAIRMAN, FIGS | MEG WHITMAN, FORMER US AMBASSADOR TO KENYA | TRINA SPEAR, CO-FOUNDER AND CEO, FIGS

ADVOCACY

Healthcare professionals like you show up for all of us every day, but too often you're stuck in systems that make your jobs harder and heavier. And that has to change. Our approach is simple: we listen to healthcare professionals, learn what gets in the way, and push for practical solutions that make work safer, fairer, and more sustainable.

From fair pay and mental health support to cutting red tape, we take your stories straight to the people who can make real change—and we stick with it until progress happens. Advocacy at FIGS isn't about politics—it's about people. It's about building a healthcare system that finally has your back.

HEALTHCARE IS HUMAN ACT

Thanks to the relentless advocacy of Awesome Humans over the last year, the Healthcare is Human Act was introduced in Congress—a major step toward tackling long-standing pay challenges and valuing the people who keep healthcare running. Developed with FIGS and led by Representatives Claudia Tenney and Steven Horsford, this bipartisan bill would create a federal tax credit for healthcare professionals working in the most underserved communities—a practical, long-overdue way to support retention and recognize essential work.

AWESOME HUMANS ON THE HILL



FIGS advocates year-round on Capitol Hill for the Healthcare is Human Act and other bills, ensuring healthcare professionals' voices are heard by the people shaping policy. Awesome Humans on the Hill is our big moment that brings that work together—and in June 2025, we held our most impactful gathering yet. Eighteen healthcare professionals shared their stories alongside Noah Wyle, producer and star of *The Pitt*, and his mother, Marty Speer, a retired orthopedic nurse of nearly five decades.

Across 30+ congressional meetings and a packed Congressional Staff Briefing with over 100 policymakers, staff, and press, these voices shined a light on three bipartisan bills focused on fair pay, mental health, and cutting red tape: the Healthcare is Human Act, the Dr. Lorna Breen Health Care Provider Protection Act, and the Ensuring Seniors' Timely Access to Care Act. Together, we used this moment to elevate the real stories of healthcare professionals, show the barriers you face every day, and advocate for the solutions you deserve—on a national stage.

NOAH WYLE | MOHAMED H., MD, MPH | TRINA SPEER, CO-FOUNDER AND CEO, FIGS

TIME 100

HEALTH LEADERSHIP FORUM



FARIDA L., RN

TIME100 HEALTH LEADERSHIP FORUM

This year, FIGS stepped into the TIME100 Health Leadership Forum with one clear goal: to shift the conversation back to the people who make healthcare work. Our Chief Legal and Impact Officer Todd Maron, FIGS Ambassador **Farida Labaran, RN**, and Corey Feist of the Dr. Lorna Breen Heroes' Foundation spoke candidly about the emotional weight healthcare professionals carry—and the systems that too often add to it.

By bringing real experiences into a room of healthcare leaders, we grounded the conversation in what truly matters. Because better care starts with caring for caregivers—and we'll keep showing up until that support is the standard.

BREAST CANCER AWARENESS MONTH

Too often, advocacy around breast cancer starts and stops with pink ribbons. We wanted to go deeper—with Awesome Humans who are in the fight every single day.

Our October campaign was built around the surgeons, nurses, and oncologists who see the real impact of this disease up close. The hard conversations. The complexity of care. The systems that don't make this process any easier or accessible to begin with.

One of the stars of our campaign was **Elisabeth Potter, MD**, a nationally renowned reconstructive surgeon and tireless advocate for equitable access to care. Her perspective anchors a powerful collective of healthcare professionals calling for progress that's practical, purposeful, and rooted in real patient experience.

Because real change doesn't happen in hashtags. It happens in hospitals, clinics, and operating rooms—and we'll always have the backs of the people making it happen.

FIGS turned that message into measurable impact by donating:

- **\$100,000 to The Bluebird Center for Healthcare Education and Access**, Dr. Potter's nonprofit, funding its first surgery for a cancer patient denied coverage by their insurer.
- **\$50,000 to our longtime partners at F Cancer**, supporting direct patient assistance and education initiatives.

By amplifying authentic voices and backing them with action, FIGS transformed Breast Cancer Awareness Month into a statement.



