

The logo for FARO, consisting of the word "FARO" in a bold, white, sans-serif font, centered within a blue circular graphic element that is part of a larger gear-like design.

FARO®

Sustainability Report

2023



About this Report

As a public company, FARO® Technologies, Inc. (Nasdaq: FARO) communicates regularly about our business through several channels, including regulatory filings, press releases, investor presentations, and proxy statements. We also maintain a dedicated [Environmental, Social and Governance \(ESG\) page](#) and post official company policies on our website to provide information on these matters.

This 2023 Sustainability Report represents a summary of our work over the past year on the ESG topics that are important to our stakeholders, our partners, and our employees as identified through a materiality assessment. It covers the performance of all global operational sites for the period of January 1, 2023, to December 31, 2023.

We plan to issue our Sustainability Report on an ongoing and annual basis, and we look forward to receiving your feedback. Please share your thoughts with us at sustainability@faro.com.

This report contains forward-looking statements, such as statements about: FARO’s business strategy, plans and commitments; FARO’s ESG goals, including those related to the environment, supply chain and product management, employee engagement, talent development, work practices and community commitments; and FARO’s approach to its sustainability reports going forward. Statements that are not historical facts or that describe FARO’s plans, objectives,

projections, expectations, assumptions, strategies, or goals are forward-looking statements. In addition, words such as “will,” “intend,” “believe,” “expect,” “may,” “could” or “should,” and similar expressions or discussions of FARO’s plans or other intentions identify forward-looking statements. While these forward-looking statements represent FARO’s judgments and future expectations concerning its business, a number of risks, uncertainties, and other important factors could cause actual developments and results to differ materially from its expectations, which include, but are not limited to: inherent challenges in developing, modifying and deploying new technologies, systems and processes to achieve FARO’s ESG goals; developments in FARO’s markets that lead FARO to change its ESG goals; changes in the ESG landscape generally; FARO’s ability to attain its business strategy, plans and commitments; FARO’s ability to maintain its technological advantage by developing new products and enhancing its existing products; declines or other adverse changes in industries that FARO serves; changes in general political, regulatory, economic, business, and financial conditions; and additional factors and risks listed or discussed in FARO’s most recent Annual Report on Form 10-K and as may be supplemented from time-to-time in its other filings with the Securities and Exchange Commission. FARO is under no obligation to (and expressly disclaims an obligation to) update or alter its forward-looking statements whether as a result of new information, future events, or otherwise.

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A Message from President and CEO Peter Lau



I am pleased to present our 2023 Sustainability Report, which outlines our environmental and social initiatives and reflects our commitment to governance, transparency, and continuous improvement. While our journey toward sustainability continues evolving, I am proud of the foundation we are building for a more sustainable and responsible future. We are deeply committed to integrating best practices into our operations and strategy, and this report highlights key areas where we have focused our efforts.

Building a Sustainable Foundation

We have taken important steps to better understand our environmental impact and identify improvement opportunities. We are conducting comprehensive assessments of our energy consumption, waste management, and resource use, which are providing valuable insights into where we can make the most significant positive changes.

Engaging Our Stakeholders

We believe that sustainability is a collective effort. Through open dialogue with employees, customers, suppliers, and community partners, we have gained diverse perspectives that are essential in helping us identify focus areas but have fostered further collaboration and a greater sense of shared responsibility.

Our Commitment to Progress

We have established clear, measurable goals that will guide our actions and enable us to track our progress more effectively. Some of our key initiatives include:

- We work closely with our suppliers to ensure our materials are sourced responsibly and sustainably, and we achieved our goal of using 95% recycled packaging in all our product materials.
- We successfully completed our SOC 2 Type I and SOC 2 Type II audits for Sphere XG, a milestone in our ongoing commitment to security and compliance.
- We launched three Employee Resource Groups to create a more inclusive, supportive, and diverse workplace.

Looking Ahead

We remain committed to being a good partner and a good steward of the environment. We continually evaluate where we can invest in new technologies and innovations to operate more efficiently and sustainably.

We know there is work to be done, but our vision is clear. We will meet our goals responsibly and collaboratively. I want to thank our stakeholders and partners for their continued support and belief in our mission.

Best,

A handwritten signature in dark ink, appearing to read 'Peter J. Lau', written over a light blue dotted line.

Peter J. Lau

President and CEO, FARO Technologies, Inc.

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We Believe in Our Customers

We believe our customers are drawn to their fields for the same reasons we are. They want to better understand how the world works and bring new ideas to life. They need — and understand the power of — data-driven accuracy.

As the global leader in 3D and 4D measurement, imaging, and realization solutions, bridging the digital and physical worlds is what we do best. We help manufacturers, builders, engineers, project managers and law enforcement professionals eliminate costly errors, construct safer

buildings, manage complex projects, support smarter facilities, and establish better cases. We give technicians, designers, and investigators the tools to get to “that’s it!” faster. We understand the ways our customers do their jobs. And more than anything, they know they can always depend on us.

Our Mission

We enable customers to capture, measure, interact with, and share data from our physical world in a virtual environment and then translate this information back into the physical domain. This mission informs every solution we develop, every conversation we have, and every partnership we pursue.

Our Vision

FARO will be the global leader in 4D Digital Reality solutions (hardware/software/services). Leveraging more than 40 years of industrial experience in the capture and digitalization of the physical world, our solutions significantly improve our customers’ productivity by delivering workflow-based information, via a cloud-based, Software as a Service (SaaS) business model.

Our Values

Our customers’ success has the power to change the world for the better. That is why we make earning their trust central to everything we do, and why our core values are also our promises to those we serve:



We Strive for Excellence

We aim to exceed the expectations of our customers, employees, stakeholders, and shareholders.



We Think Big & Move Fast

We are pioneers in digitalization, leaders with bold ideas who act quickly to ensure we deliver on the value that customers expect.



We Make Our Mark

We offer solutions that enable our customers to work more efficiently and competitively, creating a more sustainable world.



We Support Each Other

We embrace a culture of trust, integrity, transparency, and diversity to nurture talent and foster a collaborative work environment.

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Leadership & Governance

The FARO Board of Directors represents shareholders’ interests in the operation of a successful business, including the continued commitment of our legacy of corporate governance and responsibility. ESG and sustainability governance starts with the Board’s oversight of our ESG and sustainability strategies and policies.

This involves integrating ESG considerations into corporate governance frameworks, appointing board committees focused on sustainability, and hiring executives with expertise in ESG matters. [Board Committee Charters](#) have been established by the Board of Directors to reflect the Board’s commitment to monitor the effectiveness of policy and decision making both at the Board and Management level, and to enhance long-term shareholder value. The Board of Directors and each Board Committee meets quarterly or more frequently as needed.

In 2023, the Board refreshed our Board committee charters to clarify each committee’s roles and responsibilities, which incorporate consideration for climate-related risks and opportunities. We publish our corporate governance guidelines, board committee charters, company code of ethics and corporate responsibility documents on our website at [FARO.com/about-faro/leadership-and-governance](https://www.faro.com/about-faro/leadership-and-governance).

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Board Committees

Nominating, Governance, and Sustainability Committee

The Nominating, Governance, and Sustainability Committee (“NGS Committee”) provides strategic guidance on ESG risks, the Company’s goals, policies, procedures, initiatives, and disclosures related to sustainability and ESG matters. Through regular reporting and evaluation mechanisms, the NGS Committee ensures ESG risk mitigation strategies, goal implementation, and performance align with expectations of the Board and our stakeholders.

Audit Committee

The Audit Committee’s primary purpose is to provide oversight and monitoring regarding the company’s financial statements and other financial information, accounting and financial reporting process, the system of internal control, the audit process, the company’s process for monitoring compliance with laws and regulations, and review regulatory filings and related disclosures, including disclosures related to Environmental, Social, and Governance.

Talent, Development and Compensation Committee

The Talent, Development and Compensation Committee (“TDCC”) is responsible for administering and overseeing the company’s executive and director compensation programs. The committee is responsible for all aspects of the compensation program for the company’s executive officers, including those who have attained the title of Vice President or above, and the Board. The Board also receives support from the TDCC in specific ESG areas such as strategies, policies, and key metrics related to our talent and culture, including matters such as pay equity, diversity, inclusion, retention, employee health and safety programs, and leadership development and succession.

BOARD OF DIRECTORS – 2023 GOVERNANCE STRUCTURE

Committees governing environmental, social and governance topics as of 12/31/2023

| COMMITTEE FUNCTION | NAME OF COMMITTEE | NUMBER OF DIRECTORS |
|--|--|---------------------|
| Audit/Accounting | Audit Committee | 3 |
| Renumeration/Compensation | Talent, Development & Compensation Committee | 4 |
| Nomination | Talent, Development & Compensation Committee | 4 |
| Major Corporate Actions | Full Board of Directors | 9 |
| Corporate Governance & Social Responsibility | Nominating, Governance & Sustainability Committee | 3 |
| Health & Safety | Nominating, Governance & Sustainability Committee | 3 |
| Environmental & Sustainability Matters | Nominating, Governance & Sustainability Committee | 3 |
| Risk Management | Full Board of Directors/ Audit Committee/ Nominating, Governance, and Sustainability Committee | 9 |
| Ethics Issues | Audit Committee | 3 |
| Human Rights, Community & Public Affairs | Nominating, Governance & Sustainability Committee | 3 |
| Information & Cyber Security | Full Board of Directors | 9 |

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Board Composition

(As of December 31, 2023)

Board Independence

The Board comprises a substantial majority of directors who qualify as independent directors, including an independent chair. The company’s Board of directors is 86% independent, as defined by NASDAQ Stock Market Rules. Under these standards, to be presumed independent, a director shall not have a material relationship with the company.

