

## **Section 172 Statement**

Section 172 of the Companies Act 2006 (the "Act") defines the duty of the directors of a company to promote the success of that company. This Section 172(1) ("S172") statement explains how the Stitch Fix UK Ltd. Directors:

- have engaged with suppliers, customers, and others in a business relationship with the company;
- have engaged with our employees; and
- how we demonstrate our commitment to an inclusive workplace, and environmental and sustainability initiatives.

The S172 statement focuses on matters of strategic importance to the Company, and the level of information disclosed is consistent with the size and the complexity of the business.

### ***General confirmation of Directors' duties***

As a Board, we strive to make decisions for the long term, with the aim of understanding and respecting the views and needs of our stakeholders to whom we are accountable.

The directors have delegated day-to-day engagement with stakeholders to management with relevant subject matter expertise, but they oversee this engagement and consider stakeholder impacts related to key decisions that are escalated to the Board.

### ***Engagement with suppliers, customers, and others in a business relationship with the company***

We acknowledge our responsibility to create the change we want to see in the world. It starts with establishing an ethical supply chain and taking measurable action toward a healthier planet. From the materials we work with to our suppliers, we are committed to using the power of our data, resources and partnerships to catalyse change.

Our vendor relationships are based on shared ethics. Through our Vendor Code of Conduct, our vendors are committed to minimising their environmental impact and providing working conditions that uphold local labor laws and international standards on worker and human rights. Additionally, we take our factory and vendor partnerships very seriously and regularly evaluate workplace conditions, wages, working hours, health and safety, non-discrimination and more through a comprehensive audit process. Lastly, we keep an ethical mineral supply chain by working with vendors to ensure minerals mined in known conflict areas are not used in our products.

### ***Employee engagement***

Employees are routinely consulted and informed during the year through company-wide all-hands meetings with senior leadership, internal communications to worldwide employees, various functional workshop events, engagement surveys, other briefings which include a Q&A component, and a culture of open feedback. The Company directors delegate day-to-day management of employee matters to local managers, trusting that this will provide the best experience and support for their teams.

### ***Commitment to an inclusive workplace***

We're in pursuit of inspiring people—including employees—to be their best selves. A diverse, equitable and inclusive workplace is absolutely key for us to fulfill that mission, and we own the charge to see this through. We have a strong foundation of values, principles and philosophies that have been grounded in

equity with incredible employees who continue to hold us accountable for centering diversity, equity and inclusion in everything we do.

We have established Employee Resource Groups, which we call Stitch Fix Communities. The goal of our Stitch Fix Communities is to create spaces that drive increased inclusion and belonging for individuals from underrepresented groups who have historically been marginalized in our broader society, and to create opportunities for employees to share their perspectives with our leaders and connect with each other on a deeper level.

Now, and in the future, we remain committed to reflecting the communities we serve. We know that our ability to attract, develop, progress and retain talent from marginalized groups is essential to our ability to innovate and thoughtfully build for our growing client base. Since our founding, we've had an explicit focus on representation of women in places where they've historically been on the margins—particularly in leadership roles. This has yielded results and remained a strength.

We believe pay equity is equal pay for work of equal value. By paying employees fairly and consistently based on the role they perform, location, and according to market data, we can ensure that employees are not paid based on factors like gender, race, or ethnicity. We know these subjective factors can play a role in compensation, to the employee's disadvantage or to their advantage, and so our compensation philosophy is rooted in pay equity as a guiding principle.

We established a system of equal pay from Stitch Fix's inception. We believe a fair and unbiased compensation structure is a critical component to drive a more inclusive culture within our own walls and beyond—and ultimately helps us attract and retain the highest caliber talent. On an annual basis, we retain a third party to audit our pay data. While we have confidence in our approach and philosophy, we want to ensure that our compensation system withstands external review by applying appropriate and accepted methods and standards. The results have continued to show there is no statistically significant difference in pay across gender, race or any other protected classes at Stitch Fix.

### ***Disabled employees***

The company gives full consideration to applications for employment from disabled persons where the candidate's particular aptitudes and abilities are consistent with adequately meeting the requirements of the job. Opportunities are available to disabled employees for training, career development and promotion.

### ***Environmental and sustainability initiatives***

We plan to source 100% of the main materials in our private label products more sustainably than conventional alternatives by 2025. We offer a range of products made with materials that use fewer chemicals, less water, and that reduce waste. At least 30% of the materials in each product must be more sustainable than the conventional alternative to be categorized as "sustainable." Stitch Fix is a member of the Better Cotton Initiative to help make global cotton production better for workers and the environment. Additionally, we use recycled polyester, which repurposes waste from a variety of sources like plastic bottles and fiber discards.