

**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

**FORM 10-Q**

**QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**  
For the quarterly period ended April 2, 2022

OR

**TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934**  
For the transition period from \_\_\_\_\_ to \_\_\_\_\_  
Commission file number 001-38257

**National Vision Holdings, Inc.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction of  
incorporation or organization)

**2435 Commerce Ave**

**Building 2200**

**Duluth, Georgia**

(Address of principal executive offices)

**46-4841717**

(I.R.S. Employer  
Identification No.)

**30096**

(Zip Code)

**(770) 822-3600**

(Registrant's telephone number, including area code)

**Not Applicable**

(Former name, former address and former fiscal year, if changed since last report)

**Securities registered pursuant to Section 12(b) of the Act**

<u>Title of each class</u>	<u>Trading Symbol(s)</u>	<u>Name of each exchange on which registered</u>
Common Stock, par value \$0.01 per share	EYE	NASDAQ

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15 (d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company," and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	<input checked="" type="checkbox"/>	Accelerated filer	<input type="checkbox"/>
Non-accelerated filer	<input type="checkbox"/>	Smaller reporting company	<input type="checkbox"/>
		Emerging growth company	<input type="checkbox"/>

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

Indicate the number of shares outstanding of each of the issuer's classes of common stock, as of the latest practicable date.

<u>Class</u>	<u>Outstanding at April 29, 2022</u>
Common stock, \$0.01 par value	81,421,901

# NATIONAL VISION HOLDINGS, INC. AND SUBSIDIARIES

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## SPECIAL NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Quarterly Report on Form 10-Q (this “Form 10-Q”) contains “forward-looking statements” within the meaning of Section 27A of the Securities Act of 1933, as amended (the “Securities Act”), and Section 21E of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), which are subject to the “safe harbor” created by those sections. All statements, other than statements of historical facts included in this Form 10-Q, including statements concerning our plans, objectives, goals, beliefs, business strategies, future events, business conditions, results of operations, financial position, business outlook, business trends and other information, may be forward-looking statements.

Words such as “believes,” “expects,” “may,” “will,” “should,” “seeks,” “intends,” “plans,” “estimates,” or “anticipates,” and variations of such words or similar expressions are intended to identify forward-looking statements. The forward-looking statements are not historical facts or guarantees of future performance and are based upon our current expectations, beliefs, estimates and projections, and various assumptions, many of which, by their nature, are inherently uncertain and beyond our control. Our expectations, beliefs, and projections are expressed in good faith and we believe there is a reasonable basis for them. However, there can be no assurance that management’s expectations, beliefs and projections will result or be achieved and actual results may vary materially from what is expressed in or indicated by the forward-looking statements.

There are a number of risks, uncertainties and other important factors, many of which are beyond our control, that could cause our actual results to differ materially from the forward-looking statements contained in this Form 10-Q. Such risks, uncertainties and other important factors that could cause actual results to differ include, among others, the risks, uncertainties and factors set forth in Part II, Item 1A - “Risk Factors” in this Form 10-Q and Part I, Item 1A - “Risk Factors” in the Company’s Annual Report on Form 10-K for the year ended January 1, 2022 (the “2021 Annual Report on Form 10-K”), as filed with the Securities and Exchange Commission (the “SEC”), as such risk factors may be updated from time to time in our periodic filings with the SEC, which are accessible on the SEC’s website at [www.sec.gov](http://www.sec.gov), and also include the following:

- the COVID-19 pandemic and its resurgence and variants, and the impact of evolving federal, state, and local governmental actions in response thereto, including risks stemming from vaccination and testing programs and mandates;
- customer behavior in response to the continuing pandemic and its more recent outbreaks of variants, including the impact of such behavior on in-store traffic and sales;
- overall decline in the health of the economy and other factors impacting consumer spending, including inflation and geopolitical instability;
- our ability to open and operate new stores in a timely and cost-effective manner, or keep stores safely open in light of the continuing COVID-19 pandemic, and to successfully enter new markets;
- our ability to recruit and retain vision care professionals for our stores in general and in light of the pandemic;
- our ability to develop, maintain and extend relationships with managed vision care companies, vision insurance providers and other third-party payors;
- our ability to maintain the performance of our Host and Legacy brands and our current operating relationships with our Host and Legacy partners;
- our ability to adhere to extensive state, local and federal vision care and healthcare laws and regulations;
- our compliance with managed vision care laws and regulations;
- our ability to maintain sufficient levels of cash flow from our operations to execute or sustain our growth strategy or obtain additional financing at satisfactory terms or at all;
- the loss of, or disruption in the operations of, one or more of our distribution centers and/or optical laboratories, resulting in the inability to fulfill customer orders and deliver our products in a timely manner;
- risks associated with vendors from whom our products are sourced, including our dependence on a limited number of suppliers;
- our ability to compete successfully;
- our ability to effectively operate our information technology systems and prevent interruption or security breach;
- the impact of wage rate increases, inflation, cost increases and increases in raw material prices and energy prices;
- our growth strategy straining our existing resources and causing the performance of our existing stores to suffer;
- our ability to successfully and efficiently implement our marketing, advertising and promotional efforts;
- risks associated with leasing substantial amounts of space, including future increases in occupancy costs;
- the impact of certain technological advances, and the greater availability of, or increased consumer preferences for, vision correction alternatives to prescription eyeglasses or contact lenses, and future drug development for the correction of vision-related problems;
- our ability to retain our existing senior management team and attract qualified new personnel;

- our ability to manage our inventory;
- seasonal fluctuations in our operating results and inventory levels;
- our reliance on third-party coverage and reimbursement, including government programs, for an increasing portion of our revenues;
- risks associated with our e-commerce and omni-channel business;
- product liability, product recall or personal injury issues;
- our failure to comply with, or changes in, laws, regulations, enforcement activities and other requirements;
- the impact of any adverse litigation judgments or settlements resulting from legal proceedings relating to our business operations;
- risk of losses arising from our investments in technological innovators in the optical retail industry;
- our ability to adequately protect our intellectual property;
- risks associated with environmental, social and governance issues, including climate change;
- our significant amount of indebtedness and our ability to generate sufficient cash flow to satisfy our debt obligations;
- a change in interest rates as well as changes in benchmark rates and uncertainty related to the foregoing;
- restrictions in our credit agreement that limits our flexibility in operating our business;
- potential dilution to existing stockholders upon the conversion of our convertible notes; and
- risks related to owning our common stock, including our ability to comply with requirements to design and implement and maintain effective internal controls.

We caution you that the risks, uncertainties and other factors referenced above may not contain all of the risks, uncertainties and other factors that are important to you. In addition, we cannot assure you that we will realize the results, benefits or developments that we expect or anticipate or, even if substantially realized, that they will result in the consequences or affect us or our business in the way expected. There can be no assurance that (i) we have correctly measured or identified all of the factors affecting our business or the extent of these factors' likely impact, (ii) the available information with respect to these factors on which such analysis is based is complete or accurate, (iii) such analysis is correct or (iv) our strategy, which is based in part on this analysis, will be successful. All forward-looking statements in this Form 10-Q apply only as of the date of this Form 10-Q or as of the date they were made and, except as required by applicable law, we undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future developments or otherwise.

All references to “we,” “us,” “our,” or the “Company” in this Form 10-Q mean National Vision Holdings, Inc. and its subsidiaries, unless the context otherwise requires. References to “eye care practitioners” in this Form 10-Q mean optometrists and ophthalmologists and references to “vision care professionals” mean optometrists (including optometrists employed by us or by professional corporations owned by eye care practitioners with which we have arrangements) and opticians.

#### **Website Disclosure**

We use our website [www.nationalvision.com](http://www.nationalvision.com) as a channel of distribution of Company information. Financial and other important information regarding the Company is routinely accessible through and posted on our website. Accordingly, investors should monitor our website, in addition to following our press releases, SEC filings and public conference calls and webcasts. In addition, you may automatically receive e-mail alerts and other information about National Vision Holdings, Inc. when you enroll your e-mail address by visiting the “Email Alerts” page of the Investor Resources section of our website at [www.nationalvision.com/investors](http://www.nationalvision.com/investors). The contents of our website are not, however, a part of this Form 10-Q.

**PART I – FINANCIAL INFORMATION****Item 1. Financial Statements (Unaudited)**

**National Vision Holdings, Inc. and Subsidiaries**  
**Condensed Consolidated Balance Sheets**  
**As of April 2, 2022 and January 1, 2022**  
*In Thousands, Except Par Value*  
**(Unaudited)**

	As of April 2, 2022	As of January 1, 2022
<b>ASSETS</b>		
<b>Current assets:</b>		
Cash and cash equivalents	\$ 314,642	\$ 305,800
Accounts receivable, net	62,245	55,697
Inventories	127,401	123,669
Prepaid expenses and other current assets	28,306	29,410
<b>Total current assets</b>	<b>532,594</b>	<b>514,576</b>
<b>Noncurrent assets:</b>		
Property and equipment, net	350,412	346,436
Goodwill	777,613	777,613
Trademarks and trade names	240,547	240,547
Other intangible assets, net	40,147	42,020
Right of use assets	361,908	354,900
Other assets	22,266	16,999
<b>Total non-current assets</b>	<b>1,792,893</b>	<b>1,778,515</b>
<b>Total assets</b>	<b>\$ 2,325,487</b>	<b>\$ 2,293,091</b>
<b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>		
<b>Current liabilities:</b>		
Accounts payable	\$ 69,414	\$ 64,331
Other payables and accrued expenses	91,865	119,323
Unearned revenue	43,632	29,895
Deferred revenue	65,225	65,325
Current maturities of long-term debt and finance lease obligations	4,704	3,999
Current operating lease obligations	70,567	60,930
<b>Total current liabilities</b>	<b>345,407</b>	<b>343,803</b>
<b>Noncurrent liabilities:</b>		
Long-term debt and finance lease obligations, less current portion and debt discount	564,655	566,081
Non-current operating lease obligations	340,902	342,241
Deferred revenue	23,343	23,166
Other liabilities	9,133	8,974
Deferred income taxes, net	91,321	82,846
<b>Total non-current liabilities</b>	<b>1,029,354</b>	<b>1,023,308</b>
<b>Commitments and contingencies (See Note 9)</b>		
<b>Stockholders' equity:</b>		
Common stock, \$0.01 par value; 200,000 shares authorized; 84,129 and 83,840 shares issued as of April 2, 2022 and January 1, 2022, respectively; 81,422 and 81,405 shares outstanding as of April 2, 2022 and January 1, 2022, respectively	841	838
Additional paid-in capital	755,535	750,478
Accumulated other comprehensive loss	(1,752)	(1,940)
Retained earnings	308,542	278,395
Treasury stock, at cost; 2,707 and 2,435 shares as of April 2, 2022 and January 1, 2022, respectively	(112,440)	(101,791)
<b>Total stockholders' equity</b>	<b>950,726</b>	<b>925,980</b>
<b>Total liabilities and stockholders' equity</b>	<b>\$ 2,325,487</b>	<b>\$ 2,293,091</b>

*The accompanying notes are an integral part of these condensed consolidated financial statements.*

**National Vision Holdings, Inc. and Subsidiaries**  
**Condensed Consolidated Statements of Operations and Comprehensive Income**  
**For the Three Months Ended April 2, 2022 and April 3, 2021**  
*In Thousands, Except Earnings Per Share*  
**(Unaudited)**

	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Revenue:</b>		
Net product sales	\$ 433,253	\$ 443,067
Net sales of services and plans	94,458	91,113
Total net revenue	527,711	534,180
<b>Costs applicable to revenue (exclusive of depreciation and amortization):</b>		
Products	164,219	159,691
Services and plans	71,818	64,999
Total costs applicable to revenue	236,037	224,690
<b>Operating expenses:</b>		
Selling, general and administrative expenses	228,554	223,593
Depreciation and amortization	25,151	23,555
Asset impairment	406	959
Other expense (income), net	231	(65)
Total operating expenses	254,342	248,042
Income from operations	37,332	61,448
Interest expense (income), net	(4,144)	6,330
Earnings before income taxes	41,476	55,118
Income tax provision	11,329	11,686
Net income	\$ 30,147	\$ 43,432
<b>Earnings per share:</b>		
Basic	\$ 0.37	\$ 0.53
Diluted	\$ 0.34	\$ 0.48
<b>Weighted average shares outstanding:</b>		
Basic	81,428	81,333
Diluted	94,904	96,025
<b>Comprehensive income:</b>		
Net income	\$ 30,147	\$ 43,432
Unrealized gain on hedge instruments	252	1,650
Tax provision of unrealized gain on hedge instruments	64	2,546
Comprehensive income	\$ 30,335	\$ 42,536

*The accompanying notes are an integral part of these condensed consolidated financial statements.*

**National Vision Holdings, Inc. and Subsidiaries**  
**Condensed Consolidated Statements of Stockholders' Equity**  
**For the Three Months Ended April 2, 2022 and April 3, 2021**  
*In Thousands*  
**(Unaudited)**

	Three Months Ended April 2, 2022						
	Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Loss	Retained Earnings	Treasury Stock	Total Stockholders' Equity
	Shares	Amount					
Balances at January 1, 2022	81,405	\$ 838	\$ 750,478	\$ (1,940)	\$ 278,395	\$ (101,791)	\$ 925,980
Issuance of common stock	289	3	1,366	—	—	—	1,369
Stock based compensation	—	—	3,692	—	—	—	3,692
Purchase of treasury stock	(272)	—	—	—	—	(10,649)	(10,649)
Settlement of 2025 Notes	—	—	(1)	—	—	—	(1)
Unrealized gain (loss) on hedge instruments, net of tax	—	—	—	188	—	—	188
Net income	—	—	—	—	30,147	—	30,147
Balances at April 2, 2022	81,422	\$ 841	\$ 755,535	\$ (1,752)	\$ 308,542	\$ (112,440)	\$ 950,726

	Three Months Ended April 3, 2021						
	Common Stock		Additional Paid-In Capital	Accumulated Other Comprehensive Loss	Retained Earnings	Treasury Stock	Total Stockholders' Equity
	Shares	Amount					
Balances at January 2, 2021	81,239	\$ 821	\$ 795,697	\$ (4,400)	\$ 142,880	\$ (28,496)	\$ 906,502
Cumulative effect of change in accounting principle	—	—	(71,385)	—	7,271	—	(64,114)
Balances at January 3, 2021 - as adjusted	81,239	821	724,312	(4,400)	150,151	(28,496)	842,388
Issuance of common stock	174	2	1,056	—	—	—	1,058
Stock based compensation	—	—	2,971	—	—	—	2,971
Purchase of treasury stock	(28)	—	—	—	—	(1,421)	(1,421)
Unrealized gain (loss) on hedge instruments, net of tax	—	—	—	(896)	—	—	(896)
Net income	—	—	—	—	43,432	—	43,432
Balances at April 3, 2021	81,385	\$ 823	\$ 728,339	\$ (5,296)	\$ 193,583	\$ (29,917)	\$ 887,532

*The accompanying notes are an integral part of these condensed consolidated financial statements.*

**National Vision Holdings, Inc. and Subsidiaries**  
**Condensed Consolidated Statements of Cash Flows**  
**For the Three Months Ended April 2, 2022 and April 3, 2021**  
*In Thousands*  
**(Unaudited)**

	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Cash flows from operating activities:</b>		
Net income	\$ 30,147	\$ 43,432
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	25,151	23,555
Amortization of debt discount and deferred financing costs	770	762
Asset impairment	406	959
Deferred income tax expense	8,410	11,686
Stock based compensation expense	3,734	2,988
Losses (gains) on change in fair value of derivatives	(9,727)	(2,252)
Inventory adjustments	838	177
Other	1,227	594
Changes in operating assets and liabilities:		
Accounts receivable	(6,620)	(2,698)
Inventories	(4,570)	(8,428)
Operating lease right of use assets and lease liabilities	365	(484)
Other assets	1,875	(235)
Accounts payable	5,083	14,946
Deferred and unearned revenue	13,814	22,973
Other liabilities	(23,786)	(10,323)
Net cash provided by operating activities	47,117	97,652
<b>Cash flows from investing activities:</b>		
Purchase of property and equipment	(28,097)	(16,382)
Other	20	8
Net cash used for investing activities	(28,077)	(16,374)
<b>Cash flows from financing activities:</b>		
Repayments on long-term debt	(3)	—
Proceeds from issuance of common stock	1,820	1,868
Purchase of treasury stock	(10,649)	(1,421)
Payments on finance lease obligations	(1,109)	(1,536)
Net cash used for financing activities	(9,941)	(1,089)
Net change in cash, cash equivalents and restricted cash	9,099	80,189
Cash, cash equivalents and restricted cash, beginning of year	306,876	375,159
Cash, cash equivalents and restricted cash, end of period	\$ 315,975	\$ 455,348
<b>Supplemental cash flow disclosure information:</b>		
Cash paid for interest	\$ 2,322	\$ 5,706
Cash paid (received) for taxes	\$ (127)	\$ 365
Capital expenditures accrued at the end of the period	\$ 10,129	\$ 9,247

*The accompanying notes are an integral part of these condensed consolidated financial statements.*



**National Vision Holdings, Inc. and Subsidiaries**  
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**National Vision Holdings, Inc. and Subsidiaries**  
**Notes to Condensed Consolidated Financial Statements (Unaudited)**

## **1. Description of Business and Basis of Presentation**

### *Nature of Operations*

National Vision Holdings, Inc. (“NVHI,” the “Company,” “we,” “our,” or “us”) is a holding company whose operating subsidiaries include its indirect wholly-owned subsidiary, National Vision, Inc. (“NVI”) and NVI’s wholly-owned subsidiaries. We are a leading value retailer of eyeglasses and contact lenses in the United States. We operated 1,292 and 1,278 retail optical locations in the United States and its territories as of April 2, 2022 and January 1, 2022, respectively, through our five store brands, including America’s Best Contacts and Eyeglasses (“America’s Best”), Eyeglass World, Vista Optical locations on select U.S. Army/Air Force military bases (“Military”) and within select Fred Meyer stores, and our management & services arrangement with Walmart (“Legacy”).

### *Basis of Presentation and Principles of Consolidation*

We prepare our unaudited interim condensed consolidated financial statements in accordance with accounting principles generally accepted in the United States of America (“U.S. GAAP”) for interim financial information and, therefore, do not include all information and disclosures required by U.S. GAAP for complete consolidated financial statements. The condensed consolidated balance sheet as of January 1, 2022 has been derived from the audited consolidated balance sheet for the fiscal year then ended. These condensed consolidated financial statements reflect all normal and recurring adjustments which are, in the opinion of management, necessary to present fairly the Company’s consolidated results of the interim period.

Certain information and disclosures normally included in our annual consolidated financial statements have been condensed or omitted; however, we believe that the disclosures included herein are sufficient for a fair presentation of the information presented. These condensed consolidated financial statements should be read in conjunction with our audited consolidated financial statements and the notes thereto for the fiscal year ended January 1, 2022 included in the 2021 Annual Report on Form 10-K. The Company’s significant accounting policies are set forth in Note 1 within those consolidated financial statements. We use the same accounting policies in preparing interim condensed consolidated financial information and annual consolidated financial statements. There were no changes to our significant accounting policies during the three months ended April 2, 2022.

