

2022  
**TOMS**<sup>®</sup>  
IMPACT REPORT

# WEAR GOOD

We all make choices about what we wear. We wear our style. We wear our individuality. We wear our values. At TOMS, we are proud to wear our impact on our feet. When you buy TOMS, you help fund access to mental health resources for the millions of people who need them. We do this by giving 1/3 of profits for grassroots good, which includes investing in our impact partners who are building equity at the local level. Wear TOMS. WEAR GOOD.

## WE'RE IN BUSINESS TO IMPROVE LIVES



### PURPOSE

1/3 of profits for grassroots good



### PLANET

Taking care of the place we all call home



### PEOPLE

Ground-up change starts with us

### A Note from Chief Brand & Impact Officer

We each have a lived experience with mental health. That's what makes this work so important and so core to TOMS' mission of using business to improve lives. TOMS' Impact Partners are doing incredible work in this space, and we could not be more honored to be a small part of their efforts.

When you buy TOMS, you help fund access to mental health resources for the millions of people who need them. This is a commitment TOMS made over a year ago as we evolved away from our One for One giving model. Thanks to all of you, the TOMS community, for making this work possible. There are so many ways wearing TOMS is positively impacting lives. Wear TOMS. WEAR GOOD.



**Amy Smith** - She/Her

Certified



Corporation



Community

We're Proud to Be

**BEST FOR THE WORLD**

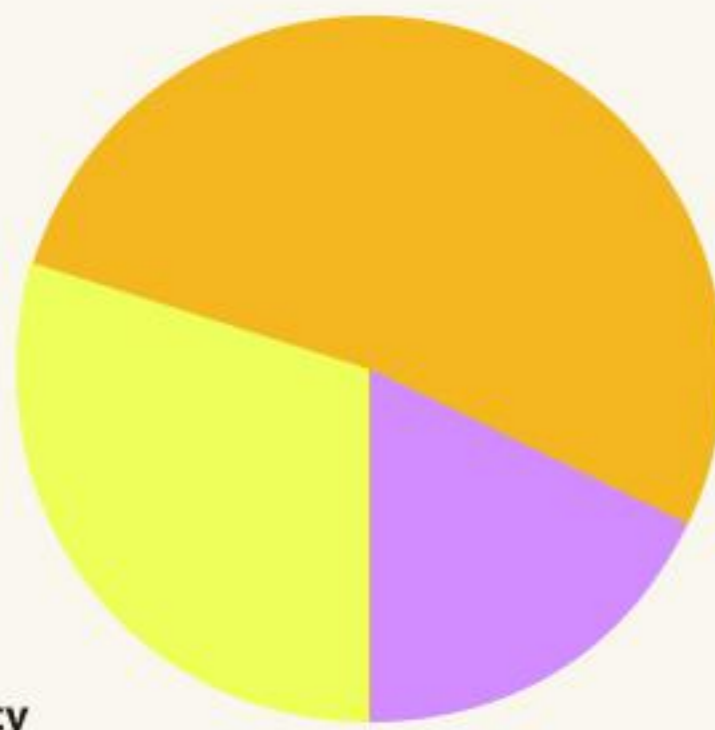
We've been awarded Best for the World™ B Corps in the Community area. That means we are in the top 5% of B Corps organizations of our size in the Community category, and we could not be prouder.

**FLA MEMBER**

We are also a proud member of the Fair Labor Association (FLA), and we remain committed to purpose, planet, people, and taking it one step further by making sure our products and processes reflect our commitment to bettering worker's rights in our manufacturing and production.

