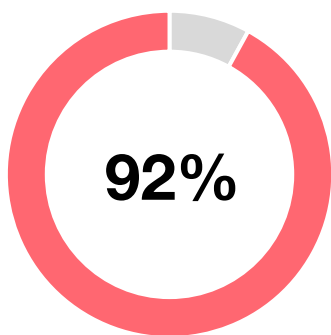


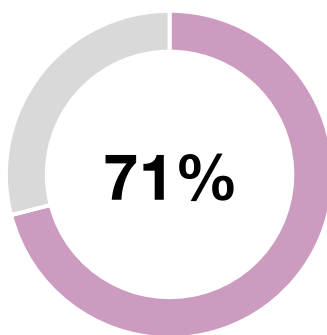
EMPLOYEE VISION IS UNDER STRAIN IMPACTING WELLNESS AND PERFORMANCE

In today's screen-heavy work environments, **more than half of employees spend over six hours a day in front of screens**—employees report:¹

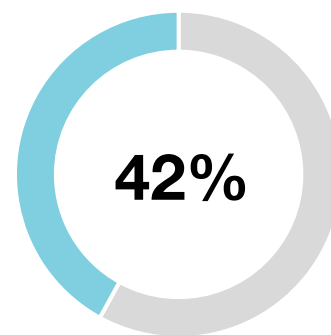
Light sensitivity, tired or dry eyes, headaches and/or blurry vision by day's end



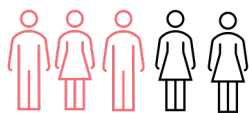
Eye fatigue / light sensitivity affects their performance



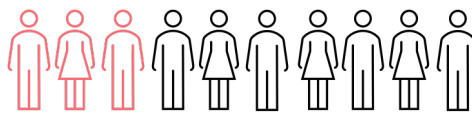
Productivity loss due to light sensitivity



Despite this, vision care is often overlooked:



3 in 5 say they are more likely to take time off for dental appointments than to see an eye doctor



Only 3 in 10 say that eye health is regularly discussed at work

The impact on their vision shows up at work:

- 49% struggle to focus
- 42% feel less productive or irritated
- 41% experience workflow disruptions from needing to rest their eyes

If left unaddressed, these issues can lead to **lost time, lower engagement** and **reduced performance**.

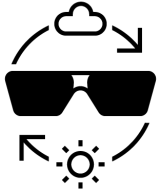
For employers, the potential upside is significant: annual eye exams for Americans exposed to excessive screen time could unlock as much as **\$45.5 billion in productivity gains** and **\$26.4 billion in well-being improvements**.²

EMPLOYEES WANT SUPPORT FOR EYE HEALTH

- Educational materials on digital eye strain and prevention (52%)
- Reminders to take screen breaks throughout the day (52%)
- Annual overview of what their vision benefits include (48%)

WORKERS SEE ADAPTIVE SOLUTIONS AS ESSENTIAL

68% say bright or changing light conditions interfere with their work.

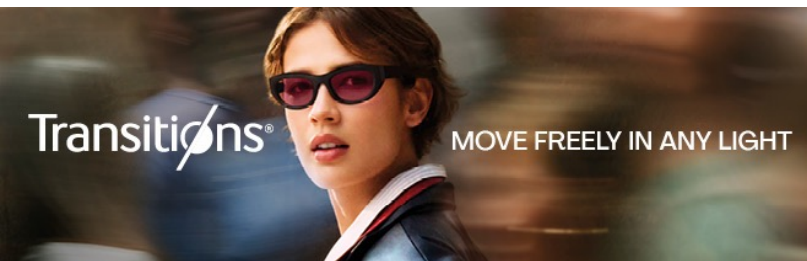


It is no surprise that workers are looking for tools that help them adapt to their environment and see adaptive solutions as essential to managing light sensitivity and staying productive.

PREMIUM VISION BENEFITS MATTER



Coverage of premium options that address light sensitivity matter and employees recognize the value of annual eye exams with 67% citing early detection of eye diseases as the reason, and 63% looking for solutions to issues such as dry eye, strain and light sensitivity.



ULTRA DYNAMIC LIGHT INTELLIGENT LENSES

Photochromic performance may vary across colors and lens material and is influenced by temperature and UV exposure.

TRANSITIONS® LENSES ARE THE SOLUTION

Employees recognize lighting situations where eyeglasses lenses that adjust from clear to dark—like *Transitions* lenses—can help protect their eyes, with 60% citing UV rays from the sun and 57% pointing to constantly changing light conditions.



Automatically adapting to changing light, *Transitions* lenses darken when outdoors and return to clear when indoors, offering ultimate light protection by blocking 100% UVA and UVB rays and filtering blue-violet light indoors and outdoors.*



Available on all major vision care plans, *Transitions*® GEN S™ lenses are engineered to face the challenging light situations employees may experience in common working environments, delivering better vision quality faster, minimizing visual disturbances and accelerating vision recovery times.**

BOTTOM LINE: Supporting vision health is not just good for employees—it is good for business.
Better vision means better performance, engagement and overall wellness.

*Block 100% UVA & UVB rays, darken outdoors & filters up to 32% of blue-violet light indoors & up to 85% outdoors. Blue-violet light is measured between 400nm and 455 nm (ISOTR20772:2018) across colors on polycarbonate & CR39 lenses. **Vision quality improved in challenging light conditions, notably when moving from a bright to a darker environment (source B, *Transitions*® GEN S™ compared to *Transitions*® Signature® GEN 8™), in bright to very bright light situations (source A, *Transitions*® GEN S™ compared to clear lenses) and in low light with peaky stray light (source A, *Transitions*® GEN S™ compared to clear lenses. *Transitions* is a registered trademark, and the *Transitions* logo is a trademark of Transitions Optical, Inc., used under license by Transitions Optical Ltd. GEN S is a trademark of Transitions Optical Limited. ©2026 Transitions Optical Limited.