



vsp social
responsibility

2025 VSP Vision Impact Report

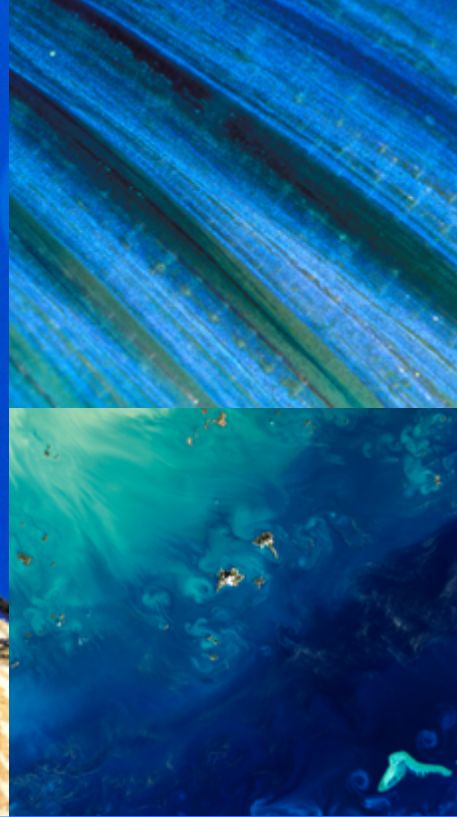


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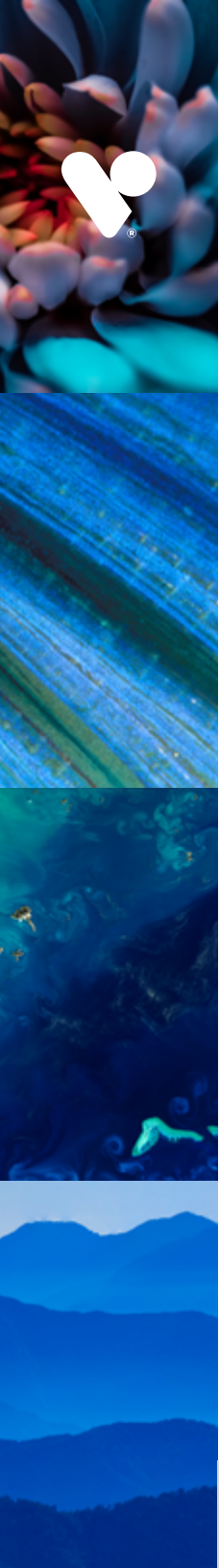


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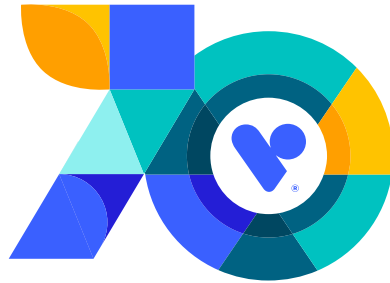


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70 Years of Impact



In 2025, VSP Vision celebrated 70 years of operation.

As we reflect on the past seven decades, it's clear that while the world has undergone significant change, our commitment to two fundamental principles remains: supporting the profession of optometry and expanding access to vision care.

Our founders, nine visionary optometrists, recognized these principles as central to delivering exceptional value and they continue to guide our strategic direction and underline our Corporate Social Responsibility (CSR) initiatives to this day.

In 2025, we proudly marked another major milestone: 20 years of the VSP Eyes of Hope Mobile Clinics Program, developed to support VSP network doctors who serve their communities. As one of the most in-demand CSR programs, we invested in a brand-new mobile clinic to our fleet as we embarked on a 70-event tour across the United States to bring no-cost eye care and eyewear to people in need.

I'm proud to share that we exceeded those expectations, finishing the year with 83 mobile clinic events, thanks to the dedication of more than 300 VSP Vision employee volunteers and nearly 240 network doctors. This remarkable achievement is a testament to our collective commitment to service.

I had the privilege of visiting several of these events, including one at Booker T. Washington Elementary School in Tampa, Florida, in collaboration with longtime nonprofit partner, Bess the Book Bus. This event aligned with our strategic focus on healthy vision in support of early childhood literacy. There is nothing more rewarding than witnessing a child experience the world with clarity for the first time as they put on their first pair of glasses.

I was that child once.

Being part of an organization today that empowers human potential through sight is profoundly meaningful to me.

I take great pride in our annual Impact Report, which highlights the commitments we make to our communities to create lasting impact—from accelerating health equity to empowering inclusion to advancing sustainability.

These achievements belong to all our stakeholders—employees, doctors, clients, and members—who are engaged with VSP. Together, we are making a difference, and I see even more potential in what lies ahead as we continue this journey for the next 70 years.

Regards,

Michael Guyette
President & CEO, VSP Vision





About VSP Vision

We Help People See Every Possibility

Care and compassion have guided our business and growth since VSP Vision™ was founded in 1955 as the first not-for-profit vision benefits company.

Whether providing access to quality care or supporting eye care providers in managing their practice, our comprehensive portfolio of brands keeps health at the center of everything we do.

We believe in taking action as an organization to benefit society. In alignment with our purpose and values, we create impact by accelerating health equity; empowering inclusion; and advancing sustainability.





2025 by the Numbers

Thanks to employee volunteerism and donations, paired with direct and in-kind funding from VSP Vision, in 2025, we invested nearly \$7.3 million in local communities and to increase equitable access to vision care.

