

# TheRealReal

## **Diversity & Inclusion Policy**

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 diversity. We believe that 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 customers and the broader global luxury retail industry. We seek to maintain an appropriate balance of diversity and representation, including gender, race, national origin, and age diversity, at all levels, including the board, senior management, and workforce. We inspire our employees to think creatively and authentically, share their ideas, bring their whole selves to work, and strive for greatness every day.

We are proud that our employee, director, and board population is gender diverse. As of March 31, 2019, 68% of our employees, 67% of our director-level employees, and 37.5% of our Board of Directors were female. In addition, approximately 60% of our employees identified themselves as non-white.

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 benchmark ourselves against other retail and e-commerce companies in order to continuously improve our diversity and inclusion programs and practices.

Our company also utilizes ISS, MSCI, and SASB guidelines to inform new policies and strategies.

### **Diversity Initiatives**

We implement our diversity strategy by embedding diversity values and goals across all strands of employee management including recruitment, talent development and promotion, and awareness and education.

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In addition, the Board believes that in order to fulfill its overall fiduciary responsibility to its shareholders and the Company, it must maintain a strategic composition that includes the experience, qualifications, skills, and diversity needed for each Board member to complement the others. When searching for new directors, the Board actively seeks out women and individuals from minority groups to include in the pool from which Board nominees are chosen.

## **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.