**2022 The Highlights**

**55%**  
Mental Health



**26%**  
Access to Opportunity

**19%**  
Ending Gun Violence

**\$1,700,000**

**Dollars Given**

**147,510**

**Lives Impacted**

HOW WE DISTRIBUTED FUNDS

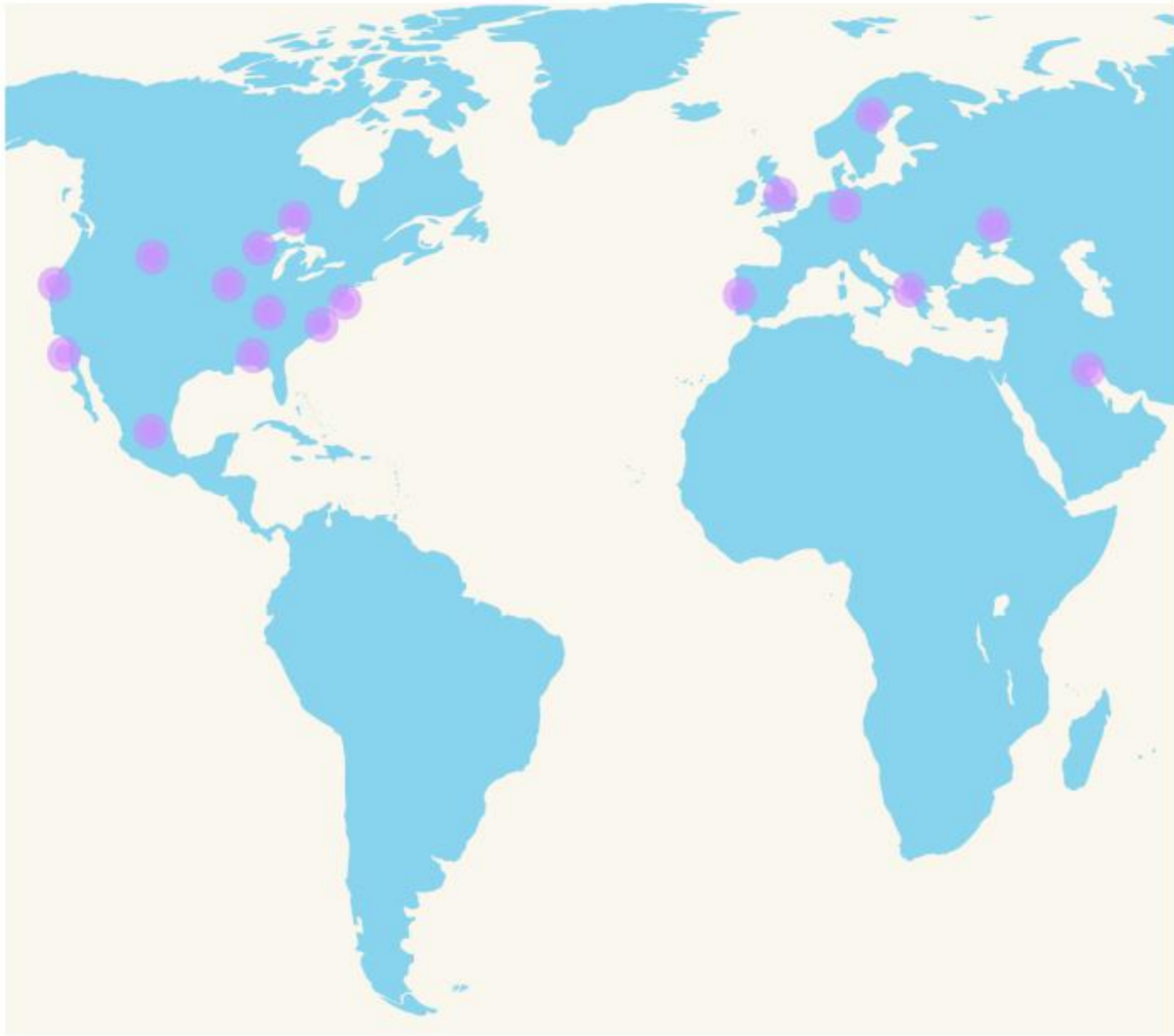
**PURPOSE**



**Supporting Grassroots Good**

We give 1/3 of our profits for grassroots good through cash grants and building deep partnerships with nonprofits working to create impact in three areas: mental health, access to opportunity, and ending gun violence.

