



# Edmund Optics® Sustainability Report September 2025



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Welcome to the inaugural edition of the Edmund Optics Global Sustainability Report. We are honored to share this report with our customers and stakeholders, as well as thank our many employees around the world for their dedication to our program. Edmund Optics is committed to building a company for the future, which requires a focused plan for sustainability.

While we have been active in sustainability initiatives for many years, our development of dedicated teams and resources officially launched in 2022 when we hired a full-time Global Sustainability Manager, Estefania Cervantes. Through her leadership, "Green Teams" were assembled at each Edmund Optics facility, enabling the development of site-specific programs and oversight. We are proud to present the accomplishments of these teams in this report, as well as highlight how and where this kind of localized attention and investment can make an impact. We believe that every employee plays a role in our sustainability vision and should likewise feel empowered to direct and adjust initiatives as needed. Through a culture of inclusivity and respect, our collective insights provide a powerful force in taking our programs to the next level.

Likewise, many "ESG" statements have been adapted to media-based expectations, I hope you find our report to highlight authentic challenges we face, measurements and processes to capture better data, and a path to make real, lasting improvements within our organization and local communities. It is only through partnership with our customers and stakeholders that tangible changes in our behavior will provide a better, healthier future for our planet.

We also hope you will enjoy learning more about our history, including the founding of Edmund Optics by Norman Edmund as a "salvage" company. His vision to recycle, refurbish and re-use optics-based components being returned from WWII was ahead of its time and inspired a generation of students to take an interest in science and engineering. We are committed to continuing his legacy and love for preserving things of value and making them last well into the future.

Our report provides both an overview of what we are doing today, as well as our plans for tomorrow. We hope the many projects, ideas, and insights are valuable to you, and provide inspiration in your sustainability journey. We also encourage you to find the voices within your company or community that will motivate others to take action. Everyone's thumbprint should stamp where we head next and this report is just one opportunity to recognize the power we have to make a difference. We would also love to hear your ideas on sustainability and how we might make our program even more robust.

Thank you for your time and good luck!

Sincerely,

Marisa Edmund,  
*Chairman of the Board & Chief Executive Officer*

A handwritten signature in black ink that reads "Marisa A. Edmund".





As we present our first Sustainability Report, I am both honored and excited to share with you the progress we have made in our journey towards a more sustainable future. This report symbolizes not just our commitment but also our accountability in striving towards excellence in sustainability.

Our vision is to integrate sustainability into every aspect of our operations, aligning our environmental, social, and economic goals with the broader global objectives. Over the past year, we have made significant strides in calculating our carbon footprint, understanding our waste sources, and fostering a culture of sustainability within our organization.

However, this journey is not without its challenges. We have encountered hurdles that tested our resilience and adaptability. Through these experiences, we have gained valuable insights that will drive our future efforts and shape our strategies.

Our progress would not have been possible without the support of our dedicated employees, customers, suppliers and other partners. Your commitment and collaboration have been instrumental in helping us reach our milestones, and for that, we are deeply grateful.

Looking ahead, we are more determined than ever to accelerate our efforts. We have set ambitious goals and are developing innovative strategies to address emerging challenges and opportunities. Our commitment to continuous improvement remains unwavering.

We invite you to explore this report, provide us with your feedback, and join us in our mission to create a sustainable future. Together, we can make a meaningful impact.

Thank you for your continued support and dedication.

Sincerely,

Estefania Cervantes Montano,  
*Global Sustainability Manager*

A handwritten signature in blue ink, reading "Estefania Cervantes Montano".

# About Edmund Optics

## Foundation and Early Years

Edmund Optics was founded in 1942 by Norman W. Edmund in Collingswood, New Jersey, as Edmund Salvage. Initially focused on providing surplus optics and scientific equipment to hobbyists, educators, and researchers during and after WWII, the company quickly gained a reputation for its affordable optical components. Its catalogs became a household name for enthusiasts looking to purchase lenses, mirrors, and other optical products. By 1948, the company was renamed Edmund Scientific.

## Expansion and Diversification

The 1960s and 1970s saw Edmund Scientific broaden its offerings to include telescopes and educational science kits, fueling a growing interest in science and optics among amateur astronomers and enthusiasts. By 1970, the national focus on space exploration prompted further expansion into physics, astronomy, and earth science products—many of which became catalog staples. Even a 95¢ Barlow lens from Edmund found its way to the Moon on Apollo 11, used in the Westinghouse color camera that broadcast the lunar landing.

A second generation of leadership began in 1970 when Robert Edmund joined the team. In 1999, the company was divided into two divisions: Edmund Scientific (serving educational and hobby markets) and Edmund Industrial Optics (serving precision industrial markets). Later, the “Industrial” label was dropped, reflecting a singular focus on high-quality optical components. During this period, Edmund Optics introduced its flagship TECHSPEC® components, marked with black and gold labeling, which were designed and manufactured to meet the stringent demands of industrial optics applications. The company also embarked on a period of international expansion, opening offices in Japan (1995), UK (1998), Germany (1999), Singapore (2000), China (2005), France (2005), South Korea (2006), Taiwan (2010), India (2019), Malaysia (2021).

