Bod Lenses

One
life - see
it well.

SUSTAINABILITY REPORT 2024

Word from CEO

Dear stakeholders,

As we look back at **2024**, I am proud of the results we have achieved together. With a clear focus on **quality, sustainability, and service**, Bod Lenses continues to grow and deliver value to our partners around the world.

Our Rx laboratory **in Vilnius** remains the **largest in the Baltic region and Northern Europe**. We now **export more than 83%** of our lenses to over **27 countries**, reflecting strong trust in our products and continued expansion across international markets.

This year, our **revenue reached €13.2 million**—an increase of **over 28%** compared to the previous year. We've grown our team to **95 professionals** and continued investing in skills development, with **over 10,000 hours of training** delivered in 2024.

Sustainability remains a key part of our operations. In 2024, we:

- **Reduced non-renewable material use per lens by 18.6%**
- **Reduced electricity consumption per lens by 13.5%**
- **Lowered combined Scope 1–3 CO_2 emissions per lens by 37.8%**

While packaging waste per lens increased, we are already working on ways to reduce it again going forward.

We maintained a **safe and respectful workplace** with **no reported incidents or discrimination cases**. And through **well-being initiatives and internal benefits**, we continue building a company culture that supports long-term engagement and performance.

Thank you for your continued partnership and trust in Bod Lenses. We remain committed to **innovation, responsible growth**, and helping our clients deliver the **best vision solutions** to their patients.

Sincerely,

Vytautas Tuminas
CEO, Bod Lenses

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Year-on-Year Sustainability Performance: 2023 vs 2024

INDICATOR	2022	2023	2024	2023–2024 CHANGES
Employees	91	87	95	**+9.2%**
Revenues	9 236 836 EUR	10 332 376 EUR	13 234 200 EUR	**+28.1%**
Employee Turnover rate	36%	18,75%	19,8%	**+1.1 %**
Workforce Female/Male ratio	67% F, 33% M	59% F, 41% M	73% F, 27% M	**+14% F, -14% M**
Governance Female/Male ratio	50%	53% F, 47% M	41,7% F, 58,3% M	**-11,3% F, +11,3% M**
Incidents rate	1.61	0	0	**No change**
Discrimination cases	0	0	0	**No change**
Non-renewable material consumption per lens	0,161 kg	0,129 kg	0,105 kg	**-18.6%**
Electricity consumption per lens	1,85 kWh	1,48 kWh	1,28 kWh	**-13.5%**
Packaging waste per lens	0,011 kg	0,0061 kg	0,00826 Kg	**+36%**
Scope 1 emissions per lens *	0,0202 kg	0,0093 kg	0,0072 kg	**-22.6%**
Scope 2 emissions per lens **	0,0297 kg	0 kg	0 kg	**No change**
Scope 3 emissions (business travels) per lens ***	0,2397 kg	0,0916 kg	0,0554 kg	**-39.5%**
Scope 1-3 emissions per lens	0,2896 kg	0,1009 kg	0,0627 kg	**-37.8%**
Waste per lens	0,178 kg	0,157kg	0,138 kg	**-12.1%**

***Scope 1 Emissions:** Direct greenhouse gas (GHG) emissions from sources that are owned or controlled by the organization, such as emissions from company-owned vehicles or on-site fuel combustion.
****Scope 2 Emissions:** Indirect GHG emissions from the consumption of purchased electricity, steam, heat, or cooling. These emissions occur at the facility where the electricity or other energy is generated.
*****Scope 3 Emissions:** All other indirect GHG emissions that occur in the value chain of the organization. This includes emissions from purchased business travel by air and road.

Bod Lenses continued to **support employees and their families by offering exclusive discounts on prescription lenses**. In 2024, employees, their relatives, and friends purchased prescription lenses directly from Bod Lenses at a reduced price. The total value of these purchases at Bod prices was 70,649.94 EUR, compared to a retail value of 223,730.28 EUR. This resulted in **total savings of 153,080.34 EUR for our team and their loved ones over the year**.

This initiative reflects our ongoing commitment to employee well-being and to making high-quality vision care more accessible to our community.

