

FIGS

Our Impact 2024





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Our Values

As healthcare professionals, you dedicate your lives to others. Day in and day out, you show up and serve communities around the world, no questions asked.

Our mission at FIGS is to celebrate, empower, and serve those who serve others. We're here to make sure you feel recognized, valued, and ready to tackle every challenge that comes your way.

This Impact Report is all about you, our Awesome Humans, so we're going to talk directly to you throughout this report.

Our core values guide all of our actions.



Make an Impact

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



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,

2024 reaffirmed why FIGS exists—to celebrate and uplift Awesome Humans as you face challenges most of us could never imagine. You've driven us to continue to innovate and improve, ensuring that each shift is met with the quality and performance you need. And you've inspired us to deepen our advocacy for policy solutions that make a tangible difference in your lives.

We took a major step forward towards the future you deserve with the expansion of our Advocacy program, which fights for fair compensation, mental health support, workplace safety, reduction of administrative burden, and training. As part of our efforts, we took our Awesome Humans directly to Capitol Hill and the White House to share your experiences firsthand with authenticity and courage. We won't stop pushing, no matter the political environment, until you get the solutions you deserve.

This year, we expanded our deep partnership with the Dr. Lorna Breen Heroes' Foundation, continuing our work to remove stigmatizing questions from licensure and credentialing applications. We also supported the reauthorization of the Lorna Breen Act, which provides federal support for critical mental health programs. We're committed to fostering a culture where seeking mental health support is recognized as a strength—where it's OK to not be OK.

Every Awesome Human deserves FIGS. Through our Threads for Threads program, we donated a record 325,000 FIGS as well as \$510,000 to incredible non-profit organizations supporting you and your communities.

A major milestone in our giving was accomplished early in 2024, when we finished building the FIGS Operating Theatre in Ukwala, Kenya, and surgeries at this incredible facility began. This three-year effort, in collaboration with the Tiba Foundation and the Matibabu Foundation, was the culmination of a \$500,000 investment and brings essential and sustainable surgical care to this region.

We expanded our reach into the healthcare community by opening our second Community Hub in Philadelphia. We also partnered with Team USA to outfit their medical team for the Paris Olympics and Paralympics—a first for any brand. Through this partnership, we aimed to inspire people everywhere to celebrate our Awesome Humans' incredible passion, dedication, and skill needed to keep our nation's greatest athletes performing at their best.

As we look ahead, we remain focused on your stories—the moments of struggle and triumph that define the healthcare professional experience, highs and lows so extreme that most of us will never experience firsthand. These stories fuel our passion to keep pushing boundaries, designing with purpose, advocating with conviction, and building a future where you feel valued.

Thank you for continuing to remind us why we started this work—and for pushing us to build the world we all want to live in.

Heather Hasson & Trina Spear
Co-Founders, FIGS

XO
Heather Hasson Trina Spear

“We won't stop pushing, no matter the political environment, until you get the solutions you deserve.”



Chloe B., DVM

OUR IMPACT PILLARS

Our Impact Report is built on three pillars: Purpose, People, and Product. These are at the heart of everything we do to support and empower Awesome Humans, share and amplify your stories, and create positive change in the world.

PURPOSE

Advocating for you is what drives us. It means standing shoulder to shoulder with you, uplifting you through every challenge, and celebrating every victory. We're your committed partners, pushing for policies that protect your well-being, keep you safe at work, and unlock the future you envision. Through collaboration with incredible humanitarian partners and hands-on action around the globe, we strive to create a world where you feel recognized, valued, and empowered.

By The Numbers

MONETARY DONATIONS

\$510,000

FIGS DONATED

325,000



PARTNERS

Americares
 Back to Africa
 Back to Healing
 Baylor College of Medicine
 Black Student Health Alliance
 Bright Island Outreach
 Brother's Brother Foundation
 Bottomless Closet
 Careways Collaborative
 Charles Drew University
 Dr. Lorna Breen Heroes Foundation
 Emotional PPE
 Everton in the Community
 FAJR
 Global Medical Brigades

Good360
 Heartland Alliance Health
 Julayo
 LA County Health Services
 LA LGBT Center
 Medical Bridges
 MedShare
 MedWish
 Mercy Said No
 Not One More Vet
 Operation Smile
 Operation Walk
 Orbis International
 OutCare
 Project Cure

Project HOPE
 Razom Ukraine
 RxART
 Saving Mothers
 SOF to SOM
 SparkReach
 SparkReach Innovative Leadership
 St. Luke's University Health Network
 Student National Medical Association
 Tiba Foundation
 UCIrvine Summer Healthcare Experience
 UMKC
 Venice Family Clinic
 Wild Spirit Fund



Threads for Threads™

Threads for Threads began with a simple mission: to get FIGS into the hands of Awesome Humans who lack access to clean scrubs. In 2024, we hit a record-breaking number of donations—but Threads for Threads has grown beyond its original goal.