157.7K

People in need gained access to vision care

144.6K

Pairs of eyewear donated

\$350K

Invested in scholarships and grants

\$114.2K

Invested in disaster relief



\$403.2K

Raised through employee giving



\$1.1M

In direct corporate giving



15.9K

Volunteer hours



1,138

Causes supported



Our Purpose and Culture

Our purpose serves as our North Star, inspiring and aligning our efforts to create meaningful impact in the communities we serve. Our employees live our purpose through their work as well as through volunteerism and charitable giving activities.

Purpose

To empower human potential through sight.

Mission

We help people see every possibility.

Vision

A world where everyone can bring their best vision to life.

Our Values

We care.
We trust.
We are inclusive.
We are one team.





Our Purpose in Action

While we live our values every day, *We Care* drives many of our charitable activities. How VSP shows up and gives back to local communities is often guided by our employees and Business Resource Groups (BRGs).

To date, VSP Vision has invested nearly \$284 million to increase equitable access to vision care and benefit communities in need.

Our Impact to Date

4.5M

People in need gained access to eye care and eyewear

2.8M

Pairs of eyewear donated

\$21.5M

Invested in disaster relief

\$4.3M

Funded in optometric student scholarships





Caring for Communities with Our Hearts

Volunteerism is one way our employees join us in caring for the community. VSP Vision employees are empowered to give back through paid volunteer hours, volunteer rewards, and donation matches through our online employee

giving and volunteering platform. Additionally, they have the opportunity to volunteer at VSP Eyes of Hope® mobile clinic events and make readers for disaster response.

2025 Giving

\$403.2K

Raised through employee giving

\$1.1M

In direct corporate giving

15.9K

Employee volunteer hours

1,138

Nonprofits supported





Two Heartfelt Seasons

At VSP Vision, caring for our communities is a year-round commitment rooted in our purpose to empower human potential through sight. In celebration of our 70th anniversary, we expanded that commitment through two dedicated moments of collective impact: Volunteer Season and Giving Season.

Volunteer Season recognized and rewarded employees from April 1, the start of Global Volunteer Month, through May 31, who lent their time and skills to nonprofits. Whether in person or virtually, individually or as teams, employees demonstrated what it means to volunteer with heart, strengthened connections within a largely distributed workforce, and addressed real needs in local communities.

Giving Season is an annual tradition from October through December that unites employees and the company in “doing one good thing.” Special giving campaigns, purpose-driven partnerships, and a unified call to action amplified our collective impact to benefit nonprofits, expand access to vision care, and invest in our communities.

Together, these moments reflect who we are at our best: a company powered by people who care deeply, act with intention, and believe that meaningful change happens when we show up as one team.



Clockwise from the top left: VSP employees Susan S., Erika P., Rochelle B., and Sara C. volunteered with Reading Is Fundamental in Sacramento, California; Marchon Eyewear employees volunteered at Island Harvest in Melville, New York; VSP employees volunteered at Folsom Zoo Sanctuary in Folsom, California.



Helping Young Minds—and Eyes—Thrive



Jennifer Frances and Jen Espey from Communities In Schools of Houston, read to students during the VSP Eyes of Hope mobile clinic visit to Mahanay Elementary School, Houston, TX.

VSP Vision made a commitment to fund and partner with literacy organizations because we believe that sight has the power to unlock potential in all aspects of life. For children, we also know that 80 percent of learning occurs visually.¹ Couple clear, healthy vision with a love of reading, and a child’s potential becomes limitless.

In 2025, thousands of students nationwide received no-cost eye exams and prescription glasses, helping to remove vision barriers that can limit a child’s ability to read, learn, and thrive. These efforts strengthen literacy outcomes and help students reach their full potential.

We also expanded this impact through continued relationships with [Bess the Book Bus](#) and [Reading Is Fundamental](#), and new partnerships with the [Kendra Scott Foundation](#), [Start Lighthouse](#), and [Oakland Literacy Coalition](#), all organizations committed to children’s literacy. Together, we’re making strides to improve equitable access to vision care and literacy.

“Healthy vision is the foundation for both academic success and lifelong opportunity—and it’s a critical component in helping students develop a love for reading. Yet for far too many students, access to vision care remains out of reach. That’s why, for more than 15 years, we’ve proudly worked with VSP Eyes of Hope to provide essential vision care and build a web of services that removes barriers to learning, so students can truly thrive in the classroom and beyond.”

—Jennifer Frances, Founder and Executive Director, Bess the Book Bus

¹ AOA president: [Annual eye exams set students up for success](#), August 2023, American Optometric Association



Bess the Book Bus

Our partnership with Bess the Book Bus brought free vision care and books to elementary students at **B.T. Washington Elementary School** in Tampa, Florida, a school with a long history of providing an education and social services to students from marginalized communities; students at a health fair in Detroit, Michigan, hosted at Mt. Pleasant Missionary Baptist Church; and students at **Mahanay Elementary School** in Houston, Texas.

“ Thanks to your efforts, our students are better prepared to learn, our staff feels supported, and our families know they’re cared for. We’re so grateful to have you as a partner.”

—*Monica Barber*, Principal, Booker T. Washington Elementary School



Student at B.T. Washington Elementary School selected a free book from Bess the Book Bus.



Clockwise from top left: Young readers in Detroit showed off their free books; a Houston student stood in front of Bess the Book Bus; a Houston student learned about optometry; and a Tampa student received an eye exam.