The condensed consolidated financial statements include our accounts and those of our wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. Certain amounts within the Consolidated Statements of Operations and footnotes to the financial statements for fiscal year 2021 have been reclassified to conform to the fiscal year 2022 presentation.

The Company has consolidated certain entities meeting the definition of a variable interest entity (“VIE”) as the Company concluded that it is the primary beneficiary of the entities under the provisions of Accounting Standards Codification 810, Consolidation. At April 2, 2022, the variable interest entities include 31 professional corporations. The total assets of the consolidated VIEs included in the accompanying Consolidated Balance Sheets as of April 2, 2022 and January 1, 2022, were \$3.0 million and \$6.0 million, respectively, and the total liabilities of the consolidated VIEs were \$3.5 million and \$6.8 million, respectively.

### *Fiscal Year*

Our fiscal year consists of 52 or 53 weeks ending on the Saturday closest to December 31. Fiscal year 2022 contains 52 weeks and will end on December 31, 2022. All three month periods presented herein contain 13 weeks, respectively. All references to years and quarters relate to fiscal periods rather than calendar periods.

### *Seasonality*

The consolidated results of operations for the three months ended April 2, 2022 and April 3, 2021, are not necessarily indicative of the results to be expected for the full fiscal year due to seasonality and uncertainty of general economic conditions that may impact our key end markets. Historically, our business has realized a higher portion of net revenue, income from operations, and cash flows from operations in the first half of the year, and a lower portion of net revenue, income from operations, and cash flows from operations in the fourth fiscal quarter. The first half seasonality is attributable primarily to the timing of our customers' personal income tax refunds and annual health insurance program start/reset periods, although delays in tax refund timing occurred in 2020 and 2021, and may continue in future years. Seasonality related to fourth quarter holiday spending by retail customers generally does not impact our business. Our quarterly consolidated results generally may also be affected by the timing of new store openings, store closings, and certain holidays.

Since the start of the COVID-19 pandemic and the resulting temporary closure of our stores to the public for a portion of the first half of fiscal year 2020, there have been changes in our historic seasonality in fiscal year 2020 and 2021. We expect that COVID-19 will continue to cause changes to the seasonality we have historically experienced in fiscal year 2022 and beyond.

### *Use of Estimates*

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

### *Income Taxes*

Our effective tax rates for the three months ended April 2, 2022 and April 3, 2021 were 27.3% and 21.2%, respectively, reflecting our statutory federal and state rate of 25.5% and effects of other permanent items as well as a stranded tax effect of \$2.1 million associated with our matured interest rate swaps during the three months ended April 3, 2021.

### *Share Repurchases*

During the three months ended April 2, 2022, the Company repurchased 0.2 million shares of its common stock for \$7.1 million under the share repurchase program. After these repurchases, \$123.0 million remains available under the share repurchase authorization.

### *Future Adoption of Accounting Pronouncements*

*Reference Rate Reform.* In March 2020, the FASB issued ASU No. 2020-04, *Facilitation of the Effects of Reference Rate Reform on Financial Reporting* ("ASU 2020-04"). This guidance provides optional expedients and exceptions for applying U.S. GAAP to contracts, hedging relationships, and other transactions that may be affected by the cessation of the London Inter-bank Offered Rate ("LIBOR.") An entity may elect to apply the amendments for contract modifications as of any date from the beginning of an interim period that includes or is subsequent to March 12, 2020 through December 31, 2022. A portion of our debt is subject to interest payments that are indexed to LIBOR; additionally, we are party to an interest rate derivative based on LIBOR. We are currently evaluating the effect of this guidance and have not applied the provisions of this guidance during the current fiscal year.

The FASB issued other accounting guidance during the period that is not currently applicable or expected to have a material impact on the Company's condensed consolidated financial statements, and therefore, is not described above.

## 2. Details of Certain Balance Sheet Accounts

The following table provides a reconciliation of cash and cash equivalents reported within the Condensed Consolidated Balance sheets to the total of Cash, cash equivalents and restricted cash shown in the Condensed Consolidated Statement of Cash Flows:

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Cash, cash equivalents and restricted cash:</b>		
Cash and cash equivalents	\$ 314,642	\$ 453,792
Restricted cash included in other assets	1,333	1,556
	<u>\$ 315,975</u>	<u>\$ 455,348</u>

The following tables provide additional details of certain balance sheet accounts as of the dates shown below:

<i>In thousands</i>	As of April 2, 2022	As of January 1, 2022
<b>Accounts receivable, net:</b>		
Trade receivables	\$ 36,410	\$ 32,504
Credit card receivables	20,608	17,010
Other receivables	5,658	6,685
Allowance for credit losses	(431)	(502)
	<u>\$ 62,245</u>	<u>\$ 55,697</u>

<i>In thousands</i>	As of April 2, 2022	As of January 1, 2022
<b>Inventories:</b>		
Raw materials and work in process <sup>(1)</sup>	\$ 62,620	\$ 65,262
Finished goods	64,781	58,407
	<u>\$ 127,401</u>	<u>\$ 123,669</u>

(1) Due to the immaterial amount of estimated work in process and the short lead times for the conversion of raw materials to finished goods, the Company does not separately present raw materials and work in process.

<i>In thousands</i>	As of April 2, 2022	As of January 1, 2022
<b>Other payables and accrued expenses:</b>		
Associate compensation and benefits	\$ 29,685	\$ 55,670
Self-insurance liabilities	9,041	9,034
Capital expenditures	10,129	10,571
Advertising	6,947	6,962
Reserves for customer returns and remakes	9,320	7,556
Legacy management & services agreement	5,401	5,518
Fair value of derivative liabilities	—	2,846
Supplies and other store support expenses	3,918	5,511
Litigation settlements	572	2,100
Lease concessions	345	357
Other	16,507	13,198
	<u>\$ 91,865</u>	<u>\$ 119,323</u>

<i>In thousands</i>	As of April 2, 2022	As of January 1, 2022
<b>Other non-current liabilities:</b>		
Fair value of derivative liabilities	\$ —	\$ 488
Self-insurance liabilities	6,376	6,170
Other	2,757	2,316
	<u>\$ 9,133</u>	<u>\$ 8,974</u>

### 3. Fair Value Measurement

#### *Recurring fair value measurements*

##### Interest Rate Derivatives

We recognize as assets or liabilities at fair value the estimated amounts we would receive or pay upon a termination of interest rate derivatives prior to their scheduled expiration dates. The fair value is based on information that is model-driven and whose inputs were observable (Level 2 inputs) such as LIBOR forward rates. See Note 5. "Interest Rate Derivatives" for further details.

#### *Non-recurring fair value measurements*

##### Tangible Long-lived and Right of Use ("ROU") Store Assets

We recognized impairments of \$0.4 million and \$1.0 million during the three months ended April 2, 2022 and April 3, 2021, respectively, related to our long-lived tangible store assets and ROU assets. The impairments were primarily driven by lower than projected customer sales volume in certain stores. The cash flows used in estimating fair value were discounted using a market rate of 7.5%. A decrease in the estimated cash flows would lead to a lower fair value measurement, as would an increase in the discount rate. These non-recurring fair value measurements are classified as Level 3 measurements in the fair value hierarchy. The estimated remaining fair value of the assets impaired during the three months ended April 2, 2022 and April 3, 2021 was \$2.0 million and \$2.0 million, respectively. Substantially all of the remaining fair value of the impaired store assets represents the fair value of ROU assets.

#### *Additional fair value information*

##### Long-term Debt - 2025 Notes

The Company has \$402.5 million in aggregate principal amount of 2.50% convertible senior notes due on May 15, 2025 (the "2025 Notes") issued and outstanding as of April 2, 2022. Refer to Note 4. "Long-term Debt" for more information on the 2025 Notes. The estimated fair value of the 2025 Notes was approximately \$629.6 million and \$674.9 million as of April 2, 2022 and January 1, 2022, respectively. The estimated fair value of the 2025 Notes is based on the prices the 2025 Notes have traded in the market, as well as overall market conditions on the date of valuation, stated coupon rates, the number of coupon payments each year and the maturity dates, and represents a Level 2 measurement in the fair value hierarchy. Refer to Note 4. "Long-term Debt" for more information on the 2025 Notes.

#### 4. Long-term Debt

Long-term debt consists of the following:

<i>In thousands</i>	As of April 2, 2022	As of January 1, 2022
2025 Notes, due May 15, 2025	\$ 402,498	\$ 402,500
Term loan, due July 18, 2024	150,000	150,000
Revolving credit facility, due July 18, 2024	—	—
Long-term debt before debt discount	552,498	552,500
Unamortized discount and issuance costs - 2025 Notes	(7,465)	(7,986)
Unamortized discount and issuance costs - term loan	(855)	(948)
Long-term debt less debt discount	544,178	543,566
Less current maturities	—	—
Long-term debt - non-current portion	544,178	543,566
Finance lease obligations	25,181	26,514
Less current maturities	(4,704)	(3,999)
Long-term debt and finance lease obligations, less current portion and debt discount	\$ 564,655	\$ 566,081

#### *Credit Agreement*

We were in compliance with all covenants related to our long-term debt as of April 2, 2022.

#### *2025 Notes*

We recognized \$2.5 million and \$0.5 million in interest expense for the interest coupon and amortization of issuance costs, respectively, during the three months ended April 2, 2022 and \$2.5 million and \$0.5 million, respectively during the three months ended April 3, 2021. As of April 2, 2022, the remaining period for the unamortized debt issuance costs balance was approximately three years. An immaterial amount of the principal balance of the 2025 Notes was converted during the three months ended April 2, 2022.

As of April 2, 2022, the stock price conditions under which the 2025 Notes can be converted at the holders' option were not met.

#### 5. Interest Rate Derivatives

We are party to an interest rate collar to offset the variability of cash flows in LIBOR-indexed debt interest payments. To manage credit risk associated with our interest rate hedging program, we select as counterparties major financial institutions with investment grade credit ratings. The aggregate notional amount of the interest rate collar, which is not designated as a cash flow hedge, was \$350.0 million as of April 2, 2022. The fair value of our interest rate collar instrument was an asset of \$6.6 million (\$1.0 million in Prepaid expenses and other current assets and \$5.6 million in Other assets) as of April 2, 2022, and a liability of \$3.3 million (\$2.8 million in Other payables and accrued expenses and \$0.5 million in Other non-current liabilities) as of January 1, 2022, respectively. See Note 3. "Fair Value Measurement" for further details.

Gains (losses) on the change in fair value of the interest rate collar of \$9.0 million and \$2.0 million were recorded in interest expense (income), net during the three months ended April 2, 2022 and April 3, 2021, respectively. We recognized \$1.5 million in interest expense (income), net during the three months ended April 3, 2021 related to our interest rate swaps that were considered to be highly effective hedges and that matured during the three months ended April 3, 2021.

Cash flows related to derivatives qualifying as hedges are included in the same section of the Condensed Consolidated Statements of Cash Flows as the underlying assets and liabilities being hedged. Cash flows during the three months ended April 2, 2022 and April 3, 2021 related to derivatives not qualifying as hedges were included in the operating section of the Condensed Consolidated Statements of Cash Flows and were immaterial. As of April 2, 2022 we expect to reclassify approximately \$0.8 million of unrealized losses on derivative instruments, net of tax, from Accumulated other comprehensive loss ("AOCL") into earnings in the next 12 months as the derivative instruments mature. See Note 12. "Accumulated Other Comprehensive Loss" for further details.

## 6. Stock Incentive Plans

During the three months ended April 2, 2022, the Company granted 153,494 performance-based restricted stock units (“PSUs”) and 245,466 time-based restricted stock units (“RSUs”) to eligible employees under the National Vision Holdings, Inc. 2017 Omnibus Incentive Plan (the “2017 Omnibus Incentive Plan”). The PSUs granted in fiscal 2022 are settled after the end of the performance period (i.e., cliff vesting), which begins on the first day of our 2022 fiscal year and ends on the last day of our 2024 fiscal year, and are based on the Company’s achievement of certain performance targets. The RSUs granted in fiscal 2022 vest primarily in three equal installments.

## 7. Revenue From Contracts With Customers

The majority of our revenues are recognized either at the point of sale or upon delivery and customer acceptance, paid for at the time of sale in cash, credit card, or on account with managed care payors having terms generally between 14 and 120 days, with most paying within 90 days. For sales of in-store non-prescription eyewear and related accessories, and paid eye exams, we recognize revenue at the point of sale. Our point in time revenues include 1) retail sales of prescription and non-prescription eyewear, contact lenses and related accessories to retail customers (including those covered by managed care), 2) eye exams and 3) wholesale sales of inventory in which our customer is another retail entity. Revenues recognized over time primarily include product protection plans (i.e. warranties), eye care club memberships and management fees earned from our Legacy partner.

The following disaggregation of revenues depicts our revenue based on the timing of revenue recognition:

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
Revenues recognized at a point in time	\$ 485,085	\$ 493,438
Revenues recognized over time	42,626	40,742
Total net revenue	\$ 527,711	\$ 534,180

Refer to Note 10. “Segment Reporting” for the Company’s disaggregation of net revenue by reportable segment. As the reportable segments are aligned by similar economic factors, trends and customers, the reportable segment disaggregation view best depicts how the nature, amount and uncertainty of revenue and cash flows are affected by economic factors.

We record reductions in revenue for estimated price concessions granted to managed care providers. The Company considers its revenue from managed care customers to include variable consideration and estimates such amounts associated with managed care customer revenues using the history of concessions provided and cash receipts from managed care providers; we reduced our net revenue for variable consideration of \$2.7 million and \$3.5 million during the three months ended April 2, 2022 and April 3, 2021, respectively.

### *Contract Assets and Liabilities*

The Company’s contract assets and contract liabilities primarily result from timing differences between the performance of our obligations and the customer’s payment.

### Accounts Receivable

Credit loss expense recognized on our receivables, which is presented in SG&A expenses in the Company’s condensed consolidated statements of operations, was \$0.1 million for the three months ended April 2, 2022 as compared to \$0.1 million for the three months ended April 3, 2021.

### Unsatisfied Performance Obligations (Contract Liabilities)

During the three months ended April 2, 2022 and April 3, 2021, we recognized \$24.6 million and \$20.2 million, respectively, of deferred revenues outstanding at the beginning of each respective period.

Our deferred revenue balance as of April 2, 2022 was \$88.6 million. We expect future revenue recognition of this balance of \$56.3 million, \$23.4 million, \$8.2 million, \$0.6 million and \$0.1 million in fiscal years 2022, 2023, 2024, 2025 and thereafter, respectively.

**8. Leases**

Our lease costs for the three months ended April 2, 2022 and April 3, 2021 were as follows:

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Operating lease cost</b>		
Fixed lease cost <sup>(a)</sup>	\$ 21,949	\$ 20,651
Variable lease cost <sup>(b)</sup>	8,098	7,403
Sublease income <sup>(c)</sup>	(875)	(910)
<b>Finance lease cost</b>		
Amortization of finance lease assets	1,081	1,123
Interest on finance lease liabilities	647	780
<b>Net lease cost</b>	<b>\$ 30,900</b>	<b>\$ 29,047</b>

(a) Includes short-term leases, which are immaterial.

(b) Includes costs for insurance, real estate taxes and common area maintenance expenses, which are variable, as are lease costs above minimum thresholds for Fred Meyer stores and lease costs for Military stores.

(c) Income from sub-leasing of stores includes rental income from leasing space to independent optometrists.

<b>Lease Term and Discount Rate</b>	As of April 2, 2022	As of January 1, 2022
<b>Weighted average remaining lease term (months)</b>		
Operating leases	76	76
Finance leases	70	72
<b>Weighted average discount rate <sup>(a)</sup></b>		
Operating leases	4.5 %	4.5 %
Finance leases <sup>(b)</sup>	11.5 %	11.7 %

(a) The discount rate used to determine the lease assets and lease liabilities was derived upon considering (i) incremental borrowing rates on our term loan and revolving credit facility; (ii) fixed rates on interest rate swaps; (iii) LIBOR margins for issuers of similar credit rating; and (iv) effect of collateralization. As a majority of our leases are five-year and 10-year leases, we determined a lease discount rate for such tenors and determined this discount rate is reasonable for leases that were entered into during the period.

(b) The discount rate on finance leases is higher than operating leases because the present value of minimum lease payments was higher than the fair value of leased properties for certain leases entered into prior to adoption of ASC 842. The discount rate differential for those leases is not material to our results of operations.

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Other Information</b>		
Operating cash outflows - operating leases	\$ 23,409	\$ 21,914
Right of use assets acquired under finance leases	\$ —	\$ —
Right of use assets acquired under operating leases	\$ 27,461	\$ 23,726



The following table summarizes the maturity of our lease liabilities as of April 2, 2022:

*In thousands*

Fiscal Year	Operating Leases <sup>(a)</sup>	Finance Leases <sup>(b)</sup>
2022	\$ 56,666	\$ 4,857
2023	88,456	6,263
2024	77,419	4,734
2025	72,655	4,888
2026	55,137	4,496
Thereafter	124,192	6,888
Total lease liabilities	474,525	32,126
Less: Interest	63,056	6,945
Present value of lease liabilities <sup>(c)</sup>	\$ 411,469	\$ 25,181

(a) Operating lease payments include \$44.5 million related to options to extend lease terms that are reasonably certain of being exercised.

(b) Finance lease payments include \$1.7 million related to options to extend lease terms that are reasonably certain of being exercised.

(c) The present value of lease liabilities excludes \$19.9 million of legally binding minimum lease payments for leases signed but not yet commenced.

## 9. Commitments and Contingencies

### *Legal Proceedings*

From time to time, the Company is involved in various legal proceedings incidental to its business. Because of the nature and inherent uncertainties of litigation, we cannot predict with certainty the ultimate resolution of these actions and, should the outcome of these actions be unfavorable, the Company's business, financial position, results of operations or cash flows could be materially and adversely affected.

The Company reviews the status of its legal proceedings and records a provision for a liability when it is considered probable that both a liability has been incurred and the amount of the loss can be reasonably estimated. This review is updated periodically as additional information becomes available. If either or both of the criteria are not met, we reassess whether there is at least a reasonable possibility that a loss, or additional losses, may be incurred. If there is a reasonable possibility that a loss may be incurred, we disclose the estimate of the amount of the loss or range of losses, or that an estimate of loss cannot be made. The Company expenses its legal fees as incurred.

We are currently and may in the future become subject to various claims and pending or threatened lawsuits in the ordinary course of our business.

## 10. Segment Reporting

The Company provides its principal products and services through two reportable segments: Owned & Host and Legacy. The "Corporate/Other" category includes the results of operations of our other operating segments, AC Lens and FirstSight, as well as corporate overhead support. The "Reconciliations" category represents other adjustments to reportable segment results necessary for the presentation of consolidated financial results in accordance with U.S. GAAP for the two reportable segments. Incremental expenses related to the COVID-19 pandemic are allocated to the reportable segments.

