



SUSTAINABILITY REPORT 2023

CANADA

FINLAND
ESTONIA
LATVIA
POLAND
GERMANY
ROMANIA
NETHERLAND
BULGARIA
UK
IRELAND
BOSNIA AND HERZEGOVINA
CYPRUS
SWITZERLAND
FRANCE
ITALY
GREECE
ISRAEL
LEBANON
SPAIN
TUNISIA
PORTUGAL

Word from CEO

Dear stakeholders,

As we reflect on the achievements and challenges outlined in our 2023 sustainability report, I am filled with pride for the dedication and commitment demonstrated by the entire Bod Lenses team. Our journey toward sustainability is not just a corporate initiative but a collective effort driven by our shared values and vision for a better future.

Bod Lenses remains a leading force in the B2B optical lenses market, with our laboratory in Vilnius, Lithuania being the largest in the Baltic region and Northern Europe. Our focus on technology and cooperation has allowed us to expand our distribution network across more than 25 countries, exporting over 80% of our products.

This past year has been marked by significant achievements and progress, which we are proud to share. **Our economic performance in 2023 was robust, with revenues reaching over 10 million EUR and significant investments in our workforce's development and welfare.** This growth underscores our strong market presence and successful business strategies. Additionally, we have significantly reduced our employee turnover rate by 48%, highlighting our commitment to employee satisfaction and stability.

We are also proud to report improvements in gender diversity within our governance roles, with female representation increasing by 6%, reaching 53% in 2023. This demonstrates our ongoing dedication to promoting gender diversity and inclusion at all levels of our organization.



Sustainability remains at the core of our operations. **We have reduced our non-renewable material and electricity consumption per lens by 20%. Additionally, our packaging waste per lens decreased by 45% due to small but smart and impactful changes.** These reductions highlight our continuous efforts to minimize our environmental impact and promote sustainable practices.

Furthermore, Bod Lenses has made significant strides in reducing carbon footprint. **We achieved a 54% reduction in Scope 1 emissions per lens and a complete elimination of Scope 2 emissions,** reflecting our commitment to renewable energy sources and environmental stewardship.

We remain dedicated to advancing sustainable practices, delivering high-quality products, and contributing positively to our environment and society.

Thank you for your continued support as we strive for excellence in every aspect of our business.

I encourage all stakeholders to join us in this journey, as together, we have the power to create a significant and positive impact on the world around us.

Sincerely,

Vytautas Tuminas
CEO, Bod Lenses



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Year-on-Year Sustainability Performance: 2022 VS 2023

INDICATOR	2022	2023	2022-2023 CHANGE
Employees	91	87	-4%
Revenues	9 236 836 EUR	10 332 376 EUR	+11%
Turnover rate	36%	18,75%	-48%
Workforce Female/Male ratio	67% F, 33% M	59% F, 41% M	-12% F, +24% M
Governance Female/Male ratio	50%	53% F, 47% M	+6% F, -6% M
Incidents rate	1.61	0	100%
Discrimination cases	0	0	0
Non-renewable material consumption per lens	0,161 kg	0,129 kg	-20%
Electricity consumption per lens	1,85 kWh	1,48 kWh	-20%
Packaging waste per lens	0,011 kg	0,0061 kg	-45%
Scope 1 emissions per lens *	0,0202 kg	0,0093 kg	-54%
Scope 2 emissions per lens **	0,0297 kg	0 kg	-100%
Scope 3 emissions (business travels) per lens ***	0,2397 kg	0,0916 kg	-62%
Scope 1-3 emissions per lens	0,2896 kg	0,1009 kg	-65%
Waste per lens	0,178 kg	0,157kg	-11.8%

Bod Lenses introduced the possibility to receive glasses with a discount not only for employees of the company group but also their extended family & friends. In 2023, 143 employees made use of this opportunity. Employees, their relatives and friends bought prescription lenses directly from **Bod Lenses** lenses with/without frames for the total sum of 28198.72 EUR. The discount allowed them to save 71332.95 EUR in total per year.

***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, both upstream and downstream. This includes emissions from purchased goods and services, business travel, waste disposal, and use of sold products.

Introduction

This Bod Lenses, UAB sustainability report covers the company's activities during the period of January 1st to December 31st, 2023.

This sustainability report has been prepared in reference to the GRI Standards (update 2021). The disclosures were guided by industry-by-industry materiality principle proposed by SASB. Disclosures also represent the company's contribution to the United Nations Sustainable Development Goals (SDG's).