A New Partnership with the Kendra Scott Foundation

When Marchon Eyewear signed an exclusive eyewear licensing agreement with celebrated lifestyle brand Kendra Scott, the organizations recognized a shared commitment to philanthropy. It opened up the opportunity for a new partnership between VSP Eyes of Hope and the Kendra Scott Foundation.

This new partnership will expand access to diverse, bilingual, and multicultural books alongside vision care for students at Title I schools. Through the **Kendra Scott Foundation's Yellow Library program**, schools gain access to brand new books in classrooms and libraries—an essential resource to ensure reading proficiency by third grade, which is critical to long-term academic success and future opportunity.²

Just in time for back to school in September 2025, VSP Eyes of Hope and the Kendra Scott Foundation partnered on an inaugural event. Together with the United Federation of Teachers, the partners celebrated the opening of a Yellow Library and provided free vision care to students at P.S. 132 Juan Pablo Duarte Elementary School in New York City. Nearly 70 young students received free eye exams and prescription glasses, helping ensure they have both the tools to read and the clear vision needed to learn and thrive.



Clockwise from top left: Doctors Lucia Patino, Wilzen Lingad, and Eksupar Tongsri volunteered with VSP Eyes of Hope to provide eye exams; a student tried on frames; and Author Mika Song stood next to the donated Yellow Library as she shared her book *Donut Feed the Squirrels* with the students at P.S. 132 Juan Pablo Duarte Elementary.



Eyemart Express Teams Up with The Jennifer Hudson Show

In 2025, Eyemart Express partnered with The Jennifer Hudson Show to support children's literacy through a summer digital series that highlighted the connection between clear vision and learning success. Research shows that unaddressed vision issues can hinder reading and academic progress, and this collaboration aimed to help close that gap by empowering kids to see clearly and enjoy reading.

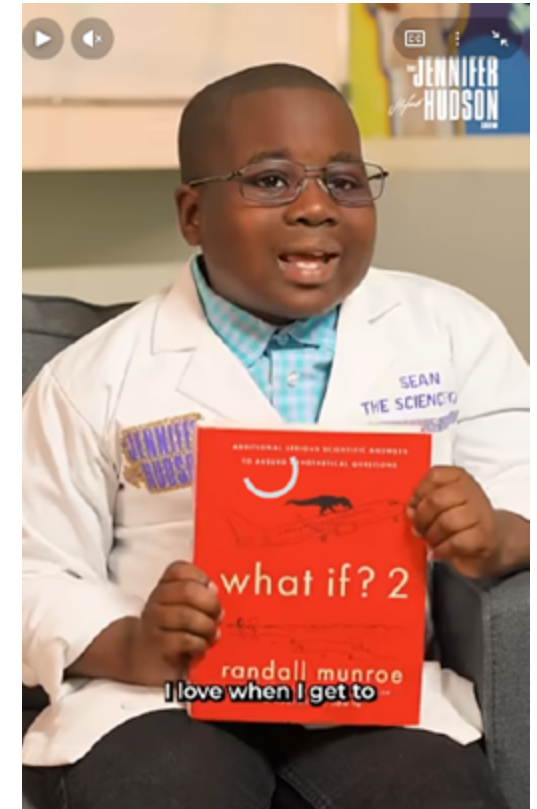
The four-part series, which ran through the summer, featured young changemakers and fan favorites from The Jennifer Hudson Show sharing their favorite books and inspiring children to make reading part of their everyday lives.

This initiative built on Eyemart Express' long-standing commitment to community impact, including providing affordable eyewear, donating vision screeners to underserved schools, and supporting students with tools to confidently wear and maintain their glasses.

View all episodes on The Jennifer Hudson Show's [YouTube Channel](#).

“ When children can see clearly, reading becomes less of a challenge, sparking a lifelong love of books. We partnered with The Jennifer Hudson Show to motivate kids to make vision care and reading a meaningful part of their summer and be ready to thrive in the new school year.”