ELISABETH P., MD

INTERNATIONAL WOMEN'S DAY

We went even deeper with our long-standing partnership with **Sarah Kilpatrick, MD, PhD** and the team at the Center for Research in Women's Health Science (CREWHS) at Cedars–Sinai—leaders in groundbreaking research on women's health and how sex differences affect medicine. This year, **FIGS donated \$100,000** to support their work, including critical studies on how hormonal changes influence autoimmune disease.

Research like this isn't just numbers and data—it's about closing long-standing gaps in care and moving closer to better outcomes for women everywhere.



SARAH K., MD, PHD

Awesome Humans Foundation

The mission of FIGS, from day one, has been to improve the lives of healthcare professionals around the world.

Through the Awesome Humans Foundation, FIGS can scale fundraising—by not only making our own contributions, but by accepting donations from others who want to help.

The first nonprofit dedicated to tackling myriad issues facing healthcare workers under one umbrella, the Awesome Humans Foundation provides grants and scholarships to support the work you do, the education you need, and the causes you care about.

“

WE BELIEVE IF YOU *SERVE* THE PROVIDER, THEY WILL BE ABLE TO *BETTER SERVE THE PATIENT*. THAT DRIVES BETTER OUTCOMES. THAT DRIVES A *BETTER HEALTHCARE SYSTEM*.

– TRINA SPEAR, CO-FOUNDER AND CEO

FASTCOMPANY READ MORE ABOUT FAST COMPANY'S COVERAGE OF OUR AWESOME HUMANS FOUNDATION.

OUR EARLY IMPACT

In the first month following the Foundation's launch on December 2, 2025, we got to work immediately, distributing **\$25,000 in Rapid Relief Grants to 10 healthcare professionals** facing financial crisis. Our recipients included:

- A registered nurse caring for a child with a serious blood disorder, helping cover medical bills and essential household expenses.
- A nursing student and single mother who left an abusive relationship, stabilizing basic needs for herself and her two daughters while continuing school and full-time work.
- A registered nurse recovering from a life-threatening illness, filling the gap in her finances while on partial-pay sick leave.
- A registered nurse undergoing cancer treatment, allowing them to focus on recovery rather than mounting medical debt.

Are you facing sudden financial hardship or know someone who is? [Learn more and apply for a grant here.](#)

FIGS X GUATEMALA

PARTNER TRIPS

A team of nine FIGS Ambassadors—representing the US, Canada, the UK, Australia, and Mexico—traveled to San Lucas Tolimán, Guatemala to provide vision screenings, physical therapy, and vital primary care to 347 patients over four days. Through patient education and a **\$25,000 donation**, we helped build better access to care alongside **Project C.U.R.E.** and other local organizations.

Beyond our FIGS Impact Trip, we supported our partners, Orbis and Careways Collective, in outfitting Awesome Humans on their caregiving initiatives around the world.

“
FIGS ENSURED OUR TEAM HAS HIGH-QUALITY SCRUBS, DIRECTLY CONTRIBUTING TO THE SUCCESS OF OUR RECENT SIGHT-SAVING PROJECTS IN BANGLADESH, GHANA, AND RWANDA.

- ORBIS

“
OUR MATCHING FIGS FOSTERED A STRONG SENSE OF 'WE'RE IN THIS TOGETHER,' BOOSTING OUR TEAMS' MORALE DURING LONG DAYS IN ORS AND ICUS.

- CAREWAYS COLLABORATIVE



NORINEL V., BSN, RN

PEOPLE

People are at the heart of everything we do at FIGS. Our team shows up every day driven by purpose, rooted in community, and focused on a clear goal: supporting healthcare professionals like you in ways that truly matter. That shared commitment is what powers our products, our advocacy, and our impact—and helps make real, lasting change possible.



HITOMI U., DDS

Where Do You Wear + FIGS?

In 2025, *Where Do You Wear FIGS?* was our brand throughline—a way to celebrate and amplify the voices of healthcare professionals everywhere. As we expanded into new international markets, the campaign reflected just how broad and diverse the FIGS community is, spanning continents, specialties, and care settings.