Board Diversity

Although the Board does not establish specific goals with respect to diversity, the Board’s overall diversity is a significant consideration in the director nomination process. This means that the Corporate Governance Committee seeks nominees who bring a variety of backgrounds, experiences, and perspectives to the Board.

| DIRECTORS | EXECUTIVE | AC | TDCC | NGSC |
|----------------------|-----------|----|------|------|
| Jawad Ahsan | No | ✓ | | |
| Lynn Brubaker | No | ✓ | | ◆ |
| Moonhie Chin | No | | ✓ | |
| Alex Davern | No | ◆ | | |
| John Donofrio | No | | ◆ | ✓ |
| Peter J. Lau | Yes | | | |
| Rajani Ramanathan | No | | ✓ | |
| Jeroen van Rotterdam | No | | ✓ | ✓ |
| Yuval Wasserman ◆ | No | | | |

AC

TDCC

NGSC

Audit Committee

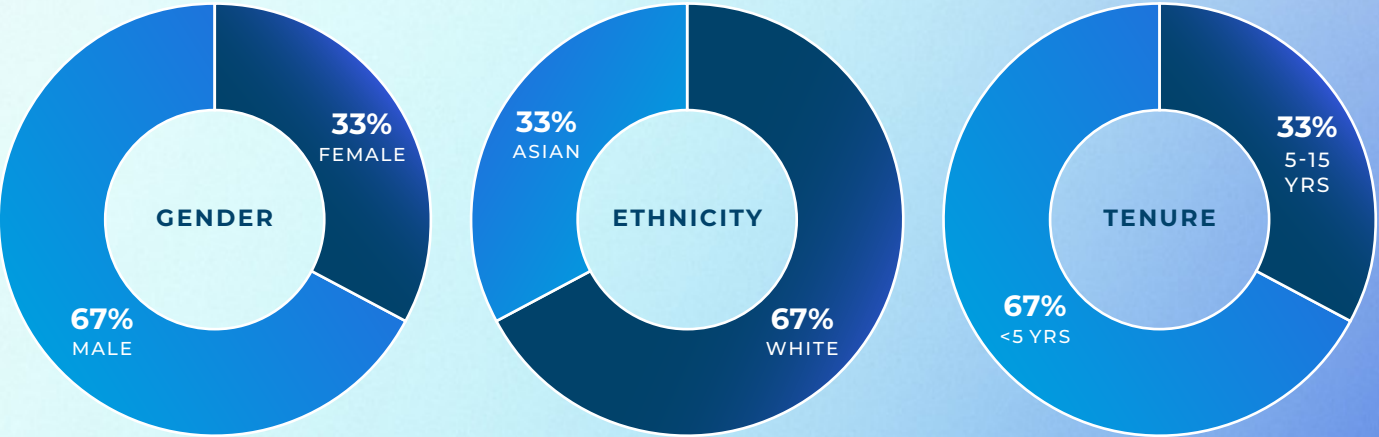
Talent, Development & Compensation Committee

Nominating, Governance & Sustainability Committee

◆ Board Chair

◆ Committee Chair

✓ Committee Member





FARO: A Leader in Digital Transformation

Headquartered in Lake Mary, Florida, with more than 20 offices around the world, FARO offers tailored measurement and data analysis solutions, outstanding customer support, and deep application expertise.

When Ph.D. students Simon Raab and Greg Frasier launched FARO from a garage in 1981, they envisioned the start-up as a pioneer for 3D measurement and imaging that would provide precision technology to guide their customers to success. FARO has evolved into a data-first company positioned to help our customers not only succeed but adopt cloud-based solutions that guide their business to excellence in a rapidly changing world.

Fittingly, FARO is not just an acronym for “Frasier and Raab Orthopedics,” but a derivative of the ancient Greek word “pharos,” meaning lighthouse — a beacon for people seeking the path forward in both the literal and figurative sense.

Today, FARO is proud to continue helping customers see further, realize their vision, and successfully navigate through any challenge.

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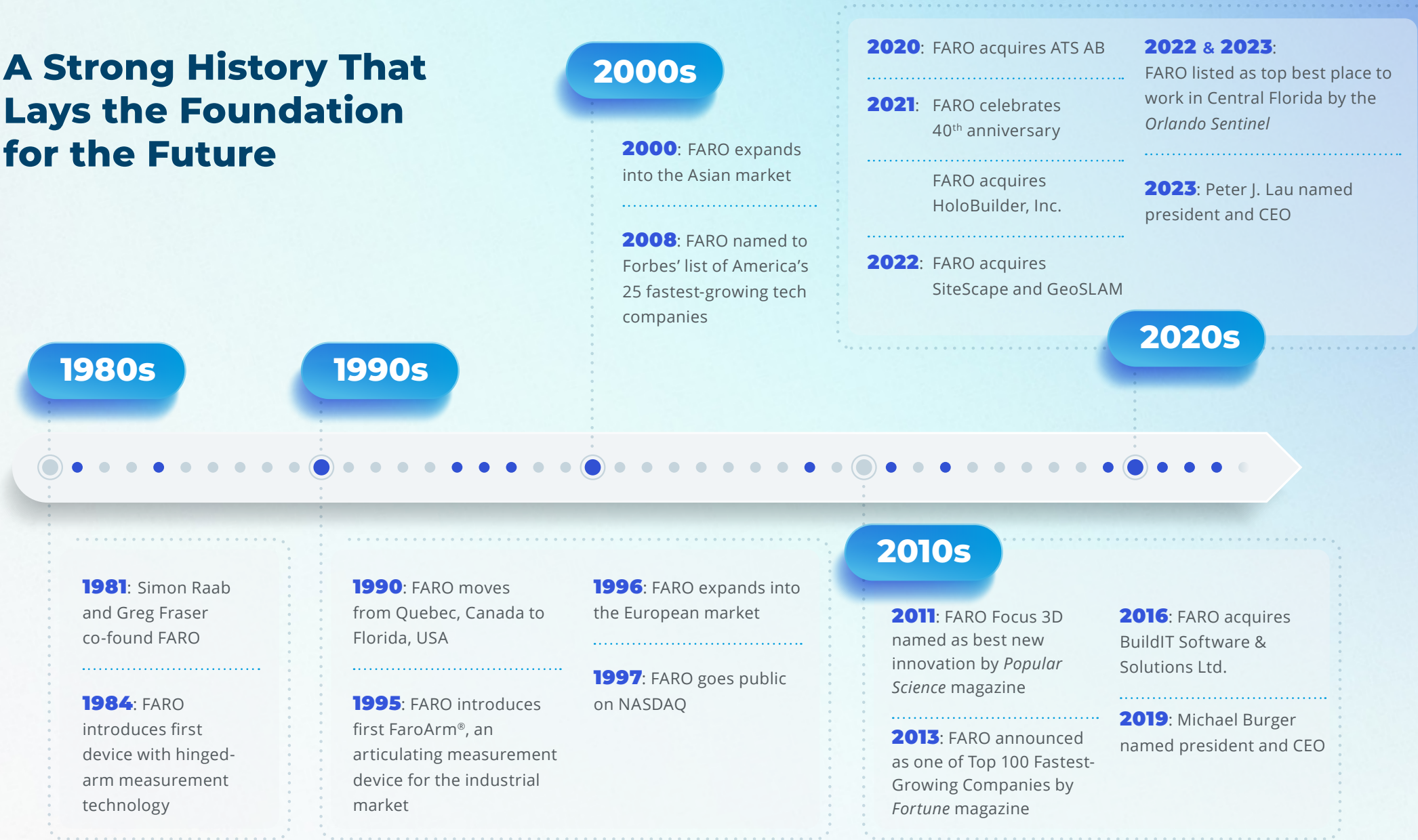
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A Strong History That Lays the Foundation for the Future



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FARO Sustainability

We are dedicated to upholding sustainable business practices, making long-term strategic decisions that align with our mission and vision, and adding value to the world and the industries in which we operate. Among other things, this means supporting the United Nations Global Compact and its underlying principles around the environment, workforce, anti-corruption, and human rights. Our sustainability program management system is modeled largely after the Responsible Business Alliance (RBA) and United Nations Global Compact requirements, and incorporates current environmental, labor, human rights, health, safety, and ethics standards. Additionally, our sustainability program standards aim for alignment with international frameworks including the Global Reporting Initiative (GRI), Science Based Targets initiative (SBTi), Task Force on Climate-related Financial Disclosures (TCFD), and CDP (formerly the Carbon Disclosure Project), among others.

Our Strategy

We approach a sustainable growth strategy focused on addressing today’s needs and anticipating future demands. We recognize our responsibility to fight against global problems such as climate change, poverty, hunger, inequalities, and water scarcity and align with the principles of the United Nations Global Compact and the Organization for Economic Co-operation and Development (OECD) Guidelines. We prioritize encouraging sustainable development in our operations and decision-making processes and review our sustainability approach annually to ensure it is integrated with our mission, vision, and values, and develop actions that will improve our effectiveness in creating a positive social, environmental, and economic impact. Initial consideration for sustainability risk is considered in a comprehensive review at the enterprise level, then extended to program specific risk assessments to identify and evaluate the severity of risk and determine the nature and extent of appropriate program control activities to mitigate those risks.

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The Nominating, Governance, and Sustainability Committee reviews significant shareholder relations issues, including environmental, governance, and social responsibility matters, and ensures that our actions align with our mission, vision, and core values. Additionally, the Chief Executive Officer oversees a committee of senior executives responsible for setting purpose, strategies, policies, and goals related to economic, environmental, and social topics. The Chief Sustainability Officer has centralized oversight of the corporation’s management approach, including policies, goals, strategies, and actions to drive progress, and is supported by an Environmental, Social, Governance (ESG) Oversight Committee and program-specific working groups to drive sustainability strategies throughout the organization.

ESG Governance Structure



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Materiality

We conduct materiality assessments periodically to define the environmental, social, and governance (ESG) topics that matter most to our business and our stakeholders and better focus on our ESG goals, metrics, improvement areas, and results. We additionally review industrial and global trends to ensure alignment of our materiality topics. As shown by the axes of the materiality assessment, all our ESG categories are important; however, some issues are more critical to our business and stakeholders than others.

Ten topics identified as material, based on importance to FARO and importance to stakeholders. These priorities serve as a guide in development of our sustainability strategy and better positions us to respond to risks and opportunities to create a more positive overall sustainability impact.