It is released annually (II quarter). We understand the importance of different stakeholder perspectives and concerns, so we would appreciate your feedback on this report and our performance. Please email us at tadas.radavicius@bodgroup.com (contact person 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.



GLOBAL

SDG INTEGRATION

Business model

Bod Lenses is a Private limited liability company (LLC) / Closed joint stock company. The company's headquarters and laboratory are located at Mokslininkų str. 6A, Vilnius, Lithuania. **Bod Lenses is an independent manufacturer of individualized prescription (Rx) optical eyeglass lenses distributed within the B2B sector.** Our Optical eyeglass lenses laboratory is the largest in the Baltic region and Northern Europe.

Bod Lenses produces a wide range of single-vision, progressive, office, and bifocal lenses with high-quality lens coatings and tinting options. Laboratory's daily production capacity is 4,000 lenses.

Bod Lenses exports more than 80% of its manufactured products to Europe and other markets. Bod Lenses emphasizes the importance of technology and cooperation, constantly expanding its network of distributors in more than 20 countries. Bod Lenses most important export markets are France, Spain, UK, Italy, Cyprus & Portugal.

Bod Lenses laboratory meets the highest quality requirements with the newest equipment providing the market with excellent ophthalmic lenses using IOT* design.

We seek to help our customers to experience the best possible vision and improve their lifestyles. Due to our individual and customized solutions, Bod Lenses can fulfil customer demands. A strong team of passionate Bod Lenses professionals is committed to delivering high-quality products while prioritizing sustainable practices throughout our value chain relationships.

We seek advanced and research-based solutions to gain the trust and loyalty of our long-term business partners and clients. Bod Lenses differs because of its authentic technology approach, impeccable quality, and versatile team that adapts to changes.

**Indizen Optical Technologies*

Sustainability approach

At **Bod Lenses**, we are committed to integrating sustainable practices in every aspect of our operations, from product design to distribution.

We recognize the critical role we play in the eyewear industry and aim to be a leader in environmental stewardship and social responsibility.

Responsible production:

Extended Product Lifespan:

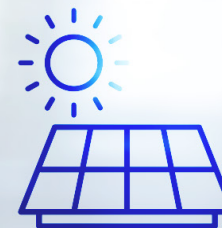
We produce eyeglasses with durability and timelessness in mind, promoting longer product lifespans. By creating quality products that can withstand the test of time, we reduce the need for frequent replacements and minimize waste. With the industry average of 2 years for lenses warranty Bod Lenses goes beyond that by providing 3 year warranty on all AR coatings.

Waste Reduction and Recycling:

Throughout our production process, we actively seek ways to minimize waste generation. Our manufacturing facilities employ recycling and waste reduction measures to ensure responsible waste management.

Renewable energy:

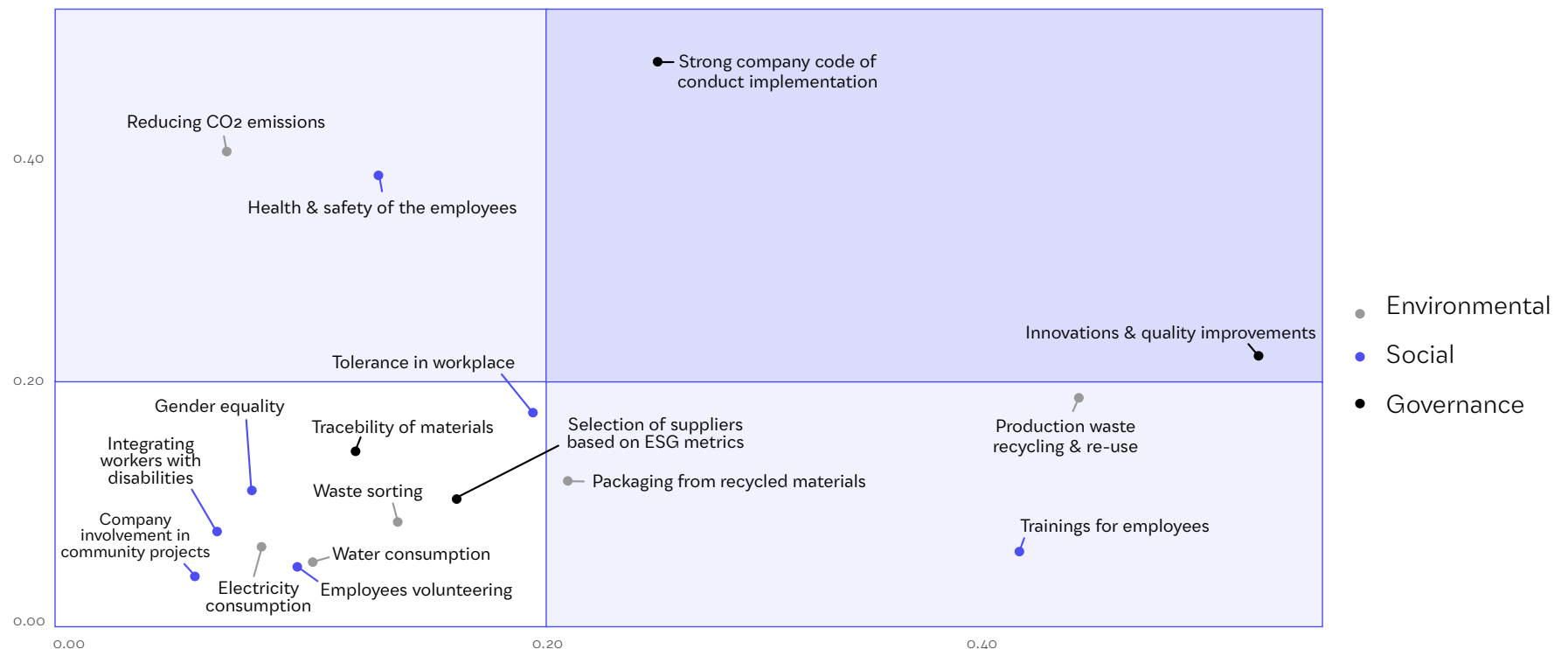
As part of our commitment to environmental stewardship, we have adopted a comprehensive renewable energy approach to reduce our carbon footprint and promote clean energy alternatives.



