

WARBY PARKER

# Impact Report 2025



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# Who We Are

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# A Message From Our Co-CEOs

Since we founded Warby Parker, our team has worked to reshape the eyewear and eye care industry, driven by the belief that business can provide great value—and scale—while doing good in the world.



2025 served as a powerful proofpoint for that belief: It was a year defined by record-breaking expansion and technological advancements. We launched Advisor—an AI-powered tool that introduced a completely new way for customers to shop for glasses online, making tailored product recommendations based on their facial measurements and style preferences. On the retail front, we opened more new Warby Parker locations than any other year in our history, including our first-ever shop-in-shops inside five Target locations.

It was also a year marked by impactful partnerships. We began a three-year partnership with Arch Manning, longtime Warby Parker customer and quarterback of the Texas Longhorns, and launched a collaboration with Bloomberg Philanthropies as part of their new global initiative to expand access to vision care. Finally, we announced a landmark partnership with Google and Samsung to develop AI-powered glasses for all-day wear. We see glasses as the ultimate home for multimodal AI, providing wearers with instant context and insight as they navigate the world—and this venture combines the best of AI and the best of eyewear to bring that life-changing technology to market.

We are now entering Warby Parker's next act, defined by innovation through AI, as we leverage groundbreaking technology to develop new products like AI glasses, enhance our customer experience, and drive productivity. As we look ahead, we believe the opportunity in front of us is greater than ever.

We're grateful to our team and all of our stakeholders for making 2025 such a transformative year.

**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.)

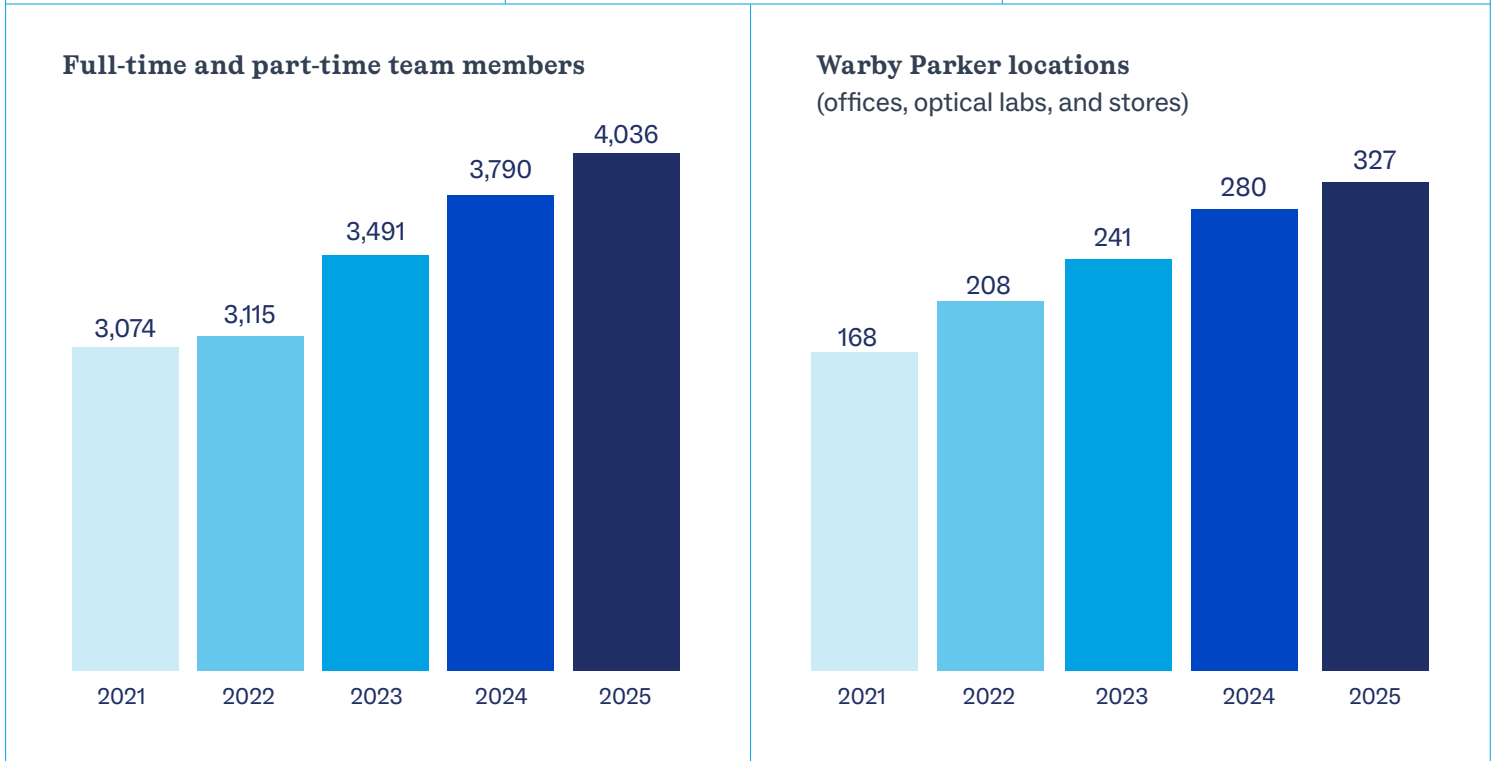
Ultimately, we believe in vision for all. That's why for every pair of glasses or sunglasses we sell, a pair of glasses is distributed to someone in need through our Buy a Pair, Give a Pair program. Over 25 million pairs have been distributed so far—and we're only just getting started.



# Warby Parker at a Glance

As of 12/31/2025

<p><b>NUMBER OF TEAM MEMBERS<sup>1</sup></b></p>  <p><b>4,036</b></p>	<p><b>NUMBER OF STORES</b></p>  <p><b>323</b></p>	<p><b>NUMBER OF NEW STORES OPENED IN 2025</b></p>  <p><b>47</b></p>
<p><b>GLASSES DISTRIBUTED THROUGH OUR BUY A PAIR, GIVE A PAIR PROGRAM AS OF 2025</b></p>  <p><b>25 million+</b></p>	<p><b>NUMBER OF NEW COLLECTIONS LAUNCHED IN 2025</b></p>  <p><b>15</b></p>	<p><b>NUMBER OF VOLUNTEER HOURS IN 2025</b></p>  <p><b>3,100+</b></p>



<sup>1</sup>Team members" and similar references throughout this report include Warby Parker employees as well as ophthalmologists and optometrists engaged through our PC model, but does not include contractors or independent optometrists.

# Core Values

## Inject fun and quirks into everything we do

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

## Pursue new and creative ideas

Embrace change and uncertainty  
Continually challenge ourselves

## Take action

Set ambitious goals and measure results  
Take the first step

## Lead with integrity

Be honest  
Give and take direct feedback

## Treat others as they want to be treated

Design with empathy  
Have a positive attitude

## Do good

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

## Presume positive intent

Trust but verify

Learn.  
Grow.  
Repeat.



# Our Focus

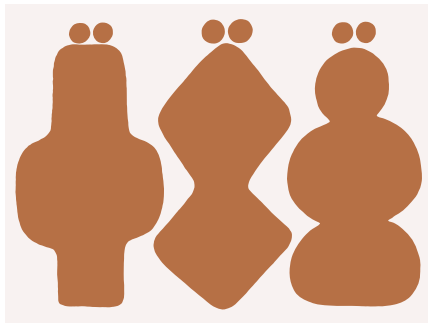
1. To be one of the most impactful brands in the world
2. To inspire the next generation of entrepreneurs and consumers
3. To transform the eyewear and eye care industry through design and innovation
4. To consider our stakeholders in everything we do
5. To prove that businesses can scale while doing good in the world—without charging a premium for it



# Our Stakeholders

We built Warby Parker on the belief that every decision should be made with our customers, employees, shareholders, community, environment, and partners top of mind. We believe this has created a culture of pride in our work.

Here's our approach to each group:



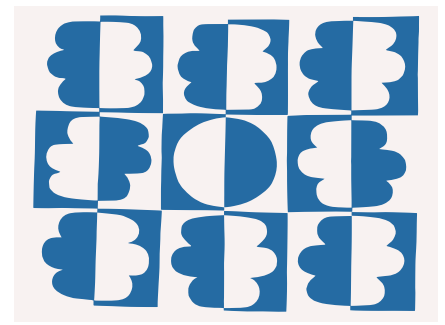
## CUSTOMERS

We treat customers the way they'd like to be treated—with warmth, helpfulness, empathy, and incredible service.



## COMMUNITY

From nonprofit collaborations to our Buy a Pair, Give a Pair program, we aim to serve the communities where we live and work—and those in need around the world.



## EMPLOYEES

We strive to create a work environment in which employees can think big, have fun, drive scale and innovation, achieve personal growth, and engage with the community.



## SHAREHOLDERS

Focused on continuous growth and innovation, we aim to create value for our shareholders.



## ENVIRONMENT

We are proud to be carbon-neutral across our operations<sup>2</sup> and actively work to reduce our environmental impact.



## PARTNERS

We carefully select our partners and hold them to as high a standard as we hold ourselves.

Artwork by Christopher David Ryan at Warby Parker Middle St.

<sup>2</sup> The carbon footprint of our operations includes our Greenhouse Gas Protocol Scope 1 and Scope 2 emissions. Once we have all our calculations, we purchase carbon offsets via Native, a Public Benefit Corporation, to neutralize the greenhouse gas footprint of our operations. For further discussion on how we measure and manage our carbon footprint, see pages 46–48.



## 2025 at a Glance

2025 was eventful, to say the least. We opened **47 new stores**—the most we’ve ever opened in a single year—and brought our **total store count** at year-end to 323. We debuted new, AI-based tools like Advisor to help customers find the perfect frames with ease, expanded our assortment with **15 new collections**, and continued to introduce new lens types to meet diverse customer demands. We were thrilled to begin a collaboration with Bloomberg Philanthropies that will **double the impact** of our Pupils Project initiative in select cities, providing free eye exams and glasses to students around the U.S., and contribute to the distribution of millions more glasses internationally. Plus, we crossed **25 million pairs of glasses distributed** to people in need globally through our Buy a Pair, Give a Pair program.

At the start of college football season, we launched a multi-year collaboration and national campaign starring *Arch Manning*, quarterback of the Texas Longhorns, to introduce our brand to new audiences and connect our communities. We also opened our first shop-in-shops inside select *Target* locations to give our customers a convenient new option for shopping with us.

Finally, we announced a pivotal new partnership with *Google and Samsung* to develop *AI-powered eyeglasses* for all-day wear, combining our optical design expertise with Google's best-in-class AI ecosystem and Samsung's innovations in hardware.



# What Being a Public Benefit Corporation Means



Warby Parker is proud to be one of the few publicly traded, B Corp–certified, public benefit corporations in the United States. We believe it’s better business to make decisions that consider the first- and second-order impacts of our conduct—and the interests of all our stakeholders, including our shareholders, our customers, our employees, our community, and the environment. Being a public benefit corporation means that our leadership and board of directors have a responsibility to make decisions through this lens and to further the public benefits 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 as we continue to scale.

This report serves to satisfy our public benefit reporting requirements under Delaware General Corporation Law (DGCL), Section 366. In our certificate of incorporation, we state that our public benefit purposes are to provide access to products and services that promote vision and eye health and work toward positively impacting the communities in which we operate. In May 2022, our board adopted (and in February 2024, reaffirmed) these public benefits as its objectives and identified standards to measure our progress in promoting these benefits and interests. They include:

- Measuring the number of eyeglasses distributed against our commitment that for every pair of Warby Parker glasses or sunglasses purchased, one pair of glasses will be distributed to someone in need through Warby Parker’s Buy a Pair, Give a Pair program
- Tracking employee hours volunteered in their communities
- Measuring our success in maintaining a neutral carbon footprint across our operations
- Measuring our direct donation programs, including the amount of financial support we provide to nonprofits across our communities and the number of in-kind donations made through our Pupils Project school-based vision program in the United States

# 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 our Buy a Pair, Give a Pair program. To date, the program has distributed over 25 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. It 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 have been made to the Warby Parker Impact Foundation each year since, in support of the foundation's operations and programming.

**[You can learn more about the foundation at warbyparkerfoundation.org](https://warbyparkerfoundation.org)**

# Understanding Our Impact

## Overview of Impact Strategy

In the spirit of three of our core values, *Do good*, *Take action*, and *Learn. Grow. Repeat.*, we track and publicly report our impact on 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 summary. 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.



## What is the GRI?

*The Global Reporting Initiative (GRI) is one of the most widely recognized sets of global sustainability reporting guidelines that helps organizations understand, communicate, and compare their impact on key sustainability topics.*

### What topics does the GRI want organizations to report on—and how does Warby Parker identify priority topics?

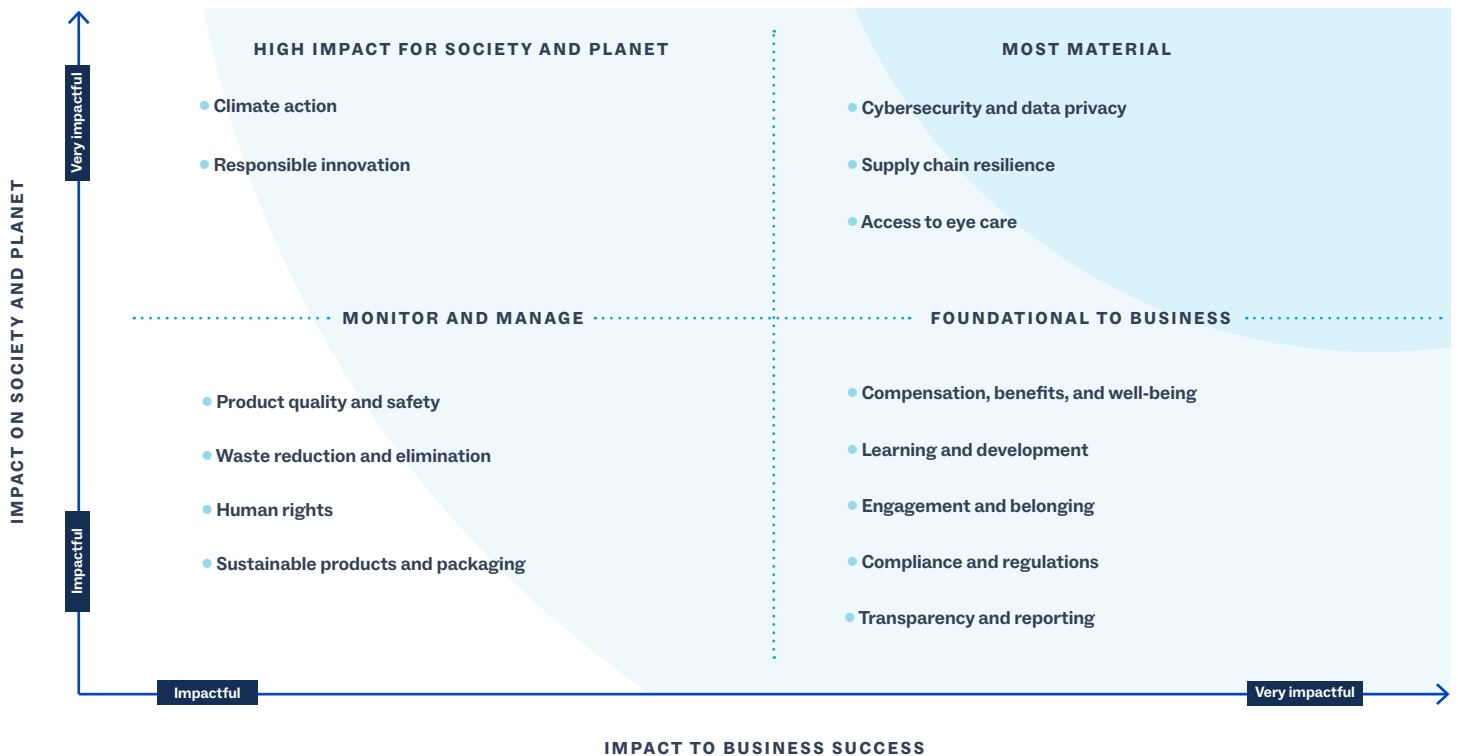
The GRI seeks disclosures from organizations on topics that reflect their significant economic, environmental, and social impacts. Every business's topics are completely specific to them and will change over time. We believe that prioritizing issues gives us a moment to pause and consider opportunities for improvement, determine how to implement sustainability considerations into our strategy and operations, and build trust with our stakeholders.

In 2018, we conducted our first analysis to help us identify our most important environmental, social, and governance (ESG) topics, an exercise we repeated in both 2020 and 2022, as we understand that our important ESG topics may change over time.

In 2024, we conducted a double materiality assessment to identify an updated list of the ESG topics upon which we can have the most impact and that are most relevant to our business.

To identify our updated topics, we worked with a third-party consulting firm that researched the current external sustainability landscape and reviewed internal documents to identify a universe of potential ESG issues to consider. Next, they interviewed various internal and external stakeholders, and surveyed our team members and customers, in order to glean which issues were most important to these stakeholders. We then held two workshops with leaders from across Warby Parker and used their input, along with the survey responses, to finalize an updated list of priority issues and their rankings in terms of business impact and impact on the economy, environment, and society.

All these topics represent opportunities that are meaningful to us, but for this report, we share specific information on the ten topics deemed highest in impact based on our most recent assessment. This is required by the 2021 GRI standards.