—Katy Hanson, Chief Marketing Officer, Eyemart Express



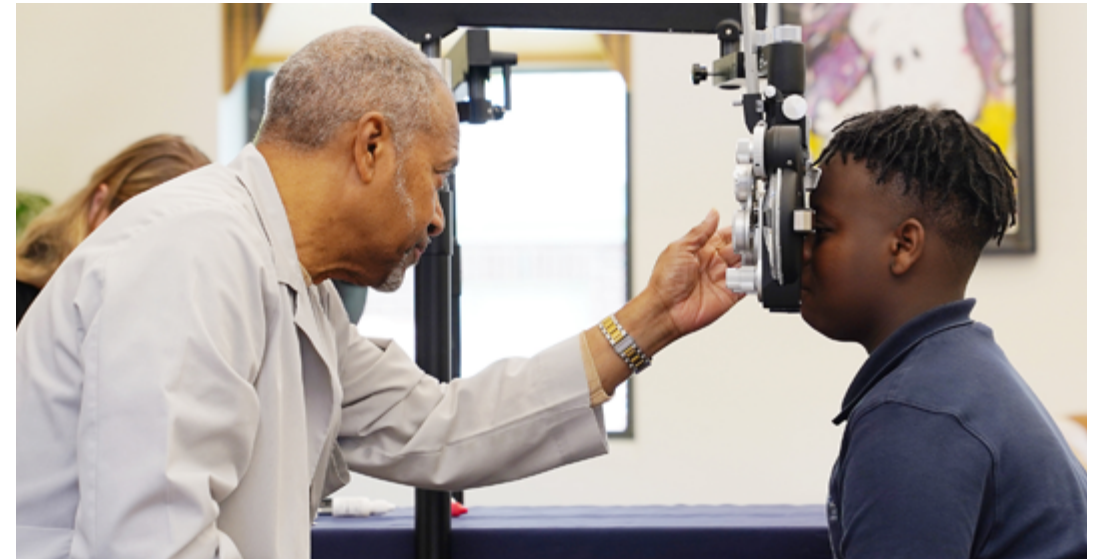


Accelerating Health Equity

Improving equitable access to care resolves the number one barrier that prevents people from reaching their potential due to unaddressed vision impairment.

As we celebrated our 70th year of business, VSP Vision doubled down on our commitment to accelerating health equity. We delivered measurable impact through 83 Eyes of Hope mobile clinic events, \$10 million committed to student loan repayment, and \$295,000 in scholarships awarded to 74 optometry students nationwide. The campaign also provided training for 1,350 VSP network providers and activated 528 employees through wellness challenges.

Moving forward, VSP will continue leading with our purpose to empower human potential through sight by increasing access to vision care, investing in the future of optometry, supporting early childhood literacy, and aiding communities affected by disaster.



Dr. Joseph McCray provided a free eye exam to a student at Glenwood Academy in Glenwood, IL.

2025 Health Equity Impact

157.7K

People in need
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\$350K

Invested in scholarships
and grants



VSP Eyes of Hope Mobile Clinics Program Celebrates 20 Years of Care

For more than 25 years, VSP Eyes of Hope has been the flagship suite of programs and initiatives designed to address barriers of income, distance, and disaster to **bring eye care and eyewear** where they're needed most.

In 2025, we also marked the **20th anniversary of our first mobile outreach**, which led to our formal VSP Eyes of Hope Mobile Clinics Program. Our response following Hurricane Katrina in 2005 became the catalyst for a nationwide program that quickly expanded beyond disaster relief to reach communities in need, regardless of the cause. Since then, VSP Eyes of Hope has partnered with eye doctors, nonprofits, and schools on more than 1,300 mobile outreach events across the U.S.

Our 20-year anniversary celebration included welcoming a brand-new mobile eye care clinic to our fleet. All of our clinics are fully equipped with an eye exam room, an eyewear dispensary stocked with popular frame brands, and a finishing lab to produce prescription glasses.



VSP Eyes of Hope team members in front of the newest mobile clinic.



Clockwise from top left: VSP Vision employees Kim C., Adrian T., Lani F., and Jennifer R. volunteered 20 years after their first mobile outreach in response to Hurricane Katrina; Adrian, Jennifer, Lani, and other volunteers after Hurricane Katrina; signage from our first mobile outreach in 2005.



VSP Eyes of Hope Mobile Clinics Program Celebrates 20 Years of Care



Top: Dr. Jarrett Johnson provided an eye exam to a patient at the Lafayette, LA, event in 2025; Bottom: Dr. Johnson pointed to the water line in her first practice after Hurricanes Katrina and Rita in 2005.

VSP Eyes of Hope partnered with charitable organizations and local VSP network doctors to bring free vision care to patients in need across the U.S., from California to New York, via 83 mobile clinic events in 2025.

Empowering our employees to serve at VSP Eyes of Hope mobile clinic events is a reflection of our core value “We Care,” and provides hands-on experience working alongside eye doctors to deliver vision care. In total, 334 employees volunteered 4,982 hours at events across the country.

“Twenty years ago, when New Orleans was devastated by Hurricanes Katrina and Rita, several of my patients lost their lives and my practice was engulfed in 14 feet of water. When VSP asked me to join them in New Orleans to provide services to my community and the first responders, I immediately said yes. I’ve seen firsthand how helping people see can restore their dignity and a sense of normalcy, empowering them for recovery or simply to live their lives to the fullest.”

—Jarrett Johnson, OD, Master of Public Health, VSP Vision Board Member



Back To Where It All Began in Louisiana

VSP Eyes of Hope marked the anniversary of our first mobile outreach with two visits to Louisiana communities affected by Hurricane Katrina.

In February, with the support of Louisiana State Senator Gerald Boudreaux, we partnered with the Optometry Association of Louisiana and 20 of its member doctors to provide **free eye exams and glasses for more than 300 residents of Lafayette**. It was a milestone too for the city that welcomed evacuees from Hurricane Katrina, many of whom made it their home.

In June, VSP Eyes of Hope returned to Louisiana to visit Benjamin Franklin Elementary in New Orleans for a **mobile outreach event** that would care for 160 students from schools throughout the city. Lamont Bunyon, OD, a VSP network doctor and 100 Black Men of America member, helped organize the event to provide vision care and inspire the students to consider a career in optometry.



Left: Dr. Morgan Cornner provided an eye exam to a Lafayette community member; Right: New Orleans student smiled with his new glasses as his father looked on.



“It was especially meaningful to travel to Louisiana, the state where we first deployed a mobile outreach team 20 years ago, and volunteer alongside employees who were part of that first mobile response. Many of the patients we saw were receiving eye care for the first time in years and it was a day filled with joy and smiles as they tried on their new glasses.”