Material Topics

- Employment and Labor Management
- Information and Data Security
- Diversity, Equity and Inclusion
- Economic Performance
- Supply Chain Management
- Business Ethics and Regulatory Compliance
- Product Quality and Safety
- R&D and Innovation
- Community Relations
- Emissions and Energy Management



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FARO Sustainability Goals

| SASB CLASSIFICATION | CATEGORY | SUMMARY | GOAL ORIGINATION DATE | TARGET ACHIEVEMENT DATE | CURRENT STATUS |
|-------------------------|---|---|-----------------------|-------------------------|--------------------------------|
| Human Capital | Diversity Equity & Inclusion | Implement a formal Employee Resource Group program | 2022 | 2025 | ACHIEVED ✓ |
| Social Capital | Information & Data Security | Obtain SOC 2 Type 2 report for SaaS offerings | 2022 | 2025 | ACHIEVED ✓ |
| Social Capital | Customer Satisfaction | Establish customer satisfaction metrics | 2022 | 2025 | ACHIEVED ✓ |
| Social Capital | Human Rights & Community Relations | Establish additional community programs | 2022 | 2025 | ON TRACK — |
| Environment | Emissions & Energy Management | Increased GHG reporting metrics (Scope 1 & 2) | 2022 | 2025 | Retargeted to 2026 |
| Environment | Emissions & Energy Management | 30% reduction in (Scope 1 & 2) GHG emissions | 2022 | 2025 | Revised and Retargeted to 2030 |
| Leadership & Governance | Business Ethics and Regulatory Compliance | Identify and be fully compliant with select climate reporting standards | 2022 | 2027 | ON TRACK — |
| Environment | Emissions & Energy Management | Net Zero GHG emissions | NEW ! | 2050 | ON TRACK — |

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Corporate Governance

FARO’s reputation and continued success rely on our commitment to conducting business with integrity and building a sound foundation of responsible governance. The cornerstone of governance is rooted in our Code of Conduct, which includes oversight by our independent Board of Directors. It extends to our risk assessment and compliance management program to provide the framework for the operation of our company consistent with the requirements of applicable laws, and in the best interest of the company and our stakeholders.

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Global Ethics Policy

Our comprehensive [Code of Conduct](#) establishes FARO’s commitment to the highest standards of business ethics and conduct and provides standards of how we interact with each other, our business partners, and other third parties. The FARO Code of Conduct provides employees with the knowledge and resources to conduct business in an ethical manor and fosters a culture of mutual respect, transparency, and collaboration.

Compliance Program Management

We act in accordance with all laws and regulations. To aid in this commitment, we maintain formal compliance management programs for regulatory areas material to the company’s operations. To date, we have not experienced any material breach of information or material regulatory issues.

Key elements of our compliance program management include the following:

- **Risk Assessment** – First, program-specific risk assessments are performed to identify and evaluate the severity of risks and determine the nature and extent of any program control activities needed to mitigate those risks. Then, risks and strategies are included in the Enterprise Risk Management process. The Board reviews sustainability risks and related compliance program risks in conjunction with the enterprise risk assessment to ensure risks are properly addressed.
- **Policies and Procedures** – Our code of conduct, ethics policies and key compliance program policies are reviewed annually and updated as required to ensure they remain consistent with changes in the regulatory environment.
- **Annual Training** – compliance training is provided to employees during new hire orientation and on an annual basis for all material compliance topics, and employees sign an attestation statement indicating commitment to comply with policies and related laws and regulations.
- **Program Audits** – each program is audited annually by FARO’s Internal Audit function, and results are reported to the Audit Committee.

2023 COMPLIANCE TRAINING HOURS



- DEI, Human Rights and Labor Rights
- Cybersecurity and Information Security
- Privacy
- Compliance Other (Safety, Trade Compliance, etc.)
- Anti-Corruption, Anti-Bribery and Anti-Trust
- Ethics



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Anti-Corruption

FARO strictly forbids bribery and corruption of any kind by our employees or third-parties operating on our behalf. It is imperative that FARO competes on its merits alone. Integrity is a core company value and, in support of it, FARO has established anti-corruption and anti-bribery requirements and expectations applicable to employees and other stakeholders in its Global Ethics Policy which is published on the Company website. FARO evaluates bribery and corruption risk for likelihood and impact on an annual basis which is used to tailor its anti-corruption program and efforts.



FARO performs third party due diligence prior to establishing a relationship and periodically thereafter using a risk-based approach. We also provide employees and other stakeholders detailed guidance and training on compliance with the U.S. Foreign Corrupt Practices Act and other global anti-corruption laws and regulations as well as instructions on how to report issues and concerns through our various reporting mechanisms. Anti-corruption program activities are presented to FARO's Board of Directors quarterly to ensure proper oversight of program activities. FARO's ethics and reputation must never be compromised.

Information Security & Cybersecurity

FARO is responsible for protecting the security of FARO information assets from unauthorized use and disclosure. This obligation extends to the confidential and proprietary information of FARO and of its employees, customers, suppliers, and business partners.

FARO seeks to address cybersecurity risks through a comprehensive, cross-functional approach that is focused on preserving the confidentiality, security and availability of the information that the Company collects and stores by identifying, preventing and mitigating cybersecurity threats and effectively responding to cybersecurity incidents when they occur. We perform security risk assessments at least annually and employ various strategies to ensure proper risk mitigation, including

but not limited to the implementation of comprehensive security policies, maintaining a robust cyber insurance policy, and managing our cybersecurity program based on Center for Internet Security (CIS) Standards. FARO provides regular, mandatory training for personnel regarding cybersecurity threats to equip the Company's personnel with effective tools to address cybersecurity threats, and to communicate the Company's evolving information security policies, standards, processes and practices. To date, FARO has not experienced a material security breach.

Trade Compliance

FARO is headquartered in the U.S. and follows U.S. trade control laws. In addition, FARO complies with trade control laws in countries in which we operate, provided they do not conflict with U.S. law. FARO continually screens customers and other third parties against sanction and restricted party lists to ensure compliance with trade compliance laws.

Data Privacy

FARO respects the privacy concerns of our employees, customers, suppliers, and business partners. Accordingly, we are committed to handling personally identifiable and other sensitive information in compliance with FARO privacy policies, contractual obligations, and applicable privacy and data protection laws.

[FARO Privacy Notice](#)

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Reporting Violations and Concerns

FARO maintains several methods of reporting possible violations of our Global Ethics Policy and other ethical concerns via email, regular mail, telephone hotline, and internet. Our [reporting hotline](#) is administered by an independent third-party vendor and is accessible 24/7. Employees and external reporters can remain entirely anonymous when reporting violations or concerns. FARO does not retaliate against any employee who, in good faith, reports a possible violation of our Global Ethics Policy or other questionable activity. We will investigate any concerns promptly and bring them to a timely conclusion. We also report on concerns raised to our Audit Committee which reviews, discusses, and addresses the concerns as appropriate.

Third-Party Risk Management

FARO maintains a robust third-party risk management program. All third parties, including customers, vendors and business partners are subject to risk-based due diligence procedures prior to conducting business with the third parties. Diligence requirements are tailored to the risk profile of the third party, which may include but are not limited to assessment of ISO certifications, SOC reports, data privacy impact assessments, completing due diligence questionnaires, open records searches, screening against sanctioned and restricted party lists and ordering due diligence reports from external and independent sources. Diligence procedures are updated on a periodic basis based on assessed risk. Additionally, FARO evaluates third-party risk during its annual risk assessment to determine appropriate risk mitigation policies, procedures and activities.

Lobbying and Political Activities

FARO's Gift and Gratuities Policy specifically prohibits cash or in-kind contributions for or on behalf of FARO, including expenditures using a FARO account, to any political campaign, political party, political candidate, elected official or any of their affiliated organizations. FARO's participation in any political activity is strictly governed by laws and regulations. FARO does not engage in political donations, contributions, or lobbying activity. Any request to do so would require full review and approval by the General Counsel and CEO. Further, FARO strictly prohibits the use of facilitation payments.

Human Rights and Labor Rights

We are committed to respecting the human rights of all people throughout our operations and in our value chain. Accordingly, the Company works to foster a culture that respects and promotes human rights. Our commitment to human rights is outlined in our Code of Business Conduct and Ethics. We have a Human Rights Policy to, among other things, create awareness and establish expectations related to legal requirements, ethical practices, and human rights. It applies to our Company, all employees worldwide and to our value chain, including our suppliers and vendors. We have also adopted Human Trafficking Awareness policy and Compliance strategy including policies, trainings, communications plan and employee support groups, designed to both outline and reinforce our global practices to address forced labor awareness and management programs.

[Human Rights & Labor Rights Policy](#)





Empowering Sustainable Practices in Customer Workflows

FARO is committed to supporting our customers and partners in integrating efficient workflows and solutions that promote sustainability, drive cost savings, and enhance productivity. Our solutions are designed to help companies incorporate sustainability into their daily operations.

We offer a portfolio of products that help reduce defects during the manufacturing process, thereby cutting energy consumption and minimizing raw material waste from scrap and rework. For example, the FARO Quantum Max ScanArm enables quality control professionals to precisely and repeatedly identify and address prototype issues, preventing defects before production begins.

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Similarly, we help clients repurpose existing building components, reducing the demand for raw materials and decreasing overall energy consumption. According to the World Economic Forum, “Building operations and construction now account for nearly 40% of global energy-related CO2 emissions,” while the building sector also experiences a slowdown in the annual rate of progress for decarbonizing buildings. And, despite increased investments in building energy efficiency, traditional building approaches continue to dominate efforts. Meanwhile, the demand for new housing continues to rise as urban populations grow.

In this environment, construction companies updating or completing new builds must invest wisely in solutions that will support energy-efficient projects while operating with tight margins and a growing skilled labor shortage.

Data from intuitive 360-degree cameras and accurate 3D laser scanners streamline error detection, while insights management through the cloud-based Sphere XG platform enables teams to collaborate and act without requiring multiple site visits. Plans for new and retrofitted builds can leverage best practices for natural cooling, avoid MEP issues that would lead to energy inefficiency, and stay abreast of change orders that could, if not managed well, lead to costly and energy-consuming delays.

Customers experience a reduction in scrap and material waste, as well as energy savings from less travel and fewer instances of rework, while construction companies benefit from cost- and waste-saving technologies that are easy for workers to learn and use.



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FARO Labs

In addition to our internal research and development programs, in 2023 FARO was party to several working groups and consortiums in Europe investigating emerging technologies that possess intentional or inherent qualities that support sustainability. These projects were made possible in part by government-granted funding to the research facilities and industry partners involved.