## Rebranding and Strategic Focus

In the late 1990’s, the company rebranded as Edmund Optics to emphasize its commitment to precision optical components, imaging systems, and photonics solutions for commercial, research, and industrial applications. Edmund Optics launched a design services center in Tucson, Arizona, USA in 1998 for the design of both catalogue product and custom designs for customers. Since then Edmund Optics design services has expanded to include China, 2005 and Germany, 2018.

In 2000, Edmund Optics entered the manufacturing area with the acquisition on Plumber Precision Optics which included optical components, manufacturing in the US & Singapore. With additional acquisition, Edmund Optics, expanded it’s manufacturing footprint to include Japan (2008), Germany (2018), China (2005) and Malaysia (2021). In addition to optical components, Edmund Optics has a large assembly operation of imaging, laser optics, and defense applications.

## Recent Developments and Current Status

Edmund Optics continues to invest in manufacturing and design, expanding its portfolio to over 34,000 optical components by 2024 and adding 3,000 of new products annually. In 2020, the company acquired Quality Thin Films in Florida, and in 2025, it acquired son-x in Aachen, Germany, further strengthening its global footprint dedicated to laser optics.

In addition, Edmund Optics holds 4 patents in the optical space.

Edmund Optics remains proudly family-owned, with Marisa Edmund representing the third generation of the Edmund family. Marisa joined the company in 1998 and has been serving as Chairman of the Board since 2022 and CEO since 2024, contributing significantly to the growth and leadership of the company, continuing the legacy of innovation and excellence that began with Norman W. Edmund in 1942.

## Environmental KPIs

To effectively track our progress and guide decision-making, Edmund Optics has established a set of Environmental Key Performance Indicators (KPIs) aligned with GRI disclosure requirements. These indicators are a result of a comprehensive analysis of our global operations and are reviewed annually to ensure continued relevance and impact.

We have structured our KPIs into four core environmental categories:

- Catalog Production & Distribution
- Manufacturing Waste
- Carbon Footprint
- Packaging

Each category reflects our operational priorities and provides a clear framework for setting targets, monitoring performance, and driving continuous improvement.

# THE ENVIRONMENT

		2023				2024			
		Americas	EMEA	Asia	Global	Americas	EMEA	Asia	Global
Catalog production & distribution	% of sustainable sourced/ recycled paper	100%	100%	0%	67%	100%	100%	0%	67%
	% catalogs containing recycling information	0%	0%	0%	0%	0%	0%	0%	0%
	Total number catalogs - MSB per year per region	151,000	76000	47,000	274,000	91,000	68,000	42,000	201,000
Manufacturing Waste	% glass recycled	0%	0%	38%	13%	0%	0%	50%	17%
	Hazardous waste index (kgs / parts produced)	0,019	0	0,033	0,017	0,016	0	0,032	0,016
	% slurry recycled	0%	0%	0%	0%	0%	0%	0%	0%
	Water consumption index (lts water/parts produced)	20,4	NA	0,0	10,2	28,9	NA	0,0	14,5
	% water treated on site	0%	0%	59%	20%	0%	0%	58%	19%
Carbon Footprint	% Suppliers Engaged	0%	0%	0%	0%	0%	0%	0%	0%
	% energy from renewable sources	4%	30%	0%	11%	4%	38%	0%	14%
	Electricity index (KWh consumption /parts made)	73,2	not tracked	7,4	40,3	125,5	not tracked	8,9	67,2
	Co2 consumption (Scope 1 + 2 + 3) - tCO <sub>2</sub> eq	64,919	20,566	48,243	133,728	71,835	23,892	54,142	149,869
Packaging	Index plastic packaging (kgs packaging bought / items sold)	not tracked				not tracked			
	% of packaging that is made of recycled materials								
Communication	# sustainability trainings per quarter	0	0	0	0	1	1	1	3
	Sustainability Week Participation %	NA	NA	NA	NA	12%	26%	1%	40%
	% of sites with local Green Teams	33%	75%	50%	54%	100%	75%	83%	85%

Our current environmental KPIs include: .....

## Environmental Policy

Our commitment to environmental stewardship is guided by a policy of continuous improvement, regulatory compliance, and integration of sustainable practices across all operations. In alignment with the GRI Standards and the principles of the circular economy, our environmental strategy prioritizes energy efficiency, waste reduction, responsible sourcing, and minimizing our carbon footprint.

We aim to ensure that environmental considerations are embedded in our product development, manufacturing processes, packaging design, and distribution practices. As a company operating within the optics and photonics sector, we are particularly conscious of the high-precision requirements of our materials and equipment, and we strive to align performance with sustainability.

If you want to read our full Environmental Policy please [click here](#).

