

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. 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:

¹ As of Dec. 31, 2020 with the exception of Board, which reflects Board composition as of Feb. 22, 2021.

TheRealReal

	All	Corporate	Management	Execs	Board
Black	14%	5%	8%	0%	20%
Hispanic /Latinx	23%	12%	15%	0%	0%
Asian	12%	20%	9%	29%	0%
White	37%	47%	55%	71%	80%
Female	68%	60%	65%	57%	60%

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.

TheRealReal

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

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.

In 2020, our Diversity, Equity and Inclusion (DEI) journey focused on listening and learning. 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 mandatory for people leaders, have now delivered training to nearly all people managers, and will continue to deliver it on an ongoing basis. We are also in the process of implementing 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. We have hired a head of DEI who is spearheading these and many other efforts to engage, empower and advance our team.

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 Feb. 22, 2021, our Board is 60% female. The Board has also taken responsibility for diversity and inclusion efforts by creating the Compensation, Diversity and Inclusion Committee.

The RealReal is also focused on helping increase diversity within our fashion and business communities. To start, we've partnered with The Black Retail Action Group ([BRAG](#)) on their work to educate and prepare Black students for fashion and retail leadership roles. We've also partnered with [Black Girls CODE](#) to support and help fund the expansion of their work to increase women of color in STEM fields.

We also became a member of the [Black in Fashion Council](#) in August 2020, with the mission to represent and secure the advancement of Black individuals in the fashion and beauty industry. Our pledge to the Council over the next three years will allow us to partner in that work and support our progress by having third-party experts give us feedback, insight, and counsel on our inclusivity plans. The Council will also help us measure that progress through an equality index that's tallied with the help of the Human Rights Campaign.

TheRealReal

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. We are in the process of benchmarking our supplier spend and plan to establish goals to increase our 2022 spend with minority- and women-owned business enterprises and service-disabled, veteran-owned businesses.