Introduction

This Bod Lenses, UAB **sustainability report** covers the company's activities during the period of **January 1st to December 31st, 2024**.

This sustainability report has been prepared in reference to the GRI Standards (2021 update). The disclosures are guided by the industry-by-industry materiality principle proposed by SASB. Our reporting also highlights Bod Lenses' contribution to the United Nations Sustainable Development Goals (SDGs).

The report is published annually (Q2), reflecting our commitment to transparency and continuous improvement. We value the perspectives and feedback of all stakeholders, and invite you to share your thoughts on this report and our performance.

Please contact us at **tadas.radavicius@bodgroup.com** (Tadas Radavičius, Sustainability Manager).

[1] **GRI** (Global Reporting Initiative) is an independent international organization that has developed a comprehensive framework for sustainability reporting. The GRI Standards provide guidelines and principles for organizations to report on their economic, environmental, social, and governance performance.

[2] **SASB** (Sustainability Accounting Standards Board) is an independent nonprofit organization that focuses on developing and disseminating sustainability accounting standards for companies to use in disclosing material, financially relevant sustainability information to investors.

ENVIROMENTAL

- **100% Renewable Energy**
- **Eco-Efficient Production.**

-Reduced non-renewable material by 19 %

- Reduced electricity use per lens by 14%

- **Waste Minimization.**

-Cut waste per lens by 12%

SOCIAL

- **Employee Well-being & Training**

– 10,304 training hours annually (30% more than previous year)

– Stable employee turnover

- **Diversity and Inclusion**

73% of our employees are women, reflecting commitment to diversity and inclusion.

- **Health & Safety**

– Zero work-related accidents

– Full ISO compliance (9001, 14001, 45001)

– Comprehensive accident insurance

- **Employee Well-being programs**

– Eyewear discounts, birthday gifts, extra vacation days, team events

- **Social initiatives**

-Wellness challenge, charity donation, lab tours

GOVERNANCE

- **Consistent Financial Growth**

– Over 28% annual revenue growth

– Active market expansion strategy

-Innovation-driven growth and product expansion

Business model

Bod Lenses is a private limited liability company (LLC), headquartered and operating its laboratory at Mokslininkų str. 6A, Vilnius, Lithuania. **Bod Lenses is an independent manufacturer of individualized prescription (Rx) optical eyeglass lenses, serving the B2B sector**. Our laboratory is the largest in the Baltic region and Northern Europe.

We offer a comprehensive range of single-vision, progressive, office, and bifocal lenses, all featuring advanced coatings and tinting options. Our daily production capacity reaches 4,000 lenses.

More than 83.4% of our products are exported to Europe and other global markets. We continue to expand our distributor network, now reaching over **27 countries**, with key export markets including France, Spain, the UK, Italy, Cyprus, Canada.

Our laboratory meets the highest quality standards, utilizing the latest equipment and IOT* design to deliver outstanding ophthalmic lenses.

Our mission is to help customers achieve the best possible vision and improve their quality of life. Through individual and customized solutions, we meet diverse customer needs. Our dedicated team is committed to **delivering high-quality products and prioritizing sustainable practices across our value chain**.

We invest in research-driven solutions to build trust and loyalty among our long-term partners and clients. Bod Lenses stands out for its **innovative technology, exceptional quality, and a versatile team that embraces change**.

**Indizen Optical Technologies*

Responsible production

Extended Product Lifespan:

We design our eyeglass lenses for durability and timelessness, helping to extend product lifespans and reduce waste. By focusing on quality that stands the test of time, we minimize the need for frequent replacements. While the industry standard for lens warranties is 2 years, Bod Lenses goes further by offering a 3-year warranty on all AR coatings.

Waste Reduction and Recycling:

We are committed to minimizing waste at every stage of our production process. Our facilities prioritize recycling and implement waste reduction strategies to ensure responsible management of resources and materials.

