ViewSonic®

2022 Corporate Sustainability Report

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01
ABOUT THIS REPORT

Report Overview

The 2022 Corporate Sustainability (CS) Report summarizes ViewSonic policies, procedures, and performance regarding matters of corporate responsibility and sustainability. To maintain transparency and conduct business in a manner consistent with our goals and values, we publish and publicly release a CS Report annually.

Our last report release date was June 30th, 2022.

You may download a copy of this and future reports at: ViewSonic Go Green.

Reporting Principle & Standards

The ViewSonic 2022 CS Report outlines our global strategies, achievements, and goals relating to sustainable development. This document is offered as a reference for customers, business partners, and all those with an interest in the environmental, social and economic impacts of our organization.

ViewSonic has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.

We have prepared our 2022 CS Report in accordance with the Global Reporting Initiative (GRI) standard 2021 disclosures and reporting principles. The GRI Content Index provided at the end of this document outlines our alignment with related disclosure indicators.

Reporting Content & Boundary

The 2022 CS Report covers activities undertaken from January to December 2022 mainly including ViewSonic America, ViewSonic Europe, ViewSonic Asia Pacific, ViewSonic China and Global Product Group. This report highlights the environmental, social, and governance (ESG) principles and performance of ViewSonic Corporation worldwide for the calendar year 2022. The content reports upon the material aspects we have identified as requiring the highest priority and discloses key data and management approaches for each. We have also included background information on our long-established tradition of sustainable business practices and corporate responsibility. Our business activities do not have significant changes during the reporting period.

Contact Information

We welcome your feedback about this report and the matters discussed herein. You may contact the ViewSonic ESG Committee at CSR-Committee@ViewSonic.com

You may also contact ViewSonic by telephone or postal mail.

- Phone: +1-909-444-8700
- 8:00am – 5:00pm Pacific Standard Time
- Mailing Address: 10 Pointe Drive, Suite 200, Brea, CA 92821

For more information about our corporate responsibility and sustainability policies, please visit ViewSonic Go Green.

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MESSAGE FROM THE CHAIRMAN AND CEO

See the difference, make the difference

Since our inception in 1987, ViewSonic has participated in extraordinary advancements in technology and embraced diversity and equality. Faced with an unprecedented rate of climate change, we are guided by our vision of a sustainable world empowered through innovative visual solutions. We aim to realize this vision through a further commitment to our core values and the fulfillment of mission-critical responsibilities to our customers, employees, and the environment.

Customers

As a leading global provider of visual solutions, ViewSonic actively listens to our customers' challenges to develop solutions that surpass their expectations. Large strides have been made in our product ecosystem development, starting with the launch of our ViewBoards in 2017, followed by the myViewBoard interactive learning platform in 2018. Since 2019, we have continuously collaborated with education stakeholders, using their insights to guide the development of our solutions. We evolved this process in 2020, introducing our Ecosystem as a Service (EaaS) program, which fosters a vibrant community around our ecosystems to add value for our customers and partners through training, certification programs, and other services.

Through our Ecosystem as a service program, we pioneered initiatives in 2021 to address challenges presented by the pandemic. We provided teachers with crucial support for remote teaching, delivering live-streamed training sessions that nurtured the skills of thousands of certified lecturers. Looking to the future, ViewSonic continues to exemplify innovative practices that shape how we live, learn, and work in the post-pandemic era.

Employees

Employees are at the heart of our success, embodying the spirit and reputation of ViewSonic. Our customer-first approach, which seeks to empower and enrich people's lives, extends to our employment practices. We believe diversity in backgrounds, experiences, and perspectives fuels innovation, so we actively foster diversity, inclusion, and equality in our workplace. By maintaining a 1:1 female-to-male base salary and remuneration ratio, we exemplify our dedication to attracting highly skilled talent through equitable and rewarding employment opportunities. Upholding values of integrity, teamwork, and collaboration, we encourage continuous employee growth through setting ambitious goals, embracing constructive feedback, and cultivating a growth mindset that drives us forward in the face of challenges.

Environment

ViewSonic remains optimistic amidst societal and environmental challenges, upholding sustainability as a core value that touches all levels of our operations and product lifecycles. From development and production to customer use and disposal, we prioritize responsible practices, ensuring compliance with ISO 14000 Environmental Management Standards within our global supply chain. We continuously strive to improve power efficiency, having ensured all of our projector models meet the stringent ErP Directive requirements for standby power consumption. In line with our commitment to reducing waste and promoting a sustainable future, we are using recycled materials to actively expand our eco-friendly packaging across more of our product lines. Through these efforts, we strive to contribute to a better world.

James Chu
Chairman and CEO

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OUR SUSTAINABILITY CONTRIBUTION 2022

Sustainability governance encompasses our vision, disciplines our daily operations and manifests in our continuous supply chain innovations. We have continued to invest in our core competencies to improve and enhance our corporate governance practices, enabling us to fulfill our corporate sustainability commitments.

ViewSonic's large-format display products have been designed using environmentally conscious practices and have energy conservation features. All new products incorporate green designs and energy-saving features to meet the latest conservation milestones.

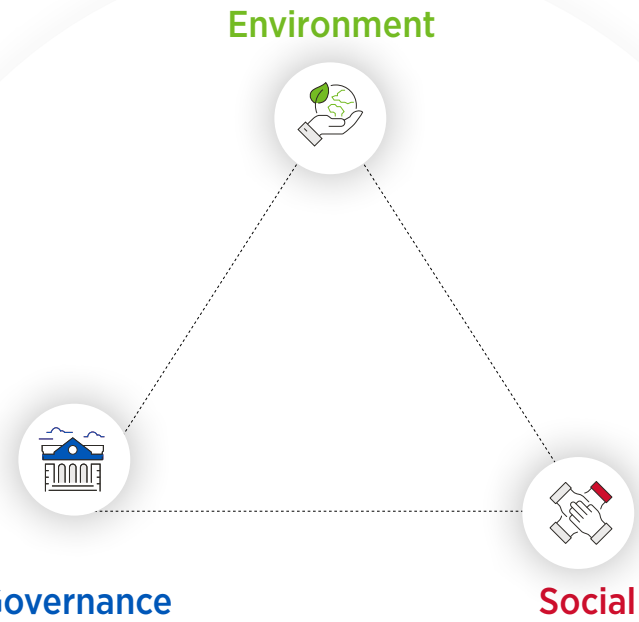
In 2022, we reviewed and improved our corporate governance practices in product design, environmental protection, employee relationship management, and community participation. We are pleased to share our sustainability efforts and contributions from 2022 with you in this section.

Environment

- **Science-Based Targets (SBT):** Completed submission of commitment letter to the Science Based Targets initiative (SBTi).
- **ISO 14064-1:** Expanded scope to encompass all operational locations of ViewSonic worldwide.
- **70%:** Product reuse and recyclable rate achieved 70%.
- **80%:** Product recovery rate achieved 80%.
- **85%:** Iconic monitor models VG2440 and VG2440V contained more than 85% postconsumer recycled content.
- **84%:** 84% of our products used green packaging.
- **149:** Carbon footprints of 149 models were measured.

Supplier

- **100%:** All tier-1 suppliers are certified to ISO 9001 and ISO 14001.
- **75%:** 75% of tier-1 suppliers are certified to ISO 14064-1.
- **66.7%:** 66.7% of tier-1 suppliers are certified to ISO 50001.



Sustainability

- **ESG Committee:** Established the ESG Committee to formulate our ESG Strategy by integrating the Company's long-term vision and core business goals.
- **Reporting Scope:** Expanded the scope of the Corporate Sustainability Report to include ViewSonic China and ViewSonic International.
- **Ding-Ge Digital Transforming Award:** Received the first prize in "Business Model Transformation" and "ESG Special Award."

Product

- **1st:** Became the first projector brand to receive accreditation for low blue light eye protection.
- **100%:** All of our LED and laser projectors adopt a mercury-free light source and all of our LFDs have flicker-free and blue light filter features.
- **8 million:** Has reached a global user base of 8 million for myViewBoard.
- **EPEAT Compliance Rate:** Monitor **55%**, LFD **25%**.
- **3** LFD models are compliant with the EPEAT silver standard.
- **Energy Star Compliance Rate:** Monitor **69%**, LFD **84%**.
- **TCO Certified Edge 2.0 and TCO Certified Generation 9:** **9** monitor models are compliant with TCO certifications.

Customer

- **100%:** All LFDs and projectors are certified for health, hazardous-free, and safety standards.
- No fines or sanctions related to health and well-being have been incurred.
- No incidents of data breaches have occurred.
- **SCIP Database Compliance:** Submitted 245 products to the SCIP database.
- **ISO 27001:** Obtained ISO 27001 certification.

Employees & Community

- **Gender Equality:** Ensure an equal female-to-male employee ratio in all regions.
- No work-related injuries or illnesses have been reported.
- Organized the ColorPro Award and sponsored global and local charitable organizations such as Make-A-Wish, the Annual United by Play Battle for Charity Esports Tournament, etc.
- Established **ViewSonic College**.

Supplier

- **100%:** All tier 1 suppliers are certified to ISO 45001.
- **Conflict Mineral Compliance:** Expanded the coverage of responsible mineral sourcing to include projectors and LFD product lines.

Recognition & Success

Our legacy of innovation and customer satisfaction is evidenced by dozens of awards and recognitions received over the years. Please refer to our Award page to get more information on our recognition.

Brand

2022 Best Place to Work
by Orange County Business Journal

2022 Great Place to Work in UK, German and Netherland (Ranked no.1)
by the Great Place to Work®

Corporate Responsibility Award
by ACG Orange County's annual awards program

2022 Best and Brightest in Wellness
by National Association for Business Resources

SBTi Commitment

"Business Model Transformation" and "ESG Special Award"
by the Harvard Business Review Global Traditional Chinese Edition

LFD

ViewBoard 62 Series

EPEAT
Silver Certification
by Global Electronics Council

myViewBoard

Awards of Excellence:
Best of 2021
by Tech & Learning Magazin

LD135-151

Awards of Excellence:
Best of 2021
by Tech & Learning Magazine

X1 & X2

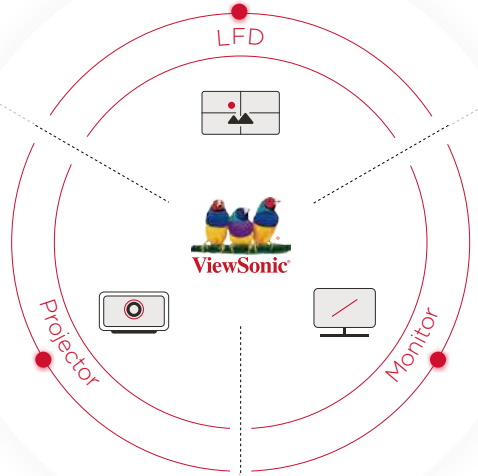
Industry-First Low Blue Light Certification
by TÜV SÜD

X1000

iF Design Award 2022 for Smart and Minimalistic Design
by iF International Forum Design

PX701-4K

Best of the Year
by Projector Central



ColorPro VP16

Good Design Award 2022
by the Japan Institute of Design Promotion

ColorPro VP3881a

Best Video Monitor
by TIPA World Award 2022

XG2431

Awards of Excellence:
Best of 2021
by Tech & Learning Magazine

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CORPORATE OVERVIEW

ViewSonic Corporation was founded by James Chu in 1987. We are a multinational electronics company specializing in visual display technology, providing integrated solutions in the education, enterprise, and entertainment markets. As a key player in the visual display market, we remain driven by the belief that visual display technology can transform everyday lifestyles and improve the lives and livelihoods of consumers and businesses. From our humble roots as a desktop display provider, we have grown to become a global leader in visual technology.

ViewSonic Corporation

Location of Headquarter	10 Pointe Drive, Brea, CA, 92821, USA
Chairman & CEO	James Chu
Product & Service	Monitors, Projectors, Digital Displays, Desktop Virtualization, ViewBoard
Established	1987
Number of Employees	1,284 (as of December 31, 2022)

Business Sites

ViewSonic America

10 Pointe Drive
BREA, CA 92821 USA
https://www.ViewSonic.com/us/

ViewSonic Europe Limited

6th Floor, Westminster Tower
3 Albert Embankment
SE1 7SP London
United Kingdom
https://www.ViewSonic.com/uk/

ViewSonic Asia Pacific Limited

9F, No. 192, Lien Chen Road,
Zhonghe Dist., New Taipei City,
23553 Taiwan
https://www.ViewSonic.com/tw/

ViewSonic China Limited

9F, No.950 Dalian Road.,
Yangpu District., Shanghai PRC.
200092 China
https://www.ViewSonic.com.cn/

About ViewSonic

ViewSonic is a leading global provider of visual solutions. Known for its distinctive logo featuring three Lady Gouldian finches, ViewSonic's industry-leading products include monitors, projectors, and Large-Format Displays (LFD), which include Interactive Flat Panels (IFP) and Commercial Displays. ViewSonic has evolved from a device manufacturer to a visual solutions company by creating products, services, and sustainable ecosystem that greatly enhance visual experiences.

Founded in 1987, ViewSonic conducts business in over 100 countries worldwide, with its headquarter located in Brea, California. The ViewSonic brand of computer monitors was introduced in 1990 and achieved tremendous success. To react and adapt to customers' changing needs, ViewSonic increased its efforts in vertical markets, strengthening commercial solutions, launching the ELITE gaming display in 2017, and officially releasing the ColorPro professional display solution in 2019. Launched in 2020 and expanded the range in 2021 ViewSonic introduced its brand new DirectView Commercial LED displays, ranging from 108 to 216 inches in size, as its flagship digital signage solutions.

Based on its wide-ranging expertise in visual display technologies, ViewSonic has been a pioneer in LED and laser projector development. The launch of the advanced M1/M1+ portable projector; X11-4K UHD wireless smart projector; M1 mini pocket projector and **X1000-4K ultra short throw home projector (2022)**, which won the iF Design Award, further cemented ViewSonic's market leadership.

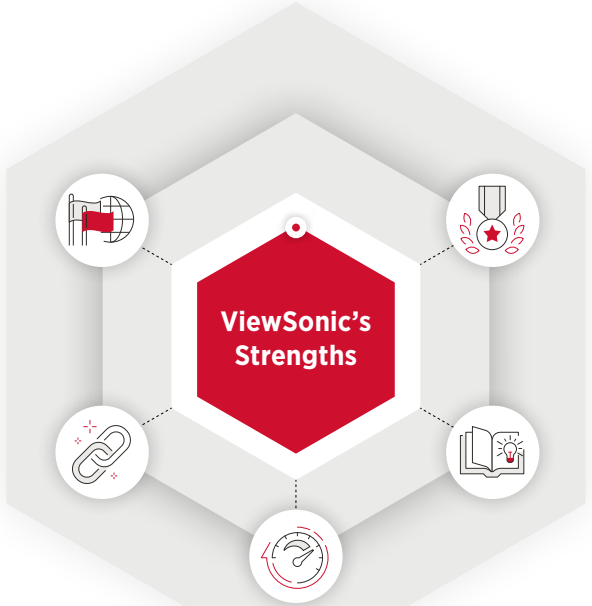
In 2016, ViewSonic introduced ViewBoard interactive displays, which have been well received in both the education and enterprise markets. ViewSonic also introduced myViewBoard software and promoted it in partnership with Microsoft, Google, and Intel. By consolidating hardware, software, and services into one ecosystem, ViewSonic provides customers with the ultimate user experience. **ViewSonic's commitment to the Education market continues to drive technology adoption in classrooms, with over 7.8 million subscribers currently on myViewBoard software ecosystem globally.**

ViewSonic's vision is to **"Inspire the world to see the difference between the ordinary and the extraordinary**." While constantly improving products and technologies for the betterment of customers, ViewSonic diligently upholds its social responsibilities and is firmly committed to environmental sustainability in product development, business operations, and sales. Additionally, ViewSonic delivers the very best in education technology (EdTech) solutions, closely collaborating with partners and nurturing teaching talent.

ViewSonic Logo Story

Gouldian finches are also known as rainbow birds and they are natively found in Australia. They inspire ViewSonic to deliver our innovative products with superior quality; beautiful, vibrant colors; appealing warmth and friendliness to ensure the future to a sustainable world.

Contributing to Our Continued Success Include:



Globally Respected Brand Name

The ViewSonic logo is recognized internationally as an indicator of excellence in product quality, customer service, and outstanding visual experiences.

Channel Relationships

We maintain strong and extensive sales relationships worldwide to accommodate a wide variety of customers.

Superior Product Performance

Our display products are engineered to deliver superior performance along with high-quality, visually appealing designs.

Operating History and Market Knowledge

Our long history gives us the depth of knowledge and experience to meet the needs of buyers in the global display industry.

Scale and Efficiency

Our significant scale allows us to leverage our large purchasing power with suppliers and effectively weather product cycles.

Our Journey

1987
Keypoint Technology Corp. was founded in California, US

1990
Launched ViewSonic monitors

1999
Launched DLP projectors

2005
Introduced digital signages

2017
Launched Large Format Displays, including ViewBoard and commercial displays

2018
Launched myViewBoard suite and transformed from a device company to a solution provider

2020
Initiated Education Ecosystem Development

2022
Launched a Virtual Campus, **UNIVERSE**, for online learning

2023
Launched digital teaching materials, **ViewSonic Originals**, and ten major collaborative, interactive teaching materials with teachers and publishing houses

Initiated AI-powered instructional assistant software, **ClassSwift**

2000
- Achieved **No.1 monitors** in Canada, Argentina, Chile, Russia, Egypt, New Zealand and Taiwan

2001
- Introduced the **world's largest monitor**, a 50" plasma display

2003
- Developed the **world's first** wide-format **24" LCD monitor**

2006
- Launched a monitor with the **world's fastest 1ms response time** at CES

2007
- Introduced an HDTV set and the **world's first iPod docking projector**

2008
- Debuted the **world's first** 120Hz 3D 22" widescreen display and 24" widescreen Full HD TV

2009
- Became the leading brand to **implement 3D** into projector product line

2011
- Completed an entirely **green upgrade** from CCFL-backlit to LED-backlit displays

2014
- Achieved **No.1 Full HD projector** in the US

2017
- Launched **VG Series of Monitors** for corporate segment
- Introduced **ELITE** professional gaming monitors

2018
- Launched ViewBoard IFP60 series interactive display with **enterprise-grade security**
- Introduced **ColorPro** professional monitors
- Introduced the **first patented LED projector with Harman Kardon speakers**

2019
- Secured **No.3 global market share** of interactive displays
- Developed **myViewBoard ecosystem,** became a **Google for Education partner**, and **Intel MRS** certified

2020
- **Developed interactive and hybrid learning solutions**
  - Launched TD1655 portable monitor
  - Launched Pen Display
  - Achieved No.1 IFP in North American channel (NPD)
- Launched **All-in-One Direct View LED Displays**

2021
- Became **global No.1 DLP** projector brand
- Launched multi-touch solution for MAC OS (vTouch)

2022
- Expanded gaming monitor line with the **OMNI** series
- Achieved **No.1 global market share** of interactive displays in Q4
- Achieved **No.2** market share of portable monitors in the US
- Launched **Luminous Superior Series lamp-free B2B projectors**
- Became world's first projector brand to receive **TÜV SÜD Low Blue Light certification**

2023
- Surpassed 8 million users for **myViewBoard**, the most powerful, comprehensive digital whiteboarding and collaboration software platform
- Partnered with Microsoft to launch the **world's first designed for Xbox projectors**

Our Vision, Mission Statement and Core Values

Humans are the core of ViewSonic's business. We are committed to offering innovative, inclusive, and eco-friendly visual solutions to enhance the quality of life. We continuously explore more sustainable solutions in work, play and learning.

We endeavor to deliver innovative and empowering technology as the world's preferred brand of visual solution products, dedicated to meeting the needs of our customers, generating profitable growth through efficient operation, and delivering value to our stakeholders.

ViewSonic's continued success is mainly attributed to the below key capabilities:

- Introduce leading technologies and products to meet ever-changing customer needs.
- Maintain competitive pricing through partnerships with key component manufacturers.
- Develop and sustain highly efficient operations by minimizing overhead and sales dilution.
- Leverage all available sales channels to maximize revenue and profit opportunities.
- Build the ViewSonic brand across business and consumer channels, with innovative products and effective messagings.
- Develop and maintain an exceptional and economical information, customer service, and administrative infrastructures to support continued profitable growth.

Vision

Inspire the world to see the difference between the ordinary and the extraordinary.

Mission Statement

Providing excellence in visual experience by combining products, solutions, and ecosystem development.

Key Strategy

Ecosystem as a Service (EaaS)

Core Values

Agility
We adapt to the changing needs of our customers faster than our competitors do.

Customer Focus
We serve the needs of our customers by actively listening to their challenges and delivering solutions to solve their problems.

Growth Mindset
We seek continuous improvement by setting challenging goals, embracing feedback, and realizing it is from failure that we learn the most.

Corporate Citizenship
We contribute to the communities we serve by lowering our environmental footprint, being economically prosperous and leveraging our technologies as a force for good.

Integrity
We act in the best interests of our customers, employees, and shareholders by being inclusive, open, honest and transparent.

Teamwork
We embrace the diversity of opinions to foster collaboration and drive innovation.

Organizational Overview

As a global market leader in visual technologies, we sell products in more than 100 countries and operate in 46 locations globally. In addition to the United States corporate headquarters in Brea, California, and U.S. logistics center in Chino, California, major centers of operation are in China, Taiwan and the United Kingdom.

We are a privately held organization with an average of 1,284 employees in our global workforce during the reporting period. The average is derived from averaging the number of employees from the beginning and the end of each of the 12 months in 2022.

The following tables show the number of employees by contract type and by gender in each region in 2022.

→ The Number of Employees by Region, Employment Type & Gender

Gender	Male			Female			Total			
Type of Employment	Permanent	Contract	Non-guaranteed hours	Permanent	Contract	Non-guaranteed hours	Male	Female	Firm	Non-guaranteed hours
ViewSonic America	135	0	36	87	0	0	171	87	258	135
ViewSonic Asia Pacific	343	24	10	264	15	15	377	294	671	343
ViewSonic China	71	0	0	139	0	0	71	139	210	0
ViewSonic Europe	98	2	0	44	1	0	100	45	145	98

→ Ratio of Managerial and All Employees by Gender and Age in Each Region

Region		ViewSonic America		ViewSonic Asia Pacific		ViewSonic Europe		ViewSonic China	
Gender/ Age		Male	Female	Male	Female	Male	Female	Male	Female
Under 30	Manager and above	0%	0%	0%	0%	0%	0%	2%	0%
	Non-Managerial	13%	4%	17%	32%	8%	27%	2%	24%
30-50	Manager and above	6%	2%	9%	2%	21%	24%	22%	13%
	Non-Managerial	28%	13%	63%	56%	52%	40%	70%	57%
Over 50	Manager and above	5%	5%	3%	4%	8%	4%	0%	2%
	Non-Managerial	14%	8%	8%	6%	11%	4%	4%	4%

→ Number of Managerial and All Employees by Gender and by Age by Function

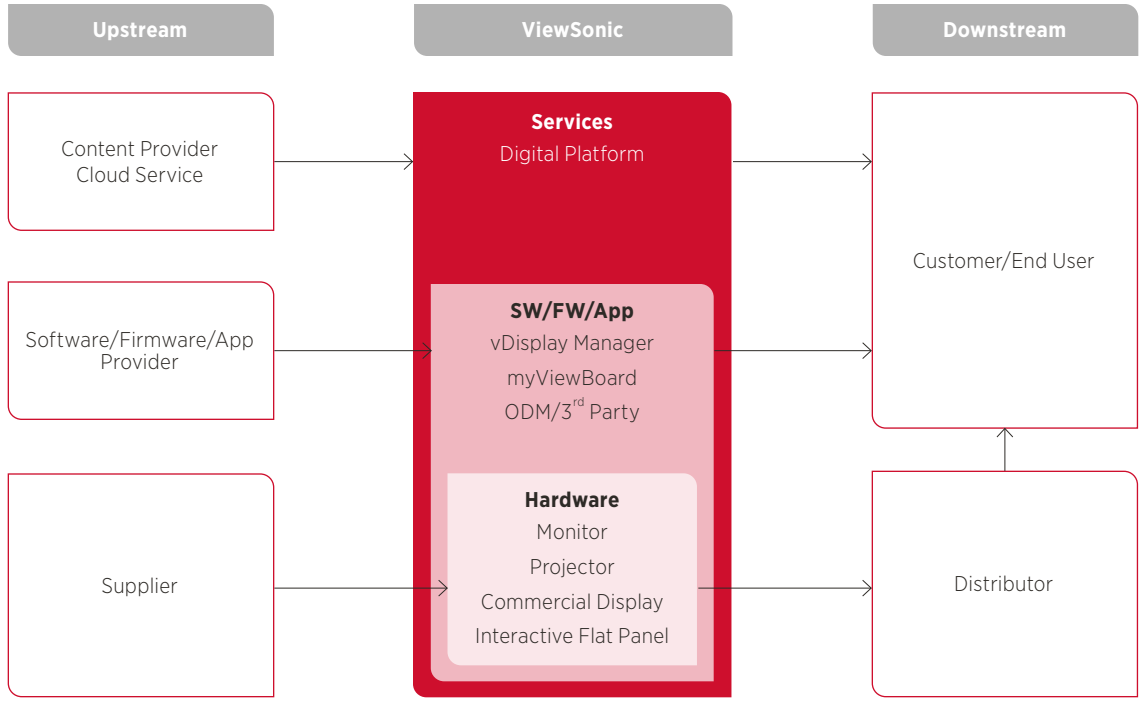
ViewSonic Asia Pacific	Global Product Group				Global Support Center				ViewSonic International			
Managerial/ Non-Managerial	Manager and above		All Employees		Manager and above		All Employees		Manager and above		All Employees	
Gender/ Age	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Under 30	0	0	35	47	0	0	13	16	0	0	17	30
30-50	18	2	109	55	6	2	36	42	9	3	93	67
Over 50	3	3	15	2	5	3	2	2	3	7	13	13

→ Non-Employee Workers by Gender in Each Region

	ViewSonic America		ViewSonic Asia Pacific		ViewSonic Europe		ViewSonic China		Total	
Gender	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
2021	0	0	46	23	15	5	0	0	61	28
2022	36	0	34	30	29	8	1	0	100	38

In 2022 we had 138 workers who are not employees. Our non-employee workers were contractors and interns hired by employment agencies.

Our Value Chain



Stakeholder Engagement

Stakeholder engagement plays a major role in shaping our strategies for social, economic, and environmental responsibility.

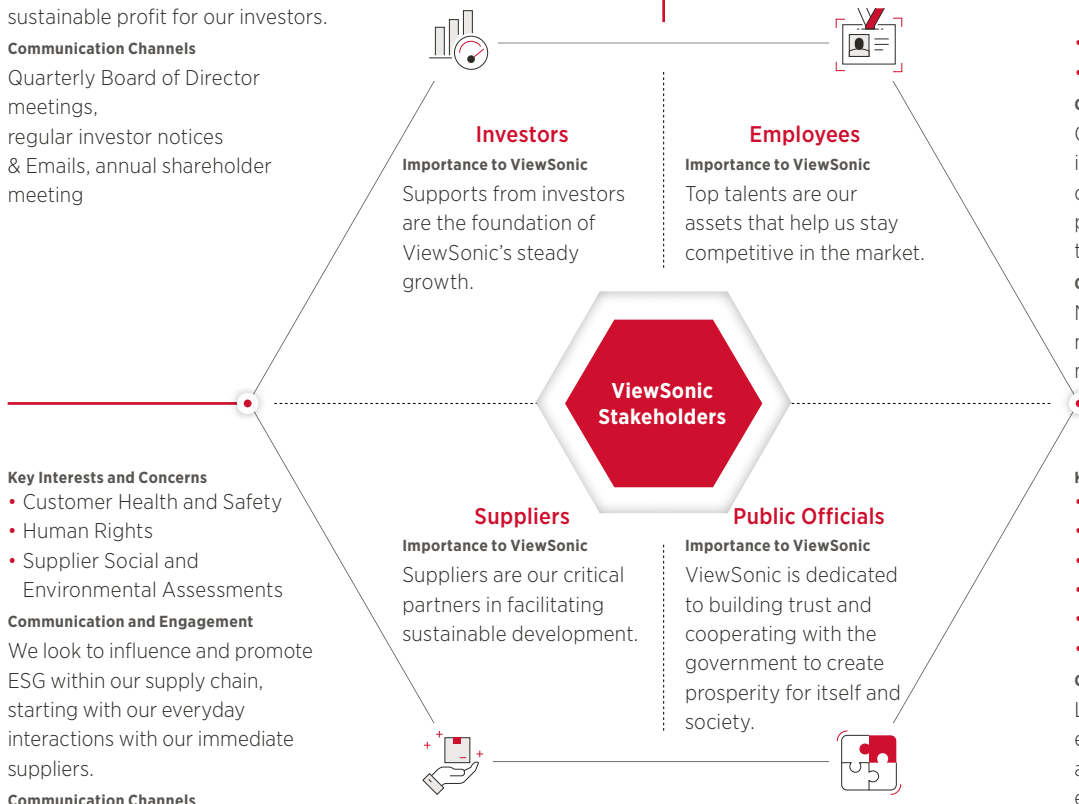
ViewSonic defines stakeholders as any individual or organization impacted by our business operations, those who may influence our corporate strategies and policies, and those to whom we are accountable for upholding our commitments and responsibilities. Identified stakeholders include ViewSonic employees, investors, customers, suppliers, communities, public officials, and non-governmental organizations.

We constantly improve our products and practices by incorporating internal and external stakeholders' (i.e., customers, employees, and others) feedback on our products and practices.

Corporate policies are also influenced by guidance from regulatory agencies and international standards and codes of conduct. Frequent interaction enables us to better meet the needs and expectations of our various stakeholders. We communicate and engage with stakeholders according to policies defined to address the unique needs of each group.

To obtain further insight into stakeholder concerns, we have conducted extensive surveys of our employees and other stakeholders to identify the important issues affecting each group. These surveys provided valuable feedback and insight into the issues most important to those upon whom our success depends. The results formed the basis of our materiality analysis, defining the key priorities for our stakeholders and business operations addressed in this report. Guided by this research, we identified opportunities and refined goals and policies to further improve our efforts towards social responsibility and sustainability.

We actively engaged with our stakeholder to identify actual and potential impacts as well as to prevent and mitigate responses to potential negative impacts. Identified stakeholder interests and concerns, along with our goals for and methods of communication with each group are summarized in the table below.



Key Interests and Concerns
- Economic Performance
- Market Presence
- Innovation

Communication and Engagement
As a privately held organization, we seek to employ sustainable growth strategies to generate sustainable profit for our investors.

Communication Channels
Quarterly Board of Director meetings,
regular investor notices & Emails, annual shareholder meeting

Key Interests and Concerns
- Diversity and Equal Opportunity
- Labor Practices Grievance Mechanisms
- Ethical Management and Disclosure
- Innovation
- Customer Management and Privacy
- Materials
- Energy and Emissions

Communication and Engagement
Our employees are actively involved with leading the organization's ESG practices and providing volunteer contributions to society.

Communication Channels
New hire orientation, employee newsletters, quarterly town hall meetings, email.

Key Interests and Concerns
- Customer Health and Safety
- Human Rights
- Supplier Social and Environmental Assessments

Communication and Engagement
We look to influence and promote ESG within our supply chain, starting with our everyday interactions with our immediate suppliers.

Communication Channels
Supplier annual appraisal, supplier weekly workshops, quarterly business review.

Key Interests and Concerns
- Environmental Compliance
- Product Compliance
- Human Rights
- Employment
- Energy and Emissions
- Marketing and Labeling

Communication and Engagement
Legal compliance is the minimum expectation for our operations, and we take every precaution to evaluate and ensure our actions are in full compliance with local laws and regulations.

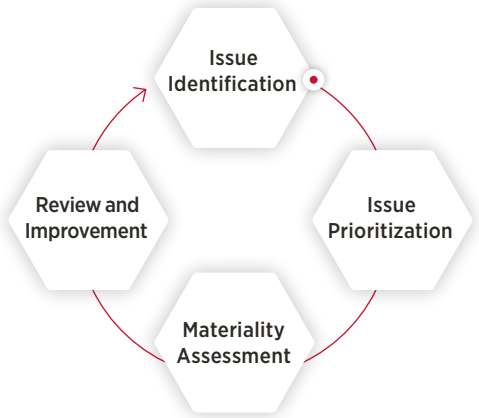
Communication Channels
Participation in local Chamber of Commerce.

Material Topics

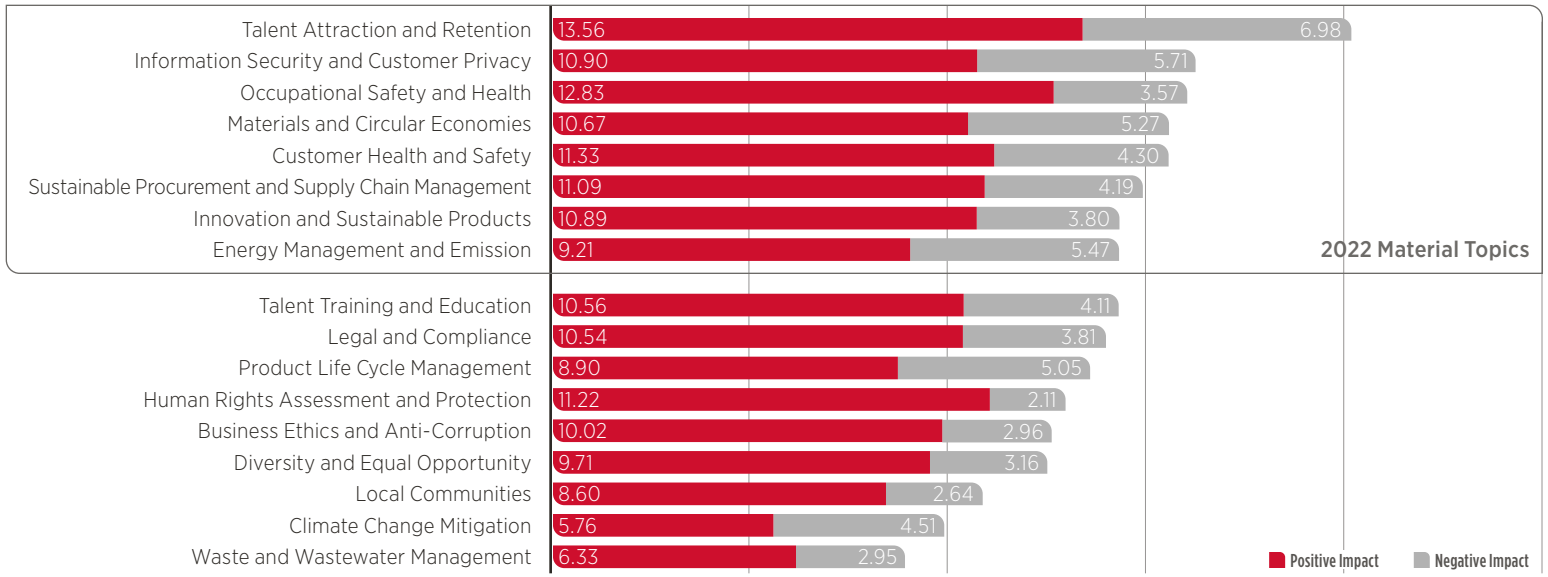
We continuously evaluate our products and operating practices to ensure alignment with our core values, priorities, and goals. We are committed to identifying and minimizing the social and environmental impacts of our business, both in our own operations and throughout our supply chain.

In 2022, we adjusted the assessment procedures according to GRI Universal Standards 2021 to identify concerns most significantly impacted by and on our operations, management, employees, and other stakeholders. After referencing international trends, regulations and industrial focuses, the responsible team has summarized 33 sustainability issues. 20 topics were selected and assessed by 20 divisions regarding the probability and severity of actual and potential impacts the topics might have on the internal and external environment.

After considering both positive and negative impacts, a collective of 8 sustainability topics were chosen as this year's material topics. In doing so, we sought to define the greatest opportunities for ViewSonic to minimize negative impacts and increase positive contributions to society and the planet.



Guided by this materiality analysis, we developed ESG policies with an emphasis on the following high priority areas:

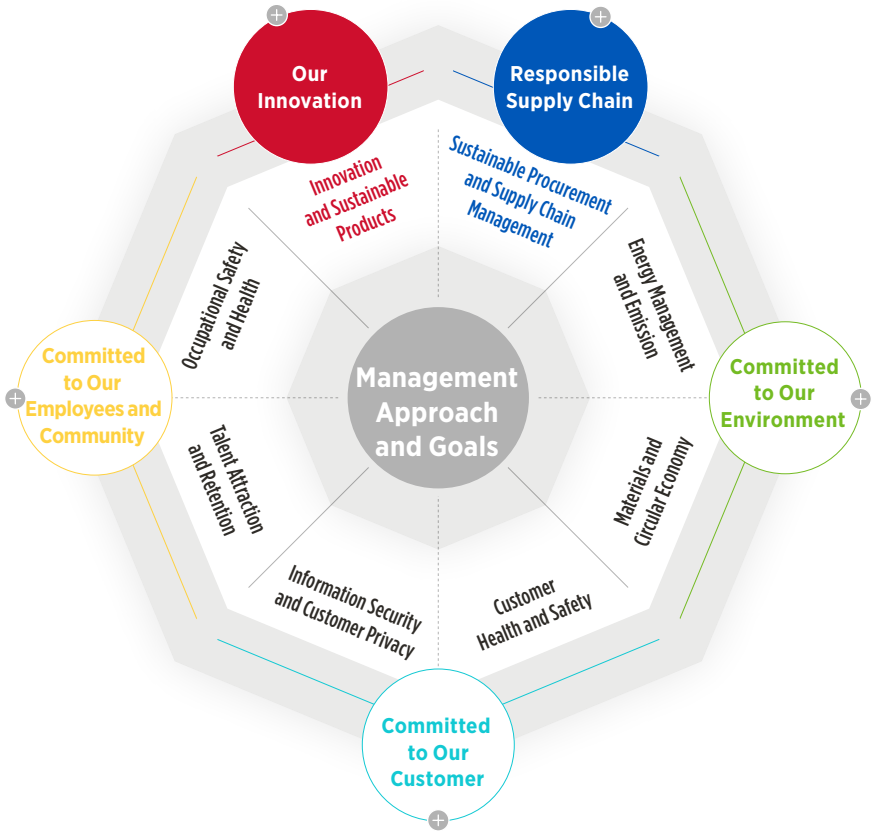


→ 2022 Material Topics:

1) Talent Attraction and Retention
2) Information Security and Customer Privacy
3) Occupational Safety and Health
4) Materials and Circular Economies
5) Customer Health and Safety
6) Sustainable Procurement and Supply Chain Management
7) Innovation and Sustainable Products
8) Energy Management and Emission

Category	Material Aspect	Internal	External
Product	Innovation and Sustainable Products	✓	✓
	Customer Health and Safety	✓	
	Materials and Circular Economies		✓
Governance	Information Security and Customer Privacy	✓	✓
	Sustainable Procurement and Supply Chain Management	✓	✓
Environmental	Energy Management and Emission	✓	✓
Social	Talent Attraction and Retention	✓	
	Occupational Health and Safety	✓	✓

Management Approach and Goals



Our Innovation

Innovation and Sustainable Products

Total solution is ViewSonic annual goals set up by Mr. James Chu, Chairman & CEO; therefore, ViewSonic continues to invest on software development and system integration.

