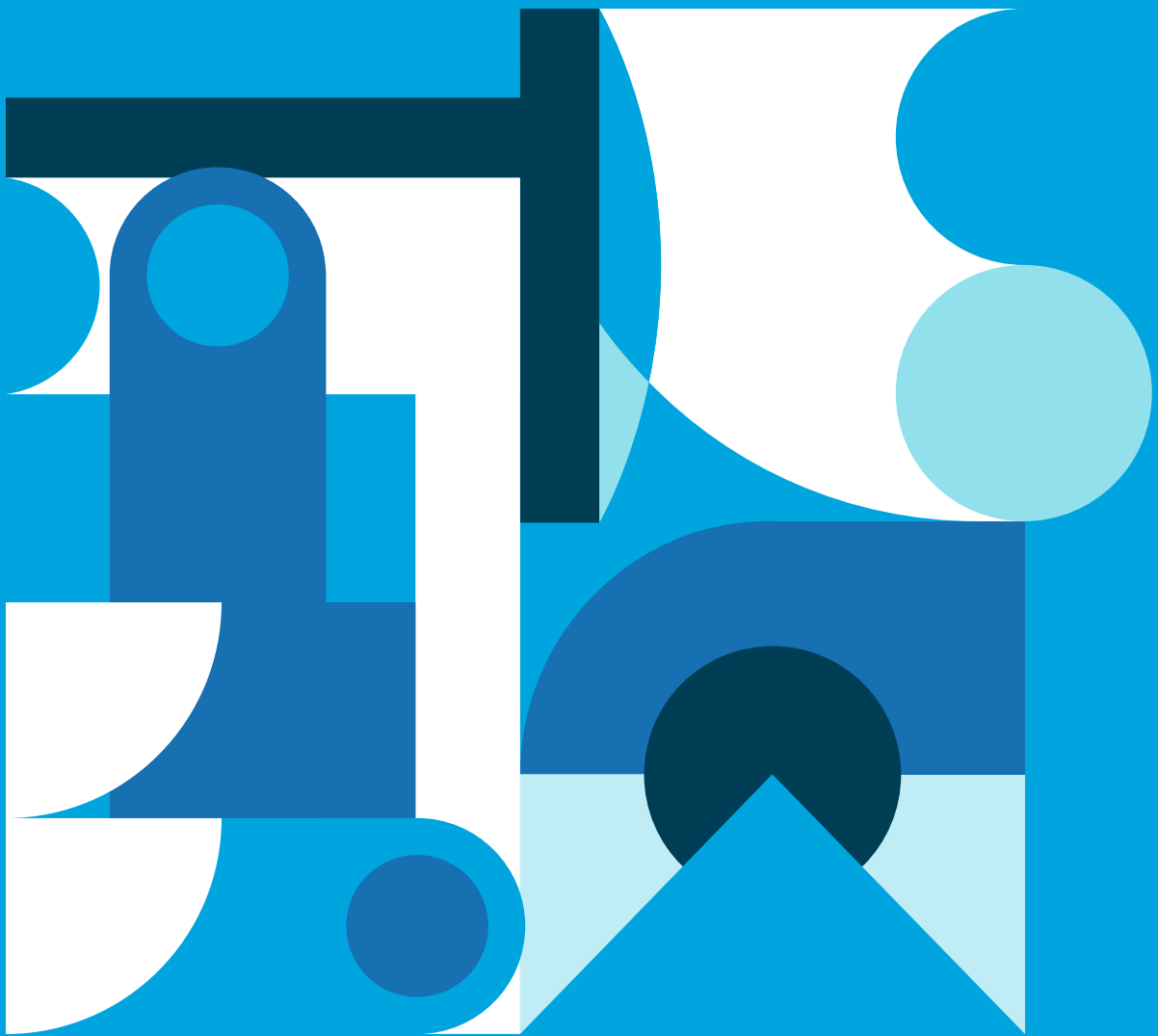


Impact Report 2023

EXECUTIVE SUMMARY



WARBY PARKER

A Message From Our Co-CEOs



Dave Gilboa and Neil Blumenthal

When we started Warby Parker in 2010, we set out to reimagine everything a company and an industry could be. We wanted to make shopping for glasses easy, affordable, and fun—and address the fact that nearly one billion people globally need glasses but don’t have access to them. The foundation we laid 14 years ago was one built around delivering both exceptional value and service to our customers, growing sustainably, hiring a passionate team, and aiming to build one of the most impactful brands in the world.

As we reflect on 2023—our second full year as a public company—we’re grateful for our team’s dedication to creating the best eye care experiences for our customers. We made great progress on several of our key initiatives, including opening 40 new stores and expanding our retail fleet to more than 230 locations across the U.S. and Canada; launching 18 collections, offering more styles, widths, and colorways than ever before; and growing our holistic vision care offering across eye exams, progressives, and contacts.