Our reportable segment profit measure is earnings before interest, tax, depreciation and amortization ("EBITDA") or net revenue, less costs applicable to revenue, less SG&A expenses. Depreciation and amortization, asset impairment, and other corporate costs that are not allocated to the reportable segments, including interest expense (income) are excluded from segment EBITDA. There are no revenue transactions between our reportable segments. There are no differences between the measurement of our reportable segments' assets and consolidated assets. There have been no changes from prior periods in the measurement methods used to determine reportable segment profit or loss, and there have been no asymmetrical allocations to segments.

The following is a summary of certain financial data for each of our segments. Reportable segment information is presented on the same basis as our consolidated financial statements, except for net revenue and associated costs applicable to revenue, which are presented on a cash basis, including point of sales for managed care payors and excluding the effects of unearned and deferred revenue, consistent with what the Chief Operating Decision Maker ("CODM") regularly reviews.

Asset information is not included in the following summary since the CODM does not regularly review such information for the reportable segments.

	Three Months Ended April 2, 2022				
<i>In thousands</i>	Owned & Host	Legacy	Corporate/Other	Reconciliations	Total
Net product sales	\$ 357,904	\$ 27,630	\$ 61,697	\$ (13,978)	\$ 433,253
Net sales of services and plans	80,015	14,528	—	(85)	94,458
Total net revenue	437,919	42,158	61,697	(14,063)	527,711
Costs of products	101,040	12,907	53,465	(3,193)	164,219
Costs of services and plans	65,601	6,217	—	—	71,818
Total costs applicable to revenue	166,641	19,124	53,465	(3,193)	236,037
SG&A	157,461	15,106	55,987	—	228,554
Asset impairment	—	—	406	—	406
Other expense, net	—	—	231	—	231
EBITDA	\$ 113,817	\$ 7,928	\$ (48,392)	\$ (10,870)	
Depreciation and amortization					25,151
Interest expense (income), net					(4,144)
Earnings before income taxes					\$ 41,476

	Three Months Ended April 3, 2021				
<i>In thousands</i>	Owned & Host	Legacy	Corporate/Other	Reconciliations	Total
Net product sales	\$ 369,370	\$ 27,420	\$ 61,218	\$ (14,941)	\$ 443,067
Net sales of services and plans	83,077	16,162	—	(8,126)	91,113
Total net revenue	452,447	43,582	61,218	(23,067)	534,180
Costs of products	97,104	12,859	53,026	(3,298)	159,691
Costs of services and plans	58,804	6,195	—	—	64,999
Total costs applicable to revenue	155,908	19,054	53,026	(3,298)	224,690
SG&A	149,963	14,293	59,337	—	223,593
Asset impairment	—	—	959	—	959
Other expense (income), net	—	—	(65)	—	(65)
EBITDA	\$ 146,576	\$ 10,235	\$ (52,039)	\$ (19,769)	
Depreciation and amortization					23,555
Interest expense (income), net					6,330
Earnings before income taxes					\$ 55,118

**11. Earnings Per Share**

Diluted EPS related to the 2025 Notes is calculated using the if-converted method; the number of dilutive shares is based on the initial conversion rate associated with the 2025 Notes. A reconciliation of the numerators and denominators of the basic and diluted EPS calculations is as follows:

<i>In thousands, except EPS</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
Net income	\$ 30,147	\$ 43,432
After-tax interest expense for 2025 Notes	2,345	2,332
Numerator for diluted EPS	\$ 32,492	\$ 45,764
Weighted average shares outstanding for basic EPS	81,428	81,333
<b>Effect of dilutive securities:</b>		
Stock options	229	1,397
Restricted stock	336	383
2025 Notes	12,911	12,912
Weighted average shares outstanding for diluted EPS	94,904	96,025
Basic EPS	\$ 0.37	\$ 0.53
Diluted EPS	\$ 0.34	\$ 0.48
Anti-dilutive options and RSUs outstanding excluded from EPS	214	38

**12. Accumulated Other Comprehensive Loss**

Changes in the fair value of the Company's cash flow hedge derivative instruments from their inception are recorded in AOCL if the instruments are deemed to be highly effective as cash flow hedges. The following table presents the changes in AOCL, net of tax during the three months ended April 2, 2022 and April 3, 2021, respectively:

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Cash flow hedging activity:</b>		
Balance at beginning of period	\$ (1,940)	\$ (4,400)
Other comprehensive income (loss) before reclassification	—	(10)
Tax effect of other comprehensive income (loss) before reclassification	—	3
Amount reclassified from AOCL into interest expense	252	1,660
Tax effect of amount reclassified from AOCL into interest expense	(64)	(424)
Stranded tax effect of matured interest rate swaps	—	(2,125)
Net current period other comprehensive income (loss), net of tax	188	(896)
Balance at end of period	\$ (1,752)	\$ (5,296)

See Note 5. "Interest Rate Derivatives" for a description of the Company's use of cash flow hedging derivatives.

## **Item 2. Management’s Discussion and Analysis of Financial Condition and Results of Operations**

*The following contains management’s discussion and analysis of our financial condition and results of operations and should be read together with the unaudited condensed consolidated financial statements and the related notes thereto included elsewhere in this Form 10-Q (this “Form 10-Q”) and the audited consolidated financial statements and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” included in our Annual Report on Form 10-K filed with the Securities and Exchange Commission (the “SEC”) on January 1, 2022 (the “2021 Annual Report on Form 10-K.”) This discussion contains forward-looking statements that reflect our plans, estimates and beliefs and involve numerous risks and uncertainties, including, but not limited to, those described in the “Risk Factors” section of the 2021 Annual Report on Form 10-K and in the “Risk Factors” section of this Form 10-Q, as such risk factors may be updated from time to time in our periodic filings with the SEC. Actual results may differ materially from those contained in any forward-looking statements. You should carefully read “Special Note Regarding Forward-Looking Statements” in this Form 10-Q.*

### **Overview**

We are one of the largest and fastest growing optical retailers in the United States and a leader in the attractive value segment of the U.S. optical retail industry. We believe that vision is central to quality of life and that people deserve to see their best to live their best, regardless of their budget. Our mission is to make quality eye care and eyewear affordable and accessible to all Americans. We achieve this by providing eye exams, eyeglasses and contact lenses to value seeking and lower income consumers. We deliver exceptional value and convenience to our customers, with an opening price point that strives to be among the lowest in the industry, enabled by our low-cost operating platform. We reach our customers through a diverse portfolio of 1,292 retail stores across five brands and 18 consumer websites as of April 2, 2022.

### **COVID-19**

The COVID-19 pandemic continued to cause business impacts in the first quarter of 2022 primarily driven by the emergence of the Omicron variant in late 2021, and its further spread in early 2022, which caused a surge in COVID-19 cases globally, and resulted in increased associate and vision care professional absences, adjusted work schedules and reduced consumer traffic for our operations.

The ultimate impact of COVID-19 on our operations and financial performance in future periods remains uncertain and will depend on future pandemic-related developments, including the duration of the pandemic, potential subsequent waves of COVID-19 infection or potential new variants, the effectiveness and adoption of COVID-19 vaccines and therapeutics, supplier impacts and related government actions to prevent and manage disease spread, including the implementation of any federal, state, local or foreign vaccine mandates, all of which are uncertain and cannot be predicted. In addition, we could experience disruptions of product deliveries as a result of supply chain issues caused by the COVID-19 pandemic, including as a result of the temporary shutdowns in countries which support our supply chain. Prolonged periods of shutdown in these countries or a deterioration of conditions in other countries that are part of our supply chain as well as increasing strains on international and domestic supply chain infrastructure could result in product and equipment availability delays, as well as increased costs to obtain and ship these items to meet customer demand. We have made, and may continue to make, inventory forward buys to help manage potential supply chain disruptions. We continue to monitor and evaluate additional measures that we may elect to take as a response to the COVID-19 pandemic and the several macroeconomic effects resulting from the pandemic. There can be no assurance whether or when any such measures will be adopted. For a discussion of measures we have previously taken in response to the pandemic, and the impact of the COVID-19 pandemic on our operations and performance, please see Part I. Item 1A. “Risk Factors” and Part II. Item 7. “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in the Company’s 2021 Annual Report on Form 10-K.

### **Overall economic condition**

Changes in economic conditions, supply chain constraints, logistics challenges, labor shortages, the conflict in Ukraine, and steps taken by governments and central banks in response to the pandemic as well as other stimulus and spending programs, have led to higher inflation than previously experienced or expected. Consumer preferences and demand, as well as spending habits, including for our goods and services, are impacted by the prevailing macroeconomic conditions, inflation, salaries and wages, consumer confidence and consumer perception.

### **Business Impact**

The COVID-19 pandemic, increasing macroeconomic uncertainty of the U.S. economy and emerging constraints to exam capacity adversely affected our sales in the first quarter of 2022 and may continue to impact our performance going forward. Early in the first quarter of 2022, the Omicron variant led to reduced customer demand and constrained the exam capacity of vision care professionals due to labor shortages in an already competitive market

for vision care professionals and preferences for adjusted work schedules. Exam capacity, which encompasses the overall availability of vision care professionals, is impacted by several factors including retention, hiring, remote medicine coverage and work schedules. During the quarter, adverse macroeconomic conditions such as inflation also impacted consumer demand and created a temporary challenging environment for our business. We remain focused on our strategy to provide our customers and patients reliable and quality low cost eye care and eyewear, and are taking certain actions to enhance our exam capacity through recruitment, retention and remote medicine initiatives.

The disclosures contained in this Form 10-Q are made only as of the date hereof, and we undertake no obligation to publicly update or revise any forward-looking statement as a result of new information, future events or otherwise, except as required by law. For further information, please see “Forward-Looking Statements.”

### **Brand and Segment Information**

Our operations consist of two reportable segments:

- **Owned & Host** - As of April 2, 2022, our owned brands consisted of 852 America’s Best Contacts and Eyeglasses retail stores and 127 Eyeglass World retail stores. In America’s Best stores, vision care services are provided by optometrists employed by us or by independent professional corporations or similar entities. America’s Best stores are primarily located in high-traffic strip centers next to value-focused retailers. Eyeglass World locations primarily feature eye care services provided by independent optometrists and optometrists employed by independent professional corporations or similar entities and on-site optical laboratories that enable stores to quickly fulfill many customer orders and make repairs on site. Eyeglass World stores are primarily located in freestanding or in-line locations near high-foot-traffic shopping centers. Our Host brands consisted of 54 Vista Optical locations on select military bases and 29 Vista Optical locations within select Fred Meyer stores as of April 2, 2022. We have strong, long-standing relationships with our Host partners and have maintained each partnership for over 22 years. These brands provide eye exams primarily by independent optometrists. All brands utilize our centralized laboratories. This segment also includes sales from our America’s Best, Eyeglass World, and Military omni-channel websites.
- **Legacy** - We manage the operations of, and supply inventory and laboratory processing services to, 230 Vision Centers in Walmart retail locations as of April 2, 2022. This strategic relationship with Walmart is in its 32<sup>nd</sup> year. Pursuant to a January 2020 amendment to our management & services agreement with Walmart, we added five additional Vision Centers in Walmart stores in fiscal year 2020. On July 17, 2020, NVI and Walmart extended the current term and economics of the management & services agreement by three years to February 23, 2024. Under the management & services agreement, our responsibilities include ordering and maintaining merchandise inventory; arranging the provision of optometry services; providing managers and staff at each location; training personnel; providing sales receipts to customers; maintaining necessary insurance; obtaining and holding required licenses, permits and accreditations; owning and maintaining store furniture, fixtures and equipment; and developing annual operating budgets and reporting. We earn management fees as a result of providing such services and therefore we record revenue related to sales of products and product protection plans to our Legacy partner’s customers on a net basis. Our management & services agreement also allows our Legacy partner to collect penalties if the Vision Centers do not generate a requisite amount of revenues. No such penalties have been assessed under our current arrangement, which began in 2012. We also sell to our Legacy partner merchandise that is stocked in retail locations we manage pursuant to a separate supplier agreement, and provide centralized laboratory services for the finished eyeglasses for our Legacy partner’s customers in stores that we manage. We lease space from Walmart within or adjacent to each of the locations we manage and use this space for vision care services provided by independent optometrists or optometrists employed by us or by independent professional corporations or similar entities. During the three months ended April 2, 2022, sales associated with this arrangement represented 8.0% of consolidated net revenue. This exposes us to concentration of customer risk.

Our consolidated results also include the following activity recorded in our Corporate/Other category:

- Our e-commerce platform of 14 dedicated websites managed by AC Lens. Our e-commerce business consists of five proprietary branded websites, including aclens.com, discountglasses.com and discountcontactlenses.com, and nine third-party websites with established retailers, such as Walmart, Sam's Club and Giant Eagle as well as mid-sized vision insurance providers. AC Lens handles site management, customer relationship management and order fulfillment and also sells a wide variety of contact lenses, eyeglasses and eye care accessories.
- AC Lens also distributes contact lenses wholesale to Walmart and Sam's Club. We incur costs at a higher percentage of sales than other product categories. AC Lens sales associated with Walmart and Sam's Club contact lenses distribution arrangements represented 6.7% of consolidated net revenue.
- Managed care business conducted by FirstSight, our wholly-owned subsidiary that is licensed as a single-service health plan under California law, which arranges for the provision of optometric services at the offices next to certain Walmart stores throughout California, and also issues individual vision plans in connection with our America's Best operations in California.
- Unallocated corporate overhead expenses, which are a component of selling, general and administrative expenses and are comprised of various home office expenses such as payroll, occupancy costs, and consulting and professional fees. Corporate overhead expenses also include field services for our five retail brands.

Reportable segment information is presented on the same basis as our condensed consolidated financial statements, except reportable segment sales which are presented on a cash basis including point of sales for managed care payors and excluding the effects of unearned and deferred revenue, consistent with what our CODM regularly reviews. Reconciliations of segment results to consolidated results include financial information necessary to adjust reportable segment revenues to a consolidated basis in accordance with U.S. GAAP, specifically the change in unearned and deferred revenues during the period. There are no revenue transactions between reportable segments, and there are no other items in the reconciliations other than the effects of unearned and deferred revenue. See Note 10. "Segment Reporting" in our condensed consolidated financial statements included in Part I. Item 1. of this Form 10-Q.

Deferred revenue represents the timing difference of when we collect the cash from the customer and when services related to product protection plans and eye care club memberships are performed. Increases or decreases in deferred revenue during the reporting period represent cash collections in excess of or below the recognition of previous deferrals. Unearned revenue represents the timing difference of when we collect cash from the customer and delivery/customer acceptance, and includes sales of prescription eyewear during approximately the last seven to 10 days of the reporting period.

### **Trends and Other Factors Affecting Our Business**

Various trends and other factors will affect or have affected our operating results, including:

#### *Impact of COVID-19*

The COVID-19 pandemic has had far-reaching impacts, directly and indirectly, on our operations. We continue to monitor the evolving situation as there remain many uncertainties regarding the pandemic and more recent outbreaks of variants, including anticipated duration, vision care professional availability, related healthcare authority guidelines and efficacy of vaccination initiatives, including the impact of, and associated risks regarding, federal, state and local vaccination and testing programs. We continue to monitor potential impacts on our stores and exam capacity, lab network, and potential disruptions of product and equipment deliveries. To date, we have been able to meet customer demand with operations at our laboratories and our supply chain partners. However, prolonged shutdowns in countries which support our supply chain or a deterioration of conditions in such countries and others or increasing strains on international and domestic supply chain infrastructure could result in product and equipment availability delays in the future. We could experience further material impacts as a result of COVID-19, including, but not limited to, charges from additional asset impairments and deferred tax valuation allowances. We will continue to evaluate additional measures that we may elect to take as a response to the pandemic, including, where appropriate, future action to reduce store hours and patient appointments, temporarily close stores or make additional forward buys. There can be no assurance whether or when any such measures will be adopted. For a discussion of significant risks that have the potential to cause our actual results to differ materially from our expectations, refer to Part II. Item 1A. "Risk Factors" in this Form 10-Q and Part I. Item 1A. "Risk Factors," included in our 2021 Annual Report on Form 10-K.

*Overall economic trends, consumer preferences and demand*

Our business depends on consumer demand for our products and, consequently, is sensitive to a number of factors that influence consumer confidence and spending, such as general economic conditions, consumer disposable income, energy and fuel prices, recession and fears of recession, unemployment, minimum wages, availability of consumer credit, consumer debt levels, conditions in the housing market, interest rates, tax rates and policies, inflation, consumer confidence in future economic conditions and political conditions, war and fears of war (including the recent Russian invasion of Ukraine), inclement weather, natural disasters, terrorism, outbreak of viruses or widespread illness and consumer perceptions of personal well-being and security. Over the past few years, global markets and economic conditions have been challenging, particularly in light of the COVID-19 pandemic. During periods of economic downturn and uncertainty, our customers especially benefit from our low prices. The long-term effects of the COVID-19 pandemic and other macroeconomic and geopolitical events on consumer preferences and demand remain uncertain. We believe, but cannot be certain, our business model of providing exceptional value and convenience to customers, enabled by our low-cost operating platform will mitigate these impacts to a certain extent; however uncertainties and risk exposures may be exacerbated by the immediate and ongoing impacts of these factors.

*Vision care professional recruitment, coverage, and expanded offerings*

Our ability to continue to attract and retain qualified vision care professionals affect exam capacity and is critical to our operations. Our operations, like those of many of our competitors, depend on our ability to offer both eyewear and eye exams. We compete with other optical retail companies, health systems and group practices for vision care professionals. We, as well as the professional corporations or similar entities that employ optometrists in certain of our retail locations, could face difficulties attracting and retaining qualified professionals if we or such corporations fail to offer competitive compensation and benefits. Increased compensation for vision care professionals could raise our costs and negatively affect our margins. We believe the impacts of the COVID-19 pandemic on vision care professional availability, including a competitive recruiting market and preferences for adjusted work schedules, and the demand for optometrists exceeding supply in certain areas in the first quarter of 2022 have caused constraints in exam capacity. Due to these factors the costs to employ or retain optometrists may increase, potentially materially, from current levels. We are investing in recruitment and retention initiatives along with continuing our implementation of remote medicine technologies.

*Pricing strategy*

We are committed to providing our products to our customers at low prices. We generally employ a simple low price/high value strategy that consistently delivers savings to our customers without the need for extensive promotions. Inflationary pressures, including wage investments, consumer confidence and preferences and increased raw material costs, could impact our profitability and lead us to attempt to offset such increases through various pricing actions. Effective May 9, 2022 we changed the price of our America's Best signature offer to "two pairs of eyeglasses for \$79.95, including a free eye exam" from its original \$69.95 price. Effective March 14, 2022, we changed the price of our Eyeglass World opening offer to "two pairs of eyeglasses for \$89" from its original price of \$78. We believe that this change will enable us to continue to offer the best possible value and service to our customers at prices that allow us to maintain our brands' strong value propositions in the marketplace.

*Comparable store sales growth*

Comparable store sales growth is a key driver of our business and our value proposition will continue to drive comparable store sales growth as we attract new customers and increase loyalty with existing customers. During the three months ended April 2, 2022 comparable store sales growth was negatively impacted due to the Omicron COVID-19 variant, constraints on exam capacity and other overall economic trends impacting consumer preferences and demand. We believe our business model of providing exceptional value and convenience to customers, enabled by our low-cost operating platform will mitigate these impacts to a certain extent. Our strategies to mitigate these effects include, but are not limited to, investing in recruitment and retention initiatives along with continuing our implementation of remote medicine technologies and optimizing our marketing investments. The impact of the COVID-19 pandemic, constraints on exam capacity and macroeconomic factors on our comparable store sales growth remains uncertain, and effects and relevant risk exposures may be exacerbated in the future.