Description of Impacts

⊘Positive: Build product innovation advantages, maintain market competitiveness, and increase revenue.

⊗Negative: If the product development fails or takes too long, it not only costs the company a huge amount of time and resources but will affect the company's market position and competitiveness. In addition, if the patent management is not effective, the company may incur financial losses or even lead to related lawsuits.

Policy and Commitments

- Continue to expand globally and penetrate new markets and channels.
- Leverage our success in the desktop monitor market into developing leading displays technology solutions.
- Deliver market leading and innovative products.
- Continue to drive efficiency in our operating model.
- Enhance the global ViewSonic brand within the channel and with end-user customers.

Strategy and Action Plans

- Continue optimize Large Format Display (LFD) of ViewBoard series to deliver interactive capabilities for classrooms and enterprises.
- Embedded software supports content sharing and digital whiteboard annotation for collaboration.

Effectiveness Evaluation

Awards and recognitions received

2022 Target	2022 Achievement
• 2 patents applied	• 2 patents applied

Short-Term (2023) Target	Medium-Term (2025) Target
• 2 patents applied	• 6 patents applied

Responsible Supply Chain

Sustainable Procurement and Supply Chain Management

Responsible corporate citizenship today means taking responsibility for future generations. As a SA8000 certified organization and brand owner, we promote our partners in enhancing sustainable development.

Description of Impacts

⊘Positive: Ensure the supply of raw materials, as well as improve the overall supply chain sustainability performance. Company can demonstrate the positive external influence of enterprises and enhances corporate reputation.

⊗Negative: A supply chain ESG-related problem may cause a negative perception of the Company among clients, investors, and the public, resulting in revenue loss, and may even affect the stability of the entire supply.

Policy and Commitments

We employ environmentally responsible manufacturing and build energy saving features into all our products. As a result, we are certified compliant with all major environmental standards.

We also require all Tier 1 suppliers to comply with ISO 9001 and 14001 and will phase in supplier ISO 14064 and 50001 verifications.

Strategy and Action Plans

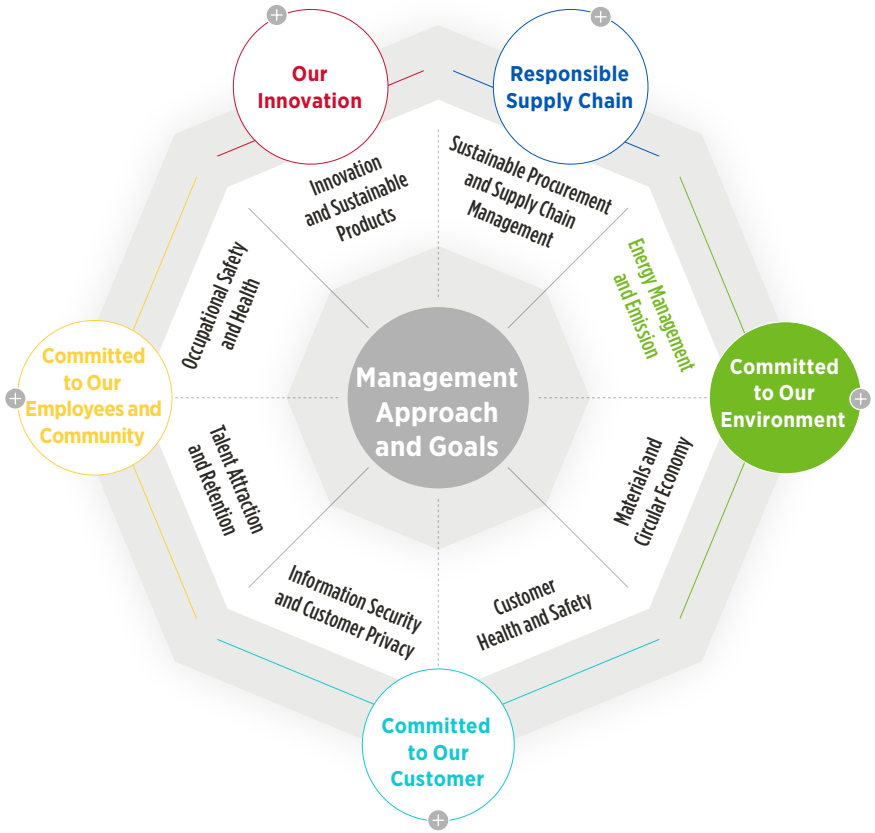
- ViewSonic Corporation is an ISO 14001 certified company and requests all Tier 1 suppliers also ISO 14001 certified.
- ViewSonic Asia Pacific is certified by SA8000 and requests all Tier 1 suppliers should be audited by RBA (Reliable Business Alliance) or certified by SA8000 (Social Accountability).

Effectiveness Evaluation

ISO 14001 and SA 8000 management review meeting

2022 Target	2022 Achievement
• 100% Tier 1 suppliers are ISO 14001 and ISO 45001 certified • 75% Tier 1 suppliers are ISO 50001 and 14064 certified	• 100% Tier 1 suppliers are ISO 14001 and ISO 45001 certified • 75% Tier 1 suppliers are ISO 14064 certified • 66.7% Tier 1 suppliers are ISO 50001 certified

Short-Term (2023) Target	Medium-Term (2025) Target
• 75% above Tier 1 suppliers are ISO 50001 and ISO 14064 certified	• 100% Tier 1 suppliers are ISO 50001 and ISO 14064 certified



Committed to Our Environment

Energy Management and Emission

Climate change strongly affects businesses and organizations and is threatening the people, animals and places we care. ViewSonic takes its responsibility as a global citizen and seeks to reduce its greenhouse gas emissions through saving energy in its worldwide offices.

Description of Impacts

Positive: Actively demonstrating the commitment can effectively increase corporate prestige, contribute to global efforts to control the greenhouse effect, and reduce the additional cost of carbon regulations.

Negative: Failure to effectively control greenhouse gas emissions may be a concern for national authorities, investors, and business partners, while incurring additional costs, fees or even losing business opportunities.

Policy and Commitments

- Continuously improve our processes by monitoring technology and management practices to prevent pollution during the manufacturing, storage, service, transportation, and disposal of our products throughout their life cycle.
- Comply to relevant environmental legislation and regulations, and with other regulations effecting the design and production of our products as they arise.
- Minimize any adverse environmental impacts of new product development using integrated environmental management procedures and planning.

Strategy and Action Plans

- Establish and review environmental objectives, targets, performance evaluation procedures, and associated environmental indicators.
- Encourage the selection and use of environmentally qualified suppliers and vendors.
- Train our employees to conduct their activities in an environmentally responsible manner.
- Communicate our ECO-Office policy to all employees, business associates and interested parties in the public sector.

Effectiveness Evaluation

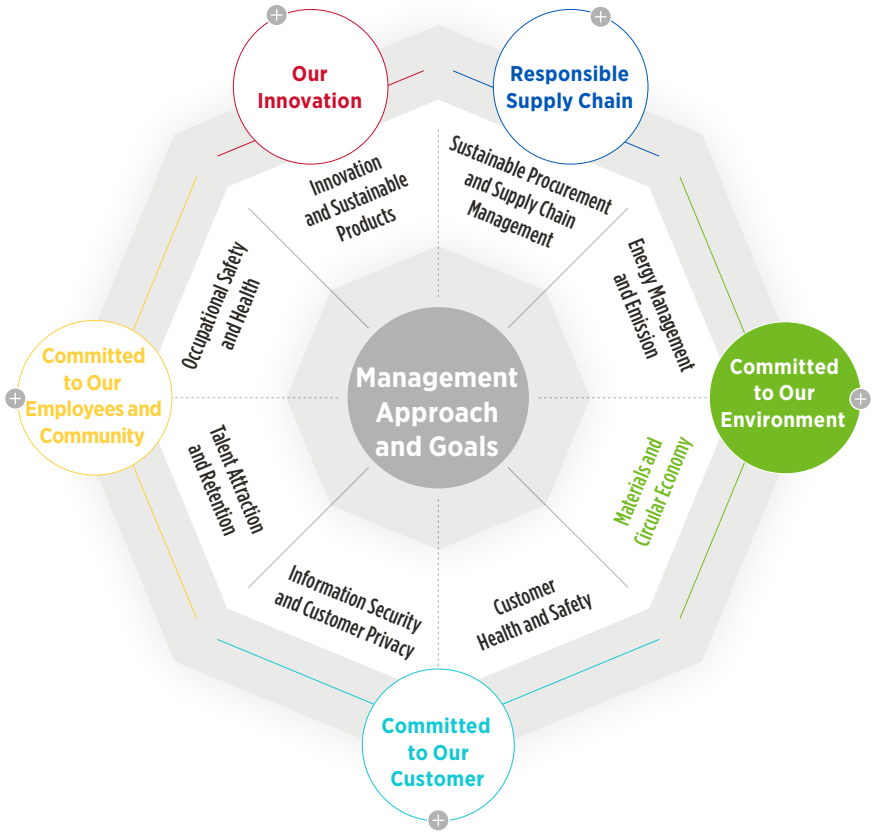
- Monthly review of power consumption facilities
- ISO 14001 management review meeting

2022 Target	2022 Achievement	Short-Term (2023) Target	Medium-Term (2025) Target
• Electricity consumption per capita reduces 2% compared to the previous year • 68% of monitor selling models are Energy Star v8.0 certified • 100% of projector selling models are eco mode designed • 70% of Large-Format Display (LFD) selling models are Energy Star v8.0 certified	• Electricity consumption per capita was reduced 13% compared to the previous year (Note) • 69% of monitor selling models (in total 137 models) are Energy Star certified • 100% of projector selling models (in total 74 models) are eco mode designed • 84% of LFD selling models (in total 18 models) are Energy Star 8.0 certified	• Per capita power consumption reduces 2% compared to the previous year • 70% of monitor selling models are Energy Star certified • 100% of projector selling models are eco mode designed • 90% of LFD selling models are Energy Star certified	• Per capita power consumption reduces 2% compared to the previous year • 80% of monitor selling models are Energy Star certified • 100% of projector selling models are eco mode designed • 94% of LFD selling models are Energy Star certified**

Note:

* In 2022, we added an extra floor in the GHG inventory boundary for Taipei headquarters; the per capita power consumption is 2,127 kWh, which increased 5% compared to 2021. If using the same boundary, the per capita power consumption becomes 1,831 kWh, which is a 9% decrease compared to 2021.

** The target might be revamped when Energy Star 9.0 effective in the future.



Committed to Our Environment

Materials and Circular Economy

As an international company, it is a must to meet requirements from some countries in material reuse, recycling, repairability, recovery and product services. This is also a chance to enhance our competition advantage.

Description of Impacts

⊘Positive: Help products enter specific markets. For products with good performance, it may even help to win some bids and build brand reputation.

⊗Negative: Reuse, recycle and recovery material will cost more than general material. We will lose the cost advantage. If the product life is extended, users will have no reason to purchase new products.

Policy and Commitments

ViewSonic is committed to promoting a greener and cleaner environment in which electronic products should be retired and recycled responsibly. All electronic parts and e-waste collected by our recycling partner(s) will be recycled or reused in a manner that complies with the federal, state, and local law.

ViewSonic averts waste and does not dispose of covered devices in landfills or transfer covered devices to recycling facilities that dispose of covered devices in landfills.

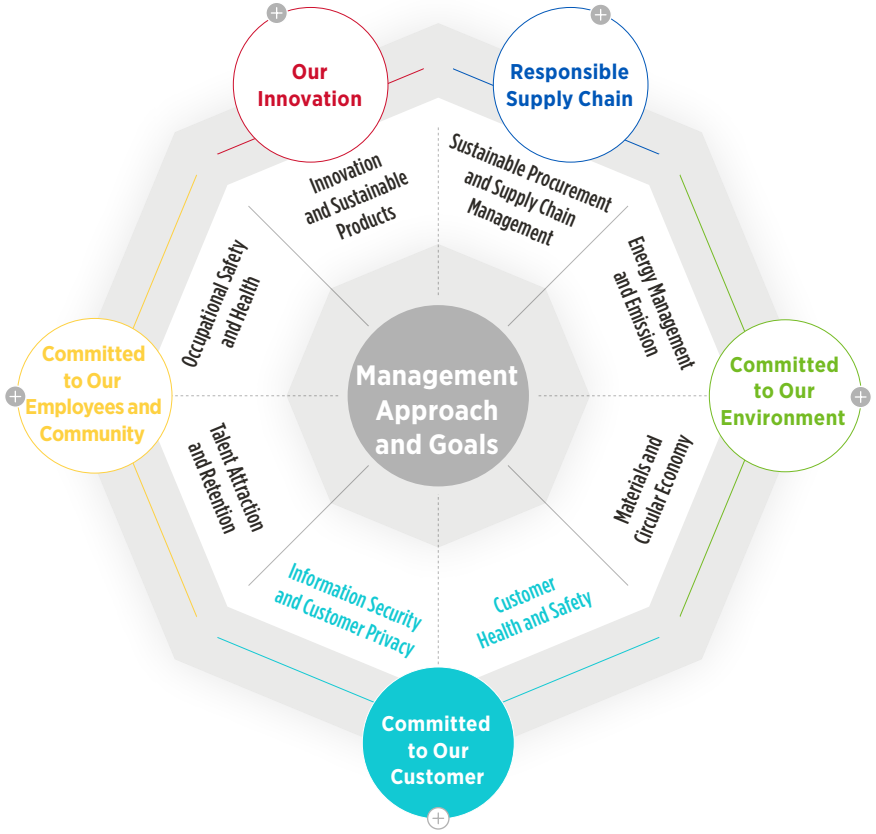
Strategy and Action Plans

- All new products must meet minimum WEEE directive requirements.
- For high-end specific commercial products, a minimum of 85% recycled plastic content will be requested.
- Continue implementing green packaging and increasing product reuse and recyclable rate.
- Strive to meet EPEAT Gold criteria with regard to design for circularity and product longevity.

Effectiveness Evaluation

New product development checkpoint review and approval

2022 Target	2022 Achievement	Short-Term (2023) Target	Medium-Term (2025) Target
• 80% of business line (VG) selling monitor are designed with green packaging • 50% of monitors sold meet the EPEAT requirement	• 84% of business line (VG) selling monitor are designed with green packaging • 55% of monitors sold meet EPEAT requirement	• 85% of business line (VG) selling monitor are designed with green packaging • 57% of monitors sold meets EPEAT requirement	• 86% of business line (VG) selling monitor are designed with green packaging • 59% of monitors sold meets EPEAT requirement



Committed to Our Customer

Customer Health and Safety

Always striving to be a leading example of conscientious global citizenship, ViewSonic actively extends its responsibility concerns to those who use its products.

Description of Impacts

Positive: Build trust with customers given that our products are all in line with national standards to ensure the safety of users.

Negative: If a related incident occurs, it will cause business loss, damage to goodwill, affect consumers' confidence in the company's products and brands, and may face lawsuits and fines from consumers in serious cases.

Policy and Commitments

All ViewSonic products are designated to be complaint with health, hazardous-free, safety in the whole lifecycle to our customers.

Strategy and Action Plans

We regularly assess our products and services to better understand their impact on human health and safety, seeking continuous improvement to promote health and well-being.

Effectiveness Evaluation

Product Health, Hazardous-Free, and Safety standard certificates

2022 Target

- 100% products are certified with Health, Hazardous-Free and Safety Standards, such as RoHS, WEEE, NRTL (cTUVus or UL certified)

2022 Achievement

- 100% products are certified with Health, Hazardous-Free and Safety Standards, such as RoHS, WEEE, NRTL (cTUVus or UL certified)

Short-Term (2023) Target

- 100% products are certified with Health, Hazardous-Free and Safety Standards, such as RoHS, WEEE, NRTL (cTUVus or UL certified)

Medium-Term (2025) Target

- 100% products are certified with Health, Hazardous-Free and Safety Standards, such as RoHS, WEEE, NRTL (cTUVus or UL certified)

Information Security and Customer Privacy

ViewSonic believes a proactive approach towards information security threats and consumer privacy is necessary. Our organization adopts best practices to minimize threats.

Description of Impacts

Positive: Protect the confidentiality, integrity, and availability of information in the company.

Negative: Increased risk of data loss, security vulnerability, data breach, and leakage.

Policy and Commitments

We promised to comply with ISO/IEC 27001 (Information Security Management System) Standard and maintain the certification, continuing to improve and strengthen our governance system for information security measures and information security protection.

Strategy and Action Plans

- Obtain ISO/IEC 27001 Information Security Management Systems certification.
- Provide mandatory trainings on our Privacy Policy and to ensure all employees understand the handling procedures to protect confidential or proprietary information provided by customers.

Effectiveness Evaluation

- ISO/IEC 27001 management review meetings
- Regularly examine complaints related to customer privacy

2022 Target

- Zero incident of data breaches or complaints related to customers' privacy
- No complaint related to customer privacy from outside parties and substantiated by the organization

2022 Achievement

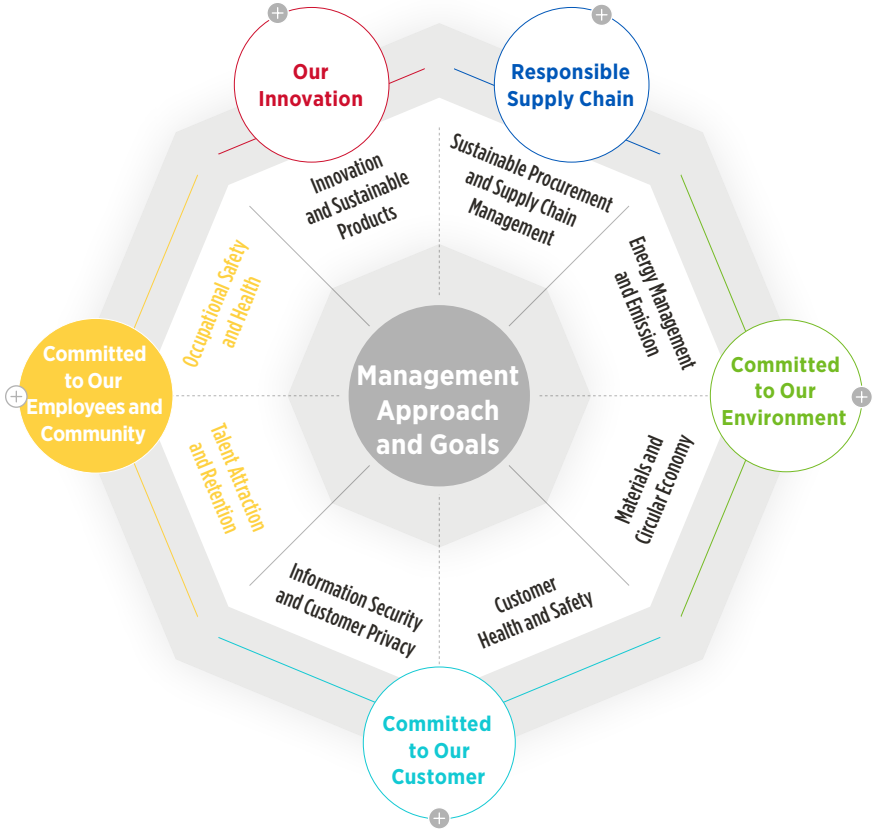
- Zero incident of data breaches or complaints related to customers' privacy
- No complaint related to customer privacy from outside parties and substantiated by the organization

Short-Term (2023) Target

- Zero incident of data breaches or complaints related to customers' privacy
- No complaint related to customer privacy from outside parties and substantiated by the organization

Medium-Term (2025) Target

- Zero incident of data breaches or complaints related to customers' privacy
- No complaint related to customer privacy from outside parties and substantiated by the organization



Committed to Our Employees and Community

Talent Attraction and Retention

To support its rapid business expansion, ViewSonic has been significantly expanding in employee numbers, and is dedicated to investing in HR-related resources to recruit and retain top talents.

Description of Impacts

Positive: Stimulate employees' innovation, increase employee recognition of the company, and enhance employee's sense of belonging while increase the company's profitability.

Negative: Competition for talents with strong technological capabilities has been a challenge for us to stay competitive in the talent market.

Policy and Commitments

We aim to build an innovative and creative-oriented work environment that blends in our latest products and technology, and aesthetically playful decoration, to tell apart from a traditional workspace.

Strategy and Action Plans

- Enhance employer branding by arranging a wide array of internal and external activities.
- Conduct regular 1:1 meeting with hiring managers to ensure employees' state-of-mind is being cared for.

Effectiveness Evaluation

- HR must submit an annual EEOC (the United States Equal Employment Opportunity Commission) report to ensure compliance.

2022 Target

- Fulfill recruitment needs of 168 headcounts in Taiwan and our APAC offices
- Achieve above 4.5 (out of 5) average rating in employee satisfaction in creditable job portal
- Implement HR e-service system for leave and over-time application

2022 Achievement

- 210 headcount placements; a total of 8 workshops on various leadership skills were delivered by HR (Human Resources) and internal trainers
- Achieved 4.6 rating on 104.com
- E-leave and over-time system was live in November

Short-Term (2023) Target

- Expansion of the R&D (Research and Development) team in India
- To win "The Best Place to Work for" award

Medium-Term (2025) Target

- Root a learning organization with the pivotal core concept of accountability

Occupational Safety and Health

Employees are our greatest assets and the foundation of our business growth. ViewSonic complies with the highest standard to ensure a healthy and safe work environment for its employees' benefits.

Description of Impacts

Positive: Assure the health and safety rights and interests of employees, as well as fulfill the social responsibilities of employers.

Negative: Occupational injuries, diseases or work safety accidents will bring about some related expenses, such as dramatically increase workers' compensation insurance, and may incur litigation costs due to labor disputes, which affects the reputation of the enterprise.

Policy and Commitments

We formulate Safety Manual which listed the emergency response procedures and encourage workers to report near-miss incidents and accidents through Accident Injury Report Form to continually improve our workplace safety.

Strategy and Action Plans

- Distribute monthly health promotion public notice and hold related lectures.
- Provide employee health consultation by dedicated occupational safety and health specialist and nurse.
- Conduct on-site safety management and contractor safety supervision.
- Develop online occupational safety training program for all employees.

Effectiveness Evaluation

- Monthly report of occupational injury
- Quarterly meeting of Occupational Health and Safety Committee
- Bi-annual maintenance of firefighting equipment
- Annual audit for workers' compensation claims

2022 Target

- Hire a dedicated occupational safety and health specialist and nurse
- Ensure contractors implement occupational safety and health regulations

2022 Achievement

- Hired a dedicated occupational safety and health specialist and nurse; thus introduced a series of occupational safety programs and control measures
- Contractors are required to fill out the contractor agreement record and consent letter
- Regularly tracked and reviewed contractor's entry permit and construction inspection record form

Short-Term (2023) Target

- Enhance the knowledge and awareness of occupational safety for all employees

Medium-Term (2025) Target

- Build an organization with talent strategies and pipeline that allows effective scale-up as the company further expands
- Enhance the knowledge and awareness of occupational safety for all employees

05

SUSTAINABILITY GOVERNANCE

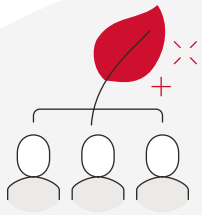
- Established an ESG Committee and a dedicated ESG Department to coordinate sustainable matters.
- Received the first prize in “Business Model Transformation” and “ESG Special Award.”
- No incidents of human rights and code of ethics violations were reported against ViewSonic in 2022.

Notable Achievements and Goals

The education market continues to be a key growth area for ViewSonic's Interactive Flat Panel under the Large-Format Display category. Our ongoing efforts in digital transformation have been recognized externally. In 2022, ViewSonic won the first prize in "Business Model Transformation" and "ESG Special Award" at the Ding-Ge Digital Transforming Award, presented by Harvard Business Review Global Traditional Chinese Edition. These awards acknowledge our transformation into a solutions provider and our contributions to social responsibility and sustainability. For more details, please refer to the section "Committed to Our Employees and Community."

Meanwhile, ViewSonic has been dedicated to corporate sustainable management. **In 2022, we established the ESG Committee and a dedicated ESG Department to coordinate sustainable matters. We have also committed ourselves to the Science-Based Targets initiative (SBTi) to monitor our progress in transitioning to a low-carbon economy.**

Key achievements for the year include continued expansion in the following areas:



In summary, we have established the ESG Committee and a dedicated ESG Department to coordinate sustainable matters.

Education: K-12 & Higher Ed

Education continues to embrace the ViewBoard family of Interactive Flat Panels and Commercial Displays, which also serves as our entry point to new education accounts for products such as desktop monitors, projector solutions and virtual desktop clients. We are dedicated to strengthening our education total solution and expanding the myViewBoard ecosystem.

In 2022, ViewSonic announced its latest strategy, "Ecosystem as a Service" (EaaS). The company has successfully transformed from a hardware provider to a solutions provider, leveraging its expertise and experience. We remain committed to innovation and collaboration with partners to enhance the ecosystem and drive further industry transformation.

We established ViewSonic College to revolutionize digital transformation in education and implement the EaaS (Education as a Service) strategy. Our work benefits not only teachers in Taiwan but also teachers worldwide, including the over 8 million global users of myViewBoard. The ecosystem allows us to optimize EdTech solutions and enable educators to teach online, offline, and in hybrid teaching and working settings, overcoming the challenges of the new normal. Our solutions enable schools to collaborate across regions and countries, teachers to co-create digital courses, and students to access quality learning experiences in or out of the classroom. We have broken down barriers in education and assisted our partners and customers in succeeding, driving global educational transformation forward.

Under a pioneer program in Taiwan, ViewSonic has partnered with schools, educational institutions, and online learning platforms to develop diverse digital learning environments and courses for different subjects and grades. To accelerate progress, in addition to hosting over 1,000 online and offline activities to assist teachers with remote teaching, ViewSonic has partnered with 21 out of 22 local governments to set up training bases and courses to cultivate certified lecturers. Moreover, ViewSonic has leveraged social media to create an innovative teaching community where teachers can share their experiences, creative ideas, and digital materials. We have even organized a teaching demonstration competition. By the end of 2022, our YouTube channel has gained over 8,600 subscribers, and our teaching community has over 34,000 members. More than 6,000 practitioners have been certified as ViewSonic graduates, educators, or trainers, and over 97% teachers in Taiwan have a myViewBoard account. ViewSonic is constantly developing new teaching and learning methods to encourage further transformation as part of our ongoing commitment to innovation.

Professional/Prosumer

In addition to growth in the education market, we have continued to steadily expand our focus on meeting the needs of professional graphics users and prosumers. Whether utilized for pre-press color correction or maximizing cherished family memories, the VP series of monitors solidifies ViewSonic's position as a significant player in the professional prosumer monitor space.

Audiovisual (AV) Integrators

Our Audiovisual (AV) Integrator Program continues to support our channel partners, whose role in sales and customer service is more crucial than ever.

This program, along with our new lineup of Large-Format Display (LFD), provides AV Integrators with everything they need to expand their opportunities, increase profitability, and cater to the requirements of our mutual end-user customers.

Long-term goals for future growth and continued success are guided by a clear strategic vision:

- Global expansion and entry into new markets and channels.
- Leveraging our success in the desktop monitor market to develop leading display technology solutions.
- Delivering market-leading and innovative products.
- Driving efficiency in our operating model.
- Enhancing the global ViewSonic brand within the channel and among end-user customers.

Corporate Governance

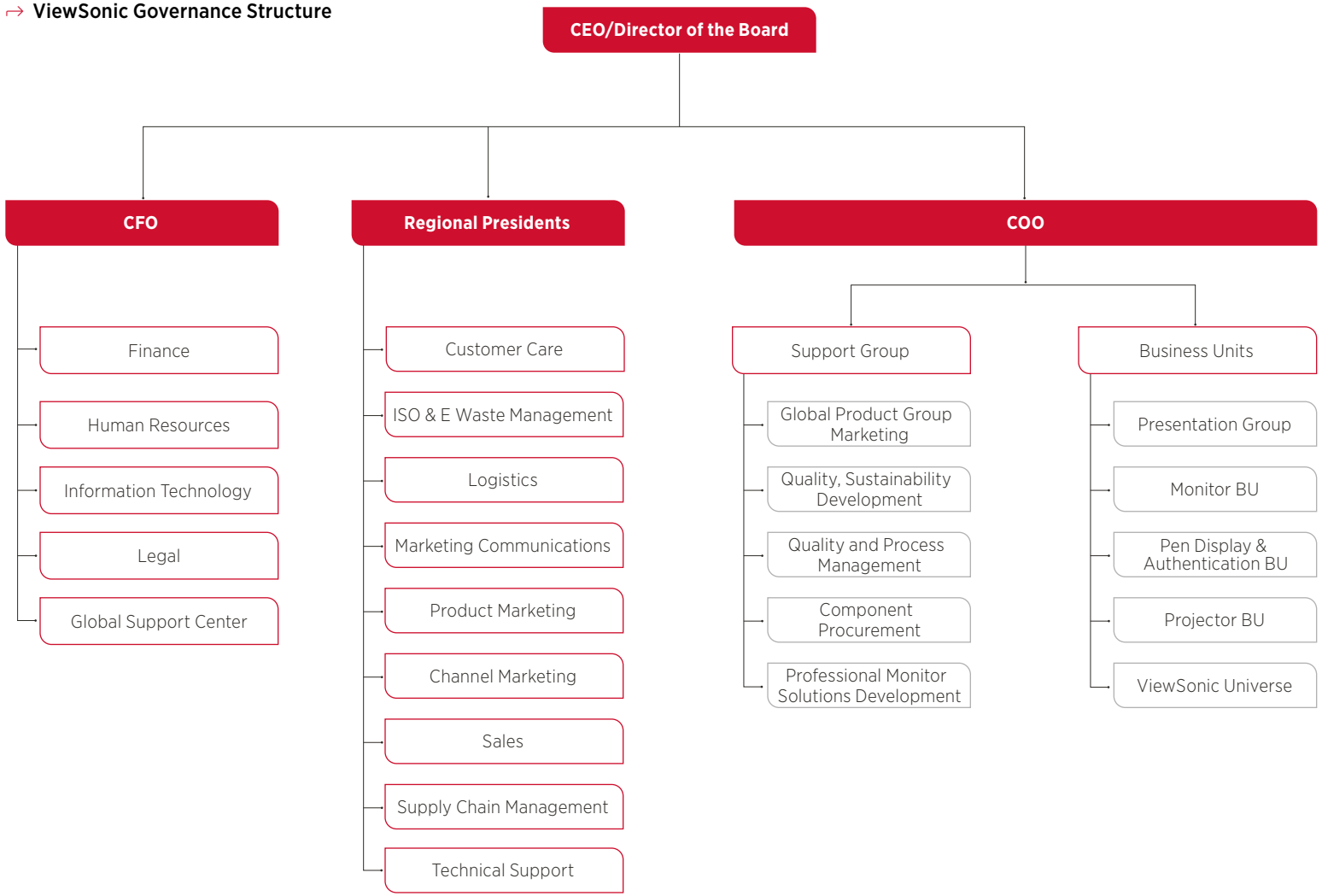
We adhere to the highest standards for corporate governance and emphasize the importance of transparency and accountability throughout the organization. The Board of Directors is ultimately responsible for ViewSonic's governance, with the duty to oversee management performance, set key corporate policies, and make strategic business decisions.

Board meetings are held regularly to review key management performance results, discuss the macro environment as related to ViewSonic products, and formulate strategies for maintaining a competitive market presence.

From our CEO to every employee and supplier relationship, ViewSonic holds itself to the highest ethical standards for conducting business. From our recycling programs, environmental management system and ECO-Office Guidelines, to our commitment to human rights, we strive to show our dedication to being a responsible corporate citizen in all we do. **In 2022, we restructured the Product Quality Assurance Division into Quality, Sustainability Development (QSD). Under the QSD, we established the ESG Department to oversee sustainability affairs. We also established the ESG Committee as the highest governance body responsible for overseeing sustainable performance and developing strategic planning.**

ViewSonic aims to secure customer trust and corporate competitiveness by adopting compliance management as a basic management principle in all our business activities. We built a compliance culture that follows local laws and regulations throughout our business operations. In 2022, we were not subject to any significant fine nor non-monetary sanctions and no cases were brought against us through dispute resolution mechanisms.

→ **ViewSonic Governance Structure**



Sustainability Management

Guided by a vision of a world empowered through display technology, we recognize our significant responsibility to our customers, business partners, and other stakeholders. Our commitment to core values enables ViewSonic to make significant and substantial contributions to communities by acting with integrity, creating rewarding employment opportunities, and supporting environmental and societal sustainability.

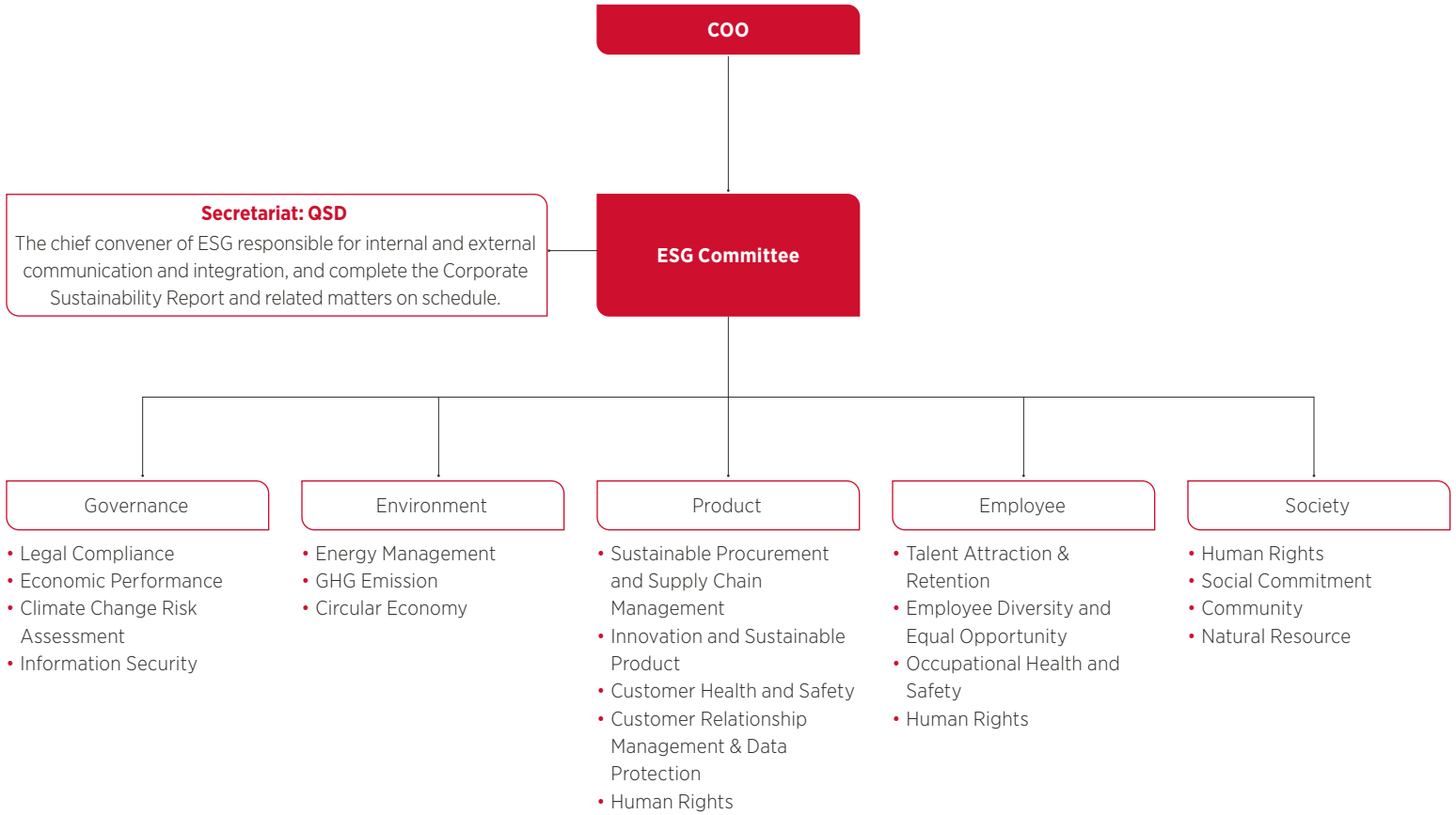
ESG Governance

In 2022, ViewSonic established the Quality, Sustainability Development (QSD) Division as a dedicated department to coordinate ESG matters and integrate internal and external communication to facilitate the company's sustainable development.