Above all, we were immensely proud to celebrate a major milestone: surpassing 15 million pairs of glasses distributed to people in need through our Buy a Pair, Give a Pair program.

As much as we’ve been able to accomplish, we’re constantly asking ourselves how we can make a greater impact. Our hope has always been to demonstrate that a business can scale while doing good in the world, and we remain committed to a stakeholder-centric approach in every decision we make.

Our annual Impact Report is an affirmation of our commitment to our core value Do Good and a celebration of our community’s passion and partnership in our mission to provide vision for all. From the bottom of our hearts, thank you.

NEIL BLUMENTHAL
Co-founder and co-CEO

DAVE GILBOA
Co-founder and co-CEO

About Us

Warby Parker was founded with a mission: to inspire and impact the world with vision, purpose, and style.

We're constantly asking ourselves how we can do more and make a greater impact—and that starts by reimagining everything that a company and industry can be. We want to demonstrate that a business can scale while doing good in the world, without charging a premium for it. And we've learned that it takes creativity, empathy, and innovation to achieve that goal.

Since the day we launched in 2010, we've pioneered ideas, designed products, and developed technologies that help people see. We offer everything you need for happier eyes, from designer-quality glasses and contacts to eye exams

and vision tests, at a price that leaves you with money in your pocket. You can meet us online, at our stores, or even in your home. Wherever and whenever you need it, we're there to make exceptional vision care simple and accessible. (Delightful, too.)

Ultimately, we believe in vision for all. That's why for every pair of glasses or sunglasses we sell, a pair of glasses is distributed to someone in need through our Buy a Pair, Give a Pair program. Over 15 million pairs have been distributed so far—and we're only just getting started.



WARBY PARKER AT A GLANCE

NUMBER OF TEAM MEMBERS¹



3,491

TOTAL NUMBER OF STORES



237

GLASSES DISTRIBUTED THROUGH OUR BUY A PAIR, GIVE A PAIR PROGRAM AS OF 2023



15 million+

NUMBER OF NEW COLLECTIONS LAUNCHED IN 2023



18

NUMBER OF NEW STORES OPENED IN 2023



40

NUMBER OF VOLUNTEER HOURS IN 2023



3,000+

¹"Team members" and similar references throughout this report includes Warby Parker employees as well as ophthalmologists and optometrists engaged through our P.C. model, but does not include contractors or independent optometrists.

Core Values

Inject fun and quirkiness into everything we do

Take our work and our impact seriously (but not ourselves)
Help others have fun

Treat others as they want to be treated

Design with empathy
Have a positive attitude

Pursue new and creative ideas

Embrace change and uncertainty
Continually challenge ourselves

Do good

Impact the world in a meaningful way
Value our customers, our peers, the community, and the environment
Practice gratitude

Take action

Set ambitious goals and measure results
Take the first step

Presume positive intent

Trust but verify

Lead with integrity

Be honest
Give and take direct feedback

Learn. Grow. Repeat.

Understanding Our Impact

Overview of Impact Strategy

In the spirit of three of our core values, *Do good, Set ambitious goals and measure results, and Learn. Grow. Repeat.*, we track and publicly report our impact on our stakeholders in this annual report following the Global Reporting Initiative (GRI) framework. We also align our key areas of sustainability to the [UN's Sustainable Development Goals](#) (SDGs). The Sustainable Development Goals are a collection of 17 global goals designed to be a blueprint to achieve a more sustainable—and better—future for all.

The SDGs were set in 2015 by the United Nations General Assembly with the goal of being achieved by 2030. By aligning to the UN's SDGs, we can better see how our work is contributing to a global effort for a better future and world.

We also share a SASB Standards index. The SASB Standards, currently managed by the International Financial Reporting Standards Foundation, enable businesses around the world to identify, manage, and communicate industry-specific sustainability information to their investors.



How It Comes Together

In order for our stakeholders to get a comprehensive view of who we are as a brand and what we stand for, we use the *Impact Report* to share progress and updates on our GRI topics alongside overall Warby Parker updates and other important information.

To help guide this material, we've broken the *Impact Report* into four key sections:

OUR IMPACT

FOCUS AREAS

UN's Sustainable Development Goals (SDGs)

CREATING A COMMUNITY

We take care of our employees and communities by advancing access to eye care, providing fair wages, promoting wellness, and driving inclusion, equity, and diversity.



EXPANDING WHAT WE OFFER

We enhance customer experience to help our customers see (and look) better.



HOW WE SEE SUSTAINABILITY

We aim to use resources responsibly, reduce waste, and maintain a neutral carbon footprint across our operations.



THE WAY WE GOVERN

We strive to govern ethically, lead with inclusivity, and live our values.