—Wendy Hauteman, VSP Vision Chief Marketing Officer and mobile clinic volunteer



All Aboard for a Tour of Pennsylvania

The VSP Eyes of Hope mobile clinics made seven stops in Pennsylvania, visiting cities from Pittsburgh to the suburbs of Philadelphia. The tour brought free vision care to 550 commonwealth residents in need.

With the support of volunteer doctors and staff from local Visionworks stores, the events kicked off at the Children’s Museum of Pittsburgh and closed with events in Johnstown, Norristown, and York. Through these and other events, 105 Visionworks doctors and staff members volunteered 1,076 hours to deliver eye care and eyewear to people in need in their communities.

The Pennsylvania Optometric Association also invited VSP Eyes of Hope to partner on our fourth consecutive event since 2022. Together with 11 local eye doctors, we provided care to 150 clients of The Salvation Army Harrisburg Capital City Region. In total, our partnership has provided care for more than 730 Harrisburg residents in need.

“ Eyes of Hope was a fantastic and rewarding opportunity to help kids in need. Vision is the beginning of a great future, and we were able to provide that to kids that will make a difference now. ”

—Jason Ludwig, O.D.



Clockwise from top left: York student gave a thumbs up to the frame selection; Dr. Jason Ludwig volunteered to provide eye exams in Johnstown; and York and Norristown students admired their reflections in new frames.



Giving Thanks in South Seattle

For many, the Thanksgiving holiday is a celebration of food and community, yet one in seven families in the U.S. face food insecurity.³ To help address this need leading up to the Thanksgiving holidays, VSP Vision donated \$40,000 to food banks in three communities: River City Food Bank in Sacramento, California, near VSP Vision headquarters; Island Harvest in Melville, New York, near Marchon Eyewear; and Transform Burien and Highline Area Food Bank in South Seattle, Washington.

The donations to South Seattle food banks were part of a two-day VSP Eyes of Hope mobile clinics outreach event in November with Transform Burien and Highline Area Food Bank, organizations that provide families with food, clothing, and other services. Nearly 100 local residents received free eye exams and new prescription glasses with the help of four volunteer eye doctors.

“ Highline Area Food Bank is grateful to partner with Transform Burien and VSP Vision to provide more than food. With VSP’s \$10,000 donation, we supplied food to help our neighbors through a tough season of uncertainty, ensuring the 25% increase in individuals and families were not only served but seen, known, and cared for. Food insecurity is our focus, but partnering to connect clients with additional care helps us feel even more connected to the community. Your donation made a tangible difference in both the number of people we could reach and the quality of care we were able to offer. ”

—Courtney Mellberg, Executive Director, Highline Food Bank



Clockwise from top: Dr. Susan Ziad volunteered with VSP Eyes of Hope to provide eye exams in Burien, WA; Highline Area Food Bank Executive Director Courtney Mellberg; Visionworks employee Jennifer M. helped a patient select the perfect frames.



In Chicagoland, Seeing is Achieving



Clockwise from top: Doctors Joseph McCray, Eric Harris, and Melissa Suckow volunteered to provide eye exams; a Glenwood Academy student smiled with her new glasses; a Glenwood Academy student received an eye exam from Dr. Suckow.

In 2025, one of the five stops that the VSP Eyes of Hope mobile clinics made in the Chicagoland area was at Glenwood Academy, which serves first through twelfth-grade students with Adverse Childhood Experiences (ACEs), such as abuse, neglect, or household dysfunction. While nearly all of their students live at or below the poverty line, the school proudly shares that 100 percent of their eighth-grade students successfully graduate and are well prepared for high school, and 100 percent of their high school students go on to college or join the military.

More than 50 students—about a third of the total school population—received free eye exams and 85 percent of the students needed vision correction, also provided at no cost. This essential vision care will help ensure the students at Glenwood Academy can see, learn, and thrive at school and beyond.



Eyewear Donations

VSP Eyes of Hope partners with Marchon and Altair Eyewear to donate optical frames, sunglasses, and readers to non-profit and optometric organizations for use around the globe. In 2025, eyewear donations totaled nearly 145,000 pairs—valued at \$2,482,394—to more than 125 different organizations. This includes 850 readers, made by more than 90 volunteer VSP Vision employees, that were donated to disaster relief organizations and other nonprofits.

Additionally, Eyemart Express donated nearly \$100,000 worth of glasses to [EyeCare4Kids](#), a nonprofit organization in Arizona that provides free eye exams and glasses to children in low-income communities across the state. The contribution, made in honor of World Sight Day on October 9, 2025, included 834 frames and 2,001 eyewear accessories aimed at helping thousands of children in Arizona gain access to clear vision.



VSP Employees Anna C. and Randy H. make readers in Rancho Cordova, California.





Disaster Relief

When you're evacuating at a moment's notice, it's easy to forget or lose your eyewear. Yet seeing clearly can be essential for navigating through the disaster and to recovery. That's why **VSP Vision helps those affected by a disaster** get essential eye care and replace lost or damaged eyewear.

In 2025, our Disaster Response Team monitored 23 disasters across the U.S. including floods, tornadoes, and wildfires. VSP Vision team members called or sent emails to conduct more than 2,100 check-ins with eye care practices to ensure doctors and staff were safe and able to provide care to patients in their communities.

VSP Vision donated funds and matched employee donations to the American Red Cross and other disaster relief agencies to support disaster relief, and we assisted VSP network doctors whose practices were damaged or destroyed due to a disaster.