# How It Comes Together

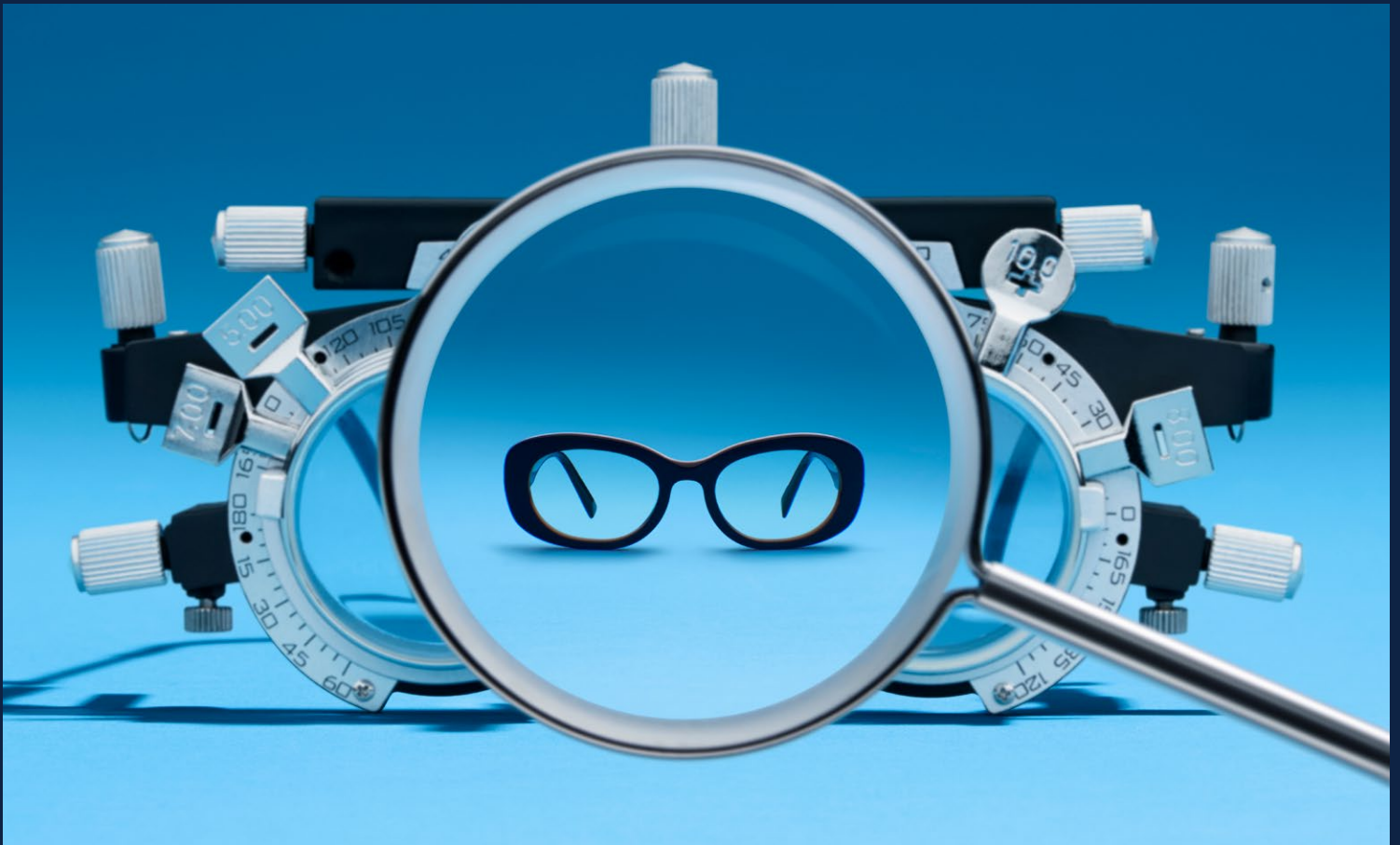
In order for our stakeholders to get a comprehensive view of who we are as a brand and what we stand for, we use this report to share progress and updates on our GRI topics alongside overall Warby Parker updates and other important information.

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



## Goals

At Warby Parker, our goals are measurable, time-bound, and based on strategy that is informed by our double materiality assessment process. Making our goals quantifiable lets us assess where we are as a company—and guides us on where we want to go.



As you read the report, our important areas of focus, discrete goals, and targets are outlined. They include our strategy for using our brand to make a positive impact on communities around the world, our approach to building a high-performing team, and the critical marks we're striving to hit in our mission to further reduce our carbon footprint.

Our goal-setting process is designed to evolve. As we continue to share and evaluate our performance, a designated team will work to pinpoint key places where we can improve and strengthen our goal-setting approach.

# Building Community

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# Our Community

We're committed to making a positive impact globally, and in the communities where we operate.



By the end of 2025, that included 323 stores, two optical labs, and two offices. In July, we celebrated the opening of our 300th retail location, and in August, we officially opened our first stores within Target locations. As our business grows, we continue to scale our impact: As of 2025, our Buy a Pair, Give a Pair program has served over 25 million people in need of vision care across more than 80 countries.

Last year, we also forged new partnerships that will amplify our social impact locally and abroad. As part of our multi-year collaboration with Arch Manning, Arch is helping bring awareness and support to Pupils Project, our school-based vision program, with a series of school visits. And, in October, we were thrilled to announce a new collaboration with Bloomberg Philanthropies to double the impact of Pupils Project in Baltimore, greater Maryland, Newark, Boston, and Washington, D.C.—and bring glasses to millions of additional individuals worldwide.

# 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.

We founded our Buy a Pair, Give a Pair program in 2010 to help address this problem, working 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. To date, over 25 million pairs have been distributed through

the program, which means that over 25 million more people now have the glasses they need to learn, work, and achieve better economic outcomes.<sup>3</sup> We're excited to build upon this momentum to continue making a greater impact over time.

**In 2025, glasses were distributed in 24 countries through our Buy a Pair, Give a Pair program**



- |                    |           |         |              |               |
|--------------------|-----------|---------|--------------|---------------|
| ARMENIA            | GHANA     | LAOS    | SOUTH AFRICA | UKRAINE       |
| BANGLADESH         | GUATEMALA | LIBERIA | SOUTH SUDAN  | UNITED STATES |
| CAMBODIA           | HONDURAS  | MALAWI  | TANZANIA     | VIETNAM       |
| CAPE VERDE         | INDIA     | MEXICO  | TOGO         | ZAMBIA        |
| DOMINICAN REPUBLIC | KENYA     | NIGERIA | UGANDA       |               |

<sup>3</sup>Due 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.

# The Impact of a Pair of Glasses

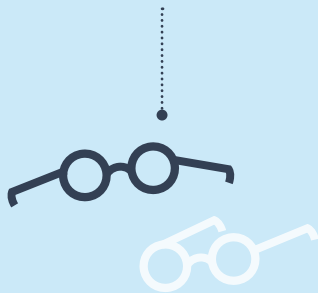
A study released in April 2024 by BRAC, Queen's University Belfast, and VisionSpring—one of our longest-standing nonprofit partners—looked at the impact of glasses dispensed to people in need.



## THE RESULTS WERE EYE-OPENING:

**1 in 2**  
ADULTS

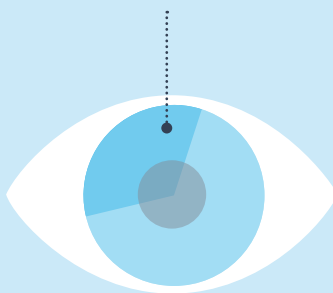
AGED 35-65 WHO HAD THEIR EYES TESTED WERE FOUND TO BE FAR-SIGHTED



Recipients of glasses saw a

**33.4%**

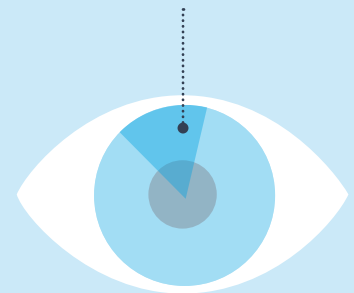
INCREASE IN INCOME AFTER EIGHT MONTHS OF WEARING THEM



They also experienced a

**16%**

IMPROVEMENT ON THE STUDY'S QUALITY OF LIFE INDEX



# How the Program Works

We work with a select group of organizations worldwide to conduct glasses distribution. Through our partnerships we are able to prioritize communities with high levels of unmet need for vision care and eyeglasses.

**The two distribution models we employ are:**

## Social entrepreneurship

*Empowering people to administer basic eye exams and sell glasses at ultra-affordable prices*

The nonprofit social enterprise VisionSpring has been our longest-standing partner in this work. (A bit of Warby Parker history: Before he was our co-founder, Neil was not only a director there—he was the organization’s second employee.) VisionSpring accelerates the uptake of eyeglasses among individuals living on less than \$4 per day by raising awareness about vision impairment, conducting vision screenings, and selling highly subsidized eyeglasses in low-income communities. They also train a range of health workers and mission-aligned organizations to do the same. Nearly 60% of VisionSpring customers are getting glasses for the first time.

Where do we come in? By donating the equivalent of a pair of glasses, we help cover the difference between what VisionSpring’s customers can afford to pay and the full cost of the program and product delivery. Warby Parker’s funding enables VisionSpring to procure eyewear, teach members of the community how to conduct screenings and sell glasses, and effectively serve more people.

In 2019, we began our partnership with the LV Prasad Eye Institute (LVPEI) in Hyderabad, India. Much like our work with VisionSpring, we give LVPEI the equivalent of a pair of glasses and they offer either affordable or free eye care to underserved people, who often live in remote communities across India.



## Direct donation

*Via cross-sector partnerships, directly giving vision care and glasses to those in need*

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.

We also work with the organization Ver Bien Para Aprender Mejor, which uses a similar model to support students across Mexico. For 27 years, the organization has visited around 10,000 schools per year, providing over 18 million eye exams and more than 6.6 million eyeglasses to students throughout the country.

Since 2019, we have partnered with RestoringVision, a global nonprofit dedicated to creating equitable access to vision services and eyeglasses for individuals in poverty or extreme poverty. They have reached over 40 million people in 150 countries over

the past 22 years. Through our partnership, we provide free glasses to those in global communities, including refugee camps and pre-emerging markets, with little to no ability to purchase or access them. This allows us to reach communities with different needs, access, and awareness around vision care—plus provide reading glasses to even more geographical regions and markets than we’ve ever served before.

## At School with Pupils Project

Pupils Project, a public-private partnership, is our school-based vision program. We are able to operate the program by working alongside a number of organizations and local government agencies that are carefully vetted and share similar values. We look to our partners to conduct the vision screenings and eye exams right in the students’ classrooms, simplifying things for the children and their parents. On our side, we provide prescription glasses, designed by our team, specifically for these students. We know that style and personal expression are critical for everyone and believe that every child deserves the chance to have glasses that make them feel good about themselves. Keeping that in mind, we bring sample sets to the schools so kids can choose the glasses they’re most excited to wear. (Students can select from over 120 options—

with purple, pink, and blue being the most popular colors!)

Pupils Project began in New York City in 2015, and now operates in over 40 cities across 9 states and Washington, D.C. During the 2024–2025 school year, we distributed over 60,000 pairs of glasses, marking the first time we passed the 60,000-pair threshold in a single year—and bringing the total number of pairs distributed through the program to over 350,000 to date.

Starting in the 2025–2026 school year, Bloomberg Philanthropies joined Pupils Project to support the provision of vision screenings and eye exams in Baltimore, greater Maryland, Newark, Boston, and Washington, D.C. As a result of their commitment, the programs in Washington, D.C., Newark, and Maryland were able to double the amount of students served annually (a great way to celebrate the 10th anniversary of the Baltimore program!), and the Boston program grew from a small-scale pilot to a district-wide initiative. It’s our goal that every student in the country has the glasses they need to succeed in school and life, and we’re thrilled to collaborate with an organization like Bloomberg Philanthropies to get one step closer to realizing that vision.

THESE ARE THE NUMBER OF ESTIMATED SCREENINGS AND EXAMS ADMINISTERED AND GLASSES PROVIDED BY CALENDAR YEAR THROUGH PUPILS PROJECT.



SCREENINGS



EXAMS



GLASSES

Year	Screenings	Exams	Glasses
2021	95,005	15,510	13,721
2022	256,945	69,195	53,462
2023	353,857	72,378	56,788
2024	290,982	57,817	51,214
2025	245,610	65,282	61,068



## How We Partner

Partnership is at the core of what we do. We've grown our impact by supporting nonprofit partners in their strategic growth initiatives using financial investments, pro bono project assistance, and more. Through these efforts we intend to strengthen our partners' programs and extend their ability to support communities and economies across the world.

Proper vision care goes far beyond just the distribution of glasses. In order to be most effective, we identify experienced partners who are able to manage each step of the process and articulate their responsibilities in our agreements. The efficacy and success of our partnerships are determined by a comparison to company-wide metrics and data on beneficiaries (such as age, income, and whether they are receiving glasses for the first time) furnished by our partners. We believe this is critical to hitting our

goals. By publicly affirming our commitments and being transparent with our stakeholders about our Buy a Pair, Give a Pair program, we hold ourselves accountable.

With our partners we set annual targets for the number of glasses to be distributed and hold regular check-ins to ensure that they remain on track to achieve these numbers. We also visit partners in the field to see their work firsthand and conduct desk audits of our partners' financials to verify they're using the provided funds as agreed on.

We have agreements with all our nonprofit partners to ensure good governance and transparency, which we evaluate annually. As part of our contracts, if a party is not upholding their side of the agreement, there is a process in place for addressing grievances and remediating issues.

# Community Engagement

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 at a larger scale.



## In 2025, this included:

- Supporting those working to positively impact our hometown of New York City, such as the Robin Hood Foundation, Tech:NYC, Edible Schoolyard NYC, Free Arts NYC, and others (including sponsoring a local Little League team!)
- Collecting donations for local organizations through in-store activations, such as our mini art print vending machines at Greene St. and Old Port (at which customers can buy prints by Ana Inciardi, with all funds supporting RxART)
- Continuing to offer our company-wide volunteer benefit, through which Team Warby volunteered over 3,100 hours in 2025
- Sponsoring (for the sixth year running!) the Impact HBCU Career Day to build awareness of optometry as a career option among college students
- Supporting creative partners and collaborators across various fields and backgrounds with the aim that our brand reflects our team, our customers, our communities, and our values

# Team Members

Making an impact for our communities and our customers takes an ambitious and multitalented team.



As we grow, we stay true to our mission by working to develop a team that’s high-performing, well-rounded, and thoughtful—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 accomplish that, Warby Parker provides a variety of wellness, engagement, volunteering, and learning and development opportunities.



Artwork by Debora Szpilman at Warby Parker Georgetown

## 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.

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, pet insurance,

discounted unlimited cell phone plans and fitness memberships, 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.

# Culture and Engagement

Nothing gets us more excited than an opportunity to engage, delight, and celebrate Team Warby. Our thoughtfully created, core-values-based 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.*

## 1 Rewards and recognition

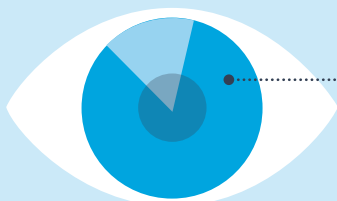
In line with our core value *Treat others as they want to be treated*, we encourage team members to thank each other in a big way—whether it be for going above and beyond (with company-wide virtual high fives); for living out a core value (with our coveted Blue-Footed Booby awards); or for taking another trip around the sun with Warby Parker (with our custom-made anniversary gifts).

## 2 Company celebrations

From our annual Halloweenies costume contest and holiday happy hours to employee resource group programming and Warby Parker birthdays, we're constantly looking for ways to celebrate our work and one another.

## 3 Ongoing connection

Whether it's the weekly All-Hands meeting at our NYC HQ, quarterly all-store calls, company-wide discussions (like our Speaker Series program), or remote-friendly team huddles and off-sites, we stay connected through shared rituals and gatherings to pause and connect—and empower team leaders to do the same (anytime, anyplace!).



**Fun fact:**

**86%** OF TEAM MEMBERS

WHO PARTICIPATED IN OUR 2025 EMPLOYEE ENGAGEMENT SURVEY<sup>4</sup> SAY THEY FEEL LIKE THEY ARE PART OF A TEAM

<sup>4</sup> In 2025, we heard from 90% (or 3,250) of our eligible team members at time of survey.

# 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 per year to volunteer. In total, Team Warby volunteered over *3,100 hours in 2025.*



## OUR TEAMS WORKED WITH A LOT OF ORGANIZATIONS ACROSS THE COUNTRY. HERE ARE A FEW:

- AMY'S RAYS OF SUNSHINE
- DOWN SYNDROME GUILD OF DALLAS
- FOOD BANK OF CENTRAL EASTERN NC
- OPERATION GRATITUDE
- NORWALK RIVER WATERSHED
- RESTORING DIGNITY
- HOUSTON FOOD BANK
- FRANK HASKELL LIONS EYE CLINIC
- THE STORE
- EDIBLE SCHOOLYARD NYC
- DANBURY ANIMAL WELFARE SOCIETY
- NYC AIDS WALK
- ORANGE COUNTY VISION WALK
- FRIENDS FOUNDATION OF BIRMINGHAM PUBLIC LIBRARY
- FUTUREREADY NYC
- SALT LAKE CITY PRIDE
- GLO CENTER
- SPECTRUM AUTISM GROUP
- 1000 TREES
- MAKE A WISH CANADA
- FRANKLIN PRIDE
- PUBLICOLOR
- CARDZ FOR KIDZ
- UNIVERSITY OF WASHINGTON BOTANIC GARDENS
- LANSING PRIDE
- KITSILANO NEIGHBOURHOOD HOUSE
- EAGLE TERRACE
- LOVE FOR OUR ELDERLY
- THE BRANCH OF NASHVILLE FOOD PANTRY
- SOUTHWEST MISSOURI HUMANE SOCIETY

# Building a High-Performing Team

We believe that growth for our individual employees, our teams, and our company as a whole all depend on the same thing: creating a culture of continuous learning and exploration.