## Responsible Sourcing

We have started exploring a more structured approach to supplier engagement on environmental topics, particularly around materials used in the industry (e.g., rare earth elements, specialty metals, and coatings). We understand that this is a key element in our sustainability journey, and we are understanding the best way of approaching it. Our goal is that responsible sourcing is evaluated against criteria such as environmental impact, labour practices, and circularity potential.

Our next steps include:

- Mapping high-impact suppliers and conduct sustainability risk assessments.
- Adjusting our existing supplier code of conduct so it's aligned with international standards – GRI 308 (Supplier Environmental Assessment).
- Integrating environmental performance into procurement decisions.



## Third-Party Certificates and Auditing

At Edmund Optics, third-party certifications and audits play a central role in ensuring our sustainability commitments are measurable, verifiable, and globally aligned. These recognitions support continuous improvement across our operations and reinforce customer and stakeholder trust.

### Core Certifications and Compliance Highlights

- **ISO 9001:2015 – Quality Management Systems'**  
Many of Edmund Optics' facilities are ISO 9001 certified, including our corporate headquarters, nine manufacturing sites, and seven of our 14 global sales and distribution centers. This certification demonstrates our commitment to product consistency, robust risk management, and delivering the highest levels of customer satisfaction
- **ISO 13485:2016 – Medical Device Quality Systems**  
This certification confirms our capability in the USA to manufacture optical components and sub-assemblies for medical applications, meeting strict regulatory requirements and supporting life-saving technologies.
- **ISO 14001 – Environmental Management Systems**  
EO's certified EMS framework drives responsible resource use, pollution prevention, and waste reduction across our operations, aligning with our commitment to environmental stewardship.



### Product Compliance

Edmund Optics ensures that its product lines comply with global standards including:

- RoHS (Restriction of Hazardous Substances)
- REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)
- CE and UKCA declarations
- Conflict Minerals reporting
- California Proposition 65 disclosures

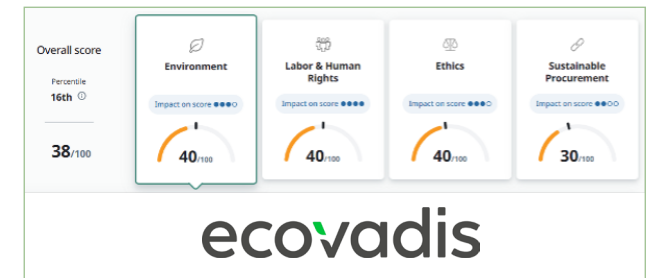
## Auditing and Performance Evaluation

### EcoVadis Sustainability Assessment

In 2024, Edmund Optics completed its first EcoVadis audit, receiving a score of 38/100. While this establishes an important baseline, we view it as a clear call to action. We are already taking concrete steps to strengthen our approach and ensure measurable progress.

We are actively reviewing the results to identify areas of improvement across all four EcoVadis themes—Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Our focus is on targeted policy updates, improved documentation, and deeper ESG integration across the organization.

Just as importantly, we are committed to transparency and accountability in how we report on sustainability. By openly sharing our progress and the initiatives we pursue to raise our rating, we aim to build trust with our stakeholders and demonstrate that continuous improvement is at the heart of our sustainability strategy.



### Annual Recertification and Compliance Audits

ISO-certified sites undergo regular surveillance and renewal audits to ensure adherence to evolving standards and best practices.

### Ongoing Improvement Initiatives

We are actively:

- Expanding the scope of certifications where relevant
- Enhancing internal data tracking and ESG reporting systems
- Assessing supplier compliance as part of our sustainable procurement strategy.

For more detailed and up-to-date information on our certifications, declarations, and regulatory commitments, please visit our [Compliance Page](#).



## Awareness and Industry Collaboration

We actively engage with stakeholders across the optics and photonics sector to promote sustainable innovation. This includes:

- Active participation in industry initiatives on green photonics. At Edmund Optics, we are proud to contribute to the EPIC Sustainability Workgroup and the L.I.G.H.T. Workgroup, founded by SPIE members, reflecting our strong commitment to advancing sustainable practices in the optics & photonics industry.



- Co-developing a "Quick Start Sustainability Guide" for small manufacturers.
- Hosting awareness campaigns during Global Sustainability Week.
- Partnering with academic institutions on energy-efficient laser systems and materials.

By fostering a culture of awareness and collaboration, we aim to advance sustainability not just within our company but across the entire industry.



## Local Environmental Impact through Green Teams

In addition to our global environmental initiatives, we recognize the critical role of local action in driving meaningful change. Today, over 90% of our sites worldwide have established dedicated Green Teams, demonstrating the reach and momentum of our sustainability culture across the organization. These site-based volunteer groups—comprising employees from a range of departments—have led initiatives tailored to their local environmental contexts.