2023 at a Glance

Last year, we were proud to reach some significant benchmarks. We surpassed **15 million** pairs of glasses distributed through the Buy a Pair, Give a Pair program, and our **Pupils Project expanded to Oregon and New Jersey**; it now serves **40 cities** in seven states. We launched new collaborations with **Jimmy Fallon, Marvel, A\$AP Nast, and Emma Chamberlain**, to name a few, and also expanded our product offerings through new launches like precision progressives—our latest lenses which use more in-depth measurements to optimize vision, cut down on peripheral distortion, and give a wider field of view. We also added **40 new stores**, bringing our total store count to 237!



What Being a Public Benefit Corporation and Certified B Corp Means

Warby Parker is proud to be one of the few publicly traded, B Corp–certified, public benefit corporations in the United States. Our leadership and board of directors have the responsibility of making decisions that consider the interests of all stakeholders affected by our conduct—and

to further the public benefit identified in our certificate of incorporation. This enables us to take a long-term view, which we believe will contribute to Warby Parker’s profitability, durability, and sustainability in the months and years to come.



Warby Parker Impact Foundation

Since 2010, Warby Parker has worked with community partners, nonprofits, government agencies, and academic leaders to provide free vision screenings, eye exams, and glasses to adults and children through the Buy a Pair, Give a Pair program. To date, the program has distributed over 15 million pairs of glasses, within the U.S. and around the world.

Warby Parker created the Warby Parker Impact Foundation in 2019 with the aim of accelerating this work. The foundation was publicly launched to coincide with the celebration

of our direct listing in the fall of 2021. The foundation is devoted to advocating for wider access to vision services, educating communities on the importance of eye health, and providing people with eye care to help lead safe, happy, and productive lives. In 2021, Warby Parker was incredibly proud to authorize up to 1% of the company's outstanding shares toward future grants to the foundation or other like-minded charitable organizations. Additional grants were made to the Warby Parker Impact Foundation in 2022 and 2023, in support of the foundation's operations and programming.



You can learn more about the foundation at warbyparkerfoundation.org

CREATING A COMMUNITY

2023 was another year filled with strong growth and new milestones in both our social mission and our eye care business.  We recertified as a B Corp, reaffirming our commitment to values like transparency, ethical practices, and sustainability.  Our Pupils Project expanded to serve schoolchildren  across 40 cities, and, simultaneously, we surpassed 15 million glasses distributed through our Buy a Pair, Give a Pair program. To top it off, last fall we also hosted a One Vision Summit  for store leaders and optometrists, which was the first time they came together for a combined summit. With nearly 400 attendees,  it was also our largest summit yet!

TEAM MEMBERS

Growing with Integrity



Warby Parker wouldn't be where it is today without every one of its team members. As we grow, we stay true to who we are by working to develop a team that's diverse, well-rounded, and thoughtful—one where everyone feels respected, valued, and equipped with the right tools to be successful.

This doesn't happen without unified effort. Scaling our team in a way that is intentional and mission-driven requires us to be persistent in revising processes and policies, as well as creating new ones that have our principles—and employees' best interests—at heart. We remind ourselves of our core

values *Lead with integrity*, *Treat others as they want to be treated*, and *Do Good* as we continue to welcome new faces to the team.

We also recognize that all our team members do their best work when they feel engaged, productive, and excited to go to work every day. In order to do our part to accomplish that, Warby Parker provides a variety of wellness, engagement and belonging, volunteering, and learning and development opportunities.

Warby Well-being

Well-being takes many forms, and our Warby Wellness program aims to empower our team members with a range of programs and support that help them stay energized and happy. To make sure we're offering compelling perks and benefits, we regularly benchmark ourselves against best-in-class retail and tech companies.

Our benefits include annual eye exams, flu shots, paid time off (including to volunteer and vote), an employee-assistance program for mental and behavioral health, no-cost access to online therapy, a 401(k) retirement plan with a company match, holiday pay, free glasses upon hire, additional product discounts, referral bonuses, and team outings. Full-time team members are also eligible for health care, life insurance, bereavement leave, disability coverage, paid parental leave, and vacation time to support physical and mental well-being.

Engagement and Belonging

Nothing gets us more excited than an opportunity to engage, delight, and celebrate Team Warby. Our thoughtfully created, core-values-rich programming helps build community, foster belonging, fuel motivation, and create moments of fun on the job. While programming takes different shapes and sizes across the company, we're rooted in three key pillars—**recognition, celebration, and connection.**

Fun fact: We believe connectivity to one another and to Warby Parker's broader mission fosters purpose, empowerment, and well-being. 88% of team members who participated in our 2023 Employee Engagement Survey³ say they know how their work contributes to the goals of Warby Parker—and 84% say they feel they are part of a team. (High five!).

³ In 2023, we heard from 89% (or 2,681) of our eligible team members at time of survey.



Learning and Development Initiatives

Learn. Grow. Repeat. is one of our core values. We know that as individuals, teams, and a company we must embrace active learning in order to innovate and create. As a business, we strive to offer our employees best-in-class learning and career development programs and opportunities. Learning and development is a cornerstone of our work to create a more equitable and inclusive organization; these resources help each employee succeed in their current role and provide avenues to continue their long-term holistic growth.