*Our approach to learning is designed to be practical and scalable, while fostering a strong sense of belonging. To do this, we focus on building systems that support growth across different roles, career stages, and teams.*

## Building Strong Foundations

From day one, employees are supported with onboarding experiences that establish clarity around their roles, a connection to our values, and a sense of belonging. These early foundations help new hires integrate quickly and set the stage for sustained engagement and performance.

## Developing Leaders at Every Level

We continue to invest in leadership development across the organization. Our focus is on building strong people management skills, aligning leadership expectations, and preparing leaders to guide teams through change—ensuring consistency and quality in our leadership as we scale.

## Continuous Skill Development

We offer ongoing opportunities for employees to build both technical and interpersonal skills through a mix of live learning, on-demand resources,

and peer-based knowledge sharing. Learning is accessible across functions and locations, reinforcing a culture where development is part of everyday work.

## Learning Through Experience

In addition to formal learning, we create opportunities for employees to learn by doing—taking on new challenges, contributing to cross-functional work, and expanding their perspectives beyond their day-to-day roles. These experiences

support career mobility, deepen business understanding, and strengthen collaboration within and between teams.

## Measuring What Matters

We regularly evaluate our learning and development efforts through employee feedback and engagement signals. Across experiences, team members consistently report that their learning opportunities at Warby Parker are relevant, practical, and supportive of their growth.

### PROGRAM SPOTLIGHT

## One Vision Summit

The strength of our field and clinical teams—and how they collaborate across roles and locations—is critical to delivering consistent, high-quality experiences at scale. The annual One Vision Summit brings together leaders from Retail, Eye Care, and HQ to align on shared priorities, strengthen leadership capabilities, and build momentum heading into our busiest season.

In 2025, more than 540 team members from across the country gathered for our annual One Vision Summit—consisting of three days of connection, learning, and focused conversation around the next chapter of Warby Parker's growth. The Summit reinforced a shared understanding of how our teams work together to bring our brand, values, and strategy to life every day.



# Continuous Feedback

We believe that a culture of continuous feedback creates 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 2025 Employee Engagement Survey, over three-fourths of respondents believe we have effective tools in place for giving, receiving, and asking for feedback.

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.

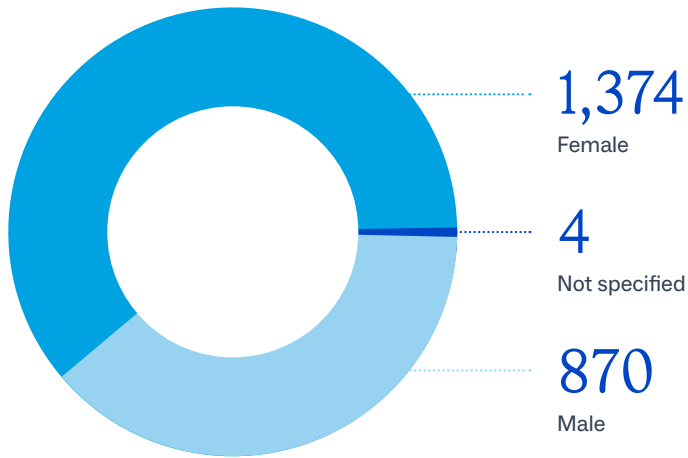
89% of employees who participated in our 2025 Employee Engagement Survey said they know what they need to do to be successful in their role.

# Our Workforce in 2025

**Total number of team members<sup>1</sup>**  
(by employment type<sup>2</sup> and gender<sup>6</sup> in the U.S.<sup>3</sup>)

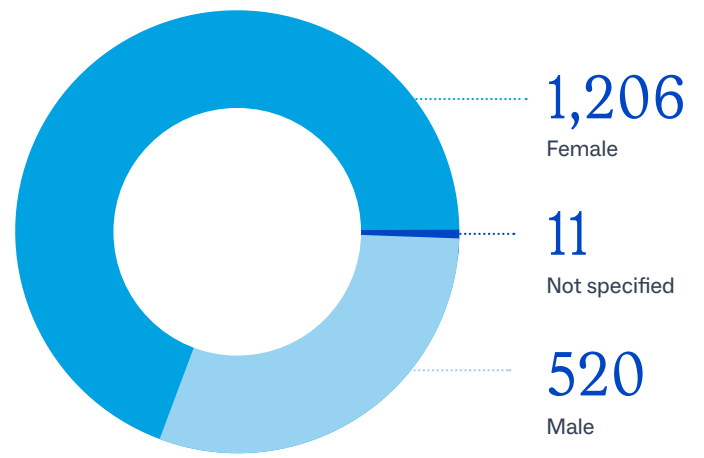
Full-time

2,275

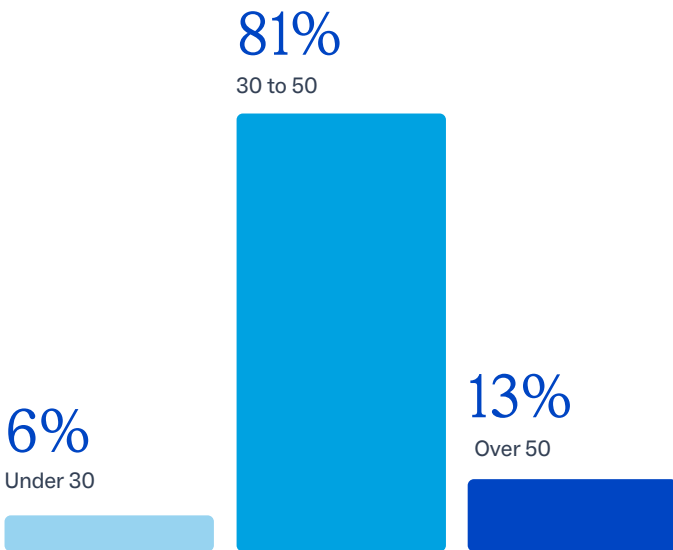


Part-time or temporary

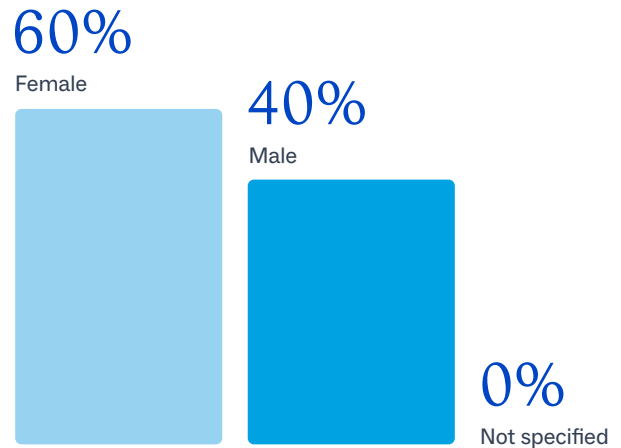
1,761



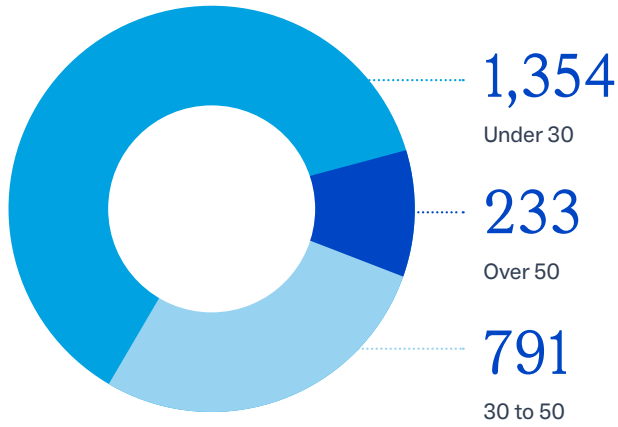
**Percent of managers**  
(by age<sup>5</sup> in the U.S.<sup>3</sup>)



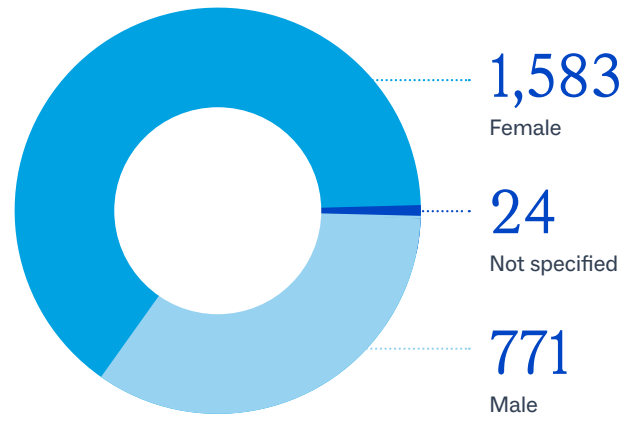
**Percent of managers**  
(by gender<sup>6</sup> in the U.S.<sup>3</sup>)



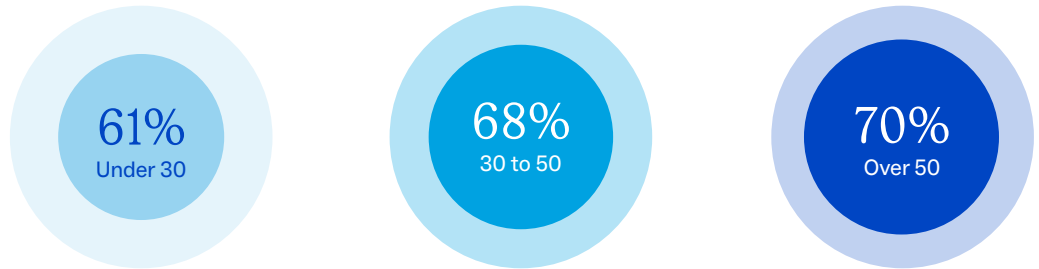
**Total number of new team members<sup>1</sup>**  
(by age<sup>5</sup> in the U.S.<sup>3</sup>)



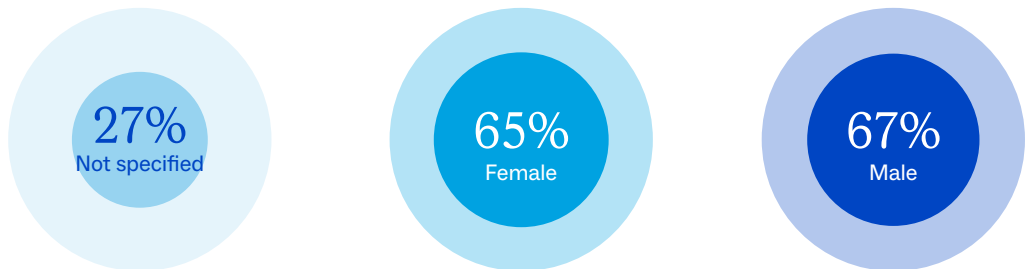
**Total number of new team members<sup>1</sup>**  
(by gender<sup>6</sup> in the U.S.<sup>3</sup>)



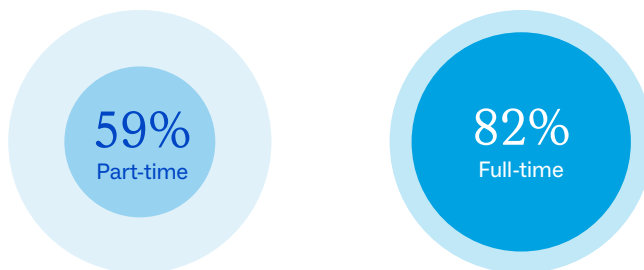
**Team member<sup>1</sup> retention rate<sup>7</sup>**  
(by age<sup>5</sup> in the U.S.<sup>3</sup>)



**Team member<sup>1</sup> retention rate<sup>7</sup>**  
(by gender<sup>6</sup> in the U.S.<sup>3</sup>)

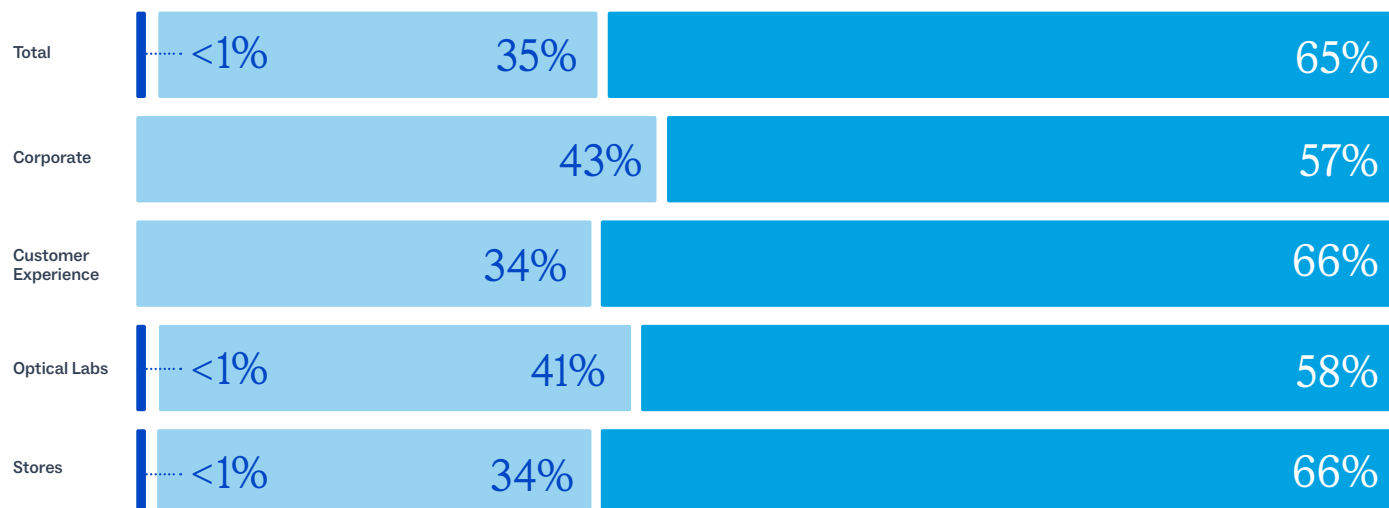


**Team member<sup>1</sup> retention rate<sup>7</sup>**  
(by employment type<sup>2</sup> in the U.S.<sup>3</sup>)



## Representation by group (by gender<sup>6</sup> in the U.S.<sup>3</sup>)

● Female ● Male ● Not specified

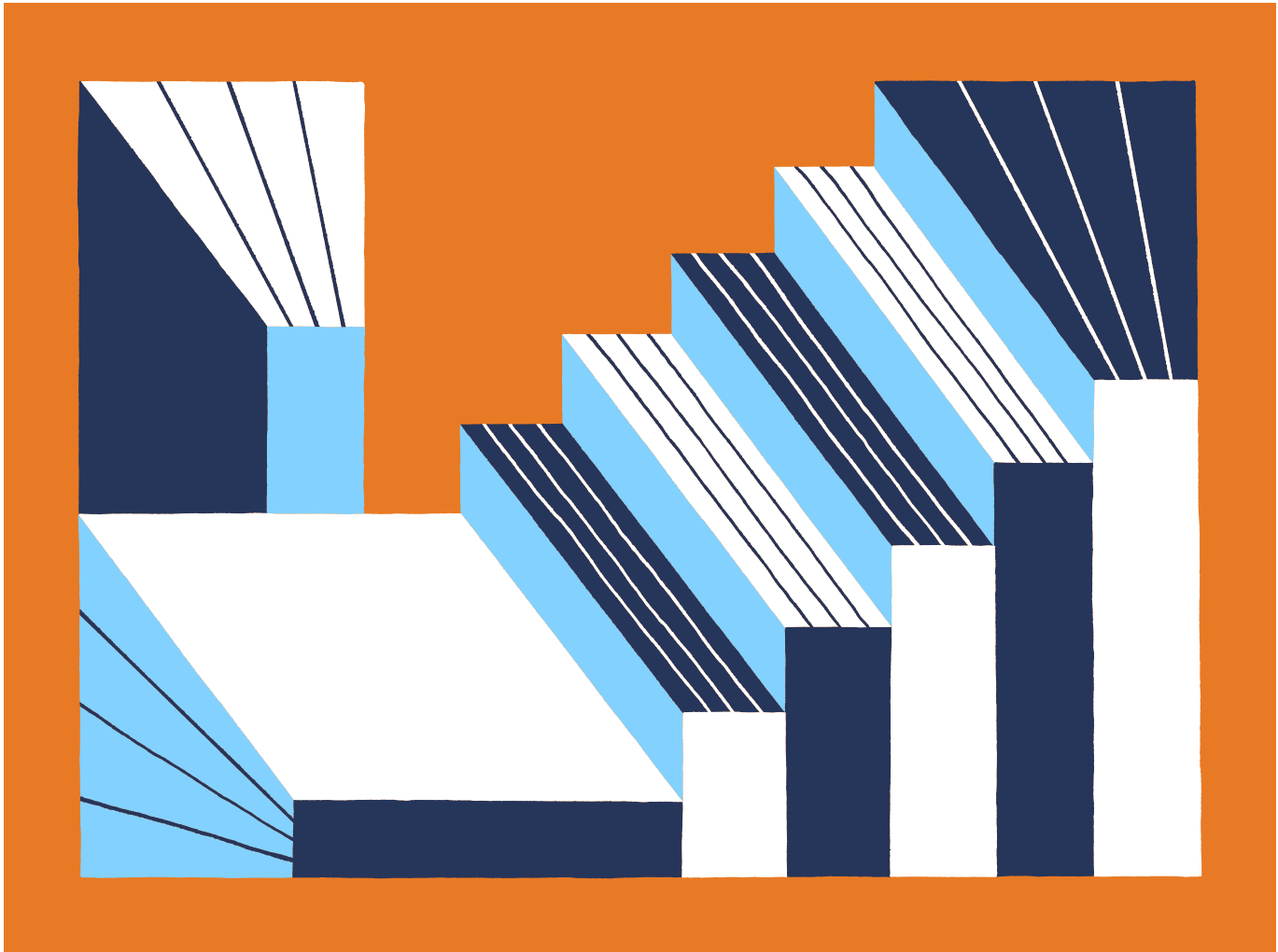


## Representation by group (by race/ethnicity<sup>4</sup> in the U.S.<sup>3</sup>)

Group	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Not specified	Two or more races	White
Total	< 1%	14%	15%	18%	< 1%	1%	6%	45%
Corporate	< 1%	16%	5%	13%	< 1%	0%	5%	61%
Customer Experience	0%	3%	12%	3%	0%	0%	4%	79%
Optical Labs	0%	6%	23%	50%	2%	< 1%	5%	14%
Stores	< 1%	14%	16%	17%	< 1%	1%	7%	45%

1. This number includes Warby Parker employees as well as ophthalmologists and optometrists engaged through our P.C. model, but does not include contractors or independent optometrists.
2. The majority of full-time employees are permanent employees; for the sake of this report, temporary workers are categorized as part-time. This number does not include contractors or independent optometrists.
3. For information on our employees in Canada, see p. 73
4. At Warby Parker we are committed to hiring and retaining talent from all demographic backgrounds, life experiences, and perspectives, and to creating an inclusive environment where all employees can thrive. We understand and

5. Team member ages in the data reflect their ages as of December 31, 2025.
6. For reporting purposes, we use the Employer Information Report (EEO-1) categories used by the U.S. Equal Employment Opportunity Commission.
7. Retention rate is calculated as  $1 - (\text{Departures during 2025}) / (\text{Headcount at the end of 2024} + \text{Hires during 2025})$



Artwork by Marc David Spengler at Warby Parker Eastwood Towne Center

## Compensation Practices

Fair, competitive, and equitable pay is crucial to the Warby Parker ethos. Compensation packages are customized using a market-based approach that takes into consideration the role, location, and internal pay levels when establishing base pay.