By putting real healthcare professionals front and center—from billboards to commercials and beyond—we reflected your real lives and experiences. The response spoke for itself, driving record-breaking reach, engagement, and genuine connection across our community.

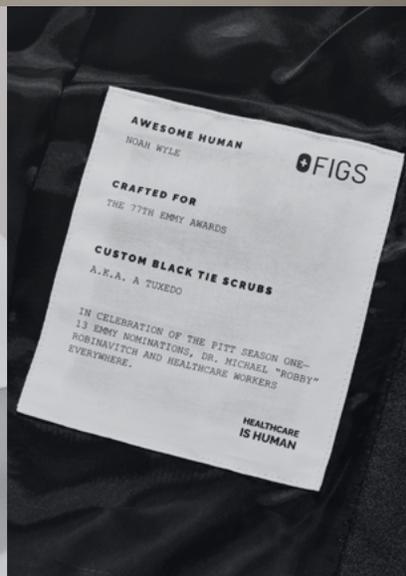
NOAH WYLE'S EMMYS TUXEDO

On television's biggest night, Noah Wyle stepped onto the stage at the 77th Emmys in Los Angeles with healthcare professionals top of mind—wearing a custom FIGS tuxedo made just for him. After playfully challenging us to create a tux that felt as comfortable as the scrubs he wore every day on *The Pitt*, we got to work, designing something that delivered comfort, style, and thoughtful details.

That night was a big one: *The Pitt* took home five Emmys, including Outstanding Lead Actor for Noah. In his acceptance speech, he used the moment to honor healthcare professionals everywhere. And when *The New York Times* later named him one of the most stylish people of 2025, it felt like yet another moment where you and our entire healthcare community was exactly where it belonged—in the spotlight, being seen and celebrated.

“
**TO ANYBODY WHO IS GOING
ON SHIFT TONIGHT OR WHO IS
COMING OFF SHIFT TONIGHT,
THIS ONE IS FOR YOU.**

– NOAH WYLE



COMMUNITY HUBS

In 2025, we expanded our Community Hubs to bring FIGS even closer to the places you work and live. Building on our hubs in Los Angeles and Philadelphia, we opened new spaces in New York City and Houston (and Chicago in early 2026), all thoughtfully placed near major medical centers.

These Hubs are more than places to shop—they're spaces for connection, inspiration, and all-around good vibes (though they're also very much places to shop). And we're just getting started—many more Community Hubs are coming in 2026.

“
OUR COMMUNITY HUBS CREATE OPPORTUNITIES FOR OUR AWESOME HUMANS TO NOT ONLY SHOP IN A WAY THAT NEVER PREVIOUSLY EXISTED, BUT TO CONNECT WITH EACH OTHER AND WITH FIGS ON A DEEPER LEVEL.

– TRINA SPEAR, CO-FOUNDER AND CEO



+ FIGS

FIGS COMMUNITY HUB
 RICE VILLAGE | HOUSTON, TEXAS



COURTNEY S., MD

MATCH DAY

Match Day is one of the most meaningful milestones in a physician's journey, and we were honored to help celebrate it this year. We hosted and live-streamed Howard University Medical School's Match Day, celebrating the moment with personalized FIGS, congratulatory bouquets, and gifts shared alongside family, friends, mentors, and classmates. Students revealed their specialties and match locations, pinned their journeys to a class map, captured new professional headshots, and recorded memories from a day they'll carry with them for the rest of their careers.

HEALTHCARE ADVISORY BOARD

Our Healthcare Advisory Board brings leaders together from across the medical field to share real-world insights on everything from advocacy priorities to product ideas to the stories we tell—making sure our work reflects your experiences. In meetings throughout the year, our board helps us stay grounded in what really matters: supporting the people who make healthcare possible.



NATALIE CRAWFORD, MD



KATIE DUKE, NP



SCOTT FUJIMOTO, DO



MAURICIO GONZALEZ, MD



SARAH J. KILPATRICK, MD, PHD



DANIELLE LEVECK, DNP,
ACNP, CCNS



PAMELA MEHTA, MD



NIVEDA PONMUDI, VMD



ELISABETH POTTER, MD



NACOLE RICCABONI, DNP,
MBA, APRN



DARIEN SUTTON-RAMSEY,
MD, MBA



DANIEL YADEGAR, MD

WHO WE ARE

At FIGS, we're intentional about building a team made up of different backgrounds, perspectives, industries, and lived experiences. That range of voices and talents makes us stronger collaborators and better partners to you, the community of Awesome Humans we serve.