Initiatives begin the moment each team member starts. All new hires receive *at least* one week of comprehensive onboarding to lay the foundation for engagement, productivity, and retention. (And many employees receive more!) Our onboarding programs aren't just about setting job expectations; they introduce new hires to Warby Parker's history and culture—and connect them with other new team members across the business, building a sense of community and belonging from the start.

As team members move through their careers at Warby Parker, they can participate in different learning and development opportunities to propel their development, growth, and mobility.



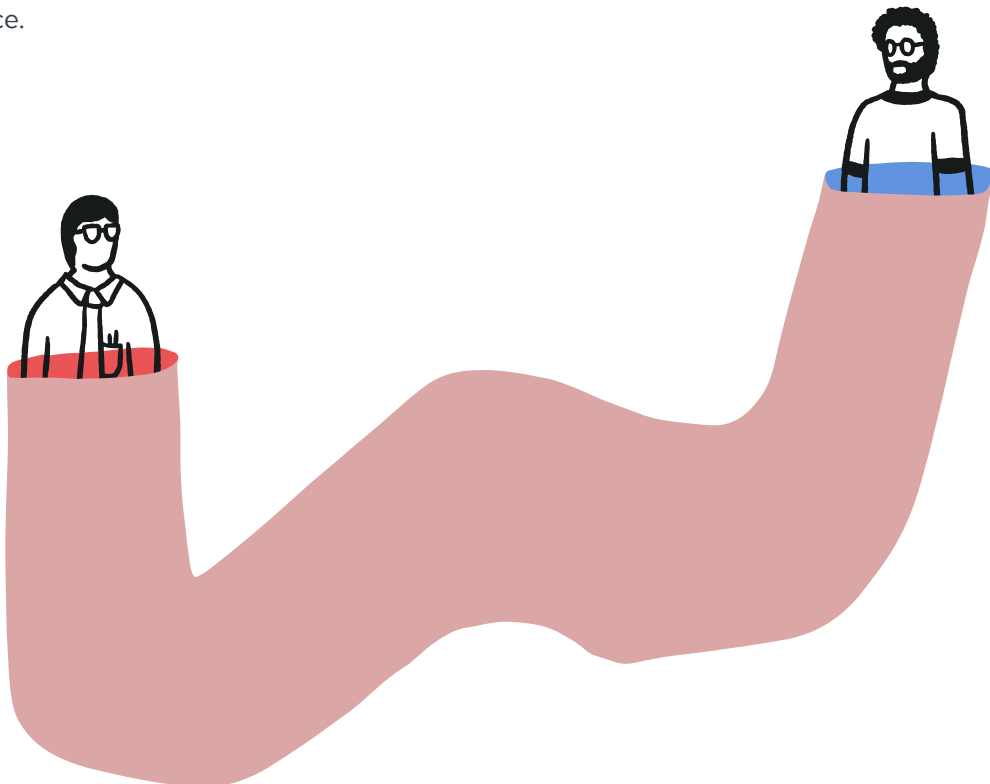
Continuous Feedback

We believe that a culture of continuous feedback can create a culture of continuous improvement. Feedback is essential to who we are and woven into our core values (*Lead with integrity: give and take direct feedback*).

As a team, feedback is a fundamental tool to help our employees, leaders, and company *Learn. Grow. Repeat.*

To enable this, we have multiple systems in place that allow our team members to give, receive, and ask for feedback about their performance and experience at Warby Parker. Our tools include frequent performance reviews, ongoing one-on-ones, and employee-driven manager evaluations, as well as company-wide feedback tools, like our annual Employee Engagement Survey. According to our 2023 Employee Engagement Survey, 83% of survey respondents said their manager gives them direct and useful feedback on their job performance.

Our aim is for employees to have clarity in their role and to understand how success on the job is measured, as well as have insight into how they can positively impact the business and our stakeholders. Conversely, as key stakeholders themselves, we provide tools for employees to tell Warby Parker how their experience can be improved, too. 87% of employees who participated in our 2023 Employee Engagement Survey said they know what they need to do to be successful in their role.



Artwork by Ron Thompson at Warby Parker Mercato

Volunteering

Contributing to our local communities is a fundamental part of the Warby Parker experience. We're proud to offer each employee 16 hours of paid leave a year to volunteer. In total, Team Warby volunteered over 3,000 hours in 2023.