To maintain an effective strategy, we routinely compare our compensation bands with external market data and internal recruiting data. We also rely on a pay-for-performance model, which means differentiating pay based on each employee's performance.

As we move forward, we remain committed to providing equitable pay regardless of gender, race or ethnicity.

# Creating Value for Our Customers

## **CUSTOMERS**

- 39 Product Quality and Safety
- 40 Simplifying Vision Care
- 42 Connecting with Our Customers
- 43 Evaluating Feedback

*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 make shopping easier, more convenient, and more delightful.

In 2025, we introduced a new dimension of our retail experience with the opening of five Warby Parker shop-in-shops inside select Target locations around the U.S. This partnership makes the singular, delightful retail experience that we're known for even more convenient, bringing it straight to our customers in a spot where they already shop.

On the ecommerce front, we launched a first-of-its-kind, AI-powered Advisor tool to help customers find the perfect pair of glasses with personalized expertise, on the go or at home. Both in our iOS app and on our site, customers can use the tool to get tailored frame recommendations in just a minute, based on their unique style preferences and measurements. We also made our Universal Eligibility Check tool, which allows customers to instantly check and shop with their eligible vision insurance benefits, even more seamless to use.

Finally, we announced the beginning of a landmark partnership with Google and Samsung to create Intelligent Eyewear: AI-powered glasses intended for all-day wear. This partnership will harness Samsung's innovation in hardware and their mobile device ecosystem, combined with Google's leadership in AI and Warby Parker's strengths in design, eye care, and customer experience, to create beautifully designed, intelligent eyewear that seamlessly integrates into everyday life.

# Product Quality and Safety



From custom-designed cellulose acetate to ultra-lightweight titanium, we use nothing but premium materials for our eyeglasses, sunglasses, and contact lenses. Every pair of Warby Parker glasses and sunglasses is dreamed up in-house, where our team gathers inspiration, sketches designs, and maps out product details for prototyping.

Even before a frame becomes a frame, we're choosing vendors, selecting materials (we've developed specialty acetates with the help of incredibly skilled partners), and performing rigorous product testing with the assistance of third-party agencies, all with the aim of attaining high quality and safety standards. Eyewear is considered a medical device by the FDA and regulated as such. We are also required to comply with standards set by the American National Standards Institute (ANSI) for prescription eyewear and sunglasses (both prescription and non-prescription). We require our vendors to comply with the European CE standard, and Warby Parker frames are stamped with the certification mark that indicates conformity

with health, safety, and environmental protection standards for products sold within the European Economic Area (EEA).

Our policies require that our vendors may use only raw materials and suppliers recommended by Warby Parker in order to achieve expected results in final third-party testing; these suppliers must submit either internal or third-party test results for both regulatory and performance parameters well before the product reaches the customer. We partner with international third-party testing agencies to verify the results and create additional product-performance testing protocols to make sure our frames are built to last and that they perform beautifully for as long as they are worn. These additional protocols range from exposing our eyeglasses and sunglasses to salt water or air, in order to see if the metal plating fades or rusts, to checking that components of frames constructed with mixed materials are not shrinking at different rates in extreme temperatures and humidity, which ensures they're not susceptible to coming apart. If a frame safety issue is ever suspected, our Product Development and Quality team will investigate the lot number, time of shipment, and vendor to identify and, if necessary, correct the problem.

# Simplifying Vision Care

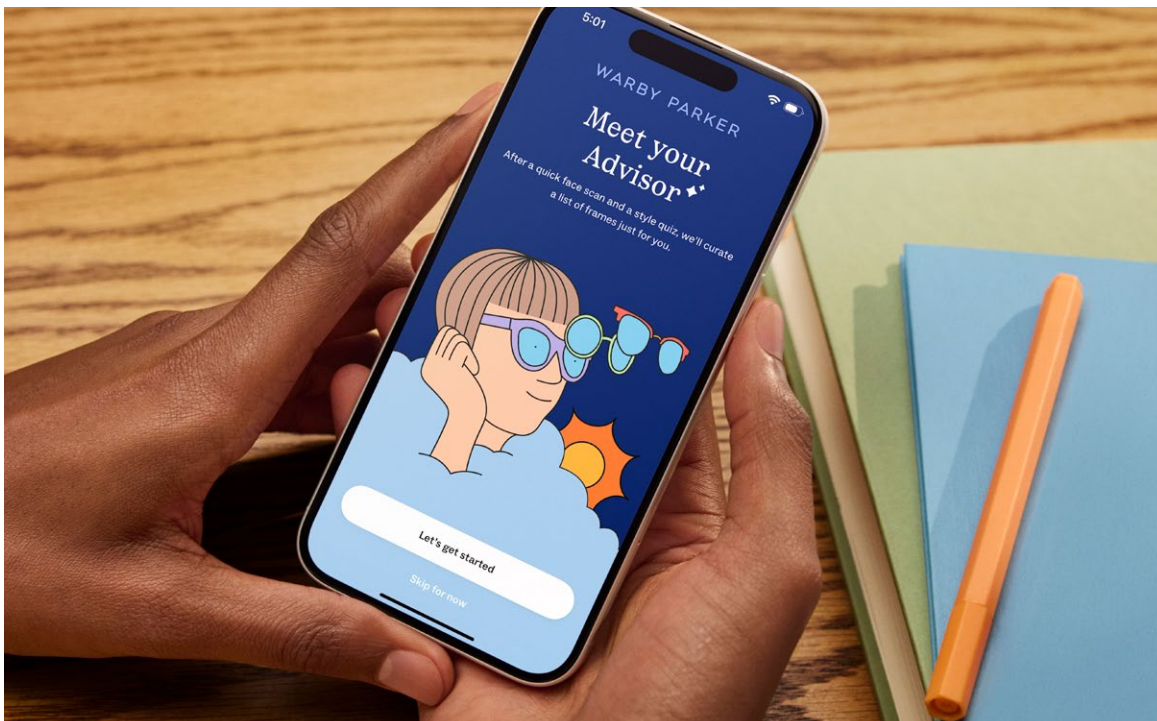
When we launched Warby Parker in February 2010, less than 2.5% of glasses were sold online—yet we believed that if we offered high-quality, beautifully designed frames for a reasonable price, coupled with outstanding customer service, people would be willing to buy eyewear online for the first time.

## Fifteen years in, we're still at it: surprising and delighting 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. At our fleet of stores across the U.S. and Canada, we've introduced services like comprehensive eye exams—and, in 2025, we brought state-of-the-art, video-assisted eye exams to even more retail locations, allowing us to provide expert vision care when and where our customers want it. We've also introduced services like retinal imaging at even more locations, which gives our optometrists a closer look at a patient's eye to detect early signs of eye disease.

To further enhance the overall shopping experience and help customers have access to the products and services they need, we've developed groundbreaking in-house technologies like Virtual Vision Test, Virtual Try-On, and Advisor. With more ways than ever for customers to try on glasses, both virtually and in-person, we made the decision to retire our Home Try-On program this past October. Home Try-On was a first-of-its-kind offering when we launched Warby Parker in 2010, enabling us to reach customers across the country before we'd even opened our first retail store. Now that we've grown to a retail fleet of 323 stores and built our own ultra-realistic (and convenient) virtual experiences, we're focused on continuing to innovate in those channels. 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.

Over time, we've continued to expand our vision services: By the end of 2025, 88% of our stores offered eye exams. We believe continuing to build out these capabilities allows us to better design and deliver amazing customer experiences.



# All the Ways to Warby Parker



# Connecting with Our Customers

At Warby Parker, we're in the business of creating consistently wonderful, nothing-short-of-amazing experiences and tailoring them to the individual customer, down to the smallest interaction.



This approach applies to all departments and every channel of engagement. Frictionless, efficient encounters, the kind that leave our customers running to tell their friends about us, are what we're after.

A real live person is just a call, chat, text, email, or DM away, any day of the week—because we always want to know what's frustrating or delighting our customers.



CALL



CHAT



EMAIL & TEXT



DM



Artwork by Marc David Spengler at Warby Parker Eastwood Towne Center

## Evaluating Feedback

We wake up each day with a mission to treat our customers how they want to be treated—with helpfulness, kindness, empathy, and incredible service.

This is possible only through the cross-departmental care that goes into ensuring the products we sell and services we provide meet the needs of our customers. Members of our Product Strategy team routinely visit stores; the Supply Chain team tours our factories; and internal meetings are held to gather feedback from customer-facing teams.

Our Consumer Insights and Research team is dedicated to gathering and sharing customer feedback so we can continue to meet changing needs and exceed our own standards. (All in the spirit of our core value *Learn. Grow. Repeat.*) This includes consistently monitoring our Net Promoter Score (NPS), which helps evaluate the strength of our brand, the happiness of our customers, and how likely people are to tell others about their journey with Warby Parker.

### How we gather feedback:

- A Net Promoter Score survey is sent out to all purchasers to measure how likely they are to recommend Warby Parker. Surveys are emailed to customers about five days after they have received their product. We routinely analyze trends in the feedback that we collect through this data and use that information to help build better experiences for our customers.
- Retail and Eye Care Experience Score surveys are sent to customers who purchase and/or receive an eye exam in-store, and Optician Experience Score surveys measure customer satisfaction following an adjustment or prescription troubleshoot with an optician. These scores are also routinely monitored to identify areas for improvement.
- When a customer responds to one of our feedback surveys, responses are used to connect with customers on any issues flagged in their response. We also use these insights to coach Warby Parker employees on how to better and best serve our customers, as well as inform larger investments in improving our customers' experiences.

# Driving Sustainability

## **ENVIRONMENT**

- 46 Managing Our Carbon Footprint
- 49 Our Supply Chain
- 50 Our Approach to Sourcing
- 54 Sustainability in Our Products
- 56 How Social Compliance Shapes  
Our Supply Chain
- 58 Sustainability Across Our Offices

## Environment

We believe that our business can do well while *doing good in the world*—and that those two goals are intertwined, not at odds. As we grow, we aim to prove that working toward sustainability does not come at the expense of product quality, customer satisfaction, or growth. How? By pushing ourselves to waste less, operate our facilities more efficiently, and minimize our greenhouse gas footprint. (We also offset our carbon emissions to ensure that we're carbon-neutral across our operations.)

# Managing Our Carbon Footprint



Every year we calculate our carbon footprint—i.e., the estimated sum of our greenhouse gas emissions, which are the principal cause of climate change. We then purchase offsets to neutralize the footprint of our operational emissions (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).

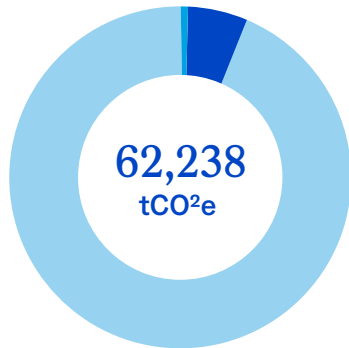
**We take our impact on the planet seriously and are proud to be carbon-neutral for our operational emissions since our founding.**

While we purchase offsets to neutralize what is being emitted by our operations, our primary aim is to reduce our overall footprint through product improvements, supplier engagement, and other initiatives. We use our carbon accounting process

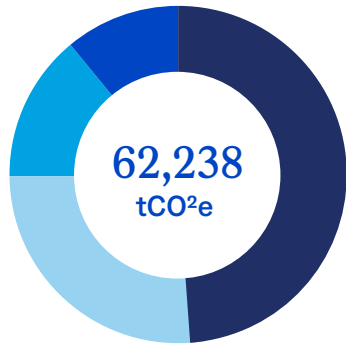
to help guide these efforts, along with our life cycle assessment and other insights (as noted in the following sections).

We do this work by retaining the help of third-party agencies. For our 2025 carbon accounting, we worked with Vaayu, a carbon and impact reduction partner that empowers companies to calculate, track, and cut their carbon and environmental impact. Vaayu's platform enables us to not only calculate our corporate carbon footprint but also conduct cradle-to-grave life cycle assessments for all our products, which can then be used to identify emissions hotspots and reduction opportunities. In partnership with Vaayu, 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 Vaayu's corporate carbon footprint methodology has undergone independent validation.

## 2025 FOOTPRINT



2025 gross emissions by GHG scope



2025 gross emissions by category



We quantify our greenhouse gas emissions using a standardized approach in accordance with the Greenhouse Gas Protocol.

*These emissions correspond to Scope 1, Scope 2, and Scope 3 emissions as defined by the Greenhouse Gas Protocol and include:*

### Goods and services

This category includes the goods and services we use to run our business—from construction activities to professional services.

### Products and logistics

This category includes the entire life cycle of our products, including the materials that go into them, the energy used in the manufacturing process, and the transport of products and components.

### Team members

This category includes employee travel and commuting.

### Facilities

This category includes the electricity, natural gas, refrigerants, and energy use required to operate our retail stores, labs, and offices.

In 2025, our total carbon footprint came to 62,238 metric tons of carbon dioxide equivalents. Our Scope 1 emissions were 771 metric tons; our Scope 2 emissions were 5,319 metric tons; and our Scope 3 emissions were 56,148 metric tons.

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 51% of our total 2025 footprint.

Whenever possible, we invest in the same offset projects year over year. In 2025, we again purchased offsets from a project based in Cantonment, Florida (the home state of 23 Warby Parker retail locations!), that captures excess nitrous oxide (N<sub>2</sub>O) emissions generated through nylon manufacturing. N<sub>2</sub>O is a greenhouse gas roughly 265–300 times more potent than carbon dioxide in terms of its warming effect. This project helps reduce atmospheric greenhouse gas emissions and improve air and water pollution—and is the largest voluntary N<sub>2</sub>O abatement project in North America.

In addition, we purchased offsets from a project in Beavertown, Pennsylvania (in central Pennsylvania, where several school districts are served by our Pupils Project program), that supports a manure processing anaerobic digester at a hog production farm. Each year, the farm processes seven million gallons of manure, converting it into biogas which powers the entire farm and heats its nursery barn. In addition to capturing and destroying methane, a potent greenhouse gas, this project produces a nutrient-rich fertilizer, reducing reliance on synthetic alternatives and promoting soil health.

All the offset projects we select undergo rigorous review with Native and are validated by current standards, including the Gold Standard, Verified Carbon Standard, and Climate Action Reserve.

**We also ask ourselves five questions to help determine the best use for our carbon offsets:**

**1. ADDITIONALITY**

Will the proposed project reduce greenhouse gas emissions that would not be reduced through other incentives?

**2. VERIFIABILITY**

Is an objective third party able to look at project data and confirm that the carbon reductions are real and credible?

**3. PLACE**

Do we have a geographical tie to the project area?

**4. TYPE**

Does the project relate to our major categories of greenhouse gas emissions?