The ESG Committee serves as ViewSonic's highest governance body for sustainability management. It is composed of the heads of each business unit, division, and regional office, with the Chief Operating Officer (COO) as the chair and the ESG department under QSD as the secretariat.

The committee convenes two meetings each year to discuss and review the performance and implementation of each working group, which includes governance, environment, product, employee, and society. In 2022, the committee reported the annual performance and strategic planning for the forthcoming years to the COO.

→ **ViewSonic Sustainability Governance Organization**



Code of Ethics

Our Code of Ethics outlines the guidelines by which we conduct business and expects all employees to adhere to. We value integrity, professionalism, and ethical conduct and expect our employees to maintain high ethical standards. Our employees have consistently demonstrated a commitment to creating an ethical workplace.

Embedding the Code of Ethics

The Code of Ethics guides our interactions with all stakeholders, including coworkers, customers, vendors, competitors, stockholders, and other members of the community.

Above all, our employees are dedicated to acting honestly, ethically, fairly, and legally in all areas of behavior. Under the guidance of the Global Chief Financial Officer (CFO), our Human Resources department ensures adherence to the Code of Ethics, including mandatory training for every new employee on their first day of orientation. New employees are asked to sign an acknowledgement of these policies, which is then placed in their personnel file.

Our employees are trained in the laws and regulations relevant to their roles. Our employee policy prohibits any conduct that violates these laws and regulations, including anti-corruption policies, anti-trust laws, and other laws covering anti-competitive behavior.

To avoid conflicts of interest, ViewSonic avoids situations and relationships that may create real or potential biases among coworkers, between supervisors and employees, or between employees and outside parties, including family members. In certain situations, appropriate reassignments or the cessation of activities that may create conflicts may be required. Additionally, all ViewSonic purchases are made strictly based on merit and without favoritism. The products sold, sales prices, terms of sale, and any commercial relationships should be fully and accurately reflected in all invoices, agreements, and internal records.

Our Code of Ethics provides an explanation of our standards, requirements, and expectations in the following areas:

Fairness, respect, and non-discrimination

Financial integrity and prohibition of receiving bribes or other unethical payment of funds

Protection and non-disclosure of any proprietary or confidential information

Prohibition of any activities that could constitute a conflict of interest

Compliance with antitrust and trade regulation statues

Fairness, accuracy, and compliance with applicable laws and regulation in all business activities

Timely, accurate, and complete reporting of internal documents and external certifications

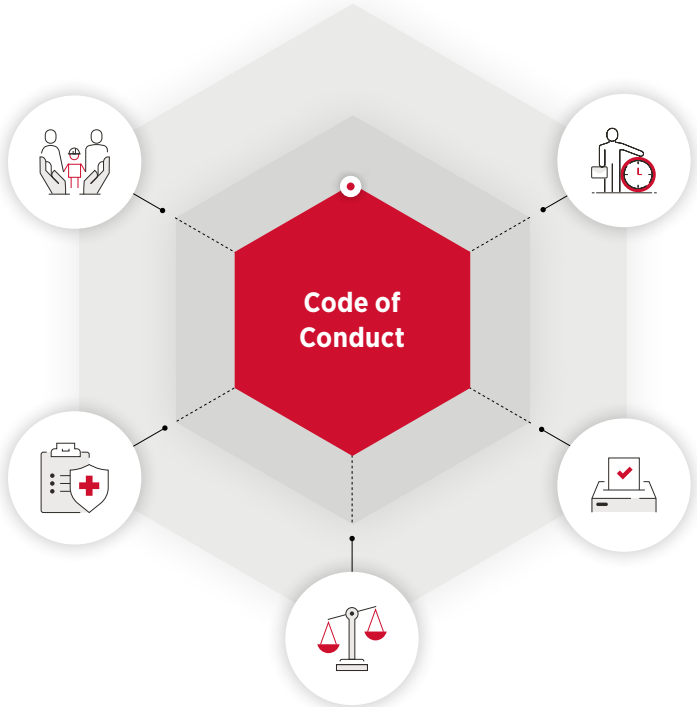
Compliance with laws in all countries in which we operate, including U.S. laws applicable to activities in foreign countries

Participation in professional, community, and charitable organizations or activities

Environmental responsibility

Code of Conduct

Our code of conduct is a set of standards guiding our company's professional conducts on various aspects, e.g., international labor, social responsibility, and environmental issues.



CHILD LABOUR

We do not engage in or support the use of child labor.

FORCED OR COMPULSORY LABOUR

We do not engage in or support the use of forced or compulsory labor.

HEALTH AND SAFETY

We provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work.

FREEDOM OF ASSOCIATION & RIGHT TO COLLECTIVE BARGAINING

In situations where the right to freedom of association and collective bargaining are restricted under law, we shall allow workers to freely elect their own representatives.

DISCRIMINATION

We do not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination, or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.

Reporting Mechanism

Our customers benefit from a competitive marketplace; therefore, we are committed to promoting and protecting fair market practices through full compliance with all laws governing competition.

We have a zero-tolerance policy for violations of the Code of Ethics. Any violations are subject to immediate disciplinary action, which may include termination of employment. Employees are encouraged to report any suspected misconduct or violations of the Code of Ethics to their supervisors, Human Resources, or the Company's Compliance Officer. Whistleblowers are protected under the Corporate Whistleblowing Policy to ensure employees are safeguarded against potential repercussions.

Potential violations of this Code of Ethics related to accounting, auditing, internal auditing controls or disclosure practices can be reported by calling our Ethics Hotline. Complaints submitted through this confidential process will be presented to the Audit Committee of our Board of Directors on a regular basis.

We have designated a Compliance Officer who is responsible for administering the whistleblower policy. The Compliance Officer receives, collects, reviews, processes, and resolves concerns and reports from employees and others regarding the matters described above and similar matters. Employees are encouraged to discuss issues and concerns covered by this policy with their supervisor, who is responsible for informing the Compliance Officer of any raised concerns. If any employee prefers not to discuss these sensitive matters with their own supervisor, they may instead discuss them with the Compliance Officer. The Compliance Officer will refer complaints submitted, as deemed appropriate or as required under the directives of the Board of Directors, to the Board or an appropriate Committee of the Board.

We maintain strict compliance with laws relating to competitive behavior. **In 2022, there were no significant fines or non-monetary sanctions related to anti-competitive behavior or violations of anti-trust and monopoly legislation. No legal actions were pending or completed against ViewSonic and no cases were brought through dispute resolution mechanisms.**

Human Rights Management

ViewSonic takes pride in its diverse workforce and is firmly committed to employment policies and practices based on the skills, abilities, and performance of our employees. We believe in providing equal employment opportunities to all individuals and do not discriminate against qualified applicants or employees based on race, color, religion, sex, pregnancy, national origin, ancestry, citizenship, age, marital status, physical disability, medication condition, sexual orientation, or any other characteristic protected by State or Federal Law. We extend equal employment opportunities to qualified individuals with disabilities in accordance with the provisions of the Americans with Disabilities Act.

Non-Discrimination and Sexual Harassment

ViewSonic's policy ensures that all employees have a safe work environment that is free from unreasonable interference, intimidation, hostility, or offensive behavior from managers, coworkers, or visitors. Harassment in any form is strictly prohibited. Sexual harassment, as defined by federal law, includes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to such conduct is made a term or condition of employment;
- Submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual;
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Embedding Human Rights/ Code of Conduct Commitment

Our code of conduct is introduced and managed by the Human Resources Department and is detailed in the Employee Handbook. All new hires receive orientation training that covers human rights-related issues such as confidentiality, IT policy, safety, and a review of our code of conduct and code of ethics. We conducted orientation training sessions almost every week in 2022 and will continue to maintain them for all new hires regarding human rights-related issues. In the event of a code of conduct violation, employees can report it to the Human Resources Department.

ViewSonic Europe is also committed to combating slavery and human trafficking and does not engage in or support the use or practice of child labor or any forced or compulsory labor (referred to as the "Prohibited Act"). Our Code of Conduct requires us to treat all personnel with dignity and respect. We strictly prohibit corporate punishment, mental or physical coercion, or verbal abuse of personnel. Harsh or inhumane treatment is not permitted. Furthermore, the Code of Conduct ensures that personnel receive a living wage, with wages for a regular work-week, excluding overtime, meeting at least the legal or industry minimum standards. Wages should be sufficient to meet the basic needs of personnel and provide some discretionary income.

ViewSonic America has adopted a code of conduct in compliance with Federal and California Labor Laws and has met the elements of the SA 8000 standard for human rights. Additionally, our Taipei office has been SA 8000 certified since 2010.

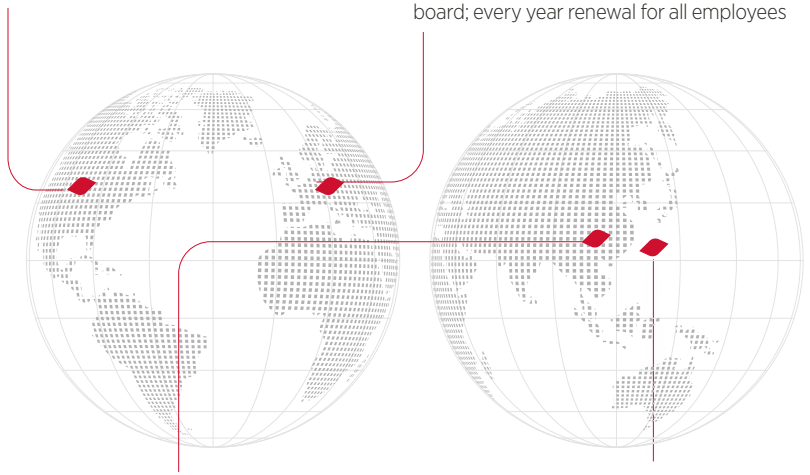
Human Rights and Code of Conduct Awareness Training

ViewSonic America

Training Topic
Harassment prevention
Audience
All employees
Duration (min)
120
Frequency
Every year

ViewSonic Europe

Training Topic
Code of Ethics and Company Conduct Policy
Audience
• New employees • All employees
Duration (min)
30 min for new hires; 15 min for all employee
Frequency
Every week when there are new employees on board; every year renewal for all employees



ViewSonic China

Training Topic
Code of Ethics and Company Conduct Policy in new employee training
Audience
New employees
Duration (min)
300
Frequency
Every month for new hires

ViewSonic Asia Pacific

Training Topic
Code of Ethics and Company Conduct Policy, Workplace Harassment and Bullying
Audience
• New employees • All employees
Duration (min)
30 min for new hires; 15 min for all employees
Frequency
Every week when there are new employees on board; annual renewal for all employees

Grievance Procedure

The Company encourages any employee who believes they have been a victim or prohibited harassment to purse a complaint under this Equal Employment Opportunity (EEO) complaint procedure. Employees who file complaints or provide information are protected by law from employer retaliation.

- An employee who believes they have been subjected to harassment or discrimination should first report it to their supervisor or manager.
- A complaint may be made verbally or in writing to the employee's immediate supervisor/manager or any Human Resources representative.
- Mangers or supervisors who become aware of such situations must immediately report them to Human Resources Management.
- When an EEO complaint is filed, Human Resources Management should be notified for investigation.
- Upon completion of the investigation, Human Resources Management will issue a decision signed by them. The decision will include findings of facts based on the investigation and, if the complaint is found to be justified, the remedy.
- All documents related to an EEO complaint will be maintained separately in the Human Resources office and not combined with the complaint's personnel file.

All investigations will be conducted as expeditiously as possible. In the event of an investigation involving harassment, all personnel must cooperate, assist, and maintain confidentiality. Any employee found responsible for illegal harassment or discrimination will be subject to appropriate discipline, which may include termination. The severity of the disciplinary action will be based on the circumstances of the infraction.

ViewSonic does not discriminate against individuals based on race, sex, age, political affiliation, religion, or disability status. We comply with local minimum age requirements, local regulations, and other relevant provisions. **There were no incidents of human rights violation cases brought against ViewSonic during 2022**.

→ Human Rights Principles follow the SA 8000 Standard:

Human Rights Elements of the SA 8000 Standard	Description
Child Labor	We do not engage in or support the use of child labor.
Forced or Compulsory Labor	We do not engage in or support the use of forced or compulsory labor.
Health and Safety	We provide a safe and healthy workplace environment and shall take effective steps to prevent potential health and safety incidents and occupational injury or illness arising out of, associated with or occurring in the course of work.
Freedom of Association and Right to Collective Bargaining	In situations where the right to freedom of association and collective bargaining are restricted under law, we shall allow workers to freely elect their own representatives.
Discrimination	We do not engage in or support discrimination in hiring, remuneration, access to training, promotion, termination or retirement based on race, national or territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age or any other condition that could give rise to discrimination.
Disciplinary Practices	Prohibit physical abuse, harassment or the threat of either
Working hours	Comply with labor laws, we shall arrange employees' working hours and leaves reasonably
Remuneration	We provide above the minimum wages and benefits required by local law, wages that are sufficient to meet basic needs & provide discretionary income.

Industry and Community Association Memberships

We proactively participate in many industry-related associations to share trends and information in pursuit of a sustainable future. We are actively engaged with the following organizations:

Industry-related associations

- Brea Chamber of Commerce
- AVIXA Corporate Members
- Video Electronics Standards Association (VESA)
- American Chamber of Commerce – Taiwan
- British Educational Suppliers Association (BESA)
- HDBaseT
- Crestron
- Multi Academy Trust Association (MATA)

ViewSonic America Initiatives

- California Department of Toxic Substances Control
- California's Department of Resources Recycling and Recovery (CalRecycle)
- Canadian Stewardship Service Alliance
- Connecticut Department of Environmental Protection
- Éco Enterprises Quebéc (EEQ)
- Government of the District of Columbia, Department of Energy & Environment
- Hawaii Department of Health, Solid and Hazardous Waste Branch
- Interstate Mercury Education & Reduction Clearinghouse (IMERC)
- Illinois Environmental Protection Agency
- Indiana Department of Environmental Management, Electronic Waste Program
- Maine Department of Environmental Protection, Bureau of Remediation & Waste Management
- Maryland Dept. of Environment Waste Management Administration, Recycling & Operations Program
- Michigan Dept. of Environmental Quality, Office of Waste Management and Radiological Protection
- Minnesota Department of Revenue
- Missouri Department of Natural Resources, Hazardous Waste Program
- New Jersey Dept. of Environmental Protection, Solid and Hazardous Waste Mgmt. Program, Bureau of Recycling and Planning
- New York State Department of Environmental Conservation, Division of Materials Management
- North Carolina Division of Pollution Prevention and Natural Resources
- Oklahoma Department of Environmental Quality, Land Protection Division
- Oregon Department of Environmental Quality
- Pennsylvania Department of Environmental Protection, Bureau of Waste Management
- Rhode Island Department of Environmental Management, Office of Management Services
- Resource Productivity & Resource Authority Ontario Canada
- South Carolina Dept. of Health and Environmental Control, Office of Solid Waste Reduction and Recycling
- Texas Commission on Environmental Quality, Pollution Prevention and Education
- Utah Solid & Hazardous Waste Control Board, Division of Solid and Hazardous Waste
- Virginia Department of Environmental Quality, Division of Environmental Enhancement
- Vermont Department of Environmental Conservation, Waste Management & Prevention Division, E-Cycles Program
- Washington State Department of Ecology, Waste 2 Resources Program
- Wisconsin Department of Natural Resources, Waste & Materials Management Program
- West Virginia Department of Environmental Protection, Rehabilitation Environmental Action Plan (REAP)

ViewSonic Europe Initiatives

- Alba Elektro-Elektronik Recycling (Alba) in Germany
- CITEO in France
- El-Kretsen AB Recycling in Sweden
- Elkar (ICT) Recycling in Finland
- Landbell AG für Rückhol-Systeme in Germany
- Responsible Minerals Initiative (RMI) Partner Membership
- RETELA, s.r.o. Recycling in Czech Republic
- ERP UK Ltd in UK
- FUNDACIÓN ECOTIC in Spain

06

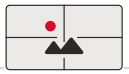
OUR INNOVATION

Projector

- 100% of our LED and laser (lamp-free) projectors use mercury-free light sources.
- In 2022, 25% of our total shipment models are equipped with SuperEco+.
- We are the first projector brand to receive Low Blue Light accreditation for eye protection, certified by TÜV SÜD.
- We have comprehensively introduced high brightness LED technology for business and education projectors.

Monitor

- 55% of our 2022 total models are EPEAT compliant, and 69% of our 2022 total models are Energy Star compliant.
- VG2440 and VG2440V are TCO Certified Edge 2.0 compliant in 2022.
- We have upgraded the certificates of VG2756V-2K, VP3456a, VG2756-2K, VG2756-4K, VG2440, VG2440V, and introduced the new product VG2240 to TCO Certified Generation 9.
- VP2786-4K is the industry-first professional monitor with a built-in color calibrator.
- Our color blindness feature algorithm enables individuals with color blindness to successfully identify color differences at about 90%, which is about 20% higher than conventional color filters.



Large-Format Display

- 84% of our LFD models meet Energy Star requirements, and 25% of our LFD models are EPEAT compliant in 2022.
- IFP6562, IFP7562, and IFP8662 have been awarded EPEAT Silver Certification in 2022. So far, only 2 brands have been awarded EPEAT Silver in the Signage Display category.
- 100% of our LFD models have flicker-free and blue light filter functions. In 2022, low blue light from hardware technology has been newly added to protect the eyes of end users.

myViewBoard

- myViewBoard Sens helps teachers optimize distance learning during the COVID-19 pandemic.
- myViewBoard Sens with air quality monitoring features is designed to ensure the health of students and teachers in the classroom.

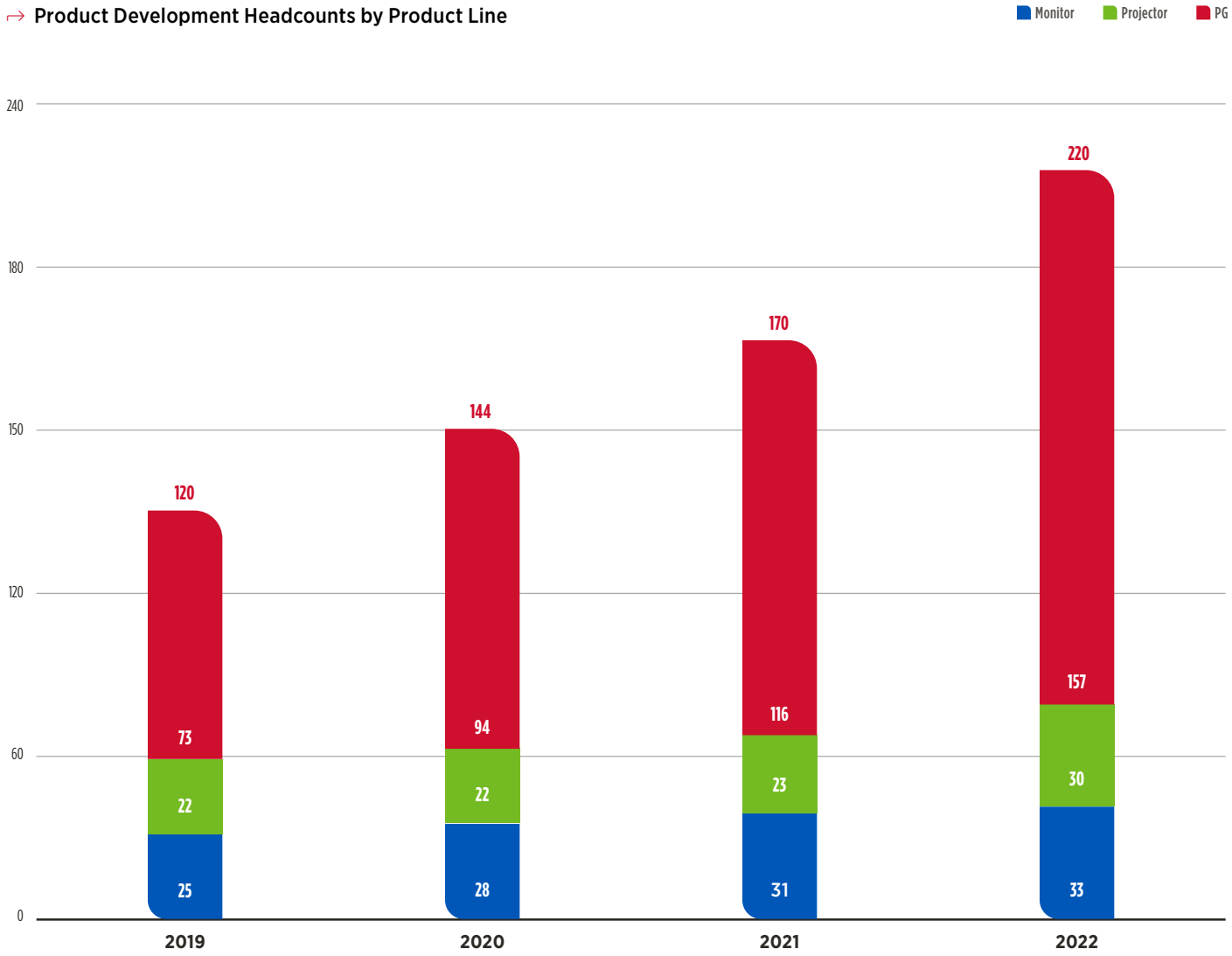
Product Innovation

Sustainability is not just a buzzword or an afterthought for us; it is a priority that is integrated into every aspect of our operations. We consider sustainability at every stage of our product lifecycle, from development and production to customer use and end-of-life disposal. The health of our planet is crucial for the sustainability of all life, including humans. Pollution and climate changes pose significant threats to clean water supplies, livelihoods, wildlife, and security. Our customers value sustainability, and so do we. We believe that superior product design requires careful consideration of the environment. As sustainability is a core value at ViewSonic, we strive to develop display solutions that contribute to a better world and build a brand that both we and our customers can take pride in.

Our medium-term innovation program, TOTAL SOLUTION, focuses on software development and system integration. It aligns with our product strategic direction, which emphasizes user-friendly design and enhanced the energy efficiency for our core display products. We are dedicated to advancing technologies that offer user-friendly functions and prioritize environmental and user health protection. We continue to invest in product development and increase the number of product development personnel each year to drive innovation.

Our Strategic Innovation vision is to expand globally, enter new markets, and reach new channels. We leverage our success in the desktop monitor market to develop leading display technology solutions. We strive to deliver market-leading and innovative products while driving efficiency in our operating model. We collaborate with third parties for user research, wireframe development, user interface flow, graphical user interface design, and customize motherboard design. Our next step is to establish an in-house team capable of handling all these tasks. We measure our innovation success through awards and recognitions Please refer to our Recognition & Success section for details.

Product Development Headcounts by Product Line



Product Design Consideration

We develop and design our products with three key considerations in mind: 1) User experience, 2) Eco-friendly, and 3) Human well-being. When designing our monitors, projectors, ViewBoards, commercial displays and myViewBoard, we ensure that the lifecycle of the products is eco-friendly and incorporate features that have a lower impact on human well-being. We create solutions for businesses and education with user experience as a priority.

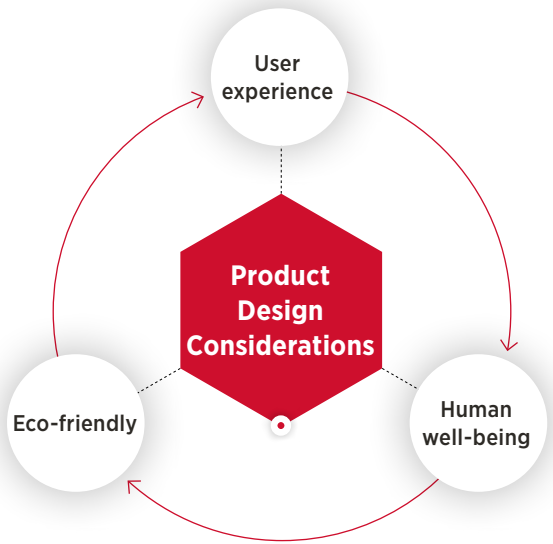
Below are the eco-friendly elements we consider during product innovation and design:

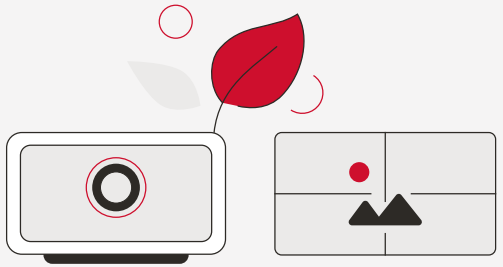
- We evaluate the sourcing of components used in the product or service.
- Our product contents comply with RoHS regulations to minimize environmental and social impacts.
- The labeling on our products adheres to safety standards (NRTL, LVD, NOM, S-Mark) for usage safety.
- We ensure proper disposal practices and adherence to environmental and social impact regulations. (WEEE)
- We incorporate the use of post-consumer recycled materials.
- We design our products to be upgradeable, extending their longevity.

All our products are designed for ease of disassembly and recyclability. External enclosures, sub-enclosures, chassis, and electronic subassemblies can be easily removed using commonly available tools, by hand, or through automated processes used by recyclers.

To effectively communicate with our users, safety and eco-design information can be found on our system rating labels, cartons and/or quick start guides (QSG). Furthermore, our user manuals provide details on global compliance information and include warnings related to product use.

→ **ViewSonic Product Design Considerations**





Example of ViewSonic Product Design Considerations: Projector Case

When designing a projector, we consider the potential health concerns related to exposure to intact or broken lamps. We have found that the presence of mercury in the atmosphere resulting from lamp breakage poses no significant risk to individuals. We innovate eco-friendly solutions that extend the lifespan of our products or incorporate environmentally friendly features/materials. We also ensure that we provide information necessary for the proper disposal of lamps containing mercury in accordance with local, state, or federal laws. Additionally, we offer a recycling program for users to return the product to us for safe disposal.

Example of innovation: Large-Format Display (LFD)

Our goal with LFDs is to develop international digital innovation in education through ViewBoard and myViewBoard. We collaborate with educators in Taiwan to help them transition from traditional teaching methods to digital teaching methods using educational technology.

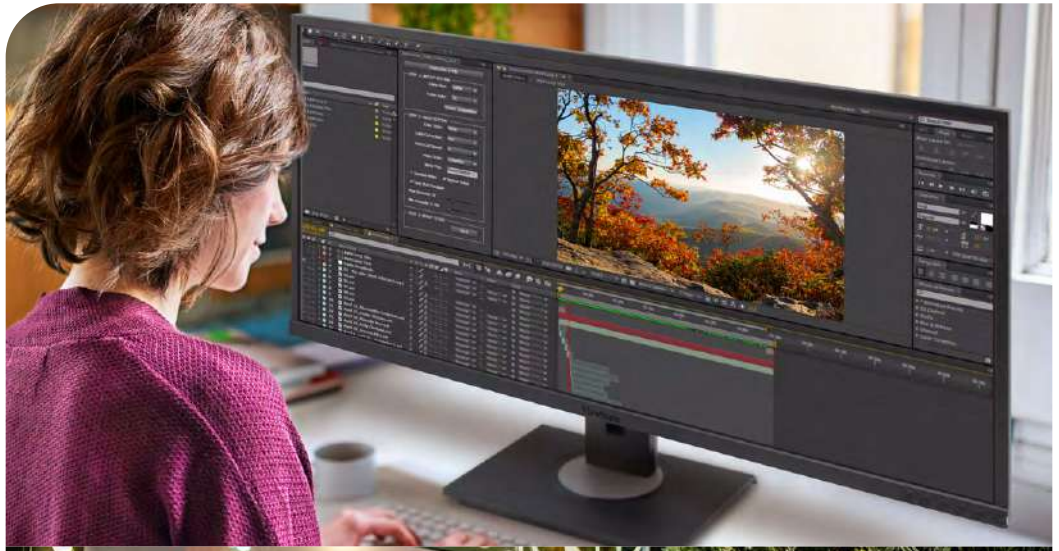
Our Presentation Group has established a product development team that focuses on touch experience, electrical engineering, energy efficiency with low blue-light emissions, and user-friendly interfaces. This team leads the way in developing innovative technological solutions for Large-Format Display products. To advance our touch electronic engineering technology, we challenge conventional thinking and design original models with higher entry barriers, such as Mother Board (MB) or Input and Output design (I/O design), while enhancing energy-efficient functions.

Our Presentation Group has been increasing investment in product development resources annually from 2018 to 2022. Our teams are dedicated to offering solutions in area such as creating the myViewBoard Ecosystem, providing energy-efficient solution, using environmentally friendly packaging, and developing technologies to protect customers' eyes.

User Experience

As an innovator and visionary, we have consistently helped people "See the Difference" with our portfolio of products, which includes Monitors, Projectors, Large-Format Display such as Digital Signage. We combine these products with class-leading Software and Services. To stay ahead of the digital transformation trends worldwide, we expand and diversify our business using our expertise in visual technology across educational, enterprise, consumer, and professional display markets. Our myViewBoard Team is responsible for driving innovation within our company.

Our innovation team focuses on different products for various verticals. The team consists of experts from different fields who research and study user experience (UX) and user interface (UI) resources. They are incorporate software and app reviews into hardware designs, advance touch solutions such as Infrared (IR), In-Glass IR, ITO Projected Capacitive (PCAP), Metal Mesh PCAP, SNW PCAP, In-Cell PCAP, and conduct research on touch electronic engineering. In the post-COVID era, our team has also launched the latest immersive 3D virtual environment for educational purposes. This not only bridges the urban-rural gaps; but also enhances the learning experience in the classroom.



ViewBoard/myViewBoard

Our ViewBoard series and myViewBoard Ecosystem provide interactive capabilities for classrooms and enterprises. The embedded software supports content sharing and digital whiteboard annotation for collaboration.

Our goal is to become No. 1 provider capturing the main market share in Interactive Flat Panels (IFP) by offering users the best touch experience, the most innovative touch solution, and energy-efficient core displays. Our ViewBoard has received numerous awards, including the Back to School Awards of Excellence by Tech&Learning, Reseller Choice Awards - Best Interactive Digital Display by eChannelNews, and EdTech Breakthrough Award by EdTech. Please refer to our Recognition & Success section for a complete list of awards.

Within the myViewBoard platform, we have implemented dashboards that allows IT administrators and building managers to gather business intelligence and gauge usage metrics such as scheduling on/off, meeting room light brightness, air conditioning, and social distancing measures.

Our wireless collaboration displays are equipped with sensors that report air quality. To more efficiently maintain and ensure optimal performance with minimal energy waste for our ViewSonic hardware devices, we have developed myViewBoard Manager, our device management solution.

Our ViewBoard and myViewBoard solutions have helped educators adapt to changing technology and transition from traditional analog teaching methods to new digital teaching methods. Our innovation does not stop there. We collaborate with academic institutions to study ergonomics and user behaviors in school environments for product innovation.

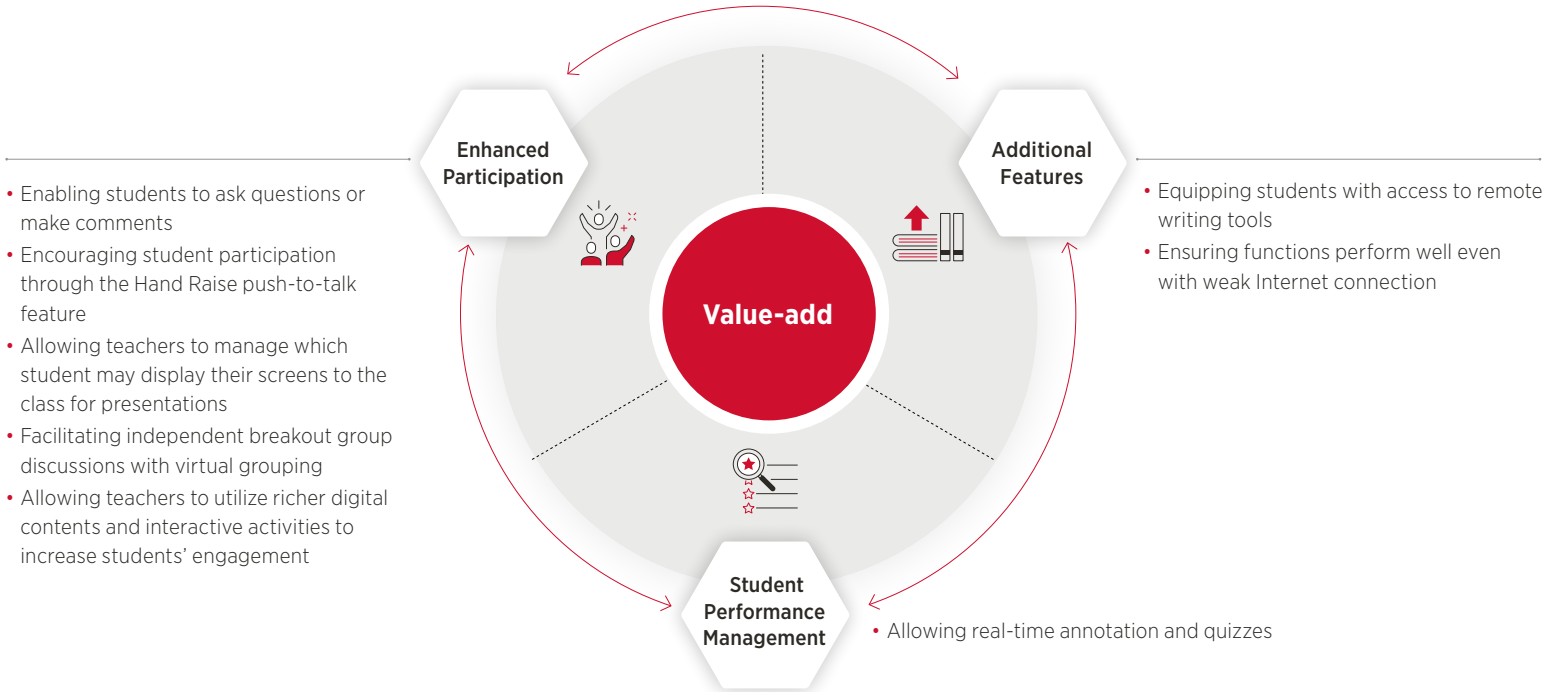
Our customer-centric approach to solution development is key to our product's success.

myViewBoard Classroom

We have made it our mission to develop a hybrid teaching tool that offers teachers the capabilities to continue inspiring their students with engaging lessons regardless of isolation. With myViewBoard Classroom, ViewSonic stands at the frontline to keep education running during the hardest time. Furthermore, myViewBoard Sens has been outstanding during the epidemic. Driven by advanced machine learning, Sens collects environmental and engagement metrics to optimize schools for the best possible learning outcomes one classroom at a time. It can measure the emotions of students in remote areas, provide real-time self-development monitoring, optimize classrooms for learning outcomes, and ensure compliance with health protocols. Together, these features create an interactive and safe myViewBoard Classroom.

The table below highlights the features that make myViewBoard Classroom a glue that holds society together. We aim to leverage our technological expertise to be part of the solution during this outbreak.

→ myViewBoard Classroom features



- Enabling students to ask questions or make comments
- Encouraging student participation through the Hand Raise push-to-talk feature
- Allowing teachers to manage which student may display their screens to the class for presentations
- Facilitating independent breakout group discussions with virtual grouping
- Allowing teachers to utilize richer digital contents and interactive activities to increase students' engagement

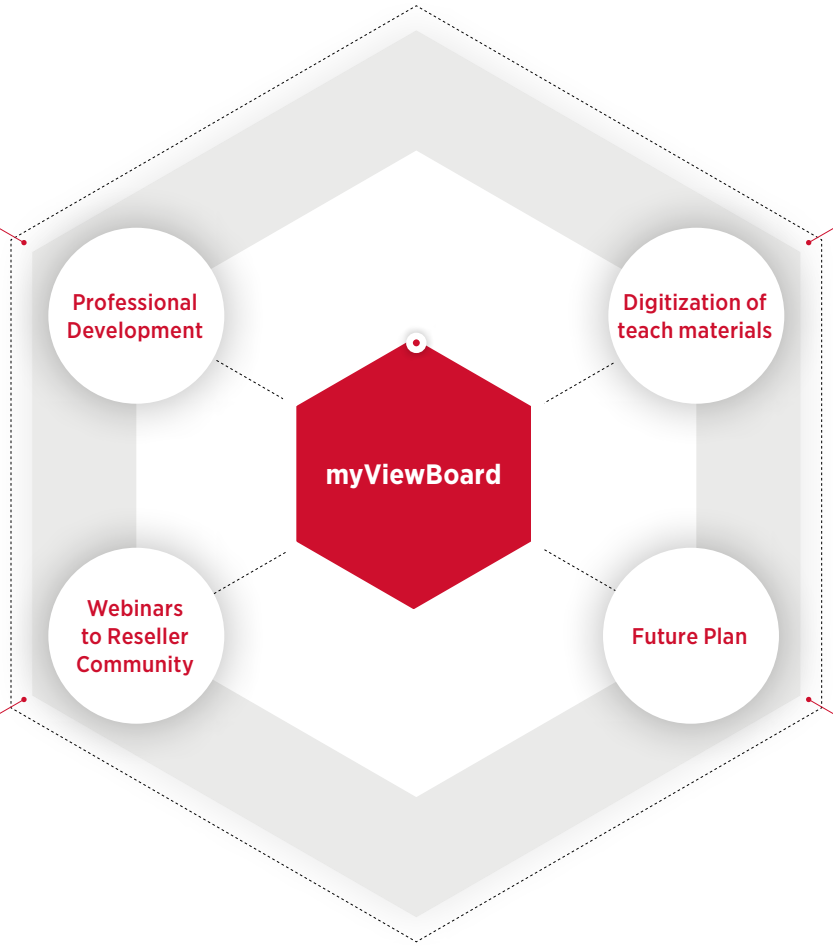
- Equipping students with access to remote writing tools
- Ensuring functions perform well even with weak Internet connection

- Allowing real-time annotation and quizzes

ViewSonic has dedicated in a wider application of myViewBoard since the COVID-19 pandemic scenario. In 2022, We are more passionate about integrating Seamless Display hardware and teaching software to education market.