## Our Impact Partners: Where They Are



### Global

Letters to Strangers  
Peace First

### United States

Black Emotional and Mental Health Collective (BEAM)  
Cities United  
Creative Futures Collective  
Cure Violence Global  
Health360  
Helen Keller Intl  
SuitUp  
The Dinner Party

### Atlanta Metro Area

Global Fund for Children

### Champaign, Illinois

Champaign Arts District

### Chicago Metro Area

GirlForward

### Los Angeles Metro Area

Brave Trails  
COLORS LGBTQ Youth Counseling Services  
Community Coalition  
Defy Ventures  
Didi Hirsch Mental Health Services  
East Side Riders Bike Club  
GRYD Foundation  
Homeboy Industries  
Los Angeles LGBT Center  
ProjectQ  
Safe Place for Youth  
Self Help Graphics & Art  
Urban Peace Institute  
Venice Family Clinic

### Minneapolis Metro Area

Hmong Cultural Center

### New York Metro Area

LIFE Camp  
Que Paso Latinx  
Womankind

### Oakland, California

Communities United for Restorative Youth Justice  
Youth ALIVE!

### Canada

Jack.org

### Germany

MHI Mental Health Initiative

### Greece

Together for Children

### Mexico

Fundación Origen

### Spain

AMAFE

### Sweden

Team Tilia

### Ukraine

Bright Kids Charity  
International Medical Corps

### United Arab Emirates

The LightHouse Arabia

### United Kingdom

The Maya Center  
The Mix

**ABOUT ONE IN EIGHT PEOPLE IN THE WORLD LIVE WITH A MENTAL DISORDER\*.**  
**WHEN YOU BUY TOMS, YOU HELP FUND ACCESS TO MENTAL HEALTH RESOURCES.**

\*World Mental Health Report: Transforming Mental Health for All. Executive summary. Geneva: World Health Organization; 2022. License: CC BY-NC-SA 3.0 IGO.

## Get to Know Our Partners

For us, grassroots good means forming deep partnerships with organizations that understand the challenges in their neighborhoods and supporting them with resources to bring solutions to life. Get to know three of the Impact Partners we worked with this year.



### BRAVE TRAILS

A Leadership Camp for LGBTQ+ Youth

||

"The program provides comprehensive queer youth therapy, but we also have a cohort of therapists that we train on queer youth therapy and in return, they go and provide those services."

**Jessica - She/Her**  
LMFT, Brave Trails Co-Founder & Co-Executive Director



### THE DINNER PARTY

A Platform That Connects Grievors

||

"The Dinner Party represents a space where I can let down my guard, and I feel like breaking bread or having dinner with a person or group is one of the most important things you can do. Good friendships were made over dinner and a good glass of wine."

**Maya - She/Her**  
The Dinner Party Community Member



### HOMEBOY INDUSTRIES

A Gang Rehabilitation and Re-Entry Program

||

"Homeboy Industries represents a haven for me, a new way of life, new beginnings, and a fresh start. Just becoming the man I always wanted to be that I didn't know how to be."

**Miguel - He/Him**  
Director of Community Relations

## Mental Health Resources

See the variety of resources our Impact Partners provide.



Home of the nation's first Suicide Prevention Center which provides 24/7 multilingual crisis support for anyone in distress or worried about a loved one.



The largest youth-run nonprofit, which developed the world's first-ever youth-for-youth mental health guidebook.



The organization's AFFIRM Program for LGBTQ+ youth offers group-based Cognitive Behavioral Therapy interventions for improving the behavioral health and well-being of LGBTQ+ people.



A UK-based nonprofit that provides free, confidential support for young people under 25 via online, social, and mobile platforms.



### Mental Health Awareness Month

We encouraged our staff to complete the Be There Certificate training created by Jack.org in partnership with the Born This Way Foundation to empower each of us to support someone struggling with mental health. We also spent a few days at Camp Brave Trails, helping build bunk beds and prepare the camp.