**5. COMMITMENT**

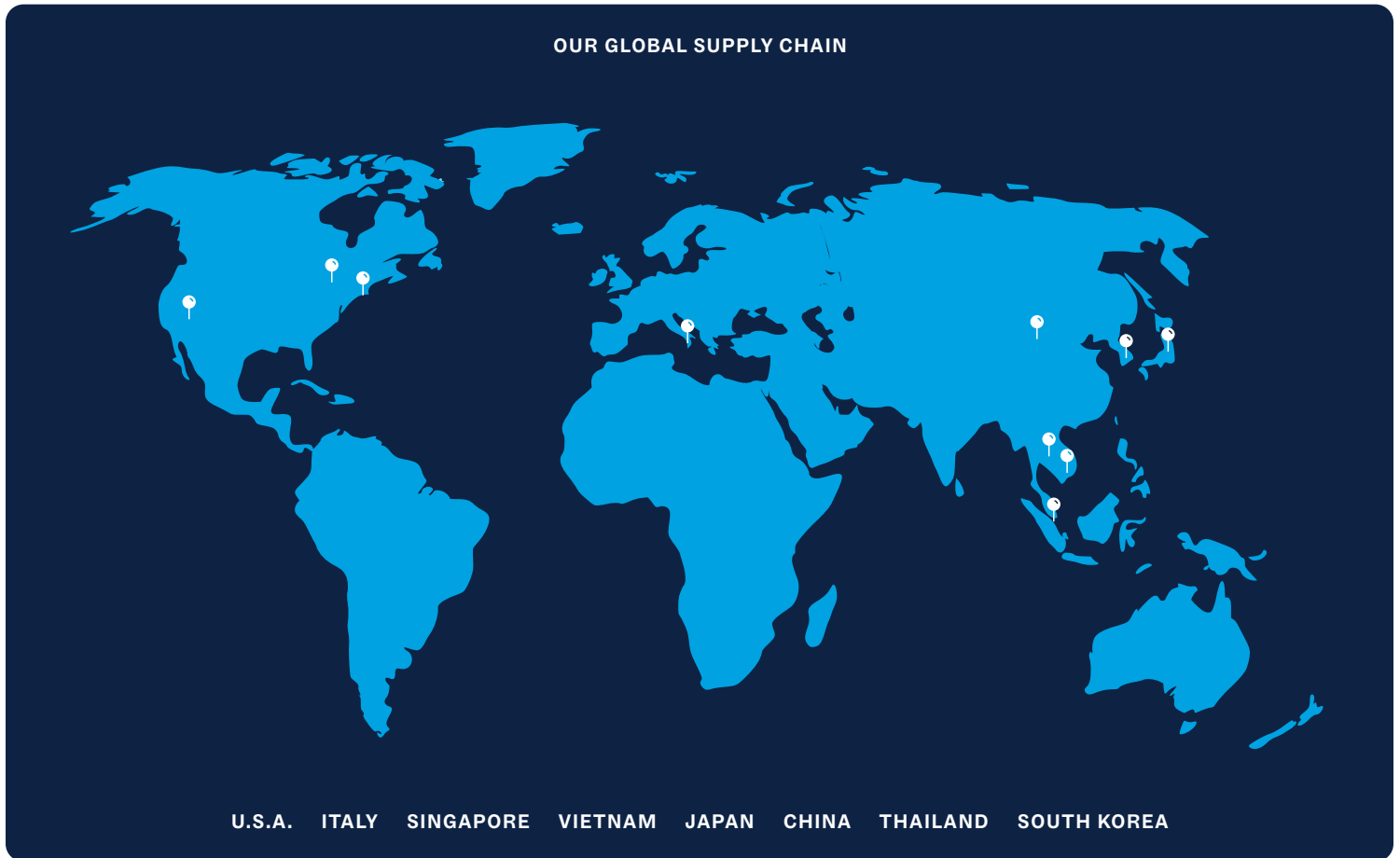
Will our support over several years help drive the development of a new greenhouse gas emissions reduction project or provide security to an existing project?

**CARBON OFFSET PROJECT INFORMATION**

PROJECT NAME	BUSINESS ENTITY SELLING THE OFFSET	REGISTRY	PROJECT NUMBER	PROTOCOL / METHODOLOGY	TYPE	LOCATION
Phlogiston Phase I N <sub>2</sub> O Abatement	Native, a Public Benefit Corporation	Climate Action Reserve (CAR)	CAR1480	Climate Action Reserve Adipic Acid Production Protocol	Adipic Acid	Cantonment, Florida, United States
Ideal Family Farms Digester	Native, a Public Benefit Corporation	Climate Action Reserve (CAR)	CAR1834	U.S. Livestock Project Protocol	Livestock Gas Capture/ Combustion	Beavertown, Pennsylvania, United States

# Our Supply Chain

The Warby Parker supply chain is an agile and integrated network that works to meet the challenge of getting the right order to the right place at the right time.



We partner with frame factories, lens and case kit suppliers, distribution centers, optical labs, and freight-forwarding and logistics companies all over the globe. We also rely on our retail locations and in-house optical labs. Our first in-house optical lab opened in 2016 in Sloatsburg, NY, and in 2021, we opened a second optical lab in Las Vegas, NV.

We've also ensured that our supply chain is flexible enough to adapt to a changing global trade

environment—growing our partnerships with vendors across various countries to allow real-time recalibration as tariffs and trade agreements evolve.

In addition to fulfilling prescription eyewear orders, our supply chain also supports contacts, sunglasses, gift cards, and accessories orders; returns fulfillment; and the distribution of all goods. These operations are handled out of multiple fulfillment centers in the United States.

# Our Approach to Sourcing

All our frames are designed at our New York City headquarters, and we handpick raw materials and the suppliers who have the talent and skill to bring them to life. These deliberate decisions help us stay true to our original aesthetic vision as well as regulatory and performance results.

**We work with raw material vendors on proprietary development, in addition to frame suppliers on their production methods and machinery, with the goal of achieving best-in-class performance standards.**

We work directly with manufacturers and raw material suppliers so that we can know where and how our products are being manufactured. We've also built out a team of Warby Parker liaisons based in both South China and Vietnam to support our

vendors in those regions, as well as in Japan, in following our manufacturing specifications and identifying which methods are ideal for producing first-rate products. This team now conducts all vendor and product inspections, as well as supports quality engineering further upstream in the product development phase.

Having a presence on the ground has proved so beneficial throughout the product life cycle that we've expanded this to have partners in a similar arrangement in Segusino to support our Italian vendors. Monthly material forecasts allow vendors to prepare for any constraints created by peak business needs and check that they will be able to accommodate demand. Our Vendor Compliance Manual details volume and financial penalties incurred if our preferred material or component suppliers are not used, and quarterly reviews help to prevent surprises.



# Eyewear

## Frames and lens materials



**Frames (acetate)**  
Cellulose acetate

**Frames (metal)**  
Titanium, bronze, stainless steel, or Monel (all materials plated/coated)

**Prescription lenses**  
Polycarbonate, CR-39, 1.67 high-index, and 1.74 high-index

**Nose pads**  
Silicone standard and PVC stocked for customer requests

**Demo lenses (used in display frames only)**  
Acrylic

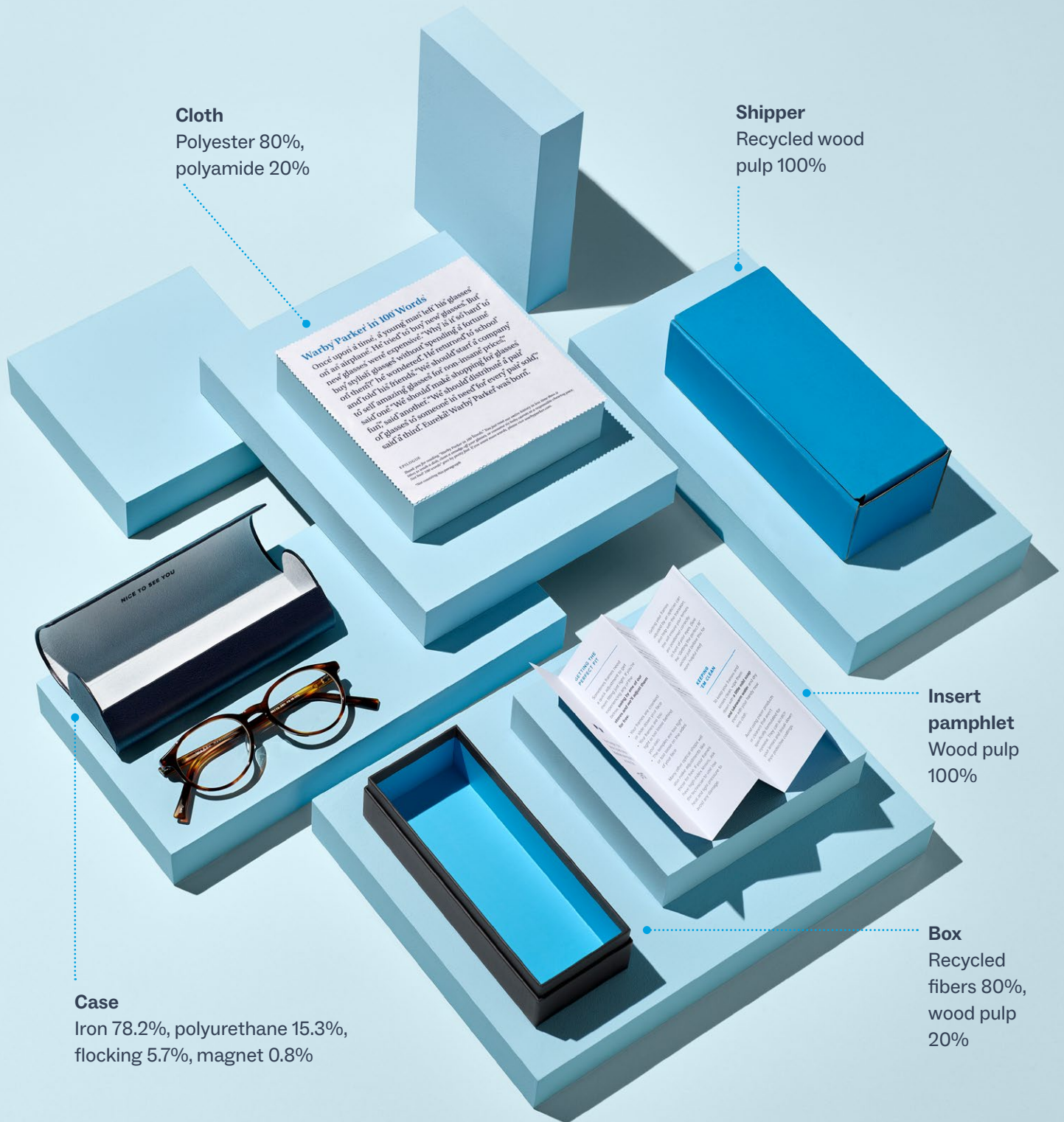
**Hinge and core wire kits (including coated screws)**  
Metal alloy

**Non-prescription sun lenses**  
Nylon and CR-39

**Branding marks**  
Foil stickers spell out WARBY PARKER and WP lettering on temple tip; engravings on temple arm are lasered and filled, or hot stamped and then filled in with silver, gold, or white ink

# Packaging materials

## Eyeglasses and sunglasses



**Cloth**  
Polyester 80%,  
polyamide 20%

**Shipper**  
Recycled wood  
pulp 100%

**Warby Parker in 100 Words**  
Once upon a time, a young man left his glasses of an airplane. He tried to buy new glasses. But new glasses were expensive. Why is it so hard to buy any pair of glasses without spending a fortune on them? He wondered. "I should start a company and help my friends," he thought. "I should start a company to sell amazing glasses for one-third the price," he said to himself. "I should make shipping for glasses easy," he said to himself. "I should distribute a pair of glasses to someone in need for every pair sold," said a third. Eureka! Warby Parker was born.

**Insert pamphlet**  
Wood pulp  
100%

**Box**  
Recycled fibers 80%,  
wood pulp 20%

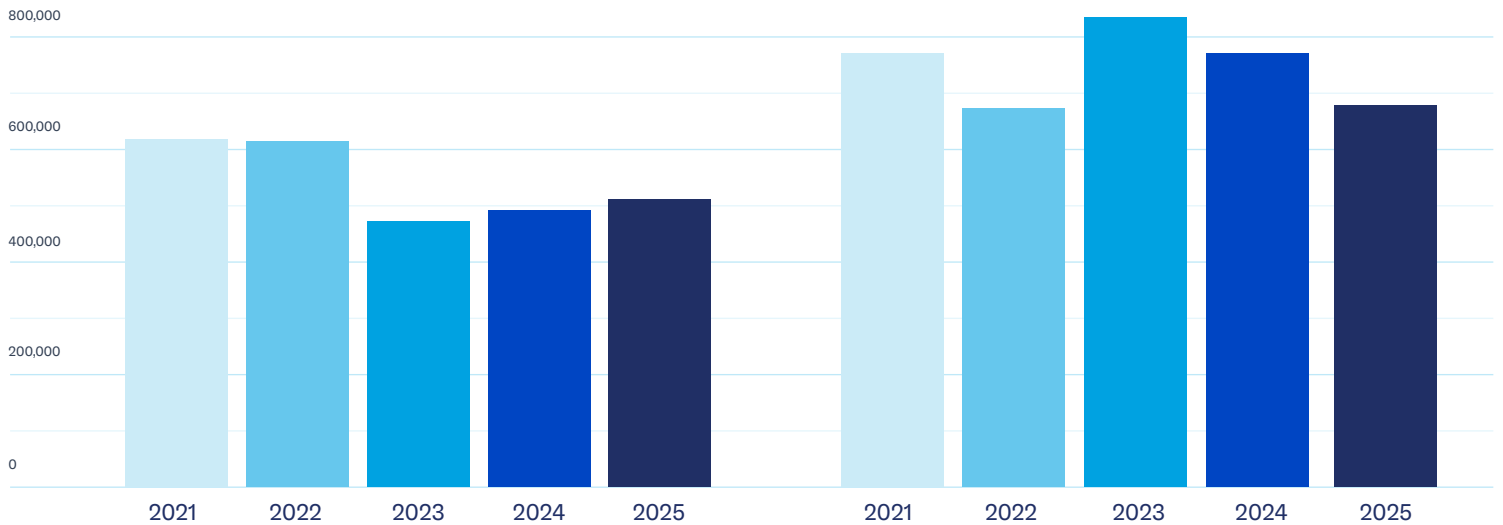
**Case**  
Iron 78.2%, polyurethane 15.3%,  
flocking 5.7%, magnet 0.8%



**TOTAL WEIGHT (KG) OF MATERIALS USED TO PRODUCE AND PACKAGE OUR PRODUCTS**

**Non-recyclable**

**Recyclable**



- Demo lenses for orders processed at third-party labs
- Purchase cases and lens cloths

- Demo lenses for orders processed at Warby Parker labs
- Cellulose acetates and metals
- Purchase shippers, boxes, and insert pamphlets
- Home Try-On trays
- Home Try-On shippers and insert cards

# Sustainability in Our Products

We actively seek to reduce the environmental impact of our products, and we continue to research and explore ways to do so.

In 2024, we onboarded a new carbon accounting partner, Vaayu, whose platform will enable us to complete a life cycle assessment (LCA) for each product in our catalog, which we aim to complete in early 2026.

This work with Vaayu builds upon what we started in 2022, when we completed our first-ever LCA for two of our customer-favorite frames, Percy and Simon. Our approach for this initial LCA was to be as thorough as possible in cataloging every component and travel mode, as well as customer care, for a true cradle-to-grave measure for those specific frames. Our partnership with Vaayu will now enable us to reach even greater granularity in our measurements and quantify impact across our entire catalog of

frames and lenses. With their expert guidance, we have also refined how we collect energy inputs from each of our suppliers, allowing us to get more accurate calculations and better partner with our vendors to reduce our shared footprint.

One key stage of the product life cycle in determining environmental impact is the end-of-life phase, which we've worked to optimize for the best possible recovery and reuse of our products. All damaged and obsolete frame inventory is sent to our recycling partner for full physical recycling, which, in 2025, resulted in 53,371 pounds of recycled material. Any matter unable to be reused, such as damaged cases, is recycled via a waste-to-energy process.



We've also continued to recycle our demo lenses through a partnership with Eastman Chemical. These are the clear lenses used to maintain the integrity and shape of frames in transit, as well as for retail display. They are composed of a plastic called PMMA (acrylic) that is clear, not easily scratched, and inexpensive, making it the most common choice across the optical industry. Our partners at Eastman Chemical take back our demo lenses, breaking them down at the molecular level and reusing those molecules to create other materials. All discarded demo lenses from both our Sloatsburg and Las Vegas labs are 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 2025, we saved 18,164 pounds of single-use plastic from the landfill via this demo lens recycling program.

We also continued our glasses reuse donation program, in partnership with Lions Club International Recycle for Sight initiative. As part of this program, all Warby Parker stores accept donations of usable sunglasses or eyeglasses (from any brand), which are collected and sent 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. In 2025, we collected and sent over 38,000 pairs of glasses to the Lions Club. From the raw materials to the end of life, we're excited to work toward continuing to reduce the environmental impacts of our products.



# How Social Compliance Shapes Our Supply Chain

We believe we have a responsibility to use our influence so that working conditions across our supply chain are safe and that our suppliers' employees are treated with respect.



We maintain that our products must comply with all relevant local, state, and international laws, particularly those related to labor, human rights, public health, and workplace safety. Our Vendor Code of Conduct outlines our requirements for the fair treatment and compensation of all workers—with which we require all direct suppliers to comply—including that our suppliers adhere to our standards on subjects such as child labor, forced labor, discrimination, harassment and abuse, wages and benefits, overtime, housing, freedom of association, subcontracting, local laws, employee feedback, health and safety, environment, and bribery.

Our Vendor Compliance Manual requires that our suppliers worldwide compensate their employees with not only the legal minimum wage where they operate, but a living wage. Our suppliers are required to ensure that compensation for a standard workweek meets or exceeds the minimum applicable legal standards or industry benchmarks, and adequately provides for the basic living needs and discretionary income of supply chain workers and their families.