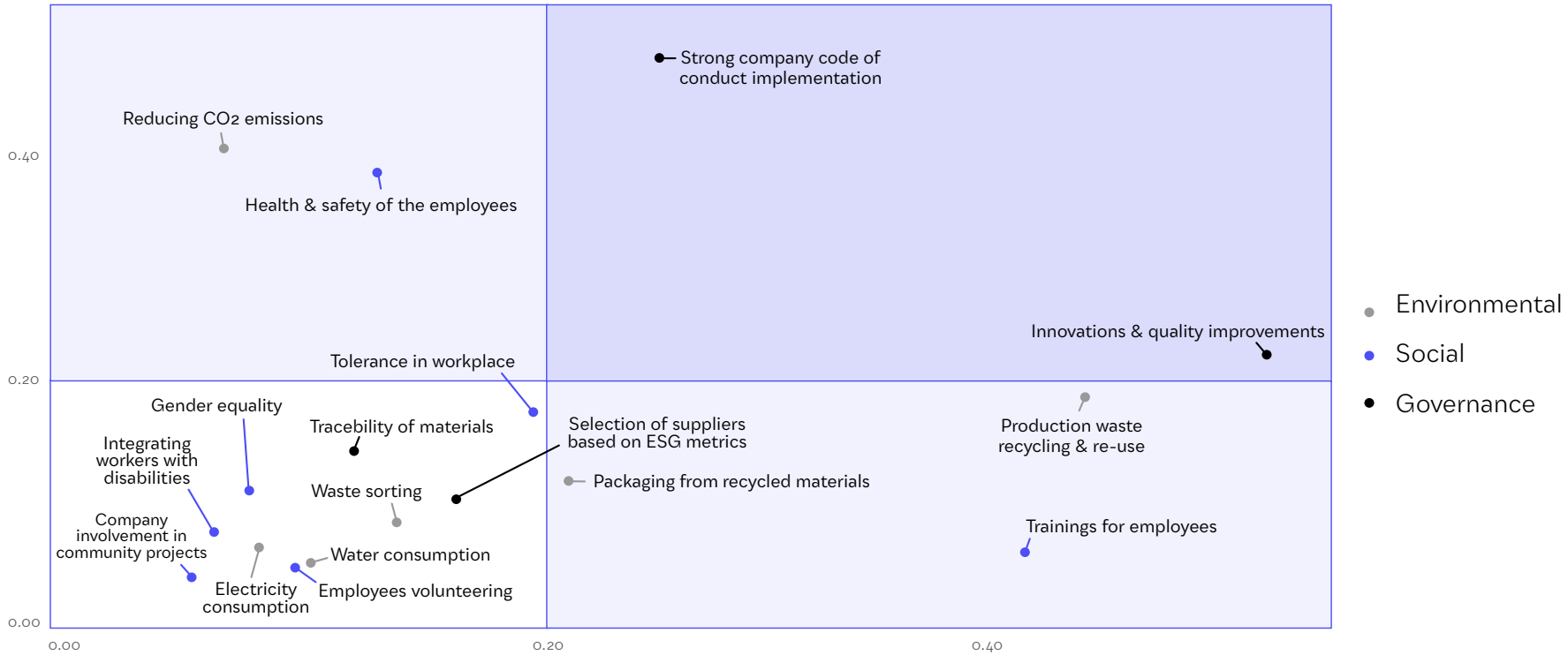
Renewable Energy:

As part of our environmental stewardship, we have adopted a comprehensive renewable energy approach. This helps us reduce our carbon footprint and supports the transition to clean energy alternatives.

Materiality analysis

18 employees answered to survey which represents company position on materiality. From the stakeholders perspective 17 clients answered to survey. They were asked to rank the materiality topics from lowest to highest.

The most prominent topics care: (1) Innovations & quality improvements, (2) Strong company code of conduct implementation, (3) Production waste recycling & re-use.



Governance

Bod Lenses, UAB is based in Lithuania and operates as part of the BOD Group, which produces optical lenses, solar modules, and LFP batteries. At the end of 2024, the BOD Group employed 260 people, with 95 employees working at Bod Lenses.
Bod Lenses is overseen by a board of 3 members as part of the group's governance structure.