**\$10,000 GRANTS. 10 ORGANIZATIONS.**

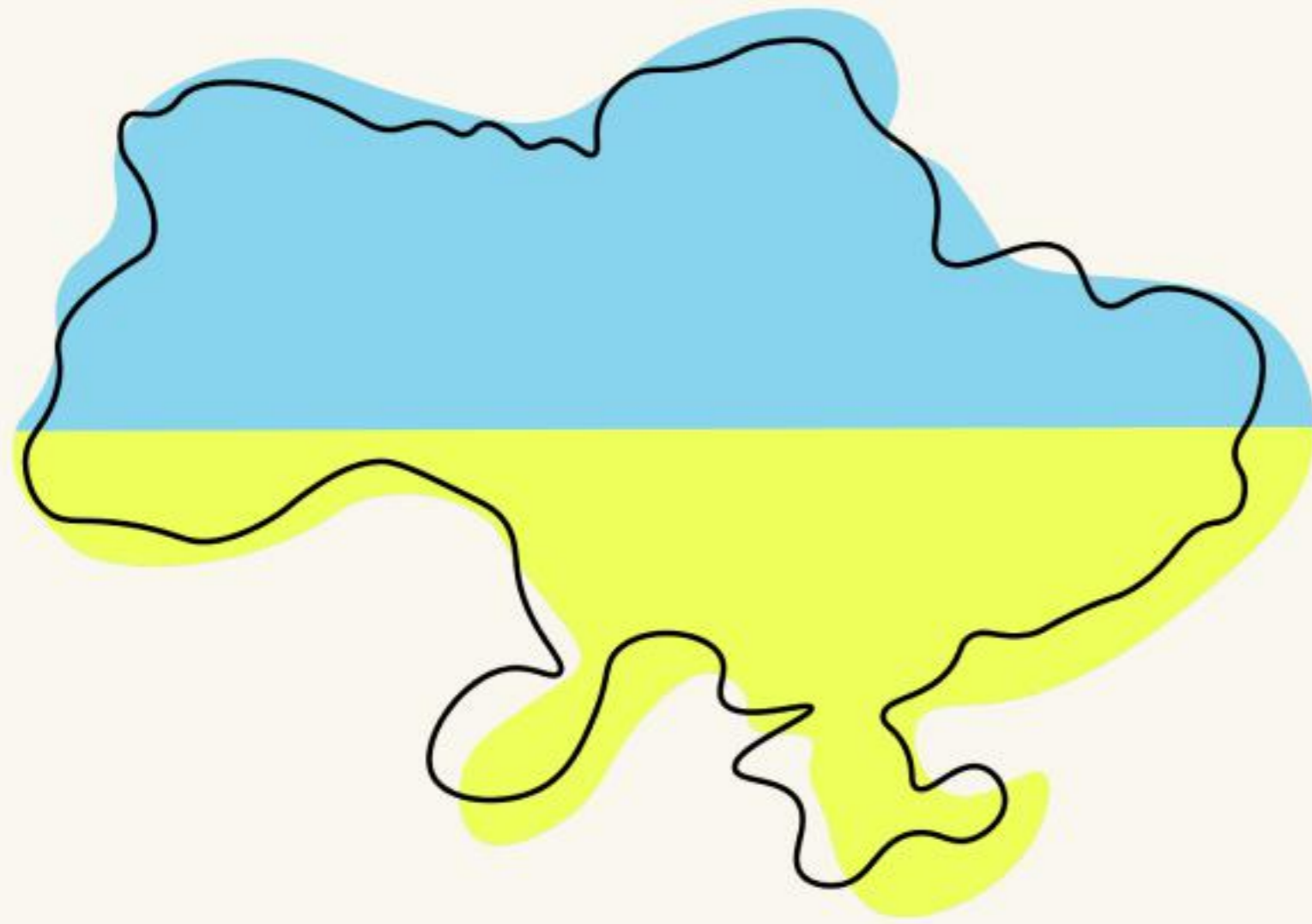


### World Mental Health Day

On October 10th, in celebration of World Mental Health Day, we launched our TOMS 10X10 program, where we gave \$10,000 USD grants to 10 mental health-focused organizations around the world.