FARO participated in the following public funded research projects completed in 2023:

- **ARENA2036:**
 - » **FluPro:** Investigating resilient production for the future by evaluating new concepts, creating holistic demonstrators, and simulating factory conditions with a digital twin
 - » **I4Produktion:** Realizing the vision of a resilient factory by creating a cognitive digital twin
- **SDAC:** Developing smart design and construction through artificial intelligence
- **HelioSens:** Maintaining solar power plant operations using laser scanning technology
- **Fertigteile 2.0:** Researching new processes to reuse concrete components from demolished buildings
- **AINET-ANTILLAS:** Working to accelerate digital transformation in Europe by intelligent automation at the network edge

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Environmental Commitment

As a global corporation with customers and suppliers worldwide, we are deeply committed to sustainable business practices and protection of the environment. Our vision to be the leader in 3D and 4D digital solutions goes together with ensuring a sustainable future for all.

We strive to maintain the highest standards for preserving our environment and enhancing our employees’ and communities’ health and safety. Our environmental strategies focus on four key areas for optimal global impact.

- Emissions & Air Quality
- Operational Waste & Waste Management
- Water Use & Availability
- Biodiversity & Circular Economy

We work in partnership with stakeholders across our value chain to promote environmental stewardship and comply with applicable environmental legislation and regulations, applying more stringent criteria than those required by law when we believe this to be appropriate.



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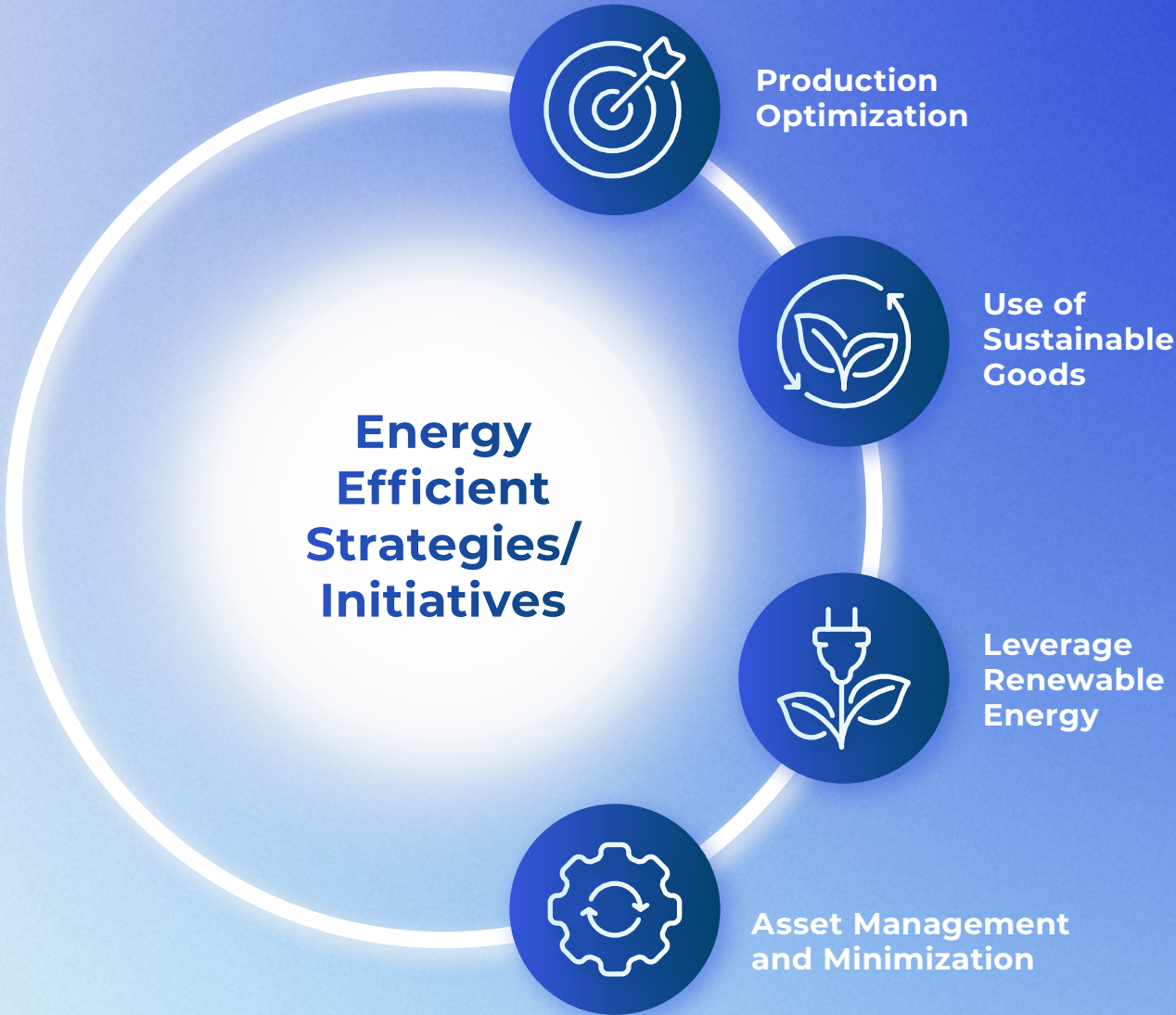
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Emissions & Air Quality

We are committed to improving the carbon impact from our global operations and value chain. Through development of energy efficient programs, capital investments, innovations, and stakeholder collaborations, we strive to improve performance and reduce greenhouse gas emissions. Current strategic initiatives include the following:

- **Production Optimization:** Transitioning to more efficient, energy saving production techniques and logistics strategies
- **Sustainable Goods:** Increased use of recycled and energy efficient products and materials
- **Renewable Energy:** Leverage use of renewable energy sources when possible
- **Asset Management:** Strategic employment of hybrid work environment with emphasis on minimization of corporate assets and facilities



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Goals

In 2021, we set an ambitious target to achieve 25% reduced emissions by 2025. However, we are reevaluating our approach to renewable energy and have shifted our focus. We have established dedicated resources to thoroughly assess our approach, aiming to minimize carbon emissions and redefine our long-term goals, as indicated below. These targets have been established based on sectoral-specific Science Based Target Initiatives (SBTs). As outlined in this report, we have several operational- and product-based areas of focus that align to support achieving these goals.

- 30% reduction in scope 1 and 2 GHG emissions* by 2030
- Net zero GHG emissions from our global operations by 2050

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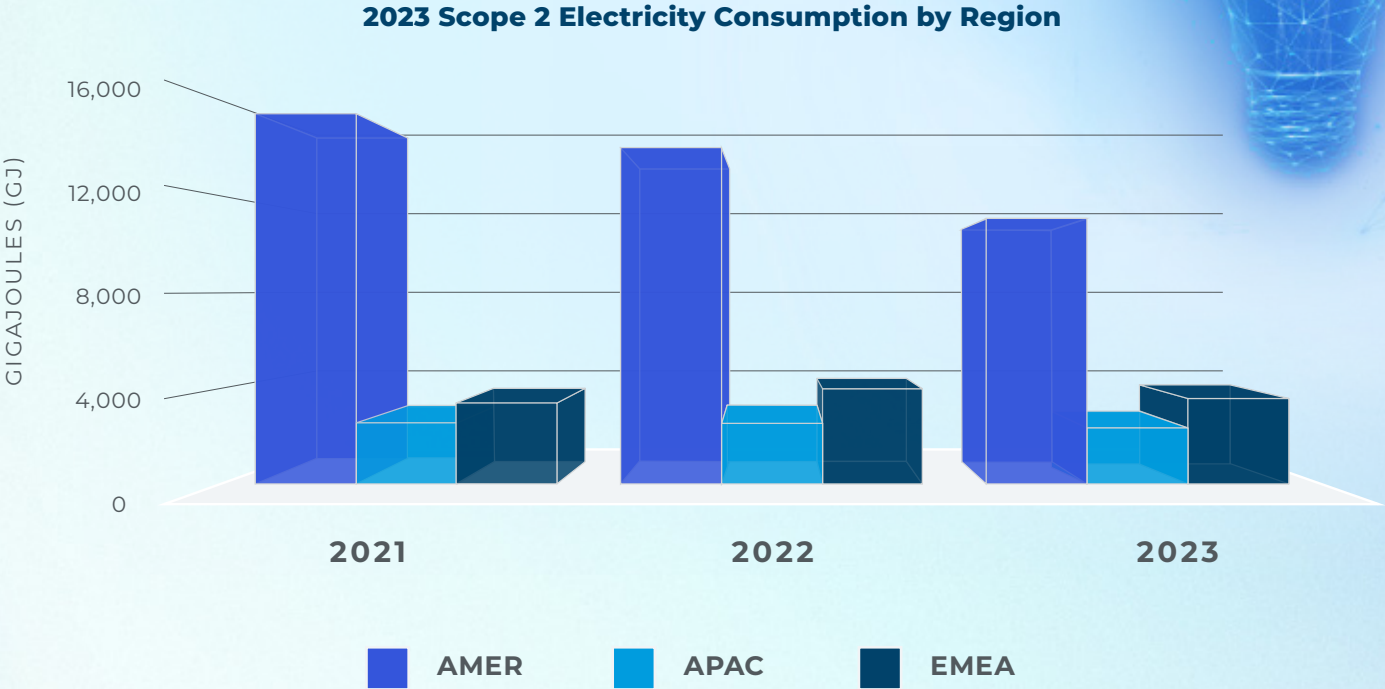
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Energy Management & Consumption

Monitoring our energy consumption is critical to controlling our energy usage, costs, and GHG emissions. To date we have implemented various energy saving initiatives resulting in 23% decrease in energy consumption in sites consistent with 2021 baseline, and 21% reduction for all sites, including acquisition related site additions. We are also working toward enhancing our data collection systems and data control processes for other climate and sustainability-related data to obtain assurance in future years.



We recalculate our baseline emissions in the event of divestments and acquisitions. Baseline statistics have been modified to reflect two acquisitions during 2022 and 2023.