*Interim results and seasonality*

Historically, our business has realized a higher portion of net revenue, operating income, and cash flows from operations in the first half of the fiscal year, and a lower portion of net revenue, operating income, and cash flows from operations in the fourth fiscal quarter. Consumer behavior driven by the COVID-19 pandemic, impacts on overall economic trends, consumer preferences and demand has resulted in a departure from seasonal norms we

have experienced in recent years and we expect it will continue to disrupt the historical quarterly cadence of our results of operations for an unknown period of time.

*Other factors*

We remain committed to our long-term vision and continue to position ourselves to make progress against our key initiatives while balancing the near-term challenges and uncertainty presented by the COVID-19 pandemic and other macroeconomic factors. We believe the following factors may continue to influence our short-term and long-term results:

- New store openings;
- Managed care and insurance;
- Inflation;
- Infrastructure investment;
- Our ability to source and distribute products effectively; and
- Industry competition and consolidation

**How We Assess the Performance of Our Business**

We consider a variety of financial and operating measures in assessing the performance of our business. The key measures we use to determine how our consolidated business and operating segments are performing are net revenue, costs applicable to revenue, and selling, general, and administrative expenses. In addition, we also review store growth, Adjusted Comparable Store Sales Growth, Adjusted Operating Income, Adjusted Operating Margin, Adjusted EBITDA, Adjusted EBITDA Margin and Adjusted Diluted EPS.

*Net Revenue*

We report as net revenue amounts generated in transactions with retail customers who are the end users of our products, services, and plans. Comparable store sales growth and new store openings are key drivers of net revenue and are discussed below. Also, the timing of unearned revenue can affect revenue recognized in a particular period.

*Costs Applicable to Revenue*

Customer tastes and preferences, product mix, changes in technology, significant increases or slowdowns in production, and other factors impact costs applicable to revenue. The components of our costs applicable to revenue may not be comparable to other retailers.

*Selling, General and Administrative*

SG&A generally fluctuates consistently with revenue due to the variable store, field office and corporate support costs; however, some fixed costs slightly improve as a percentage of net revenue as our net revenues grow over time.

*New Store Openings*

The total number of new stores per year and the timing of store openings has, and will continue to have, an impact on our results. We expect to open at least 80 stores in the current year. We will continue to monitor and determine our plans for future new store openings based on health, safety and economic conditions.



*Adjusted Comparable Store Sales Growth*

We measure Adjusted Comparable Store Sales Growth as the increase or decrease in sales recorded by the comparable store base in any reporting period, compared to sales recorded by the comparable store base in the prior reporting period, which we calculate as follows: (i) sales are recorded on a cash basis (i.e., when the order is placed and paid for or submitted to a managed care payor, compared to when the order is delivered), utilizing cash basis point of sale information from stores; (ii) stores are added to the calculation during the 13th full fiscal month following the store's opening; (iii) closed stores are removed from the calculation for time periods that are not comparable; (iv) sales from partial months of operation are excluded when stores do not open or close on the first day of the month; and (v) when applicable, we adjust for the effect of the 53rd week. Quarterly, year-to-date and annual adjusted comparable store sales are aggregated using only sales from all whole months of operation included in both the current reporting period and the prior reporting period. When a partial month is excluded from the calculation, the corresponding month in the subsequent period is also excluded from the calculation. There may be variations in the way in which some of our competitors and other retailers calculate comparable store sales. As a result, our adjusted comparable store sales may not be comparable to similar data made available by other retailers.

Adjusted Comparable Store Sales Growth is a non-GAAP financial measure, which we believe is useful because it provides timely and accurate information relating to the two core metrics of retail sales: number of transactions and value of transactions. We use Adjusted Comparable Store Sales Growth as the basis for key operating decisions, such as allocation of advertising to particular markets and implementation of special marketing programs. Accordingly, we believe that Adjusted Comparable Store Sales Growth provides timely and accurate information relating to the operational health and overall performance of each brand. We also believe that, for the same reasons, investors find our calculation of Adjusted Comparable Stores Sales Growth to be meaningful.

*Adjusted Operating Income, Adjusted Operating Margin, Adjusted EBITDA, Adjusted EBITDA Margin and Adjusted Diluted EPS (collectively, the "Company Non-GAAP Measures")*

The Company Non-GAAP Measures are key measures used by management to assess our financial performance. The Company Non-GAAP Measures are also frequently used by analysts, investors and other interested parties. We use the Company Non-GAAP Measures to supplement U.S. GAAP measures of performance to evaluate the effectiveness of our business strategies, to make budgeting decisions, to establish discretionary annual incentive compensation and to compare our performance against that of other peer companies using similar measures. See "Non-GAAP Financial Measures" for definitions of the Company Non-GAAP Measures and for additional information.

## Results of Operations

The following table summarizes key components of our results of operations for the periods indicated, both in dollars and as a percentage of our net revenue.

<i>In thousands, except earnings per share, percentage and store data</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Revenue:</b>		
Net product sales	\$ 433,253	\$ 443,067
Net sales of services and plans	94,458	91,113
Total net revenue	527,711	534,180
<b>Costs applicable to revenue (exclusive of depreciation and amortization):</b>		
Products	164,219	159,691
Services and plans	71,818	64,999
Total costs applicable to revenue	236,037	224,690
<b>Operating expenses:</b>		
Selling, general and administrative expenses	228,554	223,593
Depreciation and amortization	25,151	23,555
Asset impairment	406	959
Other expense (income), net	231	(65)
Total operating expenses	254,342	248,042
Income from operations	37,332	61,448
Interest expense (income), net	(4,144)	6,330
Earnings before income taxes	41,476	55,118
Income tax provision	11,329	11,686
Net income	\$ 30,147	\$ 43,432
<b>Operating data:</b>		
Number of stores open at end of period	1,292	1,230
New stores opened during the period	17	25
Adjusted Operating Income	\$ 45,304	\$ 67,668
Diluted EPS	\$ 0.34	\$ 0.48
Adjusted Diluted EPS	\$ 0.33	\$ 0.48
Adjusted EBITDA	\$ 68,583	\$ 89,350
<b>Percentage of net revenue:</b>		
Total costs applicable to revenue	44.7 %	42.1 %
Selling, general and administrative	43.3 %	41.9 %
Total operating expenses	48.2 %	46.4 %
Income from operations	7.1 %	11.5 %
Net income	5.7 %	8.1 %
Adjusted Operating Income	8.6 %	12.7 %
Adjusted EBITDA	13.0 %	16.7 %

**Three Months Ended April 2, 2022 compared to Three Months Ended April 3, 2021**
*Net revenue*

The following presents, by segment and by brand, comparable store sales growth, stores open at the end of the period and net revenue for the three months ended April 2, 2022 compared to the three months ended April 3, 2021.

<i>In thousands, except percentage and store data</i>	Comparable store sales growth <sup>(1)</sup>		Stores open at end of period		Net revenue <sup>(2)</sup>			
	Three Months Ended April 2, 2022	Three Months Ended April 3, 2021	April 2, 2022	April 3, 2021	Three Months Ended April 2, 2022		Three Months Ended April 3, 2021	
<b>Owned &amp; Host segment</b>								
America's Best	(7.3)%	35.3 %	852	796	\$ 370,038	70.1 %	\$ 382,356	71.6 %
Eyeglass World	(6.3)%	48.3 %	127	121	58,774	11.1 %	60,775	11.4 %
Military	(4.1)%	19.4 %	54	54	5,985	1.1 %	6,239	1.2 %
Fred Meyer	1.4 %	17.0 %	29	29	3,122	0.7 %	3,077	0.5 %
Owned & Host segment total			1,062	1,000	\$ 437,919	83.0 %	\$ 452,447	84.7 %
<b>Legacy segment</b>	(4.3)%	29.8 %	230	230	42,158	8.0 %	43,582	8.2 %
<b>Corporate/Other</b>	—	—	—	—	61,697	11.7 %	61,218	11.5 %
<b>Reconciliations</b>	—	—	—	—	(14,063)	(2.7)%	(23,067)	(4.4)%
Total	(4.9)%	18.2 %	1,292	1,230	\$ 527,711	100.0 %	\$ 534,180	100.0 %
Adjusted Comparable Store Sales Growth <sup>(3)</sup>	(6.8)%	35.8 %						

(1) We calculate total comparable store sales based on consolidated net revenue excluding the impact of (i) Corporate/Other segment net revenue, (ii) sales from stores opened less than 13 months, (iii) stores closed in the periods presented, (iv) sales from partial months of operation when stores do not open or close on the first day of the month and (v) if applicable, the impact of a 53rd week in a fiscal year. Brand-level comparable store sales growth is calculated based on cash basis revenues consistent with what the CODM reviews, and consistent with reportable segment revenues presented in Note 10. "Segment Reporting" in our unaudited condensed consolidated financial statements included in Part I. Item 1. of this Form 10-Q, with the exception of the Legacy segment, which is adjusted as noted in clause (ii) of footnote (3) below.

(2) Percentages reflect line item as a percentage of net revenue, adjusted for rounding.

(3) There are two differences between total comparable store sales growth based on consolidated net revenue and Adjusted Comparable Store Sales Growth: (i) Adjusted Comparable Store Sales Growth includes the effect of deferred and unearned revenue as if such revenues were earned at the point of sale, resulting in a decrease of 1.8% and an increase of 13.8% from total comparable store sales growth based on consolidated net revenue for the three months ended April 2, 2022 and April 3, 2021, respectively, and (ii) Adjusted Comparable Store Sales Growth includes retail sales to the Legacy partner's customers (rather than the revenues recognized consistent with the management & services agreement with the Legacy partner), resulting in a decrease of 0.1% and an increase of 3.8% from total comparable store sales growth based on consolidated net revenue for the three months ended April 2, 2022 and April 3, 2021, respectively.

Total net revenue of \$527.7 million for the three months ended April 2, 2022 decreased \$6.5 million, or 1.2%, from \$534.2 million for the three months ended April 3, 2021. The decrease was driven primarily by reduced comparable store sales growth, partially offset by growth from new store sales and recognition of deferred revenue.

In the three months ended April 2, 2022, we opened 15 new America's Best stores and two Eyeglass World stores and closed three America's Best stores; Overall, store count grew 5.0% from April 3, 2021 to April 2, 2022 (56, and six net new America's Best and Eyeglass World stores were added, respectively).

Comparable store sales growth and Adjusted Comparable Store Sales Growth for the three months ended April 2, 2022 were (4.9)% and (6.8)%, respectively, primarily due to a decrease in customer transactions and, to a lesser extent, lower average ticket. Comparable store sales growth and Adjusted Comparable Store Sales Growth were negative during the three months ended April 2, 2022 due to the Omicron COVID-19 variant impacting customer transactions, emerging constraints affecting exam capacity and other overall economic trends impacting customer demand.

Net product sales comprised 82.1% and 82.9% of total net revenue for the three months ended April 2, 2022 and April 3, 2021, respectively. Net product sales decreased \$9.8 million, or 2.2%, in the three months ended April 2, 2022 compared to the three months ended April 3, 2021, primarily due to a \$12.8 million, or 4.1% decrease in eyeglass sales which was partially offset by a \$2.2 million, or 2.3% increase in contact lens sales.

Net sales of services and plans increased \$3.3 million, or 3.7%, driven by a \$3.7 million, or 22.7% increase in product protection plan revenue and a \$1.5 million, or 2.9% increase in eye exam revenue that were partially offset by lower management fees from our Legacy partner.

*Owned & Host segment net revenue.* Net revenue decreased \$14.5 million, or 3.2%, driven primarily by negative comparable store sales growth partially offset by new store openings.

*Legacy segment net revenue.* Net revenue decreased \$1.4 million, or 3.3%, driven by negative comparable store sales growth.

*Corporate/Other segment net revenue.* Net revenue increased \$0.5 million, or 0.8%, due to increases in wholesale fulfillment.

*Net revenue reconciliations.* The impact of reconciliations positively impacted net revenue by \$9.0 million in the three months ended April 2, 2022 compared to the three months ended April 3, 2021. Net revenue was positively impacted by \$1.0 million due to the timing of unearned revenue. Net revenue was positively impacted by \$8.0 million due to lower sales of product protection plan and club memberships in the three months ended April 2, 2022.

#### *Costs applicable to revenue*

Costs applicable to revenue of \$236.0 million for the three months ended April 2, 2022 increased \$11.3 million, or 5.1%, from \$224.7 million for the three months ended April 3, 2021. As a percentage of net revenue, costs applicable to revenue increased from 42.1% for the three months ended April 3, 2021 to 44.7% for the three months ended April 2, 2022. This increase as a percentage of net revenue was primarily driven by higher optometrist-related costs, lower eyeglass margin and reduced eyeglass mix.

Costs of products as a percentage of net product sales increased from 36.0% for the three months ended April 3, 2021 to 37.9% for the three months ended April 2, 2022, primarily driven by lower eyeglass margin and reduced eyeglass mix.

*Owned & Host segment costs of products.* Costs of products as a percentage of net product sales increased from 26.3% for the three months ended April 3, 2021 to 28.2% for the three months ended April 2, 2022 driven by lower eyeglass margin and reduced eyeglass mix.

*Legacy segment costs of products.* Costs of products as a percentage of net product sales decreased from 46.9% for the three months ended April 3, 2021 to 46.7% for the three months ended April 2, 2022. The decrease was primarily driven by a higher mix of managed care customer transactions versus non-managed care customer transactions. Legacy segment managed care net product revenue is recorded in net product sales while revenue associated with servicing non-managed care customers is recorded in net sales of services and plans. Eyeglass and contact lens product costs for both managed care and non-managed care net revenue are recorded in costs of products. Increases in managed care mix decrease costs of products as a percentage of net product sales and have a corresponding negative impact on costs of services as a percentage of net sales of services and plans in our Legacy segment.

Costs of services and plans as a percentage of net sales of services and plans increased from 71.3% for the three months ended April 3, 2021 to 76.0% for the three months ended April 2, 2022. The increase was primarily driven by higher growth in optometrist-related costs which were partially offset by higher eye exam revenue.

*Owned & Host segment costs of services and plans.* Costs of services and plans as a percentage of net sales of services and plans increased from 70.8% for the three months ended April 3, 2021 to 82.0% for the three months ended April 2, 2022. The increase was primarily driven by higher optometrist-related costs which were partially offset by higher eye exam revenue.

*Legacy segment costs of services and plans.* Costs of services and plans as a percentage of net sales of services and plans increased from 38.3% for the three months ended April 3, 2021 to 42.8% for the three months ended April 2, 2022. The increase was primarily driven by higher growth in optometrist-related costs.

#### *Selling, general and administrative*

SG&A of \$228.6 million for the three months ended April 2, 2022 increased \$5.0 million, or 2.2%, from the three months ended April 3, 2021. As a percentage of net revenue, SG&A increased from 41.9% for the three months ended April 3, 2021 to 43.3% for the three months ended April 2, 2022. The increase in SG&A as a percentage of net revenue was primarily driven by higher advertising, store payroll and occupancy expenses, partially offset by lower performance-based incentive compensation. SG&A for the three months ended April 2, 2022 and April 3, 2021 includes \$0.2 million and \$0.4 million, respectively, of incremental costs directly related to adapting the Company's operations during the COVID-19 pandemic.

*Owned & Host SG&A.* SG&A as a percentage of net revenue increased from 33.1% for the three months ended April 3, 2021 to 36.0% for the three months ended April 2, 2022, driven primarily by higher advertising, occupancy and store payroll expenses.

*Legacy segment SG&A.* SG&A as a percentage of net revenue increased from 32.8% for the three months ended April 3, 2021 to 35.8% for the three months ended April 2, 2022 driven primarily by higher payroll expenses.

*Depreciation and amortization*

Depreciation and amortization expense of \$25.2 million for the three months ended April 2, 2022 increased \$1.6 million, or 6.8%, from \$23.6 million for the three months ended April 3, 2021 primarily driven by new store openings.

*Asset impairment*

We recognized \$0.4 million for impairment of tangible long-lived assets and ROU assets associated with our retail stores during the three months ended April 2, 2022 compared to \$1.0 million recognized during the three months ended April 3, 2021. The store asset impairment charge is primarily related to our Owned & Host segment and is driven by lower than projected customer sales volume in certain stores, and other entity-specific assumptions. We considered multiple factors including, but not limited to: forecasted scenarios related to store performance and the likelihood that these scenarios would be ultimately realized; and the remaining useful lives of the assets. Asset impairment expenses were recognized in Corporate/Other.

*Interest expense (income), net*

Interest expense (income), net was \$(4.1) million for the three months ended April 2, 2022, compared to \$6.3 million for the three months ended April 3, 2021. The change was primarily driven by gains on our interest rate collar as a result of increasing interest rates.

*Income tax provision*

Our effective tax rates for the three months ended April 2, 2022 and April 3, 2021 were 27.3% and 21.2%, respectively, reflecting our statutory federal and state rate of 25.5% and effects of other permanent items as well as a stranded tax effect of \$2.1 million associated with our matured interest rate swaps during the three months ended April 3, 2021.

**Non-GAAP Financial Measures**

*Adjusted Operating Income, Adjusted Operating Margin, EBITDA, Adjusted EBITDA, Adjusted EBITDA Margin and Adjusted Diluted EPS*

We define Adjusted Operating Income as net income, plus interest expense (income), net and income tax provision (benefit), further adjusted to exclude stock compensation expense, loss on extinguishment of debt, asset impairment, litigation settlement, secondary offering expenses, management realignment expenses, long-term incentive plan expenses, amortization of acquisition intangibles, and certain other expenses. We define Adjusted Operating Margin as Adjusted Operating Income as a percentage of net revenue. We define EBITDA as net income, plus interest expense (income), net, income tax provision (benefit) and depreciation and amortization. We define Adjusted EBITDA as net income, plus interest expense (income), net, income tax provision (benefit) and depreciation and amortization, further adjusted to exclude stock compensation expense, loss on extinguishment of debt, asset impairment, litigation settlement, secondary offering expenses, management realignment expenses, long-term incentive plan expenses, and certain other expenses. We define Adjusted EBITDA Margin as Adjusted EBITDA as a percentage of net revenue. We define Adjusted Diluted EPS as diluted earnings per share, adjusted for the per share impact of stock compensation expense, loss on extinguishment of debt, asset impairment, litigation settlement, secondary offering expenses, management realignment expenses, long-term incentive plan expenses, amortization of acquisition intangibles, amortization of debt discounts and deferred financing costs of our term loan borrowings, amortization of the conversion feature and deferred financing costs related to our 2025 Notes when not required under U.S. GAAP to be added back for diluted earnings per share, losses (gains) on change in fair value of derivatives, certain other expenses, and tax benefit of stock option exercises, less the tax effect of these adjustments. We adjust for amortization of costs related to the 2025 Notes only when adjustment for these costs is not required in the calculation of diluted earnings per share according to U.S. GAAP.