Their contributions include:

- Organizing facility-wide waste reduction campaigns and recycling drives
- Implementing local energy-saving initiatives (e.g., LED lights ROI analysis and implementation, local greener tariffs from energy providers, local energy auditing, etc)
- Partnering with local organizations for community cleanups and environmental awareness events
- Promoting biodiversity through tree planting, pollinator gardens, and native landscaping
- Supporting Earth Day and Global Sustainability Week by encouraging and enabling local participation

These efforts not only support our global environmental objectives but also strengthen our connection with the communities in which we operate. By empowering employees to lead locally, we have amplified our collective impact and nurtured a shared sense of responsibility for the environment.

As we continue to scale our sustainability efforts, the Green Teams will remain a vital force in translating global ambitions into localized action—ensuring that environmental stewardship is engrained into our company culture.



**Green Team EO Germany**



**Green Team EO India**



**Green Team EO Japan**



**Green Team EO Malaysia**





## Sustainability Training and Communication

At EO, sustainability is not just a corporate priority—it is a shared responsibility fostered through transparent communication, continuous learning, and active employee engagement. In recent years, we have enhanced our internal communication and training efforts to ensure that sustainability is accessible, relevant, and actionable for every Edmund Optics employee, regardless of their role or location. Our key initiatives include:

### Quarterly “Green Leaf” Newsletter:

Sustainability is introduced early in the employee experience through a dedicated onboarding module. This ensures new hires are aware of our environmental commitments and understand how they can contribute from the outset.



### Quarterly Sustainability Trainings:

Beginning in 2024, we introduced new sustainability training modules every quarter via our internal employee portal. These interactive, on-demand resources allow colleagues to deepen their knowledge on diverse sustainability topics—ranging from energy efficiency to responsible sourcing—at their own pace and convenience.

## Global Sustainability Week:

Launched in 2024 and repeated in 2025, this week-long, company-wide event is designed to raise awareness and engagement through a mix of fun and educational activities. Each day features a themed email with quizzes, interactive challenges, collaborative team tasks, and knowledge-sharing prompts.

The objectives of Sustainability Week are to:

- Promote a “sustainability mindset” throughout the organization
- Encourage personal and team reflection on environmental and social responsibility
- Inspire employees to take meaningful action at home and in the workplace
- Crowdsource creative ideas that support EO’s sustainability goals



## A milestone: Glass Recycling Initiatives

At Edmund Optics, we are committed to reducing waste and advancing sustainable practices across our operations. In both our Akita (Japan) and Singapore facilities, we have implemented glass recycling programs that extend beyond standard processes.

These programs focus on repurposing a wide range of glass materials, including coated optical filter scraps, window trimmings, and even glass bottles collected from employee cafeterias. By capturing and reusing these materials, we not only divert waste from landfills but also help minimize the environmental footprint of our manufacturing and daily operations.

While recycling initiatives may be common, applying them thoughtfully within the optics and photonics industry requires tailored solutions. We view this as part of our broader responsibility to take concrete, measurable actions toward a more sustainable future. Equally important, we remain committed to continuous learning and improvement, ensuring that these local programs contribute meaningfully to our global environmental objectives.



Video case study: [Glass Recycling at Edmund Optics](#)

At Edmund Optics, our people are at the heart of everything we do. We believe that a sustainable business prioritizes the well-being, growth, and inclusion of its employees—today and for generations to come. Our culture is built on respect, curiosity, and a shared commitment to excellence, and we continuously invest in creating a workplace where every individual can thrive.

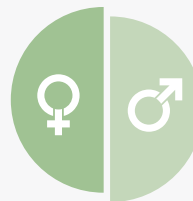


## THE PEOPLE

### Company Leadership

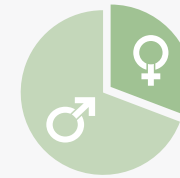
Edmund Optics is a Certified Women Business Enterprise in the State of New Jersey, where it is headquartered. The Chairman of the Board and Chief Executive Officer is Marisa Edmund, a third-generation member of the Edmund Family.

#### Executive Leadership Team



Our Executive Leadership Team is comprised of 4 individuals, 2 of whom are female.

#### Senior Leadership Team



Our Senior Leadership Team is 13 individuals from across the globe, 4 of whom are female.

#### Global Leadership Team



Our Global Leadership Team is 27 individuals, 8 of whom are female.

### Our Workforce

As of December 31<sup>st</sup>, 2024, Edmund Optics employed 1288 people across 14 countries. Our workforce represents a diverse array of backgrounds, experiences, and perspectives — and we believe this diversity is one of our greatest strengths.

#### Workforce Demographics

##### Total Employees: 1288



42% Women  
58% Men  
< 1% Non-binary

**36.0%** of the company management is female.



### Turnover Rate

**9.9%**

Voluntary turnover rate

**14.0%**

New hire voluntary turnover rate

We are proud to maintain high retention rates and to provide meaningful career paths across all levels of the organization.