Our teams worked with a lot of organizations across the country. Here are a few:

- Room to Grow
- Book Harvest
- Somerville Homeless Coalition
- Humane Society of Charlotte
- Kits to Heart
- Special Olympics North Carolina
- RAICES
- Habitat for Humanity
- Lucky Dog Refuge
- Feed Louisville
- Crayons to Computers
- Chicago Eco House
- Neighbor to Neighbor
- Project Angel Food
- Foundation Fighting Blindness
- United Way
- Norwalk Tree Alliance
- The Pride Run
- Foothill Family Shelter
- The Surfrider Foundation
- SOS Children's Villages Florida

OUR COMMUNITY

Our community is made up of everyone from the neighbors in our own backyard to the beneficiaries of our international efforts to bring vision care to those who need it most. In 2010, we launched our **Buy a Pair, Give a Pair** program—and today it has served over **75 countries** and provided over **15 million pairs** of glasses (a milestone we were thrilled to celebrate in 2023!). Additionally, by the end of the year, we had **237 stores** operating in markets where we're committed to making a positive impact. In neighborhoods both big and small, there is always an opportunity to help improve circumstances and bring about positive change.



Our Buy a Pair, Give a Pair Program

According to the World Health Organization, approximately one billion people around the world need glasses but lack access to them. To help address this problem, we work with a handful of partners worldwide to ensure that for every pair of Warby Parker glasses purchased, a pair of glasses is distributed to someone in need. In 2023, we celebrated a major milestone: over 15 million pairs of glasses distributed through our Buy a Pair, Give a Pair program. That means over 15 million more people now have the glasses they need to learn, work, and achieve better economic outcomes.³

In 2015, we created Pupils Project, a program that works with local organizations and government agencies to give free vision screenings, eye exams, and glasses to

schoolchildren—for many of whom this is their first pair. This model helps eliminate barriers to access by providing free prescription glasses and meeting children at school, where teachers are often the first to spot vision issues.

Pupils Project began in New York City in 2015 and soon expanded to Baltimore and Philadelphia. Since then, we've brought the program to cities across California, central and western Pennsylvania, Washington, D.C., Boston, and, in 2023, New Jersey and Oregon. During the 2022–23 school year, we distributed over 55,000 pairs of glasses, our most distributed in one school year to date and an 18% increase from the previous year. In total, we've now distributed over 240,000 pairs of glasses through the program.

In 2023, glasses were distributed in 30 countries through our Buy a Pair, Give a Pair program



- | | | | | | |
|--------------------|-----------|---------|-----------|------------------|---------------|
| BANGLADESH | GHANA | JAMAICA | MALAWI | PAPUA NEW GUINEA | UNITED STATES |
| CAPE VERDE | GUATEMALA | JORDAN | MEXICO | PERU | URUGUAY |
| DOMINICAN REPUBLIC | GUYANA | KENYA | NEPAL | TANZANIA | UZBEKISTAN |
| EL SALVADOR | HONDURAS | LAOS | NICARAGUA | UGANDA | VIETNAM |
| ESWATINI | INDIA | LIBERIA | NIGERIA | UKRAINE | ZAMBIA |

³Due to the administrative processes associated with operating the Buy a Pair, Give a Pair program, including the timing and coordination of the distribution of glasses, recognition of the number of pairs of glasses distributed should not be correlated with net revenue for any fiscal period.

Making Progress Toward Equity



Artwork by Claire Prouvost at Warby Parker Briargate

While providing vision to those in need is the foundation of our impact work, we're also constantly looking for other ways to engage our community and promote inclusion and equity at a larger scale. In 2023, this included:

- Supporting those working to positively impact the community in our hometown of New York City, including the Apollo Theater (which honored us with their 2023 Corporate Award in June), the Robin Hood Foundation, iMentor, Tech:NYC, Edible Schoolyard NYC, Free Arts NYC, and others (including sponsoring a local Little League team!)
- Making donations to organizations such as LA-Más, an urban design nonprofit in Los Angeles that helps lower-income and underserved communities shape their future through policy and architecture, as part of product collaborations in 2023
- Continuing our company-wide employee donation-matching program for donations made to eligible organizations dedicated to combating systemic racism, such as the Equal Justice Initiative, Apex for Youth, and The Loveland Foundation
- Offering support to nonprofit partners through mentorship and senior leader involvement, such as our co-Founder and co-CEO Neil Blumenthal serving as co-chair of board of directors for the Partnership Fund for New York City

EXPANDING WHAT WE OFFER

Innovation is what drives the Warby Parker experience. It's not only seen in the way we design  our eyewear—and the affordable prices at which we sell it—but it's visible in our ongoing quest to develop new ways to make shopping consistently easy, convenient, and delightful. 

Being a holistic vision care provider means creating even more ways to reach our customers. We've additionally invested in the at-home shopping experience, developing technologies to help people find the right pair of glasses or renew their prescription without walking out the door.

To this end, we're continuing to pilot new and innovative technologies that will allow us to make our telehealth and in-person eye exam experiences more convenient, more affordable, and more differentiated from the broader market. We've introduced services like retinal imaging, which gives our optometrists a closer look at a patient's eye to detect early signs of eye disease. At select locations, Warby Parker patients can now add retinal imaging to their eye exams for an additional charge. And for children, in 2023 we began offering pediatric eye exams for patients from ages 4–17, which evaluate eye health, check for vision issues, and include a refraction that measures eyesight and eyewear needs.