Now, we're giving scrubs and so much more; we're establishing deep partnerships with non-profit health-focused organizations to empower you with the resources, support, and recognition you deserve. By prioritizing Awesome Humans first in every donation we make, Threads for Threads is actively strengthening healthcare systems by building up the Awesome Humans within them and ultimately enhancing patient care in communities around the world.

Brittany R., MD, MSc
Frank B., RN, BSN

ADVOCACY

For too long, healthcare policy has not focused on a critical audience: the Awesome Humans who provide care. At FIGS, we're on a mission to change that. We believe that real progress in healthcare must start with supporting those who put the care in healthcare.

Exhaustion, burnout, financial stress, and physical safety concerns continue to be a daily reality. These aren't issues to be punted to another day—they're urgent barriers that make a demanding job much harder than it should be.

Our advocacy team is in DC to advocate for YOU—your mental health, your pay, your safety, your time, and your training. We won't stop until the long-standing problems you face are solved.



PURPOSE

PEOPLE

PRODUCT

FIGS

Annette G., MD, MPH
Courtney F., BSN, RN
Christiaan L., BSN, RN

AWESOME HUMANS BILL

FIGS Advocacy starts with our set of five BIG IDEAS to solve the problems you face every day. There's no time for platitudes or half-measures, we have to get to the root causes of the problems facing the healthcare workforce NOW. We're proud to share the progress we made together in 2024.

FAIR PAY

WHY

Because extraordinary work deserves fair pay—and right now Awesome Humans are not getting paid what they deserve.

THE BIG IDEA

To create a federal tax credit that provides significant financial relief to healthcare professionals.

WHAT WE DID

In 2024, we drafted all-new legislation and connected with key members of Congress to build support, focusing on influential committees that handle financial and economic policies.

WHAT'S NEXT

We will continue to gather support from members of Congress and prepare for the expected formal introduction of our AWESOME HUMANS BILL—in early 2025.

MENTAL HEALTH

WHY

Because sustained support is needed to counter unacceptably high levels of burnout that have only gotten worse since the pandemic.

THE BIG IDEA

Secure ongoing federal funding for mental health programs specifically designed for healthcare workers by reauthorizing the Dr. Lorna Breen Healthcare Provider Protection Act.

WHAT WE DID

In 2024, we gained new supporters in both the Senate and House of Representatives and helped secure committee approvals for the bill.

WHAT'S NEXT

We will push for the bill to be voted on by the full House and Senate to ensure these essential programs continue.

WORKFORCE SAFETY

WHY

Because healthcare workers are five times as likely to experience workplace violence as other workers.

THE BIG IDEA

Make it a federal crime to assault or intimidate healthcare professionals, giving you the same protections as airline employees.

WHAT WE DID

In 2024, we built strong support for the Safety from Violence for Healthcare Employees Act, with 124 members of the House of Representatives and 6 senators backing the bill.

WHAT'S NEXT

We will convince more Members of Congress to sign on in support and work towards final passage of this bill in 2025.

PATIENTS NOT PAPERWORK

WHY

Because Awesome Humans chose this work to change lives, not to fill out paperwork. Practices like excessive prior authorization lead directly to burnout and staffing shortages. This must improve.

THE BIG IDEA

Make the process of getting prior authorization simpler so Awesome Humans can spend more time with patients.

WHAT WE DID

In 2024, we supported the Improving Seniors' Timely Access to Care Act to streamline prior authorization within Medicare Advantage, helping secure the support of a majority of both chambers of Congress.

WHAT'S NEXT

We will capitalize on the enormous base of support for this idea and pressure Congress to approve it in 2025.

TRAINING AND SUPPORT

WHY

Because there's a major shortage of healthcare professionals. We need more of you, and you deserve to be fully prepared to meet and overcome the challenges you'll face upon entering the workforce.

THE BIG IDEA

Increase funding for programs that provide scholarships and loan support to future Awesome Humans, especially those in underserved areas.

WHAT WE DID

In 2024, we advocated for more funding, which led to the Senate proposing an increase to the funding for these programs by tens of millions of dollars.

WHAT'S NEXT

We will continue working to ensure final 2025 funding levels meet or exceed the Senate's proposal.

