iiyama

2022
Sustainability Report

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Message from iiyama President and CEO

"Our continuous efforts on environmental, social, and governance (ESG) ensures that while we achieved our business goals, we also demonstrated good results to all our stakeholders."

iiyama Corporation maintains the growth of the company with a steady business attitude. On the other hand, we continue to develop corporate citizenship, protect the earth's resources, and promote a better and more prosperous world with positive forces. In response to the international emphasis on ESG, the increasing importance of climate change issues, and the United Nations Sustainable Development Goals (Sustainable Development Goals, SDGs), iiyama Corporation takes "value creation and sustainable operation" as the company's core spirit, and takes corporate governance, environmental protection, and social development as its core. iiyama Corporation regards "innovative and environmentally friendly products", "ethical and compliance culture" and "social care" as the three major sustainable development strategies.

INNOVATIVE AND ENVIRONMENTALLY FRIENDLY PRODUCTS

iiyama Corporation emphasises innovation and energy conservation. We strictly abide by international environmental regulations such as RoHS, REACH, WEEE, and ErP. We regard the development of environmentally friendly products, the reduction of packaging materials, and product carbon footprint as one of the important corporate goals in our business operations. We strive to provide customers with high-performance, high-quality, and more environmentally friendly products at reasonable prices, thereby establishing a sustainable business and winning long-term trust from customers in the global market.

ETHICAL AND COMPLIANCE CULTURE

iiyama Corporation attaches great importance to human rights, safety of employees' working environment, good communication with stakeholders, and cooperation with suppliers. Our code of conduct has been developed to realize our core value of sustainable operations and to achieve our zero-corruption policy. We also cooperate with suppliers through the "iiyama Supplier Code of Conduct" to ensure that suppliers emphasize labour human rights and do not have harmful acts of persecution of labour, so as to build an ethical and compliant business.

SOCIAL CARE

To fulfil the corporate social responsibility and turn the love of caring for society into concrete actions, we continue to support the Taiwan Fund for Children and Families (TFCF). We hope to provide more help to disadvantaged children, share love, and create a better society.

Together with our employees and supply chain partners, we continue to improve on ESG and implement our core values. We summarize the annual ESG goals and achievements through a sustainability report every year. We will relentlessly improve ourselves to become better partners and global citizens. We also thank you for being a part of our journey.

IIYAMA CORPORATION

President and Chief Executive Officer

About this Report

This is the 2022 Sustainability Report (hereinafter referred to as "The Report") of iiyama Corporation (hereinafter referred to as "iiyama" or "Company"). The latest report can be downloaded from the **iiyama official website homepage**.
The editor-in-chief is iiyama ESG Sustainability Specialist. For previous reports, please contact iiyama **ESG Sustainability Specialist** for availability.

REPORT DISCLOSURE PERIOD

The Report reveals information on iiyama's ESG performance and sustainable corporate development between January 1st, 2022, and December 31st, 2022. The Report is released in August 2023. The previous report was released in September 2022; the next report will be released in August 2024.

SCOPE AND BOUNDARY

The scope includes Taiwan, The Netherlands, Germany, and Poland with physical offices, and the UK, and France without physical offices.
The Report has no significant change in the information disclosed compared with the previous report.

GUIDELINE AND ASSURANCE

The Report is prepared in accordance with the GRI Sustainability Reporting Standards (2021 GRI Standards) and corresponds to the United Nations Sustainable Development Goals (SDGs). The Report is verified by SGS according to the AA1000 AS V3. The assurance statement by SGS can also be found in the appendix (P.35).

RESPONSES AND FEEDBACK

If you have any comments or suggestions regarding The Report, please contact us via any of the methods below and we will respond in a timely manner:

IIYAMA CORPORATION
Address: 8F., No.189, Sec. 3, Minquan E. Rd. Songshan Dist.,
Taipei City 10541 Taiwan (R.O.C.)
Tel: +886-2-87123855
E-mail: paolin.chen@iiyama.com

Key Achievements in 2022

» iiyama received the **EcoVadis silver rating** in 2022. In comparison to the Bronze rating in 2021, 2022 marked great progress.

» **73%** of the total office energy used was renewable energy.

» Several products received good comments and feedback:

The product "G-MASTER GB2590HSU-B1" was well received by **MYC Media**.

The product "ProLite X4373UHSU-B1" was well received by **PCWorld** and **Winmag Pro**.

The product "G-MASTER G4380UHSU-B1" was well received by **ITHARDWARE.PL** and **PurePC.PL**.

The product "G-MASTER GB2790QSU-B1" was well received by **ITHARDWARE.PL** and **PRAD**.

The product "G-MASTER GB2870UHSU-B1" was well received by **ITHARDWARE.PL**, **Benchmark** and **KONSOLOWE.INFO**.

The product "ProLite XCB3494WQSN-B1" was well received by **Hifitest.de** and **Benchmark**.

» Both products "ProLite XU(B)2294HS-B2" and "G-MASTER G2250HS-B1" have achieved the **Energy efficiency class-D of Energy-related Product (ErP)**, with lower energy consumption.

» Both products "G-MASTER GB2590HSU-B1" and "G-MASTER GB2790QSU-B1" have achieved **screen refresh rate 240Hz**. It will make the gameplay more enjoyable and immersive.