## About the Organizations

These ten organizations have significant mental health programming and an established record of providing tangible resources to their communities.



### TOMS & Ukraine

This year we gave \$100,000 USD to our longtime partner International Medical Corps to support their work in providing access to critical mental health services in and around Ukraine. We also donated \$10,000 USD to Bright Kids, which helps Ukrainian families with children with disabilities.

### 2022 Highlights

## Special Collaborations

We love it when our impact efforts come to life through unique collaborations and collections.



### Happiness Project

We collaborated with Happiness Project on a collection of footwear and apparel that supported and encouraged care for mental health. It also highlighted our Impact Partners Letters to Strangers and The Mix.



### Unity Collection

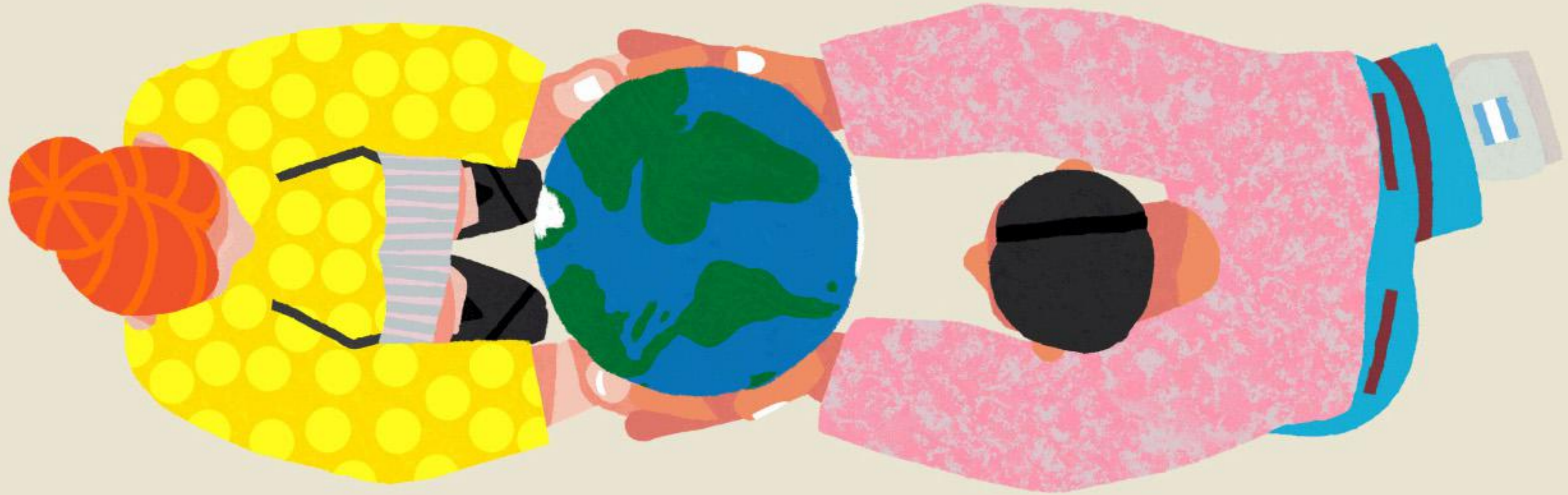
A special collection with multiple drops throughout the year, not just for PRIDE month. We support the LGBTQ+ community year-round, partnering with organizations like COLORS, which provides free and unlimited LGBTQ+ affirmative mental health care to young people and their families.



### PRINTGONZALEZ

We honored Día de Los Muertos with a limited-edition collaboration featuring Xicanx printmaker Daniel González. With every TOMS purchase, you help to support organizations like Self Help Graphics & Art, which provides access to space, training, and capital for Chicano/a and Xicanx artists.