Additional key metrics include:

### Age Groups

19% of the employees are under 30

22% are over 50

59% are between 30 & 50

**14%** internal mobility rate through promotions or lateral moves in 2024.

### Employee Feedback and Engagement

At Edmund Optics, we are committed to creating an inclusive, supportive, and engaging workplace for all employees. We routinely engage our employees through surveys, focus groups, and direct dialogue. As part of this commitment, we use Culture Amp, a leading employee engagement platform, to regularly survey our workforce. These surveys are conducted anonymously to ensure that every voice can be heard candidly and without hesitation.

The insights gathered from these surveys help leaders understand what we are doing well and where we have opportunities to grow. Our leadership teams work closely with employees to co-create action plans that address key areas for improvement. This collaborative process is a critical part of how we build a better workplace together.

We see employee engagement as a vital part of our sustainability efforts and have made a substantial financial investment in platforms like Culture Amp to support this work. Feedback from our people shapes decisions at every level of the organization, and we are deeply committed to listening, learning, and evolving in partnership with our employees.

In our 2024 Annual Engagement Survey, our second annual global survey, 88% of our employees participated.

### Engagement

**63%**

Favorable

**25%**

Neutral

**12%**

Unfavorable

### Proud to work at Edmund Optics

**70%**

### Opportunities to develop skills

**64%**

Our Employee Net Promoter Score, a metric used to measure engagement and loyalty, is neutral at -3.

Additionally, our global employees provided feedback in the categories below.

### Management

**72%**

### Work & life balance

**70%**

### Enablement

**69%**

### Alignment & Involvement

**68%**

### Teamwork & Ownership

**66%**

### Service and quality focus

**64%**

### Innovation

**64%**

### Collaboration & communication

**64%**

### Social connection

**63%**

### Learning & development

**63%**

### Our site leaders

**63%**

### Company confidence

**59%**

### Feedback & recognition

**58%**

### Leadership

**58%**

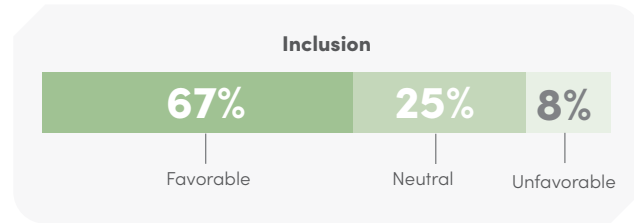
### Action

**50%**

## Diversity, Equity, Inclusion & Belonging (DEIB)

We are committed to creating a culture where all employees feel seen, valued, and empowered. In 2024, we advanced our DEIB strategy through:

- Our 2<sup>nd</sup> key factor in our annual employee engagement survey shows employees are 67% favorable about inclusion at Edmund Optics.



- Launching/expanding our Women in Optics Employee Resource Group to foster community and belonging.
- Providing inclusive leadership training to managers across the organization.
- Tracking metrics related to gender, race/ethnicity (where applicable), and equitable access to opportunities.
- Hosting global conversations and education sessions on bias, identity, and allyship
- In Asia, special panel discussions hosted by our offices featured female leaders from within Edmund Optics, fostering inspiration and visibility across the region in recognition of International Women's Day.

As part of Edmund Optics' broader sustainability efforts, our Diversity, Equity, and Inclusion (DEI) program is a key driver of a more inclusive, innovative, and high-performing workplace. A cornerstone of this effort is our ongoing partnership with Aperian, whose expertise in inclusive leadership and cultural intelligence continues to shape how our people work across borders and perspectives.

In 2024, we invested \$112,663 USD in consulting and support services, including regional leadership alignment, council facilitation, programmatic training, and scalable cross-cultural tools. In addition, we allocated \$52,356 USD toward supplemental DEI learning experiences across our global locations. These efforts reflect our deep commitment to employee development, equity, and inclusive growth as part of our long-term sustainability strategy.

In 2024, our DEIB Council, composed of employees from across functions and regions, guided our efforts and ensured that employee voices shaped our priorities. The infographic below demonstrates our commitment to our culture worldwide with every team member.





## Learning & Development

We believe in lifelong learning and are committed to helping employees develop the skills they need today, and for the future. Employees are encouraged to engage with additional training opportunities. For example, the following platforms exist at Edmund Optics:

### EO Live Training (EO-created content)

31,283 courses completed on EO Live, our internal learning management system.

**KnowBe4** – Cybersecurity training for all office-based employees

**LinkedIn Learning** for on-demand learning. 200 employees across the globe use this online learning opportunity. 180 employees completed more than 10,000 learning videos in 2024.

Unique employee groups have access to specific, **job-related learning platforms**. Pluralsight, Code Academy, or SQLBI (IT/IS, Data Analytics)

**Lean Six Sigma training** on a specialized platform. Edmund Optics currently has, 61 Green Belts and 10 Black Belts.

**Expanded leadership development programs** for people managers locally, regionally, and globally (for example, Handling Unconscious Bias, Courageous Conversations (Feedback), etc.).

Technical upskilling programs for optics manufacturing roles across our Asia sites, supporting career development in critical skill areas.