AWESOME HUMANS ON THE HILL

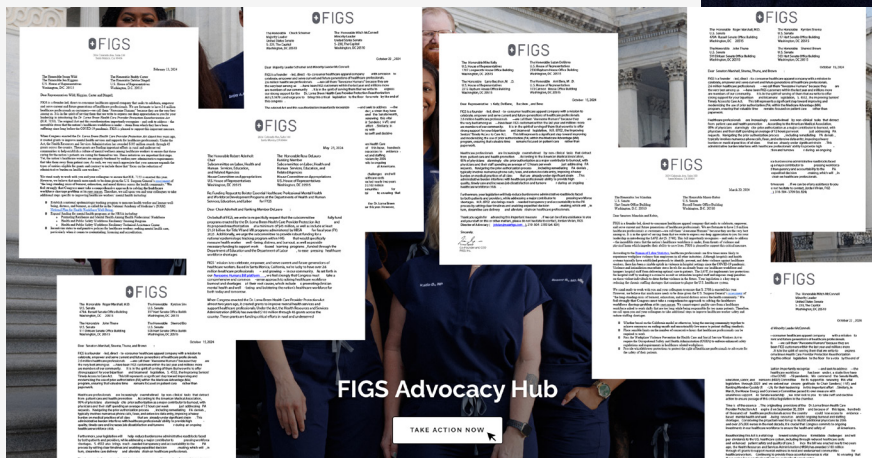
In 2024, FIGS brought our mission of supporting healthcare professionals directly to Capitol Hill and the White House. To bring powerful firsthand experiences to the advocacy we engage in every day, we took incredible Awesome Humans from across the country to meet with key policymakers and advocate for vital change. Our ambassadors, representing different fields, geographies, and backgrounds, shared their stories in a powerful push for three specific priorities: funding for mental health support, enhancing workforce safety, and increasing investment in healthcare training.

We took our Awesome Humans to the White House and then spread out across Capitol Hill, participating in over 28 meetings with congressional offices from both parties.

The results? FIGS ambassadors made a memorable impact, secured specific commitments of support, and sparked conversations that resonated far beyond D.C., with over 2 million social impressions generated from content shared throughout the day. This effort represented a major leap forward as we seek to build the world we want to live in, but it is not the end. FIGS will continue to push Congress to live up to its commitments and follow through on the solutions that all Awesome Humans deserve.

Nkenna N., BSN, RN

ADVOCACY HUB



At FIGS, we believe and know that you deserve a voice in the policies that impact your lives. That's why we built the FIGS Advocacy Hub: a unique platform dedicated to informing, empowering, and amplifying the voices of Awesome Humans nationwide.

In 2024, the Hub featured an innovative new campaign focused on eliminating stigmatizing and illegal mental health-related questions from licensure and credentialing applications across all 50 states. In its second year, the Advocacy Hub continued to grow into an essential resource generating thousands of messages to policy makers and empowering our community to advocate for meaningful change—ensuring your voices are heard at the highest levels.

HEADCOUNT VOTER ENGAGEMENT

Healthcare professionals are historically 11% less likely to vote than the general public. By one analysis, if voting was as common among healthcare professionals as it is among lawyers and teachers, almost 400,000 more votes would be cast.

This status quo is not acceptable. Awesome Humans deserve to be heard, valued, and PRIORITIZED in policymaking. That's why FIGS worked with Headcount to help Awesome Humans register to vote, request a mail-in ballot, and check deadlines.

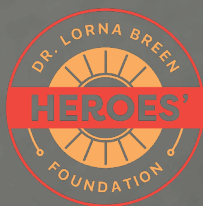
GIVING BACK



EVERYONE DESERVES TO #WEARFIGS

To make Threads for Threads a reality, we collaborate with respected humanitarian organizations to deliver FIGS to Awesome Humans in resource-limited settings worldwide. Our partnerships, including with Project C.U.R.E., the world's largest distributor of donated medical supplies and equipment, allowed us to reach healthcare professionals in over 38 countries in 2024.





STOP THE STIGMA

We believe that supporting Awesome Humans means recognizing the mental health challenges you face every day—and showing up with the support you deserve. The demands of your work can lead to significant stress and burnout, and too often, stigma makes it difficult to seek the help you are worthy of. Our mental health impact initiatives are focused on removing these barriers, providing resources, and fostering a culture where it's truly OK to not be OK.

Our partnership with the Dr. Lorna Breen Heroes' Foundation is central to this mission. As the leading non-profit organization dedicated solely to the mental well-being of healthcare workers, the foundation honors Dr. Breen's legacy by driving awareness, ending stigma, and creating systemic change. FIGS doesn't just support the foundation financially. We partner closely on multiple initiatives to advance our shared commitment to make it safe for healthcare professionals to seek support.

Additional mental health-related partners include:

- SparkReach Innovative Leadership to establish peer mentorship programs within healthcare facilities;
- Emotional PPE to develop a pioneering continuing education program for mental health providers, designed to allow them to better understand the unique needs of Awesome Humans;
- Not One More Vet (NOMV) to address mental health needs within the veterinary field.