# PLANET



## Sustainability is a Journey, Not a Destination

We've always been in business to improve lives, which means taking good care of the place we call home.

## Our Commitments

To make smart, long-term improvements to our products and practices, we've identified key commitments which will carry us through 2025. Take a look at four of them.

### earthwise™



30% of footwear products sold in 2022 met our earthwise™ requirements.

### Carbon Footprint



We have been delayed on measuring our carbon footprint due to the supply chain pressure as a result of the pandemic. We're educating ourselves on carbon measurement and finding ways to reduce our footprint.

### More Sustainable Cotton



We aim to source 100% sustainable cotton by 2025. In 2022, we made significant progress towards this by introducing recycled cotton in our most popular shoe – the iconic Alpargata.

### Greener Packaging



We've gone plastic-free in our packaging—except for some hangtag fastener loops. All our earthwise™ products are 100% plastic-free, and we've switched our samples to use 100% recycled LDPE polybags.

# MADE WITH THE PLANET IN MIND

## Recycled Cotton

Helps keep waste out of landfills and requires less water and energy than conventional cotton.

## Custom TOMS Insole

Custom insole with 50% more earth-friendly materials (25% recycled PU foam, 15% recycled rubber, 10% bio oil).

## Earthwise

earthwise™ is a badge for products designed with the planet in mind, incorporating earth-friendly elements.

**30%** of footwear products sold in 2022 met our earthwise™ requirements

# PEOPLE



## Ground-Up Change Starts With Us

In 2020, we made a long-term commitment to ensure our company and culture are rooted in Diversity, Equity, Inclusion, and Anti-Racism.

# Anti-Racist Organization

Our Culture & Experience Committee and DEIA (Diversity, Equity, Inclusion, and Anti-Racism) Committee work to ensure we actively combat systemic racism and policies that lead to inequities.

## Day of Learning



A day to share, learn and understand systematic racism as we become better allies. Every year, we host a Day of Learning, where we work on building an inclusive, racially equitable culture in our company.

## Job Description Program



A proactive, data-informed and ongoing system for staff to work directly with our People Team to ensure job descriptions, titles, and compensation reflects the impact each staff member makes.