“Following the devastating tornado that struck our community, our optometric office sustained significant damage, disrupting our ability to care for patients and operate our practice. During this incredibly challenging time, your generous monetary donation made a meaningful difference. Your kindness brought not only financial relief, but also a renewed sense of hope and encouragement as we worked to rebuild.”

—Dr. Tamela Murray, Eye Health of Somerset, Kentucky

2025 Disaster Relief Impact

2,118

Check-in calls
or emails to VSP
network doctors

247

Community
members accessed
free vision care

\$113.6K

Paid in grants,
employee donations,
and company matches



Helping Los Angeles Recover from the Wildfires



When news of the Eaton and Palisades Fires in Los Angeles County broke on January 7, 2025, our Disaster Response Team jumped into action. As the deadly wildfires caused 200,000 Angelenos to evacuate and destroyed more than 18,000 homes and businesses, we checked in with our partners and doctors, donated funds and services, and offered support.

In addition to reinstating benefits for VSP Vision Care members affected by the wildfires who needed eye care or replacement eyewear, the VSP Eyes of Hope mobile clinics traveled to Santa Monica in partnership with the American Red Cross, Lionsgate, the Power of Sight Foundation, and the Los Angeles County Optometric Society to provide free eye exams and prescription glasses for nearly 250 people affected by the wildfires.

VSP Eyes of Hope donated portable eye exam equipment and 1,200 pairs of optical frames and sunglasses to support free vision care outreach led by the Power of Sight Foundation and the Los Angeles County Optometric Society. Additionally, Marchon Eyewear donated 200 pairs of sunglasses for an event to aid those affected by the wildfires, and VSP Vision Care donated 60 pairs of safety eyewear for first responders.

Beyond supporting continued access to vision care, we provided funding for the broader relief effort, including:

\$5K
to a VSP network doctor whose practice was destroyed in the Pacific Palisades wildfire

\$20K
Matched by Delta Dental of California—to support American Red Cross blood donation drives for the wildfires relief effort

\$20K
Raised in employee donations and matches for the American Red Cross, Direct Relief, and World Central Kitchen disaster relief funds

500
Reading Is Fundamental (RIF) literacy kits donated for schoolchildren affected by the wildfires



Investing in the Future of Optometry

VSP Vision is committed to strengthening the future of eye care by supporting students and early-career doctors at every stage of their journey. Through scholarships, grants, and career-building programs, we help remove financial barriers, expand access to education, and support the next generation of optometrists to thrive in their communities.

2025 Scholarships and Grants Impact

\$350K

Awarded in scholarships and grants

74

Students received VSP scholarships or grants

\$4.3M

Optometric scholarships since 1988

1,270

Optometry students supported to date

- **Student Loan Repayment Program**—Launched in 2023, this program offers up to \$200,000 in student loan relief for upcoming, new, and recent graduates who commit to practicing in underserved or high-need communities. To date, 50 doctors have participated, with \$10 million committed to expanding access to care where it's needed most.
- **Future Leaders Academy**—Introduced in late 2024, the Future Leaders Academy equips recent graduates and early-career optometrists with leadership skills and professional development tools to support long-term growth and impact.
- **Pre-Optometry Camps**—In 2025, VSP sponsored six free, multi-day educational camps at colleges across the U.S., giving high school and undergraduate students early exposure to the diverse opportunities within the optometric profession. The camps help us strengthen the future of optometry by expanding access, representation, and opportunity early in the pipeline.
- **Business Management Immersion Program**—In partnership with University of California, Berkeley, Herbert Wertheim School of Optometry and Vision Science, this program introduces optometry students to the real-world business side of private practice early in their careers.

Learn more about [VSP Vision scholarships and grants](#).



Celebrating the First Graduating Class of the Future Leaders Academy

In 2025, VSP Vision celebrated the first graduating class of the VSP Future Leaders Academy, a professional development program designed to support recent graduates and early-career optometrists as they begin their careers. The Academy strengthens the optometry profession by equipping participants with essential leadership, communication, and business skills—capabilities that are especially critical for doctors entering or building careers across the optometry profession.

Through a combination of in-person and virtual learning, mentorship from experienced optometrists, and hands-on leadership development, the inaugural year of this program helped 30 new doctors navigate the realities of practicing optometry with business and financial acumen for long-term career success. By investing early in emerging leaders, VSP Vision is helping ensure the future of optometry is strong, resilient, and rooted in high-quality, patient-centered care.



Quy Nguyen, OD, Director, Doctor Relations (far right) celebrated with the VSP Future Leaders Academy class of 2025.

“I’m incredibly grateful to VSP for creating the Future Leaders Academy. For students just starting out and feeling a bit lost like I was, this program offers direction, mentorship, and a community of ambitious, like-minded individuals eager to grow. Thanks to the academy, I’ve gained not only knowledge, but also lasting connections with doctors across the country. It’s truly been a transformative experience.”

—*Kha Duong, OD*, Melbourne Eye in Melbourne, Florida, and 2025 Future Leaders Academy graduate





Dr. Marvin R. Poston's Legacy of Leadership Lives On

Malia McDowell's journey to optometry began during a period of uncertainty, when an unexpected opportunity confirmed her desire to serve others through eye care. Now a graduating student at the University of Alabama at Birmingham School of Optometry, Malia has built a strong record of leadership and service through campus organizations and national networks that foster mentorship, representation, and community. Throughout her education, VSP Vision supported her with scholarships, travel grants, outreach, and overall encouragement, which helped reinforce her confidence and sense of belonging in the profession.