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 located in Lithuania and is part of the BOD Group producing optical lenses, solar modules & LFP batteries. At the end of 2023, BOD Group consisted of 260 employees & BOD Lenses had 87 employees.

Bod Lenses, as part of BOD Group, is governed by five board members:



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, previous Lithuania energy minister in the years 2016-2020. He has experience in the EU commission and Lithuania energy-related projects.



Mantas Rimkus, company group CFO/ COO with vast experience in finances & banking.



Nerijus Pačėsa brings vast experience in strategic management and entrepreneurship from various organizations. He utilizes his sales and marketing skills within the company group.

Company group consists of experienced board members from diverse field to lead the company's growth.

Bod Lenses economic performance in 2023

REVENUE

10 332 376
€

EMPLOYEES WAGES
AND BENEFITS

3 351 357
€

53%

of employees have
supplementary pension
savings in addition
to obligatory one.

Bod lenses received a 5119 EUR subsidy from the national innovation agency to investigate product export opportunities.

Bod lenses ensures that there is no corruption presence in the company. The procurement department implements the “double-check” principle. Each of the purchase needs to be verified and approved by at least two people.

Social impact

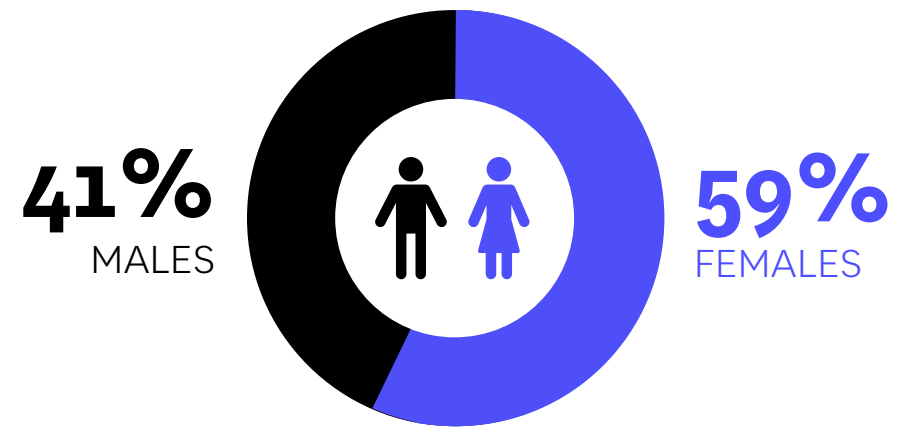
EMPLOYEES

Bod Lenses has 87 employees, governance positions are shared by 9 females & 8 males (53% females, 47% males). Male to female ratio of all of the employees is 59% females & 41 males.

Training hours for employees directly related to manufacturing or warehouse activities in 2023 were 7320 hours. 2240 hours out of the total were dedicated to new employee training.