## Warby Parker Social Compliance Program

*We piloted the Warby Parker Social Compliance Program alongside the independent fair-labor monitoring group Verité in 2012 and formalized it for our direct and key indirect suppliers in 2013. Since then, all Asia-based direct and key indirect suppliers have been screened using those criteria.*

For our suppliers in Italy, we onboarded the British Standards Institution (BSI) in 2023 to build upon our existing efforts and develop programs that could scale regionally. The BSI team was able to successfully translate our criteria and standards used across Asia to assess the risks and develop the capabilities particular to the Italian manufacturing landscape. With this new partnership, we expanded our audit presence in Italy in 2025 to all active suppliers, even those that fall below our active direct supplier business threshold.

After each auditor screening, our auditors (at either Verité or BSI) calculate a performance score and produce a report outlining any open concerns, as well as a management action plan that acts as a guide for any issue remediation and partner engagement. We then get to work with the relevant supplier on executing the action plan—including clear deliverables, timelines, and metrics for success—to remediate any issues.

All Warby Parker direct and key indirect suppliers must maintain a score of “Good” or higher. Scores assess three categories—Management System, Labor, and Environmental Health and Safety—and within each, Policy and Procedure, Implementation, and Performance.

### AUDIT SCORING RUBRIC

≥86	—————	Excellent
71–85	—————	Good
56–70	—————	Fair
41–55	—————	Poor
≤40	—————	Bad



The Product Development team leads the Social Compliance Program, which includes part of the vetting and onboarding process for new suppliers, scheduling audit visits with Verité and BSI, and working with the suppliers to improve on identified issues via management action plans. All our direct suppliers in China, Japan, Vietnam, and Italy are audited in accordance with our program. Strategic indirect suppliers are also audited on a cadence of every two years as long as their scores are above 85. Those with a score below that “Excellent” threshold are audited annually.

As part of the audit process, Verité and BSI auditors conduct confidential interviews with lineworkers at each factory to gather feedback and data. The program requires suppliers to have grievance procedures such as a confidential whistle-blowing policy in place for all factory workers. Our internal teams continuously review the year’s results with the auditing company and discuss opportunities for us to better understand the efficacy of our work managing social compliance in our supply chain. In recent years, we’ve revised our approach to the social compliance visits so that Verité and BSI are working more closely with our suppliers to help them better understand the root causes of open social compliance issues. New operational processes and improvements to management structure have enabled the suppliers to focus on closing open issues and keeping them closed, as well as preventing common problems from even arising.

# Sustainability Across Our Offices



We operate offices in New York and Nashville, which means we have a responsibility to think sustainably as we operate the space that our team members get to use every day.

Through our partnerships with Flowater and Bevi, we estimate that we prevented the use of over 88,000 plastic bottles across our New York and Nashville offices in 2025. Since partnering with Compost Nashville in August 2018, we estimate that we have diverted over 15,100 pounds of materials from landfills at our Nashville office.

Across both offices, we also use compostable cups, utensils, and plates to ensure a responsibly sourced paper/plastic alternative for employee use. Even though we have a hybrid, three-days-in-office schedule, we still saw an exciting environmental impact at our NYC HQ alone.

### OUR USAGE IN NYC IN 2025 SAVED THE EQUIVALENT OF:



3,660

POUNDS OF LANDFILL WASTE



1,013

POUNDS OF PLASTIC WASTE



16

TREES

# Governing with Integrity

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# 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.



Artwork by Clara Cassinello at Warby Parker Park City Center

Our commitment to accountability starts at the top. Our board of directors is composed of people who represent a diverse set of ideas, backgrounds, and experiences. The board 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, as well as our sustainability reporting. 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, as well as to certain overseas vendors. We also maintain a Code of Conduct that applies to all our directors, officers, employees, and business partners that sets forth our policies and expectations on topics including conflicts of interest, compliance with laws, and ethical conduct. We provide training on the Code of Conduct and require that all employees review and acknowledge the Code of Conduct on an annual basis.

# Data Privacy and Security

Our customers and employees trust us with their personal information, and we are committed to the protection and security of the data we use and collect.

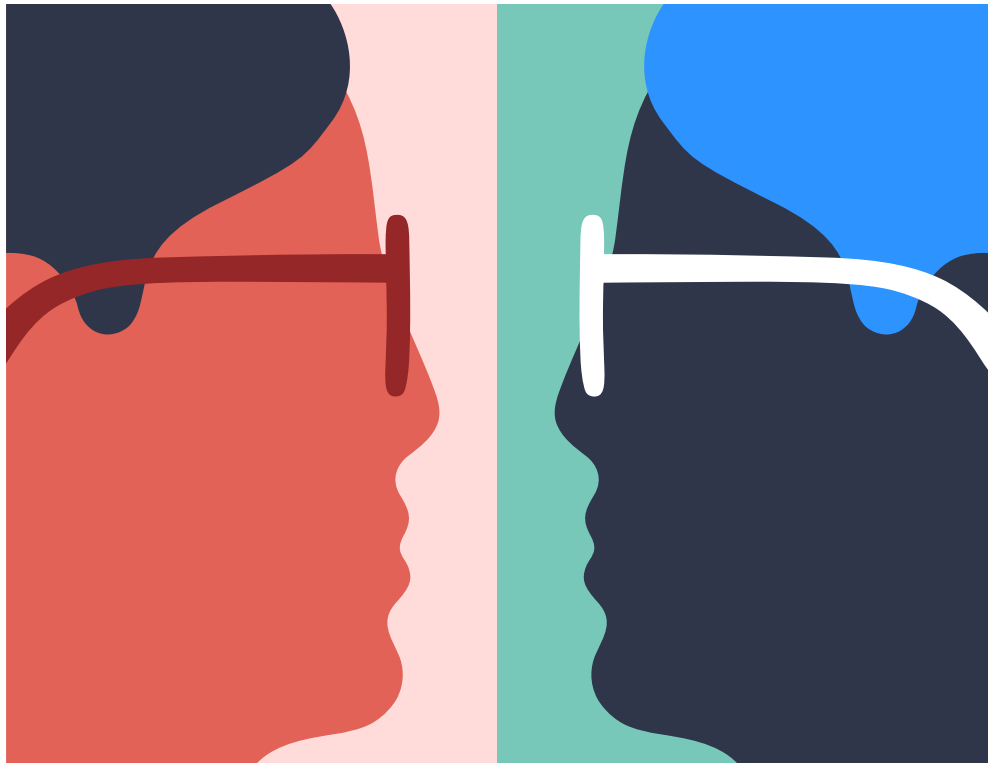
As a healthcare provider, we also collect and store protected health information covered by the Health Insurance Portability and Accountability Act (“HIPAA”). We have a robust data privacy program overseen by our Privacy Officer and a security program overseen by our Vice President of Information Security. Our Audit Committee oversees our data privacy and security program, has direct oversight over our risk management strategies, and reviews risk topics with management on at least a quarterly basis, and more frequently as needed.

Through our Privacy Policy and our Notice of Privacy Practices, we share how we process and protect personal data, including protected health information, in accordance with applicable laws. Data protection and privacy laws are continually evolving. To mitigate the risk of noncompliance, we apply privacy and security requirements to guide our enterprise functions on the collection, use, and access of personal information and protected health information. We also employ the expertise of external organizations and law firms to stay up-to-date on emerging privacy and security risks and track the evolution of privacy regulations and security standards.



Artwork by Liz Flores at Warby Parker Deerfield Square

# Our Approach to CSR



Artwork by David Vanadia at Warby Parker The Village at Totem Lake

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 a 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
- 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

# Our Board of Directors

## Neil Blumenthal

CO-FOUNDER AND CO-CEO

Neil Blumenthal has served as our Co-Founder and Co-Chief Executive Officer since 2010, as a member of our board of directors since May 2009, and as the Co-Chair of our board of directors since June 2021. In addition, Mr. Blumenthal currently serves on the board of directors of Sweetgreen, Inc., a mission-driven food brand, and the nonprofit organizations the Warby Parker Impact Foundation, the Partnership Fund for New York City, Robin Hood, and Tech:NYC. Mr. Blumenthal has also served as a General Partner of Good Friends, LLC, a venture capital firm, since September 2019.

Mr. Blumenthal holds a Bachelor of Arts degree from Tufts University and a Master of Business Administration degree from the Wharton School of the University of Pennsylvania.

## Jeff Raider

CO-FOUNDER

Jeff Raider has served as our Co-Founder and a member of our board of directors since May 2009. In addition to co-founding Warby Parker, Mr. Raider also co-founded Mammoth Brands (formerly, Harry's Inc.), a company aimed to create a family of disruptive omnichannel CPG brands, where he has served as Co-Chief Executive Officer and a member of the board of directors since September 2012. Mr. Raider has also served as a General Partner of Good Friends, LLC, a venture capital firm, since September 2019.

Mr. Raider holds a Bachelor of Arts and a Master's degree in International Studies from the Johns Hopkins University and a Master of Business Administration degree from the Wharton School of the University of Pennsylvania.

## Dave Gilboa

CO-FOUNDER AND CO-CEO

Dave Gilboa has served as our Co-Founder and Co-Chief Executive Officer since 2010, as a member of our board of directors since May 2009, and as the Co-Chair of our board of directors since June 2021. In addition, Mr. Gilboa currently serves on the board of directors of the nonprofit organization the Warby Parker Impact Foundation. Mr. Gilboa has also served as a General Partner of Good Friends, LLC, a venture capital firm, since September 2019.

Mr. Gilboa holds a Bachelor of Science degree in Bioengineering from the University of California, Berkeley, and a Master of Business Administration degree from the Wharton School of the University of Pennsylvania. Mr. Gilboa is a member of the Aspen Institute's 2016 Henry Crown Fellowship class and the Aspen Global Leadership Network.

## Andy Hunt

CO-FOUNDER

Andy Hunt has served as our Co-Founder and a member of our board of directors since May 2009. In addition to co-founding Warby Parker, Mr. Hunt also co-founded Elephant Partners, a venture capital firm, and has served as its General Partner since May 2015. Mr. Hunt also serves as a member of the boards of directors for Tecovas, Inc., Triple Whale Inc., RealSelf, Inc., and DataDome S.A., among others. From 2011 to 2015, Mr. Hunt was a principal and partner at Highland Capital Partners.

Mr. Hunt holds a Bachelor of Arts in Economics and History from Brown University and a Master of Business Administration degree from the Wharton School of the University of Pennsylvania.

## Teresa Briggs

Teresa Briggs has served as a member of our board of directors since June 2019. In 2019, Ms. Briggs served as a Distinguished Careers Fellow at Stanford University. Prior to that, she spent 37 years at Deloitte LLP, a financial advisory services firm, where she most recently served as Vice Chair and San Francisco Managing Partner from June 2011 until January 2019. Ms. Briggs currently serves on the boards of directors and audit committees of Snowflake Inc., DocuSign, Inc., and ServiceNow, Inc., each a computer software company.

Ms. Briggs holds a Bachelor of Science degree in Accounting from the University of Arizona, Eller College of Management, and is a Certified Public Accountant.

## Joel Cutler

Joel Cutler has served as a member of our board of directors since 2012. Since January 2000, Mr. Cutler has served as a Co-Founder and Managing Director at General Catalyst Partners, a venture capital firm. Mr. Cutler serves on the board of directors of several private companies, including Zego Inc., Multiverse Group Ltd, SESAME, Inc., and Empathy.co. Mr. Cutler also serves on several nonprofit organizations' boards of directors, including the Warby Parker Impact Foundation, Boston Children's Hospital Trust, and Beth Israel Deaconess Medical Center.

Mr. Cutler holds a Bachelor of Arts degree from Colby College and a Juris Doctor degree from Boston College Law School.

## Youngme Moon

Youngme Moon has served as a member of our board of directors since March 2018. Professor Moon currently serves as the Donald K. David Professor of Business at Harvard Business School, where she has taught since June 1998. Professor Moon currently serves as a member of the board of directors of Mastercard, Inc., including on its risk committee (as chair) and the human resources and compensation committee, and on the boards of several private companies, including Whoop, Inc. and Blank Street.

Professor Moon holds a Bachelor of Arts degree from Yale University, as well as a Master's degree and Ph.D. from Stanford University.

## Brad Singer

Brad Singer has served as a member of our board of directors since August 2024. Mr. Singer has served in a strategic role at Warner Bros. since October 2025. Mr. Singer retired as Partner and Chief Operating Officer of ValueAct Capital in December 2021. Prior to joining ValueAct Capital in 2012, Mr. Singer was the Senior Executive Vice President and Chief Financial Officer of Discovery Communications, Inc. and the Chief Financial Officer and Treasurer of American Tower Corporation. Mr. Singer currently serves on the board of directors of Sweetgreen, Inc. Mr. Singer also serves on the National Board for the Posse Foundation.

Mr. Singer has a Bachelor of Science degree from the University of Virginia and a Master of Business Administration degree with distinction from Harvard Business School.

## Ronald A. Williams

Ronald A. Williams has served as a member of our board of directors since August 2021 and has served as our Lead Director since August 2024. Before joining us, Mr. Williams served as the Chairman and CEO of Aetna Inc. from 2006 to 2010. Since 2011, Mr. Williams has served as the Chairman and CEO of RW2 Enterprises, through which he counsels C-Suite corporate executives. Mr. Williams also currently serves as the Executive Chairman and on the board of directors at agilon health, Inc., and as an operating advisor to Clayton, Dubilier & Rice. He has also served on the boards of the Boeing Company, American Express, Johnson & Johnson, Envision Healthcare and naviHealth, Inc., and of private companies apree health (previously Castlight/Vera Whole Health Inc.) and Millennium Physician Group. Mr. Williams is Chairman of the Conference Board and a member of the President's Circle of the National Academies and was elected to the American Academy of Arts and Sciences. Mr. Williams also served on President Obama's President's Management Advisory Board from 2011 to 2017.

Mr. Williams holds a Bachelor of Arts degree from Roosevelt University and a Master of Business Administration degree from the Sloan School of Business at the Massachusetts Institute of Technology.

# Appendix

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# About This Report

## Forward-Looking Statements

This report contains forward-looking statements within the meaning of U.S. federal securities laws. Forward-looking statements generally relate to future events or future financial or operating performance and include estimates, projections, guidance or outlook. In some cases, you can identify forward-looking statements because they contain words such as “may,” “might,” “will,” “could,” “would,” “should,” “expect,” “plan,” “anticipate,” “intend,” “seek,” “believe,” “hope,” “think,” “goal,” “want,” “strive,” “aim,” “target,” “estimate,” “predict,” “potential,” “continue,” “contemplate,” “possible,” or the negative of these words or other similar expressions. These statements include but are not limited to, statements about our environmental, climate, inclusion, or other “ESG” targets, goals, and commitments, financial prospects, business strategy and partnerships, the development and timing of new products, economic conditions, and trends. These statements are based on our management’s current expectations but they involve a number of risks and uncertainties, and our actual future results, including the achievement of our targets, goals or commitments, could differ materially from our projected results as the result of changes in circumstances, assumptions not being realized, or other risks, uncertainties, and factors. Such risks, uncertainties, and factors include the risk factors discussed more fully in the “Risk Factors” section of our filings with the U.S. Securities and Exchange Commission, including our most recent reports on Forms 10-K, 10-Q, and 8-K, as well as with respect to our environmental, climate, inclusion, or other “ESG” targets, goals, and commitments outlined in this report or elsewhere, and other assumptions, risks, uncertainties, and factors identified in this report. All forward-looking statements in this report are made as of the date of this report and we undertake no obligation to update such statements unless required by law.

## A Word about Materiality

This report contains statements based on hypothetical scenarios and assumptions as well as estimates or topics that are subject to a high level of uncertainty, and these statements should not necessarily be viewed as being representative of current or actual risk or performance, or forecasts of expected risk or performance. While certain matters discussed in this report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with or reporting pursuant to the U.S. federal securities laws and regulations, even if we use the words “material” or “materiality” in this report or in the appendices.

Though mentioned in this report, the contents of the websites [warbyparkerfoundation.org](http://warbyparkerfoundation.org) and [warbyparker.com](http://warbyparker.com) are separate and do not form a part of this report. Warby Parker assumes no liability for any third-party content contained on the referenced websites.