INCLUSION, BELONGING, AND DEMOGRAPHICS

81%

of our team feels favorably about working at FIGS—12% higher than the national benchmark

INCLUSION

Team members overwhelmingly feel respected and valued at FIGS.

90%

say they feel respected working at FIGS

90%

say their manager genuinely cares about their well-being

82%

say FIGS builds teams that are diverse

BELONGING

The FIGS team feels a sense of belonging, purpose, and pride in the company.

89%

feel like they belong at FIGS

96%

say they're proud to work at FIGS

92%

feel aligned with FIGS' mission and values

96%

say they're proud to work at FIGS

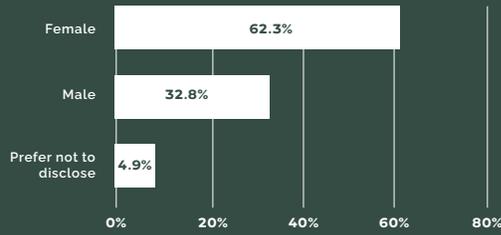
90%

say that FIGS really allows them to make a difference

OUR TEAM

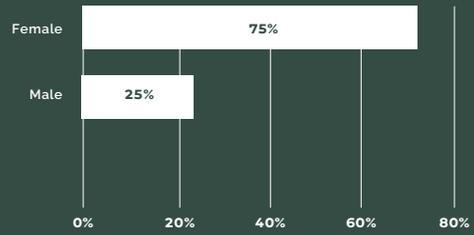
DEMOGRAPHICS (FULL TEAM)

GENDER IDENTITY

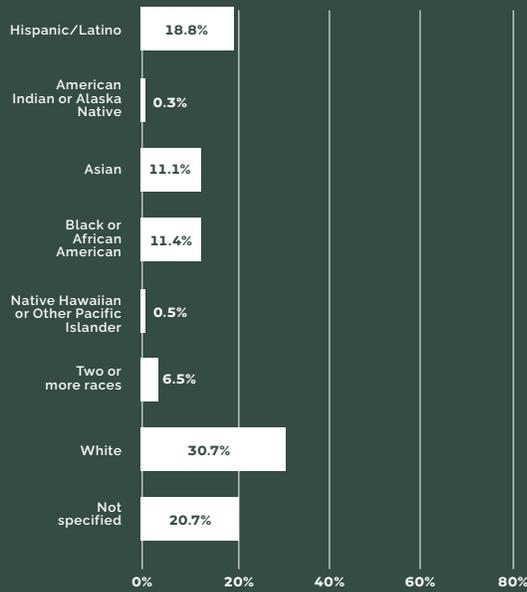


DEMOGRAPHICS (EXECUTIVE TEAM)

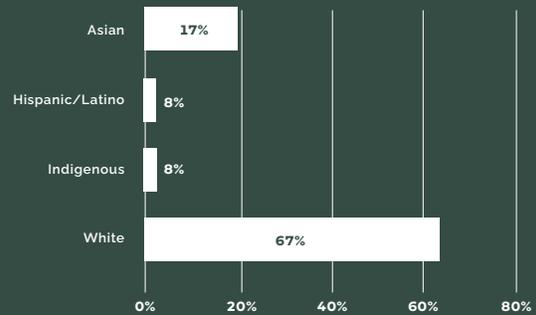
GENDER IDENTITY



RACE/ETHNICITY



ETHNICITY





TEAM DEVELOPMENT

Our approach to team development is grounded in doing the work together. Collaboration isn't a buzzword—it shows up in how we support one another, how different working styles meet in the middle, and how every voice, strength, and perspective shapes what we do.

We create space for people to lead with what they do best and for teams to move faster and smarter side by side. The goal is simple: to make sure everyone feels heard, seen, and empowered. Because what we build together is stronger than anything we could build alone.