Based on their position (8 different positions), employees earn different hourly wages. The hourly payment for each position has 4 different categories. The first category is the new employees. To enter the second category, specific performance needs to be achieved in each position. The third category includes employees that reached KPI's of their jobs. 4th category is the team leaders who become instructors for the new employees.

EMPLOYEES 2023



Distribution by age group:



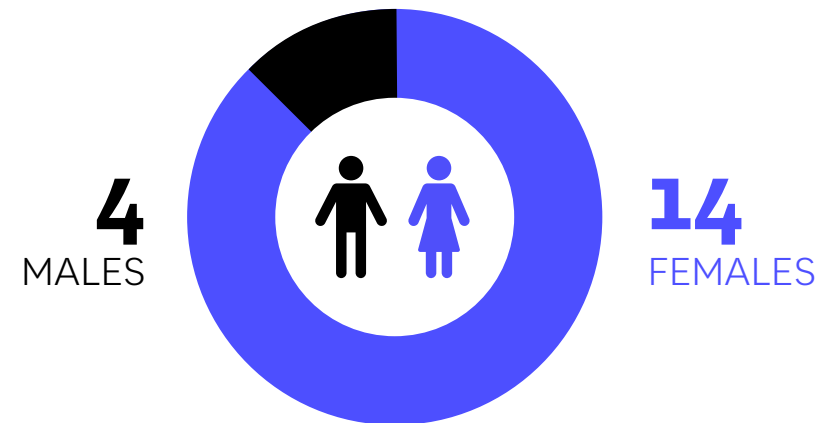
Social impact

All personnel are provided with comprehensive accident insurance coverage. Employees are entitled to receive government-sponsored parental leave benefits. Additionally, they are eligible for retirement benefits administered by the government.

Amenities for night shift employees include a daily provision of soup. All employees find valuable weekly snack offerings, celebratory birthday cakes and presents, employee discounts, additional vacation day on their birthdays, and the option to embrace hybrid work.

At present, there are 9 employees availing parental leave benefits.

TURNOVER RATE
18,75%



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



Employees Health & Safety

Employees can anonymously report any illegal activity within the company, for example hazardous situations etc. Employees can do that by contacting the company's CEO or human resources. The report is investigated within two business days. **The employee is protected from any harm (being fired as such), the whistleblower holds no responsibility, etc.**

Bod Lenses has a policy & action plan for employees removed from work to avoid injury or illness. The first step is to inform human resources if the suspected employee acts bizarrely (uncoordinated movements as such). It is followed by an Alco tester check (to see if the employee is intoxicated). It is followed by filling a report, description, and then the action is taken (removing from the workplace as such).

Work-related accidents are monitored and reported. Employees are educated to report any accident either verbally or in written form. Within 10 days the report is investigated. Accidents are categorized into dangerous actions, dangerous conditions & small accidents.

The employees decided in voting not to establish employees' safety committee.

Employees underwent comprehensive first aid training, ensuring representation from diverse departments and shifts to guarantee immediate assistance in the event of an accident.

Bod Lenses has implemented ISO 45001:2018, an occupational health and safety management system covering all employees. In 2023, there was no incidents recorded. Furthermore, Bod Lenses has subscribed to platforms providing information on work regulations, laws, and taxes. All employees have access to these services, allowing them to access valuable resources, watch tutorials, and even seek expert guidance on these platforms.

Bod Lenses monitors discrimination accidents. Throughout the year of 2023, there was no report of this type of accident.

Environmental impact

MATERIALS & ENERGY CONSUMPTION

In 2023 **Bod Lenses** consumed 86,16 tons of non-renewable materials to produce the lenses. Materials consumption per lens were 0,129 kg/lens

Bod Lenses 2023 electricity consumption in total was 984 219 kWh. 93 307 kWh of total consumption was used for geothermal pumps that provide **Bod Lenses** factory & offices with heating & cooling. Energy consumption per lens was 1,48 kWh/lens.





Environmental impact

CO₂ EMISSIONS

Bod Lenses attributes 6,187 tons of **Scope 1** emissions to company-owned automobiles.

Scope 2 emissions in 2023 were at zero CO₂ tons for 2 reasons:

- due to switching to buying only renewable energy from the grid.
- due to using heating and cooling from geothermal pumps run by electricity.