# Data Tables Index

2025

## Team Members

<b>Total number of team members<sup>1</sup> (U.S. and Canada)</b>		4,036
<b>Total number of team members<sup>1</sup> in Canada</b>		51
<b>Total number of team members<sup>1</sup> (by employment type<sup>2</sup> in the U.S.)</b>	Full-time	2,275
	Part-time or temporary	1,761
<b>Total number of team members<sup>1</sup> (by employment type<sup>2</sup> and gender<sup>5</sup> in the U.S.)</b>		
<b>Full-time</b>	Female	1,374
	Male	870
	Not Specified	4
<b>Part-time or temporary</b>	Female	1,206
	Male	520
	Not Specified	11
<b>Percent of managers (by age<sup>4</sup> in the U.S.)</b>	Under 30	6%
	30 to 50	81%
	Over 50	13%
<b>Percent of managers (by gender<sup>5</sup> in the U.S.)</b>	Female	60%
	Male	40%
	Not Specified	0%
<b>Total number of new team members<sup>1</sup> (by age<sup>4</sup> in the U.S.)</b>	Under 30	1,354
	30 to 50	791
	Over 50	233
<b>Total number of new team members<sup>1</sup> (by gender<sup>5</sup> in the U.S.)</b>	Female	1,583
	Male	771
	Not Specified	24
<b>Team member<sup>1</sup> retention rate<sup>6</sup> (by employment type<sup>2</sup> in the U.S.)</b>	Full-Time	82%
	Part-Time or temporary	59%

## Team Members

Team member <sup>1</sup> retention rate <sup>6</sup> (by age <sup>4</sup> in the U.S.)	Under 30	61%
	30 to 50	68%
	Over 50	70%
Team member <sup>1</sup> retention rate <sup>6</sup> (by gender <sup>5</sup> in the U.S.)	Female	65%
	Male	67%
	Not Specified	27%

### 2025

Representation by group (by gender <sup>5</sup> in the U.S.)	Total	Corporate	Customer Experience	Optical Labs	Stores
Female	65%	57%	66%	58%	66%
Male	35%	43%	34%	41%	34%
Not Specified	< 1%	0%	0%	< 1%	< 1%

Representation by group (by race/ethnicity <sup>3</sup> in the U.S.)	Total	Corporate	Customer Experience	Optical Labs	Stores
American Indian or Alaska Native	< 1%	< 1%	0%	0%	< 1%
Asian	14%	16%	3%	6%	14%
Black or African American	15%	5%	12%	23%	16%
Hispanic or Latino	18%	13%	3%	50%	17%
Native Hawaiian or Other Pacific Islander	< 1%	< 1%	0%	2%	< 1%
Not Specified	1%	0%	0%	< 1%	1%
Two or More Races	6%	5%	4%	5%	7%
White	45%	61%	79%	14%	45%

1. This number includes Warby Parker employees as well as ophthalmologists and optometrists engaged through our P.C. model, but does not include contractors or independent optometrists.
2. The majority of full-time employees are permanent employees; for the sake of this report, temporary workers are categorized as part-time. This number does not include contractors or independent optometrists.
3. At Warby Parker we are committed to hiring and retaining talent from all demographic backgrounds, life experiences, and perspectives, and to creating an inclusive environment where all employees can thrive. We understand and respect that our employees' identities are much more complex than standardized

4. Team member ages in the data reflect their ages as of December 31, 2025.
5. For reporting purposes, we use the Employer Information Report (EEO-1) categories used by the U.S. Equal Employment Opportunity Commission.
6. Retention rate is calculated as  $1 - (\text{Departures during 2025}) / (\text{Headcount at the end of 2024} + \text{Hires during 2025})$

	2023	2024	2025
<b>Our Community</b>			
Number of glasses distributed to date through the Buy a Pair, Give a Pair program	15 million+	20 million+	25 million+
Number of glasses distributed to date through Pupils Project	240,000+	290,000+	350,000+
Number of volunteer hours	3,000+	3,650+	3,100+
Percent of Tier 1 suppliers audited by third-party auditors	100%	100%	100%
Percent of suppliers audited in the year scoring "Good" or better	100%	96%	100%
Percent of new suppliers screened using social criteria	100%	100%	100%

<b>Environment</b>				
Greenhouse Gas Emissions (metric tons CO <sub>2</sub> e)	Scope 1	961	409	771
	Scope 2	2,696	3,013	5,319
	Scope 3	54,206	49,849	56,148
	Total gross carbon footprint (without offsets)	57,863	53,271	62,238
	Total net carbon footprint (after applying offsets)	33,234	26,488	30,596
	Percent of total emissions offset	43%	50%	51%
Total weight (kg) of materials used to manufacture our products	Non-recyclable	446,028	472,649	521,940
	Recyclable	815,790	784,676	646,419
Percent of recycled input materials used in manufacturing		40%	38%	40%

<b>Governance</b>				
Percent of independent board directors		78%	78%	78%
Percent of board directors by gender	Female	33%	22%	22%
	Male	67%	78%	78%
Percent of board directors by race/ethnicity	American Indian or Alaska Native	0%	0%	0%
	Asian	11%	11%	11%
	Black or African American	11%	11%	11%
	Hispanic or Latino	0%	0%	0%
	Native Hawaiian or Other Pacific Islander	0%	0%	0%
	Not Specified	0%	0%	0%
	Two or More Races	11%	0%	0%
	White	67%	78%	78%

# GRI Topic Definitions

## Environmental

### Sustainable Products and Packaging

Designing, producing, and delivering products that minimize environmental harm by reducing resource use, enhancing durability, and utilizing renewable or recycled materials. Packaging efforts emphasize waste reduction, recyclability, and eliminating harmful substances to ensure sustainability throughout the product life cycle and supply chain.

### Waste Reduction and Elimination

Minimizing waste generation across all operational activities, including stores, labs, manufacturing, logistics, and facilities management, while maximizing reuse, recycling, and recovery. Emphasizes strategies to reduce landfill contributions, hazardous waste, and inefficiencies, as well as fostering a culture of waste prevention through operational innovation and employee engagement.

### Climate Action

Managing climate risks and opportunities by reducing GHG emissions, adapting value chains to climate impacts and transitioning to a low-carbon economy. Includes measuring emissions (Scopes 1, 2, and 3), integrating resilience and energy efficiency into business models, aligning with global frameworks, and transparently addressing climate challenges and preparedness.

## People

### Compensation, Benefits and Well-Being

Focuses on ensuring fair, equitable pay and comprehensive benefits that support employee health, safety, and quality of life. Includes wage transparency, gender pay equity, compliance with living wage standards, access to healthcare, retirement plans, mental health resources, and work-life balance initiatives.

### Learning and Development

Focuses on building workforce capabilities through structured learning programs, technical skills enhancement, and leadership and manager development opportunities. This topic emphasizes preparing employees to meet evolving business needs, drive innovation, maintain consistency of service across workplaces, and adapt to emerging industry trends and technologies.

### Engagement and Belonging

Strengthens employee connections through clear communication, core values, opportunities to contribute to strategic goals, decision-making, and open dialogue; while valuing and respecting unique backgrounds and perspectives, implementing practices that eliminate barriers and ensure accountability—extending these efforts to brand and supply chain practices.

## Governance

### Cybersecurity and Data Privacy

Focuses on transparency in the collection and safeguarding of sensitive information, including patient and consumer data, intellectual property, and operational systems, as well as protecting data and systems from unauthorized access, breaches, and misuse. Encompasses implementing robust data protection policies, secure technology infrastructures, and compliance with data privacy regulations, such as HIPAA. It also includes employee training, risk assessments, and response protocols to address evolving cyber threats.

### Responsible Innovation

Focuses on proactive research and development, integrating advanced technology solutions across Warby Parker and its product and service offerings. Includes ensuring that the exploration of how AI may affect or enhance current eye care and eyewear offerings and services to the consumer is done ethically.

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**Supply Chain Resilience**

Ensuring the supply chain is ethically, environmentally, and socially responsible while remaining adaptable to disruptions (e.g., geopolitical events, macroeconomic shifts). Includes responsible and sustainable sourcing of materials and adherence to labor and human rights standards throughout the supply chain. Emphasizes supplier engagement, transparency, and collaboration to drive continuous improvement and alignment with sustainability goals.

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**Compliance and Regulations**

Adherence to legal, ethical, and industry-specific standards governing operations, products, and services. Includes compliance with healthcare, health insurance, and safety laws and regulations. In addition: compliance with environmental regulations, data protection requirements, and corporate governance frameworks, as well as adherence to global standards for optical care and medical devices.

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**Transparency and Reporting**

Emphasizes clear, accurate, and timely disclosure of financial, environmental, social, and governance performance to continue ensuring stakeholder trust. Includes alignment with U.S. and global reporting frameworks (e.g., TCFD, GRI) and specific industry standards. Ensures transparency on sustainability goals, progress, and methodologies. Reflects accountability and a commitment to social impact, product quality, and regulatory adherence.

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**Social**

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**Access to Eye Care**

Working to provide equitable availability and affordability of vision care services and products for all, with special attention to underserved and vulnerable populations. Includes initiatives to eliminate barriers to eye care access (e.g., cost, geographic limitations, lack of awareness, and education), while promoting early diagnosis, prevention, and treatment of vision impairments.

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**Human Rights**

Commitment to respect, protect, and promote the fundamental rights of all individuals affected by Warby Parker's operations, supply chains, and business relationships. Includes preventing forced labor, child labor, and discrimination, as well as ensuring safe working conditions, freedom of association, and fair treatment. Involves identifying and addressing adverse human rights impacts through due diligence and grievance mechanisms.

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**Product Quality and Safety**

All eye care products and services meet the highest standards of efficacy, reliability, and safety to protect and enhance consumer health. Encompasses rigorous testing and continuous monitoring throughout the product life cycle. Includes transparent labeling, ethical sourcing of materials, and adherence to industry best practices for manufacturing and distribution.

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# GRI Index

## Global Reporting Initiative (GRI) Index

When we use the terms “material,” “materiality,” and similar terms, we are using such terms to refer to topics that reflect Warby Parker's significant economic, environmental, and social impacts or to topics that substantially influence the assessments and decisions of stakeholders in what the GRI Sustainability Reporting Guidelines define as “material topics.” We are not using these terms as they have been defined by or construed in accordance with the securities laws or any other laws of the U.S. or any other jurisdiction, or as these terms are used in the context of financial statements and financial reporting.

Warby Parker has reported the information cited in this GRI content index for the period January 1 to December 31, 2025, with reference to the GRI Standards 2021.

### General Disclosures

Disclosure	Description	Cross-Reference or Answer
<b>Organizational Profile</b>		
2-1	Organizational details	<p>Warby Parker Inc.                      Warby Parker is a publicly traded Delaware public benefit corporation.                      Headquarters: New York, New York                      Countries of operation: United States, Canada</p> <p>About Us, p. 5  <a href="http://www.warbyparker.com">www.warbyparker.com</a></p>
2-2	Entities included in the organization's sustainability reporting	<p>All operating subsidiaries are included in our sustainability reporting. The entities are:                      Warby Parker Inc.                      Warby Parker Retail, Inc.                      WPCA Holdings, Inc.                      WPVA Real Estate LLC</p> <p>Certain metrics in this report also contain data with respect to Professional Corporations (P.C.s) for which we provide management services.</p>
2-3	Reporting period, frequency and contact point	<p>Impact reporting is from January 1–December 31, 2025.                      Impact reporting is shared annually.                      Financial reporting is shared annually.                      Impact Report publication date: April 2026                      Contact information for report questions:  <a href="mailto:socialinnovation@warbyparker.com">socialinnovation@warbyparker.com</a></p>
2-4	Restatements of information	There were no restatements of information from the previous reporting year.
2-5	External assurance	We did not seek external assurance for this report.

2-6	Activities, value chain, and other business relationships	<p>About Us, p. 5  Our Community, p. 19  Team Members, p. 26  Our Supply Chain, p. 49</p> <p>Our Retail Locations  Warby Parker serves customers in the U.S. and Canada; the majority of our sales are direct to consumers on an individual basis, with a small percentage coming from bulk orders such as corporate gifting. Our Virtual Vision Test is not allowed in all states due to telehealth regulations and other restrictions. Contacts are not yet sold in Canada. Our retail locations can be found at <a href="http://warbyparker.com/retail">warbyparker.com/retail</a>.</p>
2-7	Employees	<p>About Us, p. 5  Team Members, p. 26</p> <p>The majority of Warby Parker's activities are performed by workers employed by Warby Parker. Certain metrics in this report also contain data with respect to Professional Corporations (P.C.s) for which we provide management services.</p> <p>Total number of employees by employment contract in Canada in 2025:  27 full-time, 24 part-time.  Total number of employees by gender in Canada in 2025: 38 female, 13 male.</p>
2-8	Workers who are not employees	<p>a. Team Members, p. 26  The majority of Warby Parker's activities are performed by workers employed by Warby Parker.</p> <p>b. n/a  c. n/a</p>
2-9	Governance structure and composition	<p>Team Members, p. 26  Embracing Accountability, p. 60  Our Board of Directors, p. 63</p> <p><u><a href="#">Governance Documents</a></u></p> <p><u><a href="#">Nominating and Corporate Governance Committee Charter</a></u></p>
2-10	Nomination and selection of the highest governance body	<p>a. <u><a href="#">Nominating and Corporate Governance Committee Charter Corporate Governance Guidelines, p. 1-7</a></u></p> <p>b. <u><a href="#">Nominating and Corporate Governance Committee Charter Corporate Governance Guidelines, p. 1-7</a></u></p>

2-11	Chair of the highest governance body	<p>Our Board of Directors, p. 63</p> <p>Warby Parker's co-CEOs are the co-chairs of the <a href="#">board of directors</a>. As the founders of our business, our co-CEOs have a deep knowledge of our business and industry. We prevent and mitigate conflicts of interest through our majority independent board (seven out of nine directors are independent), our Lead Director who is independent, and through our Related Party Transactions Policy. Under the policy, any transactions involving a "related party" and/or that could pose a conflict of interest are reviewed and approved by our Audit Committee, which consists of fully independent directors.</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Embracing Accountability, p. 60</p> <p><a href="#">Governance Documents</a></p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p> <p>The board of directors and committees meet at least quarterly, and senior management keeps the board apprised of developments in the business.</p>
2-13	Delegation of responsibility for managing impacts	<p>Embracing Accountability, p. 60</p> <p>The Senior Management team and the Social Innovation department manage Warby Parker's impacts on the economy, environment, and people, and report quarterly to the Nominating and Corporate Governance Committee, which oversees policies, programs, and strategies related to environmental and social matters.</p>
2-14	Role of the highest governance body in sustainability reporting	<p>Our board members were surveyed as part of Warby Parker's 2022-23 materiality assessment and informed throughout our 2024 double materiality assessment.</p> <p><a href="#">Nominating and Corporate Governance Committee Charter</a></p> <p>Our Nominating and Corporate Governance Committee, which oversees our ESG initiatives, reviews our Impact Report.</p>
2-15	Conflicts of interest	<p><a href="#">Corporate Governance Guidelines, p. 7</a>: "Service on other boards and/or committees should be consistent with the Company's conflict of interest policies."</p> <p>Pursuant to the Corporate Governance Guidelines, prior to accepting any position on the board of directors of any organization, whether for-profit or not-for-profit, current directors should notify the Chair of the Nominating and Corporate Governance Committee of the board and the General Counsel. The Chair of the Nominating and Corporate Governance Committee and the General Counsel shall review the proposed board membership to ensure compliance with applicable laws and policies.</p> <p>In addition, the Audit Committee is responsible for approving any transactions that could present a conflict of interest. The Audit Committee is fully independent, and if there are any related-party transactions or transactions that could have the appearance of a conflict of interest, those will be reported annually in our Proxy Statement, which is filed with the SEC and delivered to shareholders.</p> <p><a href="#">Audit Committee Charter</a></p> <p><a href="#">Our Code of Conduct</a> outlines our policies and procedures with respect to potential or actual conflicts of interest.</p>

2-16	Communication of critical concerns	The board of directors and committees meet at least quarterly, and senior management keeps the board apprised of developments in the business, including any critical concerns that may arise. Concerns are logged to record the number and nature of complaints (such as whistleblower concerns or employee-relations issues).
2-17	Collective knowledge of the highest governance body	The members of the board are also members of other organizations' boards and have a diverse set of skills and expertise. The Chair of the Nominating and Corporate Governance Committee has extensive ESG experience, and has advised other companies on how to meet their ESG guidelines.  Embracing Accountability, p. 60
2-18	Evaluation of the performance of the highest governance body	<u>Corporate Governance Guidelines</u>  Annual evaluations of the board of directors and its committees, including on oversight of ESG management at Warby Parker, are conducted by the Chair of the Nominating and Corporate Governance Committee.
2-19	Remuneration policies	<u>Compensation Committee Charter, p. 1-3</u>  <u>SEC Filing - 2025 Proxy Statement</u>
2-21	Process to determine remuneration	<u>Compensation Committee Charter</u> We have a fully independent Compensation Committee, which retains an independent compensation consultant to ensure that compensation is consistent with market practice.
2-22	Statement on sustainable development strategy	A Message From Our Co-CEOs, p. 4
2-23	Policy commitments	A Message From Our Co-CEOs, p. 4 Core Values, p. 7 Our Focus, p. 8 Warby Parker Social Compliance Program, p. 57 How It Comes Together, p. 16 <u>Vendor Code of Conduct</u> <u>Warby Parker Code of Conduct</u>  Board, employees, business partners: The Warby Parker Code of Conduct is a statement of our values and our commitment to ethical standards for members of our board of directors, officers, employees, and business partners. It includes commitments to: Building an Ethical Business, Building a Safe and Inclusive Workplace, Building a Better Community, and this Policy.  Suppliers: We require all of our direct suppliers to comply with our Vendor Code of Conduct. In addition to our Vendor Code of Conduct requiring that all vendors be compliant with local laws related to wages and overtime, we undertake efforts to make sure that employees are treated fairly, provided a safe work environment, and legally compensated for their work.  We have established the general principles that represent our minimum expectations and serve only as a starting point for our direct suppliers to evaluate their own practices and working conditions, as well as those of any subcontractors. Failure to do so may result in Warby Parker's suspension of all production and the termination of any business relationship.