In addition to innovative services, we're also introducing groundbreaking products. Last year, we launched precision progressives, a line of progressive lenses that use additional measurements to optimize vision, reduce peripheral distortion, provide a wider field of view, and offer superior visual quality and comfort.

To make the shopping process a bit more seamless, in June we added a Universal Eligibility Check tool, which can be found both on our insurance landing page and on our checkout. It allows customers to quickly see what their in-network and integrated insurance benefits are at Warby Parker.

In September we launched our long-awaited Android app—so now both iPhone and Android users can shop on the go. Nice!

We look forward to continuing to add innovative products and services to help our customers see, while also expanding our vision benefits network to ensure they're widely available for most people.

CUSTOMERS

Simplifying Vision Care

When we launched Warby Parker in February 2010, less than 2.5% of glasses were sold online—yet we believed that if we offered high-quality, uniquely designed glasses for a reasonable price, with innovative ways to try them on like our Home Try-On program, coupled with outstanding customer service, people would be willing to buy eyewear online for the first time. Fourteen years in, we’re still at it: surprising and engaging our customers by anticipating changing needs and technologies.

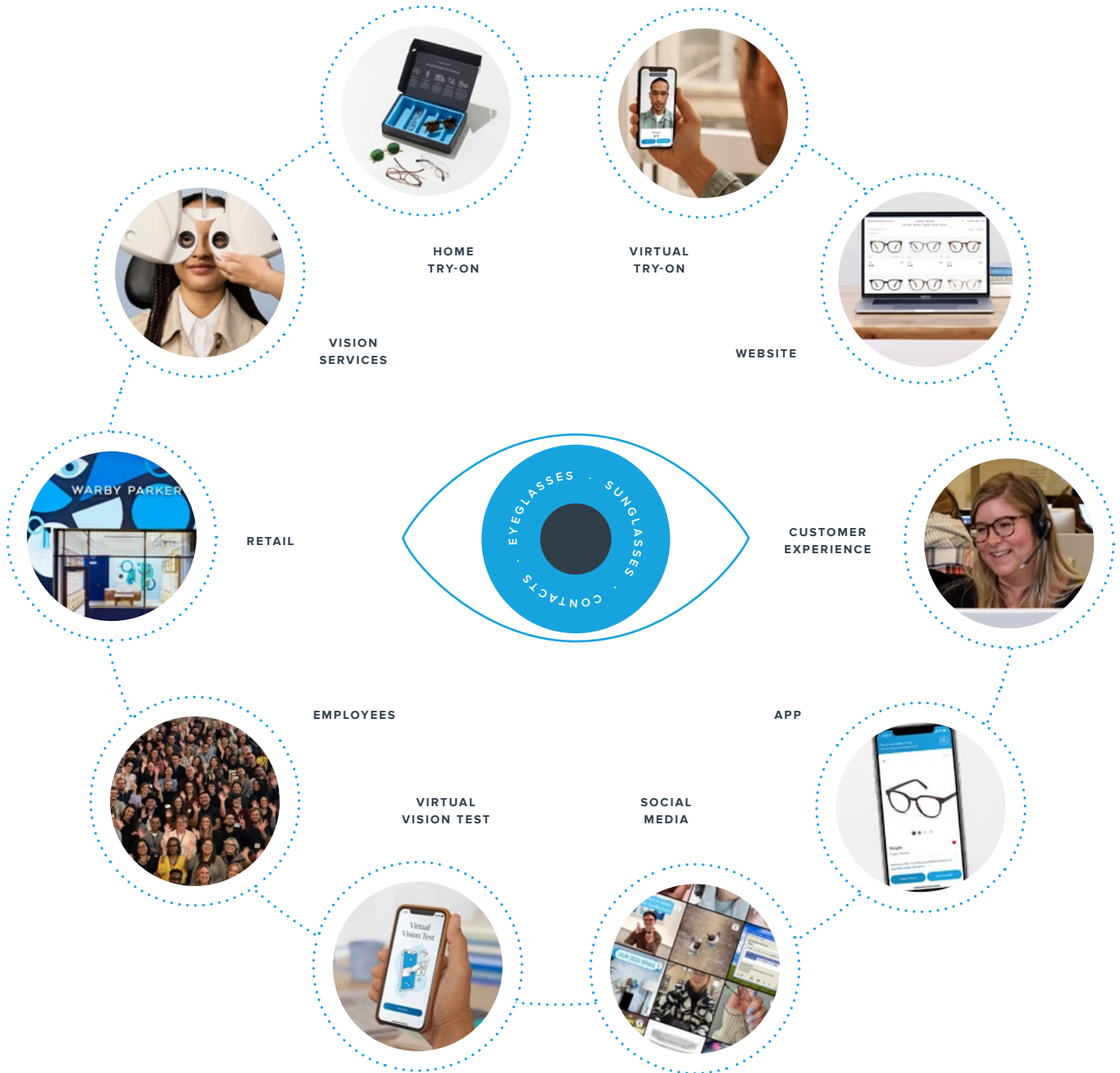
Since our launch, we’ve expanded our product offering, creating a one-stop shop for customers interested in buying sunglasses, contacts, and more. We’ve also introduced

services like comprehensive eye exams and groundbreaking in-house technologies like Virtual Vision Test and Virtual Try-On that enhance the overall shopping experience and help customers have access to the products and services they need. This ongoing innovation is driven by our team’s commitment to building a holistic vision care offering that we believe is unparalleled within the market.