## Health & Wellbeing

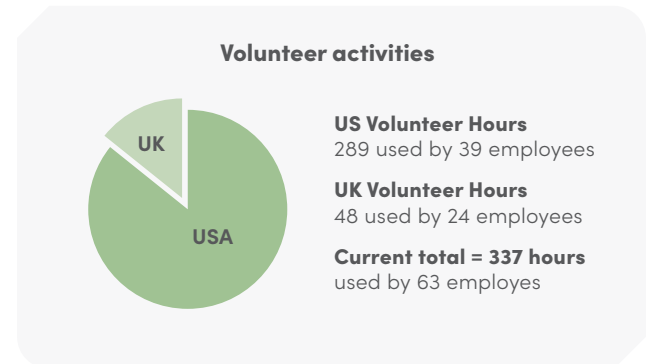
The health and wellbeing of our people is a foundational priority. Our global safety management system ensures compliance and continuous improvement across all sites. Health & Wellbeing metrics for 2024 include:

- Our Germany, France, Netherlands and UK facilities: no recordable accidents at the workplace
- In Europe, the number of audits and safety training is regulated in each country, and we comply accordingly. Safety training is provided at least once per year at each site and to every onboarding employee.
- Continued support for mental health and wellbeing through our employee assistance program and mental health champions.
  - ✓ At our UK facility, the mental health team organized mental health walks, menopause awareness event, a photography in nature competition, and more.
  - ✓ Resources for physical health, financial wellbeing, and work-life balance through events, training, and consultations
  - ✓ Mental health webinars were hosted across Asia and stress management training was tailored and delivered to employees in Japan
- Voluntary annual flu vaccination at many sites
- The local Green Teams in Europe organized gardens and plants, recycling initiatives, etc.
- In Asia, we conducted quarterly safety training at manufacturing locations in Japan, China, and Malaysia
- Additionally, our Asia locations organized "Wellness Weeks" featuring fitness challenges, health seminars, and mindfulness activities to promote holistic employee wellbeing.

## Community Impact

Our employees are passionate about giving back. From mentoring students to supporting local environmental projects, we are proud of the difference our people make beyond the workplace. In 2024 we supported the following activities or policies:

- Employees are provided with 1 day every year to participate in volunteer activities. In the event of a natural disaster, employees can take 5 days to volunteer with a disaster relief organization.



- Through company donations and our company matching program, we contributed over \$85,000 to non-profit, industry allies, and community partners. In the UK, Edmund Optics donates a predetermined sum of money to a charitable organization each month.
- Edmund Optics delivered 19 educational outreach events with over 800 students from 4<sup>th</sup> grade through college to engage students with Lasers & Optics.
- Company run in Mainz (EOG, EOGM) & Afterwork
- We also hosted blood donation drives in Malaysia and Singapore, strengthening our community health engagement.

## Human Rights & Ethical Labor Practices

We are committed to respecting human rights throughout our operations and supply chain. Our Code of Conduct and Human Rights Policy are grounded in international standards, including the UN Guiding Principles on Business and Human Rights. Our global supplier code of conduct propagates these standards to our supply chain. Our code of Conduct is available in 4 languages.

We do not tolerate forced labor, child labor, or discrimination in any form. We audit key suppliers and conduct due diligence to ensure compliance with labor standards.

## Certified Women Business Enterprise (WBE)

In 2024, Edmund Optics was certified as a Women's Business Enterprise (WBE), recognizing the company as women-owned and women-led. This milestone reflects our ongoing commitment to diversity, equity, inclusion, and belonging (DEIB) in the optics and photonics industry. Under the leadership of Marisa Edmund, Chairman & CEO, and supported by a strong team of women in executive and technical roles, we continue to foster representation and pathways for female leadership.

The WBE certification acknowledges our progress and reinforces our commitment to supporting diverse businesses.

If you want to access the certificate [please click here](#).

## Internship Program Highlights

Last summer, we welcomed 15 talented interns across our U.S. locations for an exciting and impactful internship experience. The program was thoughtfully designed to provide:

- Professional development: Interns completed a summer-long project and presented their outcomes to their teams and department leaders.
- Business insights: Through our Business Flow Series, department heads shared how Manufacturing, Sales, Marketing, and other functions work together to drive success.
- Executive connections: Interns attended Lunch and Learns with senior leaders, including Chair and CEO Marisa Edmund and Chief Human Resources Officer Jeanne Davie.
- Team engagement and fun: The program featured building tours (manufacturing and laser lab), an ice cream social, and the spirited Intern Olympics.
- Out-of-state interns are provided apartments to ensure that all interns felt welcome and supported.