Board chairman is **Vidmantas Janulevičius**, who is also the president of Lithuania Confederation of Industrialists. The confederation represents the voice of various business associations.

Vladas Sakalauskas, supervises & manages real estate. Integrates high-quality standards from his vast experience working & volunteering in the army.

Žygimantas Vaičiūnas – Member of the board till December, 2024

Nerijus Pačėsa – Member of the board till August, 2024

Bod Lenses economic performance in 2024

REVENUE

13 234 200 €

EMPLOYEES WAGES AND BENEFITS

No changes were made to the wage structure in 2024; only the annual salary overview was conducted.

73%

of employees are women, reflecting our commitment to diversity and inclusion.

SUPPLEMENTARY PENSION SAVINGS

Commitment to long-term financial security.

To ensure the highest standards of integrity, Bod Lenses maintains a strict zero-tolerance policy toward corruption. Our procurement department enforces a “double-check” principle, requiring every purchase to be verified and approved by at least two authorized individuals.

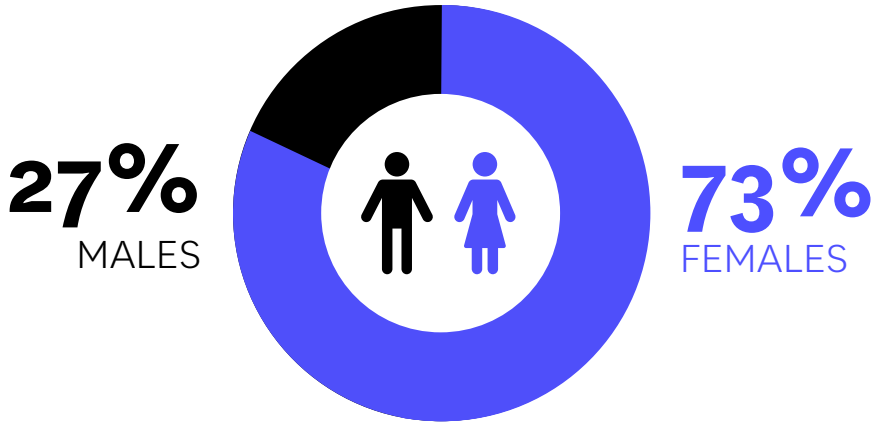
Social impact

EMPLOYEES

Bod Lenses now **employs 95 people**, with women making up 73% of our workforce and men 27%. While our governance positions are currently held by men, we remain committed to advancing diversity at all levels of the company.

In 2024, we invested heavily in employee development, providing a total of **10,304 training hours—4,800 hours for new staff and 5,504 hours for existing team members**. This commitment ensures our employees have the skills and knowledge to excel in their roles and grow within the company.

EMPLOYEES 2024



Distribution by age group:

Social impact

Our compensation system for personnel in production is structured around four categories. This approach **supports both individual growth and collective success**.

1 for new employees or those just starting in production. The compensation reflects the learning phase of basic skills.

2 for employees who can perform at least 2–3 operations independently while meeting quality and productivity standards.

3 for advanced employees who can perform more than 4 operations, actively participate in quality improvement (KAIZEN), show initiative, and help train colleagues.

4 for team leaders or higher-level specialists responsible for team coordination, technological development, quality improvement, and training of new employees.

All Bod Lenses employees are **covered by comprehensive accident insurance** and are entitled to government-sponsored parental leave and retirement benefits.

