

Diversity & Inclusion Policy Update 2024

We recognize the benefits of diversity across all levels of the workforce to ensure a balance of skills, experience, expertise, gender, ethnicity, national origin and age. We believe diversity and inclusion enhance our decision-making and creative capabilities by providing the ideal range of perspectives needed to fulfill the objectives and strategies of the company. We promote the values of leadership, diversity, and inclusion at all workforce levels to foster a collaborative culture. We consider this vital to growing an innovative and disruptive online marketplace that is revolutionizing the luxury resale market and reshaping consumer purchasing behavior.

Who We Are

As a company that builds for the future, we aim to reflect the diversity of our community and the broader global luxury retail industry. We seek to maintain a balance of diversity and representation—including gender, race, national origin, and age—across all levels of The RealReal, including our board, management, and workforce. We work to inspire and empower our employees to think creatively and authentically, share their ideas, bring their whole selves to work, and strive for greatness every day.

We're proud to have a diverse team, and we recognize there's opportunity for us to continue improving representation, particularly among our senior leadership. Below is a breakdown of how our team self-identifies¹:

	All TRR	Individual Contributor	Management	Executives	Board
Native Hawaiian Or Other Pacific Islander	0%	0%	1%	0%	0%
Native American	1%	1%	1%	0%	0%
Two Or More	4%	4%	4%	3%	0%
Not Disclosed	7%	7%	11%	13%	0%
Asian	7%	6%	12%	17%	0%
Black	15%	16%	9%	0%	13%
White	31%	28%	48%	60%	87%
Hispanic/Latinx	34%	37%	16%	7%	0%

	All TRR	Individual Contributor	Management	Executives	Board
Non-Binary	1%	1%	0%	0%	0%
Male	33%	32%	37%	47%	50%
Female	66%	66%	63%	53%	50%

¹ As of Dec. 13, 2024

We are committed to increasing diversity throughout The RealReal. We are developing measurable goals based on feedback we solicited from our internal and external communities, in addition to a number of other inputs. We aim to share more details on our goals as well as our path to attract and retain more diverse talent in the coming months.

The RealReal supports and celebrates all diversity and is committed to providing an equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or expression, or Veteran status.

How We Measure

We challenge ourselves to continuously improve our diversity and inclusion programs and practices, including benchmarking ourselves against other progressive and innovative organizations. As we finalize our diversity and inclusion goals across the company, we plan to report on our progress toward them annually.

Diversity Initiatives

We implement our diversity strategy by working to embed diversity values and goals across all strands of employee management including recruitment, talent development and promotion, and awareness and education. We're also implementing stronger systems to support and empower our team. This work helps us continue to evolve and be a better advocate and ally.

We established and invested in Employee Resource Groups, and are creating structures and policies that empower employees to form and participate in these critical communities. We have made Managing Bias training available for people leaders, have now delivered training to nearly all people managers, and will continue to deliver it on an ongoing basis. We have also implemented AllVoices, a proactive tool that encourages employees, shoppers, consignors and investors to report bias, discrimination or harassment, as well as provide feedback on culture.

This will supplement our whistleblower hotline, providing a data-driven digital platform with the option to provide anonymous feedback. We're also invested in differentiated leadership development programs to support the retention and advancement of our BIPOC talent.

Our Board believes that to fulfill its overall fiduciary responsibility to our shareholders and the company, it must maintain a strategic composition in which each Board member's experience, qualifications, skills, and diversity complement the others. When searching for new directors, the Board actively seeks out women and individuals from underrepresented groups to include in the pool from which Board nominees are chosen. As of Dec. 13, 2024, our Board is 50% female.

Supplier and Consignor Diversity

By nature, our consignor base is diverse. We accept luxury consignment items, primarily from individuals, regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or expression, or Veteran status.

We also seek to engage with suppliers regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or expression, or Veteran status.