Through these partnerships, FIGS is building a healthcare culture where mental well-being is a priority, stigma is dismantled, and seeking support is encouraged. Together, we're working toward a future where every one of you has the resources and support you need to continue to be there for all of us.



Dr. Lorna Breen

REDUCE AND
PREVENT SUICIDE
AND BURNOUT + FIGS
STOP STIGMA
PROMOTE MENTAL
HEALTH AND WELLBEING
SUPPORT PEERS
SEEK HELP
WITHOUT FEAR
SAFE
GUARD
WELL-
BEING AND
JOB SATISFACTION
IT'S OKAY TO NOT
BE OKAY
SERVICES ARE A SIGN OF
+ FIGS WELLNESS
AND CARE

Rachel H., PA-C

F*** CANCER

For 2024 Breast Cancer Awareness Month, FIGS stood firmly with those affected by breast cancer and collaborated again with F*** Cancer, our longtime partner dedicated to prevention, early detection, and emotional support for those facing this disease. Our donation helps fund essential screenings, educational initiatives, and accessible community clinics—resources that can make a lifesaving difference.

To honor this commitment, FIGS launched a limited-edition color, F'ing Pink, in solidarity with the breast cancer community. This campaign featured three inspiring Awesome Humans: breast cancer survivors who embody perseverance, strength, and advocacy. Each of their stories serves as a powerful reminder of the importance of unity in the fight against breast cancer. Through this campaign, we celebrate all of you who continue to inspire hope and amplify the call for awareness, access to care, and the strength to say F*** cancer.

Rosa S., LPN
Haley R., BSN, RN
Leila E., PA-C

OTHER AWESOME PARTNERS

We were proud to support 44 incredible non-profit organizations in 2024, including:

BLACK STUDENT HEALTH ALLIANCE

The Black Student Health Alliance is dedicated to fostering diversity and representation within the healthcare field by providing a supportive community for Black students pursuing healthcare careers.

UC IRVINE SUMMER HEALTHCARE EXPERIENCE

The UCI Summer Healthcare Experience is a program designed for high school juniors and seniors interested in healthcare careers, offering exposure to various medical fields, mentorship, and hands-on learning opportunities.

OPERATION SMILE

Operation Smile provides free surgeries to children and young adults born with cleft lip, cleft palate, and other facial differences, aiming to increase access to safe surgical care worldwide.

AMERICARES

Americares is a health-focused relief and development organization that responds to individuals affected by poverty or disaster with life-changing medicine, medical supplies, and health programs.

BOTTOMLESS CLOSET

Bottomless Closet empowers New York City women in need by providing professional attire, resume assistance, and interview coaching to help them achieve workplace success and economic self-sufficiency.

EVERTON IN THE COMMUNITY

Everton in the Community is the official charity of Everton Football Club, delivering innovative programs that promote health, education, social inclusion, and community cohesion.



IMPACT TRIPS

FIGS is honored to work alongside incredible Awesome Humans to address pressing health needs globally. FIGS Impact Trips embody this commitment, partnering FIGS Ambassadors with local healthcare teams to provide essential medical care, share skills, and improve lives in underserved areas.

These trips are about amplifying impact—leveraging our resources, expertise, and partnerships to make meaningful changes for healthcare workers and the communities you serve. From providing critical surgeries and care to supporting long-term health initiatives, FIGS Impact Trips are designed to create sustainable, life-changing outcomes while honoring the incredible dedication of Awesome Humans everywhere.



Philis N., MD
Ali R., MD, OBGYN



KENYA

JANUARY 2024

Since 2021, FIGS has partnered with The Tiba Foundation and Matibabu Foundation to enhance healthcare quality and accessibility in rural Kenya. In 2024, the grand opening of the FIGS Operating Theater in Ukwala marked the culmination of our transformative \$500,000, three-year commitment. For years, patients had to travel hours for surgeries like emergency C-sections—a journey that was impossible for many, particularly women in urgent need of care. This state-of-the-art facility is now open and sustainably bringing critical surgical care to a community of 500,000 people.

In January 2024, FIGS co-founders Trina Spear and Heather Hasson joined a team of FIGS Ambassadors in Ukwala to officially open the FIGS Operating Theater. During their stay, the team performed the first surgeries in the facility, provided care at Matibabu Hospital, painted and organized hospital spaces, and visited new mothers to deliver essential supplies. The grand opening ceremony, attended by U.S. Ambassador Meg Whitman and local dignitaries, marked a new chapter in healthcare access for Ukwala and celebrated our shared mission to make a lasting impact.