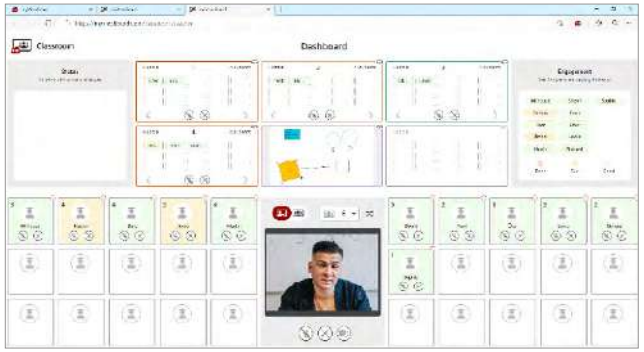
ViewSonic has a team of professional trainers who are committed to making sure schools and teachers are successful with ViewSonic ViewBoard interactive flat panels and myViewBoard software. Throughout the pandemic, the ViewSonic PD team has conducted numerous trainings to schools across the globe virtually and in-person, which comply to local safety protocols, to ensure teachers are well trained on ViewSonic technology so they are ready to teach regardless of where they are.

ViewSonic channel marketing teams organized regular virtual webinars for our reseller communities during the pandemic to help them stay on top of the latest trends in ViewSonic product offerings and market trends in such WFH and Collaboration spaces.



myViewBoard software suite is an ecosystem of tools which helps teachers bring their teaching to the next level, all in a digital way. Teachers can now build lesson plans, manage students in remote settings and create collaborative teaching environments through features like digital whiteboard, screen sharing and huddles. This has been a very powerful tool as we went through remote learning, now to in-person instructions. myViewBoard ecosystem will be making improvements and deploying new features on a regular basis.

ViewSonic will continue to develop the education ecosystem and provide advanced software products and features, enriching learning efficiency through interactive class features and dynamic materials.



myViewBoard Sens

myViewBoard Sens is designed to prioritize anonymity. It is an intelligent sensor that captures and analyzes data from the entire classroom or meeting room, generating unique indicators from the collective group and environment without relying on individual profiles.

Sens collects environmental and engagement metrics to optimize schools and create the best possible learning outcomes on a classroom-by-classroom basis. The intelligent sensor can also detect students' emotional states, enabling teachers to enhance the overall learning experience. Furthermore, in the context of the pandemic, Sens utilizes a scientifically supported algorithm to create an optimal environment that ensures the health of both students and teachers.

We want to emphasize that our innovative product is designed to maximize learning outcomes while fully respecting users' privacy. Sens does not function as a camera, meaning it does not involve facial recognition, image recording, or personal data storage under any circumstances.

Main Features and Highlights:

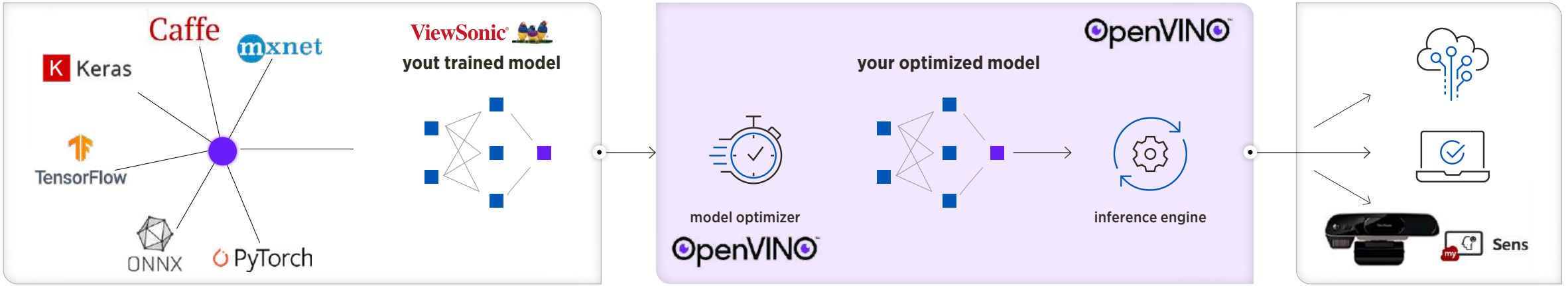
Wellness Compliance
Assists schools in reducing virus transmission rates and maintaining a safe and healthy environment, particularly in relation to COVID-19

Engagement/Environment Factors
Supports principals in conducting new teacher training and helps teachers optimize the learning space

Sens APP/Web Dashboard
Includes features such as air quality monitoring and multi-room insight analysis

AI Model Training
Collaboration with academic institutions to enhance performance in real classroom setting

Please refer to myViewBoard Sens for more information.



myViewBoard Sens with air quality monitoring feature

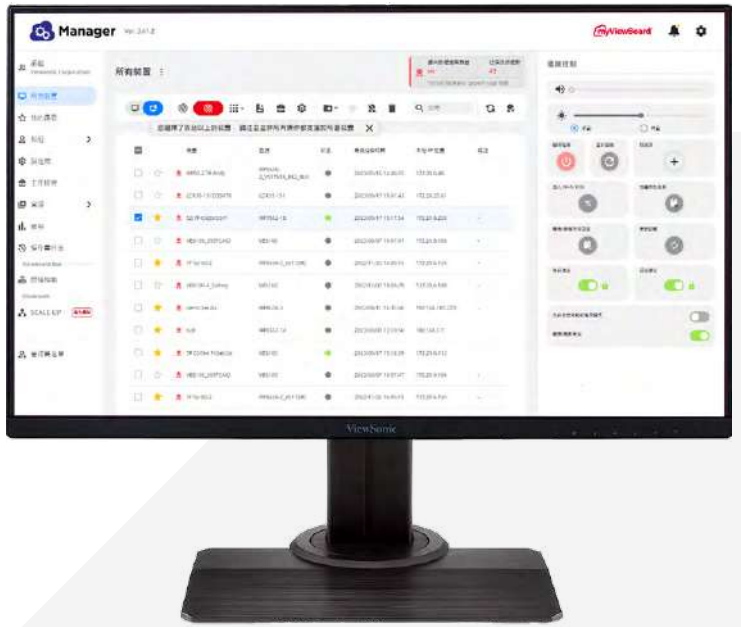
Sens provides real-time air quality data and insights to help users to keep the workplace and classroom safer and healthier on an ongoing basis. After plugging an ethernet cable to connect the Air Quality Sensors to the interactive ViewBoard and its slot-in PC, Sens can detect temperature, humidity, lighting, TVOCs and CO_2 in the room. Users can view the conditions of indoor air quality in real-time and historical data from the ViewBoard display and myViewBoard Sens web dashboard to ensure student and teacher health.

Industry-Academy Cooperation with Tamkang University

To collect more data from real classroom for our AI model training, AIoT team had discussed with TamKang University department of educational technology for a project to put Sens camera in a physical classroom along with our ViewBoard/ myViewBoard for a specific course one semester. This project has collected 20 classroom video datasets with annotation from teachers, so classroom data is quite valuable for our engagement AI model training.

Remote management for ViewBoard

myViewBoard Manager is not only a IT management of ViewSonic devices with a simple dashboard, but also capable of turning the ViewBoard into the versitile digital signage through media management. With myViewBoard Manager, entity admin can remote control: ViewBoard volumn, power off, restart, input source, add Wi-Fi SSID, auto firmware update, screen lock, allow installation of unknown apps, screen on or off. In addition to remote control, data collection is another features of myViewBoard Manager. The main collected data includes total managed device, total managed device entity, device model, remote-controlled function ranking, active device trend, etc.



Monitor

Featuring state-of-the art ergonomic design, ViewSonic® docking monitors are the perfect setup for your changing work environment. With multiple input connector design, office will no longer be the only option for business. Now you can bring your portable monitor to anywhere and make your work environment more flexible. Moreover, with USB-C single-cable connectivity. In addition to ViewSonic® docking monitors, VX1755 enhanced display size to provide user more comfortable mobile environment with bigger image.

WebCam with Monitor

To make it easier for users to integrate into the new remote working environment in the future, ViewSonic designed the WebCam Monitor with fill light. With a fill light and adjustable angle lens, it provides users with better video effects. In addition, ViewSonic is also the first to put the two-way noise reduction function into the monitor, providing users with better voice communication.

Gaming Monitor with 100Hz

Users have always needed to pay higher cost to enjoy Gaming monitor's high-performance, smooth, and tear-free screen. To reduce the burden on users, ViewSonic launched 100Hz monitors in Y2022. It allows users to enjoy eye comfort and better image quality at a more affordable price.

Eco-friendly

We are committed to delivering environmentally friendly products with energy-efficient features and recyclable components. Our key environmental priorities include reducing both energy usage and electronic waste, and all ViewSonic products are developed in accordance with our environmental policy. We share our energy efficient designs in this section, and we share electronic waste progress in Committed to Our Environment.

Improving the energy efficiency of our monitors, LFD, and projection products is a key focus of our environmental initiatives, and we lead by example. We're proud to be the first display brand to offer a complete line of energy-efficient LED displays and we employ environmentally responsible manufacturing practices. We consider environmental protection and innovate energy conservation solutions on our products.

Case with EPEAT

The Electronic Product Environmental Assessment Tool (EPEAT), which was published by US EPA and IEEE 1680 since 2003, revised to 2018 version, which introduced the concept of post-consumer recycled plastic or bio-based plastic, which will be our important target in the future. Our products registered with EPEAT can be found on the EPEAT website. In 2022, we have 14 new EPEAT monitor models, achieving 55% of our monitor products EPEAT certified. 25% of our LFD models are also EPEAT certified this year.

→ Number of EPEAT Certified Monitor and Large-Format Display Models

Product	Monitor				LFD			
Year	2019	2020	2021	2022	2019	2020	2021	2022
# of EPEAT models	39	56	67	76	10	10	11	20
# of total models	125	133	136	137	50	49	58	79
% of EPEAT model	31%	42%	49%	55%	20%	20%	19%	25%

Note: LFD includes Interactive Flat Panel & Commercial Display models; trolley, PC, and accessory are excluded from the data

The products featured on this page are our VG2756V-2K (left) and VX2716 (right), which are Energy Star plus EPEAT compliant. To learn more about the products, please click on the model's name above for details.

EPEAT Gold Level Achievement

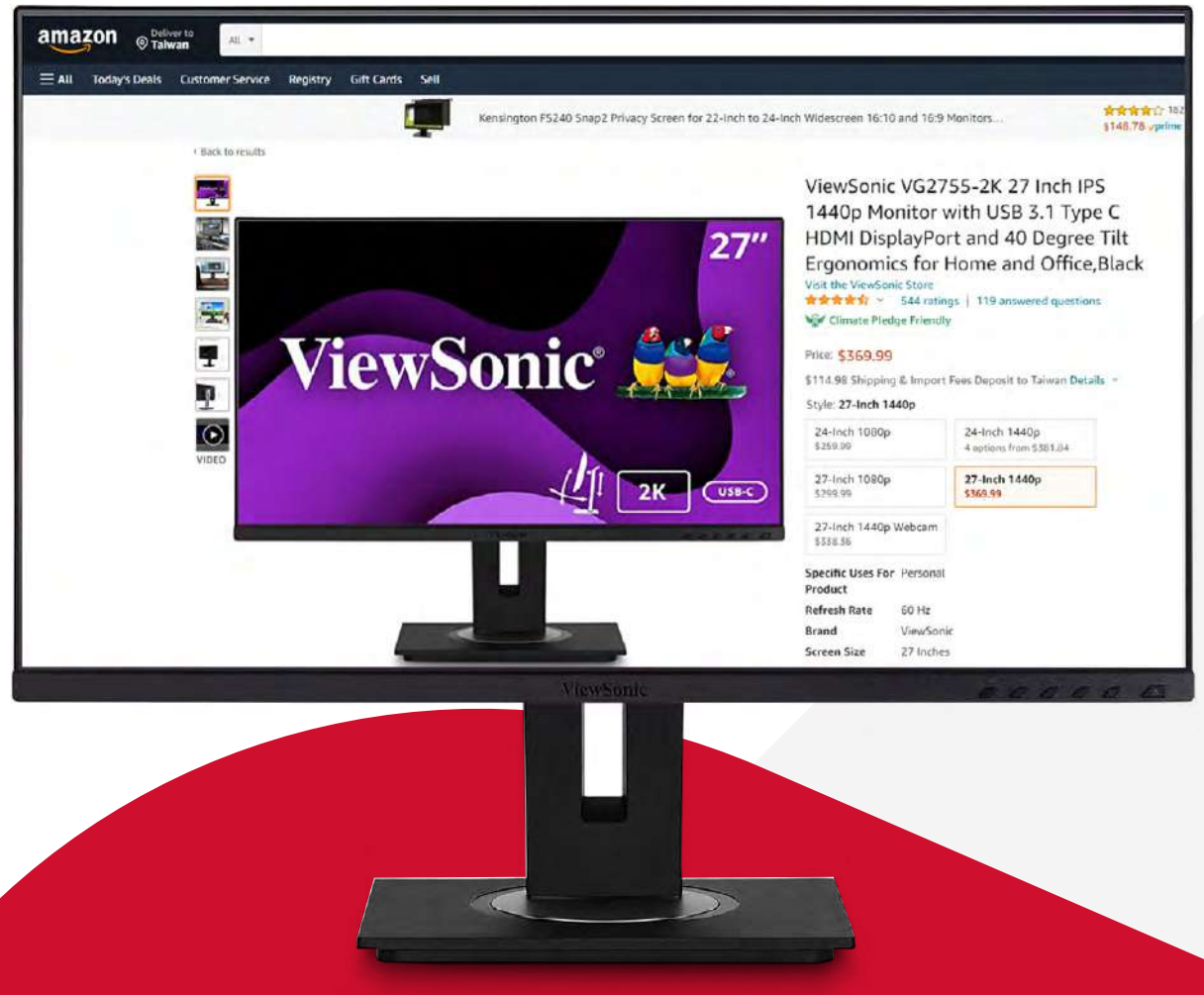
There are Bronze, Silver and Gold 3 levels in the EPEAT rating system. Products labeled with the gold certification can be regarded as the most sustainable compared to others, since they need to meet all required criteria and 75 - 100% of the optional points from the rating system. To meet EPEAT Gold criteria, ViewSonic acquired ISO 45001 and ISO 50001 certification in 2021 and set the goal of 100% of all Tier 1 suppliers certified with ISO 45001 in 2022 & 50001 in 2024. Besides, we invested less environmental impact materials, such as halogen-free PCB, safer flame-retardant chemicals on cables, in EPEAT Gold products and established best practices for Conflict Minerals due diligence to make this achievement.

VG2455 and VG2755 are the first 2 models meeting EPEAT Gold criteria since the new standard was released in 2018. We will follow the same approaches to certify more EPEAT Gold models to compete with other brands and contribute more to the environment.

The leader in the Interactive Flat Panel Industry – IFP EPEAT Silver Certification

"ViewSonic leads the way with our innovation in interactive displays, with functionality, product design and sustainability in mind". In 2022, our next-generation ViewBoard 62 series has been awarded EPEAT Silver Certification, which is the highest environmental rating achieved by any interactive flat panels currently on the market. ViewBoard 62 series excels in categories of energy consumption, supply chain carbon emissions, and end-of-life management. Furthermore, it scored full points on the optional criteria of "life cycle assessment and carbon footprint" and "corporate social responsibility". ViewSonic not merely provides products that meet the user's diverse needs, but also provides products that can lead to better environmental outcomes and benefit the broader community.

Climate Pledge Friendly



Amazon Climate Pledge Friendly

To turn the climate crisis into climate actions, ViewSonic aligned with Amazon's "Climate Pledge Friendly" initiative to provide a sustainable option for E-commerce. This initiative aims to help customers to shop for more eco-friendly products. Products that are certificated by one of the sustainability certifications (e.g., EPEAT, Energy Star, FSC) can be listed as 'Climate Pledge Friendly' on Amazon. Regarding the sustainable business, we endeavored to develop more sustainable products to fulfill our corporate responsibility. With 41 models certificated as 'Climate Pledge Friendly' on Amazon in 2022, users can have a better choice on ViewSonic environment friendly products now. Reference: Amazon Climate Pledge Friendly

Source: https://www.amazon.com/ViewSonic-VG2755-2K-Monitor-DisplayPort-Ergonomics/dp/B07L55CTT1?ref_=ast_sto_dp&th=1

Case with Energy Star

Our LCD monitors and LFD are Energy Star compliant. Energy Star is a U.S. Environmental Protection Agency voluntary program and is an international standard for energy efficient consumer products. It has strict requirements on both operation and standby power consumption for display products.

A. Monitors

To improve power efficiency, engineers improve panel structure, improve electric and firmware design to achieve Energy Star requirement. We pay high attention to the energy consumption of our products on consumers' behavioral model. We continue to improve our monitor and Large-Format Display power efficiency through system optimization. In 2022, 69% of our monitor (95 of137 models) were Energy Star certified, and 3% of power efficiency improved from 448 nW/resolution/inch to 435 nW/resolution/inch on Energy Star monitor (exclude gaming and power charge monitor). All our selling models are qualified with the new Energy Star 8.0 standard in 2022.

→ **Number of Energy Star Certified Monitor Models**

Product	Monitor				
Year	2018	2019	2020	2021	2022
# of Energy Star models	97	103	79	90	95
# of total models	118	125	133	136	137
% of Energy Star models	84%	82%	59%	66%	69%

The products featured on this page are our VA2715-2K-MHD (top) and IFP8662 (bottom) models, which are Energy Star and EPEAT compliant. To learn more about the products, please click on the model's name above for details.

B. Large-Format Displays (LFD)

To meet Energy Star standards, we had breakthrough LFD features listed below:

Power Saving Mode
reduces
energy consumption from the lamp driver

Eco Mode
dims to 70%
of maximum power, for energy savings and extended lamp life

Super Eco Mode
dims to 30%
of maximum power for even greater energy savings and lamp life

Standby Mode
<0.5W
- met by all products

In 2022, 100% of our LFD selling models have power consumption features and 84% of LFD total models met Energy Star certification. We aim to continue to increase the ratio of LFD products which meet the latest Energy Star 8.0 Standard.

→ Number of Energy Star Certified Large-Format Display Models

Product	LFD			
Year	2019	2020	2021	2022
# of Energy Star models	28	30	36	16
# of total models	50	49	49	19
% of Energy Star models	56%	61%	73%	84%

*LFD only includes IFP and Commercial Display models, trolley, PC and accessory are excluded from the data
**Total models include new launched models and existing models in the year

The products featured on this page are our CDE 30 Series models, which are Energy Star, EPEAT compliant. To learn more about the products, please click on model's name above for details.

Case with TCO

TCO Certified is a third-party eco-labelling certification. The latest version of TCO Certified Generation 9 was published on June 1, 2021. In comparison with the former version, TCO Generation 9 has a higher standard and requests on energy management system requirement (ISO 50001), product carbon footprint reporting, halogen material restriction (e.g., halogen-based fire retardant using on PCB) and recycled raw material using. TCO Generation 9 also emphasizes the socially responsible manufacturing and hazardous substances controls to ensure products are produced in a more sustainable way. To meet new TCO Generation 9 requirements, ViewSonic has invested a lot of resources in product designs, material selections and factory management. New measures, such as product carbon footprint, conflict minerals (Cobalt is classified in the latest regulation) and anti-corruption requirements had been implemented in 2021. With the TCO certification process, we enhance suppliers' awareness of human rights and produce more eco-friendly products. In 2022, VG2240, VG2440V, VG2440, VG2756V-2K, VP3456a, VG2756-4K, VG2756-2K, VG2748a and VG2448a are certified as TCO Generation 9.

CERTIFICATE

TCO Certified, generation 9

for displays

Brand name: ViewSonic
Model name: VS18980

Certification date: 2021-12-01
Expiry date: 2023-12-01

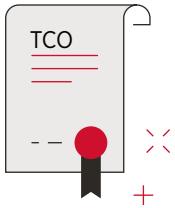
Toward sustainable IT products

TCO certified is the world-leading sustainability certification for IT products. It is an easy-to-use tool that helps you get environmental and social sustainability right. Criteria are mandatory, tough, and apply globally. Compliance is always independently verified.

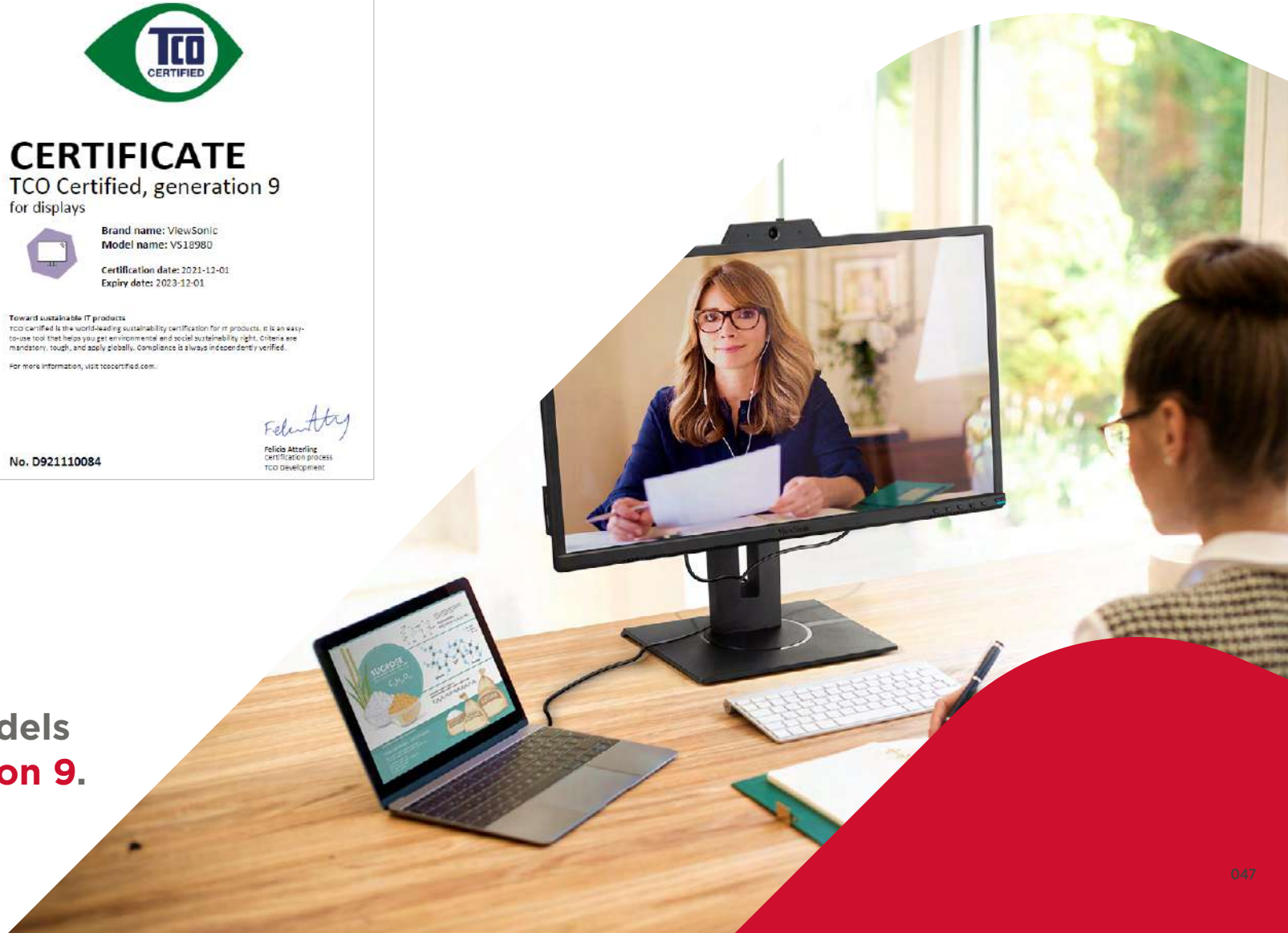
For more information, visit tcocertified.com.

Felicia Attering
Certification process
TCO Development

No. D921110084



In 2022, 9 of our monitor models are certified as TCO Generation 9.



Case with ECO mode Projectors

The projector division continued to focus on reducing projector energy consumption. Energy Star certification is not offered for projection technology. In lieu of this well-known symbol of environmental standard in the United States, ViewSonic is proud to offer many projectors that meet the stringent European Energy-related Products (ErP) Directive guidelines for standby power consumption.

Enacted in 2009, the ErP Directive for eco-design mandated restrictions on energy use and required products to be designed to mitigate environmental impact. Among the many issues addressed by the ErP is the power consumed by many electronic products when in standby (or off) mode. This is the electricity that equipment needs to stay in a convenient "ready" state that allows it to be used quickly when needed. While a relatively small amount for individual devices, in aggregate, standby power draw accounted for 47-billion kilowatt hours of electricity in the EU in the most current measurement available prior to enactment of the ErP. For projectors, 100% of models meet the stringent ErP Directive guidelines for standby power consumption (requirement of drawing less than 0.5 watts of power when in standby mode). ErP also mandated the inclusion of an automatic power management function.

Power saving mode automatically helps reduce lamp power consumption by switching the lamp mode from Normal to SuperEco mode after 5 minutes. The use of power saving mode can extend lamp life to 10,000 hours (about 1 year 1.5 months).

In 2022, all 84 projector models were shipped with the power-saving ECO mode as the default setting.

→ **Number of ECO Projector Models by Features**

Year	2019	2020	2021	2022
Total Projector Shipment	70	59	57	84
ECO Projector Model	70	59	57	84
% of ECO Projector Model	100%	100%	100%	100%
A. SuperEco+ Lamp Model	7	9	12	21
% SuperEco+ Lamp	10.00%	15.25%	21.05%	25%
B. LED Projector Model	4	8	11	27
% LED Projector	5.71%	13.56%	19.30%	32.14%
C. Laser Projector Model	3	7	11	12
% of Laser Projector	4.29%	11.86%	19.30%	14.29%

Examples of how we save energy

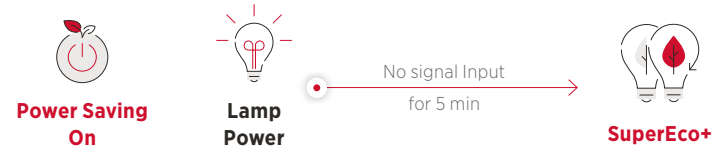
A. Traditional Mercury Lamp Projector Highlight

1) New Lamp projector mode, SuperEco+, increases lifespan from 15,000 hours to 20,000 hours

20,000
Hours of Use

The new lamp mode, SuperEco+, supports lamp life amazingly up to 20,000 hours (about 2.5 years) and increases more than 33% of lamp lifespan compared to the previous models of 15,000 hours (about 1 year 8.5 months). This brings users to reduce their total cost ownership thanks to the advantage of long lamp life.

2) More efficient Power Saving Model Transition



Moreover, when Power saving mode is enabled, new models can directly change to SuperEco+ mode within 5 minutes when there's no input signal. The new feature saves 15 minutes in waiting time compared to the previous model. The Power Saving Model not only reduces the waiting time but achieves the goal of saving energy. In 2022, 21 models are phased-in, and it represents 25% of total shipment models.

* Power saving mode is the feature which can change lamp mode from normal mode to SuperEco+ mode, it can reduce the power consumption of lamp automatically when there's no signal input detected.

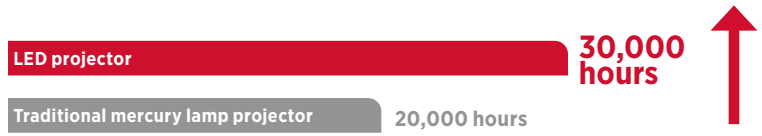
In 2022, 25% of our total shipment models are equipped with SuperEco+.

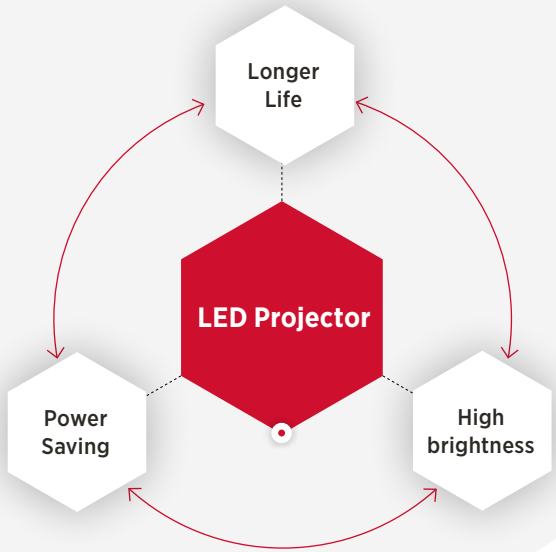
B. LED Projector Highlight

1) Longer Life span than the traditional lamp projector

Our new LED projector model provides up to 30,000 hours (about 3.5 years) of usage, a significant upgrade from the traditional mercury lamp projectors with up to 20,000 hours (about 2.5 years). The LED light source offers not only a longer-lasting projector life, but also a greener and lamp-free one.

Our new LED projector model provides up to 30,000 hours of usage





Technology on the ViewSonic new laser projector improves around 20% of brightness then the previous generation

2) Power Saving

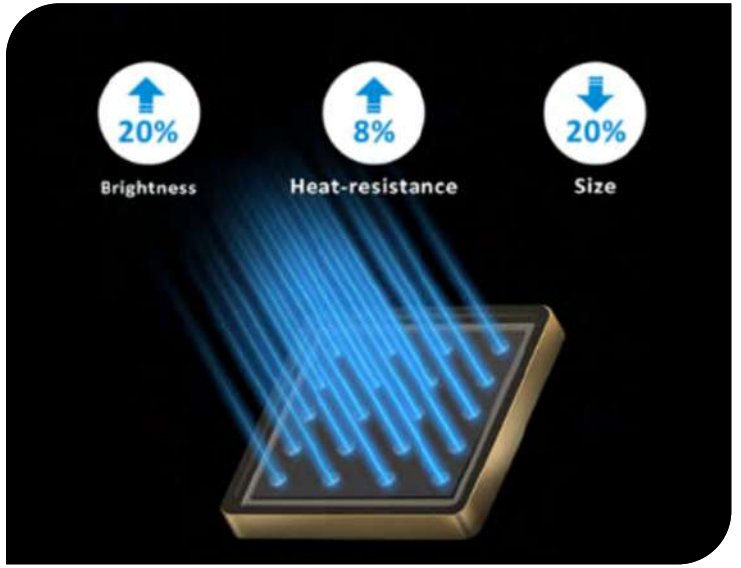
Regarding power consumption, LED projectors consume less than half the power consumption of a lamp projector. The average power consumption of a LED model is 45W to 140W and for the traditional lamp model is at least more than 240W. Therefore, the LED projector models significantly lower the consumption of energy and total ownership cost. In 2022, 27 LED projector models are phased-in, and it represents 32.14% of total projector shipment models.

3) High brightness LED projector

High brightness LED projector is lamp-free, high brightness projector for business, education, and home entertainment. Adopting industry-leading 3rd generation LED technology, it frees users from frequent lamp replacement and toxic mercury for a safer and greener environment, offering phenomenal lifespan of 30,000 hours (about 3 and a half years) with less power consumption. Furthermore, it is a more cost-effective option for customers who seek outstanding color performance when compared with laser business projectors. Our goal is to keep developing more cost-effective models, upgrading brightness to 5000 ANSI Lumens and gradually replace mercury lamp in the future.

C. Laser Projector Highlight

The ViewSonic new laser projector adopts the 2nd generation laser phosphor technology. In addition to inheriting excellent color performance, lamp-free design, and instant on/off switch from the previous generation, technology on the new generation improves around 20% of brightness, better heat-resistance, and a smaller module design, making the images consistent in ambient settings as well as increased reliability with a more compact size for extended use in various scenarios. In 2022, there are 12 Laser projectors with 2nd Gen. Laser Phosphor Technology phased-in and it represents 14.29% of total projector shipment models



Human well-being

For product innovation, we factor in human well-being at our design phase. Our products follow international WEEE, RoHS regulations and TÜV certification for safety and waste disposal. Please refer to Committed to Our Customer for details. We continue to pursue breakthroughs at the design phase, especially to protect the users' eyes.

A. Projector-Low Blue Light Mode

ViewSonic projector X1 and X2 series LED projectors series is the world's first projector to receive the Low Blue Light accreditation for eye protection, certified by TÜV SÜD that it delivers bright and vivid image quality even under low blue light mode.

Despite the indirect light from the projector lessening eye fatigue and discomfort after prolonged viewing, eye hazards from blue light in the beam is still an important concern, optimized the yellowish issue when the blue light ratio is reduced under low blue light mode.

Bulit-in low blue light mode plus reflective light, ViewSonic projector offer "eye care" feature for eye protection.

CERTIFICATE

Holder of Certificate: ViewSonic Corporation

Certification Mark:

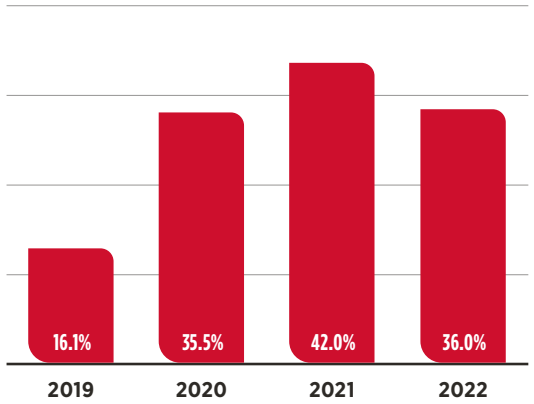
Product: Projectors
(DLP PROJECTOR)

The products featured on this page are our X1 and X2 models, which has a Low blue light mode for eye protection. To learn more about the products, please click on the model's name above for details.

B. Projector - Portability

LED & Laser projectors without changing light source have a longer life cycle than lamp projectors. They are more eco-friendly for earth. LED & Laser projectors use no mercury light source, so there are no health concerns for humans. Moreover, LED light source can make projector smaller than ever without sacrificing the image quality. ViewSonic will continue to develop LED projectors for theater experience with best portability.

LED Projector Products Sales



Percentage of LED Projector Products sales with LED and Laser Projector Products sales

C. Projector - Eye Care Feature

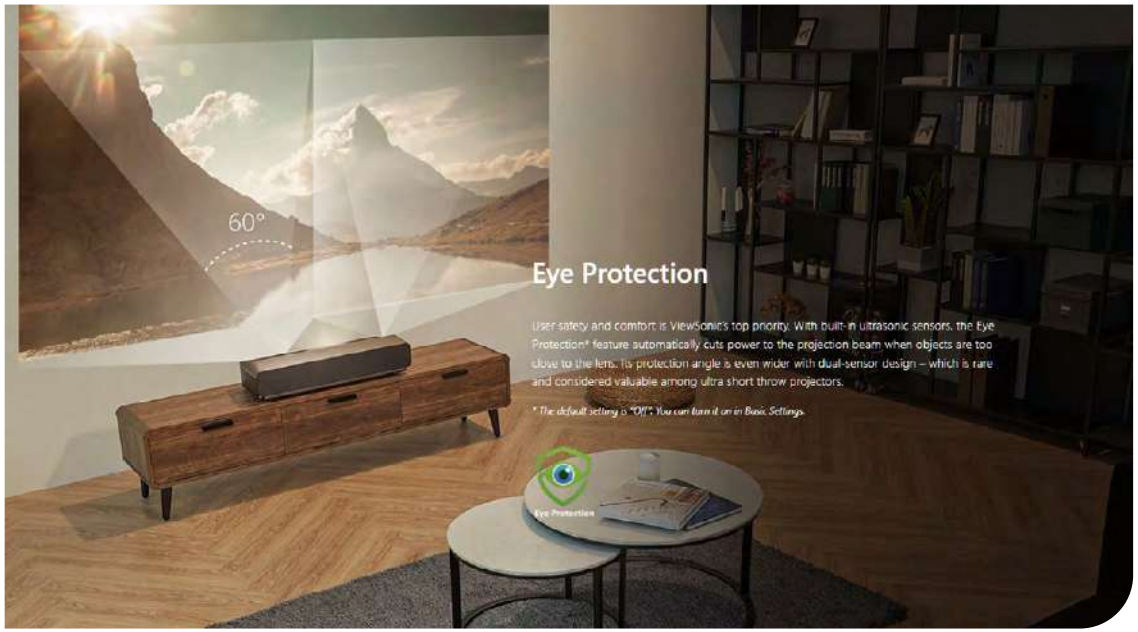
Projectors do produce blue light but since you will not be staring straight at the light source while viewing; this light does not impact your eyes directly. Utilizing reflective light, which bounces off the wall or projector screen before hitting your eyes, the projector makes the viewing experience virtually blue light free.

The products featured on this page are our M1+_G2, M1 mini, X10-4K and X1000-4K models. All four products have won iF Design Awards. To learn more about the products, please click on the model's name above for details.

D. Projector - Eye Protection Feature

User safety and comfort are ViewSonic's top priority. When users look directly into a beam from the projector, it may cause discomfort and damage to the eyes. Eye Protection feature is designed to avoid the problem. With built-in ultrasonic sensors, the Eye Protection feature automatically cuts power to the projection beam when objects are too close to the lens.

The products featured on this page are our X1000-4K+ and X2000B-4K. Its protection angle is even wider with dual-sensor design – which is rare and considered valuable among ultra-short throw projectors.



E. The World's First Professional Monitor with Fingertip Color Control - ColorPro Wheel

The ViewSonic® ColorPro™ VP2786-4K is an iF Design Award 2021 winning and Fogra Certified monitor that delivers outstanding visual performance and amazing color accuracy. VP2786-4K offers pinpoint color accuracy for professionals who require color fidelity in every pixel. With an integrated ColorPro Wheel, monitor can provide easy and accurate color calibration for precise performance. In addition to the innovative built-in color calibrator and Backstage Light™, VP2786-4K also includes an easy-to-attach magnetic hood that helps reduce screen reflections and glare, thereby improving user's viewing experience and ensuring colors accuracy. With amazing design and technology, and an intuitive user-friendly interface, the VP2786-4K delivers everything professional content creators demand in a monitor.