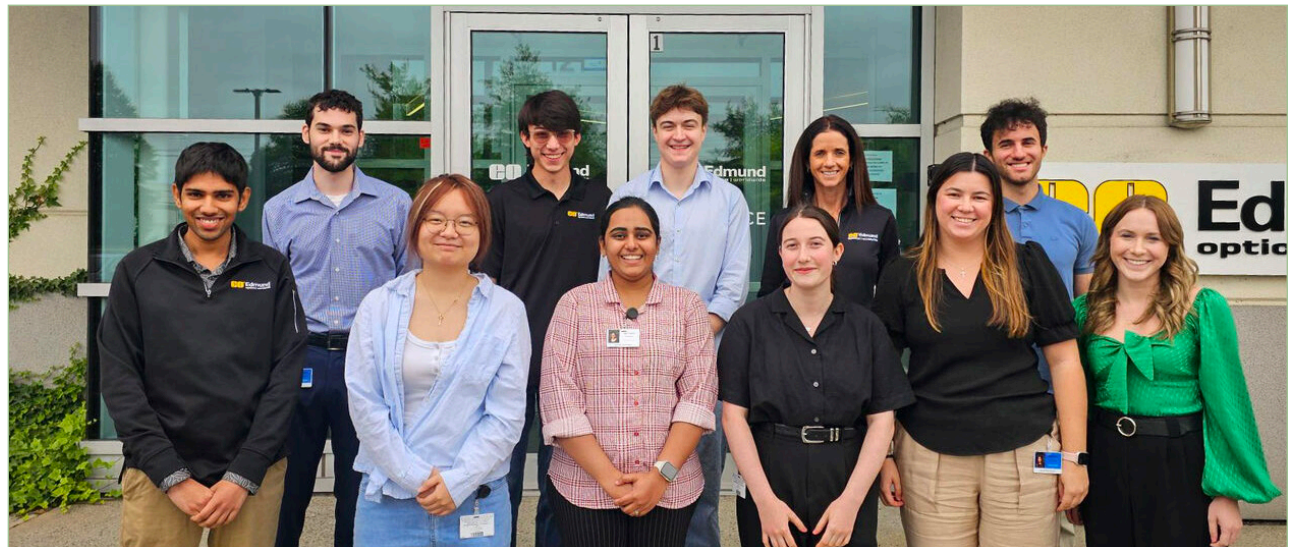
We are excited to continue building on this strong foundation as we grow and enhance the program year after year.

## Looking Ahead

As we grow, we are committed to further embedding equity, wellbeing, and continuous learning into our people practices. Our focus for 2025 includes:

- Increasing representation of underrepresented groups in leadership
- Enhancing career path visibility and mobility
- Investing in manager effectiveness and accountability
- Strengthening global consistency while honoring local culture

We know that building a sustainable future begins with supporting our people, and we are proud to continue that work.





# THE COMPANY

## Introduction / Governance Philosophy

At Edmund Optics, our approach to corporate governance is rooted in the principles of integrity, transparency, and ethical leadership. We believe strong governance is essential to building long-term value for our stakeholders and ensuring accountability at all levels of the organization.

Governance plays a central role in our Environmental, Social, and Governance (ESG) strategy, enabling responsible decision-making, sustainable growth, and a culture of compliance. We aim to foster trust with employees, customers, partners, and shareholders through our commitment to sound governance practices.

## Governance Structure

Our governance framework is overseen by a skilled and diverse Board of Directors, which provides strategic guidance and accountability across the organization. The Board is supported by key committees including:

- Audit Committee
- Compensation Committee
- Nominating & Governance Committee

Mari Edmund, a third-generation family leader, currently holds the roles of Board Chair and Chief Executive Officer (CEO). This unified leadership role provides a cohesive vision, continuity, and long-term stewardship of the company's strategy and values. Independent directors and robust committee structures ensure adequate oversight and accountability.

ESG oversight is integrated into our existing governance model, with the Boards of Directors responsible for monitoring ESG-related topics, including sustainability progress, climate risk, diversity and inclusion, and stakeholder engagement.

Our Executive Leadership Team is composed of four members who provide strategic and operational leadership:

### Executive Leadership



**Marisa Edmund**  
Chairman of the Board  
& Chief Executive Officer



**Jeanne Davie**  
Chief Human  
Resources Officer



**James Fisher**  
Chief Corporate  
Development Officer



**Jeff Harvey**  
Chief Innovation  
Officer

A cross-functional team led by Estefania Cervantes and reporting to Jeff Harvey manages sustainability and ESG initiatives, ensuring ESG goals are embedded in business decision-making.

## Ethics, Integrity & Compliance

Our commitment to ethics and compliance is formalized through our Code of Conduct, which outlines the standards of behavior expected from all employees, officers, and directors. The Code is communicated through onboarding, annual training sessions, and company-wide communications.

We enforce strict anti-corruption and anti-bribery policies, supported by ongoing monitoring and regular training programs. Our whistleblower policy provides confidential channels for reporting concerns, with assurances of non-retaliation. Our Ethics and Compliance team or external counsel reviews reports promptly, as appropriate.