## Salary Transparency

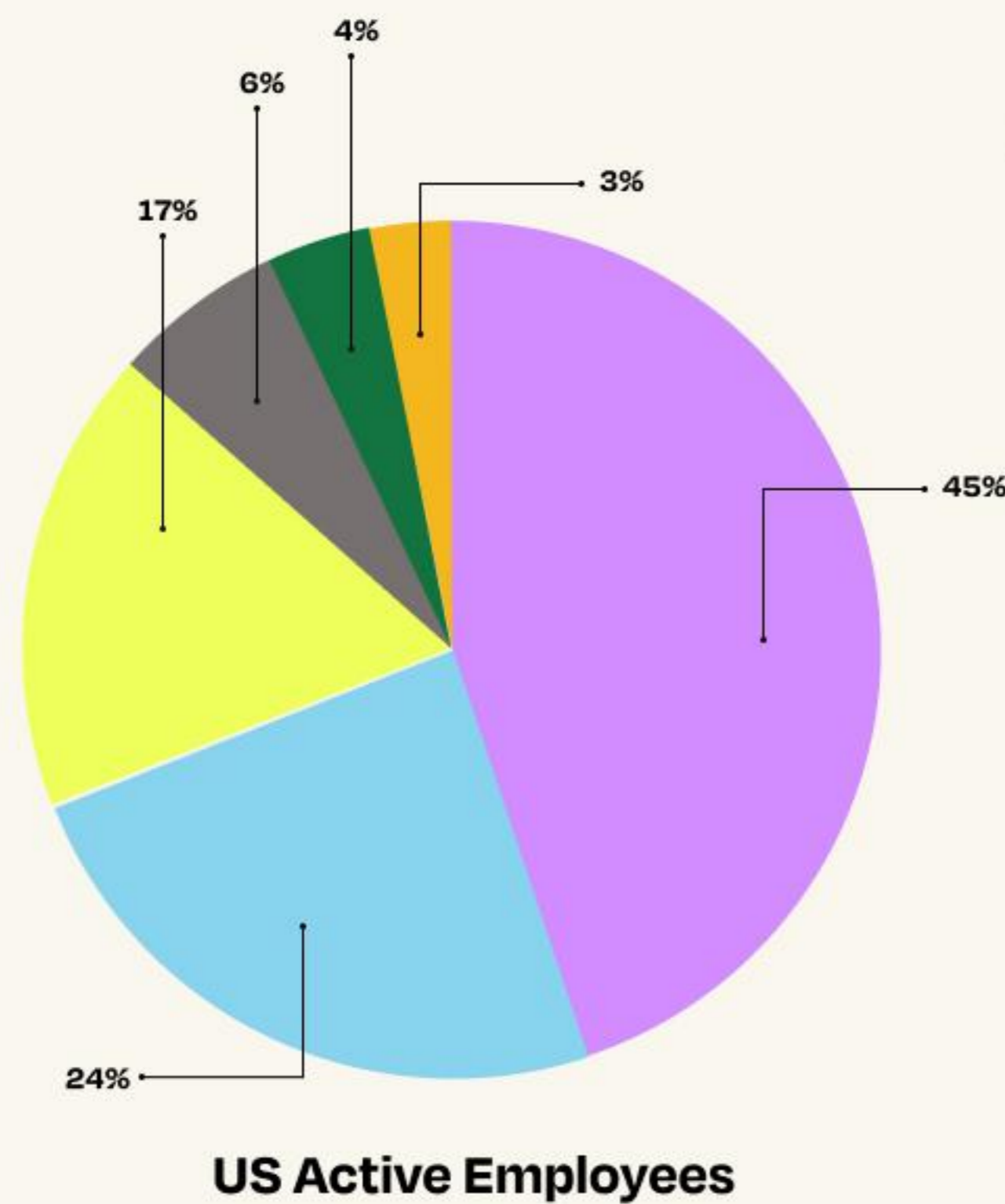


Not everyone benefits equally from salary negotiations, so we removed them altogether. We publish pay ranges in our open position postings, so all budgeted salary ranges are transparent.

## Mentor Program



Our program includes everyone—regardless of level. We monitor representation for both mentees and mentors and encourage all of our staff to share, learn, and grow together.



## Staff Demographics

- White
- Asian
- Latinx
- Unspecified\*
- 2 or More Races
- Black
- Native American or Hawaiian



We are a proud part of the rich and diverse Los Angeles community, and our goal is to be the best representation of the diversity of our hometown. This means creating structures and policies that address equity through the employee lifecycle—from applying, hiring, and onboarding processes to advancement, learning opportunities, and other internal development programs.

Data gathered: October, 2022.

\* Employees have the option of disclosing their demographic information at TOMS. "Unspecified" represents those who have opted out.





## TEAM IMPACT EXPERIENCES



## Creating Positive Change Together

We love spending time with our Impact Partners and seeing where we can provide support to their communities.

This year, our employees built mental health first aid kits for partners, helped Brave Trails prep for summer camp, and participated in Homeboy Industries' 5K race.



## Giving Tuesday

Once a year, we close our global offices and dedicate an entire workday to volunteering with local nonprofits and the communities they serve.

This year, our Los Angeles office partnered with SuitUp, an organization that increases career readiness for all students through innovative business plan competitions. Internationally, our EMEA and APAC offices partnered with local community organizations.



## Meet Our New HQ

2022 brought new changes to TOMS. We reduced our footprint and moved to a smaller, more efficient space in Culver City.

As part of bringing our new space to life, we invited local artists to share their interpretation of equity on our walls. The result? A beautiful, diverse, inspiring place for all.

Artists: @\_djjavier | @michellehoogveld | @londubhstudio | @marcozamora\_studio

# THANK YOU

Because of your support from the beginning, we have been able to impact

# 105,123,038

lives (and counting!)