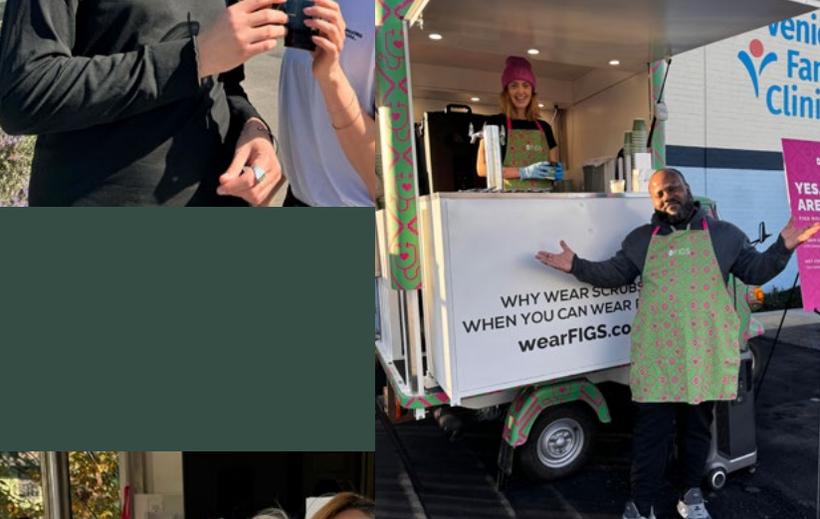


GWYNETH PALTROW | TRINA SPEAR, CO-FOUNDER AND CEO, FIGS

FIELD DAY

Every summer, we bring the FIGS team together for Field Day—our chance to hit pause, reset, and get aligned on what's ahead.

In 2025, we kicked it off with keynote speaker Gwyneth Paltrow, who shared insights into leadership and brand building, and inspired us to double down on growing our impact, strengthening our connections, and leaning into our global momentum. We spent time getting clear on what matters most, celebrating how far we've come, and reconnecting with our mission.



DEEPENING CONNECTIONS

Launched in 2025, FIGS in the Field brought our teams out from behind their desks and into real-world moments that matter. We met Awesome Humans where you work and live—rolling coffee carts into hospitals and showing up locally during critical moments like the LA wildfires.

Through Customer Experience and Community Hub shadow shifts, plus our Fruitful Talks speaker series, we deepened these connections. The result: our healthcare community felt seen and supported, and our teams left more informed, inspired, and connected to our purpose.

PRODUCT

At FIGS, bringing our products and ideas to life as responsibly as possible is a huge priority that's supported by our use of sustainable fibers, smarter manufacturing, and innovative practices. It also means respecting the people behind every product. We hold our partners to strict labor standards and take a firm, non-negotiable stance against child and forced labor.




**DON'T
 SUCK.
 RECYCLE
 SCRUBS
 THAT
 DO.**

Earth deserves better care, and you deserve better scrubs. Enter Scrubs That Don't Suck, our program that invites you to recycle your boxy, itchy scrubs and upgrade to FIGS. For every pair of old scrubs recycled, you get \$25 off your next FIGS purchase as a thank-you for recycling.

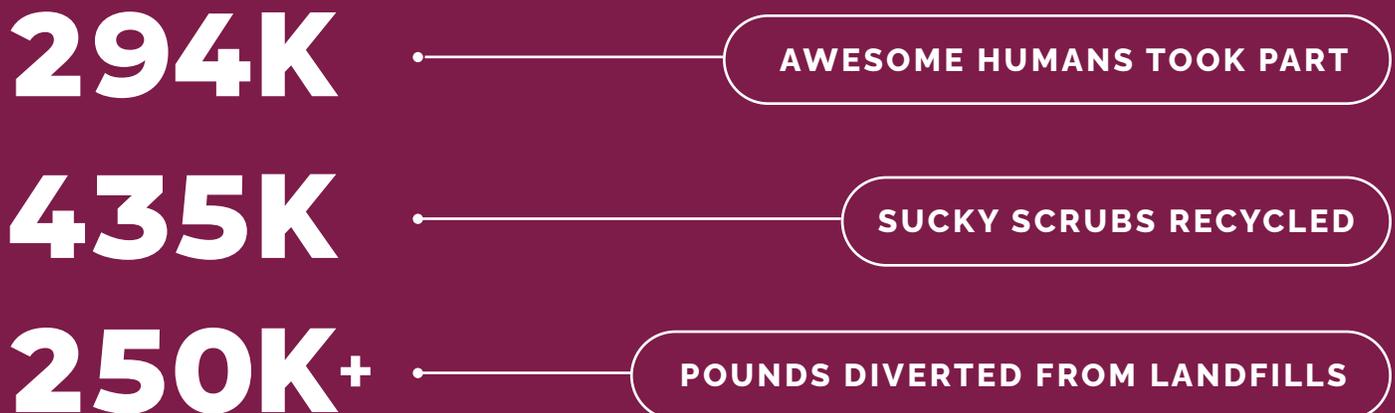
Recycled materials are given a second life as sports equipment filler, carpet and hardwood underlayment, automotive insulation, and more. And a whole lot of Awesome Humans like you get to look and feel your best in new FIGS.