EBITDA and the Company Non-GAAP Measures can vary substantially in size from one period to the next, and certain types of expenses are non-recurring in nature and consequently may not have been incurred in any of the periods presented below.

EBITDA and the Company Non-GAAP Measures have been presented as supplemental measures of financial performance that are not required by, or presented in accordance with U.S. GAAP, because we believe they assist investors and analysts in comparing our operating performance across reporting periods on a consistent basis by excluding items that we do not believe are indicative of our core operating performance. Management believes EBITDA, and the Company Non-GAAP Measures are useful to investors in highlighting trends in our operating performance, while other measures can differ significantly depending on long-term strategic decisions regarding capital structure, the tax jurisdictions in which we operate and capital investments. We also use EBITDA and the Company Non-GAAP Measures to supplement U.S. GAAP measures of performance in the evaluation of the effectiveness of our business strategies, to make budgeting decisions, to establish discretionary annual incentive compensation and to compare our performance against that of other peer companies using similar measures. Management supplements U.S. GAAP results with Non-GAAP financial measures to provide a more complete understanding of the factors and trends affecting the business than U.S. GAAP results alone.

EBITDA and the Company Non-GAAP Measures are not recognized terms under U.S. GAAP and should not be considered as an alternative to net income or income from operations as a measure of financial performance or cash flows provided by operating activities as a measure of liquidity, or any other performance measure derived in accordance with U.S. GAAP. Additionally, these measures are not intended to be a measure of free cash flow available for management's discretionary use as they do not consider certain cash requirements such as interest payments, tax payments and debt service requirements. In evaluating EBITDA and the Company Non-GAAP Measures, we may incur expenses in the future that are the same as or similar to some of the adjustments in this presentation. Our presentation of EBITDA and the Company Non-GAAP Measures should not be construed to imply that our future results will be unaffected by any such adjustments. Management compensates for these limitations by primarily relying on our U.S. GAAP results in addition to using EBITDA and the Company Non-GAAP Measures.

The presentations of these measures have limitations as analytical tools and should not be considered in isolation, or as a substitute for analysis of our results as reported under U.S. GAAP. Some of these limitations are:

- they do not reflect costs or cash outlays for capital expenditures or contractual commitments;
- they do not reflect changes in, or cash requirements for, our working capital needs;
- EBITDA, Adjusted EBITDA and Adjusted Operating Income do not reflect the interest expense (income), or the cash requirements necessary to service interest or principal payments, on our debt;
- EBITDA, Adjusted EBITDA and Adjusted Operating Income do not reflect period to period changes in taxes, income tax provision or the cash necessary to pay income taxes;
- they do not reflect the impact of earnings or charges resulting from matters we consider not to be indicative of our ongoing operations;
- although depreciation and amortization are non-cash charges, the assets being depreciated and amortized will often have to be replaced in the future, and EBITDA and Adjusted EBITDA do not reflect cash requirements for such replacements; and
- other companies in our industry may calculate these measures differently than we do, limiting their usefulness as comparative measures.

Because of these limitations, EBITDA and the Company Non-GAAP Measures should not be considered as measures of discretionary cash available to invest in business growth or to reduce indebtedness.

The following table reconciles our Adjusted Operating Income, Adjusted Operating Margin, EBITDA, Adjusted EBITDA, Adjusted EBITDA Margin to net income; and Adjusted Diluted EPS for the periods presented:

<i>In thousands</i>	Three Months Ended			
	April 2, 2022		April 3, 2021	
<b>Net income</b>	\$ 30,147	5.7 %	\$ 43,432	8.1 %
Interest expense (income)	(4,144)	(0.8)%	6,330	1.2 %
Income tax provision	11,329	2.1 %	11,686	2.2 %
Stock compensation expense <sup>(a)</sup>	3,734	0.7 %	2,988	0.6 %
Asset impairment <sup>(b)</sup>	406	0.1 %	959	0.2 %
Amortization of acquisition intangibles <sup>(c)</sup>	1,872	0.4 %	1,873	0.4 %
Other <sup>(f)</sup>	1,960	0.4 %	400	0.1 %
<b>Adjusted Operating Income / Adjusted Operating Margin</b>	<u>\$ 45,304</u>	<u>8.6 %</u>	<u>\$ 67,668</u>	<u>12.7 %</u>

Note: Percentages reflect line item as a percentage of net revenue, adjusted for rounding  
Some of the percentage totals in the table above do not foot due to rounding differences

<i>In thousands</i>	Three Months Ended			
	April 2, 2022		April 3, 2021	
<b>Net income</b>	\$ 30,147	5.7 %	\$ 43,432	8.1 %
Interest expense (income)	(4,144)	(0.8) %	6,330	1.2 %
Income tax provision	11,329	2.1 %	11,686	2.2 %
Depreciation and amortization	25,151	4.8 %	23,555	4.4 %
<b>EBITDA</b>	<b>62,483</b>	<b>11.8 %</b>	<b>85,003</b>	<b>15.9 %</b>
Stock compensation expense <sup>(a)</sup>	3,734	0.7 %	2,988	0.6 %
Asset impairment <sup>(b)</sup>	406	0.1 %	959	0.2 %
Other <sup>(f)</sup>	1,960	0.4 %	400	0.1 %
<b>Adjusted EBITDA / Adjusted EBITDA Margin</b>	<b>\$ 68,583</b>	<b>13.0 %</b>	<b>\$ 89,350</b>	<b>16.7 %</b>

Note: Percentages reflect line item as a percentage of net revenue, adjusted for rounding  
Some of the percentage totals in the table above do not foot due to rounding differences

<i>In thousands, except per share amounts</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
<b>Diluted EPS</b>	\$ 0.34	\$ 0.48
Stock compensation expense <sup>(a)</sup>	0.04	0.03
Asset impairment <sup>(b)</sup>	0.00	0.01
Amortization of acquisition intangibles <sup>(c)</sup>	0.02	0.02
Amortization of debt discount and deferred financing costs <sup>(d)</sup>	0.00	0.00
Losses (gains) on change in fair value of derivatives <sup>(e)</sup>	(0.10)	(0.02)
Other <sup>(f)</sup>	0.02	(0.02)
Tax benefit of stock option exercises <sup>(g)</sup>	0.00	0.00
Tax effect of total adjustments <sup>(h)</sup>	0.00	(0.01)
<b>Adjusted Diluted EPS</b>	<b>\$ 0.33</b>	<b>\$ 0.48</b>
<b>Weighted average diluted shares outstanding</b>	<b>94,904</b>	<b>96,025</b>

Note: Some of the totals in the table above do not foot due to rounding differences

- (a) Non-cash charges related to stock-based compensation programs, which vary from period to period depending on the timing of awards and performance vesting conditions.
- (b) Reflects write-off of property, equipment and lease-related assets on closed or underperforming stores.
- (c) Amortization of the increase in carrying values of finite-lived intangible assets resulting from the application of purchase accounting following the acquisition of the Company by affiliates of KKR & Co. Inc.
- (d) Amortization of deferred financing costs and other non-cash charges related to our long-term debt. We adjust for amortization of deferred financing costs related to the 2025 Notes only when adjustment for these costs is not required in the calculation of diluted earnings per share under U.S. GAAP.
- (e) Reflects losses (gains) recognized in interest expense (income), net on change in fair value of de-designated hedges.
- (f) Other adjustments include amounts that management believes are not representative of our operating performance (amounts in brackets represent reductions in Adjusted Operating Income, Adjusted Diluted EPS and Adjusted EBITDA), which are primarily related to excess payroll taxes on stock option exercises, executive severance and relocation and other expenses and adjustments, including losses on other investments of \$0.3 million for the three months ended April 2, 2022.
- (g) Tax benefit associated with accounting guidance requiring excess tax benefits related to stock option exercises to be recorded in earnings as discrete items in the reporting period in which they occur.
- (h) Represents the income tax effect of the total adjustments at our combined statutory federal and state income tax rates.
- (i) Reflects other expenses in (f) above, including the impact of stranded tax effect of \$2.1 million for the three months ended April 3, 2021 associated with our interest rate swaps that matured in 2021.

**Liquidity and Capital Resources**

Our primary cash needs are for inventory, payroll, store rent, advertising, capital expenditures associated with new stores and updating existing stores, as well as information technology and infrastructure, including our corporate office, distribution centers, and laboratories. When appropriate, the Company may utilize excess liquidity towards debt service requirements, including voluntary debt prepayments, or required interest and principal payments, if any, as well as repurchases of common stock, based on excess cash flows. We continue to prioritize cash conservation and prudent use of cash, while safely conducting normal operations. The most significant components of our operating assets and liabilities are inventories, accounts receivable, prepaid expenses and other assets, accounts payable, deferred and unearned revenue and other payables and accrued expenses. While we have historically exercised prudence in our use of cash, the COVID-19 pandemic has required us to closely monitor various items related to cash flow including, but not limited to, cash receipts, cash disbursements, payment terms and alternative sources of funding. We continue to be focused on these items in addition to other key measures we use to determine how our consolidated business and operating segments are performing. We believe that cash on hand, cash expected to be generated from operations and the availability of borrowings under our revolving credit facility will be sufficient to fund our working capital requirements, liquidity obligations, anticipated capital expenditures, and payments due under our existing debt for the next 12 months and thereafter for the foreseeable future. Depending on our liquidity levels, conditions in the capital markets and other factors, we may from time to time consider the refinancing or issuance of debt, issuance of equity or other securities, the proceeds of which could provide additional liquidity for our operations, as well as further modifications to our term loan where possible. However, our ability to maintain sufficient liquidity may be affected by numerous factors, many of which are outside our control. We primarily fund our working capital needs using cash provided by operations. Our working capital requirements for inventory will increase as we continue to open additional stores.

As of April 2, 2022, we had \$314.6 million in cash and cash equivalents and \$293.6 million of availability under our revolving credit facility, which includes \$6.4 million in outstanding letters of credit.

As of April 2, 2022, we had \$150.0 million of term loan outstanding under our credit agreement. We were in compliance with all covenants related to our long-term debt as of April 2, 2022.

The following table summarizes cash flows provided by (used for) operating activities, investing activities and financing activities for the periods indicated:

<i>In thousands</i>	Three Months Ended	
	April 2, 2022	April 3, 2021
Cash flows provided by (used for):		
Operating activities	\$ 47,117	\$ 97,652
Investing activities	(28,077)	(16,374)
Financing activities	(9,941)	(1,089)
Net increase in cash, cash equivalents and restricted cash	\$ 9,099	\$ 80,189

*Net Cash Provided by Operating Activities*

Cash flows provided by operating activities decreased \$50.5 million from \$97.7 million during the three months ended April 3, 2021 to \$47.1 million for the three months ended April 2, 2022 as a result of \$13.3 million lower net income as compared to the three months ended April 3, 2021 and a decrease of non-cash expense adjustments of \$7.7 million and changes in net working capital and other assets and liabilities, which used \$29.6 million in cash compared to the three months ended April 3, 2021.

Working capital was most significantly impacted by changes in other liabilities, accounts payable, deferred and unearned revenue, accounts receivable, inventories, and other assets. Decreases in other liabilities during the three months ended April 2, 2022 used \$13.5 million in year-over-year cash primarily due to timing of compensation related accruals and payroll taxes. Decreases in accounts payable during the three months ended April 2, 2022 used \$9.9 million in year-over-year cash, primarily due to timing of payments. Decreases in deferred and unearned revenue used \$9.2 million in year-over-year cash, primarily as a result of lower sales of product protection plans and club memberships in the current period. Increases in accounts receivable used \$3.9 million in year-over-year cash primarily due to increases in managed care receivables. Offsetting these items were decreases in inventories which contributed \$3.9 million in year-over-year cash, primarily due to timing of purchases. Decreases in other assets during the three months ended April 2, 2022 contributed \$2.1 million in year-over-year cash consisting primarily of prepaid tax-related items.



*Net Cash Used for Investing Activities*

Net cash used for investing activities increased by \$11.7 million, to \$28.1 million, during the three months ended April 2, 2022 from \$16.4 million during the three months ended April 3, 2021. The increase was primarily due to increased capital investments in doctor and remote medicine equipment. Approximately 80% of our capital spend is related to our expected growth (i.e., new stores, optometric equipment, additional capacity in our optical laboratories and distribution centers, and our IT infrastructure, including omni-channel platform related investments).

*Net Cash Used For Financing Activities*

Net cash used for financing activities was \$9.9 million during the three months ended April 2, 2022 as compared to the use of cash of \$1.1 million during the three months ended April 3, 2021. The increase in cash used for financing activities was primarily due to increases in purchases of treasury stock of \$9.2 million during the three months ended April 3, 2021.

Share Repurchase Authority

During the three months ended April 2, 2022, the Company repurchased approximately 0.2 million shares of its common stock for \$7.1 million under the share repurchase program. After these repurchases, \$123.0 million remains available under the share repurchase authorization.

**Material Cash Requirements**

There were no material changes outside the ordinary course of business in our material cash requirements and commercial commitments from those reported in the 2021 Annual Report on Form 10-K.

We follow U.S. GAAP in making the determination as to whether or not to record an asset or liability related to our arrangements with third parties. Consistent with current accounting guidance, we do not record an asset or liability associated with long-term purchase, marketing and promotional commitments, or commitments to philanthropic endeavors. We have disclosed the amount of future commitments associated with these items in the 2021 Annual Report on form 10-K. We are not a party to any other material off-balance sheet arrangements.

**Critical Accounting Policies and Estimates**

Management has evaluated the accounting policies used in the preparation of the Company's unaudited condensed consolidated financial statements and related notes and believes those policies to be reasonable and appropriate. Certain of these accounting policies require the application of significant judgment by management in selecting appropriate assumptions for calculating financial estimates. By their nature, these judgments are subject to an inherent degree of uncertainty. These judgments are based on historical experience, trends in the industry, information provided by customers and information available from other outside sources, as appropriate. The most significant areas involving management judgments and estimates may be found in the 2021 Annual Report on Form 10-K, in the "Critical Accounting Policies and Estimates" section of "Management's Discussion and Analysis of Financial Condition and Results of Operations." There have been no material changes to our critical accounting policies as compared to the critical accounting policies described in the 2021 Annual Report on Form 10-K.

**Adoption of New Accounting Pronouncements**

There have been no material changes due to recently issued or adopted accounting standards since those disclosed in our Annual Report on Form 10-K for the fiscal year ended January 1, 2022.

**Item 3. Quantitative and Qualitative Disclosures About Market Risk**

We have market risk exposure from changes in interest rates. When appropriate, we use derivative financial instruments to mitigate the risk from such exposure. A discussion of our accounting policies for derivative financial instruments is included in Note 3. "Fair Value Measurement" and Note 5. "Interest Rate Derivatives" to our unaudited condensed consolidated financial statements included in Part I. Item 1. of this Form 10-Q.

A portion of our debt bears interest at variable rates. If market interest rates increase, the interest rate on our variable rate debt will increase and will create higher debt service requirements, which would adversely affect our cash flow and could adversely impact our results of operations. Our interest rate collar is intended to mitigate some of the effects of increases in interest rates.

As of April 2, 2022, \$150.0 million of term loan borrowings were subject to variable interest rates, with a weighted average borrowing rate of 2.5%. An increase to market rates of 1.0% as of April 2, 2022 would not result in a material increase to interest expense. Assuming a decrease to market rates of 1.0% as of April 2, 2022, the resulting increase to interest expense related to the interest rate derivative would be approximately \$6.0 million. For more information about quantitative and qualitative disclosures about market risk, please see Item 7A. "Quantitative and Qualitative Disclosures About Market Risk" in Part II. of the 2021 Annual Report on Form 10-K.

## **Item 4. Controls and Procedures**

### **Evaluation of Disclosure Controls and Procedures**

We maintain disclosure controls and procedures (as that term is defined in Rules 13a-15(e) and 15d-15(e) of the Securities Exchange Act of 1934, as amended (the “Exchange Act”)) that are designed to ensure that information required to be disclosed in our reports under the Exchange Act, is recorded, processed, summarized and reported within the time periods specified in the SEC’s rules and forms, and that such information is accumulated and communicated to our management, including our Chief Executive Officer (“CEO”) and our Chief Financial Officer (“CFO”), as appropriate, to allow timely decisions regarding required disclosures. Any controls and procedures, no matter how well designed and operated, can provide only reasonable assurance of achieving the desired control objectives.

In accordance with Rule 13a-15(b) of the Exchange Act, the Company carried out an evaluation, under the supervision and with the participation of its management, including its CEO and CFO, of the effectiveness of the design and operation of the Company’s disclosure controls and procedures as of April 2, 2022. Based on that evaluation, the CEO and the CFO have concluded that the Company’s current disclosure controls and procedures are effective in ensuring that material information relating to the Company required to be disclosed in the Company’s periodic filings with the SEC is made known to them in a timely manner.

### **Changes in Internal Control over Financial Reporting**

There were no changes in our internal control over financial reporting (as that term is defined in Rules 13a-15(f) and 15d-15(f) of the Exchange Act that occurred during the first quarter of fiscal year 2022 that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting. We have not experienced any material impact to our internal controls over financial reporting despite the fact that most corporate employees of the Company began working remotely due to the COVID-19 pandemic, though we will continue to assess the impact on the design and operating effectiveness of our internal controls.

**PART II - OTHER INFORMATION****Item 1. Legal Proceedings**

See Note 9. “Commitments and Contingencies” in our condensed consolidated financial statements included in Part I. Item 1. of this Form 10-Q for information regarding certain legal proceedings in which we are involved, which discussion is incorporated herein by reference.

**Item 1A. Risk Factors**

For information regarding factors that could affect the Company’s results of operations, financial condition and liquidity, see the risk factors discussed in Part I. Item 1A. “Risk Factors” in our 2021 Annual Report on Form 10-K. There have been no material changes to the risk factors described in our 2021 Annual Report on Form 10-K.

**Item 2. Unregistered Sales of Equity Securities and Use of Proceeds**

The following table summarizes the repurchases of the Company’s common stock during the three months ended April 2, 2022.

*In thousands, except per share amounts*

<b>Period</b>	<b>Total Number of Shares Purchased <sup>(1)</sup></b>	<b>Average Price Paid per Share <sup>(1)</sup></b>	<b>Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs <sup>(1)</sup></b>	<b>Approximate Dollar Value of Shares that May Yet Be Purchased Under the Plans or Programs <sup>(1)</sup></b>
January 2, 2022 - January 29, 2022	—	—	—	—
January 30, 2022 - March 5, 2022	—	—	—	—
March 6, 2022 - April 2, 2022	175 \$	40.30	175 \$	123,008
<b>Total</b>	<b>175 \$</b>	<b>40.30</b>	<b>175 \$</b>	<b>123,008</b>

<sup>(1)</sup> Information regarding the Company’s share repurchases can be found in Note 1, Description of Business and Basis of Presentation, in the condensed consolidated financial statements included in Part I. Item 1. of this Form 10-Q.