As a recipient of the 2025 Dr. Marvin R. Poston Leadership Award, Malia is carrying forward the legacy of one of the VSP Vision founders, whose career was defined by a commitment to increasing access to vision care and delivering inclusive, patient-centered care. The award recognizes students who demonstrate leadership, service, and a dedication to private practice—values that align closely with Malia's goals.

[Read Malia's complete story.](#)



“Opportunity is the foundation of health equity. Through our support of optometry students and the profession, we're strengthening the pipeline of future doctors and working toward a more equitable eye care system for all.”

—Guy Nguyen, OD, Director, Doctor Relations



Scholarship winner Malia McDowell gives back to her community.



Inspiring the Future Through Immersion

VSP Vision is the exclusive sponsor of the **Business Management Immersion Program** (BMIP), offered through the University of California, Berkeley, Herbert Wertheim School of Optometry and Vision Science. The program, which launched in 2016, helps optometry students prepare for the realities of private practice by pairing clinical education with hands-on business insight. Through an immersive experience, more than 20 participants explored the professional responsibilities of joining and operating a practice while learning from successful private-practice models.

For Monica Thu Do, BMIP reinforced her long-standing interest in private practice, shaped by years of observing the trust and continuity built between doctors and patients. As a student drawn to the balance of service and independence that optometry offers, the program gave her firsthand exposure to practice ownership and strengthened her confidence as she prepares to enter the profession. Monica's experience reflects how BMIP equips future doctors with the perspective, skills, and values needed to build sustainable careers rooted in patient-centered care.

[Read Monica's complete story.](#)



Monica Thu Do, Business Management Immersion Program participant.



Empowering Inclusion

Active engagement and inclusivity made for an impactful year for the Inclusive Business Programs (IBP) team and Business Resource Groups (BRGs). Within our virtual company walls, BRG membership grew five percent year-over-year, with thousands of employee participants joining the 72 sessions hosted by the IBP team. Continuing the impact in their communities, BRG members logged more than 1,000 volunteer hours and the IBP team led more than 15 community and school activations.

“ At VSP Vision, *We Are Inclusive* means bringing our diverse perspectives, lived experiences, and voices together to drive innovation and live our purpose. When inclusion is embedded in how we work, we are able to best support all of our stakeholders and create impact that is meaningful, measurable, and lasting.”

—Marvin Davenport, Chief Inclusion Officer, VSP Vision



Members of the Empowered Professionals BRG volunteered at the Sacramento Food Bank.



Business Resource Groups are the Heartbeat of our Culture

Business Resource Group (BRGs), composed of employees who come together around common and different interests, perspectives, and experiences, are the heart and soul of company culture at VSP Vision. Our BRGs play a key role in informing business decisions, helping us to deliver meaningful solutions and an exceptional experience for our members. A prime example is our Abilities Beyond Limited Expectations (ABLE) BRG winning the 2025 ERG Seramount Business Impact Award for its low bridge frame project. ABLE's work contributed to the Eyeconic Special Fit online page with new imagery to reflect representation of individuals with Down syndrome.

Our BRGs

Abilities Beyond Limited Expectations

Asian & Pacific Islander

Black Heritage

Empowered Professionals

Latino

Military, Veterans, and Families

Pride

Women's Inclusion Network



Clockwise from the top: VSP Pride BRG members at the Pride parade event in Sacramento, California; Natalia T. spoke with an attendee at event in Philadelphia, Pennsylvania; ABLE BRG members at the Making Strides Against Breast Cancer event in Sacramento, California.



Strengthening Connection Through Inclusion

Our Vision is Better Together

Historically, VSP Vision celebrated Diversity Month in August. In 2025, we expanded inclusion education across four months through a refreshed speaker series, Our Vision is Better Together.

This approach reflected our commitment to inclusion and helped us engage employees across the enterprise—whether they work in offices, retail locations, or manufacturing. The virtual series featured a range of inclusion-focused topics led by internal and external experts, including VSP leaders and employees. Reaching hundreds of participants, the series increased awareness, inspired action, and strengthened connection across our organization.

Open to All Speaker Series

Open to All is a speaker series designed to spark bold ideas and fresh perspectives on inclusion. Each seminar features a keynote from an industry thought leader followed by a panel of internal experts, connecting external insights with the work happening across our organization. The 2025 series included seminars focused on inclusive artificial intelligence (AI) and generational diversity for inclusive employers.





Celebrating an Empowered Workforce

At VSP Vision, we're committed to creating a workplace where employees thrive, grow, and make a difference. Our new hire onboarding and VSPeople Connections Conference are part of our award-winning training that earned us the Training Magazine APEX Award three years in a row, helping align teams and support employee growth, while the See Me For Me employee spotlight series fostered empathy and understanding.

Based on employee feedback about their experience, in 2025, VSP Vision again earned Great Place to Work Certification™ in the U.S. and was named to the Fortune Best Workplaces in Health Care™ list for the second year in a row.

“ At VSP Vision, our people are our super power—every day they make a difference in our communities, in their professions, and with our stakeholders. Empowering and equipping our teams to do their best work isn't just the right thing to do, it's what drives our business success.”

