



Eyemart Cares 501(c)(3) Foundation Policy

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| Effective Date: January 2022 | Revision Date: N/A |
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Purpose:

The Eyemart Cares Foundation (the "Foundation") is a 501(c)(3) non-profit corporation dedicated to providing financial relief and assistance to Eyemart Express LLC ("Eyemart") associates in need, with a mission of creating a community of teamwork and kindness across our Company. Initially funded by our ownership, the Foundation awards financial grants to associates who have experienced unforeseen hardships such as a major medical situation, a catastrophic event, or other challenges that create an emergency financial hardship.

Policy:

How it works

The Foundation is governed by a Board of Directors who ensure the program meets its objectives, embodies the spirit and values of Eyemart, and awards grants in accordance with its purpose and mission. An anonymous committee comprised of associates from our stores, Home Office, and Distribution Center/Centralized Lab (the "Eyemart Cares Committee") will review each request and award grants based upon a defined award criteria.

Associates in need are encouraged to submit an online application available via either Axonify Discover Community – "Eyemart Cares", UKG, or www.eyemartexpress.com/cares. Protecting a requesting associate's privacy and confidentiality are fundamental elements of the Foundation, accordingly all applications will be anonymous and reviewed in strict confidence. Once a request has been fully reviewed, the applicant will receive a personal response from a member of the HR Team.

How the Fund grows

The Foundation was launched with a generous initial donation from our owners. The Foundation will be sustained with future donations from our own associates, vendors, and general public.

Once the capability is fully launched, employees may donate to the Foundation through a payroll deduction, by credit card or check. The Foundation may also be supported by additional fundraising activities and events throughout the year.