Effective November 8, 2021, the Company’s Board of Directors authorized the Company to repurchase up to \$50 million aggregate amount of shares of the Company’s common stock. On November 29, 2021 and February 23, 2022, the Board authorized increases of \$50 million and \$100 million, respectively, to the share repurchase program for a total authorization of \$200 million. The share repurchase authorization expires on December 30, 2023. Following repurchases in the first quarter of fiscal year 2022, \$123.0 million remains available under the share repurchase authorization. The timing and amounts of any such repurchases will depend on a variety of factors, including the market price of the Company’s shares and general market and economic conditions.

**Item 3. Defaults Upon Senior Securities**

None.

**Item 4. Mine Safety Disclosures**

Not applicable.

**Item 5. Other Information**

None.

**Item 6. Exhibits****Exhibit Index**

<b>Exhibit No.</b>	<b>Exhibit Description</b>
<a href="#">3.1</a>	Third Amended and Restated Certificate of Incorporation of National Vision Holdings, Inc. -incorporated herein by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed on June 10, 2021.
<a href="#">3.2</a>	Third Amended and Restated Bylaws of National Vision Holdings, Inc. -incorporated herein by reference to Exhibit 3.2 to the Company's Current Report on Form 8-K filed on June 10, 2021.
<a href="#">10.1</a>	Form of Restricted Stock Unit Agreement under the 2017 Omnibus Incentive Plan, as adopted March 21, 2021.
<a href="#">10.2</a>	Form of Restricted Stock Unit Agreement under the 2017 Omnibus Incentive Plan, as adopted February 24, 2022.
<a href="#">10.3</a>	Form of Performance Stock Unit Agreement under the 2017 Omnibus Incentive Plan, as adopted February 24, 2022.
<a href="#">10.4</a>	Form of Restricted Stock Unit Agreement under the 2017 Omnibus Incentive Plan, as adopted April 10, 2022.
<a href="#">31.1</a>	Certification of Periodic Report by Chief Executive Officer under Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith).
<a href="#">31.2</a>	Certification of Periodic Report by Chief Financial Officer under Section 302 of the Sarbanes-Oxley Act of 2002 (filed herewith).
<a href="#">32.1</a>	Certification of Chief Executive Officer Pursuant to 18 U.S.C. Section 1350 as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (furnished herewith).
<a href="#">32.2</a>	Certification of Chief Financial Officer Pursuant to 18 U.S.C. Section 1350 as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002 (furnished herewith).
101.INS	Inline XBRL Instance Document - the instance document does not appear in the Interactive Data File because its XBRL tags are embedded within Inline XBRL document
101.SCH	Inline XBRL Taxonomy Extension Schema Document.
101.CAL	Inline XBRL Taxonomy Extension Calculation Linkbase Document.
101.DEF	Inline XBRL Taxonomy Extension Definition Linkbase Document.
101.LAB	Inline XBRL Taxonomy Extension Label Linkbase Document.
101.PRE	Inline XBRL Taxonomy Extension Presentation Linkbase Document.
104	The cover page of the Company's Quarterly report on Form 10-Q for the quarter ended April 2, 2022, formatted in Inline XBRL (included within the Exhibit 101 attachments)

### Signatures

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

National Vision Holdings, Inc.

Dated: May 10, 2022

By: /s/ L. Reade Fahs

**Chief Executive Officer and Director**  
*(Principal Executive Officer)*

Dated: May 10, 2022

By: /s/ Patrick R. Moore

**Senior Vice President, Chief Financial Officer**  
*(Principal Financial Officer)*

**RESTRICTED STOCK UNIT GRANT NOTICE  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

National Vision Holdings, Inc. (the "Company"), pursuant to its 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the "Plan"), hereby grants to the Participant set forth below the number of Restricted Stock Units set forth below. The Restricted Stock Units are subject to all of the terms and conditions as set forth herein, in the Restricted Stock Unit Agreement (attached hereto or previously provided to the Participant in connection with a prior grant), and in the Plan, all of which are incorporated herein in their entirety. Capitalized terms not otherwise defined herein shall have the meaning set forth in the Plan.

**Participant:** [*Insert Participant Name*]

**Date of Grant:** [•], 2022

**Number of Restricted Stock Units:** [*Quantity Granted*]

**Vesting Schedule:** Provided the Participant has not undergone a Termination at the time of each applicable vesting date (or event) (each, a "Vesting Date"):

- Sixty-six percent (66%) of the Restricted Stock Units (rounded down to the nearest whole Restricted Stock Unit) will vest on the first (1<sup>st</sup>) anniversary of the Date of Grant; and
- Any Restricted Stock Units that are not vested as of the first (1<sup>st</sup>) anniversary of the Date of Grant will vest on the second (2<sup>nd</sup>) anniversary of the Date of Grant.

In the event that the Participant undergoes a Termination for any reason, (i) all vesting with respect to such Restricted Stock Units shall cease and (ii) all unvested Restricted Stock Units shall be forfeited by the Participant for no consideration as of the date of such Termination.

Notwithstanding the foregoing, in the event (i) that the Participant undergoes a Qualifying Termination (other than within the two (2)-year period following a Change in Control) or (ii) of the Participant's Termination due to Retirement, a number of Restricted Stock Units shall vest equal to the number of Restricted Stock Units that would have become vested on the next Vesting Date following the date of such Termination multiplied by a fraction, the numerator of which is the number of days that the Participant is employed by the Service Recipient from the most recent Vesting Date to the date of Termination and the denominator of which shall

equal three hundred and sixty-five (365) (rounded down to the nearest whole Restricted Stock Unit).

In addition, in the event (i) of a Qualifying Termination within the two (2)-year period following a Change in Control or (ii) that the Participant undergoes a Termination as a result of the Participant's death or Disability, the Participant shall fully vest in the Participant's Restricted Stock Units to the extent not then vested or previously forfeited.

*[Signatures to appear on following page]*



**THE UNDERSIGNED PARTICIPANT ACKNOWLEDGES RECEIPT OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN, AND, AS AN EXPRESS CONDITION TO THE GRANT OF RESTRICTED STOCK UNITS HEREUNDER, AGREES TO BE BOUND BY THE TERMS OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN.**

NATIONAL VISION HOLDINGS, INC.

\_\_\_\_\_  
By:  
Title:

PARTICIPANT<sup>1</sup>

[SIGNATURE]  
  
\_\_\_\_\_

<sup>1</sup> To the extent that the Company has established, either itself or through a third-party plan administrator, the ability to accept this award electronically, such acceptance shall constitute the Participant's signature hereof.

**RESTRICTED STOCK UNIT AGREEMENT  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

Pursuant to the Restricted Stock Unit Grant Notice (the “Grant Notice”) delivered to the Participant (as defined in the Grant Notice), and subject to the terms of this Restricted Stock Unit Agreement (this “Restricted Stock Unit Agreement”) and the National Vision Holdings, Inc. 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), National Vision Holdings, Inc. (the “Company”) and the Participant agree as follows. Capitalized terms not otherwise defined herein shall have the same meaning as set forth in the Plan.

1. **Grant of Restricted Stock Units.** Subject to the terms and conditions set forth herein and in the Plan, the Company hereby grants to the Participant the number of Restricted Stock Units provided in the Grant Notice (with each Restricted Stock Unit representing the right to receive one share of Common Stock upon the vesting of such Restricted Stock Unit). The Company may make one or more additional grants of Restricted Stock Units to the Participant under this Restricted Stock Unit Agreement by providing the Participant with a new Grant Notice, which may also include any terms and conditions differing from this Restricted Stock Unit Agreement to the extent provided therein. The Company reserves all rights with respect to the granting of additional Restricted Stock Units hereunder and makes no implied promise to grant additional Restricted Stock Units.

2. **Vesting.** Subject to the conditions contained herein and in the Plan, the Restricted Stock Units shall vest and the restrictions on such Restricted Stock Units shall lapse as provided in the Grant Notice. With respect to any Restricted Stock Unit, the period of time that commences on the Date of Grant and ends on the applicable Vesting Date, or, if earlier, the date of any Termination that results in vesting of such Restricted Stock Unit, shall be its Restricted Period.

3. **Settlement of Restricted Stock Units.** The provisions of Section 9(d)(ii) of the Plan are incorporated herein by reference and made a part hereof; *provided, however*, that in no event will settlement of a Restricted Stock Unit occur more than thirty (30) days following the expiration of its Restricted Period.

4. **Definitions.**

(a) The term “Company” as used in this Restricted Stock Unit Agreement with reference to employment shall include the Company and its Subsidiaries.

(b) The term “Good Reason” as used in this Restricted Stock Unit Agreement shall mean, without the Participant’s prior written consent, the occurrence of any one or more of the following that constitutes a material negative change to the Participant in the service relationship with the Company, or any of its Service Recipients, as applicable: (i) a reduction in the Participant’s annual rate of base salary, (ii) the relocation of the principal place of the Participant’s employment to a location more than fifty (50) miles away, or (iii) the significant diminution of the Participant’s duties and responsibilities. The Participant must make a claim for Good Reason within ninety (90) days following the occurrence of the event giving rise to the claim and terminate employment no later than one hundred and fifty (150) days after the event giving rise to the claim first occurs, or the Participant waives the Participant’s right to claim Good Reason as a result of the event. No Good Reason will exist if the Company cures any of the foregoing within thirty (30) days after the Participant claims Good Reason.

(c) Whenever the word “Participant” is used in any provision of this Restricted Stock Unit Agreement under circumstances where the provision should logically be construed to apply to the executors, the administrators, or the person or persons to whom the Restricted Stock Units may be transferred by will or by the laws of descent and distribution, the word “Participant” shall be deemed to include such person or persons.

(d) The term “Qualifying Termination” as used in this Restricted Stock Unit Agreement shall mean a Participant’s Termination by the Service Recipient without Cause or by the Participant with Good Reason.

(e) The term “Retirement” as used in this Restricted Stock Unit Agreement shall mean the Participant’s voluntary resignation from employment, other than while grounds for Cause exist, when (i) (x) the Participant’s age is at least sixty (60) years old and (y) the Participant’s number of years of service with the Company and its predecessors is at least ten (10) years or (ii) the Participant’s age is at least sixty five (65) years old.

5. **Non-Transferability.** The Restricted Stock Units are not transferable by the Participant except to Permitted Transferees in accordance with Section 14(b) of the Plan. Except as otherwise provided herein, no assignment or transfer of the Restricted Stock Units, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon such assignment or transfer the Restricted Stock Units shall terminate and become of no further effect.

6. **Rights as Stockholder.** The Participant or a Permitted Transferee of the Restricted Stock Units shall have no rights as a stockholder with respect to any share of Common Stock underlying a Restricted Stock Unit (including no rights with respect to voting or to receive any dividends or dividend equivalents) unless and until the Participant or the Permitted Transferee shall have become the holder of record or the beneficial owner of such Common Stock.

7. **Tax Withholding.** The provisions of Section 14(d) of the Plan are incorporated herein by reference and made a part hereof.

8. **Notice.** Every notice or other communication relating to this Restricted Stock Unit Agreement between the Company and the Participant shall be in writing, and shall be mailed to or delivered to the party for whom it is intended at such address as may from time to time be designated by such party in a notice mailed or delivered to the other party as herein provided; *provided* that, unless and until some other address be so designated, all notices or communications by the Participant to the Company shall be mailed or delivered to the Company at its principal executive office, to the attention of the General Counsel, and all notices or communications by the Company to the Participant may be given to the Participant personally or may be mailed to the Participant at the Participant’s last known address, as reflected in the Company’s records. Notwithstanding the above, all notices and communications between the Participant and any third-party plan administrator shall be mailed, delivered, transmitted or sent in accordance with the procedures established by such third-party plan administrator and communicated to the Participant from time to time.

9. **No Right to Continued Service.** This Restricted Stock Unit Agreement does not confer upon the Participant any right to continue as an employee or service provider to the Company.

10. **Binding Effect.** This Restricted Stock Unit Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto.

11. **Waiver and Amendments.** Except as otherwise set forth in Section 13 of the Plan, any waiver, alteration, amendment or modification of any of the terms of this Restricted Stock Unit Agreement shall be valid only if made in writing and signed by the parties hereto; *provided, however*, that any such waiver, alteration, amendment or modification is consented to on the Company's behalf by the Committee. No waiver by either of the parties hereto of their rights hereunder shall be deemed to constitute a waiver with respect to any subsequent occurrences or transactions hereunder unless such waiver specifically states that it is to be construed as a continuing waiver.

12. **Governing Law.** This Restricted Stock Unit Agreement shall be construed and interpreted in accordance with the laws of the State of Delaware, without regard to the principles of conflicts of law thereof. Notwithstanding anything contained in this Restricted Stock Unit Agreement, the Grant Notice or the Plan to the contrary, if any suit or claim is instituted by the Participant or the Company relating to this Restricted Stock Unit Agreement, the Grant Notice or the Plan, the Participant hereby submits to the exclusive jurisdiction of and venue in the courts of Delaware.

13. **Plan.** The terms and provisions of the Plan are incorporated herein by reference. In the event of a conflict or inconsistency between the terms and provisions of the Plan and the provisions of this Restricted Stock Unit Agreement (including the Grant Notice), the Plan shall govern and control.

14. **Section 409A.**

(a) This Restricted Stock Unit Agreement is intended to comply with the provisions of Section 409A of the Code and the regulations promulgated thereunder, and shall be interpreted consistent with such intent. Without limiting the foregoing, the Committee will have the right to amend the terms and conditions of this Restricted Stock Unit Agreement in any respect as may be necessary or appropriate to comply with Section 409A of the Code or any regulations promulgated thereunder, including, without limitation, by delaying the issuance of the shares of Common Stock contemplated hereunder.

(b) Notwithstanding any other provision of this Restricted Stock Unit Agreement to the contrary, if the Participant is a "specified employee" within the meaning of Section 409A of the Code, and is subject to U.S. federal income tax, no payments in respect of any Restricted Stock Unit that is "deferred compensation" subject to Section 409A of the Code and which would otherwise be payable upon the Participant's "separation from service" (as defined in Section 409A of the Code) will be made to the Participant prior to the date that is six (6) months after the date of the Participant's "separation from service" or, if earlier, the Participant's date of death. Following any applicable six (6)-month delay, all such delayed payments will be paid in a single lump sum on the earliest date permitted under Section 409A of the Code that is also a business day. The Participant is solely responsible and liable for the satisfaction of all taxes and penalties under Section 409A of the Code that may be imposed on or in respect of the Participant in connection with this Agreement, and the Company will not be liable to any Participant for any payment made under this Plan that is determined to result in an additional tax, penalty or interest under Section 409A of the Code, nor for reporting in good faith any payment made under this Agreement as an amount includible in gross income under Section 409A of the Code. Each payment in a series of payments hereunder will be deemed to be a separate payment for the purposes of Section 409A of the Code.

**RESTRICTED STOCK UNIT GRANT NOTICE  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

National Vision Holdings, Inc. (the “Company”), pursuant to its 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), hereby grants to the Participant set forth below the number of Restricted Stock Units set forth below. The Restricted Stock Units are subject to all of the terms and conditions as set forth herein, in the Restricted Stock Unit Agreement (attached hereto or previously provided to the Participant in connection with a prior grant), and in the Plan, all of which are incorporated herein in their entirety. Capitalized terms not otherwise defined herein shall have the meaning set forth in the Plan.

**Participant:** [*Insert Participant Name*]

**Date of Grant:** [•], 2022

**Number of Restricted Stock Units:** [*Quantity Granted*]

**Vesting Schedule:** Provided the Participant has not undergone a Termination at the time of each applicable vesting date (or event) (each, a “Vesting Date”):

- One-third (1/3) of the Restricted Stock Units (rounded down to the nearest whole Restricted Stock Unit) will vest on the first (1<sup>st</sup>) anniversary of the Date of Grant;
- One-third (1/3) of the Restricted Stock Units (rounded down to the nearest whole Restricted Stock Unit) will vest on the second (2<sup>nd</sup>) anniversary of the Date of Grant; and
- Any Restricted Stock Units that are not vested as of the third (3<sup>rd</sup>) anniversary of the Date of Grant will vest on the third (3<sup>rd</sup>) anniversary of the Date of Grant.

In the event that the Participant undergoes a Termination for any reason, (i) all vesting with respect to such Restricted Stock Units shall cease and (ii) all unvested Restricted Stock Units shall be forfeited by the Participant for no consideration as of the date of such Termination.

Notwithstanding the foregoing, in the event of the Participant’s Termination due to Retirement, a number of Restricted Stock Units shall vest equal to the number of Restricted Stock Units that would have become vested on the next Vesting Date following the date of such Termination multiplied by a fraction, the numerator of which is the number of days that the Participant is employed by the Service Recipient from the most recent Vesting Date to the date of Termination

and the denominator of which shall equal three hundred and sixty-five (365) (rounded down to the nearest whole Restricted Stock Unit).

In addition, in the event (i) of a Qualifying Termination within the two (2)-year period following a Change in Control or (ii) that the Participant undergoes a Termination as a result of the Participant's death or Disability, the Participant shall fully vest in the Participant's Restricted Stock Units to the extent not then vested or previously forfeited.

*[Signatures to appear on following page]*

**THE UNDERSIGNED PARTICIPANT ACKNOWLEDGES RECEIPT OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN, AND, AS AN EXPRESS CONDITION TO THE GRANT OF RESTRICTED STOCK UNITS HEREUNDER, AGREES TO BE BOUND BY THE TERMS OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN.**

NATIONAL VISION HOLDINGS, INC.

\_\_\_\_\_  
By:  
Title:

PARTICIPANT<sup>1</sup>

[SIGNATURE]  
  
\_\_\_\_\_

<sup>1</sup> To the extent that the Company has established, either itself or through a third-party plan administrator, the ability to accept this award electronically, such acceptance shall constitute the Participant's signature hereof.

**RESTRICTED STOCK UNIT AGREEMENT  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

Pursuant to the Restricted Stock Unit Grant Notice (the “Grant Notice”) delivered to the Participant (as defined in the Grant Notice), and subject to the terms of this Restricted Stock Unit Agreement (this “Restricted Stock Unit Agreement”) and the National Vision Holdings, Inc. 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), National Vision Holdings, Inc. (the “Company”) and the Participant agree as follows. Capitalized terms not otherwise defined herein shall have the same meaning as set forth in the Plan.

1. **Grant of Restricted Stock Units.** Subject to the terms and conditions set forth herein and in the Plan, the Company hereby grants to the Participant the number of Restricted Stock Units provided in the Grant Notice (with each Restricted Stock Unit representing the right to receive one share of Common Stock upon the vesting of such Restricted Stock Unit). The Company may make one or more additional grants of Restricted Stock Units to the Participant under this Restricted Stock Unit Agreement by providing the Participant with a new Grant Notice, which may also include any terms and conditions differing from this Restricted Stock Unit Agreement to the extent provided therein. The Company reserves all rights with respect to the granting of additional Restricted Stock Units hereunder and makes no implied promise to grant additional Restricted Stock Units.

2. **Vesting.** Subject to the conditions contained herein and in the Plan, the Restricted Stock Units shall vest and the restrictions on such Restricted Stock Units shall lapse as provided in the Grant Notice. With respect to any Restricted Stock Unit, the period of time that commences on the Date of Grant and ends on the applicable Vesting Date, or, if earlier, the date of any Termination that results in vesting of such Restricted Stock Unit, shall be its Restricted Period.