DOMINICAN REPUBLIC

MARCH 2024

In March 2024, FIGS sent a team of seven dental ambassadors to the Dominican Republic, partnering with Bright Island Outreach to provide critical dental care to underserved communities. Bright Island Outreach focuses on expanding dental health services and education. They welcomed our ambassadors to work alongside their team in addressing the urgent dental needs of local residents.

During this trip, the team served over 150 patients, providing dental cleanings, oral surgeries, and oral health education to patients of all ages, helping to improve their quality of life and reduce future health risks associated with untreated dental issues.

Corina G., DMD

PEOPLE

Our bold, innovative, and community-minded team could not be more obsessed with helping Awesome Humans thrive. We are so fortunate to have a team at FIGS that embodies our mission to the extreme.

It's our exceptional team and special culture that enables us to create the best products and experiences for healthcare professionals. This teamwork will carry us to our goal of creating meaningful, lasting, and transformational change for our community.



OUR TEAM

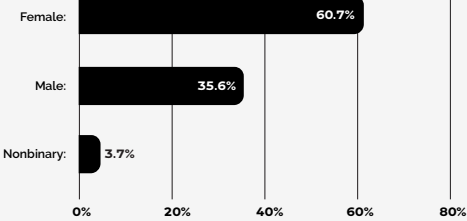
FIGS Executive Team

WHO WE ARE

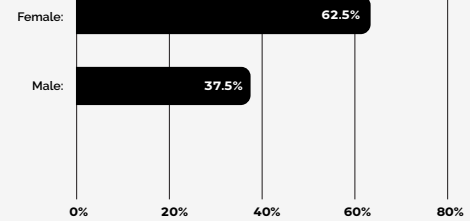
We are proud to have consistently employed a team representing a mix of backgrounds, industries, and experience levels. These efforts have enabled us to better serve the community of Awesome Humans to whom we are so devoted. We are committed to not making employment or other contracting decisions on the basis of legally protected characteristics.

We have a zero-tolerance policy for workplace discrimination based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker's ability to perform the job.

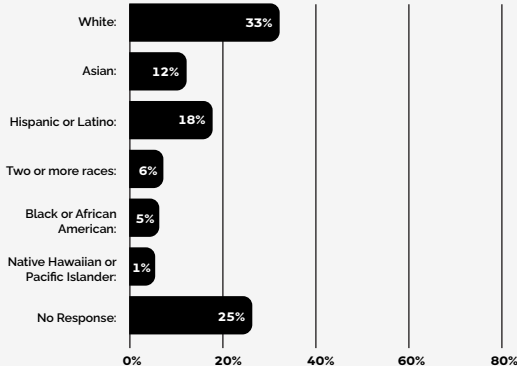
Gender Identity for FIGS Team



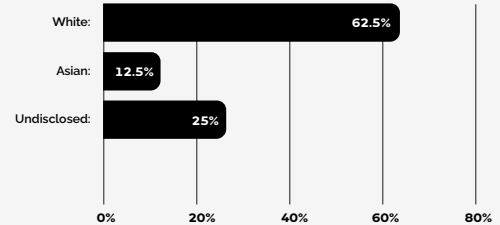
Gender Identity for FIGS Executive Team



Racial or Ethnic Identity for FIGS Team



Racial or Ethnic Identity for FIGS Executive Team



UBUNTU—I AM BECAUSE YOU ARE

We are strongest when we can knit together each team member's unique strengths to create the FIGS Family.

Just as we have a listening strategy to meet the needs of our Awesome Humans, we also have a listening strategy to better understand our team members. Through surveys, task forces, focus groups, and one-on-one meetings, we receive continuous feedback that allows us to provide team members with everything they need to thrive at FIGS.

AT A GLANCE

89%

of team members participated in our annual engagement survey.

INCLUSION

Team members overwhelmingly feel supported, respected, and valued.

89%

of participants believe that their managers genuinely care about their wellbeing

88%

of team members report they know what they need to do to be successful in their roles

84%

of team members feel they are part of a team



BELONGING

FIGS team members find purpose in our mission and value being part of work that is larger than themselves.

87%

of team members are proud to work at FIGS

84%

of team members feel aligned to the FIGS mission and values

80%

of team members report that FIGS allows them to make a positive difference.



HOW WE CREATE THE FIGS FAMILY

Creating a cohesive team is developed through small actions over time, and it would be impossible to list all the interactions that contribute to FIGS' strong culture promoting wellness and connection. Here is a look at just a few of the ways we use company-wide events and programming to reinforce this culture.

STRATEGY SESSIONS

- We hold annual strategy sessions to introduce team members to major initiatives and goals for the upcoming year, leading to 93% of team members reporting that they know how their work contributes to the broader FIGS goals.