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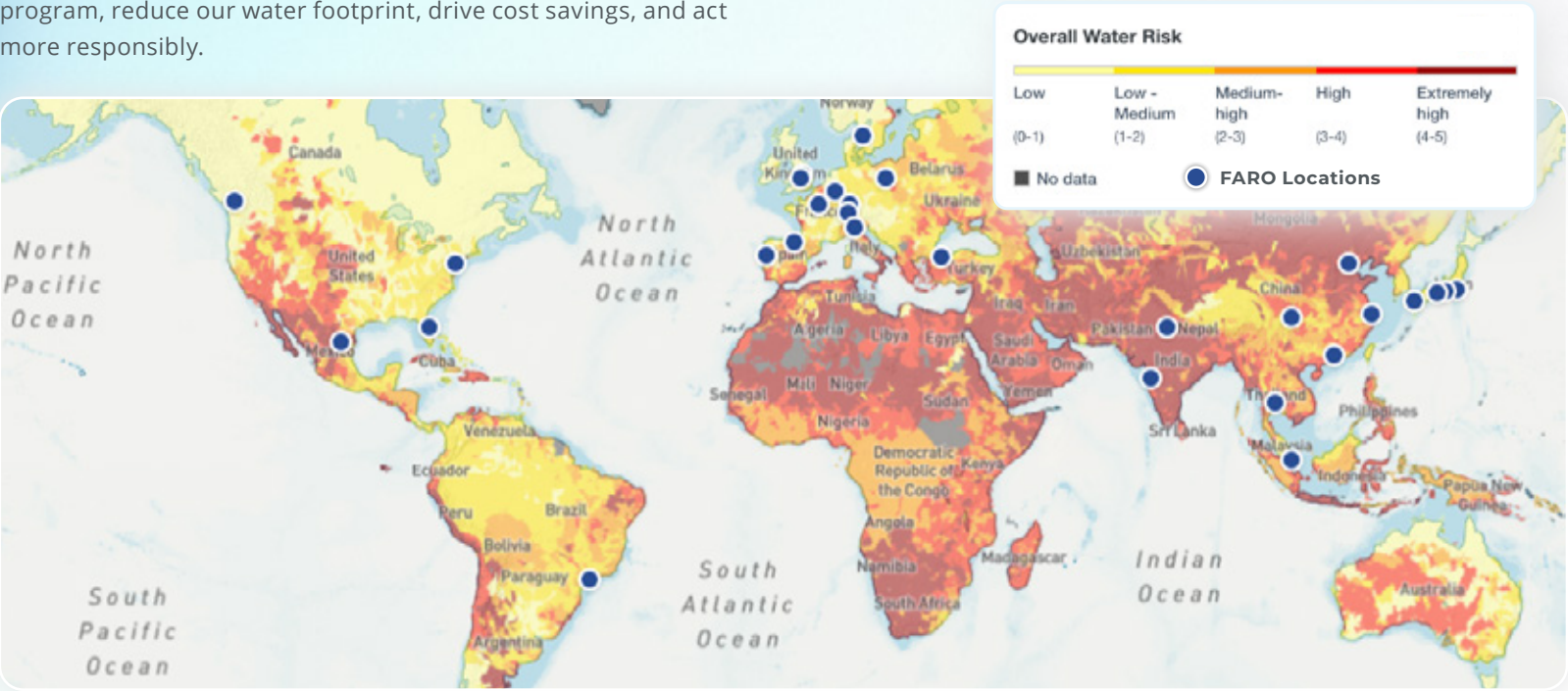
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Water Use and Availability

We understand that water is an essential resource for our employees and the communities in which we operate. However, as water is not a significant component of FARO’s production operations, and more than 2/3 of our employees work remotely, water use and availability are not currently material components of our overall Sustainability program. We currently monitor water usage at our various sites, which is primarily consumed for drinking and sanitary purposes. Additionally, we are committed to exploring opportunities to improve our water management program, reduce our water footprint, drive cost savings, and act more responsibly.

In support of this commitment, we refreshed our baseline water risk assessments in 2023. Using the WRI Aqueduct tool and WWF Water Risk Filter, we evaluated the water risk of all our facilities, mapping them to identify and raise awareness of sites located in areas classified as High-Risk or Extreme High-Risk. We assess our water management program at least annually and will adjust our program strategy to ensure we continue to satisfy both community needs and regulatory requirements.



Map © 2024 World Resources Institute (<https://www.wri.org/aqueduct>, <https://riskfilter.org/water/home>)

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Operational Waste & Waste Management

FARO places a high priority on reducing waste in our global operations. We are continually seeking strategies aimed at reducing, reusing, and recycling waste to minimize environmental impact and promote long-term resource efficiency.

Minimize Product Packaging Waste

We believe the plastic we produce is our responsibility. As such, one of our ongoing priorities includes incorporating opportunities for improvement in our product packaging and materials. Key practices include source reduction through product design and packaging that minimize waste generation. Currently we are using 95% recycled plastic in our product packaging.

Reuse / Recycling program for FARO Products

Through our FARO trade-in program, customers can exchange used FARO products or competitor products for discounts on new FARO equipment. Used FARO equipment is tested for quality and performance, and processed as follows:

- Refurbished to be sold as Certified Pre-Owned (CPO) equipment
- Dismantled to retain select parts for service repair
- Disposed of and recycled as appropriate

FARO warrants CPO units and software to ensure the highest quality of service and support.

Corporate Recycling Program

As we proceed with implementing hybrid work environment, we are committed to revitalizing our recycling program at all office locations. This program includes several waste reduction efforts such as placement recycling bins in workstations and employee breakrooms, issuance of reusable cups to onsite employees, reducing or elimination of onsite magazine subscriptions, placement of shredding bins and & battery recycling receptacles, and collecting and disposing shredded material and batteries by an approved vendor. Additionally, we have implemented various paperless initiatives throughout the company, including acquisition of digital tools using tools to prevent unnecessary document printing, shipping, and disposal.



Hazardous Materials Management

Handling hazardous materials safely is a top priority for FARO. Our production process does not involve a significant use of chemicals or hazardous materials and does not result in the production of waste materials. Materials such as adhesives and solvents are disposed of appropriately. Our business practices regarding effective and recyclable designs comply with applicable laws.

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REACH, RoHS, and WEEE Compliance

FARO works to continuously improve our business practices, including compliance with environmental laws and environmental sustainability performance. We work to consistently ensure that our products comply with the EU Chemicals Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals, also known as REACH). FARO uses limited chemicals and hazardous materials in our production process. We make every effort to ensure REACH compliance through our supplier relationships. Company policy requires products, parts, and accessories provided by suppliers to be REACH complaint. Furthermore, we have implemented oversight and procedures requiring suppliers to provide adequate support and evidence of compliance. FARO is aware of REACH continual updates, and regularly monitors these updates as part of its supplier REACH compliance process.

Our products adhere to environmental regulations established by the European Union RoHS directive (Restriction of Hazardous Substances) and China

RoHS regulation (Administrative Measure on the Control of Pollution Caused by Electronic Information Products). These directives establish acceptable limits of certain hazardous materials in electrical and electronic equipment.

FARO complies with the Waste Electrical and Electronic Equipment Directive (WEEE), which mandates the collection and recycling of electric and electronic equipment in EU markets. This directive requires manufacturers of electrical and electronic equipment who sell into EU countries to label the equipment for appropriate disposal, and to encourage consumers of such equipment to appropriately recycle the equipment at the end of their lifespan.

To date, we have not received notification of any product environmental violations related to RoHS, REACH, or WEEE regulations. We strive to stay ahead of regulation by staying up to date with information through industry groups and communicating with customers on compliance requirements.



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Biodiversity & Circular Business Economy

To ensure a holistic approach to our environment management program, in 2023 we revised our strategy to incorporate emphasis on biodiversity and achievement of circular business model. The circular economy aims to transform our economy from a current model of take-make-waste, and transition towards a closed-loop model. This transformation can minimize the use of materials and energy while reducing environmental pressures linked to resource extraction, emissions, and waste. In assessing our current production and consumption systems, we have identified key areas of focus for reducing pressures on biodiversity and ecosystems.

 Responsible Operations

 Responsible Product Management

 Responsible Supply Chain

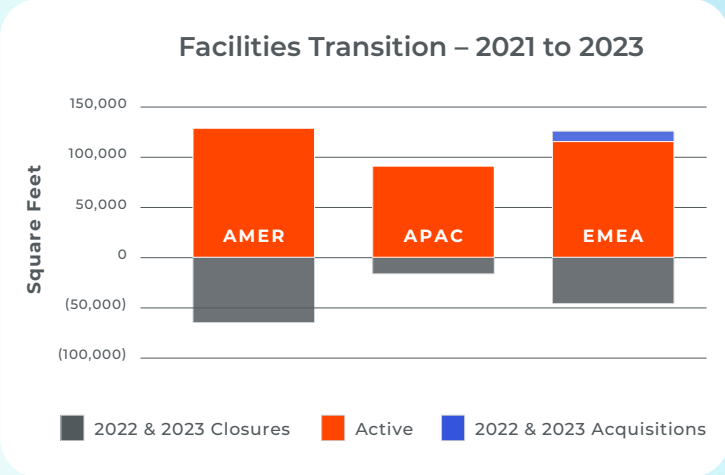


Responsible Operations

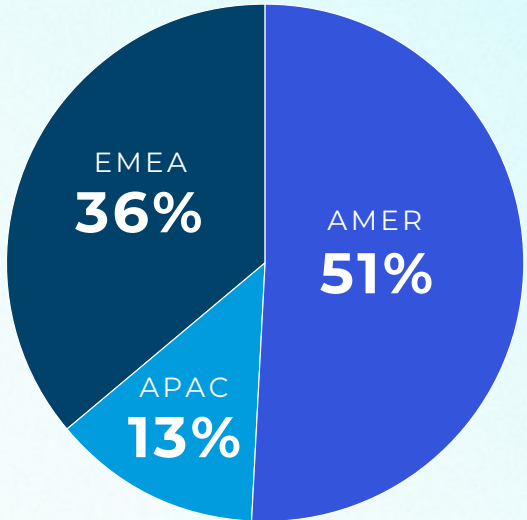
- Reduction in Global Footprint
- Increased efficiencies in Product Shipping & Logistics
- Reduced Travel through use of Digital Tools
- Healthy & Safe Work Environment

Reduction in Global Footprint

In 2022, we completed an assessment of our global operations, service, and administrative locations to identify opportunities for reducing our global footprint with little or no impact on employees and business operations. As a result of this assessment, we identified 13 sites for closure, and another 4 sites for reduction in facility usage, resulting in a 27% reduction in sq ft when compared to our 2021 baseline. Additionally, FARO made two acquisitions resulting in the addition of 3 new facilities. Overall from 2021 to 2023 we achieved 25% reduction in sq ft, inclusive of closures and acquisition. We will continue to revisit our global footprint assessment at least annually and adjust our strategy as appropriate.