3. **Settlement of Restricted Stock Units.** The provisions of Section 9(d)(ii) of the Plan are incorporated herein by reference and made a part hereof; *provided, however*, that in no event will settlement of a Restricted Stock Unit occur more than thirty (30) days following the expiration of its Restricted Period.

4. **Definitions.**

(a) The term “Company” as used in this Restricted Stock Unit Agreement with reference to employment shall include the Company and its Subsidiaries.

(b) The term “Good Reason” as used in this Restricted Stock Unit Agreement shall mean, without the Participant’s prior written consent, the occurrence of any one or more of the following that constitutes a material negative change to the Participant in the service relationship with the Company, or any of its Service Recipients, as applicable: (i) a reduction in the Participant’s annual rate of base salary, (ii) the relocation of the principal place of the Participant’s employment to a location more than fifty (50) miles away, or (iii) the significant diminution of the Participant’s duties and responsibilities. The Participant must make a claim for Good Reason within ninety (90) days following the occurrence of the event giving rise to the claim and terminate employment no later than one hundred and fifty (150) days after the event giving rise to the claim first occurs, or the Participant waives the Participant’s right to claim Good Reason as a result of the event. No Good Reason will exist if the Company cures any of the foregoing within thirty (30) days after the Participant claims Good Reason.



(c) Whenever the word “Participant” is used in any provision of this Restricted Stock Unit Agreement under circumstances where the provision should logically be construed to apply to the executors, the administrators, or the person or persons to whom the Restricted Stock Units may be transferred by will or by the laws of descent and distribution, the word “Participant” shall be deemed to include such person or persons.

(d) The term “Qualifying Termination” as used in this Restricted Stock Unit Agreement shall mean a Participant’s Termination by the Service Recipient without Cause or by the Participant with Good Reason.

(e) The term “Retirement” as used in this Restricted Stock Unit Agreement shall mean the Participant’s voluntary resignation from employment, other than while grounds for Cause exist, when (i) (x) the Participant’s age is at least sixty (60) years old and (y) the Participant’s number of years of service with the Company and its predecessors is at least ten (10) years or (ii) the Participant’s age is at least sixty five (65) years old.

5. **Non-Transferability.** The Restricted Stock Units are not transferable by the Participant except to Permitted Transferees in accordance with Section 14(b) of the Plan. Except as otherwise provided herein, no assignment or transfer of the Restricted Stock Units, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon such assignment or transfer the Restricted Stock Units shall terminate and become of no further effect.

6. **Rights as Stockholder.** The Participant or a Permitted Transferee of the Restricted Stock Units shall have no rights as a stockholder with respect to any share of Common Stock underlying a Restricted Stock Unit (including no rights with respect to voting or to receive any dividends or dividend equivalents) unless and until the Participant or the Permitted Transferee shall have become the holder of record or the beneficial owner of such Common Stock.

7. **Tax Withholding.** The provisions of Section 14(d) of the Plan are incorporated herein by reference and made a part hereof.

8. **Notice.** Every notice or other communication relating to this Restricted Stock Unit Agreement between the Company and the Participant shall be in writing, and shall be mailed to or delivered to the party for whom it is intended at such address as may from time to time be designated by such party in a notice mailed or delivered to the other party as herein provided; *provided* that, unless and until some other address be so designated, all notices or communications by the Participant to the Company shall be mailed or delivered to the Company at its principal executive office, to the attention of the General Counsel, and all notices or communications by the Company to the Participant may be given to the Participant personally or may be mailed to the Participant at the Participant’s last known address, as reflected in the Company’s records. Notwithstanding the above, all notices and communications between the Participant and any third-party plan administrator shall be mailed, delivered, transmitted or sent in accordance with the procedures established by such third-party plan administrator and communicated to the Participant from time to time.

9. **No Right to Continued Service.** This Restricted Stock Unit Agreement does not confer upon the Participant any right to continue as an employee or service provider to the Company.

10. **Binding Effect.** This Restricted Stock Unit Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto.

11. **Waiver and Amendments.** Except as otherwise set forth in Section 13 of the Plan, any waiver, alteration, amendment or modification of any of the terms of this Restricted Stock Unit Agreement shall be valid only if made in writing and signed by the parties hereto; *provided, however*, that any such waiver, alteration, amendment or modification is consented to on the Company's behalf by the Committee. No waiver by either of the parties hereto of their rights hereunder shall be deemed to constitute a waiver with respect to any subsequent occurrences or transactions hereunder unless such waiver specifically states that it is to be construed as a continuing waiver.

12. **Governing Law.** This Restricted Stock Unit Agreement shall be construed and interpreted in accordance with the laws of the State of Delaware, without regard to the principles of conflicts of law thereof. Notwithstanding anything contained in this Restricted Stock Unit Agreement, the Grant Notice or the Plan to the contrary, if any suit or claim is instituted by the Participant or the Company relating to this Restricted Stock Unit Agreement, the Grant Notice or the Plan, the Participant hereby submits to the exclusive jurisdiction of and venue in the courts of Delaware.

13. **Plan.** The terms and provisions of the Plan are incorporated herein by reference. In the event of a conflict or inconsistency between the terms and provisions of the Plan and the provisions of this Restricted Stock Unit Agreement (including the Grant Notice), the Plan shall govern and control.

14. **Section 409A.**

(a) This Restricted Stock Unit Agreement is intended to be exempt from or comply with the provisions of Section 409A of the Code and the regulations promulgated thereunder, and shall be interpreted consistent with such intent. Without limiting the foregoing, the Committee will have the right to amend the terms and conditions of this Restricted Stock Unit Agreement in any respect as may be necessary or appropriate to comply with Section 409A of the Code or any regulations promulgated thereunder, including, without limitation, by delaying the issuance of the shares of Common Stock contemplated hereunder.

(b) Notwithstanding any other provision of this Restricted Stock Unit Agreement to the contrary, if the Participant is a "specified employee" within the meaning of Section 409A of the Code, and is subject to U.S. federal income tax, no payments in respect of any Restricted Stock Unit that is "deferred compensation" subject to Section 409A of the Code and which would otherwise be payable upon the Participant's "separation from service" (as defined in Section 409A of the Code) will be made to the Participant prior to the date that is six (6) months after the date of the Participant's "separation from service" or, if earlier, the Participant's date of death. Following any applicable six (6)-month delay, all such delayed payments will be paid in a single lump sum on the earliest date permitted under Section 409A of the Code that is also a business day. The Participant is solely responsible and liable for the satisfaction of all taxes and penalties under Section 409A of the Code that may be imposed on or in respect of the Participant in connection with this Agreement, and the Company will not be liable to any Participant for any payment made under this Plan that is determined to result in an additional tax, penalty or interest under Section 409A of the Code, nor for reporting in good faith any payment made under this Agreement as an amount includible in gross income under Section 409A of the Code. Each payment in a series of payments hereunder will be deemed to be a separate payment for the purposes of Section 409A of the Code.

**PERFORMANCE STOCK UNIT GRANT NOTICE  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

National Vision Holdings, Inc. (the “Company”), pursuant to its 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), hereby grants to the Participant set forth below the number of Performance Stock Units set forth below, which are Restricted Stock Units that are subject to the performance-vesting conditions described herein (the “Performance Stock Units” or “PSUs”). The Performance Stock Units are subject to all of the terms and conditions as set forth herein, in the Performance Stock Unit Agreement (attached hereto or previously provided to the Participant in connection with a prior grant), and in the Plan, all of which are incorporated herein in their entirety. Capitalized terms not otherwise defined herein shall have the meaning set forth in the Plan.

**Participant:** *[Insert Participant Name]*

**Date of Grant:** [•], 2022

**Target Number of Performance**

**Stock Units:** *[Insert Target No. of PSUs Granted]* (the “Target PSUs”)

75% of the Target PSUs shall be subject to performance goals relating to Adjusted Operating Income (the “AOI PSUs”), and 25% of the Target PSUs shall be subject to performance goal relating to ROIC (the “ROIC PSUs”).

**Vesting Schedule:** The Participant will have the right to earn between 0% and 200% of the AOI PSUs based on the Company’s achievement of performance goals relating to Adjusted Operating Income, as set forth on Exhibit A, over the Performance Period.

Similarly, the Participant will have the right to earn between 0% and 200% of the ROIC PSUs based on the Company’s achievement of performance goals relating to ROIC, as set forth on Exhibit B, over the Performance Period.

**Performance Period:** Fiscal year 2022 through fiscal year 2024.

**Performance Conditions:** The number of PSUs that become “Earned PSUs” shall be based on the achievement of the “Performance Conditions” set forth on Exhibit A and Exhibit B.

In fiscal years with 53 weeks, the Committee will adjust the Performance Conditions to a 52-week equivalent.

**Calculation of Earned PSUs:** All determinations with respect to whether and to the extent to which a Performance Condition has been achieved shall be made by the Committee in its sole discretion, and the applicable Performance Conditions shall not be achieved and the applicable PSUs shall not become Earned PSUs until the date that the Committee certifies in writing the extent to which such Performance Conditions have been met (such date, the “Determination Date”).

Following the last day of the Performance Period, the Committee shall determine the number of Earned AOI PSUs and the number of Earned ROIC PSUs, as provided in Exhibit A and Exhibit B, respectively.

Any PSUs which do not become Earned PSUs based on actual performance during the Performance Period shall be forfeited as of the last day of the Performance Period.

**Vesting of Earned PSUs:** Any PSUs that become Earned PSUs shall become vested on the later of (i) the Determination Date for the applicable Performance Period and (ii) the third anniversary of the Date of Grant, provided the Participant has not undergone a Termination at the time of such vesting date.

In the event that the Participant undergoes a Termination for any reason, all unvested PSUs shall be forfeited by the Participant for no consideration as of the date of such Termination.

Notwithstanding the foregoing:

- In the event that the Participant undergoes a Termination as a result of such Participant’s death or Disability, the PSUs shall become vested assuming achievement of a 100% payout (“Target Performance”), and settled in accordance with the Agreement within sixty (60) days following such Termination.
- In the event of a Change in Control, PSUs shall be converted into time-based vesting shares of Restricted Stock (the “Converted PSUs”) determined based on the greater of (x) Target Performance and (y) actual performance on the date of the Change in Control. If (i) a successor entity does not assume, convert, or replace the Converted PSUs in connection with the Change in Control or (ii) on or within the twenty-four (24) months following the Change in Control the Participant undergoes a Termination by the Service Recipient without Cause or by such Participant for Good Reason, in each case, such Participant shall fully vest in such Converted PSUs.

*[Signatures to appear on following page]*

**THE UNDERSIGNED PARTICIPANT ACKNOWLEDGES RECEIPT OF THIS PERFORMANCE STOCK UNIT GRANT NOTICE, THE PERFORMANCE STOCK UNIT AGREEMENT AND THE PLAN, AND, AS AN EXPRESS CONDITION TO THE GRANT OF PERFORMANCE STOCK UNITS HEREUNDER, AGREES TO BE BOUND BY THE TERMS OF THIS PERFORMANCE STOCK UNIT GRANT NOTICE, THE PERFORMANCE STOCK UNIT AGREEMENT AND THE PLAN.**

NATIONAL VISION HOLDINGS, INC.

\_\_\_\_\_  
By:  
Title:

PARTICIPANT<sup>1</sup>

\_\_\_\_\_

<sup>1</sup> To the extent that the Company has established, either itself or through a third-party plan administrator, the ability to accept this award electronically, such acceptance shall constitute the Participant's signature hereof.

*[Signature Page to Performance Stock Unit Award]*

## Exhibit A

### **PERFORMANCE GOALS** **(ADJUSTED OPERATING INCOME)**

The Participant may earn a percentage of the AOI PSUs based on the average of the Company's performance percentage scores against Performance Conditions relating to Adjusted Operating Income for each of the three fiscal years in the Performance Period, as provided in the following tables. In each case, the performance percentage score between performance levels will be determined to the nearest hundredth of a percentage point using linear interpolation.

For purposes of the AOI PSUs, "Adjusted Operating Income" means net income, plus interest expense and income tax provision (benefit), further adjusted to exclude: (i) stock compensation expense, debt issuance costs, loss on extinguishment of debt, asset impairment, secondary offering expenses, management realignment expenses, long-term incentive plan expenses, and other expenses and (ii) margin on unearned revenue.

The Performance Conditions for the first fiscal year in the Performance Period shall be based on achievement of specified annual Adjusted Operating Income goals, as provided in the following table:

#### *Fiscal Year 2022*

<b>Degree of Performance Attainment</b>	<b>2022 Adjusted Operating Income (in millions)</b>	<b>Performance Percentage Score (<u>"Payout"</u>)</b>
Maximum		200%
Target		100%
Threshold		50%
Less than Threshold		0%

The Performance Conditions for the second and third fiscal years in the Performance Period shall be based on achievement of goals related to growth in annual Adjusted Operating Income, as provided in the following table:

#### *Fiscal Years 2023 and 2024*

<b>Degree of Performance Attainment</b>	<b>Growth in Adjusted Operating Income</b>	<b>Performance Percentage Score (<u>"Payout"</u>)</b>
Maximum		200%
Target		100%
Threshold		50%
Less than Threshold		0%

As soon as practicable following the end of the first fiscal year, the Committee (or its designee) shall determine the Company's performance percentage score for such fiscal year and shall determine the actual AOI (the "Baseline AOI") as of the end of the first fiscal year. At the end of the second fiscal

year in the Performance Period, the Committee shall determine (i) the actual AOI as of the end of the second fiscal year in the Performance Period (the “Actual AOI”) and (ii) the percentage growth between the Baseline AOI and the Actual AOI for the second fiscal year as follows:

$$((\text{Actual AOI for the second year} - \text{Baseline AOI}) / (\text{Baseline AOI}))$$

As soon as practicable following the end of the second fiscal year, the Committee (or its designee) shall determine the Company’s performance percentage score for such fiscal year.

For the third fiscal year in the Performance Period, the Committee shall make the same determination with respect to Actual AOI and percentage growth as set forth above; provided, however, that the percentage growth shall be determined between the Actual AOI as of the end of the second fiscal year in the Performance Period and the Actual AOI as of the end of the third fiscal year in the Performance Period.

In the case of any individual merger, acquisition, or divestiture for which the net assets acquired or disposed, on an annualized basis, generate an annual run rate AOI in excess of 2% of the Baseline AOI in the fiscal year such transaction closes (each, an “Excluded Transaction”), the AOI results attributable to such Excluded Transaction shall be excluded from the AOI results for the fiscal year in which such Excluded Transaction closes for purposes of calculating the annual AOI growth for such fiscal year. Notwithstanding the foregoing, for purposes of calculating the annual AOI growth for any fiscal year in the Performance Period after such Excluded Transaction closes, the AOI results attributable to such Excluded Transaction shall be included in the prior fiscal year AOI results, on an annualized basis.

Following the last day of the Performance Period, the Committee shall average the percentage performance scores achieved with respect to each fiscal year in the Performance Period to determine the actual Payout percentage for the AOI PSUs. The number of AOI PSUs that become “Earned PSUs” for the Performance Period shall be equal to (x) the number of Target AOI PSUs multiplied by (y) the applicable Payout percentage earned (calculated as set forth above), rounded up to the nearest whole unit.



**Exhibit B**  
**PERFORMANCE GOALS**  
**(ROIC)**

The Participant may earn a percentage of the ROIC PSUs based on the average of the Company's performance percentage scores against Performance Conditions relating to ROIC for each of the three fiscal years in the Performance Period, as provided in the following tables. In each case, the performance percentage score between performance levels will be determined to the nearest hundredth of a percentage point using linear interpolation.

For purposes of the ROIC PSUs, "ROIC" means (Annual Adjusted Operating Income excluding margin on unearned revenue plus annual rent expenses less taxes, divided by (trailing 13 month average adjusted net property, plant and equipment plus trailing 13 month average net working capital plus annual rent expense \*6).

The Performance Conditions for the first fiscal year in the Performance Period shall be based on achievement of specified annual ROIC goals, as provided in the following table:

***Fiscal Year 2022***

<b>Degree of Performance Attainment</b>	<b>2022 ROIC</b>	<b>Performance Percentage Score ("Payout")</b>
Maximum		200%
Target		100%
Threshold		50%
Less than Threshold		0%

The Performance Conditions for the second and third fiscal years in the Performance Period shall be based on achievement of goals related to growth in annual Adjusted Operating Income, as provided in the following table:

***Fiscal Years 2023 and 2024***

<b>Degree of Performance Attainment</b>	<b>Growth in ROIC (increase in bps)</b>	<b>Performance Percentage Score ("Payout")</b>
Maximum		200%
Target		100%
Threshold		50%
Less than Threshold		0%

As soon as practicable following the end of the first fiscal year, the Committee (or its designee) shall determine the Company's performance percentage score for such fiscal year and shall determine the actual ROIC (the "Baseline ROIC") as of the end of the first fiscal year. At the end of the second fiscal year in the Performance Period, the Committee shall determine (i) the actual ROIC as of the end of the second fiscal year in the Performance Period (the "Actual ROIC") and (ii) the change in bps between the Baseline ROIC and the Actual ROIC for the second fiscal year as follows:

$$(\text{Actual ROIC for the second year} - \text{Baseline ROIC}) * 10,000$$

As soon as practicable following the end of the second fiscal year, the Committee (or its designee) shall determine the Company's performance percentage score for such fiscal year.

For the third fiscal year in the Performance Period, the Committee shall make the same determination with respect to Actual ROIC and change in bps as set forth above; provided, however, that the change in bps shall be determined between the Actual ROIC as of the end of the second fiscal year in the Performance Period and the Actual ROIC as of the end of the third fiscal year in the Performance Period.

In the case of any individual merger, acquisition, or divestiture for which the net assets acquired or disposed, on an annualized basis, generate an annual run rate ROIC in excess of 2% of the Baseline ROIC in the fiscal year such transaction closes (each, an "Excluded Transaction"), the ROIC results attributable to such Excluded Transaction shall be excluded from the ROIC results for the fiscal year in which such Excluded Transaction closes for purposes of calculating the annual ROIC growth for such fiscal year. Notwithstanding the foregoing, for purposes of calculating the annual ROIC growth for any fiscal year in the Performance Period after such Excluded Transaction closes, the ROIC results attributable to such Excluded Transaction shall be included in the prior fiscal year ROIC results, on an annualized basis.

Following the last day of the Performance Period, the Committee shall average the percentage performance scores achieved with respect to each fiscal year in the Performance Period to determine the actual Payout percentage for the ROIC PSUs. The number of ROIC PSUs that become "Earned PSUs" for the Performance Period shall be equal to (x) the number of Target ROIC PSUs multiplied by (y) the applicable Payout percentage earned (calculated as set forth above), rounded up to the nearest whole unit.

**PERFORMANCE STOCK UNIT AGREEMENT  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

Pursuant to the Performance Stock Unit Grant Notice (the “Grant Notice”) delivered to the Participant (as defined in the Grant Notice), and subject to the terms of this Performance Stock Unit Agreement (this “Performance Stock Unit Agreement”) and the National Vision Holdings, Inc. 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), National Vision Holdings, Inc. (the “Company”) and the Participant agree as follows. Capitalized terms not otherwise defined herein shall have the same meaning as set forth in the Plan.