We’re also expanding vision services: By the end of 2023, 82% of our stores offered eye exams. We believe continuing to build out these capabilities is invaluable in allowing us to better oversee the customer service experience and realize revenue.



ALL THE WAYS TO WARBY PARKER



HOW WE SEE SUSTAINABILITY

One of Warby Parker's deepest-held beliefs is that a company can  grow, scale, and thrive while also being committed to doing good in the world. We look to prove that working to achieve sustainability doesn't require us to compromise on product  quality or customer satisfaction. How are we doing this? We're pushing ourselves to waste less, run our spaces more efficiently, use resources responsibly, and limit our greenhouse gas footprint (while aiming to offset it so that our footprint is neutral across our operations). 

ENVIRONMENT

Managing Our Carbon Footprint

Every year we calculate our carbon footprint, the estimated sum of greenhouse gas emissions, which are the principal cause of climate change.

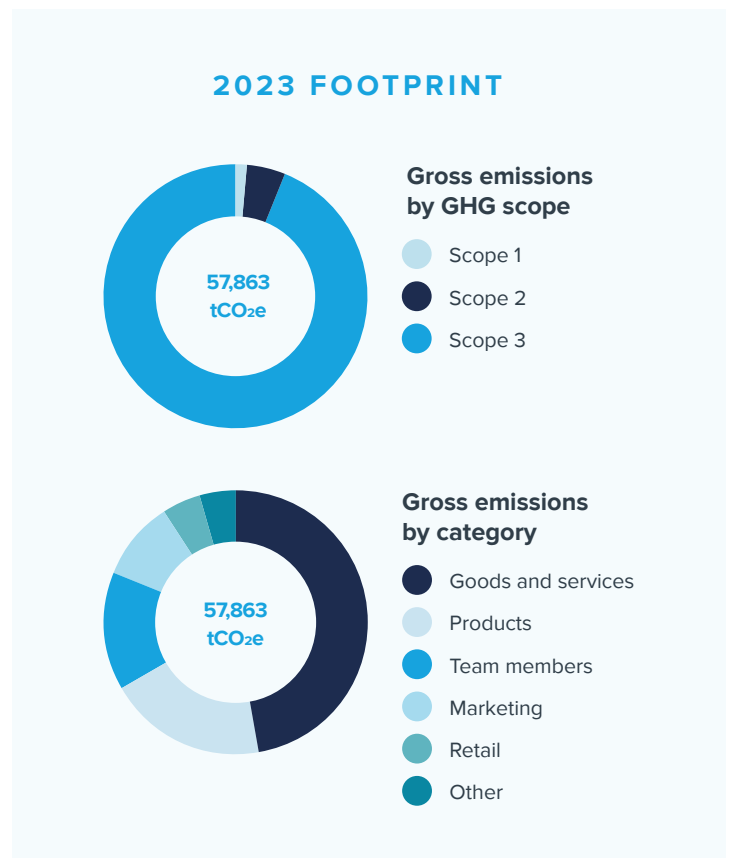
We then purchase offsets to neutralize the footprint of our operations (which includes Scope 1 and Scope 2 emissions) as well as to neutralize specific categories of Scope 3 emissions (which are emissions that occur from sources owned or controlled by other entities in our value chain). We take our impact on the planet seriously and are proud to be carbon-neutral for our operational emissions since our founding.

We do this work by retaining the help of third-party agencies. Since 2021, we have worked with Watershed, a platform that allows companies to measure their carbon footprint, plan and execute on steps to reduce emissions, and share results. In partnership with Watershed, we aim to follow the latest climate science and improve our carbon measurement methodologies each year. Our company data has not been verified by an independent third-party, but Watershed’s methodology has undergone independent validation.

We quantify our greenhouse gas emissions using a standardized approach in accordance with the Greenhouse Gas Protocol. In 2023, our total carbon footprint came to 57,863 metric tons of carbon dioxide equivalents. Our Scope 1 emissions were 961 tons; Scope 2 were 2,696 tons; and Scope 3 were 54,206 tons of carbon dioxide equivalents.

Once we have our calculations, we purchase carbon offsets (via Native, a public benefit corporation) to neutralize the greenhouse gas footprint of our operations, which includes Scope 1 and Scope 2 emissions. We also offset Scope 3 emissions from

business travel and employee commuting, products (including materials and manufacturing), and upstream and downstream logistics. In total, we have purchased offsets that are expected to neutralize approximately 43% of our 2023 footprint.