Reduced Global Footprint by Region



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Logistics Optimization

As part of our ongoing efforts, we have implemented measures to significantly reduce our shipping and logistics activity. By optimizing our supply chain and transportation routes, we aim to minimize carbon emissions and environmental impact associated with our operations. Through strategic partnerships and innovative logistics solutions, we have streamlined our shipping strategy to enhance efficiency while reducing the frequency and distance of shipments. This approach supports our commitment to environmental stewardship and contributes to cost savings and operational efficiency.

Sustainable Travel

In alignment with our commitment to enhancing biodiversity and environmental stewardship, we have implemented measures to significantly reduce our business travel. By embracing virtual meetings and leveraging technology, we have minimized the need for business travel, thereby reducing carbon emissions and our overall environmental impact. Guidelines will be established through analysis of common business travel routes and available industry options and will provide guidance such as (a) when to travel by rail vs fly, (b) selecting a preferred low-emission airline, (c) avoiding layovers, (d) pre-and post-flight transportation, and (d) choosing sustainable accommodations. This initiative supports biodiversity and promotes cost efficiency and employee well-being by reducing travel-related stress and time away from home. We are dedicated to exploring further opportunities to innovate in sustainable practices and contribute positively to the communities and environments in which we operate.

Healthy and Safe Work Environment

We aim to maintain an inclusive, supportive, safe, and healthy work environment where our employees can thrive. Our workplace safety program establishes how we design, execute, and maintain our operational processes to prevent or mitigate serious incidents and protect our workforce, local communities, and the environment. We have clear standards for identifying and managing process safety risks within our workplace safety management program. We demand strict compliance with all applicable health and safety regulations and maintain a corporate Environmental Health and Safety Policy reinforcing our commitment to safety. We continue to increase investments in our people and talent. We have also created a safety management program, which includes following:

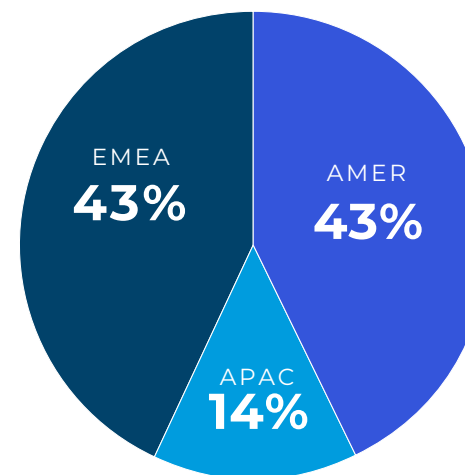
- Employee training on health and safety matters
- Workplace safety procedures, including proper disposal of hazardous materials.
- Regular internal and external safety audits
- Monitoring and reporting of workplace incidents and injuries.

As part of our safety management program, we monitor safety-related incidents to ensure incident rates are minimal and proper remedies are applied when applicable. As a result, we have not had any instances of work-related fatalities, and we have seen a significant decrease in injury related incidents since 2021.



| 2023 DATA / METRICS | | | |
|---------------------|------------|-------------------|----------------------|
| Region | # Injuries | % Total Employees | % Requiring EE Leave |
| AMER | 3 | 0.64% | 33% (1) |
| APAC | 1 | 0.38% | 100% (1) |
| EMEA | 3 | 0.58% | 33% (1) |

2023 Injury Incidents by Region





Responsible Product Management

Product Management and Sustainability

We uphold our reputation as a trusted supplier to our customers by delivering consistent, world-class quality products. Our Core Value of Strive for Excellence allows us to focus on creating and utilizing materials, products, processes, and procedures that support our safety and environmental responsibility commitments. As new risks and challenges related to product quality and safety emerge, we demonstrate our resiliency through our ability to deliver high-quality, sustainable solutions to our customers while maintaining transparency. As a result, in 2023, we upheld record for no product recalls or product safety incidents.

Product Quality

To ensure our products meet rigorous accuracy requirements for international metrology standards, all global manufacturing and factory service locations are ISO/IEC 17025:2017 [accredited](#) in the field of calibration for multiple devices through ANAB (ANSI-ASQ National Accreditation Board). We also maintain ISO 9001 accreditation, certifying conformity with statutory and regulatory requirements.

Product Safety

Production of FARO products do not involve a significant use of chemicals or hazardous materials, and thus does not result in the production of waste materials. Our products leverage laser technology which incorporates safe design and includes features to minimize the risk of laser-related accidents. For example, the FARO Laser Line Probe requires operators to avoid direct exposure to the device to operate. Additionally, customers receive laser safety training, which is included with all training packages.

Service and Repair

We offer services and support contracts designed to lower cost of ownership, decrease turnaround times, and increase the lifespan of our products. In recent years we have launched system updates and upgraded quality of components, resulting in extended product life and improved reliability. We are committed to making additional improvements in this area with an emphasis on providing automated tools, online resources, and remote support offerings.



Product Security

FARO values the importance of protecting and securing sensitive customer data. FARO goods are sold with a variety of security-related features designed to ensure the integrity and security of data and digital output. Additionally, our Cloud-based software solutions maintain SOC 2 Type 2 certifications. This SOC certification evaluates risks and provides assurance associated with the handling and access of data and is achieved through extensive audits and testing of our security controls by a qualified independent organization to ensure that they are robust, resilient, and reliable.

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Responsible Supply Chain

We recognize that supply chain management is one of the most significant factors affecting the success and competitiveness of nearly any organization. We remain committed to achieving excellence and delivering value to all our stakeholders and suppliers. We believe in establishing mutually beneficial partnerships and relationships with our suppliers so we can work collaboratively and rely on each other to communicate quickly when issues arise.

As such, we developed a robust, responsible supply chain management program that requires us to promote ethical best practices and compliance throughout our value chain. Externally, we work with partners who follow rigorous standards to uphold and protect human rights and demonstrate environmental stewardship. We believe our high ethical standards and transparency in business dealings create mutual trust, and we are proud of the strong relationships we have built with our suppliers and subcontractors, many of whom have been working with us since our founding in 1981.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) sets expectations and communicates requirements for our suppliers to act ethically and in compliance with applicable laws and regulations for labor standards, health and safety, environmental issues, and business ethics. We also require our suppliers to apply our code of conduct to their suppliers and subcontractors.

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Supplier Engagement & Due Diligence

We expect suppliers to be transparent about their compliance with our standards through a self-assessment, disclosure, and validation process. Prior to approval, suppliers are first evaluated to ensure compliance with our Supplier Code of Conduct. This requires suppliers to provide information about their supply chain practices, including materials usage and environmental impact of the materials and components they provide to us. We retain the right to audit our suppliers on a case-by-case basis.

Our supply chain management program allows for focused oversight and strong partnerships with our suppliers, and results in the opportunity for better planning and performance management and business continuity.

We reserve the right to disqualify any potential supplier or terminate any relationship with a supplier that has failed to meet these standards. We believe that collaboration throughout our supply chain on sustainability and environmental transparency magnifies our progress; we proactively seek opportunities to strategically partner with our suppliers for positive impact. Additionally, we expect our suppliers to conduct business with the same standards of integrity and ethics that we apply to our own operations, and work with them to develop ethical best practices.

Conflict Minerals

To ensure our products are made responsibly, we have adopted industry leading policies and monitoring practices promoting the traceability and transparency of mineral sourcing across its supply chain. We act in accordance with the Dodd-Frank Act and related U.S. Securities and Exchange Commission rules adopted on August 22, 2012, requiring certain companies to disclose the extent to which the products they manufacture or contract to manufacture contain defined “conflict minerals” sourced from mines in the Democratic Republic of the Congo (DRC) and certain adjoining countries. We expect our suppliers will not sell products that contain conflict minerals that directly or indirectly finance or benefit armed groups in the defined countries.

Supplier Diversity

As we maintain manufacturing and R&D sites across the globe, our supplier network includes a wide range of companies in terms of size and location. While many of our key suppliers are represented by large corporations, due to the specialized nature of our tooling and our passion to promote small businesses, we also engage regional, small, or disadvantaged suppliers, making special efforts to provide guidance on program requirements and ensure ethical business practices throughout the value chain.

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Customer Trust & Satisfaction

As part of our commitment to excellence, we have high standards for ongoing improvement of customer success and service through communication, consistency, and adaptability. We aim to exceed customer expectations by developing innovative and sustainable products and processes that meet their current needs while anticipating future needs to meet evolving market dynamics. We are focused on fostering long-term and strategic partnerships with our customers to better understand the customer experience and improve customer satisfaction.

In 2022, we identified customer satisfaction as key to our overall sustainability program and established the goal of analyzing and optimizing our customer satisfaction program, including implementing various metrics, to ensure improvement and continual assessment of our current state, prevent future dissatisfaction, and provide a better overall customer experience.

As of 2023, we have achieved this goal through the implementation of a customer satisfaction management program. This program includes a robust library of customer resources and training materials, 24/7 access to customer support, and continuous monitoring of customer feedback and various satisfaction metrics through customer surveys and follow-up discussions with our customers.

Concurrently, we also pursued and achieved SOC 2 Type 2 certification for our Cloud-based software solutions. Completing these rigorous audits signals to our customers that our data security controls are reliable.

One key metric used to track our progress is Net Promoter Score (NPS) which is a customer experience metric that measures customer loyalty and satisfaction by asking customers how likely they are to recommend a business to a friend or acquaintance. Since the implementation of this goal in 2022, we have seen a 28.4% improvement in our NPS. In addition, we hold ourselves to the highest standards when it comes to product labeling and marketing. FARO has not been subject to any notices, violations, or enforcement actions related to non-conformance with regulatory labeling or unfair marketing practices to date. As we work to strengthen our program through innovation and strategic partnerships, we look forward to continued improvements in customer satisfaction metrics and overall customer experience excellence.