1. **Grant of Performance Stock Units**. Subject to the terms and conditions set forth herein and in the Plan, the Company hereby grants to the Participant the number of Performance Stock Units provided in the Grant Notice (with each Performance Stock Unit representing the right to receive one share of Common Stock upon the vesting of such Performance Stock Unit). The Company may make one or more additional grants of Performance Stock Units to the Participant under this Performance Stock Unit Agreement by providing the Participant with a new Grant Notice, which may also include any terms and conditions differing from this Performance Stock Unit Agreement to the extent provided therein. The Company reserves all rights with respect to the granting of additional Performance Stock Units hereunder and makes no implied promise to grant additional Performance Stock Units.

2. **Vesting**. Subject to the conditions contained herein and in the Plan, the Performance Stock Units shall vest and the restrictions on such Performance Stock Units shall lapse as provided in the Grant Notice.

3. **Settlement of Performance Stock Units**. The provisions of Section 9(d)(ii) of the Plan are incorporated herein by reference and made a part hereof; *provided, however*, that in no event will settlement of a Performance Stock Unit occur more than thirty (30) days following the expiration of its Restricted Period.

4. **Definitions**.

(a) The term “Company” as used in this Performance Stock Unit Agreement with reference to employment shall include the Company and its Subsidiaries.

(b) The term “Good Reason” as used in this Performance Stock Unit Agreement shall mean, without the Participant’s prior written consent, the occurrence of any one or more of the following that constitutes a material negative change to the Participant in the service relationship with the Company, or any of its Service Recipients, as applicable: (i) a reduction in the Participant’s annual rate of base salary, (ii) the relocation of the principal place of the Participant’s employment to a location more than fifty (50) miles away, or (iii) the significant diminution of the Participant’s duties and responsibilities. The Participant must make a claim for Good Reason within ninety (90) days following the occurrence of the event giving rise to the claim and terminate employment no later than one hundred and fifty (150) days after the event giving rise to the claim first occurs, or the Participant waives the Participant’s right to claim Good Reason as a result of the event. No Good Reason will exist if the Company cures any of the foregoing within thirty (30) days after the Participant claims Good Reason.

(c) Whenever the word “Participant” is used in any provision of this Performance Stock Unit Agreement under circumstances where the provision should logically be construed to apply to the executors, the administrators, or the person or persons to whom the Performance Stock Units may be transferred by will or by the laws of descent and distribution, the word “Participant” shall be deemed to include such person or persons.

5. **Non-Transferability.** The Performance Stock Units are not transferable by the Participant except to Permitted Transferees in accordance with Section 14(b) of the Plan. Except as otherwise provided herein, no assignment or transfer of the Performance Stock Units, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon such assignment or transfer the Performance Stock Units shall terminate and become of no further effect.

6. **Rights as Stockholder.** The Participant or a Permitted Transferee of the Performance Stock Units shall have no rights as a stockholder with respect to any share of Common Stock underlying a Performance Stock Unit (including no rights with respect to voting or to receive any dividends or dividend equivalents) unless and until the Participant or the Permitted Transferee shall have become the holder of record or the beneficial owner of such Common Stock.

7. **Tax Withholding.** The provisions of Section 14(d) of the Plan are incorporated herein by reference and made a part hereof.

8. **Notice.** Every notice or other communication relating to this Performance Stock Unit Agreement between the Company and the Participant shall be in writing, and shall be mailed to or delivered to the party for whom it is intended at such address as may from time to time be designated by such party in a notice mailed or delivered to the other party as herein provided; *provided* that, unless and until some other address be so designated, all notices or communications by the Participant to the Company shall be mailed or delivered to the Company at its principal executive office, to the attention of the General Counsel, and all notices or communications by the Company to the Participant may be given to the Participant personally or may be mailed to the Participant at the Participant’s last known address, as reflected in the Company’s records. Notwithstanding the above, all notices and communications between the Participant and any third-party plan administrator shall be mailed, delivered, transmitted or sent in accordance with the procedures established by such third-party plan administrator and communicated to the Participant from time to time.

9. **No Right to Continued Service.** This Performance Stock Unit Agreement does not confer upon the Participant any right to continue as an employee or service provider to the Company.

10. **Binding Effect.** This Performance Stock Unit Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto.

11. **Waiver and Amendments.** Except as otherwise set forth in Section 13 of the Plan, any waiver, alteration, amendment or modification of any of the terms of this Performance Stock Unit Agreement shall be valid only if made in writing and signed by the parties hereto; *provided, however*, that any such waiver, alteration, amendment or modification is consented to on the Company’s behalf by the Committee. No waiver by either of the parties hereto of their rights hereunder shall be deemed to constitute a waiver with respect to any subsequent occurrences or transactions hereunder unless such waiver specifically states that it is to be construed as a continuing waiver.

12. **Governing Law.** This Performance Stock Unit Agreement shall be construed and interpreted in accordance with the laws of the State of Delaware, without regard to the principles of conflicts of law thereof. Notwithstanding anything contained in this Performance Stock Unit Agreement, the Grant Notice or the Plan to the contrary, if any suit or claim is instituted by the Participant or the Company relating to this Performance Stock Unit Agreement, the Grant Notice or the Plan, the Participant hereby submits to the exclusive jurisdiction of and venue in the courts of Delaware.

13. **Plan.** The terms and provisions of the Plan are incorporated herein by reference. In the event of a conflict or inconsistency between the terms and provisions of the Plan and the provisions of this Performance Stock Unit Agreement (including the Grant Notice), the Plan shall govern and control.

**RESTRICTED STOCK UNIT GRANT NOTICE  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

National Vision Holdings, Inc. (the “Company”), pursuant to its 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), hereby grants to the Participant set forth below the number of Restricted Stock Units set forth below. The Restricted Stock Units are subject to all of the terms and conditions as set forth herein, in the Restricted Stock Unit Agreement (attached hereto or previously provided to the Participant in connection with a prior grant), and in the Plan, all of which are incorporated herein in their entirety. Capitalized terms not otherwise defined herein shall have the meaning set forth in the Plan.

**Participant:** *[Insert Participant Name]*

**Date of Grant:** [•], 2022

**Number of Restricted Stock Units:** *[Quantity Granted]*

**Vesting Schedule:** Provided the Participant has not undergone a Termination at the time of each applicable vesting date (or event) (each, a “Vesting Date”):

- One-half (1/2) of the Restricted Stock Units (rounded down to the nearest whole Restricted Stock Unit) will vest on the first (1<sup>st</sup>) anniversary of the Date of Grant; and
- One-half (1/2) of the Restricted Stock Units (rounded down to the nearest whole Restricted Stock Unit) will vest on the second (2<sup>nd</sup>) anniversary of the Date of Grant.

In the event that the Participant undergoes a Termination for any reason, (i) all vesting with respect to such Restricted Stock Units shall cease and (ii) all unvested Restricted Stock Units shall be forfeited by the Participant for no consideration as of the date of such Termination.

Notwithstanding the foregoing, in the event of the Participant’s Termination due to Retirement, a number of Restricted Stock Units shall vest equal to the number of Restricted Stock Units that would have become vested on the next Vesting Date following the date of such Termination multiplied by a fraction, the numerator of which is the number of days that the Participant is employed by the Service Recipient from the most recent Vesting Date to the date of Termination and the denominator of which shall equal three hundred and sixty-five (365) (rounded down to the nearest whole Restricted Stock Unit).

In addition, in the event (i) of a Qualifying Termination within the two (2)-year period following a Change in Control or (ii) that the Participant undergoes a Termination as a result of the Participant's death or Disability, the Participant shall fully vest in the Participant's Restricted Stock Units to the extent not then vested or previously forfeited.

*[Signatures to appear on following page]*

**THE UNDERSIGNED PARTICIPANT ACKNOWLEDGES RECEIPT OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN, AND, AS AN EXPRESS CONDITION TO THE GRANT OF RESTRICTED STOCK UNITS HEREUNDER, AGREES TO BE BOUND BY THE TERMS OF THIS RESTRICTED STOCK UNIT GRANT NOTICE, THE RESTRICTED STOCK UNIT AGREEMENT AND THE PLAN.**

NATIONAL VISION HOLDINGS, INC.

\_\_\_\_\_  
By:  
Title:

PARTICIPANT<sup>1</sup>

[SIGNATURE]  
  
\_\_\_\_\_

\_\_\_\_\_  
<sup>1</sup> To the extent that the Company has established, either itself or through a third-party plan administrator, the ability to accept this award electronically, such acceptance shall constitute the Participant's signature hereof.



**RESTRICTED STOCK UNIT AGREEMENT  
UNDER THE  
NATIONAL VISION HOLDINGS, INC.  
2017 OMNIBUS INCENTIVE PLAN**

Pursuant to the Restricted Stock Unit Grant Notice (the “Grant Notice”) delivered to the Participant (as defined in the Grant Notice), and subject to the terms of this Restricted Stock Unit Agreement (this “Restricted Stock Unit Agreement”) and the National Vision Holdings, Inc. 2017 Omnibus Incentive Plan, as it may be amended and restated from time to time (the “Plan”), National Vision Holdings, Inc. (the “Company”) and the Participant agree as follows. Capitalized terms not otherwise defined herein shall have the same meaning as set forth in the Plan.

1. **Grant of Restricted Stock Units.** Subject to the terms and conditions set forth herein and in the Plan, the Company hereby grants to the Participant the number of Restricted Stock Units provided in the Grant Notice (with each Restricted Stock Unit representing the right to receive one share of Common Stock upon the vesting of such Restricted Stock Unit). The Company may make one or more additional grants of Restricted Stock Units to the Participant under this Restricted Stock Unit Agreement by providing the Participant with a new Grant Notice, which may also include any terms and conditions differing from this Restricted Stock Unit Agreement to the extent provided therein. The Company reserves all rights with respect to the granting of additional Restricted Stock Units hereunder and makes no implied promise to grant additional Restricted Stock Units.

2. **Vesting.** Subject to the conditions contained herein and in the Plan, the Restricted Stock Units shall vest and the restrictions on such Restricted Stock Units shall lapse as provided in the Grant Notice. With respect to any Restricted Stock Unit, the period of time that commences on the Date of Grant and ends on the applicable Vesting Date, or, if earlier, the date of any Termination that results in vesting of such Restricted Stock Unit, shall be its Restricted Period.

3. **Settlement of Restricted Stock Units.** The provisions of Section 9(d)(ii) of the Plan are incorporated herein by reference and made a part hereof; *provided, however*, that in no event will settlement of a Restricted Stock Unit occur more than thirty (30) days following the expiration of its Restricted Period.

4. **Definitions.**

(a) The term “Company” as used in this Restricted Stock Unit Agreement with reference to employment shall include the Company and its Subsidiaries.

(b) The term “Good Reason” as used in this Restricted Stock Unit Agreement shall mean, without the Participant’s prior written consent, the occurrence of any one or more of the following that constitutes a material negative change to the Participant in the service relationship with the Company, or any of its Service Recipients, as applicable: (i) a reduction in the Participant’s annual rate of base salary, (ii) the relocation of the principal place of the Participant’s employment to a location more than fifty (50) miles away, or (iii) the significant diminution of the Participant’s duties and responsibilities. The Participant must make a claim for Good Reason within ninety (90) days following the occurrence of the event giving rise to the claim and terminate employment no later than one hundred and fifty (150) days after the event giving rise to the claim first occurs, or the Participant waives the Participant’s right to claim Good Reason as a result of the event. No Good Reason will exist if the Company cures any of the foregoing within thirty (30) days after the Participant claims Good Reason.

(c) Whenever the word “Participant” is used in any provision of this Restricted Stock Unit Agreement under circumstances where the provision should logically be construed to apply to the executors, the administrators, or the person or persons to whom the Restricted Stock Units may be transferred by will or by the laws of descent and distribution, the word “Participant” shall be deemed to include such person or persons.

(d) The term “Qualifying Termination” as used in this Restricted Stock Unit Agreement shall mean a Participant’s Termination by the Service Recipient without Cause or by the Participant with Good Reason.

(e) The term “Retirement” as used in this Restricted Stock Unit Agreement shall mean the Participant’s voluntary resignation from employment, other than while grounds for Cause exist, when (i) (x) the Participant’s age is at least sixty (60) years old and (y) the Participant’s number of years of service with the Company and its predecessors is at least ten (10) years or (ii) the Participant’s age is at least sixty five (65) years old.

5. **Non-Transferability.** The Restricted Stock Units are not transferable by the Participant except to Permitted Transferees in accordance with Section 14(b) of the Plan. Except as otherwise provided herein, no assignment or transfer of the Restricted Stock Units, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon such assignment or transfer the Restricted Stock Units shall terminate and become of no further effect.

6. **Rights as Stockholder.** The Participant or a Permitted Transferee of the Restricted Stock Units shall have no rights as a stockholder with respect to any share of Common Stock underlying a Restricted Stock Unit (including no rights with respect to voting or to receive any dividends or dividend equivalents) unless and until the Participant or the Permitted Transferee shall have become the holder of record or the beneficial owner of such Common Stock.

7. **Tax Withholding.** The provisions of Section 14(d) of the Plan are incorporated herein by reference and made a part hereof.

8. **Notice.** Every notice or other communication relating to this Restricted Stock Unit Agreement between the Company and the Participant shall be in writing, and shall be mailed to or delivered to the party for whom it is intended at such address as may from time to time be designated by such party in a notice mailed or delivered to the other party as herein provided; *provided* that, unless and until some other address be so designated, all notices or communications by the Participant to the Company shall be mailed or delivered to the Company at its principal executive office, to the attention of the General Counsel, and all notices or communications by the Company to the Participant may be given to the Participant personally or may be mailed to the Participant at the Participant’s last known address, as reflected in the Company’s records. Notwithstanding the above, all notices and communications between the Participant and any third-party plan administrator shall be mailed, delivered, transmitted or sent in accordance with the procedures established by such third-party plan administrator and communicated to the Participant from time to time.

9. **No Right to Continued Service.** This Restricted Stock Unit Agreement does not confer upon the Participant any right to continue as an employee or service provider to the Company.

10. **Binding Effect.** This Restricted Stock Unit Agreement shall be binding upon the heirs, executors, administrators and successors of the parties hereto.

11. **Waiver and Amendments.** Except as otherwise set forth in Section 13 of the Plan, any waiver, alteration, amendment or modification of any of the terms of this Restricted Stock Unit Agreement shall be valid only if made in writing and signed by the parties hereto; *provided, however*, that any such waiver, alteration, amendment or modification is consented to on the Company's behalf by the Committee. No waiver by either of the parties hereto of their rights hereunder shall be deemed to constitute a waiver with respect to any subsequent occurrences or transactions hereunder unless such waiver specifically states that it is to be construed as a continuing waiver.

12. **Governing Law.** This Restricted Stock Unit Agreement shall be construed and interpreted in accordance with the laws of the State of Delaware, without regard to the principles of conflicts of law thereof. Notwithstanding anything contained in this Restricted Stock Unit Agreement, the Grant Notice or the Plan to the contrary, if any suit or claim is instituted by the Participant or the Company relating to this Restricted Stock Unit Agreement, the Grant Notice or the Plan, the Participant hereby submits to the exclusive jurisdiction of and venue in the courts of Delaware.

13. **Plan.** The terms and provisions of the Plan are incorporated herein by reference. In the event of a conflict or inconsistency between the terms and provisions of the Plan and the provisions of this Restricted Stock Unit Agreement (including the Grant Notice), the Plan shall govern and control.

14. **Section 409A.**

(a) This Restricted Stock Unit Agreement is intended to be exempt from or comply with the provisions of Section 409A of the Code and the regulations promulgated thereunder, and shall be interpreted consistent with such intent. Without limiting the foregoing, the Committee will have the right to amend the terms and conditions of this Restricted Stock Unit Agreement in any respect as may be necessary or appropriate to comply with Section 409A of the Code or any regulations promulgated thereunder, including, without limitation, by delaying the issuance of the shares of Common Stock contemplated hereunder.

(b) Notwithstanding any other provision of this Restricted Stock Unit Agreement to the contrary, if the Participant is a "specified employee" within the meaning of Section 409A of the Code, and is subject to U.S. federal income tax, no payments in respect of any Restricted Stock Unit that is "deferred compensation" subject to Section 409A of the Code and which would otherwise be payable upon the Participant's "separation from service" (as defined in Section 409A of the Code) will be made to the Participant prior to the date that is six (6) months after the date of the Participant's "separation from service" or, if earlier, the Participant's date of death. Following any applicable six (6)-month delay, all such delayed payments will be paid in a single lump sum on the earliest date permitted under Section 409A of the Code that is also a business day. The Participant is solely responsible and liable for the satisfaction of all taxes and penalties under Section 409A of the Code that may be imposed on or in respect of the Participant in connection with this Agreement, and the Company will not be liable to any Participant for any payment made under this Plan that is determined to result in an additional tax, penalty or interest under Section 409A of the Code, nor for reporting in good faith any payment made under this Agreement as an amount includible in gross income under Section 409A of the Code. Each payment in a series of payments hereunder will be deemed to be a separate payment for the purposes of Section 409A of the Code.

**CERTIFICATION OF PERIODIC REPORT UNDER SECTION 302 OF  
THE SARBANES-OXLEY ACT OF 2002**

I, L. Reade Fahs, certify that:

1. I have reviewed this quarterly report on Form 10-Q for the quarterly period ended April 2, 2022 of National Vision Holdings, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; and
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: May 10, 2022

/s/ L. Reade Fahs

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L. Reade Fahs  
Chief Executive Officer and Director  
(Principal Executive Officer)

**CERTIFICATION OF PERIODIC REPORT UNDER SECTION 302 OF  
THE SARBANES-OXLEY ACT OF 2002**

I, Patrick R. Moore, certify that:

1. I have reviewed this quarterly report on Form 10-Q for the quarterly period ended April 2, 2022 of National Vision Holdings, Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; and
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: May 10, 2022

/s/ Patrick R. Moore

Patrick R. Moore

Senior Vice President, Chief Financial Officer

(Principal Financial Officer)

**CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350  
AS ADOPTED PURSUANT TO SECTION 906  
OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of National Vision Holdings, Inc. (the "Company") on Form 10-Q for the quarterly period ended April 2, 2022 filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, L. Reade Fahs, Chief Executive Officer and Director of the Company, do hereby certify, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that:

- a. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- b. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company for the periods presented therein.

Date: May 10, 2022

/s/ L. Reade Fahs

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L. Reade Fahs  
Chief Executive Officer and Director  
(Principal Executive Officer)

**CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350  
AS ADOPTED PURSUANT TO SECTION 906  
OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of National Vision Holdings, Inc. (the "Company") on Form 10-Q for the quarterly period ended April 2, 2022 filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Patrick R. Moore, Senior Vice President, Chief Financial Officer of the Company, do hereby certify, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that:

- a. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- b. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company for the periods presented therein.

Date: May 10, 2022

/s/ Patrick R. Moore

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Patrick R. Moore

Senior Vice President, Chief Financial Officer  
(Principal Financial Officer)