Sustainability in Our Products

We actively seek to make our products more sustainable, and continue to research and explore ways to do so. Last year we completed our first-ever Life Cycle Analysis (LCA) for two of our customer-favorite frames, Percey and Simon. We partnered with the ESG consulting organization Sphera to track each and every input and movement possible, from the creation of raw materials to production and wastage at the factory to prescription fulfillment at our Sloatsburg lab.

The LCA helped us identify that moving from waste-to-energy (our existing recycling method) to true frame recycling and component reuse would allow us to reduce our product footprint by low double digits—a significant impact. After conducting research and initial trials to ensure efficacy, we set up a new recycling partnership with a specialized recycling solutions provider whose facility is just a two-hour drive from our distribution center.

We were overwhelmingly pleased with the results of our initial trials (which resulted in a recovery rate of well over 80%) and, as of August 2023, have subsequently migrated all obsolete and damaged inventory to be recycled at the partner facility, resulting in 8,419 pounds of recycled material in 2023.

2023 also marked the second year of using our Warby Blue biodegradable trays in our Home Try-On program. These trays are more durable than the previously used high-impact polystyrene—so we're able to reuse them more times ahead of composting. At the end of the year, we sent a total of 4,789 lbs to be composted.

We also continued our partnership with Eastman Chemical for recycling demo lenses. These lenses are the clear lenses used to maintain the frame integrity and shape in transit as well as for retail display and Home Try-On. They are composed of a plastic called PMMA (acrylic) that is clear, not easily scratched,

and inexpensive, making it the common choice across the optical industry. Our partners at Eastman Chemical take back our demo lenses, breaking them down to the molecular level and reusing the molecules to create other materials. All discarded demo lenses from both our Sloatsburg and Las Vegas labs are now used as feedstock in place of fossil fuels to produce new materials that are indistinguishable from their counterparts (including acetate!), preserving natural resources in the process. In 2023, we saved 27,000 pounds of single-use plastic from the landfill.

We also rolled out a new glasses reuse donation program in 2023, in partnership with the Lions Club Recycle for Sight program. As part of this program, all Warby Parker stores now accept donations of usable sunglasses or eyeglasses (of any brand) that we collect and send to Lions Eyeglass Recycling Centers, where they're cleaned, fixed up, measured, and distributed throughout the world to help those who otherwise would not be able to obtain glasses. From the raw materials to the end of life, we're excited to work to find ways to continue to reduce the environmental impacts of our products.



Our biodegradable Home Try-On tray

THE WAY WE GOVERN

Embracing Accountability

Ethics and transparency are important to Warby Parker; we seek to live these values by doing good in the world and leading with integrity—not just externally but internally as well.

Our commitment to accountability and inclusivity starts at the top. Our board of directors is composed of people who represent a diverse set of ideas, backgrounds, and experiences. We believe increasing the diversity of leadership teams leads to more (and better) innovation and improved financial performance. Our board of directors executes its responsibilities for oversight for the effective governance of Warby Parker with the assistance of three board committees: our Nominating and Corporate Governance Committee, Audit Committee, and Compensation Committee.

Our Nominating and Corporate Governance Committee has direct oversight of Warby Parker's efforts and strategies with regard to environmental stewardship, corporate citizenship, and other social and public initiatives. Warby Parker's management regularly assesses the effectiveness of its compliance program and policies, both internally and with third-party assistance, and makes enhancements as needed. Ultimately, we understand the importance of setting the right tone at the top and establishing a strong culture of compliance.

In addition, we maintain a Foreign Corrupt Practices Act (FCPA) policy, which reiterates our commitment to the highest standards of ethical conduct. We provide annual training on the policy to all individuals who interact with suppliers or vendors overseas. We also provide this training directly to certain overseas vendors.

Our Approach to CSR

We believe that it is everyone's responsibility at Warby Parker to live and execute on our core values and our mission.

To hold ourselves accountable and gather feedback, we administer periodic company-wide surveys, which include an entire section on our core values and our ability to positively impact stakeholders. We also have a framework in place for quarterly feedback conversations, where team members and their managers can discuss the core values they've embodied most that quarter and how they accomplished them.

On a more tactical level:

- The Social Innovation team provides the board of directors quarterly social impact and sustainability updates (new initiatives, progress against existing initiatives, material changes to our strategy, etc.) and engages in deeper-dive discussions with the Nominating and Corporate Governance Committee, which oversees these efforts
- Several social impact-related metrics are included in our company-wide milestone metric framework, which is how we measure our company's overall performance
- As a public benefit corporation, we are required to follow all public benefit corporation reporting requirements, which this report is meant to satisfy
- Our B Corp Impact Score is publicly available in the B Corp directory, along with a transparent B Impact Assessment and relevant disclosures

WARBY PARKER

Access our full 2023 Impact Report [here](#)