More than ColorPro Wheel, ViewSonic also introduce Color Pro Sense software in Y2022. It is for checking Pantone color codes and getting color combination suggestions. Color harmony as well as shades and tints can be reviewed after selecting a color as well. That makes user easier to get the color they want and improve productivity.

F. Color Blindness Feature

In 2020, we launched Color Blindness monitors. Our color blindness feature consists of two modes: 1) color filter mode for color vision deficiency (CVD) users and a simulation mode for creators to deliver a color blindness friendly experience. The feature is available in our ColorPro models VP2468a, VP2768a-2K and VP3481a monitors.

Our vision for ColorPro series not only includes accurate color representation, but also helps and assists with the multimedia accessibility for CVD users. TÜV SÜD conducted rigorous tests on ViewSonic's color blindness features, including color recognition confirmation, color filter software and color simulation with the aim of establishing a high-quality testing method for the industry. The testing results showed that our color blindness feature algorithm enables color blindness people to successfully identify color differences at about 90%, compared to conventional color filters which allow successful identification at around 70-75%. VP2776 was a newly launched model equipped with Color Blindness feature in 2022.

Creating Color Blindness Friendly Experience

There are 2 types of color blindness mode: **1) Color blindness simulation mode** for the monitor designers. **2) Color Filter mode** for CVD users.

- **For Color Blindness Simulation mode:** This mode caters to graphic designers to envisage their reaction as it would be seen by a CVD user and adjust accordingly. Designer could pick Protanpia, Deuteranopia, Tritanopian, inverted, Grayscale and Grayscale inverted and apply to their current color mode to simulate the visual of specific colorblindness.

  This innovative technology benefits creators, designers, teachers, especially in preschool, as well as CVD users. CVD users can have a more friendly viewing experience as the content is created with the simulation mode.

- **For Color Filter mode:** This mode caters to CVD users to help them identify color differences. There are 2 levels inside the software. The normal Color Filter and Advanced Setting Filter. Both levels assist colorblindness (or CVD) users customize the display color visibility to more accurately identify color differences. Users can use the advanced setting to switch the contrast level and set the best filter setting.

The ColorPro series serves as the ideal solution for creative work, such as photography, design, and video editing. They deliver color-accurate, true-to-life images with industry color standards including sRGB, calibration, and uniformity.

→ Our Colorblindness modes: Simulation mode and Color Filter mode

Color Blindness Simulation Mode

Color Filter Mode

The products featured on this page are our VP2776 and VP3268A models, which has a Blindness scenario (top) and Pantone scenario (bottom). To learn more about the products, please click on the model's name above for details.

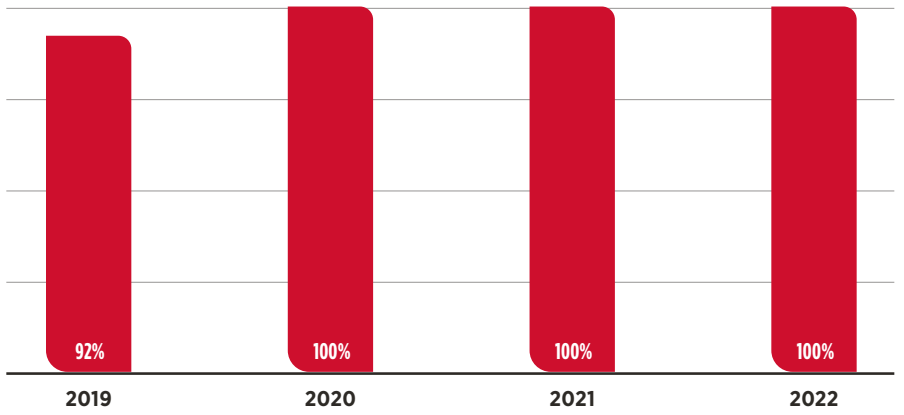
G. Flicker-Free/ Blue Light Filter Feature/ Low Blue Light from Hardware

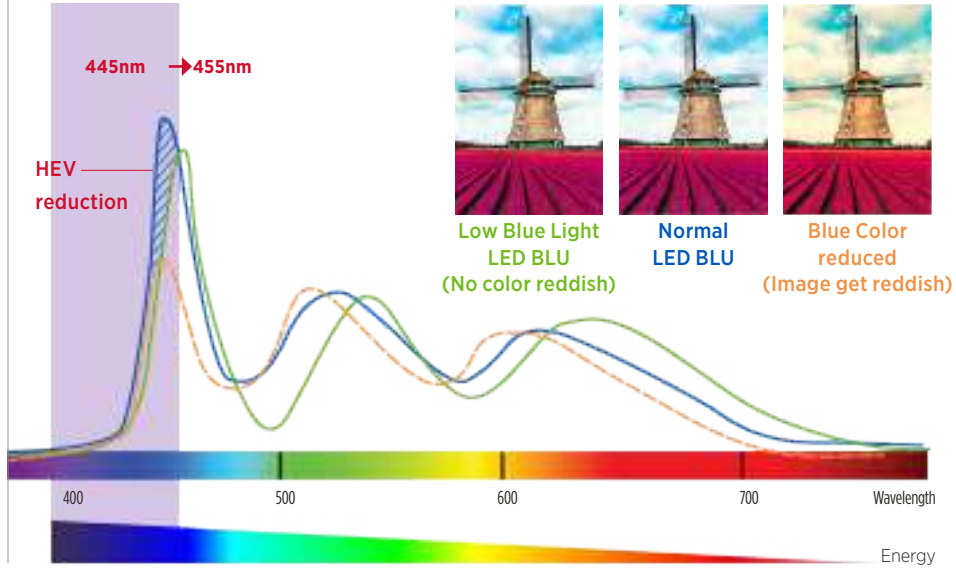
Eye health protection for our product users is a key design consideration for us. We have used our 30+ years of visual solution experience to design an advanced series of large-formatted displays (LFD) that uses three technologies, 1) Flicker-Free display technology 2) Blue-Light Filter technology and 3) Low Blue Light from Hardware technology, to protect the eyes of end users.

- Flicker-Free display technology eliminates screen flickering by integrating DC-modulation LED backlights, which results in a constant stream of light, limiting the negative effects of using a computer for a prolonged period and positive effect by minimizing eyes discomfort and eye fatigue.
- Blue Light Filter technology is designed to shield users' eyes from the hazards of overexposure to this high-energy wavelength, which is close to harmful UV radiation. Our Blue Light Filter technology offers 100 filter levels for optimal viewing in different scenarios to lower the amount of blue light output and protect users' eyes from potential side effects of blue light without compromising image quality.
- Low Blue Light from Hardware technology changes the LED emission spectrum by changing the peak of wavelength from 445nm to 455nm. This will make the wavelength away from hazardous range without the happening of color reddish. With the new Low Blue Light LED, less than 50% of blue light is in the harmful blue light range.

In 2022, 100% of LFD were designed with Flicker-Free/ Blue-Light Filter Features/Low Blue Light from hardware.

→ **% of LFD with Flicker-Free/ Blue-Light Filter / Low Blue Light Features**

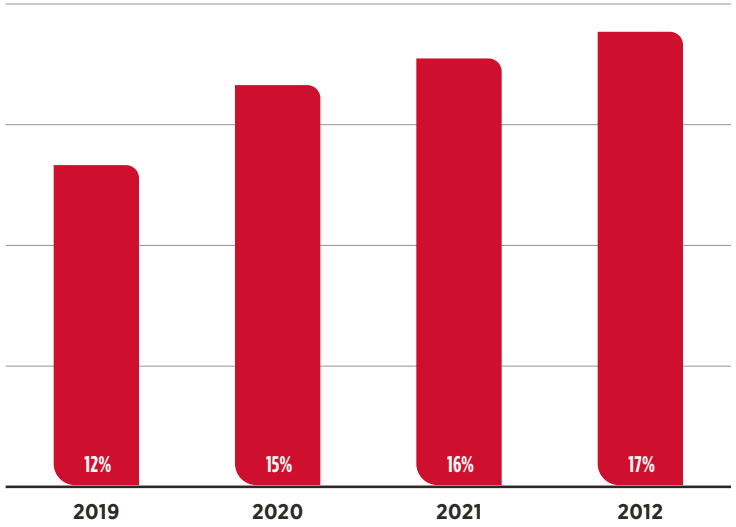




H. Ultra-Tilt Feature

We regularly assess our products and services to better understand their impact on human health and safety. We seek continuous improvement to promote health and well-being for our customers. Our product design follows major worldwide compliance standards to ensure user safety. In 2017, we released our first ultra-tilt angle display, where the screen is more comfortable for users' eyes to lower health impact. The ergonomic feature increases the normal tilt range by over 80%, allowing users greater flexibility to create a comfortable operating environment and reduce muscle strain. The ultra-tilt angle display product percentage has grown to 17% in 2022.

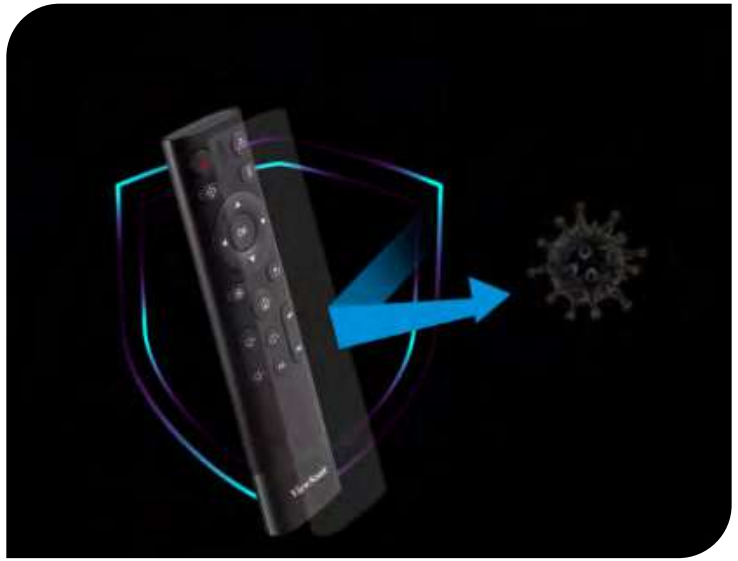
→ **Ultra-Tilt Angle Display**



Percentage of ultra-tilt angle display product with total display product

I. Remoter with antibiotic coating

Bother no more finding the right command button in the dark cinema. Smart Backlit Remote Control with Antibacterial Capability can take care of your health while being entertained. With a built-in G sensor, the smart remote-control lights up automatically at your service upon the lift. Moreover, the special coating of silver ions on the antibacterial remote control provides antibacterial capability certified by TÜV, and it still retains the antibacterial effect for a long time.



J. Antibacterial stylus for LFD

The COVID-19 pandemic has taken its toll on many people operating globally. To stop the spread of coronavirus, ViewBoard several accessories' products use antibacterial material for example, annotation pen, eraser, and ViewBoard Cast Button to protect teacher & students and customers health in use.

07

RESPONSIBLE SUPPLY CHAIN

- 100% of our Tier 1 suppliers are certified with ISO 9001, 14001 and 45001.
- 100% of our existing Tier 1 suppliers were assessed for environmental and social impacts.
- 66.7% of our Tier 1 suppliers are certified with ISO 50001.
- 75% of our Tier 1 suppliers are certified with ISO 14064-1.
- Broadened the scope of responsible mineral sourcing to include projectors and LFD and added Mica to the list of conflict minerals.

Our Supply Chain Management

As a member of our global village, we are committed to sustainability, not just for our own operations, but also for our global supply chain. We continuously seek new opportunities to source the highest quality and most cost-effective materials and components from suppliers, who share the same value and impeccable standards of corporate responsibility that we uphold.

Our global network of supply partners allows us to deliver top-quality, cutting-edge technology products at competitive pricing. Our supply base is comprised of over 1,800 suppliers worldwide, trusted vendors who are in large part responsible for our product quality and market dominance.

We have established valuable business relationships with some of the world's leading Original Design Manufacturers (ODMs) and Original Equipment Manufacturers (OEMs). These manufacturing and assembly partners constitute our Tier 1 suppliers, working directly with us to develop and deliver innovative and award-winning technology products. Partners with whom we have indirect relationships are assigned to Tier 2 and above. Tier 2 suppliers account for most components and parts provided to our Tier 1 suppliers.

Our Supply Chain Management system is guided by several key goals:

Purchasing power
Maximize purchasing power to deliver innovative, industry-leading products at competitive prices.

Operating efficiency
Maximize operating efficiency through strategic supply chain and logistics initiatives.

Evaluation
Regularly evaluate suppliers to ensure compliance with ViewSonic requirements for product quality, customer service, sustainability, and fair labor practices.

Comprehensive knowledge
Maintain comprehensive knowledge of supplier fabrication and production capacity, component availability, and inventory management practices throughout the supply chain.

The suppliers must also meet the standards of ethics, social responsibility, and environmental protection defined in our Supplier Social Responsibility and Ethics Agreement.

We select our key suppliers based on capabilities that include:

- Having the largest global production capacity
- The availability of special technology
- Software integration and development capabilities, competitive pricing, satisfactory quality
- The ability to react to the rapid demand change in the market

Our process for assessing and selecting new suppliers consists of 4 stages:

Stage 1 Qualification
Qualified suppliers must pass an initial evaluation of their factory location(s), manufacturing processes, and business relationship with ViewSonic.

Stage 2 Assessment
A comprehensive assessment ensures that suppliers comply with our Social Responsibility and Ethics agreement and environmental requirements.

Stage 3 Validation
We conduct supplier audits on both a regular and as-needed basis to verify assessment findings and confirm ongoing compliance with ViewSonic requirements.

Stage 4 Continuing Improvement
Annual performance evaluations ensure that suppliers continue to meet our standards, while encouraging continuous improvement of practices promoting sustainable development.

Supplier Sustainability Assessment

We have been certified with both social accountability standard – Social Accountability (SA) 8000, Occupational Health and Safety Management System ISO 45001 and Environmental Management System – ISO 14001, 50001. We are dedicated to respecting human rights, protecting the environment, continually enhancing our ESG oversight, and promoting these values in the international community. To ensure a level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staffs, with a focus on new hire orientation on our anti-slavery policy. We expect our Tier 1 suppliers to be certified and/or conformed in accordance with internationally recognized third-party standards. We set the goal of 100% of all Tier 1 suppliers certified with ISO 45001 in 2022 & 50001 in 2024. **In 2023, we further set the goal of 75% above Tier 1 suppliers certified with ISO 14064-1 and ISO 50001, and 100% Tier 1 suppliers certified with ISO 14064-1 and ISO 50001 in 2025.**

ISO 9001

Quality Management

All Tier 1 suppliers must maintain their current certification meeting the ISO quality management requirements. **100% of our Tier 1 suppliers are ISO 9001 certified.**

ISO 14001

Environmental Management

All Tier 1 suppliers must maintain current certification meeting the International Organization for Standardization environmental management requirements. **100% of our Tier 1 suppliers are certified with ISO 14001.**

SA 8000

Social Accountability

We encourage all our suppliers to be compliant with SA 8000 and/or RBA (Responsible Business Alliance, previously known as EICC). All Tier 1 suppliers must agree to requirements based on the Social Accountability International standards for social accountability, human rights, and labor practices. After thoroughly researching suppliers' public information in 2022, we have 0 negative findings on our supplier and all suppliers confirmed no negative human right impacts by emails.

ISO 45001

Occupational Health & Safety

New promotion and implementation of ISO 45001 was carried out from 2020 to encourage all Tier 1 suppliers to be compliant and certified with ISO 45001. As a result, **100% of our Tier 1 suppliers are certified with ISO 45001 in 2022.**

ISO 50001

Energy Management System

To improve energy use in our supply chain, we encourage all Tier 1 suppliers to be compliant and certified with ISO 50001 from 2021. As a result, **66.7% of our Tier 1 suppliers are certified with ISO 50001 in 2022.**

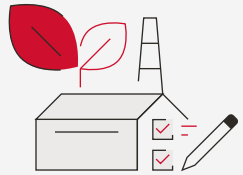
ISO 14064-1

Greenhouse Gas Inventory

To improve green transition in our supply chain, **75% of our Tier 1 suppliers are compliant and certified with ISO 14064-1 in 2022.**

Supplier Sustainability Assessment Criteria

We are committed to partnering with suppliers that take mitigating climate change and social actions as serious as we do. As such, we subject new suppliers to an environmental and social impact assessment and regularly audit existing partners. We conduct a thorough supplier performance evaluation annually, seeking to identify risks, impacts and opportunities for improvement within our supply chain. 100% of suppliers are subject to environmental and social impact assessments and are encouraged to be compliant and certified with ISO 50001. From 2022, we assisted our partners to complete their greenhouse gas inventory and encourage them to be certified with ISO 14064-1. The chart on the right are the environmental and social assessments we conduct on our suppliers:



General Requirments	Environmental and Social Policy	Planning	Implementation & Operation	Checking and Corrective Action
Has the supplier management established an environmental and social management system consistent with the requirements contained in ISO 14001, 45001, 50001 and SA 8000?	Has the supplier top management approved and released the organization's environmental and social policy?	Has the supplier established the objectives and targets at each relevant function and level?	Has the management provided resources essential to the implementation and operation?	Has the supplier established the procedure to monitor the key characteristics of operations and activities?
	Does the policy include a commitment to comply with relevant environmental regulations?	Has the supplier established the environmental and social management plan for achieving its objectives and targets?	How to ensure the performed owner is competent on the basis of appropriate education / training / experience?	Has the supplier established the procedure to define responsibility for handling / taking action if any impacts caused?
	Has the supplier established and maintained procedure to make its employees at each relevant function aware?	Are the supplier's objectives and targets consistent with its environmental and social policy?	Has the organization established the procedure to review periodically and revise as necessary?	Are records maintained and meet the requirements of international standards?

Social Responsibility Ethics Agreement

ViewSonic Global Product Group requests all Tier 1 suppliers of Monitor & Presentation Group BU to be audited by RBA (Responsible Business Alliance) or certified by SA 8000 and ISO 45001. Not only are our employees under protection of the SA 8000 international standard, but we also require all suppliers with whom we work with commit to the spirit of these requirements, regardless of whether they have applied for a formal SA 8000 certificate.

In managing our supply chain, we actively engage with suppliers to address concerns and encourage improvement. Supplier selection is determined according to our Supplier and Contractor Management Procedure, which codifies our priorities and requirements. Suppliers must agree to ViewSonic standards of social responsibility and are subject to our Supplier ESG Assessment.

Our Supplier Social Responsibility and Ethics Agreement outlined our supplier social assessment criteria. This agreement, based on SA 8000 standards for social accountability, defines our expectations for our suppliers. Our suppliers must adhere not only to our rigorous guidelines on product quality, but also upholds the following standards:

- Fair Labor Practices
- Established collective bargaining agreements
- Prohibition of Child Labor
- Anti-discrimination practices
- Prohibition of Forced Labor (anti-slavery and anti-trafficking)
- Health & safety guidelines
- Fair Work Hours & Compensation
- A working code of ethics

In 2022, 100% of our existing Tier 1 suppliers were screened using criteria of impacts on society, signed the ViewSonic Social Responsibility Ethics Agreement, and conformed in accordance with the agreement.

Conflict Minerals

ViewSonic considers mining to be an intensive process involving social and environmental risks. ViewSonic believes that the mining of metals and minerals, including Tin, Tungsten, Tantalum, Gold (so called conflict minerals), Mica and Cobalt mined in conflict-affected or high-risk areas such as the Democratic Republic of Congo (DRC) and adjoining countries must be managed. As a member of Responsible Minerals Initiative ("RMI"), we require suppliers to adhere to this policy and expect them to support and promote compliance within the supply chain. **In 2022, ViewSonic has broadened its scope of responsible mineral sourcing to include projectors and Large-Format Display (LFD), in addition to monitors**, with the following actions taken:

1. Notify suppliers of the responsible minerals sourcing policy and code of conduct (harmonized with the RBA code of conduct).
2. Identify and prioritize minerals for inclusion in our responsible sourcing strategy (currently Tin, Tungsten, Tantalum, Gold, Cobalt, and Mica for our supply chains; Mica has been added to the list since 2022)
3. Require suppliers to conduct due diligence on prioritized minerals in accordance with OECD Guidance and provide routine reporting using the tools developed by the Responsible Minerals Initiative (RMI) to enable supply chain transparency.
4. Ensure that minerals are procured only from smelters and refiners verified as compliant with the Responsible Minerals Assurance Program (RMAP) developed by the RMI. ViewSonic requires smelters and refiners to obtain proof of compliance through their supply chains.
5. Continue to collect relevant information regarding industry trends, customer reactions and movements in the US, EU, and other regions to assure continued compliance with future regulations.

Product	Monitor	Projector	PG
# of suppliers in 2022	6	3	4
# of suppliers follow responsible minerals sourcing policy and code of conduct	6	3	4
% of complied suppliers	100%	100%	100%

Supplier Performance Evaluation

We conduct a thorough supplier performance evaluation annually, seeking to identify risks, impacts, and opportunities for improvement within our supply chain. All existing and potential suppliers are subject to stringent assessment, audit, and selection processes.

The Supply Base Management Team conducts supplier onsite audits at least once a year according to the annual plan, and the audit results are regularly evaluated in our SA 8000, ISO 14001, 45001 and 50001 management review meetings. Suppliers are assigned an overall performance score. We grade each supplier based on their cumulative performance and indicate any areas of noncompliance or concern. Supplier Performance Evaluation is reviewed during Half Year Business Review for monitor, projector, and LFD suppliers. These results are documented in an annual report. Evaluation categories include:

Innovation & Resources

Time to market

Product design and troubleshooting

Technical document professionalism

Cost Leadership

Business & Real-Time Communication

Logistic Support/Response, Supply Continuity & Shipment Fulfillment

Warranty & After service

Quality Control System

Product Reliability & Test Capability

Production Capability

Product quality

Compliance Capability

With our existing suppliers, we review suppliers' factories to ensure suppliers have working hours that meet regulations. We meet with suppliers every week through conference-call meetings. We provide a 4-6-month rolling order placement forecast by the 15th of each month to allow sufficient preparation time for our suppliers.

Those who do not meet ViewSonic standards are issued a Corrective Action Request, notifying the supplier of identified problems and suggesting actions to improve product performance, quality, or business processes. This offers unqualified suppliers the opportunity to address and rectify shortcomings in order to do business with ViewSonic.

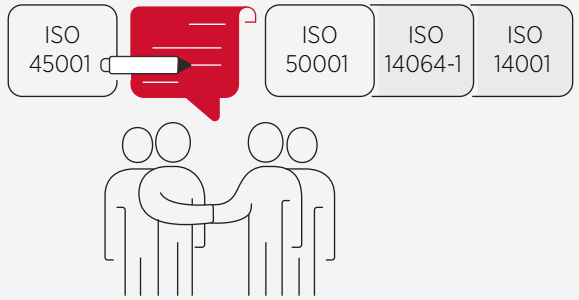
We conduct factory audit on new supplier selection and annual audit on existing suppliers (Tier 1 suppliers) in accordance with ISO 14001 and 50001 requirements. All Tier 1 suppliers are required to obtain the certificate of ISO 14001/50001 or at least, to obey all the environmental requirements of ISO 14001/50001. **From 2022, we gradually require suppliers to complete greenhouse gas inventory and obtain ISO 14064-1 certificates.**

As for social aspect, if the employees find any supplier breaching the social responsibility assessment criteria, the employee could report the case to the internal audit department to investigate the potential supplier violation and email the administration. We conduct the annual SA 8000 management review meeting to review our suppliers. Following the previous year, in 2022 we kept conducting a comprehensive interview with the chairman of the company's labor union or labor representative for all Tier 1 suppliers to ensure their compliance of our social standard.

There are 13 existing suppliers subject to environmental and social impact assessment in 2022**. All suppliers have signed the Social Responsibility & Ethics Agreement. None of them has significant actual and potential negative environmental and social impacts. All existing suppliers officially confirmed there is no negative human right impacts and in compliance with local regulations. No action required for nonconformance.**

→ **Number of Suppliers with Environmental and Social Assessment in 2022**

Product	Monitor	Projector	PG	Total
# of suppliers assessed in 2022	6	3	4	13
# of supplier labor unions be interviewed in 2022	6	3	4	13
# of suppliers having negative environmental impacts	0	0	0	0
# of suppliers with environmental and social corrective action requests	0	0	0	0
% of complied suppliers	100%	100%	100%	100%



New Supplier Screening

We require that all new suppliers sign our Supplier Social Responsibility and Ethics Agreement, be certified in accordance with ISO 14001 and 45001, and be better to have ISO 50001 and 14064-1. The suppliers are screened using numerous quality management, environmental management and social accountability criteria shared in the previous section.

There was 1 projector supplier replaced by new suppliers in 2022. Both new and existing suppliers accord with our environmental and social standards.

08

COMMITTED TO OUR ENVIRONMENT

- In 2022, we committed to the Science-Based Targets (SBT) initiative and expanded ISO 14064 verification to encompass global operational locations.
- In 2022, we measured carbon footprints of 149 models which have grown by 2 times compared to 2021.
- Product reuse and recyclable rate is above 70% and recovery rate is above 80%. Our iconic product VG2440 and VG2440V contain at least 85% postconsumer recycled content.
- Green packaging products have increased to 84% in 2022 from 5% in 2017.
- The per capita electricity consumption in 2022 was reduced by 9% compared to 2021.

Our Environmental Policy Statement

Climate change strongly affects businesses and organizations and is threatening the people, animals, and places we care. We are committed to sustainability, not just for our business but also for our global environment. We have made a commitment to a cleaner and greener environment since 1998, the year ViewSonic America implemented ISO 14001 Environmental Management System.

The President maintains executive responsibility and authority to review environmental principles, and the effectiveness of the system is evaluated in ISO 14001 management review meetings. The principles by which we conduct business is stated in our Corporate Environmental Policy, which includes the following commitments:

- Continual improvement of our processes by monitoring management practices to prevent pollution during the manufacturing, storage, service, transportation, and disposal phase of our products in their life cycle
- Comply with relevant environmental legislation and regulations, and with other regulations affecting design and production of our products as they arise
- Establishing and reviewing environmental objectives, targets, performance evaluation procedures, and associated environmental indicators
- Minimizing any adverse environmental impacts of new product development through the use of integrated environmental management procedures and planning
- Encouraging the selection and use of environmentally qualified suppliers and vendors
- Documenting and maintaining this policy as changes to environmental regulations occur
- Train our employee-partners to conduct their activities in an environmental responsible manner
- Communicating this policy to all employee-partners, business associates and interested parties in the public sector

Sustainability is a primary consideration at every stage of our products' lifecycle, from the development and protection stage to customer use and end-of-life disposal. We are proud to demonstrate our commitment to sustainability in all we do, from managing our local operations to meeting international standards.

Action Towards ECO-Office

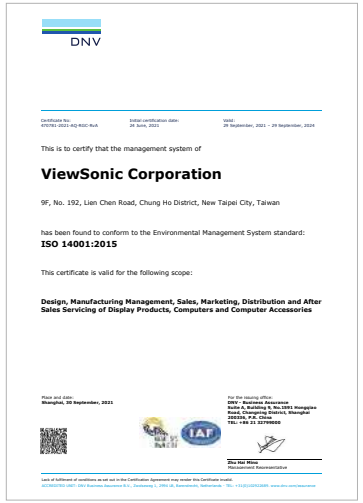
The 2015 Paris Agreement urged the world to limit global temperature rise to well below 2 degrees Celsius. As the physical impact of climate change worsens, we strive to combat climate change together. We've developed products, policies and business practices that integrally minimize environmental impacts. By upholding the highest ethical standards and adhering to our tradition of socially and environmentally conscious business practices, we have earned the reputation of being a responsible corporate citizen. **To effectively monitor our progress and show our determination in the low-carbon transition, in 2022, we committed to the Science-Based Targets initiative (SBTi) and expanded ISO 14064-1 verification to global locations.**

To enhance business efficiency, customer satisfaction and environmental performance, ViewSonic America office continually improves our environmental management and has received the certification of ISO 14001: 2015 Environmental Management System, which is valid until April 2024.

In 2018, our Taipei office received its first ISO 14001:2015 Environmental Management System (EMS) and ISO 14064-1:2006 Greenhouse Gas verification certificates. In 2019, we have expanded EMS implementation in our Taipei office, covering 8-10F and Portion of 7F (Office) and B1F (Warehouse). In 2020, we have included our B2 gym facilities in ISO 14064-1 coverage. We have, hence, received a renewed ISO 14064-1:2006 certificate for the new coverage base in 2020. In 2021, We integrated ISO 50001 energy management system into existing ISO 14001:2015 framework, identifying major energy consumption areas in Taipei office, and set targets for reducing energy use and implement policies. We are proud to demonstrate this commitment in all we do, from managing our local operations to meeting international standards. **In 2022, ViewSonic Europe focused its attention on green logistics. We collaborated with DSV and moved to its BREEAM-certified green warehouse in Tholen, the Netherlands, for more environmental-friendly supply chain practices.**

Our Environmental Management System and ECO-Office Guidelines define ways we work to safeguard our planet and community. We seek to reduce our greenhouse gas emissions through saving energy in our office. Our Department of Customer Care and Compliance oversees our emission reduction efforts. We use ISO 14001 and ISO 50001 management review meeting to review our reduction progress and target.

→ **ISO 14001, 14064-1 and 50001 Certifications**


DNV

This is to certify that the management system of

ViewSonic Corporation

9F, No. 192, Lien Chen Road, Chung Ho District, New Taipei City, Taiwan

has been found to conform to the Environmental Management System standard:
ISO 14001:2015

This certificate is valid for the following scope:

Design, Manufacturing Management, Sales, Marketing, Distribution and After Sales Servicing of Display Products, Computers and Computer Accessories

TÜV NORD

STATEMENT

Greenhouse Gases Verification Statement
ISO 14064-1 : 2006

VIEWSONIC CORPORATION

DNV

MANAGEMENT SYSTEM CERTIFICATE

This is to certify that the management system of
ViewSonic Corporation
9F, No. 192, Lien Chen Road, Chung Ho District, New Taipei City, Taiwan

has been found to conform to the Energy Management System standard:
ISO 50001:2018

This certificate is valid for the following scope:
Design, Manufacturing Management, Sales, Marketing and After Sales Servicing of Display Products, Computers and Computer Accessories.

VERIFICATION OPINION OF GREENHOUSE GAS

The Verification Body
of TÜV SÜD Asia Ltd., Taiwan Branch

ViewSonic Corporation

In compliance with
ISO 14064-1:2018

The facilities are routinely evaluated to ensure continuous improvement in implementing green solutions to meet regulatory compliance. Our ongoing reduction efforts to reduce our environmental impact include the following: reduce corporate facilities and product energy consumption, water usage, and landfill wastes. Detailed in our Environmental Management System, these policies ensure that all areas of operation meet customer expectations as well as environmental and regulatory requirements. There was no incident of non-compliance with environmental laws and regulations in this reporting period. **There are no significant fines, non-monetary sanctions nor cases brought through dispute resolution mechanism in 2022.**

In 2022, we not only continued but upgraded the following environmental-friendly efforts:

- Proactively supported the South Coast Air Quality Management District, a local environmental agency, and participated in their programs and activities.
- Complied with all state and local electronic waste requirements and regulations
- Effectively managed our Mail Back program and customer returned units
- Conscientiously avoided non-green material usage in our facilities, operations, and products
- Regularly evaluated our environmental-friendly facility to ensure continuous improvements in green solutions and regulatory compliance
- Only contracted with freight carriers with well-established environmental programs and proven carbon emission reduction efforts, which include:
  - Demonstrated efficient use of fuel-smart operations
  - Use of fuel-efficient vehicles using the latest technology
  - Use of alternative fuel
- Replaced petrol cars with electric cars for business purposes
- Added chatbots to enlarge online service scope and contribute to carbon emissions reduction
- Moved to a BREEAM-certified green warehouse in Tholen, the Netherlands
- Extend the boundary of ISO 14064 verification to global locations

ECO-Office Guidelines

In addition to mandating sustainable policies and procedures for facility management, we recognize the critical role of every employee and all job functions in maintaining sustainable business practices. Our ECO-Office Guideline was established to empower every member of our organization with the tools they need to make a difference in their daily activities.

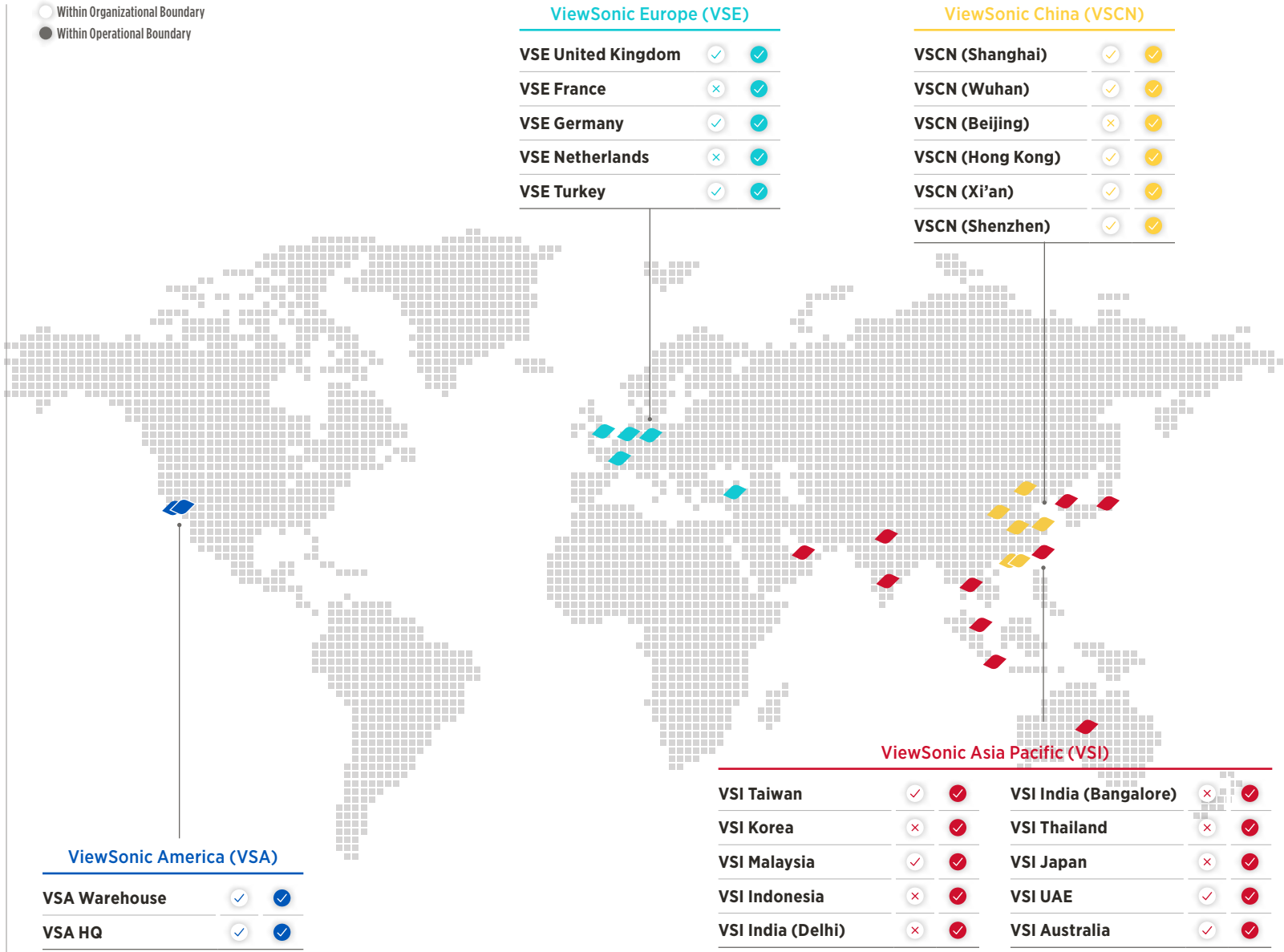
Our annual environmental expenditures include the costs of waste treatment and disposal at our locations of operations, environmental awareness training courses for employees and suppliers, and the purchase of green office supplies such as recycled paper, energy-saving LED light bulbs, and certified energy-efficient office machines.

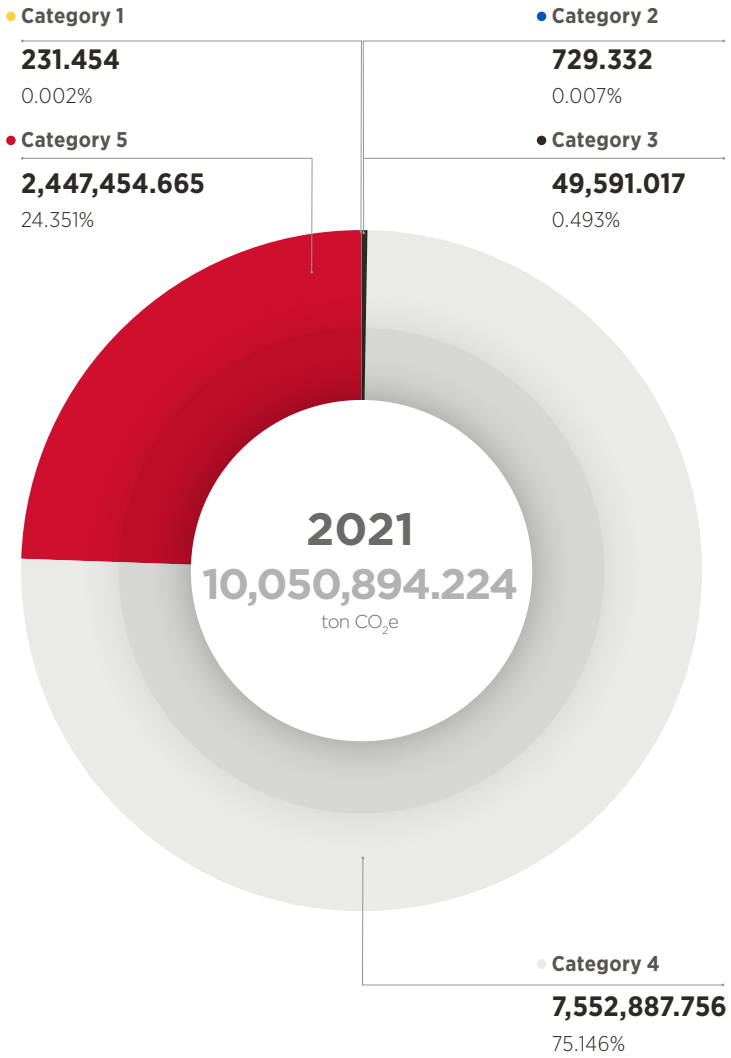
To learn more about our energy saving efforts, you could visit our ViewSonic Go Green website. In the guideline, we expressed our commitment to energy consumption and GHG emissions reduction at all corporate facilities.