 **28.4%**
improvement in our NPS

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Employee Management and Engagement

As a global company, we see exceptional business and community value in the diversity of perspectives and experiences that our team members bring to work every day. We are committed to promoting and maintaining an inclusive work environment free of unlawful discrimination, retaliation and harassment in any form and offering equal opportunities to everyone. We have established three strategic pillars to frame our DEI program:

Employee Engagement

Talent Development

Equitable Work Practices

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Employee Engagement

The opinions and concerns of our employees matter. To foster employee engagement and inclusion, we take measures to ensure employees can provide regular feedback through various channels, including surveys, skip-level meetings, and direct communication. Employees receive workforce engagement surveys at least semi-annually with our average participation rate in 2023 being greater than 80%. As a result of the feedback, each department has engagement champions who develop action plans to address areas with the highest impact on engagement. We also conduct executive skip-level meetings for executive leadership to engage with groups of regional employees. These small group meetings provide opportunities for cross-departmental discussions, increased leadership visibility and relationship development, and a better understating of our corporate culture at all levels and in all regions of the organization. Employees can also provide input or report concerns both directly to their HR partner or anonymously through our confidential hotline.

Talent Development

We attract and retain talent by offering progressive career paths as well as competitive compensation and benefits. We support career development conversations between employees and managers two times a year through our Reflections process, where employees and managers document and discuss each employee’s results, behaviors in alignment with our values, and career development opportunities. For 2023, 95% of employees had a documented Reflections review. In addition to traditional annual employee training, employees receive specialized training related to technical skills and leadership development of leadership and technical skills. We have established resources and communications for our managers in an internal online Manager Hub and conduct monthly manager update sessions on relevant topics.

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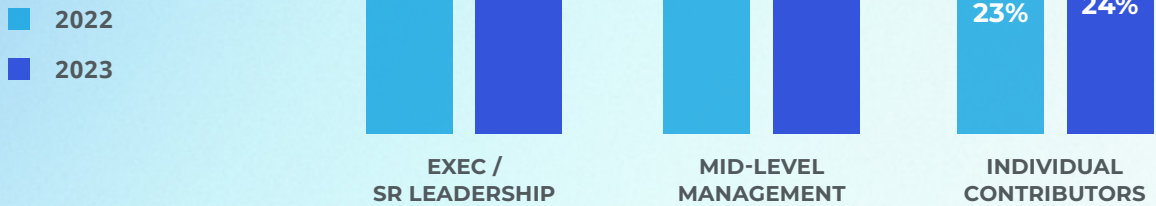
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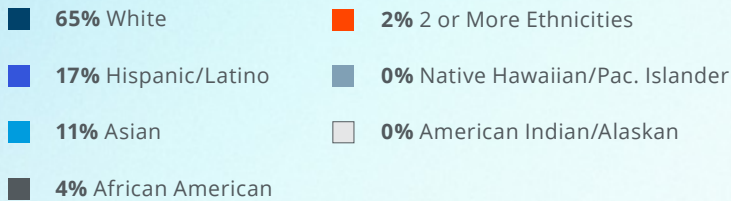
Equitable Work Practices

Because we want our employees to grow professionally and personally during their careers at FARO, we are committed to providing a diverse and collaborative environment rich in equal opportunities. We actively strive to maintain an environment that treats all employees with dignity and respect and believes that the combined knowledge and diverse views our employees contribute across our global locations strengthens our competitive edge. In 2022 we launched various internal programs to further support this vision, including the addition of diversity training to our annual training requirements. Additionally, as part of our commitment to DEI practices, we have included disclosure of our workforce’s gender and racial/ethnic group representation consistent with the EEO-1 Job Classification Guide and SASB standards. All employee data reported have been compiled from our internal Human Resources records.

FEMALE EMPLOYMENT BY MANAGEMENT LEVEL

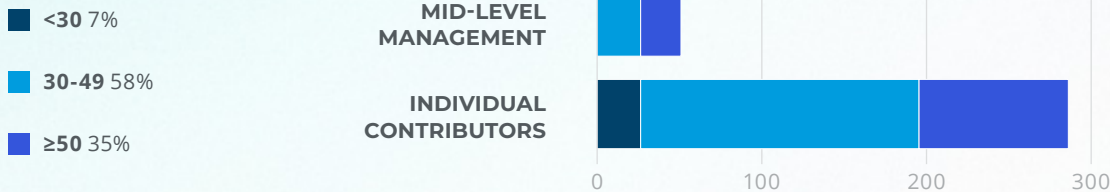


2023 ETHNICITY DIVERSITY



Racial diversity data obtained from EEO report as of December 25, 2023.

2023 US AGE DEMOGRAPHICS



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Employee Health and Wellness

As demonstrated in our corporate value to support each other, FARO places a premium on the health and wellness of every employee. We have established a variety of benefits and programs designed to support both physical and mental health and well-being.

Employee Benefits

We offer competitive employee benefit programs, which differ slightly by region to ensure offerings are commensurate with the legal requirements of the countries in which we operate. Benefits include, but are not limited to, the following:

- Comprehensive healthcare programs, which include mental health benefits
- Paid time off
- Tuition reimbursement (in select regions)
- Gym membership (in select regions)
- 24/7 year-round Employee Assistance Program (EAP)

Employee Recognition

In response to feedback from our employee engagement surveys, we launched our “Values in Action” award program. With this program, employees have an opportunity to recognize each other and nominate an individual or team who, through their actions, demonstrates the behaviors associated with one of our four values. Winners receive points, which are redeemable for prizes or gift cards, a Values in Action commemorative pin, and recognition in quarterly town hall meetings.



Flexible Work Environment

We are committed to maintaining flexibility for our non-production employees through hybrid or remote work options. This flexibility enables employees to optimize their work experience while providing periodic opportunities for in-person activities to foster team building and employee engagement.

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Employee Resource Groups

FARO has three Employee Resource Groups (ERGs) that are voluntarily led by employees. Our ERGs offer opportunities to connect and support one another, attract a diverse employee base, provide the inclusion of ideas and solutions, and create opportunities for mentoring and career development. Connecting, at a minimum, monthly, these groups enhance the employee experience by fostering inclusivity in the workplace and creating a space for employees who share a common interest or affinity to support one another and raise awareness.

Each global ERG is sponsored by an Executive Sponsor from the business. Their role is to provide mentorship and guidance to support objectives and to receive reverse-mentorship and hear diverse perspectives to help shape how we engage with employees and our culture.

With over 100 members since its inception in December 2023, FARO has three distinct ERGs:

Women’s Networking ERG: promotes awareness and supports women within the FARO workforce. Our goal is to promote and provide opportunities for personal and professional development that enables women to maximize their potential.

Cultural Awareness Group: aims to raise awareness and provide support and community while celebrating our multi-cultural workforce. We work to make FARO an inclusive place for all by facilitating conversations and managing programs addressing race, diversity, and equality.

Working Care Givers ERG: seeks to provide support for FARO employees in all stages of their parenting, family, pet and caregiver journeys. The goal of this group is to raise awareness around the importance of family care, the impact to our employees and to provide the resources for FARO’s working caregivers to be successful at home and at work.

Top Places to Work in Central Florida

FARO was named one of the Top Places to Work in Central Florida in 2022 and 2023. This award was based on employee feedback results captured by a 3rd party survey.



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Our Community Commitment

FARO imagines a better, more insightful, and more capable world. As part of this vision, we are committed to supporting our local and global communities through corporate giving and partnerships, with a particular focus on opportunities that foster innovation through education. We have also supported a variety of charitable organizations and activities focusing on issues related to health and safety.

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Programs supported include:

| | | | |
|---|-----|---|---|
| <u>Grants for Good Ideas</u> | USA | \$23,000 | This program provides grants for STEM, literacy, and arts projects in a hands-on environment. FARO funding is earmarked specifically for STEM proposals. |
| <u>Crooms Academy of Information Technology</u> | USA | \$3,000 | TechFest is a high school conference designed for students to learn about post-secondary opportunities in information technology. |
| <u>Seminole County Public Schools</u> | USA | \$10,000 (Donation in 2022 for a 3-year sponsorship) | Currently there are three buses, and each has a unique focus: Mechanics, Optics, and Electricity. The buses make scheduled stops at SCPS elementary schools to give 4th & 5th grade students STEM experiences to develop critical math skills. The buses introduce students specifically to physics and its relation to math in a hands-on way that is fun and challenging. |

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FARO Community Engagement

FARO employees contribute to the global community through volunteer activities in their home countries. Some examples in 2023 included presentations of FARO equipment in local high schools, student work experience projects, and mentoring opportunities for students interested in STEM fields.

FARO supports educational initiatives through our charitable giving and partnerships with academic institutions around the globe to position the next generation to thrive in an ever-changing world. FARO has dedicated support to elementary, middle, and high school programs to improve access to Science, Technology, Engineering, and Mathematics curricula, especially for minority and female students in low-income or vulnerable communities.

FARO’s donation to The Foundation for Seminole County Schools in the United States supported their “Grants for Good Ideas” program, which grants to high-needs schools in the area. This program enabled 23 projects at 19 different schools in 2023. Teachers of the 3,107 students impacted by the projects reported that 43% had an increased interest in STEM careers and 51% of students improved their grades and test scores in STEM subjects.

Some of the projects sponsored by FARO’s donation were:

- Expanding Young Scientists’ Minds through STEAM
- KIBO - The Playful Robot
- Collaboration Station: Hands-on Scientists
- Micro: Bits Make a Big Difference
- Innovation Station
- Our Resource Team is Full STEAM Ahead!
- Flutterby Flora: Sustaining Monarchs with Florida’s Finest Milkweed
- PALS, Jr. Gardening Project
- Linking Positive Behavior and STEM Challenges!
- Butterfly and Garden Club
- Print Lab Expansion for the Arts
- Building Literacy Through STEM
- Leveling Up Educational Excellence through Esports

One of the teachers shared, “Thank you for allowing me to provide hands-on STEM lessons to my students. Over the past few years that I have been in the STEM position, I have seen a number of students find their joy in school and beg to be a part of some of my projects and clubs. None of those clubs or projects would be possible without donors and the grants they help to provide.”



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**FARO University and FARO
New Graduates Program**

FARO University provides professional opportunities through a select number of part-time, paid internships, designed to provide an immersive experience. In the last year, we hosted 22 interns in the United States, Germany, and Portugal.