Scrubs That Don't Suck kept **650,000 CO₂e KG out of the landfill.**

Recycling Innovation

We partnered with Fillogic to give damaged recycled garments new life. Instead of being destroyed in our distribution centers, these pieces are now routed to textile recycling, reducing waste and keeping valuable materials in circulation. Because even damaged goods can do some good.

2025 by the Numbers:



(A 5X INCREASE FROM LAST YEAR!)

PRODUCT SUSTAINABILITY

Durability is a cornerstone of sustainability. While most apparel is designed to last just 5–10 washes, FIGS scrubwear is engineered to withstand at least 50 wash and dry cycles. Pair that longevity with our use of recycled and eco-friendly materials, and the result is scrubs that last longer, reduce garment waste, and stay out of landfills. Yep, pretty Awesome.

OEKO-TEX® Certification

OEKO-TEX® Standard 100 certifies that all components of the garment meet strict safety standards and are free from harmful substances, making it safe for consumers to wear.

In 2025, 100% of our core scrubwear—which made up 43% of our total product—was compliant with OEKO-TEX® Standard 100, compared to 42% in 2024 and 38% in 2023. Accreditation helps us uphold the highest level of quality, transparency, and responsibility across our supply chain—supporting both our community and the planet.



FIGS

ETHICAL SUPPLY CHAIN

All Tier I garment suppliers contractually commit to our ethical requirements, helping ensure alignment on quality manufacturing, responsible working conditions, and thoughtful social and environmental practices. They're also required to comply with our Vendor Manual, which outlines standards that meet or exceed United Nations labor guidelines, local labor laws, and Fair Labor Association benchmarks.

Additionally, every Tier I supplier must maintain certification through the Worldwide Responsible Accredited Production (WRAP) program (or in limited cases, from other similar accredited organizations)—an independent organization dedicated to safe, lawful 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. FIGS Tier I garment suppliers are required to 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.

Auditing Our Supply Chain

Our team maintains a rigorous audit program across our supply chain. As part of our quality assurance process, FIGS team members visit every Tier I supplier at least twice a month to review operations, reinforce our requirements, and ensure everything meets the level of quality we expect.

In addition, all Tier I suppliers are required to maintain WRAP certification, which includes regular independent audits conducted directly by WRAP.

And it doesn't stop there. Under our Vendor Manual, Tier I suppliers are contractually required to hold their Tier II partners to substantially the same standards we hold them to—creating accountability at every level.

 FIGS

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 Environmental, Social, and Governance ("ESG") and sustainability matters, Community Hubs, and the Company's advocacy and impact efforts, 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, the Company's 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 Company's ability to maintain its historical 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 fulfillment operations; 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 impact of macroeconomic trends on the Company's operations; the Company's reliance on a limited number of third-

party suppliers; the impact of global trade policy on the Company's ability to source and distribute its products; the fluctuating costs of raw materials; the Company's ability to executed on its B2B growth strategy; the Company's ability to execute on its retail growth strategy; the Company's failure to protect proprietary, confidential or sensitive information or personal customer data or risks of cyberattacks; 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, 2025 filed with the Securities and Exchange Commission ("SEC") on February 26, 2026 (the "Annual Report"), 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.

ESG

We may provide ESG, sustainability 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 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.