1) Mitigating Climate Change

Extend Boundary to Global Locations

To better understand current emissions and past trends, in 2022, ViewSonic committed to Science Based Targets (SBT) and began to conduct a complete 2021 GHG inventory for global locations. The organizational boundaries of this GHG inventory are ViewSonic Corporation head offices and its global branches, including ViewSonic America (VSA), ViewSonic Europe (VSE), ViewSonic Asia Pacific (VSI), and ViewSonic China (VSCN). We have obtained Reasonable Assurance in accordance with ISO 14064-1:2018 for category 1 and 2 emissions at all operational sites by TÜV SÜD Taiwan Branch in June 2023.





2021			
Emission Category	**Emission Source**	**ton CO_2e**	**%**
Category 1: Direct emissions	• Direct emissions from stationary combustion • Direct emissions from mobile combustion • Direct fugitive emissions	231.454	0.002
Category 2: Indirect emissions from imported energy	• Imported electricity	729.332	0.007
Category 3: Indirect emissions from transportation	• Upstream and downstream transport and distribution of goods • Employee commuting • Business travels	49,591.017	0.493
Category 4: Indirect emissions from products used by an organization	• Purchased goods • The use of leased assets	7,552,887.756	75.146
Category 5: Indirect emissions associated with the use of products from the organization	• Use stage of sold products • End of life stage of sold products	2,447,454.665	24.351
Total GHG Emissions		10,050,894.224	100.000

Note:

- From 2022, we gradually transitioned to ISO 14064-1:2018 and included Scope 3 emissions of the GHG Protocol with regard to the 2021 GHG Inventory for global locations. The organizational boundary is set using operational control.
- The greenhouse gases identified in this inventory are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), carbon hexafluoride (SF_6), and carbon trifluoride (NF_3), which include all the greenhouse gases listed in the IPCC Sixth Assessment Report and exclude the substances listed in the Montreal Convention. The R-600a gas identified by fugitive emission sources is not included in the IPCC Sixth Assessment Report, and thus was not quantified.
- GHG emission coefficient adopts the Greenhouse Gas Coefficient Management Table version 6.0.4 provided by Taiwan's EPA. The electricity emission coefficient adopts the power downstream coefficient announced by Taiwan's Energy Bureau in 2021 and the coefficients announced by each country's government; if the official coefficients are not available, the energy statistics data from non-governmental organizations are used.
- The GWP value of category 1 adopts the GWP value of the IPCC Sixth Assessment Report; the electricity coefficient of category 2 emission adopts the calculation of GWP from the IPCC Fifth Assessment Report; the Ecoinvent life cycle database used in categories 3 to 5 uses the GWP value of the IPCC Fourth Assessment Report.
- The fuels used in categories 1 and 2 do not contain biomass components. The raw materials used in other categories may contain biomass raw materials, but the life cycle carbon footprint coefficient used does not separately recognize the biomass raw materials, so it is impossible to analyze and calculate the emissions of the biomass source materials used.

Performance Metrics and Targets

ViewSonic makes efforts to lower the consumption of electric power. Since we conduct global scope of ISO 14064 verification in 2023, we reset the base value to the new GHG emission figures. However, we would keep the previous category to track historical data.

We have been conducting GHG inventory for our product business units and functional divisions at Taiwan headquarters. In 2022, we added an extra floor in the GHG inventory boundary for our Taipei office; the per capita power consumption is 2,127 kWh. The per capita power consumption in 2021 is 2,018 kWh, so the per capita electricity consumption increased by 5% in 2022. If using the same boundary, the per capita power consumption becomes 1,831 kWh, which decreased by 9% compared to 2021.

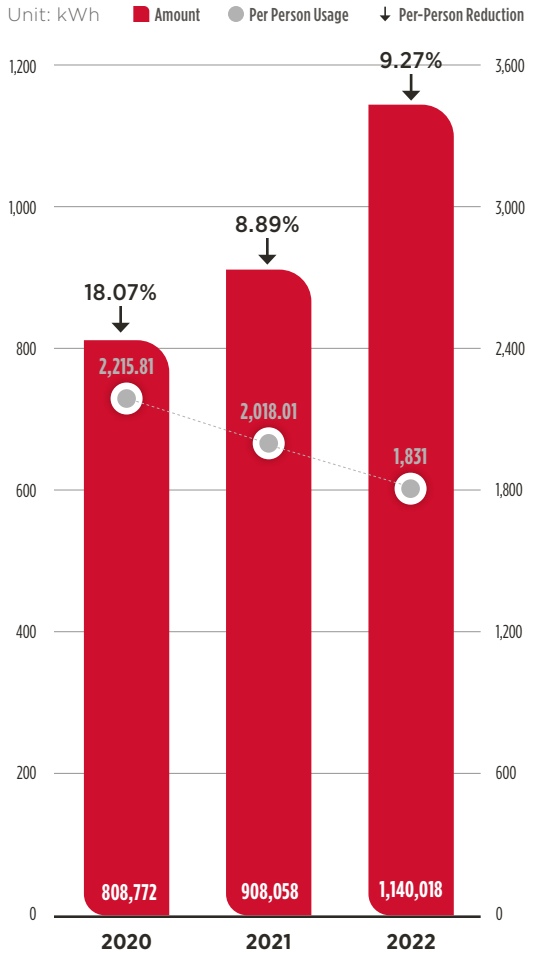
The energy indirect emissions comprise 91.91% of our GHG emissions. In 2022, the Scope 2 greenhouse gas emissions of 523.39 tCO_2e increased by about 13.5% compared with the 460.95 tCO_2e in 2021. This is due to operational expansion and added headcounts to the office. If calculated on a per capita basis, the Scope 2 emissions will be reduced by 4.67%.

Fuel Consumption from Non-Renewable Sources

Year	2020	2021	2022
Propane for forklift operation (in gallons)	6,287	6,884	9,481
Diesel for emergency electrical generator (in gallons)	6	6	6

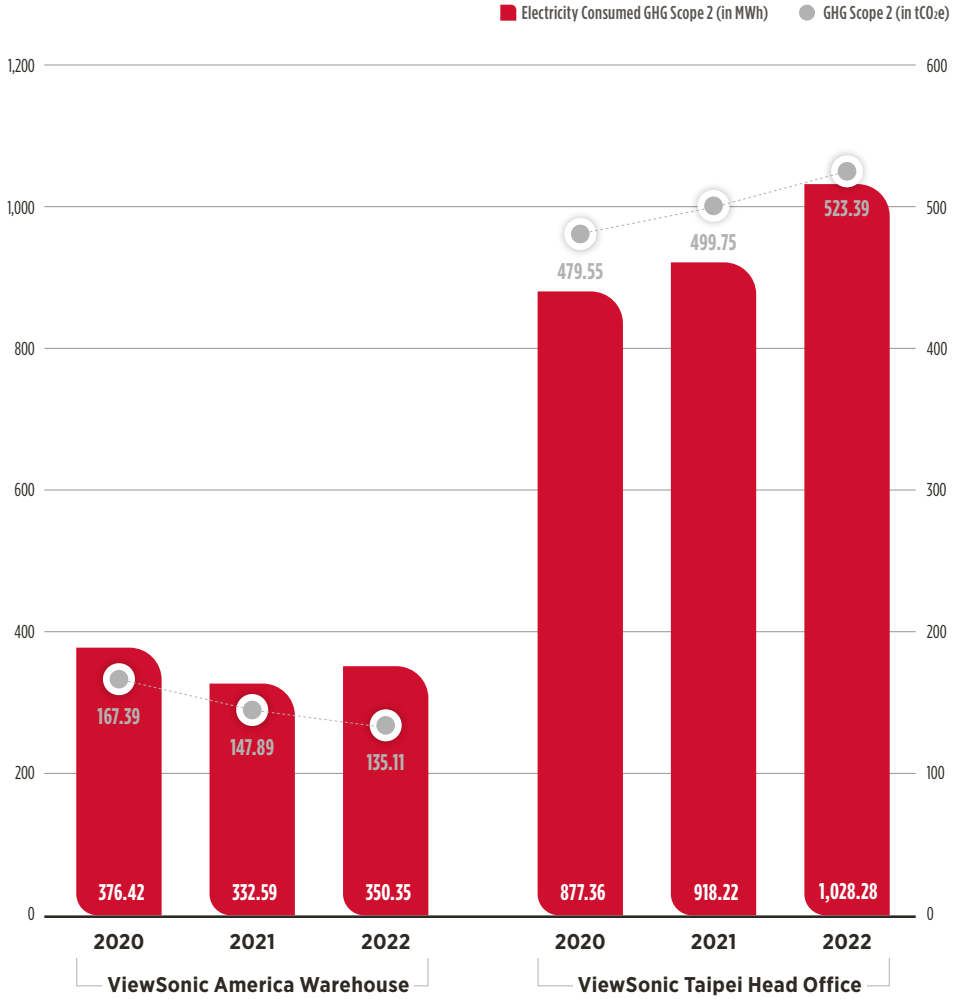
Note: The data contained herein are only from ViewSonic America.

Energy Consumption and Per Person Usage



Note: The data contained herein are only from ViewSonic Taipei office.

Electricity Consumption and GHG Emissions



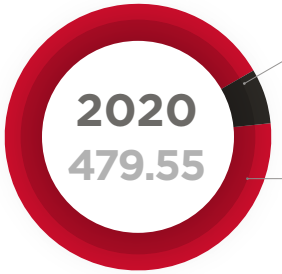
Note: ViewSonic America is calculated according to USEPA's eGRID2019 Emission Factors & ViewSonic Taipei is calculated according to ISO 14064.

Office Greenhouse Gas Emission Inventory

ViewSonic's main operating activity is related to office work. Our direct (Scope 1) emission is mainly CO_2, CH_4, N_2O, HFCs, PFCs, SF_6 and NF_3, but does not include CFCs and HCFCs. Our main greenhouse gas emissions are from CO_2, CH_4, N_2O, and HFCs.

ViewSonic GHG emissions by Emission Scope and Sources[Note 1]

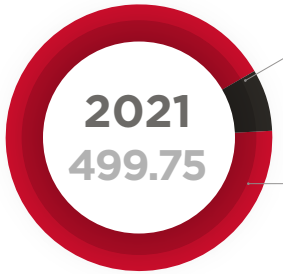
Unit: ton CO_2e



Scope 1
32.97
6.88%

Scope 2
446.58
93.12%

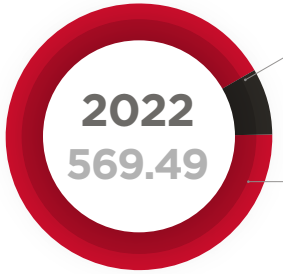
Natural gas combustion	0
Diesel Combustion	0
Combustion of diesel and gasoline for automotive (mainly CO_2, CH_4, N_2O)	2.75
Propane combustion (fugitive emissions, mainly HFCs, CH_4,)	30.22



Scope 1
38.80
7.76%

Scope 2
460.95
92.24%

Natural gas combustion	0
Diesel Combustion	0
Combustion of diesel and gasoline for automotive (mainly CO_2, CH_4, N_2O)	2.81
Propane combustion (fugitive emissions, mainly HFCs, CH_4)	35.99



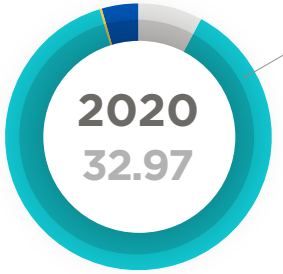
Scope 1
46.09
8.09%

Scope 2
523.39
91.91%

Natural gas combustion	0
Diesel Combustion	0
Combustion of diesel and gasoline for automotive (mainly CO_2, CH_4, N_2O)	2.72
Propane combustion (fugitive emissions, mainly HFCs, CH_4)	43.37

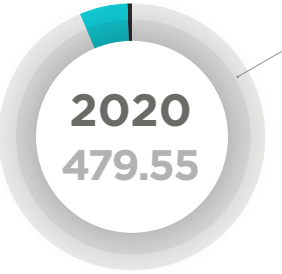
ViewSonic GHG emissions by categories[Note 2]

Unit: ton CO_2e



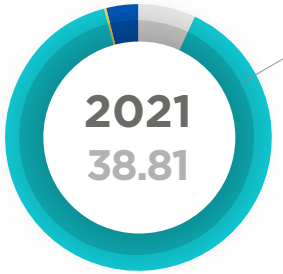
Scope 1 GHG Emissions

CO_2	2.64	8.00%
CH_4	28.78	87.30%
N_2O	0.09	0.27%
HFCs	1.46	4.43%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	32.97	100.00%



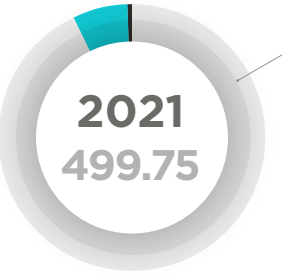
Total GHG Emissions

CO_2	449.21	93.67%
CH_4	28.78	6.00%
N_2O	0.09	0.02%
HFCs	1.46	0.30%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	479.55	100.00%



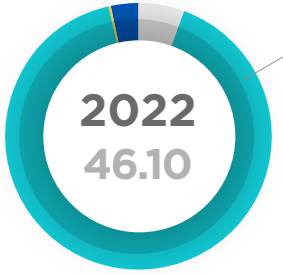
Scope 1 GHG Emissions

CO_2	2.70	6.95%
CH_4	34.56	89.05%
N_2O	0.09	0.23%
HFCs	1.46	3.77%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	38.81	100.00%



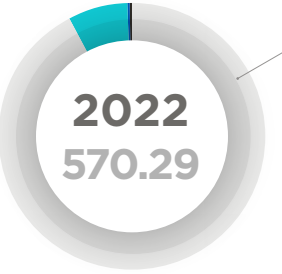
Total GHG Emissions

CO_2	463.65	92.78%
CH_4	34.56	6.91%
N_2O	0.09	0.02%
HFCs	1.46	0.29%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	499.75	100.00%



Scope 1 GHG Emissions

CO_2	2.61	5.66%
CH_4	41.94	90.98%
N_2O	0.09	0.19%
HFCs	1.46	3.17%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	46.10	100.00%



Total GHG Emissions

CO_2	526.00	92.36%
CH_4	41.94	7.36%
N_2O	0.89	0.02%
HFCs	1.46	0.26%
PFCs	0	0%
SF_6	0	0%
NF_3	0	0%
Total	570.29	100.00%

Note 1:
- The data contained herein are only from ViewSonic Taipei office. From 2022, we gradually transitioned to ISO 14064-1:2018 and included Scope 3 emissions of the GHG Protocol for global locations. The historical data are reserved for tracking and trend analysis.
- GHG Scope 1: All direct GHG emissions from ViewSonic Taipei office, vehicles etc.
- GHG Scope 2: Indirect GHG emissions from the consumption of electricity and heat, purchased by ViewSonic Taipei office.
- Refrigerant R22 is not included in this inventory scope nor was it calculated in GHG emissions. Biomass combustion CO_2 emission is also excluded from the emission calculation.

Note 2: The data contained herein are only from ViewSonic Taipei office.

GHG Emission Reduction Plan

Our total greenhouse gas (GHG) emissions from the above sources are estimated to decrease 2% in emissions from base year 2021. According to the historical electricity usage, offices, electrical room, and gyms cover 95.69% of the company's power consumption; thus, we focus on these areas and make efforts to save energy and minimize our greenhouse gas emissions:

- Promotion of energy efficiency: bulletin board and environmental awareness seminar
- Contractors are hired regularly to clean light fixtures and appropriately dispose of mercury vapor and fluorescent bulbs
- Office air conditioning is set at 26 degrees Celsius and shut off from 8pm to 8am daily with patrol inspection
- Turn off lights and air conditioning when the gym is empty
- Motion-activated lighting - controlled heating and cooling reduce energy consumption
- Remove EMC storage equipment from the electrical room
- Shorten the running time and starting time of the water cooler according to the season
- Install power meter for the air conditioning and continuously monitor the power consumption of each equipment in the electrical room
- Phase-out the existing toner copy machine
- Offices are decorated with live plants to reduce CO_2 emission and improve indoor air quality
- Light bulbs are replaced with energy saving or LED light bulbs

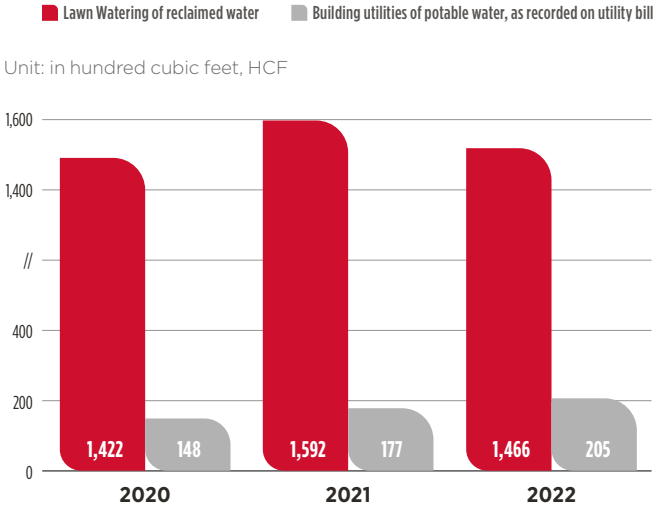
2) Conserve Water

According to Conservation International, clean water is one of the most precious resources on earth, yet the demand for this scarce resource is estimated to outstrip supply by 40% by the year 2030. We strictly adhere to all local, state of California and national water conservation requirements in the United States. We are committed to doing our part to conserve this vital resource.

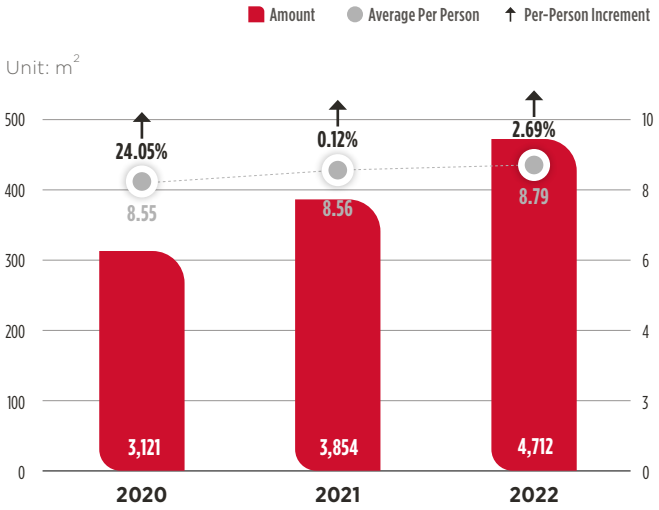
Below are some efforts we have done to conserve water:

- Water filtration systems are installed to reduce the consumption of bottled water
- Upgrade water filtration system to touchless. Also adding additional dispenser system to further reduce the bottled water consumption
- Replace bathroom and kitchen faucets with sensors to reduce water usage
- Employees are educated about water conservation and encouraged to minimize water use
- Cleaning using high-pressure water is prohibited
- Hazardous spill containment procedure is in place to prevent contamination of the water system

We used only water withdrawn from municipal water supplies for:



Water Consumption Amount and Per Person Usage (ViewSonic Taipei Head Office)

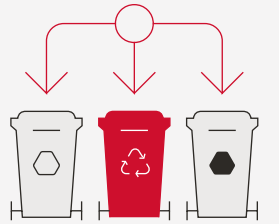


3) Reduce Landfill Waste

Waste disposal is a significant threat to the health, air, water, and all living creatures if not handled responsively. We want to reduce the environmental impact from our products' end-of-life disposal and to reduce our landfill waste from our corporate facilities. Our commitment to the environment extends to our own facilities, where we work with certified local recyclers to regularly collect and responsibly dispense with e-waste and warehouse waste. Regular employee training and a review of our ECO-Office Guidelines remind our employees of tips for eco-habits and of our new eco-policies.

Below are the efforts we currently employ in response to responsible waste management:

- We only partner with certified local recyclers who regularly collect and responsibly dispense e-waste and warehouse waste.
- We continue to actively reuse and recycle cardboard, foam, papers, batteries, and printer cartridges.
- Establish a win-win program with our local pallet vendors to "collect" all broken pallets from us, to repair and reuse.
- New recycle program for shrink wraps and tapes that are used in the product packaging.
- Company's commitment to gradually replace the use of Styrofoam box insert for cardboard inserts, resulting in a package 100% recyclable.
- We ceased all paper packaging slips for parcel shipments to decrease paper and plastic pouch usage.
- To further minimize plastic and disposable waste, in 2021 we started to phase out all possible plastic items and one-time use utensils and cups. By the beginning of 2022, all one-time use utensils and cups were no longer provided. Also in 2022, further reduction of using plastic items and all disposable waste were encouraged and promoted.
- 2022 the pandemic lingered; we maintained the flexible work policy, and most of the communication has been done effectively via virtual setting. We continue to work on digitizing and strive for paperless operation.



The total weight of hazardous & non-hazardous waste from ViewSonic's warehouse in Chino, CA disposed of via reuse, recycling, recovery, incineration, and landfill is summarized below:

Year		2020		2021		2022	
		Weight (Lb)	%	Weight (Lb)	%	Weight (Lb)	%
Hazardous	Reused	0	0	0	0	0	0
	Recycled	0	0	0	0	0	0
	Recovery	0	0	0	0	0	0
	Incineration	0	0	0	0	0	0
	Landfill	0	0	0	0	0	0
	Total	0	0	0	0	0	0
Non-Hazardous	Reused	54,350	16.86	56,288	13.56	63,842	13.13
	Recycled	260,731	80.87	346,499	83.45	407,518	83.79
	Recovery	240	0.07	220	0.05	20	0.41
	Incineration	0	0.00	0	0	0	0
	Landfill	7,100	2.20	12,200	2.94	15,000	3.08
	Total	322,421	100	415,207	100	486,380	100

The total Non-Hazardous is increasing because we help to recycle more e-waste, some recycling units were also participated in our mail-back program in 2022. For recycling information, please refer to our ViewSonic Recycle Program website.

Materials and Circular Economies

We hope to reduce our manufacturing wastes thereby the manmade burden on Earth. **Our products adhere to the international Waste Electrical and Electronic Equipment (WEEE)** Directive for waste collection, recycling, and recovery. Beginning with the end in mind, we design our products to facilitate maximum recyclability, and nearly all plastic used is completely recyclable. Most circuit boards and metal components are recyclable, and we design products for easy disassembly to reduce recycling and disposal burden. **In 2022, ViewSonic strive to make our products more than 80% recyclable, in which VG2440, VG2440V, contain at least 85% postconsumer recycled content.** In addition, we set the goal of 86% of business line (VG) selling monitors to be designed with green packaging and 59% of selling monitors meet EPEAT requirement in 2025.

Since 2019, our monitor division began removing the polyethylene (PE) bags used to package cables. In 2020, we've reached the goal setting in 2019 that all the monitor selling models shipped without Compact Disc (CD) wizard, by volume. In 2021, we've made the same changes to other products. To reduce the waste and impact to our environment, we created a longer lifespan model on LED & Laser DLP lamp free projector in comparison with mercury lamp projector models. In 2022, we successively introduced TCO Generation 9 and inventoried how each country or region handles WEEE waste to ensure all new products meet minimum WEEE directive requirements. By the end of 2022, 100% of projector and LFD models have passed the testing against Safety standard (cTUVus), RoHS, and WEEE. We investigated whether the products meet the local government's recycling programs and required outsourced partners to provide certificates of qualification. To date, ViewSonic Europe and America have completed the inventories. We will continue our efforts to expand to other operating sites.

ViewSonic is committed to creating a greener and cleaner environment through responsibly handling electronic products in accordance with government legislation and non-government agencies guidelines. As a global corporate citizen, we recognize that the uncontrolled international movement of e-waste to countries with few (if any) environmental guidelines poses a sizeable and growing hazard to the health of local communities, our planet, and the world's population. With evidence indicating that most e-waste not processed through certified recyclers ends up in such countries, promoting proper disposal is more critical than ever.

In addition to waste reduction efforts, we educate customers about the importance of safe, environmentally conscious end-of-life disposal for projector lamps that contain mercury, which can be harmful to both humans and the environment. We include information on safe disposal on our packaging, product materials and website. These labels read:

"The lamp in this product contains mercury which can be dangerous to you and the environment. Please use it with care and dispose of it in accordance with local, state, or federal laws."

"ViewSonic respects the environment and is committed to working and living green. Thank you for being part of Smarter, Greener Computing. Please visit ViewSonic website to learn more."

- USA & Canada: https://www.viewsonic.com/us/company/green/go-green-with-viewsonic/#recycle-program
- Europe: https://www.viewsonic.com/eu/sustainability/
- Taiwan: https://recycle.epa.gov.tw/
- You may find our WEEE term and conditions of warranty via this link: https://www.ViewSonic.com/eu/asset-files/files/uk/terms-and-conditions-en.pdf

Product repairability is an emerging issue so as to reduce e-waste production. ViewSonic has committed itself to delivering spare part repair services, providing longer standard warranty periods and longer spare part fulfillment. In 2022, we committed 10 years spare part fulfillment and extended standard warranty period from 2 years to 3 years in Spain as our first step. ViewSonic will continue to improve its Product Repairability in Europe and successively apply it to other regions.

Product Carbon Footprint

As part of ViewSonic's pledge to corporate citizenship and lowering our environmental footprint, we strive to serve the community by better understanding the significance of the product life cycle through product carbon foot-printing since 2019. That process includes the estimation of life cycle of greenhouse gas (GHG) emissions from materials, production, distribution, and end-of-life management using PAS 2050, the WRI GHG Protocol Product Life Cycle Accounting and Reporting Standard. Product transport GHG according to Global Logistics Emissions Council Framework (GLEC Framework) was verified by third party company since 2021.

Presently, there has not been a consistent methodology for measuring product carbon footprint. In 2022, ViewSonic joined a group of corporations to form an international corporate alliance, pushing the industry to establish a standardized approach and enhancing transparency of product carbon footprint disclosure.

We kept creating reports for LCD monitor models and large format displays (LFD). Following 63 product carbon footprint reports done for monitors and 5 reports for interactive flat panel (IFP) series products in 2021, we reached another 112 product reports for monitors and 37 reports for IFP products in 2022. Overall, in 2022 we've created 149 carbon footprint reports which is two times greater than in 2021.

To communicate better with users, all product carbon footprint reports are disclosed on our website. Users can find the Carbon Footprint Report at the bottom of the page under the product model page (as illustrated on the right).

Verification Statement

IEEE 1680.1-2018, Criteria 4.8.2.2

TÜVRheinland

Take IFP7550-3 Interactive Flat Display for an example, users can download the Carbon Footprint Report by going to Home >> Products >> ViewBoard >> IFP7550-3 product page, and then scroll to the bottom of the page to see Caron Footprint Report under the Download section. The report converts carbon footprint to smartphone charging equivalents, helping users more easily understand the carbon impacts.

IFP7550-3

ViewBoard® 75" 4K Interactive Display

Scroll Down to the bottom of the page

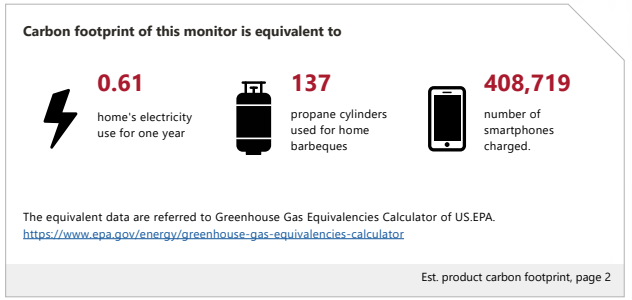
ViewSonic IFP7550-3 ViewBoard®
75" 4K Interactive Display

Report produced September, 2020

As part of ViewSonic's pledge to corporate citizenship and lowering our environmental footprint, we strive to serve the community by better understanding the significance of the product life cycle through product carbon footprinting. That process includes the estimation of emissions from materials, production, distribution, and end-of-life management.

This product's estimated carbon footprint:

3360 kgCO2e +/- 1330 kgCO2e


Carbon footprint of this monitor is equivalent to

0.61 home's electricity use for one year

137 propane cylinders used for home barbeques

408,719 number of smartphones charged.

The equivalent data are referred to Greenhouse Gas Equivalencies Calculator of US.EPA.
https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator

Est. product carbon footprint, page 2

Monitor with Type C Port to Reduce E-Waste

To pursue e-waste reduction, we have been rethinking the beginning stage of our product design. Since 2021, ViewSonic has developed a Type C monitor with power delivery solution which doesn't need extra power adaptor, the design of Type C monitor saves e-waste from both power adaptor and audio cable. By the end of 2022, 47 models of Type C monitor were launched.

With single-cable docking, Type C connectivity not only reduces the reliance on multiple wires, cables, and adapters, but also accelerates data, audio, and video transfer. In addition, it provides quick 90W charging over a single cable; user can even charge PC and cell phone by the monitor.

The product featured on this page is our VP3268A-4K model, which reduces clutter and e-waste with a single-cable solution. To learn more about the products, please click on the model's name above for details.

Green Packaging

During product development, we conduct life cycle assessment, from development to production to end-of-life disposals, to assess positive and negative health and environmental impacts and to explore product enhancement opportunities. We have implemented multiple corporate initiatives to enable and encourage recycling and proper disposal. All products comply with recycling guidelines and regulations. Our packaging and product materials all follow our own environmental policy.

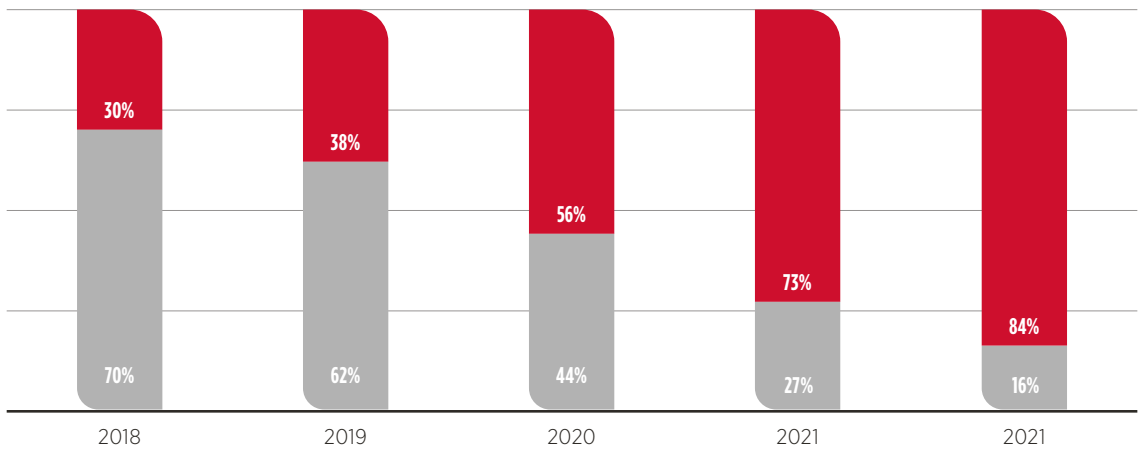
Our green packaging initiative was accepted in 2018. In 2022, we have 26 green packaging models out of the 31 packaging models in the market. Product reuse and recyclable rate is above 70% and recovery rate is above 80%. LFD product package uses 85% reclaimed material. Green packaging products has increased to 84% in 2022 from 5% in 2017.

2018
- VG model product line adoption rate increment
- Accessory products start applying green packaging design

2019
VP model product line starts applying green packaging design

2020~
Continual effort in green packaging that applies to more models and more product lines

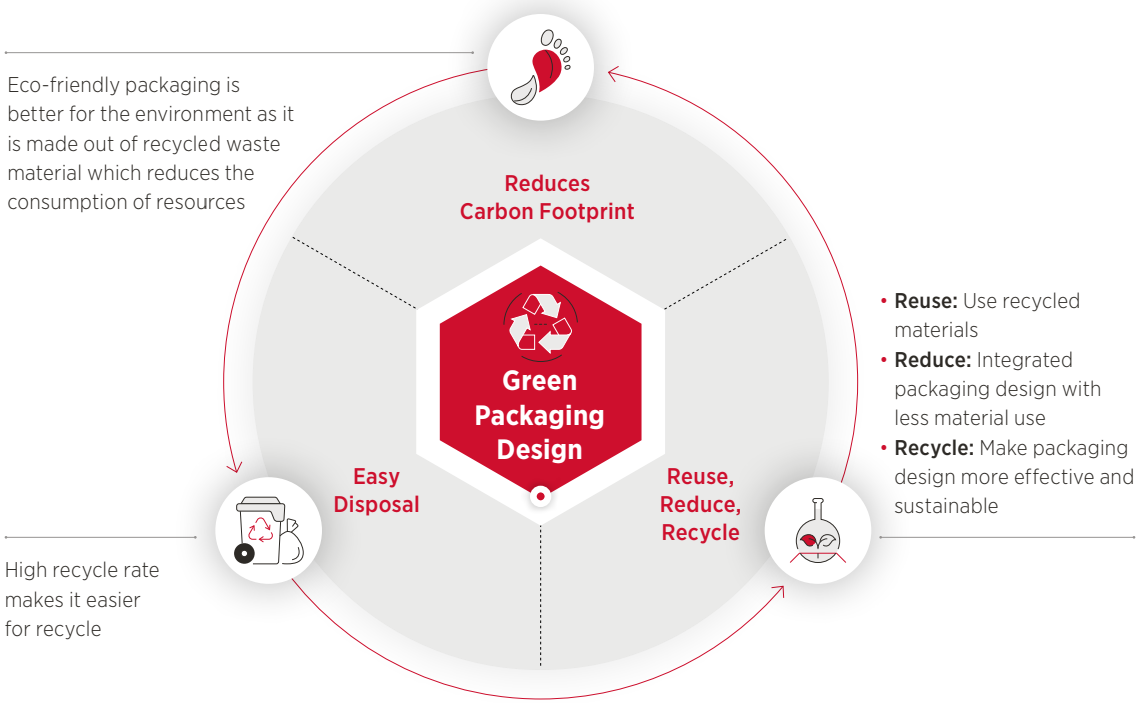
VG Green Packaging



Our key milestones in green packaging application

- 2018, 1st 100% paper packaging design applied on M1/M1+ projector
- 2019, M1 mini projector starts applying green packaging design.
- 2020, M2 projector starts applying green packaging design. 2021, Continual effort in green packaging that applies to more models
- 2021: Labels on carton are simplified from two labels to one label to reduce paper usage and implemented to all PJ models.
- 2022: VG2440 and VG2440V monitors are TCO Certified Edge 2.0 compliant, which contain recycled plastics over 85%

The major benefits of our green packaging design include:



Our VG2756V-2K model uses 100% recycled packaging material

Green packaging solutions in the future can take a few different forms. Below are a few sustainable packaging examples.

Packaging that includes renewable resources

Cellulose, for example, derived from wood pulp, is an attractive alternative to petroleum-derived polymers such as PET, PE and PP. Starch-based biomaterial is also an appealing alternative.

Packaging with additives

Packaging additives, primarily biodegradable, oxo-degradable and photodegradable materials, help the packaging biodegrade faster and reduce the accumulation of packaging waste.

Recyclable materials

These include familiar materials such as cardboard, plastic and metals.

Compostable materials

These include the materials like the compostable molded-fiber bowls that some fast-casual restaurants now offer their patrons.

Green packaging strives to reduce the amount of packaging per product it contains. Our recyclable product packaging includes cardboard boxes, printed documentation and other paper, plastic bags. Even if manufacturers cannot switch the type of material used in their packaging, they can take steps to optimize the packaging by reducing the amount of material used to make it.

We have tried new origami paper packaging techniques on our iF Design Award winning products, advanced M1/M1+, M1 Pro portable projector, and M1 mini pocket projector. Paper packaging has replaced packaging materials used - e.g., EPS foam, EPE foam, EVA foam used - in the past.

Less Packaging Materials Designs

For most business models, we categorize models to reduce the die-cut mold cost, which is also good for the environment. The artwork uses less ink, and the minimalist design is clean and elegant; the most of all is about sustainability. Our environmentally conscious packages are designed to support a healthy planet. In short, we only use 3 types of carton die-cut for 25 models (PA and PG series, LS series, PX series). Also, we reduce carton labels from two to one, it's a big step for packaging design and environment. Aside from eco-packaging, we are striving to increase logistic efficiency and flexibility by adding mixed different panels into 40'HQ container loaded. The improvement of logistic efficiency helps us reduce carbon emission derived from transport.

Amazon Frustration-Free Packaging Program Certification

To provide our customers with a more sustainable buying experience, ViewSonic follows Amazon's frustration-free packaging policy to reduce the overall amount of packaging materials used. Amazon defines 3 tiers in its Frustration Free Packaging Program: Tier 1 – Frustration-Free Packaging (FFP), Tier 2 - Ships in its Own Container (SIOC), and Tier 3 - Prep-Free Packaging (PFP). Starting from August 1, 2019, Amazon requests the size of the product packaging greater than 18 x 14 x 8 inches or the weight more than 20lbs must be certified as either FFP or SIOC. ViewSonic designed 100% paper cushion for packaging on VP2768a, VP2768a-4K and VG2740V monitors. These packaging materials are 100% recyclable and certified as Amazon Frustration-Free Packaging successfully in 2022.