TUESDAY TALKS

- During our weekly all-hands meeting, we share company updates, welcome new hires, and celebrate team members' milestone moments.
- Thanks in part to these meetings, 78% of team members report that we celebrate team members who make a positive impact.

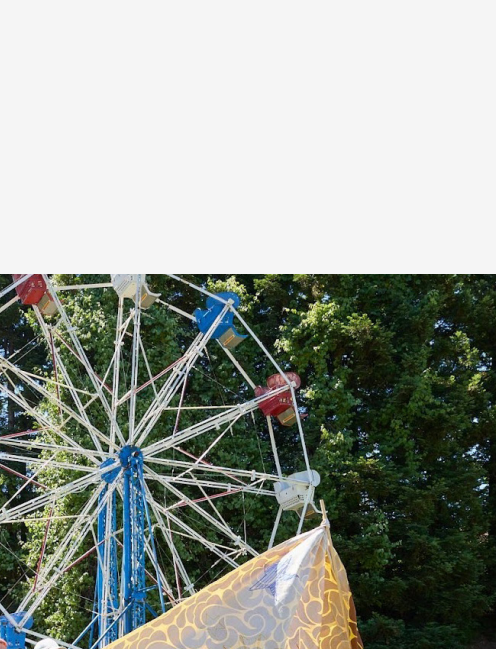
ONBOARDING

- Our onboarding survey has a 93% participation rate and new hires have a 96% engagement rate, proving that our robust 90-day onboarding program, which includes time with each of our Executive team members and a buddy for each new hire at the senior manager level or below, sets new hires up for success.

CULTURE COMMITTEE

- Our Culture Committee uses our Wellness Wheel and team feedback to design monthly programming that creates a sense of belonging and promotes our culture goals of celebrating our team, promoting wellness, and making an impact on our community. Each month's programming is dedicated to a different area of wellness so we can contribute to the growth and development of healthy and engaged team members.





FIGS FIELD DAY

- Each summer, we bring together all team members from across the U.S. for a strategic day of team building. This event includes initiatives designed to drive alignment, strengthen connections, and reinforce the FIGS mission, helping us reconnect with our purpose as we move into the second half of the year.
- In 2024, our Field Day focused on the themes of Growth, Unity, and Resilience. We reviewed our strategic initiatives together, made memories, and then in honor of our Olympic partnership, had a relay competition—FIGS style.
- This much-anticipated event earned an 85% favorability score.





LOCAL COMMUNITY ENGAGEMENT

Care more than anyone else is a core value, and we believe that this care should extend beyond our own walls and into the communities where we live and work.

Our Culture Committee, comprised of team members from across all teams and levels, regularly organizes volunteer experiences that provide team members with the opportunity to donate their time and see their impact firsthand.

The Committee seeks volunteer experiences that bring team members and Awesome Humans together to improve their local communities. These opportunities to listen to, engage with, and understand healthcare professionals contribute to FIGS' ability to create authentic and meaningful relationships with this community.

One notable multi-year partnership is with the Venice Family Clinic, a local organization dedicated to providing comprehensive healthcare to individuals who otherwise might go without the care they need. Several times a year, we set up shop outside the clinic to distribute coffee, treats, and FIGS products to the Awesome Humans staffing the site. In August, we gave away 451 pairs of socks, 100 tumblers, and 100 sweaters to team members from the Venice Family Clinic's 20 sites.

For the past 3 years, we have also hosted bi-annual blood drives with the Red Cross at FIGS HQ. With this partnership, our team can support Awesome Humans by ensuring you have one of the most precious resources needed. This year, 63 FIGS team members donated 55 units of blood and saved 165 lives!

HEALTHCARE ADVISORY BOARD

Part of what has always made FIGS special is that we are so closely connected to our community. As much as we possibly can, we're hanging out in the hospital, at the office, and in the field with our Awesome Humans so we know exactly what's on your minds. We're always looking to make this connection even deeper.

Since 2021, the FIGS Healthcare Advisory Board has brought together outstanding leaders from across healthcare to provide invaluable insight into the challenges and priorities of our community. Representing a diverse range of disciplines, the board plays a key role in shaping FIGS' approach to advocacy, innovation, and community engagement.

Meeting quarterly and collaborating year-round, the board gives feedback on new ideas, ensuring FIGS stays connected to what matters most in healthcare. Their expertise and unique perspectives help FIGS create solutions that support healthcare professionals in meaningful ways, keeping our focus where it belongs: on the people who make healthcare possible.