Social impact

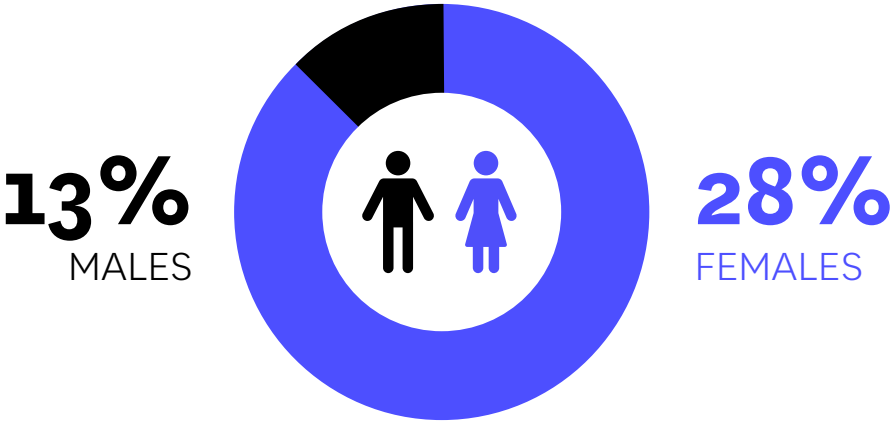
We support our team with a range of well-being initiatives weekly snack offerings, celebratory birthday cakes and gifts, employee discounts, an extra vacation day on birthdays, and the flexibility to choose hybrid work arrangements.

In 2024, employee turnover rate was 19.8%

We conducted **training on mobbing, harassment, and violence**, and created a policy addressing these issues. Internal rules were reviewed, updated, and simplified for better understanding.

Seniority days were introduced: 1 additional day after 3 years of service, and 2 additional days after 5 years.

TURNOVER RATE
19,8%



Standards & certifications

Bod Lenses adheres to the following ISO standards:

ISO 9001:2015
(quality management system)

ISO 14001:2015
(environmental management system)

ISO 45001:2018
(occupational health and safety management system)

ISO 13485:2016
(medical device quality management system)

Certifications:

FDA certified laboratory

LINDBERG certified laboratory

Employee Health & Safety

At Bod Lenses, we prioritize a **safe and supportive work environment** for all employees. Any team member can anonymously report illegal or hazardous activities directly to the CEO or HR, with every report investigated within two business days. Whistleblowers are fully protected—no risk of retaliation or responsibility.

We have a clear policy and action plan for removing employees from work if there is a risk of injury or illness. This includes immediate reporting, assessment (such as Alco tester checks if needed), and prompt action to ensure safety.

All work-related accidents are monitored and reported. Employees are trained to report any incidents, which are then investigated and categorized by severity. **In 2024, there were no recorded workplace accidents or discrimination cases**.

Bod Lenses is certified under ISO 45001:2018, ensuring a **robust occupational health and safety management system for all employees**. Comprehensive first aid training is provided across departments and shifts, guaranteeing rapid response in emergencies.

Additionally, all employees have access to platforms offering up-to-date information on work regulations, laws, and taxes, as well as expert guidance and educational resources.

Our commitment to health, safety, and **a discrimination-free workplace** remains unwavering as we continue to foster a culture of care and responsibility.

Environmental impact

MATERIALS & ENERGY CONSUMPTION

In 2024, **Bod Lenses** consumed 84.04 tonnes of non-renewable materials to produce lenses, continuing our efforts to optimize resource use and reduce environmental impact. **Materials consumption per lens were 0,105 kg/lens.**

Total electricity consumption for the year was 1,024,245 kWh. Of this, 68,090 kWh was used by our air humidification system, which helps maintain optimal working conditions in our laboratory. **Energy consumption per lens was 1.28 kWh**, reflecting ongoing improvements in operational efficiency.

We remain committed to responsible resource management and continuous investment in technologies that support a more sustainable future.

Environmental impact

CO_2 EMISSIONS

Bod Lenses attributes **5.83 tonnes** of **Scope 1** emissions in 2024 to company-owned automobiles, resulting from the consumption of 2,177.06 liters of diesel.

Scope 2 emissions in 2024 remained at zero, thanks to our continued commitment to purchasing only renewable energy from the grid and using geothermal pumps for heating and cooling.

Scope 3 emissions include business travel using rented cars and flights. In 2024, business travel by car resulted in the consumption of 7,913.78 liters of gasoline and 3,270.21 liters of diesel, generating approximately **27.05 tonnes of CO_2**. Air travel produced an additional **17.32 tonnes of CO_2**.
The combined Scope 3 emissions for 2024 amounted to **44.37 tonnes of CO_2**.

Emissions from flights are calculated using the ICAO Carbon Emissions Calculator (ICAO ICEC).