Case with 100% Water-Based Paint

VOCs (Volatile Organic Compounds) are groups of air pollutants that are emitted to the atmosphere during the solvent-based coating process. Some of these substances are detrimental to human health and the environment. On the other hand, water-based paints use water as the primary liquifying agent instead of chemical solvents, which is more eco-friendly and less hazardous than solvent-based coating. To mitigate adverse effects of VOCs and committed safer usage experience, all shipment models from ViewSonic are coated with water-based paints in 2022.

Responsible Waste Management for Our Products

Rapid technological development has fueled a steady expansion on the consumer and enterprise electronics market needs while providing countless benefits to consumers and businesses. Along with these benefits comes an escalating need for proper disposal of e-waste to decrease harmful impacts to the environment. Proper recycling delivers several additional benefits. The reclamation of raw materials and working components enables their reuse, reducing the generation of pollution and energy needed for raw material extraction and manufacturing production. Diverting solid waste from conventional trash collection helps extend the life of municipal landfills. In addition, supporting proper e-waste recycling facilitates job creation, often creating environmentally-friendly jobs in disadvantaged communities.

Sorting and recycling are part and parcel of the challenge to consume more responsibly, with consumers increasingly engaging in the general effort. We seek to reduce the environmental impact of our products by stringently complying with all recycling guidelines and regulations, as well as by partnering with recycling and waste management agencies throughout the United States and Canada. In 2022, ViewSonic Europe adhered to the latest regulatory changes in some European countries, contributing to a more recycling-oriented economy.

We are proud to uphold our social and legal obligations to the communities that support our business. This includes regular contributions to government recycling programs throughout many U.S. states and extending our responsibilities to customers across the nation and worldwide. We offer the **ViewSonic Recycle+ Program and Mail Back program** to accommodate sustainable product disposal for customers who may not have available local options.

France

Regulatory Summary
Establish the legal basis for consumer information regarding the sorting label, encouraging French consumers to dispose of all their packaging waste in a sorting bin or container.

Italy

Regulatory Summary
The packaging law in Italy imposes a strict labelling obligation. Packaging intended for end consumers must be clearly labelled with appropriate instructions for disposal. The notes must be written in Italian.

Our Efforts in 2022

- Introduced these markings on all our products and packaging materials in 2022.
- Introduced double-layer labeling for different energy efficiency standards of UK and EU.
- Appointed a registered auditor for the examination and certification of annual packaging quantities and submit the signed audit report in LUCID, Germany.

ViewSonic Recycle+ Program

For ViewSonic Recycle+ program, we support the governing laws of all U.S. states for recycle, reuse and refurbishment of retired electronics, including specific bans against identified types of electronic waste being disposed in landfills. To facilitate compliance with these guidelines, we partner with over 50 recycling companies in Washington D.C. and the 25 states that publish guidelines for recycling of covered electronic devices (CEDs), including our home state of California. We are also working closely with the 10 additional states that are currently researching and working on implementing official recycling programs, and we partner with hundreds of approved agencies, brokers, and recyclers. We contract only with collectors and recyclers that comply with all local, state, and federal regulations; utilize e-Steward, R2/RIOS, and ISO operational standards; and do not allow violation of laws when importing or exporting environmentally sensitive materials. We have made efforts to meet the compliance and any updated regulations. Neither will ViewSonic nor our partners dispose of CEDs in landfills or transfer any covered devices to recycling facilities that dispose of CEDs in landfills other than necessary incidental disposal in minimum amounts.

ViewSonic Mail Back Program

To encourage recycling in the United States, we started the Mail Back program to encourage customers to ship end-of-life ViewSonic products to us free of charge, which we then recycle according to local California state regulations. Customers can learn about how to safely retire end-of-life products with our recycling and mail-back programs. Content on the Go Green with ViewSonic website as well as our ViewSonic.com customer service page helps customers recycle their ViewSonic product packaging materials. Our packaging cartons display the RAP 20 symbol, which indicates that they are made from 100% recyclable fiber.

Total costs for these programs in 2022 were US$227,341, which included fees paid for registration to each state's recycling program plus recycling costs.

ViewSonic Outreach and Education

As part of our commitment to protecting the planet, ViewSonic has developed programs and resources to encourage environmentally conscious decisions. Our Go Green with ViewSonic website educates visitors about proper disposal of electronic products and includes a directory with links to helpful information about recycling laws, requirements, and resources. Detailed information about our certifications and environmentally-friendly product features help consumers make informed purchasing decisions.

We are pleased to consistently invest in developing products, corporate policies, and business practices that protect our environment. Education and training are an important part of our environmental efforts as we advocate the importance of sustainability to our key stakeholders, e.g., business partners, customers, and employees.

09

COMMITTED TO OUR CUSTOMER

- 100% LFDs and projector products certified for health, hazardous-free and safety standards, such as RoHS, FCC, NRTL (cTUVus or UL certified).
- Submitted 245 products to the SCIP database to promote the customer health and safety.
- No fines and sanctions related to the health and well-being in 2022.
- No incident of data breaches in 2022.
- Obtained ISO 27001 certification to protect customer's data.

Customer Service

We value our customer's needs for innovative products and high-quality services. Customer service is a priority for our company. We are dedicated to meeting the needs of our customers by being committed to proactively respond to all our customers from the multiple communication channels timely. We provide the following channels for customers to reach our customer service team: phone, email, chat, social media, or any other public forums and product review posts. We adequately staff all our customer service channels to ensure we are available and responsive to all our customer's needs. The customers could contact customer support team for company or product information, seek guidance on product usage, troubleshoot, and/or process warranty claims or losses.

We provide continual learning and training on new products and technical knowledge to our customer service team to equip them to respond to clients appropriately. We analyze customer satisfaction levels for continual service, product, system, or process improvement opportunities.

We evaluate our customer service performance by tracking if our services have met and/ or exceeded customer expectations with our innovative display solutions for work, play, and education via hardware, software, and service integration. The customer could escalate any issues or case to our company management or to external arbitrary 3rd parties such as Better Business Bureau, the State Attorney General, or legal representatives as necessary.

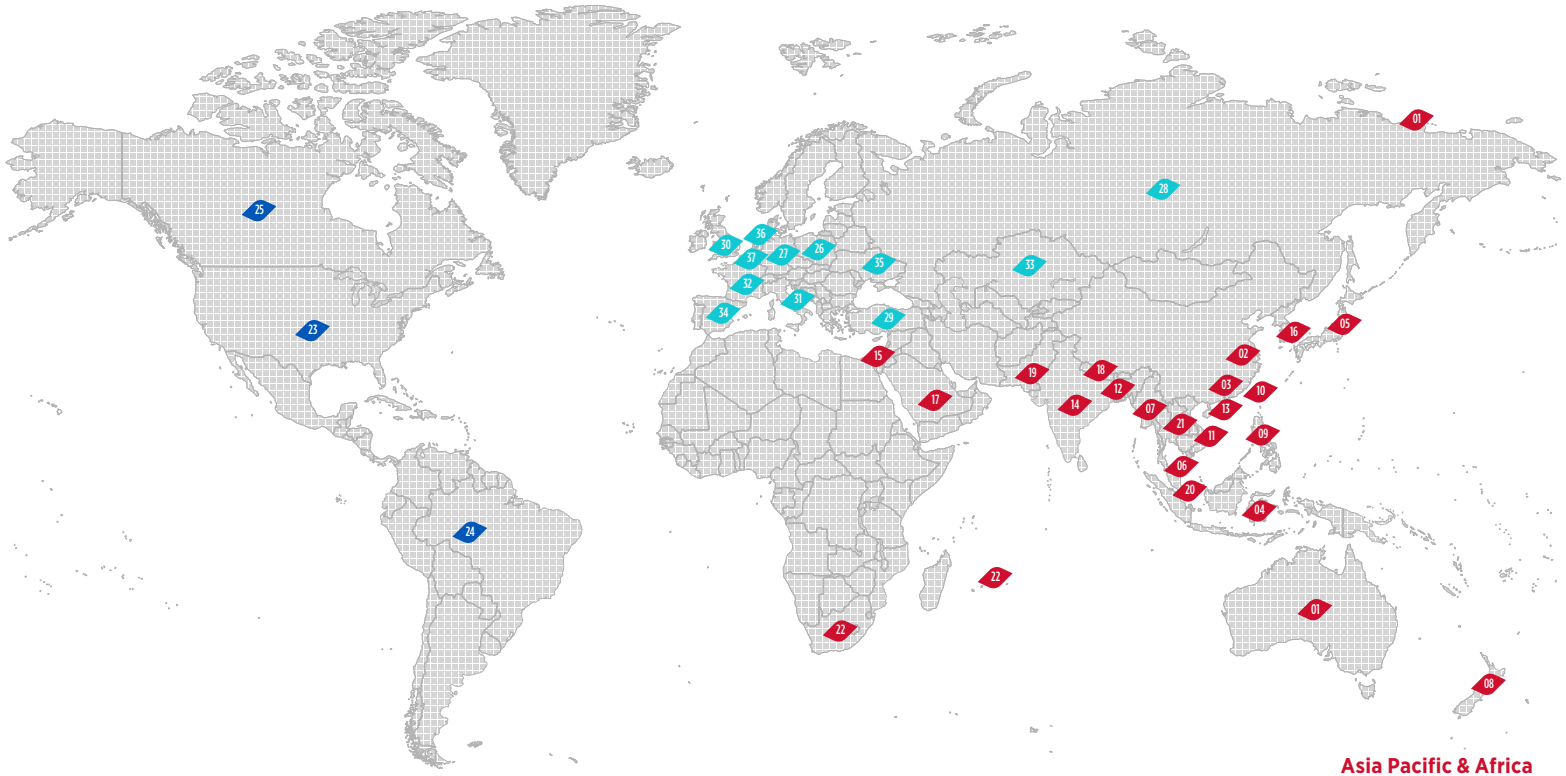
The map on the right are countries and regions we provide customer services, and the map provides links to our customer services websites.

Americas

- 23 United States
- 24 Latin America
- 25 Canada

Europe

- 26 Europe
- 27 Deutschland
- 28 Россия
- 29 Türkiye
- 30 United Kingdom
- 31 Italy
- 32 France
- 33 Қазақстан
- 34 España
- 35 Україна
- 36 Netherlands
- 37 Belgium



Asia Pacific & Africa

- 01 Australia
- 02 中国 (China)
- 03 Hong Kong (English)
- 04 Indonesia
- 05 日本 (Japan)
- 06 Malaysia
- 07 Myanmar
- 08 New Zealand
- 09 Philippines
- 10 臺灣 (Taiwan)
- 11 Việt Nam
- 12 Bangladesh
- 13 香港 (繁體中文)
- 14 India
- 15 Israel
- 16 Korea
- 17 Middle East
- 18 Nepal
- 19 Pakistan
- 20 Singapore
- 21 ประเทศไทย
- 22 South Africa & Mauritius

Customer Health and Safety

Always striving to be a leading example of conscientious global citizenship, ViewSonic actively extends our responsibility concerns to those who use our products. Among these concerns are safeguarding customer health and safety, ethical communication and customer privacy. We regularly assess our products and services, such as monitors, projectors and displays, to better understand its impact on human health and safety, seeking continuous improvement to promote health and wellbeing.

Our product business units and product quality assurance compliance teams are responsible for overseeing and evaluating the health and safety impact of our product's lifecycle. We evaluate product health and safety affecting customer health and safety with the below key indicators:

Percentage of significant product and service categories for which health and safety impacts are assessed for improvement

Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their lifecycle, by type of outcomes

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services

Compliance with UL/cTUVus for our products is basic, while some of our models apply Swedish Federation of Professional Employees (TCO). With the help of our compliance supervision and quality assurance system control, we ensure every product is safe to users. For any product that may potentially have safety issue to look out, warning message and specification in user's guide will be included in the product at customer's purchase.

100% LFD products are certified with Health, Hazardous-Free and Safety, such as RoHS, FCC, NRTL (cTUVus or UL certified); with a focus on VSA Models in the year of 2022.

All our products are in compliance with health, hazardous-free and safety regulations and standards throughout the product lifecycle. We evaluate if we have met the standards by the fines and non-monetary sanctions charged related to the health / well-being and safety features of our products. Customer safety is the supremacy of our product quality control. We include declaration of RoHS 2 compliance on our packaging. The declaration read:

The following information is only for EU-member states:
The mark shown to the right is in compliance with the Waste Electrical and Electronic Equipment Directive 2012/19/EU (WEEE). The mark indicates the requirement NOT to dispose of the equipment as unsorted municipal waste, but use the return and collection systems according to local law.

ROHS declaration

Declaration of RoHS2 Compliance
This product has been designed and manufactured in compliance with Directive 2011/65/EU of the European Parliament and the Council on restriction of the use of certain hazardous substances in electrical and electronic equipment (RoHS2 Directive) and is deemed to comply with the maximum concentration values issued by the European Technical Adaptation Committee (TAC) as shown below:

Substance	Proposed Maximum Concentration	Actual Concentration
Lead (Pb)	0.1%	< 0.1%
Mercury (Hg)	0.1%	< 0.1%
Cadmium (Cd)	0.01%	< 0.01%
Hexavalent Chromium (Cr6*)	0.1%	< 0.1%
Polybrominated biphenyls (PBB)	0.1%	< 0.1%
Polybrominated diphenyl ethers (PBDE)	0.1%	< 0.1%
Bis (2-ethylhexyl) phthalate (DEHP)	0.1%	< 0.1%
Butyl benzyl phthalate (BBP)	0.1%	< 0.1%
Dibutyl phthalate (DBP)	0.1%	< 0.1%
Diisobutyl phthalate (DIBP)	0.1%	< 0.1%

Certain components of products as stated above are exempted under the Annex III of the RoHS2 Directives as noted below:

- Copper alloy containing up to 4% lead by weight.
- Lead in high melting temperature type solders (i.e. lead-based alloys containing 85% by weight or more lead).
- Electrical and electronic components containing lead in a glass or ceramic other than dielectric ceramic in capacitors, e.g. piezoelectronic devices, or in a glass or ceramic matrix compound.
- Lead in dielectric ceramic in capacitors for a rated voltage of 125V AC or 250V DC or higher.

Electronic Equipment Compliance

Electronic equipment contains hazardous chemicals that can be harmful to the environment when disposed of in a landfill along with trash. Hazardous chemicals include lead, mercury, cadmium and chromium, along with other heavy metals and potentially toxic chemical flame retardants. Proper disposal of the metals, plastics, and components found in old electronics is an important safeguard for the health of our planet and future generations.

A. Large-Format Displays

Our Large-Format Displays adhere to RoHS guidelines for the restriction of hazardous materials. All LFDs are certified by third party to guarantee user safety. Our LFDs also follow international WEEE regulation and comply with EU RoHS directive (2011/65/EU). Almost all LFDs get TÜV certificate to guarantee the safety. We aim to have 100% of the LFD products certified with health, hazardous-free and safety regulations, and standards, such as RoHS, Federal Communication Commission (FCC), Nationally Recognized Testing Laboratories (NRTL) (cTUVus or UL certified). We have achieved the 100% hazardous-free goal in the 2022 fiscal year. We seek to continue maintaining that goal in subsequent years.

- WEEE means Waste Electrical and Electronic Equipment Directive, which is a European Community directive for target setting of collection, recycling, and recovery of electrical and electronic goods.
- RoHS means Restriction of Hazardous Substances Directive by the European Union to restrict the use of six hazardous materials in the manufacture of electronic and electrical devices.
- TUV is one of worldwide safety institutes to provide the certificate for the product which could pass the safety test.

B. Projectors

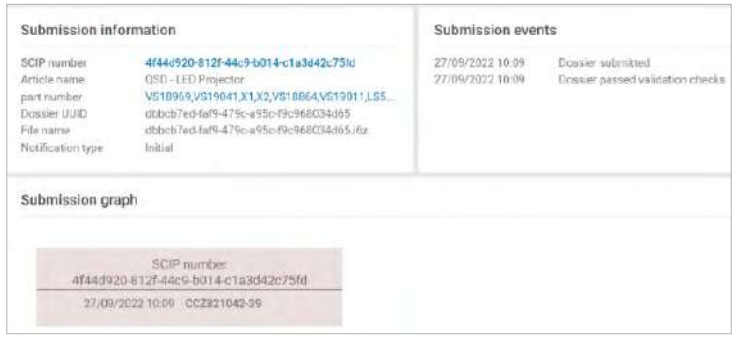
- Our LED & Laser projector models use no mercury light source in consideration of user health. There were no known health concerns that result from exposure to intact lamps or to occasional exposure to broken lamps. The concentration of mercury in the atmosphere resulting from breakage of lamps should result in no significant risk to the user. We also consider electromagnetic interference (EMI) and safety of user environment. In 2022, 100% of projector models have passed the testing against Safety standard (cTUVus), RoHS, and WEEE.

Upgraded Regional Compliance Requirements

A. SCIP Database

The SCIP (Substances of Concern In articles as such or in complex objects (Products)) database is established under the Waste Framework Directive (WFD) by the European Chemicals Agency (ECHA). Companies that supply articles containing SVHCs on the Candidate List in concentrations above 0.1% w/w on the EU market are required to submit relevant information to the SCIP database. This requirement aims to improve the understanding of SVHCs in articles, facilitate communication along the supply chain, and ultimately promote safer products and protect human health and the environment. Hence, from January 2021, ViewSonic have expanded the component examination to comply with the SCIP database. In September, we submitted and shared SCIP data for 245 products to the customer.

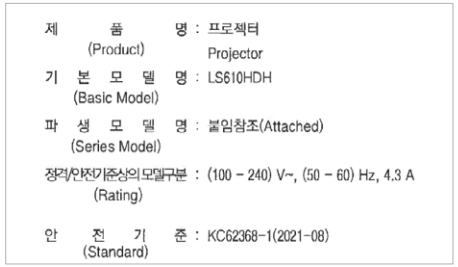
By declaring the hazardous chemicals present in our products to the SCIP database, consumers are empowered to make informed purchasing decisions based on whether the products contain such chemicals. This puts control over their health and safety in their hands and highlights the importance of the SCIP database as a tool for safeguarding consumer interests. Consequently, ViewSonic believes that the SCIP database plays a vital role in promoting and protecting the health and safety of consumers.



B. European Environmental Standard

EN 55024 (Immunity for information technology equipment) was withdrawn on September 16, 2022 and replaced with the new standard EN 55035. The shift from EN 55024 to EN 55035 adapts to the evolving MME landscape. EN 55024 for ITE is outdated, while EN 55035 is more comprehensive, covering broader multimedia equipment with EMC immunity requirements for reliable operation in today's interconnected world. Therefore, to comply with this upgraded standard, we are dedicated to checking the compliance status of existing products and have already upgraded 40 models.

C. Korea Certification (KC) Safety Requirement



Since 2022, Korea has implemented KC 62368-1 as the new product safety standard, replacing the old standard KC 60950-1 which terminated on December 31, 2022. KC 62368-1 prioritizes risk assessment and hazard-based safety engineering for modern devices, ensuring consumer safety and compliance. Our products must be sent to Korea for local testing to ensure all critical components meet the new KC 62368-1 standard. In 2022, our new products, X2000-4K, X1, X2, LS610HDH, ID2456, PF0730, VA3209-MH, VA3209-2K-MHD, have been locally tested and comply with this new standard.

Submitted 245 products to the SCIP database to promote the customer health and safety.

Legal Compliance

Compliance with the laws and regulations in which ViewSonic operates our business is a legal prerequisite for ViewSonic to provide our solutions to our customers. We constantly monitor our products, services and operations to ensure that all relevant legal and regulatory compliance has been met and all required certificates (if applicable) have been applied for and received.

All ViewSonic products, services and operations should be and are in compliance with the laws and regulations in which ViewSonic operate our business. If there is any deficiency found, ViewSonic will strive to conduct mitigation and correction action for ensuring compliance is met as soon as possible.

The goal is to ensure full compliance with the laws and regulations in which ViewSonic operates our business, and if any deficiency is found, frank and cordial communication with the relevant legal and regulatory body for improvement so as to achieve full compliance.

Typically, the relevant department, depending upon the nature of the legal and regulatory issue. For example, Human Resource Department is in charge of Human Resource issues, and Product Quality Assurance Compliance Team is in charge of Product safety certificates.

Fines, penalties, regulatory actions and notices by the relevant authorities are used to evaluate Legal Compliance. Furthermore, internal audit and hotline on webpages can be considered as grievance mechanisms of Legal Compliance of the Company.

In 2022, ViewSonic exhibited exceptional adherence to health and safety regulations, with no incidents of non-compliance resulting in fines, penalties, or warnings related to health and safety. This exemplary performance spanned across all our product lines, including monitors, projectors, and large-format displays. In addition, ViewSonic has consistently adhered to voluntary codes for health and safety, demonstrating our commitment to going above and beyond the minimum legal requirements to prioritize the well-being and safety of its workforce. We believe this commitment to robust compliance and the promotion of employee well-being reinforces ViewSonic's dedication to sustainability and responsible corporate practices.

On socioeconomic compliance, we received no significant fines and non-monetary sanctions related to the health and well-being features of our product, nor was there any case brought through dispute resolution mechanisms in 2022 fiscal year.

No fines and sanctions related to the health and well-being in 2022.

→ **Number of Health & Safety Non-Compliance Cases in 2022**

	Monitor	Projector	Large-Format Display (LFD)
# of incidents of non-compliance with health and safety regulations resulting in a fine or penalty	0	0	0
# of incidents of non-compliance with health and safety regulations resulting in a warning	0	0	0
# of incidents of non-compliance with voluntary codes for health and safety	0	0	0

→ **Number of Health and Wellness Non-Compliance Cases in 2022**

Product	Monitor	Projector	Large-Format Display (LFD)
# of incidents of non-compliance with health and well-being features of our product	0	0	0

Responsible Labeling

Quality products that ensure safety to the users is a basic social responsibility we value strongly. Other than products complying with safety and health regulations, we ensure that our products are safe for those who use them by adding safety instructions.

We review whether our products and services need labeling with the following criteria:

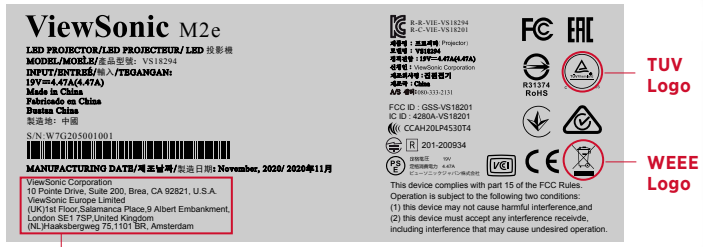
- The sourcing of components of the product or service
- Content, particularly with regards to substances that might produce an environmental or social impact evaluated against the conformity with RoHS
- Evaluate level of product safety (TUV) to add corresponding precautionary user guideline
- Disposal of the product and environmental/social impacts reviewed against WEEE
- Energy efficiency measured by testing labs

Example of our labeling post the labeling review:

The rating label includes the following: information, model name, compliance, manufacturer info, country of origin and safety warning etc.

User guide includes the following information: model name, compliance declaration, safety warning message, and service support etc.

The below is a LFD Product Label.



All products were in conformance with RoHS and WEEE in 2022. No incident of non- compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes and no monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services were found in 2022.

Ethical Marketing Communication

We conduct internal and external communication with integrity. Marketing communications such as advertisements, promotions, sponsorships, and web content observe all relevant policies and practices for fair and forthright communications, including adherence to all mandated brand requirements when representing partner trademarks. Information presented on our materials is factchecked for accuracy and we make every effort to avoid misrepresentation of any kind.

We evaluate if any warning, fine or penalty for noncompliance with regulations or voluntary codes relating to our marketing communication were charged. In 2022, we received no warnings, fines or penalties for non-compliance with regulations or voluntary codes relating to our marketing communications.

Information Security and Customer Privacy

We know that trust is the foundation of our relationships with our customers, and we make every effort to build that trust in all aspects of our business. We aim to deliver reliable products that meet customer needs. We maintain customer relationships through customer services. We have measures in place to protect customer privacy and safeguard our customers' personal information against any misconduct or threats.

We want our customers to feel absolutely confident doing business with us online. To ensure the security of customer data, we use the latest security technologies and adhere to policies that prevent unauthorized use of personal information. To guard against cyber threats, we follow industry-best practices for maintaining the security of our network and other computing resources. This includes ensuring up-to-date security software, firewall, spam filters, automatic software updates, web browsers and operating systems to provide a strong defense against viruses, malware and other online threats. ViewSonic achieved ISO 27001 certification, ensuring the protection of customer's private information and hence preventing of losing their trust due to data breaches. Our Privacy Policy website details the ways in which we handle personal data after it has been collected using our website.

All our employees receive mandatory training on our Privacy Policy and understand the handling procedures to protect confidential or proprietary information provided by customers. We take protecting the confidentiality of our partners and customers seriously, following local privacy laws. We recognize and address our obligations under the provisions of the Data Protection Act (1998) and the GDPR (General Data Protection Regulations). The privacy-protection policies covered by the mandatory training includes the following:

- We require all employees to maintain the confidentiality of all customers' personal data.
- We require all employees to understand and follow our GDPR Guideline (Data Classification), Guideline policy to ensure Data Subject Rights, Data Breach Policy, and Data Retention and Deletion policy.
- We are not allowed to share customer personal data to any third party.
- All customer personal data is collected and managed based on prior consent.
- All vendors, service providers and contractors should sign non-disclosure agreements (NDA) and/or data processing agreements (DPAs).
- All customer can revoke his consent to the storage of personal data and its processing at any time with effect for the future.
- All customer has the right to object at any time, on grounds relating to his particular situation, to the processing of personal data relating to him which is carried out on the basis of legitimate interests.

With this policy mechanism put in place, we aim to achieve zero breached and zero compromised incidents for privacy leakage and misusage. **In 2022, we did not receive any complaints related to customer privacy. There were no complaints received from outside parties and substantiated by the organization and no complaints from regulatory bodies, and no identified leaks, thefts, or losses of customer data.**

ISO/IEC 27001 Certification

ViewSonic obtained ISO 27001 certification in 2021 for its information security management system, covering both ViewSonic America and ViewSonic International. The certification encompasses various information security management activities within the realm of information technology, including development, maintenance, and operation of ERP system, operation of adopted SaaS cloud services, network security and data center management, etc. This certification highlights ViewSonic's dedication to maintaining the integrity and availability of its information assets, including customer data and personal information.

10

COMMITTED TO OUR EMPLOYEES & COMMUNITY

- Ensured equal female-to-male employee ratio in all regions.
- No work-related injuries and illness.
- Organized CorlorPro award and sponsored several global and local charitable organizations such as Make-A-Wish, Annual United by Play Esports Battle for Charity Tournament, Love and Hope – 2022 World Women's Art Festival.
- Won "Business Model Transformation" & "ESG Special Award" categories at the Ding-Ge Digital Transforming Award.
- Established ViewSonic College, benefiting over 8 million users of myViewBoard worldwide.

Talent Attraction & Retention

We provide technological solutions to empower people and improve lives, and our employment practices reflect the same objectives. We integrate sustainability principles into our businesses – for example, saving energy, developing green products. Our innovations spring from our employees' creativities. Our employees' success is pivotal to the growth of our company. We recognize that our brand value and reputation are defined by the people within our organization. Therefore, our human resources department is dedicated to recruiting not only the most skilled talents, but also the best fits for our corporate culture.

→ Training Plans

	ViewSonic America		ViewSonic Europe		ViewSonic Asia Pacific		ViewSonic China	
Type of training Offered	Hours of the Training Program	No. of Participants	Hours of the Training Program	No. of Participants	Hours of the Training Program	No. of Participants	Hours of the Training Program	No. of Participants
Cyber Security	2	220	0	0	0.5	194	2.5	27
Product Knowledge	15	220	10	50	2	183	8.5	51
Business skills	0	0	12	30	30.5	118	0	0
Labor standard law on hiring & termination workshop	0	0	0	0	7	26	0	0
Human Right related	0	0	0	0	0.5	238	2	25
Total	17	440	22	80	40.5	759	13	103
Total Hours of Training								39,979.5

ViewSonic has different training programs for different regions since each region has unique cultural, linguistic, or legal requirements that need to be addressed in training. Hence, by tailoring training programs to each region's needs, we can ensure that all our employees receive the information and skills they need to perform their jobs effectively and comply with relevant laws and regulations.

ViewSonic America

ViewSonic America promotes employee well-being by providing access to Sonic Boom Wellness programs. These programs include customizable features like activity tracking, health coaching, social support, and incentives. Emails are regularly sent to encourage healthy habits, leading to benefits such as improved morale, reduced absenteeism, and increased productivity. Additionally, ViewSonic America organized five staff contests in 2022 to promote team building and camaraderie among employees. Each contest offered unique challenges and themes, including Chase the Rainbow, May the 4th Be With You, Red, White, and Blue Team Challenge, Monster Mash, and Run, Turkey! RUN! These contests provided a fun and engaging way for employees to interact and work together, fostering a positive and supportive company culture.

ViewSonic Asia Pacific

ViewSonic Asia Pacific prioritizes employee development and well-being by offering various programs. To value young talent and promote leadership development, the company designed a training program consisting of 8 workshops for 29 people and 28 training hours. The program aims to develop competencies such as communication, problem-solving, decision-making, team building, and goal setting. In addition, Goal Setting workshops were available for 90 managers in three different levels, consisting of 32 training hours. These workshops aimed to improve managerial skills related to setting and achieving goals. By participating in these programs, our employees gained new perspectives, refined their skills and became more effective leaders within the organization.

ViewSonic Europe

ViewSonic Europe offered 6 online workshops in 2022 to enhance the business skills of its employees, increasing productivity, job satisfaction, and retention rates. Online workshops provide flexibility, allowing employees to access training at their convenience, resulting in a more engaged and motivated workforce. In addition, ViewSonic UK offers a solution selling workshop to improve the knowledge of employees on solution sales, including identifying customer needs, developing solutions, and closing deals. The workshop also focuses on improving communication and presentation skills to better engage with customers and persuade them to purchase products.

Workforce Indicators

We are proud of our diverse workforce. It's our responsibility to ensure diversity is achieved in our talent pool. Our global presence attracts experienced professionals across various disciplines around the globe, creating a diverse work environment. Products and services innovation is often a result of assimilation of diverse thoughts and experiences.

Our management practices foster and strengthen positive labor relations, encouraging honesty, equality, and mutual trust on the part of both employer and employee. We are proud to make ViewSonic a great place to work, with our company-wide employee turnover rate decreasing in 2022 to 2.3% for men and 2.2% for women.

→ 2022 New Hires by Gender and by Age in Each Region

	ViewSonic America		ViewSonic Asia Pacific		ViewSonic China		ViewSonic Europe	
Age Group	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
<30	13	5	57	86	1	23	4	4
	25.49%	9.80%	18.69%	28.20%	2.78%	63.89%	9.76%	9.75%
30 – 50	16	8	95	62	5	7	26	5
	31.37%	15.69%	31.15%	20.33%	13.89%	19.44%	63.41%	12.20%
>50	7	2	3	2	0	0	2	0
	13.73%	3.92%	0.98%	0.66%	0.00%	0.00%	4.88%	0.00%
Total	36	15	155	150	6	30	32	9
	70.59%	29.41%	50.82%	49.18%	16.67%	83.33%	78.05%	21.95%
Region Total		51		305		36		41
		100%		100%		100%		100%

We provide rewarding career opportunities that encourage professional and personal development and invest our resources to empower, retain and motivate our employees to ensure a fulfilling career path. Tuition reimbursement program is also available for qualified employees to advance professional skills. In 2022, we had 26 internal promotions and 40 paid-outs on reimbursement for employees to earn their degree or additional professional trainings.

Our culture to drive for excellence expands the capabilities and capacities of our dedicated employees. We encourage employees to refer talents to join our global network and rewards the employee if the applicant is hired as a full-time employee. We expect employees to compose in professional demeanor, to co-create a respectful culture and to co-build an inclusive work environment.

Plan	Who Is Eligible	Effective	Benefit Description	Cost
Referral Award Program	All active employee	Date of hire	Employees may receive a cash award for referring an applicant that is hired for regular full-time employment. Award amounts will vary ($150 to $1,500) based on the position and subject to policy guidelines.	Company provided
Tuition Reimbursement Program	Regular full-time employees who work 30 or more hours per week	First of the quarter/ semester following 90 days of employment	Company provides reimbursement of 100% of actual expenses paid for tuition and books up to an annual limit of $5,000 for any pre-approved degree program and limited certificate programs. Reimbursement is contingent upon earning a grade of "C" or better ("B" or better for graduate work), and subject to approval guidelines.	Company provided

→ 2022 Number of Employee Turnover by Age and by Gender in Each Region

	ViewSonic America		ViewSonic Asia Pacific		ViewSonic China		ViewSonic Europe	
Age Group	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
<30	8	1	31	49	1	8	6	4
	22.86%	2.86%	16.32%	25.79%	3.57%	28.57%	15.79%	10.53%
30 – 50	12	5	62	36	10	9	19	8
	34.29%	14.29%	32.63%	18.95%	35.71%	32.14%	50.00%	21.05%
>50	7	2	9	3	0	0	0	1
	20.00%	5.71%	4.74%	1.58%	0.00%	0.00%	0.00%	2.63%
Total	27	8	102	88	11	17	25	13
	77.14%	22.86%	53.68%	46.32%	39.29%	60.71%	65.79%	34.21%

We know the importance of work-life balance for the well-being of our employees. We continue to be a proponent of work-life balance. We allow parental leave for employees to build family relationship. We handle leave of absence requests with the upmost confidentiality and with as much support as possible, with the understanding that unpredictable life events can happen to us all. We value our talents and would love to provide needed leave flexibility or alternative forms of working relationship to support our employees.

→ 2022 Parental Leave Related Data by Region

Region	ViewSonic America		ViewSonic Asia Pacific		ViewSonic China		ViewSonic Europe	
Gender	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**	**Male**	**Female**
Number of employees that were entitled to parental leave	169	89	23	11	44	84	101	45
Number of employees that took parental leave	2	0	1	7	4	3	4	4
Number of employees who returned to work after parental leave ended	2	0	1	4	4	1	4	1
Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	1	0	1	2	4	0	2	1
Retention rates of employees who took parental leave	100%	n/a	100%	57%	100%	33%	100%	25%

→ Leave Options and Benefits for Our Full Time Employees

Plan	Who Is Eligible	Effective	Benefit Description	Cost
Paid Time Off (PTO)	Regular full-time employees.	Employees get 24 hours date of hire and regular full-time employees start accruing once they would have reached 24 hours with the regular accrual.	Based on service time with the Company, accrues every two weeks' pay period. Accrued hours may be carried over at year end but are subject to maximum caps. **Years of Service** / **PTO Days** / **Maximum CAP** **0 – 3 years** / 18 / 140 hours **4 – 7 years** / 23 / 180 hours **8+ years** / 28 / 200 hours	Company paid
Holiday	Regular full-time employees get the full 8 hours of holiday pay.	Date of hire	The company observes 10 paid holidays per calendar year: New Year's Day, President's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Day after Thanksgiving, Christmas Eve, Christmas Day, and a floating holiday.	Company paid
Short-Term Disability	Regular full-time employees who work 30 or more hours per week consistently.	Date of hire	Provides a benefit of 60% of an employee's weekly earnings with coverage beginning on the eighth day of disability (non-work-related illness, injury, or pregnancy). In some states, benefit will be integrated with the State Disability Insurance. Maximum benefit is for 12 weeks.	Company paid
Long-Term Disability	Regular full-time employees who work 30 or more hours per week consistently.	Date of hire	Provides a benefit of 60% of an employee's monthly earnings with coverage for disabilities (non-work-related illness, injury, or pregnancy) that last more than 180 days. In some states, benefit will be integrated with other sources of income (including Social Security). Maximum period of time to receive benefits are determined by age when disability begins.	Company paid

→ Full Time Employees' Benefits

Plan/Carrier	Who Is Eligible	Effective	Benefit Description	Employee Cost
Medical Coverage Blue Shield of CA	Regular full-time employees who work 30 or more hours per week	Date of hire	Choice of: 1. Three Health Maintenance Organization (HMO, CA only) plans 2. Preferred Provider Option (PPO) 3. High Deductible Health Plans (HDHP) with Health Savings Account (HSA)	Varies by plan.
Dental Coverage Delta Dental	Regular full-time employees who work 30 or more hours per week	Date of hire	Choice of: 1. Met Life Maintenance Organization (DHMO) or 2. Preferred Provider Option (PPO)	Varies by plan.
Vision Coverage Metlife / VSP	Regular full-time employees who work 30 or more hours per week	Date of hire	VSP PPO: Allows for annual eye exam, frames every two years, lenses or contacts (including disposable) once every year. Additional cost may be applicable pending selections.	Varies by plan.
Flexible Spending Accounts	Regular full-time employees who work 30 or more hours per week	Date of hire	Tax-Free reimbursement accounts for out-of-pocket health care and dependent care expenses. Allows employee to contribute up to annual IRS limit in personal health and dependent care account.	Employee contributed
Supplemental Medical Insurance	Regular full-time employees who work 30 or more hours per week	Date of hire	Accident: cash benefit in cases of accidental injuries. Critical Illness: Insurance to help protect against financial impact of certain illnesses. Hospital Indemnity: Provides supplemental payments that you can use to cover expense your medical plan may not cover for hospital stays.	Employee paid
Life Insurance / AD&D Cigna	Regular full-time employees who work 30 or more hours per week	Date of hire	Provides a life policy for one-time annual salary not to exceed $100k and an additional benefit is payable for accidental death and dismemberment.	Company paid
Additional Voluntary Life Insurance	Regular full-time employees who work 30 or more hours per week	Date of hire	Program allows employees to purchase additional life insurance for employee, spouse and unmarried, dependent children.	Employee paid; rates based on age & salary

Diversity and Equal Opportunity

Guided by our core values and business objectives, we understand the value of a diverse workforce. We are proud of our diverse work force. It is our responsibility to ensure our employee base continues to add diversity and that management is fully supportive and committed to ensuring compliance with our goal to workplace equality, both in principle and in practice.