Natalie C., MD



Katie D., NP



Scott F., DO



Mauricio G., MD



Sarah K., MD, PhD



Danielle L., DNP,
ACNPC-AG, CCNS, RN



Pamela Mehta, MD



Niveda P., VMD



Darien S., MD, MBA



Daniel Y., MD



TEAM
+ FIGS x USA
MEDICAL TEAM

EVERYTHING WE DO IS WITH THE HEALTHCARE COMMUNITY AT THE CENTER

AMBASSADOR COMMUNITY

The FIGS Ambassador Community is a vibrant community of Awesome Humans who embody the FIGS mission. With hundreds of ambassadors from diverse specialties and backgrounds, the program fosters connection and amplifies the voices of those who dedicate their lives to caring for others. In 2024, the community continued to grow and thrive, empowering ambassadors to share their stories, advocate for their peers, and inspire the next generation of healthcare leaders. From participating in impactful campaigns to leading advocacy initiatives, our ambassadors play a pivotal role in shaping a stronger, more united healthcare community.

HOW WE ARE CENTERING THE COMMUNITY

OLYMPICS

We proudly partnered with the Team USA Medical Team at the Olympic and Paralympic Games, elevating healthcare professionals behind the athletes on a global stage—because champions aren't just on the podium.



Morgan H., MD
Adam C., MD



NURSES WEEK

We put our nurses on the stage at the New York Stock Exchange—encouraging the whole world to celebrate this incredible community!

EXTREMES

For our Extremes campaign, we amplified thrilling and incredible stories from throughout our Awesome community—inspiring the next generation of amazing (and awesome) healthcare professionals.



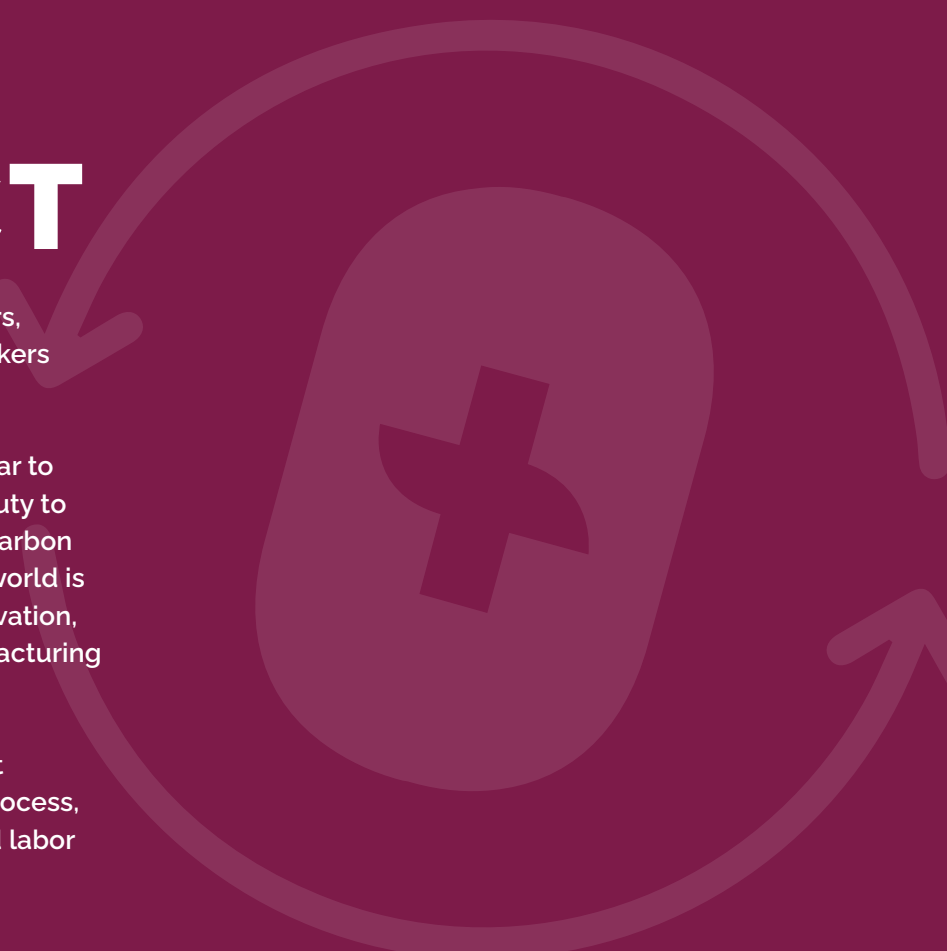
Chloe B., DVM

PRODUCT

At FIGS, we must be responsible producers, conscientious citizens, and thoughtful makers when we bring our ideas to life.

We know that bringing premium scrubwear to you has an impact on the planet. It's our duty to establish goals and work to improve our carbon footprint. Scaling in a climate-conscious world is dependent on our ability to leverage innovation, sustainable fibers, and low-impact manufacturing processes.