Interns are embedded in a variety of functional teams, including:

- Hardware Engineering
- Software Engineering
- Optical Engineering
- Quality Analysis
- Supply Chain
- Finance
- Internal Audit
- Customer Service

FARO also periodically offers a New Graduates Program, where participants can develop or hone technical and professional skills in a specialized training program. The 2021-2022 cohort included eight participants who were paired with a mentor and spent 10 months rotating through various roles at FARO to gain exposure to different functional areas. In 2022, we started a new cohort of four new participants who completed their rotations in 2023. After the program, participants may be offered a full-time role at FARO.

Academic Partnerships

We consider it critical to partner with educational institutions to continue facilitating theoretical and tangible experience with the hardware and software students will use in their professional careers. FARO has long-standing partnerships with several academic and training institutions to support programs that equip students with the technical capabilities and specialist skills employers will require.

George Mason University

FARO continues to partner FARO with the [Forensic Science Program at GMU's College of Science](#). The jointly created Forensic Research and Training Laboratory was the first in the nation to offer a course in 3D crime scene documentation.



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California Polytechnic State University

Students in the Civil and Environmental Engineering Department study Advanced Building Information Modeling (BIM) and Virtual Design and Construction in a specialized BIM Lab sponsored by FARO. At the end of their study, students can become certified to use scanning equipment.



New York Academy of Art

Led by facial reconstructionist Joe Mullins, who also teaches a course in George Mason University's Forensic Science Program, students at the New York Academy of Art learn how to reconstruct the facial features of human remains to aid in solving cold cases and finding missing persons. Over the course of Mr. Mullins' partnership with FARO, this project has produced [six visual identifications](#) directly attributable to the busts the sculptors created.



Nanyang Polytechnic (Singapore)

As a partner, FARO provides Nanyang Polytechnic with equipment, training materials and internship opportunities for students to deepen their capabilities with 3D coordinate measurement and scanning technology.



The University of Central Florida

FARO is a senior industrial partner with the [Center for Research and Education in Optics and Lasers](#) (CREOL). As part of our partnership, we provide funding and equipment to enable CREOL to operate as a center of excellence for education in the laser and photonics industries.



Syracuse University

The [Forensic and National Security Sciences Institute](#) at Syracuse University prepares undergraduate and graduate students to excel in careers related to national security and forensic science. FARO partnered with the program to provide training for a FARO Focus Laser Scanner, enabling instructors to bring current technology into the classroom and offer students the hands-on experience they will need in the field.



The University of Michigan

FARO sponsored a toolkit, including a FARO Focus Laser Scanner, SCENE Software, and training materials, to enable students at the [Taubman College of Architecture and Urban Planning](#) at the University of Michigan to complete a comprehensive LiDAR survey of the archaeological site Teotihuacan near Mexico City. Additionally, we sponsored the multi-disciplinary team Empathy in Point Clouds Immersive Storytelling Scan Lab, which uses terrestrial laser scanning, aerial laser scanning and photogrammetry to “produce digital storytelling and spatial narratives of contested sites of occupation.

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Research and Innovation Partnerships for the Future

FARO is equally committed to developing external partnerships that seek to push the bounds of innovation in service of a more sustainable world.

Oracle Innovation Lab

Recognizing that increasing regulatory, environmental, and market shifts are placing more demands on a variety of industries, FARO partnered with Oracle Corporation — the third largest software company in the world — to enable customers in its architecture, environmental, and engineering (AEC) markets to explore how emerging technologies can equip them to meet these challenges in the new [Oracle Industry](#), which officially opened in April 2022. We provided equipment and professional expertise to support exploration of new fields and applications, such as digital twin and smart factory environments, and to help companies improve their productivity, operational intelligence, and sustainability.

“We built the Chicago lab to bring together leading innovators like FARO so we can jointly help customers shape bold ideas into powerful solutions that improve productivity, operational intelligence, and sustainability.”

— Burcin Kaplanoglu, Vice President of Oracle Industry Labs

ARENA2036

Along with an array of research institutes and companies, including Siemens, Nokia, Bosch, KUKA, Mercedes-Benz, and BMW Group, FARO is a partner of the [ARENA2036](#) initiative. Geographically located at the heart of Germany’s automotive production, ARENA2036 represents a nexus of experts in science and industry brought together to cooperatively accelerate innovation across a variety of projects. The work is done with a goal to shape the work, mobility, and production of the future in the context of digitization.

FARO provides annual \$250,000 USD funding and, through government grants, provides three full-time employees dedicated to contributing to projects that provide training to the next generation of scientists, work to address sustainability and resource challenges within the industry, and encourage cooperation across industries and companies.



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Historic Preservation to Benefit Past, Present and Future

Our efforts to provide for a more sustainable and resilient future do not exist separately from understanding the value of our past. FARO both partners with, and independently pursues, opportunities to support historic preservation through 3D documentation. These efforts capture sites of historical significance that may be imperiled by environmental, geo-political, or economic activities; support rebuilding efforts in communities impacted by the same; and help provide access to 3D models of important artifacts for research and education.

CyArk

Since 2018, we have provided FARO Focus Laser Scanners and licenses for compatible software to [CyArk](#), a non-profit organization whose mission is to connect new audiences to heritage through digital documentation. They, and we, know that history gives critical context to our various cultural and community identities — and yet, access to these places is far from equitable. CyArk’s digital scans are used to support physical preservation efforts, made shareable for educational and research purposes, and reduce geographic and financial barriers to people who wish to understand their own heritage.

Smithsonian Institution

We have been honored to support the Smithsonian Institution’s mission of [“the increase and diffusion of knowledge”](#) by loaning a FARO Focus Laser Scanner and FARO ScanArm for a [diversity of projects](#), including scanning iconic objects such as the [Apollo 11 Command Module Columbia](#), [Neil Armstrong’s spacesuit](#) and, in 2022, dinosaur skulls to help understand the bite pressure of the different animals. Recently, the National Museum of African American History and Culture scanned a slave cabin from the Point of Pines plantation in Charleston, South Carolina. The interactive, 3D model is part of a [powerful online exhibit](#), “Slavery & Freedom.”

“Access to FARO 3D scanning technology expands the Smithsonian’s capacity to document objects and specimens in our massive collection in a compelling and immersive way. These Smithsonian scans are made [available](#) as viewable and downloadable models that are used by researchers, educators, and artists around the world.”

– Vincent Rossi, 3D Program Supervisor,
Smithsonian Institution



Courtesy of
Smithsonian
Digitalization
Program Office



Intrepid Sea, Air & Space Museum

The decommissioned aircraft carrier *USS Intrepid* has made Pier 86 in New York City its home for 40 years, spending its next life as a museum dedicated to educating the public on the role of the armed services — and the men and women who served — in the national history of resilience and innovation. We were contracted to provide personnel, equipment, and a full point cloud

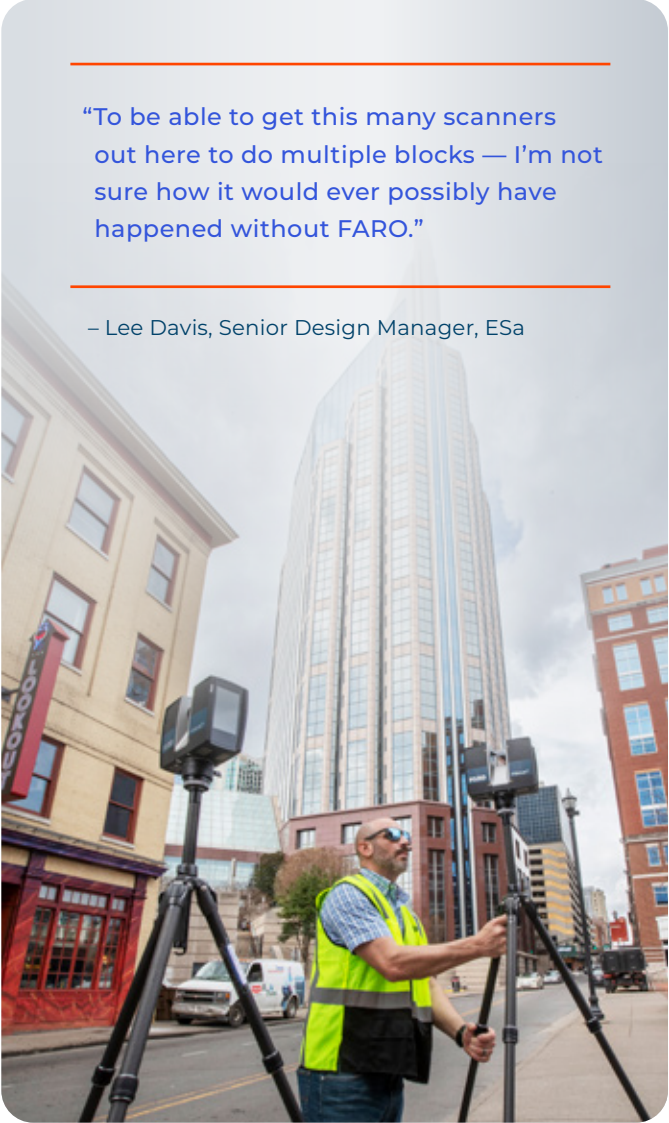


scan of the ship, including areas that had not been seen by the public since the ship was decommissioned. These scans have been foundational to the museum’s work, including the temporary exhibition [On the Mend: Restoring Intrepid’s Sick Bay](#), in which visitors can explore an interactive 3D model of the clinic.

A joint team of FARO and Intrepid personnel have completed scans of all 15 decks of the Intrepid and are working with an architectural contractor to model the entire ship, along with all the historic airplanes on the flight deck, the Concorde SST G-BOAD (one of 20 Concorde aircraft ever produced), and the Space Shuttle *Enterprise*.

Nashville Historic District

While planned partnerships are a core component of FARO’s community focus, we also provide support during times of unexpected crisis. The Christmas Day 2020 bombing of a historic downtown Nashville, Tennessee neighborhood is one example. When one of our customers, the local architecture firm Earl Swensson Associates, Inc., volunteered to [digitally map the damaged areas](#), we were able to quickly partner with them and the Mayor’s office to provide several laser scanners and personnel to expedite the process. The digital record serves as both a template for rebuilding efforts of many 150+ year-old buildings and a baseline record for future development.



“To be able to get this many scanners out here to do multiple blocks — I’m not sure how it would ever possibly have happened without FARO.”

– Lee Davis, Senior Design Manager, ESa

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