—Kristi Cappelletti-Matthews, VSP Vision Chief Human Resources Officer





Fostering Inclusion in the Industry

Society of Hispanic Professional Engineers (SHPE) Sponsorship

The SHPE Annual Convention is one of the largest annual gatherings of top science, technology, engineering, and mathematics (STEM) talent in the country—welcoming more than 10,000 participants—and our sponsorship helped VSP Vision identify a strong pipeline of qualified, motivated students with great potential for future career opportunities. We collected more than 360 resumes, conducted over 70 interviews, and several candidates accepted offers to join our internship program in technology roles for summer 2026.



Representatives of VSP Vision at the SHPE 2025 National Convention.

Latinos en Optometry Cultural Responsiveness in Practice

Cultural Responsiveness is a monthly blog series developed in partnership with Latinos en Optometry. This collaboration aims to foster a deeper understanding among both current and aspiring optometry professionals about the importance of delivering care that respects the cultural identity of their patients, acknowledges the socio-economic make-up of those seeking care, and ensures care management is taking place in an inclusive environment.





Advancing Sustainability

As sustainability and social responsibility become increasingly important to our stakeholders, VSP Vision continues to strengthen its sustainability efforts. In 2024, we partnered with an independent advisor to help shape a long-term sustainability strategy that reflects the expectations of our employees, customers, and global regulators. To better understand our most important environmental and social impacts, we completed a comprehensive assessment across our global operations in accordance with the European Union's Corporate Sustainability Reporting Directive (CSRD).

In 2025, we completed a gap analysis and action plan to help VSP Vision identify the European Sustainability Reporting Standards (ESRS) disclosure requirements relevant to our company and to compare our current internal processes and disclosures against these requirements. This work informed a focused action plan, mapping of greenhouse gas emissions, and a climate risk assessment, helping us better understand how climate-related risks and opportunities may affect our business over time.

We will continue advancing our sustainability strategy in alignment with evolving regulations in the U.S. and Europe.





Taking Action to Measure and Manage Emissions

As part of our commitment to environmental responsibility, VSP Vision is working to better understand and reduce our greenhouse gas (GHG) emissions. In 2024, we began measuring emissions across our global operations, including direct emissions, purchased energy, and emissions from our broader value chain. With support from independent advisors, we built reliable systems to collect and manage emissions data and identified where estimates are needed.

In 2025, we completed our first **company-wide emissions inventory** and established a consistent process to track progress over time. This work helps us meet emerging climate regulations and informs future emissions-reduction goals.



2024 Absolute gross GHG emissions (MTCO2e)

Metric	2024
Scope 1 (direct)	11,261
Scope 2 (indirect, location-based)	29,214
Scope 2 (indirect, market-based)	30,203
Total (Scope 1 and market-based Scope 2)	41,464
Scope 3 (estimated)	300,171
Category 1: Purchased Goods & Services	24,891
Category 2: Capital Goods	299
Category 3: Fuel and Energy-Related Activities	12,397
Category 4: Upstream Transportation and Distribution	238,710
Category 5: Waste Generated*	19
Category 6: Business Travel	10,459
Category 7: Employee Commuting	8,520
Category 8: Upstream Leased Assets	4,876
Gross Scope 1, Scope 2 (market-based), and Scope 3 Emissions	341,635

*Marchon Italy only



Our View of Sustainability is Fashionable

We know that consumers want beautiful, stylish, and durable frames that fit their lifestyles and their fashion. Our goal is to fulfill our customers' needs while treading gently on the earth.

That's why we focus our attention on designing and manufacturing frames from sustainable recycled and bio-based materials. In 2025, 58 percent* of our frames were made from materials that are better for the environment.

Our commitment to responsible manufacturing and materials has earned us industry recognition beyond frames. We've also advanced our packaging and point-of-purchase (POP) materials to reduce waste, increase recyclability, and ensure every customer touchpoint reflects our values.

- Certified Sustainable Eyewear (CSE) Awards at MIDO for Karl Lagerfeld and Nike Vision cases
- Diva Award for Nike display
- Gold at Shop! Awards Paris for Liu Jo POP display



You can learn more about the materials our sustainable frames are made from at [EYES ON TOMORROW](#). Our sustainable frames are made from:

Plant-Based Resin



Acetate Renew by Eastman



Upcycled Plastic



Tenite Renew™ by Eastman



Recycled Steel



Tritan Renew™ by Eastman



Responsible Acetate



*The calculation is based on frames containing a minimum of 20 percent of sustainable materials defined as materials derived from bio-based inputs, materials derived from recycled inputs, or both.



Canada Goose Launches with Fully Sustainable Collection



Canada Goose became the first brand in our portfolio to introduce a fully sustainable eyewear collection—proving that performance, style, and environmental responsibility can go hand in hand. The lifestyle and performance frames are crafted with premium sustainable materials, including bio-based and recycled components such as Acetate Renew™, plant-based resin, and titanium. Advanced Sideris lenses, engineered with AI, complete the collection by enhancing color contrast and visual clarity—delivering high performance with a lighter environmental footprint.

“We are incredibly proud to have launched a fully sustainable collection in collaboration with Canada Goose. This milestone reflects our deep commitment to building a better future, driven by conscious choices, use of responsible materials, and partnerships with brands that place sustainability at the core of their identity.”

—Sara Nardo, Chief Sustainability Officer, Marchon Eyewear



vspvision.com/social-responsibility

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