Scope 3 emissions include emissions from business travels using rented cars and flights. To calculate emissions from car fuel consumption we used the GHG protocol tool. In 2023, the total CO₂ emissions from business trips with cars were 51,377 tons. For flights, we used the International Civil Aviation Organization calculator*, considering the capital cities of departure and arrival countries to calculate CO₂ emissions. In total, 9,76 tons of CO₂ were emitted due to flights. The combined Scope 3 emissions amount to 61,137 tons.

*[*ICAO Carbon Emissions Calculator \(ICAO\) \(ICAO ICEC\)](#)*

Environmental impact

WASTE

In 2023, **Bod Lenses** accumulated a total of 104,8 tons of waste, with 68,9 tons classified as hazardous and 35,9 tons as non-hazardous.

Regarding recycling efforts, **a total of 78,3 tons were recycled: 62,6 tons of hazardous waste and 15,6 tons of non-hazardous waste.**

Furthermore, 26,5 tons of waste (6,2 tons hazardous and 20,3 tons non-hazardous) were subjected to burning for energy recovery.

On a product basis, **Bod Lenses** generates approximately 0,157 kg of waste per lens.

* Statistics were provided by Bod Lenses partner taking care of waste management and recycling operations



Four large, solid blue circles are positioned around the text: one at the top center, one on the right side, and two at the bottom (left and right).

Review of 2023 sustainability goals & activities



Reduced packaging waste

The initiative was taken at **Bod Lenses** at the end of 2022 to reduce consumption of packaging materials for lenses. With different packaging alternatives based on number of lenses we saw opportunity to optimize the size of cardboard.

In 2022 6,4 tons (0,011 kg of waste per 1 lense produced) of cardboard waste occurred, where as **in 2023 there were only 4 tons (0,0061 kg of waste per 1 lense produced) of cardboard waste. Cardboard waste generated by 1 produced lens decreased by 45%.**

Suppliers assessment

Bod Lenses developed ESG questionnaire containing over 60 questions in thematics of governance, employees & environment. 6 suppliers were audited. The identified risks are:

1. 3 out of 6 suppliers do not possess ISO 45001. One supplier is in-progress to be 100% compliant with ISO 45001.
2. 3 out of 6 suppliers do not possess ISO 14001. One supplier is under development to acquire it.
3. 3 out of 6 suppliers did not consider whether their products are recyclable. One supplier is undergoing investigation to determine recyclability.
4. Only 2 out of 6 suppliers are willing to disclose material content above 0,1% weight to weight ration in components. The disclose is important in future to acquire sustainability certificates assessing products health.
5. Only 1 out of 6 suppliers have evaluated their products CO₂ emissions. And the only supplier who had investigated it do not have it certified by third party.

The mitigation actions in 2024 are to follow up on suppliers developments & request suppliers to conduct CO₂ assessment, consider their products recyclability & request to disclose material content above (only if there is no proprietary data).





Sustainability goals for 2024

1. To interview clients

The goal is to investigate which ESG certificates or initiatives would be relevant for Bod Lenses to aim for. Additionally, how clients could communicate Bod Lenses ESG achievements towards sales arguments.

2. To implement 2 new social projects for employees

The goal is to develop 2 new social projects for employees. Social projects is referred to as education, volunteering, additional services for employees, etc. Project activities.

3. To calculate suppliers scope 3 emissions

The goal is to go deeper into suppliers CO₂ emissions that occur during components production stages.

GRI

content index

The statement of use: **Bod Lenses** has reported the information cited in this GRI content index for the period from January 1st., 2023 to December 31st., 2023

GRI 1 used: GRI1: Foundation 2021.

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Page 6
	2-3 Reporting period, frequency and contact point	Page 5
	2-6 Activities, value chain and other business relationships	Page 6
	2-7 Employees	Page 12-14
	2-9 Governance structure and composition	Page 12
	2-22 Statement on sustainable development strategy	Page 2, 7-8
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9
	3-2 List of material topics	Page 9
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 11
	201-3 Defined benefit plan obligations and other retirement plans	Page 11
	201-4 Financial assistance received from government	Page 11
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 11
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Page 16

GRI

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GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 17
	302-3 Energy intensity	Page 17
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 17
	305-2 Energy indirect (Scope 2) GHG emissions	Page 17
	305-3 Other indirect (Scope 3) GHG emissions	Page 17
	305-4 GHG emissions intensity	Page 17
GRI 306: Waste 2020	306-3 Waste generated	Page 18
	306-4 Waste diverted from disposal	Page 18
	306-5 Waste directed to disposal	Page 18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 13
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 13
	401-3 Parental leave	Page 13
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 15
	403-2 Hazard identification, risk assessment, and incident investigation	Page 15
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 16
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 12
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 12