## Risk Management

We employ a comprehensive Enterprise Risk Management (ERM) approach to identify, assess, and manage risks across our global operations. This includes both traditional business risks and emerging ESG-related risks such as:

- Supply Chain Risks
- Cybersecurity Risks
- Operations Risks
- Financial Risks
- Geopolitical Risks
- Talent Risks
- Environmental Risks
- Branding Risks

The Risk & Audit Committee oversees the ERM program, and the risk management and internal audit functions provide quarterly updates. This committee is comprised of members of our board of directors, and our CIO. Cybersecurity governance is prioritized through investments in threat detection, employee training, and executive oversight by our CIO or CISO and cybersecurity team. This includes a robust disaster recovery procedure and data security standard that complies to NIST 800-171 and CMMC. These cybersecurity policies and procedures including tabletop exercises are reviewed once a year.

We also assess and manage supply chain risks through supplier audits and engagement programs, including third-party labor practices and environmental compliance.

## Stakeholder Engagement & Transparency

We regularly engage with our key stakeholders—shareholders, employees, customers, local communities and the environment to understand their evolving expectations and concerns. Our engagement methods include:

- Annual employee engagement surveys
- Customer feedback loops
- Supplier scorecards
- Community involvement initiatives

We are committed to transparency and continuous improvement. We publish started to publish our sustainability data annually and integrating ESG progress into our broader corporate disclosures.

## Board Diversity & Effectiveness

We recognize that diverse perspectives strengthen Board decision-making and innovation. As of 2025, Edmund Optics has seated 8 of its 9 board of directors slots. It consists of 50% women and directors with backgrounds in Optics Research, Optics Manufacturing, Finance, Organizational Development, Marketplace and, Sales and Marketing.

In addition, Edmund Optics, has a family council that represents the 4 generations of Edmund family. This family council holds a seat on the board. Following best practices, all directors are independent except for the CEO. Our average director tenure is 4 years. and we conduct annual Board and committee evaluations to assess performance and identify opportunities for improvement.

Succession planning is an ongoing priority. A structured process is in place for both executive and Board roles to ensure long-term leadership continuity. One of the responsibilities of the Board of Directors is the oversight of our third party financial auditing.

Financial auditing of Edmund Optics. has been done by KPMG since 2003. KPMG ensures Edmund Optics adherence to US GAAP and IFRS.



## Executive Compensation

Our executive compensation program is designed to align leadership incentives with company performance, long-term value creation, and our core values. Compensation includes base salary, performance-based bonuses, and long-term equity awards.

The Compensation Committee ensures our pay practices are competitive, equitable, and aligned with shareholder interests.

## Policies & Commitments

We maintain a suite of governance-related policies that guide our operations and uphold stakeholder trust. Key policies include:

- Conflict of Interest Policy
- Human Rights Policy
- Political Contributions Policy
- Supplier Code of Conduct

These documents are publicly available and regularly reviewed. We also align with international frameworks and standards, including the UN Global Compact, OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

## Looking Ahead

As we continue to evolve, our governance practices will grow with us. In the coming year, we plan to:

- Strengthen ESG oversight at the Board level.
- Expand ESG-related training across the enterprise.
- Review and enhance our data privacy and cybersecurity frameworks.
- Conduct a materiality assessment to inform our future reporting and priorities.
- Align with international recognized sustainability standards like:
  - ✓ Global Reporting Initiative (GRI)
  - ✓ Sustainability Accounting Standards Board (SASB)
  - ✓ Task Force on Climate-related Financial Disclosures (TCFD)

These initiatives reaffirm our commitment to responsible leadership, ethical business practices, and long-term value creation for all stakeholders.



Hopefully you have gotten a good impression of the beginning of Edmund Optics' sustainability journey. This is just the beginning. We will continue to focus on expanding our commitment to ESG, and look for ways to decrease our environmental footprint. While we have some excellent companies in the optics industry we can use to guide our path, much of our world has not embraced sustainability, especially in environmental sustainability.

Partnering with companies like EmitWise and Ecovadis have given us the tools to measure our current state: a first key goal to understanding where we are before committing to where we'll be. As a mentor of mine in the sustainability world once said: sustainability is math and science: whether it's environmental sustainability (geology, mathematics), financial sustainability (statistics), or stakeholder sustainability (psychology, sociology), it is all calculable and understandable.

Edmund Optics also touts a large supply chain, and strong partnerships with key associations in the optics industry, like SPIE and EPIC. With our commitment to sustainability, we can help out others in our industry to understand their current positions and help them craft their own sustainability strategies.

We continue to focus on key areas for improvement: manufacturing waste, packaging, marketing materials, while we have been re-engineering our logistics strategies to minimize the carbon footprints of our product travelling across the world. We continue to be committed to our DEI journey, led by our strong DEI council. And we continue to be committed to our financial sustainability with external partners like KPMG.

On a personal note, when I started with Edmund Optics in 1998, we were 120 employees and a \$36M company. I've had the pleasure and the privilege to both watch and help guide our growth over the last 27 years. We have come a long way, and I am proud of my colleagues for their dedication on this new journey we have started.

Sincerely,

Jeff Harvey  
Chief Innovation Officer