At the same time, we must always respect humans at the center of our production process, which is why we're firmly opposed to child labor and forced labor.



SUSTAINABILITY THROUGH DURABILITY

Durability is one of the main keys to sustainability. Most apparel is created and produced with the intention to last for 5-10 washes; FIGS scrubwear is designed and developed to last for at least 50 wash and dry cycles. This means your scrubs are lasting longer, staying out of landfills, reducing garment waste and even making it possible to pass your scrubs onto a friend, family member, or colleague.

FABRIC INNOVATION: INDESTRUCTIBLE SCRUBS

In 2024, we created and launched Indestructible Scrubwear: durable and comfortable scrubwear intended to be used in high impact situations. We innovated by taking a traditional workwear fabric and elevating it to perform for our Awesome Humans.

Using 54% recycled polyester content, we created a fabric that can perform even after 70,000 abrasion cycles. A ripstop was used for this application to enhance abrasion resistance and provide tear resistance. To cover all possible challenges, we created two versions: an outerwear finished with water-repellent and a lightweight scrubwear finished with moisture-wicking, stain release, and antimicrobial for durability and odor protection.

OUR GOALS

- **Have at least 75% of our scrub fabric be comprised of recycled and upcycled materials by 2030**
 - **Why do we have this goal?** Making raw materials is one of the most taxing steps in garment making. By leveraging recycled fibers, we can promote the sustainability of our products.
 - **How are we working to achieve this goal?** We are working diligently to improve the sustainable inputs into FIONx, our core fabric that makes up the vast majority of our production. Additionally, any newly sourced materials are required to have at least 30% recycled content or traceable fibers. This includes fabrics, buttons, drawcords, zippers, and more. It even includes recycled zipper tapes and recycled polyester in our drawcords.
- **Have 100% of our apparel compliant with OEKO-TEX® 100 by 2026**
 - **Why do we have this goal?** OEKO-TEX® 100 signifies that every part of the garment has been tested and certified to be free from harmful substances ensuring it is safe for human health and deemed safe for consumers to wear. In 2023, we had 38% of our products compliant with OEKO-TEX® 100. In 2024, it was 42%.
 - **How are we working to achieve this goal?** While all of our raw materials must pass extensive testing for hazardous and harmful substances before they can be commercialized, we are going beyond that by holding ourselves to the OEKO-TEX® 100 standard. This is a robust testing protocol that is incorporated into our go-to-market calendar and strategy. As we source components for new products and develop new products, we are sourcing from suppliers who are already producing to OEKO-TEX® 100 standards as part of their process.
- **Reduce virgin plastic packaging by 50% by 2030**
 - **Why do we have this goal?** Virgin plastic requires extracting fossil fuels from the earth. By reducing the use of virgin plastics from our packaging, we limit the harm from something that gets thrown out by our customers. In 2024, 12% of our packaging was free from virgin plastics. This means by 2030, we are targeting to have at least 56% of our packaging free from virgin plastics.
 - **How are we working to achieve this goal?** For packaging materials, we are shifting from vendor-provided polybags to nominating from suppliers who are producing sustainable products, in supply chains we can trace.
- **Reduce the amount of water used in fabric production by 30% by 2030**
 - **Why do we have this goal?** Water resources are limited and vital to human life. By reducing our water consumption, we can help mitigate the impacts of water scarcity. In 2024, we used 145 liters of water to dye 1 kilo of FIONx. 30% of the water used in dyeing is recycled water.
 - **How are we working to achieve this goal?** When sourcing new fabrics, we prioritize fabrics that use less water and are produced in a Bluesign certified mill. Bluesign is an independent certification that textile manufacturers can achieve by following strict emission standards.

SCRUBS THAT DON'T SUCK

Ade O., MD



Earth Deserves Better Care. You Deserve FIGS. We want you to feel 100% Awesome—in FIGS and in the world. So last April in celebration of Earth Month, we launched a recycling program to help our community recycle their old, scratchy, boxy scrubs and upgrade to FIGS—Scrubs That Don't Suck!

Awesome Humans showed up in force and donated 45,000 pounds of non-FIGS scrubs—aka Scrubs that Suck—that were then recycled into sports equipment filler, carpet / hardwood underlayment, automotive insulation, and more—keeping them out of landfills—and keeping our Awesome Humans in fresh FIGS.



 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 forwardlooking. These forward-looking statements address various matters, including future goals, commitments, programs, and initiatives, including those related to ESG and the Company's advocacy 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, 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 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 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 impact of macroeconomic trends on the Company's operations; the Company's reliance on a limited number of third-party suppliers; the fluctuating costs of raw materials; the Company's failure to protect proprietary, confidential

or sensitive 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, 2024 filed with the SEC on February 27, 2025 (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 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 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.