2-24	Embedding policy commitments	<p><a href="#">Warby Parker Code of Conduct</a></p> <p><a href="#">Warby Parker Social Compliance Program, p. 57</a></p> <p><a href="#">Vendor Code of Conduct</a></p>
2-25	Processes to remediate negative impacts	<p><a href="#">Warby Parker Social Compliance Program, p. 57</a></p> <p><a href="#">How We Partner, p. 24</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p>All directors and employees have a duty to report any known or suspected violation of Warby Parker's Code of Conduct. We strongly encourage prompt reporting of complaints so that reparative action can be quickly taken.</p> <p>Employees should report any violations of the Code to their manager, another trusted individual in management, the Legal team, or the co-CEOs. They can also make a report anonymously using our ethics hotline service, available 24 hours a day, 7 days a week, or directly with relevant government authorities.</p> <p><a href="#">Warby Parker Social Compliance Program, p. 57</a></p> <p><a href="#">Vendor Code of Conduct</a></p>
2-27	Compliance with laws and regulations	<p>During the 2025 reporting period, there were no instances of noncompliance with laws and regulations that would lead to significant fines or nonmonetary sanctions.</p> <p>Significant instances of noncompliance are defined as something that would have a major, negative impact on Warby Parker's financial results, operations, or reputation.</p>
2-28	Membership associations	<p><a href="#">How We Partner, p. 24</a></p> <p><a href="#">Warby Parker Impact Foundation, p. 13</a></p> <p>We are members of a number of organizations in which we are able to support our immediate stakeholders, for example:</p> <p>The Vision Council, a vision care industry trade association; The Data &amp; Trust Alliance, a coalition that brings together leading businesses and institutions across multiple industries to learn, develop, and adopt responsible data and AI practices; Tech:NYC, a nonprofit working to attract tech talent to New York City and to encourage policies that facilitate tech growth; Partnership for New York City, which promotes economic growth by working with government, labor, and the nonprofit sector in order to maintain the city's position as a global center of commerce and innovation; the Civic Alliance, a nonpartisan coalition of businesses united by a commitment to a thriving democracy; and Business for America, also a nonpartisan nonprofit focused on improving America's civic health.</p> <p>We are also part of the EYElliance, a multi-sector coalition of public, private, and nongovernmental partners collaborating to address the global need for glasses.</p>

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2-29

Approach to stakeholder engagement

Our Focus, p. 8  
Our Stakeholders, p. 9

We built Warby Parker on the belief that every decision should be made with our customers, employees, shareholders, community, environment, and partners top of mind.

We track and are publicly reporting our impact on our stakeholders.

To hold ourselves accountable and gather feedback, we administer periodic company-wide surveys in which an entire section is devoted to our core values and our ability to positively impact stakeholders (Our Approach to CSR, p. 62). We also interviewed various internal and external stakeholders and surveyed our team members and customers as part of our most recent double materiality assessment.

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2-30

Collective bargaining agreements

Vendor Code of Conduct

Freedom of Association: Each factory must allow employees to associate with, form, and join employees' organizations of their choosing, bargain collectively, and seek adequate representation.

None of our employees are parties to collective bargaining agreements. We strive to maintain positive employee relations with all employees.

## Material Topics

### Organizational Profile

3-1	Process to determine material topics	Understanding Our Impact, p. 14 GRI Topic Definitions, p. 70
3-2	List of material topics	All topics are meaningful to us, but for this report, we share specific information on the ten topics deemed highest in importance based on our most recent materiality assessment (Understanding Our Impact, p. 14): <ul style="list-style-type: none"> <li>• Cybersecurity and Data Privacy</li> <li>• Supply Chain Resilience</li> <li>• Access to Eye Care</li> <li>• Compensation, Benefits and Well-Being</li> <li>• Learning and Development</li> <li>• Engagement and Belonging</li> <li>• Compliance and Regulations</li> <li>• Transparency and Reporting</li> <li>• Climate Action</li> <li>• Responsible Innovation</li> </ul>
3-3	Management of material topics	Our Buy a Pair, Give a Pair Program, p. 20 Warby Well-Being, p. 27 Culture and Engagement, p. 28 Building a High-Performing Team, p. 30 Compensation Practices, p. 36 Product Quality and Safety, p. 39 Managing Our Carbon Footprint, p. 46 Embracing Accountability, p. 60 Data Privacy and Security, p. 61

### Anti-corruption

205-1	Operations assessed for risks related to corruption	Embracing Accountability, p. 60  We conduct an annual enterprise risk assessment and financial fraud risk assessment, as well as other periodic risk assessments across different areas of the company. We have not identified significant risks related to corruption through the assessments performed.
205-3	Confirmed incidents of corruption and actions taken	There were no confirmed incidents of corruption in 2025.

### Anti-competitive behavior

206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Embracing Accountability, p. 60  During the 2025 reporting period, there were no known instances of noncompliance with regulations concerning anti-competitive behavior, anti-trust, or monopoly practices.
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### Tax

207-3	Stakeholder engagement and management of concerns related to tax	Our Stakeholders, p. 9 We do not have a specific stakeholder engagement program on tax; any concerns are addressed via our normal investor and regulatory channels.
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## Materials

301-1	Materials used by weight or volume	Our Approach to Sourcing, p. 50
301-2	Recycled input materials used	Our Approach to Sourcing, p. 50  For frames purchased, customer orders completed, and Home Try-On orders fulfilled in 2025, 40% of input materials by weight came from recycled materials.

## Emissions

305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Managing Our Carbon Footprint, p. 46
305-2	Energy indirect (Scope 2) GHG emissions	Managing Our Carbon Footprint, p. 46
305-3	Other indirect (Scope 3) GHG emissions	Managing Our Carbon Footprint, p. 46

## Employment

401-1	New employee hires and employee turnover	Our Workforce in 2025, p. 33
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees are eligible for healthcare, life insurance, bereavement leave, disability coverage, paid parental leave, and paid holidays to support physical and mental well-being.  Warby Well-Being, p. 27
401-3	Parental leave	Full-time employees are eligible for paid parental leave.  Warby Well-Being, p. 27

## Diversity and equal opportunity

405-1	Diversity of governance bodies and employees	Our Workforce in 2025, p. 33 Data Tables Index, p. 67
406-1	Incidents of discrimination and corrective actions taken	Refer to Note 11 – Commitments and Contingencies in our <a href="#">2025 Annual Report on Form 10-K</a> for disclosure of material litigation matters.

## Local communities

413-1	Operations with local community engagement, impact assessments, and development programs	Our Community, p. 19  We implement community engagement initiatives in the areas where we operate, examples of which are highlighted throughout our Impact Report.
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## Supplier social assessment

414-1	New suppliers that were screened using social criteria	All new product-development suppliers are screened using our New Vendor Procurement Protocol, which contains social criteria. One new product development supplier was onboarded in 2025; this supplier is based in Italy and has submitted both an environmental intake form as well as been audited by BSI.
414-2	Negative social impacts in the supply chain and actions taken	Our Approach to Sourcing, p. 50 How Social Compliance Shapes Our Supply Chain, p. 56  100% of our Tier 1 suppliers are audited by our third-party auditors, Verité and British Standards Institution (BSI). They also audit 100% of Tier 2 suppliers with over \$250,000 of annual spend.

## Public policy

415-1	Political contributions	We did not make any political contributions in 2025.
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## Customer health and safety

416-1	Assessment of the health and safety impacts of product and service categories	Product Quality and Safety, p. 39  100% of Warby Parker's products are assessed for health and safety impact improvements.
416-2	Incidents of noncompliance concerning the health and safety impacts of products and services	There were no significant incidences of noncompliance with laws or regulations in 2025.

## Customer privacy

418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy and Security, p. 61  We have not identified any substantiated complaints concerning material breaches of customer privacy in 2025.  <a href="#">Privacy Policy</a>
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# SDG Index

The United Nations Sustainable Development Goals (SDGs) provide a framework for sustainable development and are a call for action by governments, businesses, and civil society organizations to address the urgent problems facing our world today. Warby Parker recognizes that collective action is required to meet these goals, and we are proud to contribute to a number of the SDGs across our business. The SDGs most relevant to our GRI topics are outlined in the following index.

Topic	Focus Areas	Topic	Focus Areas
Sustainable Products and Packaging	  	Responsible Innovation	 
Waste Reduction and Elimination	  	Supply Chain Resilience	    
Climate Action		Compliance and Regulations	   
Compensation, Benefits and Well-Being	    	Transparency and Reporting	 
Learning and Development	 	Access to Eye Care	      
Engagement and Belonging	   	Human Rights	    
Cybersecurity and Data Privacy	 	Product Quality and Safety	  

# SASB Index

## SASB Standard: Apparel, Accessories, and Footwear

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response	Data/Information Source
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	<p>Warby Parker is in compliance with:</p> <ul style="list-style-type: none"> <li>• Proposition 65</li> <li>• The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2)</li> <li>• REACH regulation</li> </ul> <p>We also comply with standards set by the American National Standards Institute (ANSI) for prescription eyewear and sunglasses (both prescription and non-prescription).</p> <p>Product Quality and Safety, p. 39</p> <p>Our Vendor Compliance Manual, republished in 2024, outlines our required regulatory and performance testing protocols, which were created in partnership with a global third-party testing agency, and reserves the right of Warby Parker to cancel any purchase orders should the supplier fail to comply or the product be found to not be in compliance. We revisit these protocols on a regular basis to ensure our adherence to evolving regulatory standards. Our restricted substances list is monitored by our Legal team and any additions are shared with vendors and added to our testing protocol as needed. Items are tested by third-party agencies at the material state ahead of glasses assembly as the manufacturing process does not change material composition.</p> <p>All nominated raw material suppliers must follow our protocol. We nominate all aspects of the frame in our bill of materials (with the exception of demo lenses, metal suppliers, epoxy suppliers, and shipping materials).</p> <p>Our Approach to Sourcing, p. 50</p>	<p>Product Quality and Safety, p. 39</p> <p>Our Approach to Sourcing, p. 50</p>
CG-AA-250a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	<p>Acetate comprises the majority of materials used in our products. Our frames fall under the category of Class I medical devices as defined by ISO 10993, and must be evaluated for biocompatibility. Our vendors may only use raw materials and suppliers recommended by Warby Parker to achieve expected results in final third-party testing; these suppliers must submit either internal or third-party test results for both regulatory and performance parameters well before the product reaches the customer. We partner with international third-party testing agencies to verify the results.</p> <p>Our primary acetate suppliers regularly conduct tests required by ISO 10993 and submit documentation to medical consultants, who have favorable opinions on biocompatibility. These tests and alignment with ISO 10993 help mitigate potential risks associated with human health impacts.</p> <p>Warby Parker is in compliance with:</p> <ul style="list-style-type: none"> <li>• Proposition 65</li> <li>• The E.U. Restriction of Hazardous Substances Directive 2015/863 (RoHS 2)</li> <li>• REACH regulation</li> </ul> <p>The main supplier of hinge and core wire for our acetate frames follows specific procedures for the approval of the materials, and carries out random testing for the possible presence of materials that are prohibited by international regulations.</p> <p>These policies do not differ by geography.</p> <p>Product Quality and Safety, p. 39</p>	<p>Product Quality and Safety, p. 39</p>

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response	Data/Information Source
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	Quantitative	Percentage (%)	<p>100% of our factories must demonstrate a regard for the environment, as well as compliance with all applicable local environmental laws. Wastewater discharge is not a significant issue for our business, since minimal water is used in the process of manufacturing our glasses; we request water usage data from suppliers on our environmental intake form, which is distributed by our carbon accounting partner as part of our annual carbon accounting process. Most water usage in our supply chain occurs during plating. However, none of our Tier 1 suppliers manage this process at their facilities.</p> <p>Managing Our Carbon Footprint, p. 46 Our Approach to Sourcing, p. 50</p>	<p>Managing Our Carbon Footprint, p. 46</p> <p>Our Approach to Sourcing, p. 50</p>
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	<p>Because Warby Parker is an eyewear company that must adhere to biocompatibility standards for medical devices, the Higg FEM is less relevant to our business. Many of our Tier 1 and Tier 2 suppliers are certified to the ISO 14001:2015 standard, which we treat as equivalent to Higg FEM. This standard provides a framework for suppliers to take action to protect the environment. The standard also specifies requirements that enable suppliers to achieve the intended outcomes the standard sets through its environmental management system. As part of our annual carbon accounting process, we collect detailed supplier data on energy, water, and waste management.</p> <p>100% of our suppliers who manufacture acetate frames are International Sustainability and Carbon Certification (ISCC)-certified, as are the acetate raw material suppliers. The main supplier of our non-prescription sun lenses has certified their entire production chain to REDcert standards for applicable material types.</p> <p>Our Supply Chain, p. 49</p>	<p>Our Supply Chain, p. 49</p>
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	Quantitative	Percentage (%)	<p>100% of our Tier 1 suppliers are audited by our third-party auditors, Verité and British Standards Institution (BSI). They also audit 100% of Tier 2 suppliers with over \$250,000 of annual spend.</p> <p>How Social Compliance Shapes Our Supply Chain, p. 56 Warby Parker Social Compliance Program, p. 57 <a href="#">Vendor Code of Conduct</a></p>	<p>How Social Compliance Shapes Our Supply Chain, p. 56</p> <p>Warby Parker Social Compliance Program, p. 57</p>

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response	Data/Information Source
CG-AA-430b.2	Priority nonconformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Percentage (%)	<p>After each social compliance visit, our auditors at Verité and BSI calculate a performance score and produce a report outlining any open concerns and providing a Management Action Plan with recommendations for corrective actions for zero-tolerance issues, immediate action issues, and continuous improvement. This Management Action Plan details all non-conformities in priority order and we work jointly with the auditor to ensure correction. Detailed back-and-forth happens with the factory's compliance manager, and photographic and paperwork evidence is provided as part of remediation. We arrange follow-up visits from our auditors for suppliers who need additional support in remediating any open issues and making sustained improvements. The resolutions are reviewed again at the next annual audit to ensure they are fully closed out.</p> <p>100% of suppliers audited in Asia in 2025 scored "Good" or "Excellent" in our Social Compliance Program. In Italy, where our audit program is newer, we continue to refine our methodology to ensure high standards and consistent scoring. Of suppliers audited in Italy in 2025, all scored "Good" or "Excellent."</p> <p><u>Vendor Code of Conduct</u> (<a href="https://www.warbyparker.com/process/ca-transparency-act">https://www.warbyparker.com/process/ca-transparency-act</a>) How Social Compliance Shapes Our Supply Chain, p. 56</p>	How Social Compliance Shapes Our Supply Chain, p. 56
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	n/a	<p>All Warby Parker Tier 1 and Tier 2 suppliers must maintain a score of "Good" or higher in our Social Compliance Program. To calculate suppliers' scores, we assess three categories that focus on key risks in our supply chain—Management System, Labor, and Environmental Health and Safety—and within each of these, Policy and Procedure, Implementation, and Performance. Within these areas, we weigh specific elements differently, with some issues considered zero tolerance, including forced labor, child labor, and human trafficking.</p> <p>Examples of items evaluated under each key risk category in our supply chain include:</p> <ul style="list-style-type: none"> <li>• Management System: Organization structure, monitoring systems, risk assessments, policies and Codes of Conduct, etc.</li> <li>• Labor: Working hours and overtime, recruitment and employment, wages and benefits, harassment and abuse, discipline and termination, etc.</li> <li>• Environmental Health and Safety: Emergency preparedness, machine and wiring safety, chemical management, waste management, first aid, etc.</li> </ul> <p>How Social Compliance Shapes Our Supply Chain, p. 56 Warby Parker Social Compliance Program, p. 57 About This Report, p. 66</p>	<p>How Social Compliance Shapes Our Supply Chain, p. 56</p> <p>Warby Parker Social Compliance Program, p. 57</p> <p>About This Report, p. 66</p>

Code	Accounting Metric	Category	Unit of Measure	Warby Parker Response	Data/Information Source
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities	Discussion and Analysis	n/a	<p><b>The priority raw materials that make up our glasses include:</b></p> <ul style="list-style-type: none"> <li>• Cellulose acetate</li> <li>• Acrylic</li> <li>• Polycarbonate</li> <li>• Stainless steel</li> <li>• Titanium</li> </ul> <p>All glasses suppliers may only use raw materials and suppliers recommended by Warby Parker to ensure expected results in final third-party testing; these suppliers must submit either internal or third-party test results for both regulatory and performance parameters well before the product reaches the customer. All strategic raw material suppliers must maintain a score of "Good" or higher in our Social Compliance Program. To calculate the score, we assess three categories that focus on key risks in our supply chain—Management System, Labor, and Environmental Health and Safety—and within each of these, Policy and Procedure, Implementation, and Performance.</p> <p>Product Quality and Safety, p. 39 Our Approach to Sourcing, p. 50 How Social Compliance Shapes Our Supply Chain, p. 56</p>	<p>Product Quality and Safety, p. 39</p> <p>Our Approach to Sourcing, p. 50</p> <p>How Social Compliance Shapes Our Supply Chain, p. 56</p>
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard	Quantitative	Metric tons (t)	<p>International Sustainability and Carbon Certification (ISCC) is a globally applicable sustainability-certification system and covers all sustainable feedstocks, including agricultural and forestry biomass, biogenic wastes and residues, circular materials, and renewables. 100% of the cellulose acetate for our frames comes from ISCC-certified suppliers.</p> <p>Our main supplier of the hinge and core wire that goes into our acetate frames is certified to ISO 90001 and ISO 14001.</p> <p>Our main supplier of non-prescription sun lenses is certified to REDcert standards and leverages a production process in which 39% bio-based raw materials partially substitute for fossil-based material throughout the value chain for applicable material types. The organic raw material itself comes from the waste produced by the agricultural and lumber industries. As a result, the carbon footprint of this lens has been reduced by 50% compared to a fully fossil-based manufacturing process.</p> <p>The Italian facility of our non-prescription sun lenses is certified by the globally recognized energy management standard ISO 50001.</p> <p>We have partnered with Eastman Chemical to recycle all demo lenses discarded from our in-house optical labs at their Tennessee facility, where Eastman's Carbon Renewal Technology is used to break the lenses down to their molecular level. Once broken down, the molecules are reused as the building blocks to create Eastman Acetate Renew—an acetate exclusively supplied by Eastman that is 60% bio-based and 40% certified recycled content, and produces 20% to 50% less greenhouse gas emissions compared to traditional acetate.</p> <p>We will continue to collect additional information from our top raw material suppliers.</p> <p>Product Quality and Safety, p. 39</p>	Product Quality and Safety, p. 39
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	<p>The exact number of our suppliers is currently confidential.</p> <p>How Social Compliance Shapes Our Supply Chain, p. 56</p>	How Social Compliance Shapes Our Supply Chain, p. 56

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