As an equal opportunity employer, we conduct company- wide mandatory training on Equal Employment Opportunity Policy (EEO policy) and diversity to emphasize the importance of a diverse workforce to the company.

EEO Policy is in compliance with local laws to protect each employee from unfair treatments resulting from discriminations against individual differences, (i.e., race, ethnicity, religious creed, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status or any other differences protected by local laws).

We are committed to providing equal employment opportunities and maintaining a strong EEO policy based on current EEO laws. We conduct internal assessments to ensure nondiscriminatory hiring procedures. Assessment is based on the job description, job performance and the skillsets required for the position; internal discussions are based on candidate qualifications and job skills needed to hire the best candidate for the job. To ensure that hiring decisions are non-discriminatory, the Human Resources department periodically advises hiring managers of the importance of EEO policy. The human resource department monitors EEO compliance with management's self-review through annual affirmative action reports.

Every employee is required to support this policy and to ensure that discrimination does not occur in the workplace. Violations of this EEO policy will not be tolerated and may result in disciplinary action, up to and including dismissal. We maintain 100% retention rate after parental leave and close to 50:50 gender ratio in managerial level.

Our hiring practices emphasize recruiting local talent. Worldwide, all ViewSonic executives are hired from local communities where ViewSonic has significant operations. We support the communities where we do business by recruiting locally. 100% of senior management personnel at our headquarters, Brea in California in the United States, is recruited from the local community. There were no changes in our management team in 2022.

The percentage of senior management at significant locations of operation hired from the local community in 2022 was 100%, with the key terms defined as:

Senior management
Vice President or above (VP, President, GM, C-Level executives).

Local
Within reasonable commute to ViewSonic's business operations within each region.

Significant locations of operation
Where ViewSonic has an office space or more than a few employees within a local area.

Equality in Remuneration, Equitable pay and Entry Level Wage

We offer employees fair and competitive remuneration to attract top talents. We care not only the employee's retirement but also their family's needs. We provide employees options to voluntary pay for services their dependents may need at a corporate rate. The below table lists out the voluntary options we provide to our employees for retirement planning and for services that extends to family and/or dependents.

Plan/Carrier	Who Is Eligible	Effective	Benefit Description	Cost
401(k)	Regular full-time employees who work 30 or more hours per week consistently and are over the age of 18.	Date of hire	Voluntary program that enables employees to save for their retirement. Employees may contribute up to 100% of their weekly gross earnings (not to exceed IRS annual deferral limit) on a pre-tax basis. Company matches contributions up to 5% at $.50 for each dollar contributed by employee (this is discretionary match and may stop at any time). Company match is subject to a three-year vesting schedule.	Employee contributed
Pre-paid Legal Hyatt	Regular full-time and part-time employees and their dependents.	Date of hire	Membership covers a wide variety of services including contract and document review, Will & Living Trust preparation, traffic tickets, accident advice and IRS audit assistance.	Employee Paid
Long Term Care Insurance	Regular full-time employees who work 30 or more hours per week consistently.	Date of hire	Provides Long Term Care insurance for home and/or facility care. Covers expenses incurred when someone needs assistance with activities of daily living due to illness or injury or suffers severe cognitive impairment (such as Alzheimer's disease).	Employee Paid
Life Assistance Program	All employees and their legal dependents.	Date of hire	Provides confidential consulting, counseling and/or referral services regarding child and elder care, legal, financial, educational and various other convenience services.	Company provided; some services subject to minimal costs

We also maintain and strictly enforce an equitable pay policy because it is the right thing to do. As stated in our "Affirmative Action Reports," at ViewSonic, candidates with identical backgrounds hired to perform identical jobs will have identical starting salaries regardless of gender. We continuously monitor our corporate compensation structure to ensure that the remuneration offered complies with relevant laws and is sufficient to attract top talent.

We believe in and fully support pay equality. We base each employee's compensation solely on the position and the duties performed, regardless of gender. In 2022, ViewSonic maintained a higher base salary and remuneration ratio for women to men (including bonus programs and commission structures) than the industry average in every significant operating location, across all employee categories.

Our entry level wage is higher than local minimum wage, and with a 1:1 ratio for male and female employees. This local compensation range is based on compensation data published by the U.S. Department of Labor or by local market trends and may also take into consideration published local wage surveys and national wage surveys. In addition, in 2022, ViewSonic introduced a salary ratio (Entry Level Wage: Local Minimum Wage) in other operating locations, where all entry-level wages exceed the local minimum wage requirement.

Salary Ratio (Entry Level Wage: Local Minimum Wage*)	Male	Female
ViewSonic America	1.1	1.1
ViewSonic Europe	1.3	1.3
ViewSonic Asia Pacific	1.21	1.21
ViewSonic International	1	1

* ViewSonic America: $15.00/hour as of January 1, 2022
* ViewSonic Europe: £9.5/hour as of January 1, 2022
* ViewSonic Asia Pacific: NTD 25,250/month as of January 1, 2022
* ViewSonic International: RMB 2,590/month as of January 1, 2022

Employee Health & Safety

Occupational Health and Safety Management System

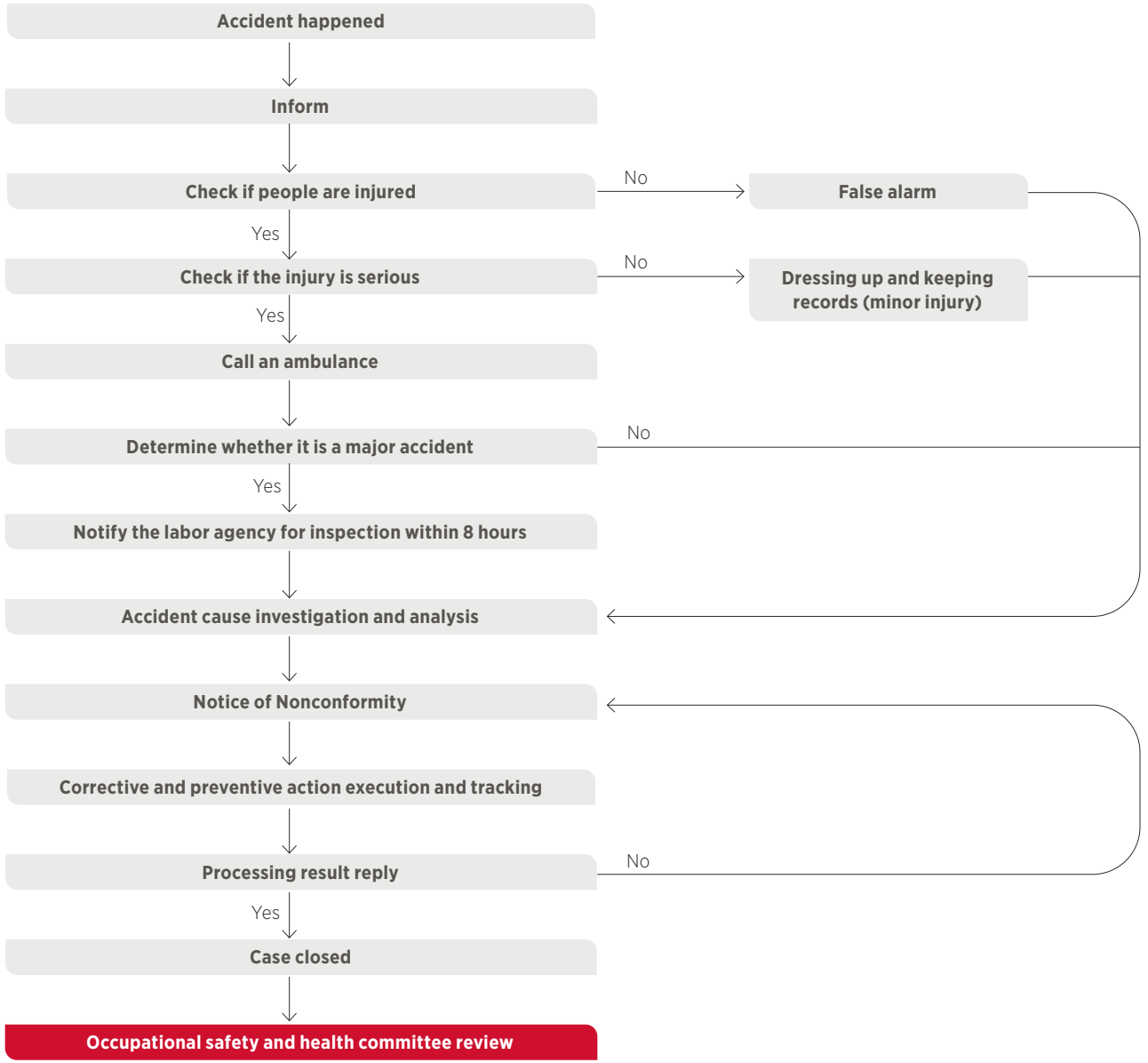
We provide a safe and healthy work environment for all employees, as well as guests and visitors to our facilities. Our detailed Environmental, Health, and Safety (EHS) Policy and comprehensive EHS management system provide the foundation for safeguarding health and safety in ViewSonic workplaces.

To maintain awareness of potential risks, we periodically assess and identify hazards, mitigating them with appropriate risk assessments and subsequent ameliorative actions. Emergency plans are in place to protect our employees and avoid potential threats to business operations. The risk of occupational health and safety might change due to the factors such as the company's internal values, culture, knowledge, various local regulations, and regions, etc.

The management review meetings have been held annually to revise and make the decision of the risks and opportunity criteria, and the related assessing processes in accord with the Environmental Safety and Health and Energy Handbook. Furthermore, internal audit and independent audit by DNV have been taken place on an annual basis.

In response to the increase in the number of employees and the requirements of relevant laws and regulations, the company introduced the ISO 45001 management system in 2021. The company's chairman assigned the general manager to serve as the top ISO management level, established an ISO implementation team, and assigned executive representatives to be responsible for assisting the top management to implement and promote ISO system management businesses.

The following is the process of handling accident notification and investigation management:



To ensure the effective implementation and management of the company's occupational safety and health goals and policies, a total of 460 employees in Taiwan must abide by this management system.

Regarding to the contractors and suppliers, we have evaluation mechanisms related to occupational safety according to the Contractor and Outsourcer Management Procedures. Contractors and outsourcers should sign off Commitment to Environmental Safety, Health and Energy Specifications and Admission Permit and Construction Inspection Record Form.

To prevent and mitigate negative occupational health and safety impacts that are directly linked to its operations, the followings measurements are provided by the company on a regular basis:

- Employee Health Check
- Relevant health education knowledge announcement
- Regular risk assessment
- Employee Care Interview
- Regular employee health care
- Online Safety & Health Training

From March 2022, ViewSonic has started to hire full-time health management specialists and nursing staffs. We regularly provide employee care interviews for our employees to assess their well-being, identify any concerns or challenges they may be facing, and offer support and resources to help them address these issues and improve their overall quality of life. Furthermore, the online safety and health training programs are provided every three years and each session lasts for three hours, during which employees learn about best practices for maintaining a safe and healthy work environment, as well as how to identify and respond to potential hazards or emergencies.

Worker training on occupational health and safety

Employees are trained in appropriate safety measures related to their job functions and are responsible for working in a safe manner to prevent injury to themselves and fellow workers. We invite our employees to become actively involved in programs to improve workplace health and safety performance. To increase employee awareness of their role in maintaining safe conditions, ViewSonic America holds monthly safety meetings to promote safe work practices.

Furthermore, the followings are the occupational health and safety training provided to the workers:

- How to response to emergencies
- CPR and AED training
- Newcomer training courses
- Occupational safety and health certificate training
- Fire Drill
- Health Interview with physicians

ViewSonic America takes the safety of its employees seriously, as evidenced by their annual evacuation drill that involves the participation of 180 people and lasts for one hour. In addition, with a focus on ensuring the preparedness of its staff for emergency situations, ViewSonic America provides certified CPR and AED trainers who conduct training sessions once a year. Participants who complete the two-hour course will receive a CPR and AED certificate that is effective for one year.

ViewSonic Europe has implemented various measures to ensure that they are adequately prepared for emergency situations. The office staff receive CPR and AED training at least once annually. The training equips staff with emergency response skills, including knowledge of the emergency route and safety meetup point. In addition to this, regular fire drills are conducted, involving weekly fire alarm tests to ensure that every individual in the office is aware of the necessary emergency procedures to follow in case of a fire. These measures are crucial in maintaining a secure work environment and protecting the well-being of office staff.

The effectiveness of the training is evaluated by participation rate and following up on a regular basis. In 2022, we had non both work-related injuries and work-related illness.

Employee Health and Well-being

Personal wellness program: Employee Assistance Program

ViewSonic Corporation understands how challenging it can be to balance the work and personal life. Our employee assistance program can also help employees find solutions for the everyday challenges of work, family, or more serious issues.

The program can assist with:

Wellness resource is easy to access

Telephone consultation
Speak confidentially with a master's-level consultant to clarify your need, evaluate options, and create an action plan

Educational materials
Receive information on a variety of issues through a library of CDs and booklets

Face-to-face consultations
You and each of your dependents can consult with a local counselor up to five times per issue for short-term problem resolution

Online resources (www.MagellanAscend.com)
Access interactive tools, articles, and free material online

Gym Facilities in Taiwan

In addition to providing an annual employee health check, ViewSonic Taiwan constructed a gym in July 2020 to help colleagues master their health and emphasize the importance of exercise. Moreover, we hold classes including yoga, dance party cardio workouts and Pilates for all employee to join. This year muscular endurance capacity classes were added to increase the diversity of exercises offered to our employees.

Yoga	Dance Party Cardio Workout	Pilates	Muscular Endurance Capacity
13 Class Size	13 Class Size	12 Class Size	12 Class Size

Community Engagement

At ViewSonic, we understand our presence and impact within the communities in which we work, live, and sell our products. As such, we are committed to ongoing growth in awareness of socially responsible values within these communities. In recognition that as one entity among many we cannot tackle every issue on our own, we value and support the work performed by non-governmental organization and charity foundations.

In 2022, we have continued to hold the ColorPro Award, with the theme "Breakthrough," as part of our efforts to encourage individuals to push their limits and make a difference in their respective fields. The company has also extended support to both global and local charitable organizations, such as Make-A-Wish, to uplift future generations, in addition to organizing charitable events like the United by Play Esport Battle and ViewSonic Cup Charity Football Match to create awareness in local communities and promote the well-being of children and young people.

Moreover, ViewSonic invests in local culture by participating in initiatives such as the Love and Hope – 2022 World Women's Art Festival and the Tua-Tiu-Tiann International Festival of Arts to support local artists and preserve their unique traditions. Our commitment to promoting digital transformation is further strengthened through ViewSonic College, which aims to digitize the global educational system. Additionally, we were honored with the Harvard Business Review Digital Transformation and ESG Award, recognizing the company's sustainability and responsible business practices, and offering comprehensive solutions to assist businesses in operating efficiently and sustainably in the digital age.

ColorPro Award

ViewSonic hosted its third annual ColorPro Award 2022 Global Photography Contest, which centered around the theme of 'Breakthrough,' with the goal of inspiring individuals to push the boundaries of their craft and strive for excellence. By encouraging participants to take their vision to the next level and achieve breakthroughs in their photography, ViewSonic aimed to inspire creativity and innovation, and showcase the immense potential of the art of photography. The theme displayed the top winning photos through ViewSonic's advanced visual solutions in exclusive exhibitions in London, UK, and Taipei, Taiwan. The contest provided a global network for creators to exchange extraordinary ideas and artwork and gave the exhibition visitors a memorable experience of the artistry and stories behind the photos in different forms. In addition, we provided prizes with the total value of more than USD 20,000, including cash prizes, ColorPro professional monitor, etc. For more information, please visit ColorPro Award 2022.

2022 ColorPro | Digital Art Category

"I am the pacific" by Jairo Dealba, United States of America

A breakthrough is not something easy to talk about with you. It is hard to deal with, and even harder to achieve sometimes. Our own breakthrough happens because it is meant to, not because we have anything to do with it. Perhaps a breakthrough in itself has always possessed those kinds of mysteries that I have never been able to understand, nor comprehend. But it does not matter, a breakthrough like mine is good enough to talk about and express through words and artistic endeavors Change began with books, with the pages of encyclopedias, and history books. I would see the examples of heroes from the past, their struggles, their fights, not only with others, but with themselves. It made so much sense to me, it felt as though no one in this world would be able to make a difference in other's lives unless they started their own journey to find meaning in this world. Then at the age of sixteen I discovered that love held the answer to this. I saw that kindness invites us to see things clearly. Gradually I began to be kind to myself, and it is still the force that guides me today. So, now it unfolds in front of me. I know that this is what expression is about, this is how truth blossoms. Long before my breakthrough I saw it. It was distant, but I knew somehow that I would reach forth and grasp it. The reason I knew this was thanks to my grandmother, and now my wife. She showed me that I was worthy of being loved, that I was worthy of being a true friend. Now, I possess the power to bring about my own breakthrough. Everyone, and every experience, relates to that. Throughout the last year or so I told myself many times over that overthinking and shattering my own hopes was the last thing I needed. Building courage and self-awareness is paramount. I understood who the enemy was, it was myself. I knew that this was my breakthrough.

1st Winner

2nd Winner

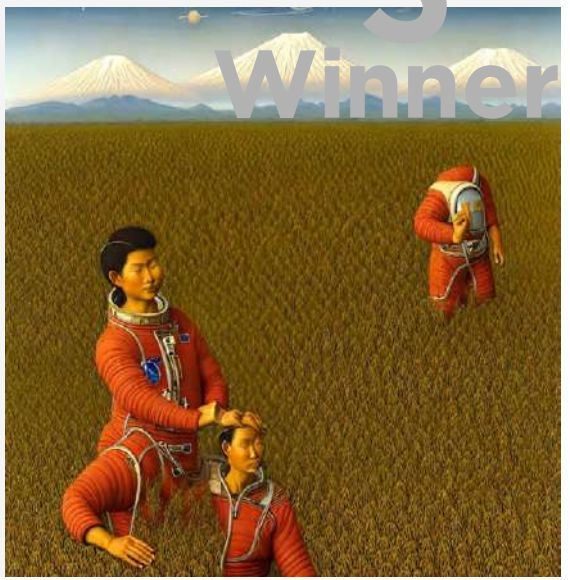
"Submerged" by Varun Mehra, India

According to a BBC article, the city of Venice could be submerged by 2100 due to rising sea levels. Then there are numerous articles by DesignBoom that examine the rise in water levels and how it may affect major cities such as Mumbai, New York, Tokyo, and Istanbul, among others. As I was thinking about the rise in water levels all over our planet as a result of climate change and other effects, I began creating my artwork with the help of my tools, and the outputs worked perfectly according to the image I had in mind. This is how most of the major cities will be "Submerged by the Future" if we do not take control of the current situation.

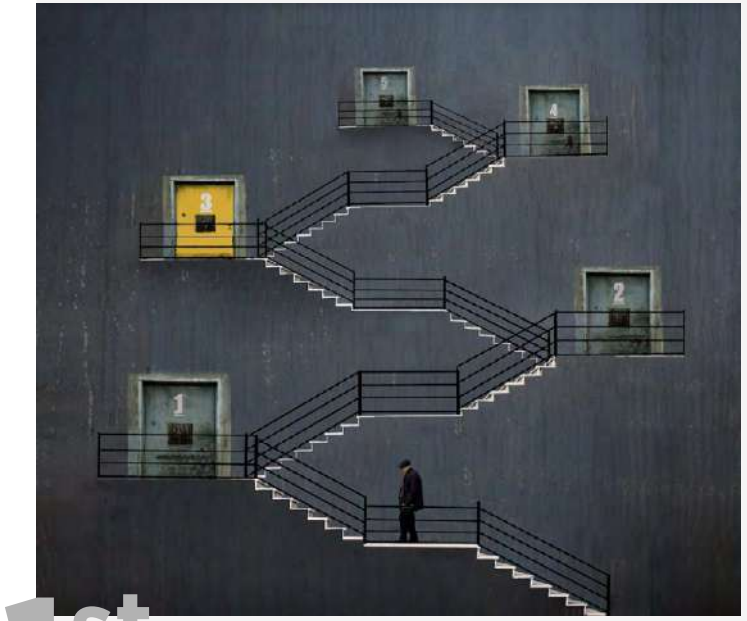
"Growing rice on planet B" by Dwi Januartanto

In the "Growing rice on planet B" I try to express the message sarcastically and ironically, it depicts imperfect human figures on other planets, the image of vast agriculture with a small number of humans. Basically, the number of people on earth will continue to increase, currently almost 8 billion and is predicted to increase to 10 billion in 2050. We need to think about how best to meet the needs of food, considering it is a basic human need. The latest innovation breakthroughs that are able to make human life better clearly need to be developed, but we must also be wise and balanced in utilizing this intelligence so that it does not become a disaster in the future.

3rd Winner



2022 ColorPro | Photography Category



1st Winner

"No.3" by Alireza Bagheri Sani, Iran

The old man symbolizes long life and the yellow color in number 3 symbolizes hope Minimalism, surrealism, and street photography all wrapped up into one seemingly simple image at first glance. However, the changing size of the doors, as well as the central positioning of the subject and the pop of yellow, ensures the image doesn't become flattened. Creativity doesn't always have to be loud.

"Unfazed" by Callie Chee Yuen Mun, Australia

I have always explored the lesser-known parts of the world on my own and this time I ventured into Kyrgyzstan in search of eagle hunters that are skilled for their hunts and horsemanship. I wanted a never-done before shot, a breakthrough perspective of the horsemen and eagle that is able to demonstrate the speed and control of the rider-animal dynamics. So, I lay flat on the ground (with no protection) and waited for the horses to gallop and jump very close and over me. It was scary but I was determined to get this shot and also confident with the horsemanship of the riders. I had plan this shot for many years and that was my breakthrough opportunity.

2nd Winner

3rd Winner

"The Priest" by ANDREA PERUZZI, Italy

Illuminated by the golden light of the sun, the elderly priest stops on the narrow and dangerous path that, overlooking the valley and along the rocky wall of the mountain, leads to the 12th century rock church, of which he has been the guardian for 60 years. This Orthodox church, carved into the rock atop a mountain in northern Ethiopia, houses frescoes of biblical stories and ancient relics handed down to the present day. For this magnificent region, the work carried out over the centuries by the guardian priests of these sacred places was the turning point which allowed to attract until 2020, a selected and attentive tourism lover of history and art, allowing local communities to grow and to perceive how important it was for all of them, to promote their land and preserve it in the best possible way. A real breakthrough for the local mentality. Now, after nearly 2 years of civil war in Tigray, some churches have been damaged or destroyed as well as the priceless relics and manuscripts kept in these sacred places. However, initiatives are already underway to restore these places to their splendor and restore confidence, serenity and, above all, peace to the communities that protect these spectacular rock churches.

Supporting Local Charities

Technology is growing its significance in the education sector. The more advanced the technology is, the more benefits it contributes to the education. Among all the technologies, the displays and projectors are the most indispensable educational equipment. As the leading provider of these technologies, ViewSonic is dedicated to empowering students to realize their full potential.

Make-A-Wish

ViewSonic hosted an international virtual auction showcasing exceptional NFT and print art created by artist Cliff Cramp, with proceeds going towards supporting Make-A-Wish Orange County & the Inland Empire, a foundation that helps fulfill the wishes of children with a critical illness. ViewSonic has partnered with the renowned artist Cliff Cramp, who has worked with prominent names in the entertainment industry such as Lucasfilm, Nickelodeon TV Animation, Disney Entertainment, and DC Comics. As a ColorPro partner, Cliff Cramp was commissioned to create an exclusive piece of art for ViewSonic, which were auctioned online for charity. ViewSonic hopes that this initiative could aid the future generation in need.

In 2022, ViewSonic granted wishes to 4 critically ill children in southern California - $40,000 cash donation

United by Play Esports Battle for Charity Tournament

ViewSonic organized the "United by Play Battle" charitable esports tournament, held virtually at the HyperX Arena in the Luxor hotel on January 5th, 2022. The competing teams consisted of streamers, content creators, pro and college players, representing various charities. The donations from the tournament supported organizations such as the Starlight Children's Foundation, 1,000 Dreams Fund, and more.

The sponsors, including NVIDIA, Seagate Gaming, Las Vegas Infernos, and Patriot Viper Gaming, contributed cash and products for the 20 prize packages. The grand prize featured a ViewSonic XG271QG gaming monitor, a customized gaming PC with NVIDIA 3080 graphics card, and a Seagate Ironwolf 8TBHDD. ViewSonic provides gaming monitors for all types of players, with award-winning models delivering immersive and responsive features. The aim of this tournament is to unite the gaming community by fostering connections, encouraging competition, and promoting charitable giving.

ViewSonic Cup Charity Football Match

ViewSonic UK organized their first-ever charity event called The ViewSonic Cup in 2022. The event was a charity football game that aimed to raise awareness of the Rainbow Hub charity's work, which provides specialized services to children and young individuals with disabilities to help them live more active and independent lives. We successfully raised over £8000 at Ilkeston Football Club. The UK team believes that through this collaboration with Rainbow Hub, they can increase awareness in local communities and help improve the lives of children and young people.

Promoting Local Culture

Love and Hope – 2022 World Women's Art Festival

ViewSonic partnered with the Taiwan Women's Art Association (TWAA) for the "Love and Hope - 2022 World Women's Art Festival" to offer immersive art experiences. ViewSonic is constantly striving to promote creativity and has therefore provided state-of-the-art projectors, touch displays, and large interactive displays to enrich the exhibition experience. The visitors can fully engage with 98 works of art created by 70 female artists that showcase the fortitude and resilience of women.

Taiwanese artist Mali Wu created "Awake in Your Skin: Bedsheets of Soul," a red heart-shaped textile installation with a projected behind-the-scenes documentary, striving to highlight the tenacity of a woman's femininity.

Chu-Yin Chen's "Enactive Painting" uses ViewSonic's laser projectors to create an interactive wall where visitors can create images through body movements.

This activity allowed visitors to appreciate the beauty of art more intimately and feel the creative power of Taiwanese female artists to break down ethnic barriers and promote "love and hope."

Tua-Tiu-Tiann International Festival of Arts

The Tua-Tiu-Tiann International Festival of Arts connects local cultural groups to showcase cross-era, cross-fields, cross-border, cross-culture, and cross-language art performances every year, utilizing historical landmarks in Tua-Tiu-Tiann as venues to bridge the gap between the 1920s and the 2020s. In collaboration with the "2022 Tua-Tiu-Tiann International Festival of Arts", ViewSonic utilized projection technology in various exhibitions to overcome the spatial limitations of traditional buildings and monuments, providing a flexible and easy-to-set-up solution with high brightness. This technology brought historical buildings to life, giving visitors a glimpse into Tua-Tiu-Tiann in the 1920s.

During a cross-disciplinary lecture on dance and technology, the high brightness laser projector (LS921WU) fused the dancer's movements with dynamic lights, creating exceptional and magical images through their shadows on the wall.

Japanese and Portuguese artists utilized ViewSonic's high-brightness laser projectors to conduct outdoor lectures, projecting remote live-streamed speeches onto the terrace walls of Dadaocheng's Western-style corridors. The projectors ensured clear visuals in broad daylight, making it seem as though online speakers were physically present at the event with the audience.

Digital Transformation Efforts

ViewSonic College

In 2022, ViewSonic unveiled its latest business strategy, "Ecosystem as a Service" (EaaS), which marks the company's successful transition from a hardware supplier to a comprehensive solutions provider, building upon its established expertise and experience. As part of this commitment, ViewSonic established ViewSonic College with the aim of revolutionizing digital education by implementing the EaaS (Education as a Service) strategy.

Our efforts have had a global impact, benefiting not only teachers in Taiwan but also the over 8 million users of myViewBoard worldwide. By optimizing EdTech solutions, our ecosystem enables educators to teach in any setting, whether online, offline, or in hybrid environments, overcoming the challenges presented by the new normal. Our solutions facilitate collaboration among schools and teachers, enabling them to co-create digital courses and ensuring students have access to quality learning experiences anywhere, anytime.

ViewSonic has partnered with organizations, such as the Overseas Compatriot Affairs Council, Caves Education, Teacher Wen, and Taiwan Bar, to develop interactive teaching materials on myViewBoard. These materials cover a range of subjects, including composition, local culture, and English learning, and are designed to be adaptable to different teaching scenarios. The materials incorporate interactive games to encourage student engagement, while allowing teachers to embed a diverse range of interactive materials. ViewSonic remains committed to pursuing innovation and fostering collaboration with partners to enhance the overall ecosystem and promote further industry-wide transformation.

ViewSonic launched ViewSonic College in November 2022 with the aim of expediting digital transformation in the education sector at the "EdTech Taiwan Exhibition".

Harvard Business Review Digital Transformation & ESG Award

ViewSonic has received the highest honors in the "Business Model Transformation" and "ESG Special Award" categories at the Ding-Ge Digital Transforming Award, hosted by the Harvard Business Review Global Traditional Chinese Edition, acknowledging the company's transformation from a hardware producer to a solution provider and its dedication to social responsibility and sustainability.

According to Bonny Cheng, ViewSonic's Chief Operating Officer, the company employs the Ecosystem as a Service (EaaS) strategy to link individual companies' digital transformation endeavors with the broader digital revolution in the industry. By doing so, ViewSonic fosters collaborative efforts to advance global digital education. Looking ahead, ViewSonic is committed to promoting digital transformation across various industries and making it accessible to more people.

11 APPENDIX: GRI Standards Index

GRI Standards Index

Statement of use	ViewSonic has reported in accordance with the GRI Standards for the period 2022/1/1-2022/12/31.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard	N/A

GRI Standard				Reporting		
Material Topics	**GRI Standard#**	**GRI Standard Title**	**Version**	**Section**	**Chapter**	**Page**
The organization and its reporting practices	2-1	Organizational details	2021	Corporate Overview – About ViewSonic	4	8-9
	2-2	Entities included in the organization's sustainability reporting	2021	About This Report – Reporting Content & Boundary	1	2
	2-3	Reporting period, frequency and contact point	2021	About This Report – Report Overview, Contact Information	1	2
	2-4	Restatements of information	2021	N/A (No restatements)		
	2-5	External assurance	2021	N/A (No external assurance)		

GRI Standard				Reporting		
Material Topics	**GRI Standard#**	**GRI Standard Title**	**Version**	**Section**	**Chapter**	**Page**
Activities and workers	2-6	Activities, value chain and other business relationships	2021	Corporate Overview – About ViewSonic, Organizational Overview	4	10, 14
	2-7	Employees	2021	Corporate Overview – Organizational Overview	4	13-14
	2-8	Workers who are not employees	2021	Corporate Overview – Organizational Overview	4	13-14
Governance	2-9	Governance structure and composition	2021	Sustainability Governance – Corporate Governance	5	25
	2-10	Nomination and selection of the highest governance body	2021	Not applicable (Non-Public Offering Company)		
	2-11	Chair of the highest governance body	2021	Sustainability Governance – Corporate Governance	5	25
	2-12	Role of the highest governance body in overseeing the management of impacts	2021	Sustainability Governance – Sustainability Management	5	26
	2-13	Delegation of responsibility for managing impacts	2021	Sustainability Governance – Sustainability Management	5	26
	2-14	Role of the highest governance body in sustainability reporting	2021	Sustainability Governance – Sustainability Management	5	26
	2-15	Conflicts of interest	2021	Sustainability Governance – Conflicts of Interest	5	27
	2-16	Communication of critical concerns	2021	Corporate Overview – Material Topics	4	16
	2-17	Collective knowledge of the highest governance body	2021	Not applicable (Non-Public Offering Company)		
	2-18	Evaluation of the performance of the highest governance body	2021	Not applicable (Non-Public Offering Company)		
	2-19	Remuneration policies	2021	Not applicable (Non-Public Offering Company)		
	2-20	Process to determine remuneration	2021	Not applicable (Non-Public Offering Company)		
	2-21	Annual total compensation ratio	2021	Not applicable (Non-Public Offering Company)		

GRI Standard				Reporting		
Material Topics	**GRI Standard#**	**GRI Standard Title**	**Version**	**Section**	**Chapter**	**Page**
Strategy, policies and practices	2-22	Statement on sustainable development strategy	2021	Message from the Chairman and CEO	2	4
	2-23	Policy commitments	2021	Sustainability Governance – Code of Ethics, Human Rights Management	5	27-30
	2-24	Embedding policy commitments	2021	Sustainability Governance – Code of Ethics, Human Rights Management	5	27-30
	2-25	Processes to remediate negative impacts	2021	Sustainability Governance – Code of Ethics, Human Rights Management	5	27-30
	2-26	Mechanisms for seeking advice and raising concerns	2021	Sustainability Governance – Code of Ethics, Human Rights Management	5	27-30
	2-27	Compliance with laws and regulations	2021	Sustainability Governance – Code of Ethics Committed to Our Environment – Action Towards ECO-Office Committed to Our Customer – Legal Compliance	5 8 9	28 66 86-87
	2-28	Membership associations	2021	Sustainability Governance – Industry and Community Association Memberships	5	31
Stakeholder engagement	2-29	Approach to stakeholder engagement	2021	Corporate Overview – Stakeholder Engagement	4	15
	2-30	Collective bargaining agreements	2021	N/A (No Collective bargaining agreements)		
Topic Specific Standards						
Material Topics	3-1	Process to determine material topics	2021	Corporate Overview – Material Topics	4	16
	3-2	List of material topics	2021	Corporate Overview – Material Topics	4	16
Innovation and Sustainable Product	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals Our Innovation – Product Innovation	4 6	17 34-35
	302-5	Reductions in energy requirements of products and services	2016	Our Innovation – Eco-friendly	6	42-50
	416-1	Assessment of the health and safety impacts of product and service categories	2016	Our Innovation – Human well-being	6	51-56

GRI Standard				Reporting		
Material Topics	GRI Standard#	GRI Standard Title	Version	Section	Chapter	Page
Sustainable Procurement and Supply Chain Management	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	17
	308-1	New suppliers that were screened using environmental criteria	2016	Responsible Supply Chain – New Supplier Screening	7	63
	308-2	Negative environmental impacts in the supply chain and actions taken	2016	Responsible Supply Chain – Supplier Performance Evaluation	7	62-63
	414-1	New suppliers that were screened using social criteria	2016	Responsible Supply Chain – New Supplier Screening	7	63
	414-2	Negative social impacts in the supply chain and actions taken	2016	Responsible Supply Chain – Supplier Performance Evaluation	7	62-63
Customer Health and Safety	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	20
	416-1	Assessment of the health and safety impacts of product and service categories	2016	Our Innovation – Human well-being	6	51-56
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2016	Committed to Our Customer – Legal Compliance	9	86-87
Information Security and Customer Privacy	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	20
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2016	Committed to Our Customer – Information Security and Customer Privacy	9	88
Energy Management and Emission	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	18
	302-1	Energy Consumption within the organization	2016	Committed to Our Environment – ECO-Office Guidelines	8	70
	302-3	Energy intensity	2016	Committed to Our Environment – ECO-Office Guidelines	8	70
	302-4	Reduction of energy consumption	2016	Committed to Our Environment – ECO-Office Guidelines	8	70
	302-5	Reductions in energy requirements of products and services	2016	Committed to Our Environment – Materials and Circular Economies	8	75
	305-1	Direct (Scope 1) GHG emissions	2016	Committed to Our Environment – ECO-Office Guidelines	8	68-71
	305-2	Energy indirect (Scope 2) GHG emissions	2016	Committed to Our Environment – ECO-Office Guidelines	8	68-71
	305-3	Other indirect (Scope 3) GHG emissions	2016	Committed to Our Environment – ECO-Office Guidelines	8	68-71
	305-5	Reduction of GHG emissions	2016	Committed to Our Environment – Action to Eco-Office	8	72

GRI Standard				Reporting		
Material Topics	**GRI Standard#**	**GRI Standard Title**	**Version**	**Section**	**Chapter**	**Page**
Materials and Circular Economies	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	19
	301-2	Recycled input materials used	2016	Committed to Our Environment – Materials and Circular Economies	8	74, 76-77
	301-3	Reclaimed products and their packaging materials	2016	Committed to Our Environment – Materials and Circular Economies	8	79-80
Occupational Health and Safety	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	21
	403-1	Occupational health and safety management system	2018	Committed to Our Employees & Community – Employee Health & Safety	10	98
	403-2	Hazard identification, risk assessment, and incident investigation	2018	Committed to Our Employees & Community – Employee Health & Safety	10	98
	403-3	Occupational health services	2018	Committed to Our Employees & Community – Employee Health & Safety	10	100-101
	403-4	Worker participation, consultation, and communication on occupational health and safety	2018	Committed to Our Employees & Community – Employee Health & Safety	10	98
	403-5	Worker training on occupational health and safety	2018	Committed to Our Employees & Community – Employee Health & Safety	10	99
	403-6	Promotion of worker health	2018	Committed to Our Employees & Community – Employee Health & Safety	10	100-101
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2018	Committed to Our Employees & Community – Employee Health & Safety	10	99
	403-8	Workers covered by an occupational health and safety management	2018	Committed to Our Employees & Community – Employee Health & Safety	10	99
	403-9	Work-related injuries	2018	Committed to Our Employees & Community – Employee Health & Safety	10	99
	403-10	Work-related ill health	2018	Committed to Our Employees & Community – Employee Health & Safety	10	99
Talent Attraction and Retention	3-3	Management of material topics	2021	Corporate Overview – Management Approach and Goals	4	21
	401-1	New employee hires and employee turnover	2016	Committed to Our Employees & Community – Talent Attraction & Retention	10	92-93
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2016	Committed to Our Employees & Community – Talent Attraction & Retention	10	94-95
	401-3	Parental Leave	2016	Committed to Our Employees & Community – Talent Attraction & Retention	10	93