Environmental impact

WASTE

In 2024, **Bod Lenses** accumulated a total of **110.86 tons** of waste, with **67.07 tons** classified as hazardous and **43.80 tons** as non-hazardous.

Regarding recycling efforts, **a total of 81.98 tons were recycled: 60.46 tons of hazardous waste and 21.53 tons of non-hazardous waste**.

Furthermore, **28.88 tons of waste** (6.62 tons hazardous and 22.25 tons non-hazardous) were subjected to **burning for energy recovery**.

On a product basis, Bod Lenses generated approximately **0.138 kg of waste per lens** in 2024.

Environmental impact

PACKAGING WASTE

In 2024, **6.63 tons (0.00826 kg of waste per 1 lens produced)** of cardboard waste occurred.

The increase in packaging waste in 2024 was mainly due to sending more samples and trial lenses to new potential clients, often in partially filled or nearly empty boxes for demonstration purposes. These business development efforts temporarily raised our packaging material usage as we expanded into new markets.

Sustainability goals for 2025

1

SUPPLIER ASSESSMENT

The goal to assess suppliers (carried over from 2024) was not achieved due to limited resources. In 2025, we will continue this work with the support of our new junior sustainability manager.

2

EXPAND PRODUCTION TECHNICAL CAPABILITIES

Our goal is to broaden our technical capabilities to offer customers new products for sport applications.

3

ORGANIZE AT LEAST 3 COMPANY OR COMMUNITY SOCIAL INITIATIVES

We plan to strengthen our social impact by organizing a minimum of three social or community initiatives during the year.

2024
Social Initiatives – Achievements

Bod Lenses

Walking challenge winners with a total of

4 177 859 steps

1. Company-wide Walking Challenge

In 2024, BOD GROUP employees collectively walked 4,177,859 steps in 30 days. Nine teams of seven fostered friendly competition and promoted health and team spirit.
On average, participants walked nearly **66,000 steps per person per week**—more than double the typical recommendation—demonstrating our **strong commitment to wellness.**

Read more on LinkedIn

2. Promoting Transparency and Industry Awareness

In 2024, we organized more than **20 guided lab tours**, welcoming groups of **optical business partners, optometry students and government officials**. The tours offered a behind-the-scenes look at our lens production process, helping partner opticians better serve their patients and giving students valuable insight into the optical industry. By engaging government representatives, we also highlighted Lithuania's leadership in technology and healthcare, strengthening our reputation as innovators in the medical sector.

Read more on LinkedIn

Have a Warm and Joyful Holidays!

This festive season, we wish to share not only gifts but also meaningful acts of kindness. This card, featuring a drawing by children, is special – by purchasing it, we have contributed to supporting children with oncological diseases and donated to their well-being.

The attached white pin symbolizes a karm point, representing an act of kindness th leaves a mark not only on the lives of other also in our own hearts. Let it remind us even small good deeds can lead to signi change.

May your holidays be filled with joy, and the belief that together we ca brighter tomorrow!

Bod Lenses

3. Holiday Donation to the Rimantas Kaukėnas Charitable Foundation

In 2024, we made the holiday season more meaningful by donating over €5,000 to the Rimantas Kaukėnas Charitable Foundation, supporting seriously ill children. Instead of traditional gifts, employees received #KindDot sweatshirts and partners received personalized greeting cards, reinforcing our shared commitment to kindness and social responsibility.

2024 Reflections & Carried-Over Goals

Key Insights from Customer Interview

Our core message to customers remains strong:
BOD Lenses is a Lithuanian company and a leader in innovation.
While ecological topics are increasingly relevant, our experience shows that, for most optical sector consumers, factors such as convenience, price, and style still outweigh sustainability when making purchasing decisions.

Carried-Over Goal

The third goal from our 2024 report—expanding production technical capabilities to offer new products for sport applications—was not achieved last year due to resource constraints. This objective has been moved forward and remains a priority for 2025.

GRI
content index 2024

The statement of use: Bod Lenses has reported the information cited in this GRI content index for the period from January 1st., 2024 to December 31 st., 2024.

Based on GRI1: Foundation 2021.

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GRI
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