» Both products "ProLite LH5070UHB-B1" and "ProLite LH6570UHB-B1" have designed **ZERO-GAP WALL MOUNT**. It will make the display more textured and fit the wall better.

» iiyama continues to work on reducing packaging materials for products and strives for more sustainable logistics. iiyama has introduced a more ergonomic height adjustable stand. With a minimalistic design, it will help users maintain a neat and clean workspace while also reducing carbon footprint during distribution. The slim design and reduced number of parts have allowed the stand to fit into a smaller box along with the screen. The new packaging has taken up **at least 20%** less space compared to the older box. This improvement means that more boxes can be fitted within one container reducing the CO_2 footprint during logistics.

» Both products "ProLite XCB3494WQSN-B5" and "ProLite XUB3293UHSN-B5" have been designed with KVM switch function. It will allow users to share the devices connected via USB to their monitors with two different PCs. Just change the signal input in the OSD menu of the monitor and users' keyboard, mouse and webcam will switch from their work laptop to their gaming PC.

Eco-Vadis awards

ZERO-GAP wall mount
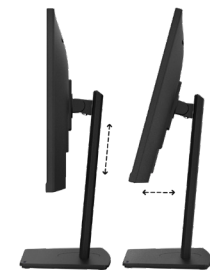
More ergonomic height adjustable stand

KVM switch function

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Getting to Know iiyama

BRAND VISION

For giving stakeholders a better understanding of iiyama's efforts and achievements in 2022, we have mapped and appealed to the Sustainable Development Goals (SDGs) adopted by the U.N. Member States and have also established the Company's development themes. We continue to uphold sustainable values, respond to global sustainable development needs, and help the world become a better place.

Development Themes / Short-Term, Mid-Term and Long-Term Goals

Strengthening Governance
Strong corporate governance and ethical management.

Cultivating Inclusion
Diversify and reduce inequality, zero discrimination, equal pay for equal work.

Attracting Talent
Develop a good company culture and recruitment for attracting future talent to drive economic development.

Protecting Employees
Emphasis on workplace safety and employee health.

Innovating Products
Develop innovative and more energy-efficient products to enhance international competitiveness.

Caring Society
Caring for the disadvantaged, giving back to the society.

Advancing Friendly Enviroment
Reduce product packaging materials, use green energy, and strengthen environmental management.

Promoting Circular Economy
Contribute to responsible consumption and production.

Sustainable Development

IIYAMA INFORMATION

Official name

IIYAMA CORPORATION

Headquarters location

iiyama Benelux B.V.

(hereinafter referred to as "**The Netherlands Office**")

Address/Phone: Wijkermeerstraat 8, 2131 HA Hoofddorp, The Netherlands/ +31 204460404

Global Business Operations

iiyama Deutschland GmbH

(hereinafter referred to as "**Germany Office**")

Address: Zeppelinstraße 2, 85375 Neufahrn bei Freising, Germany

iiyama Polska Sp. z o.o.

(hereinafter referred to as "**Poland Office**")

Address: ul. Nowohucka 1, 54-617 Wrocław, Poland

iiyama UK

iiyama France

iiyama Taiwan

(hereinafter referred to as "**Taiwan Office**")

Address: 8F., No.189, Sec. 3, Minquan E. Rd., Songshan Dist., Taipei City 105, Taiwan (R.O.C.)

Number of Employees

Physical office (The Netherlands Office & Germany Office & Poland Office & Taiwan Office): 71

No physical office (iiyama UK & iiyama France) : 13

< iiyama has no non-employee workers. >

Products, applications, and services

Our main products and technology include desktop monitors and LED-based monitors, gaming monitors, touchscreens, and large format displays. IIYAMA Brand products cover display devices such as LED monitors, Interactive Large Format Displays, and related IT products. We offer customers a wide choice of monitor sizes. To ensure that our technology and services satisfy customer needs, we provide local repair/swap repair services and strive to provide the maximum support to all customers worldwide.

Please refer to iiyama official website - **CUSTOMER SERVICE**.

IIYAMA TIMELINE

1973
iiyama Electric Co., Ltd. was founded and started production of components for colour TV's.

1972
Established In Joetsu city, Niigata Pref., Japan.

1978
iiyama started production of monitors under IDEK iiyama brand name.

1981
First IDEK iiyama colour monitor produced in Nagano-shi, Japan.

1987
iiyama began exporting colour monitors to USA and Europe.

1992
First overseas office opened in the Netherlands. Establishied IYAMA electronic GMBH in Germany.

1994
Established IIIYAMA France. iiyama started offering 3yrs on-site standard warranty.

1996
Products began to obtain TCO certification.

1998
iiyama introduced the first 12.1" LCD in it's portfolio.

2004
First iiyama LFD available on the market.

2006
iiyama became part of MCJ Corp. Group (Japan).

2008
IIYAMA headquarters was shifted from Japan to the Netherlands. IIYAMA Taiwan Branch obtained ISO9001 as well as ISO14001, and was transferred to the Netherlands management.

2009
iiyama introduced its first multi-touch Monitor compatible with Windows 7.

2012
LFD PCAP touch technology reached to 32inch. Products began to obtain EPEAT certification.

2016
Introduced interactive collaboration displays.

2020
Products won the "Best Buy" award from Tweakers.

2021
Launched the new UC solutions product group. Obtained EcoVadis Bronze Rating
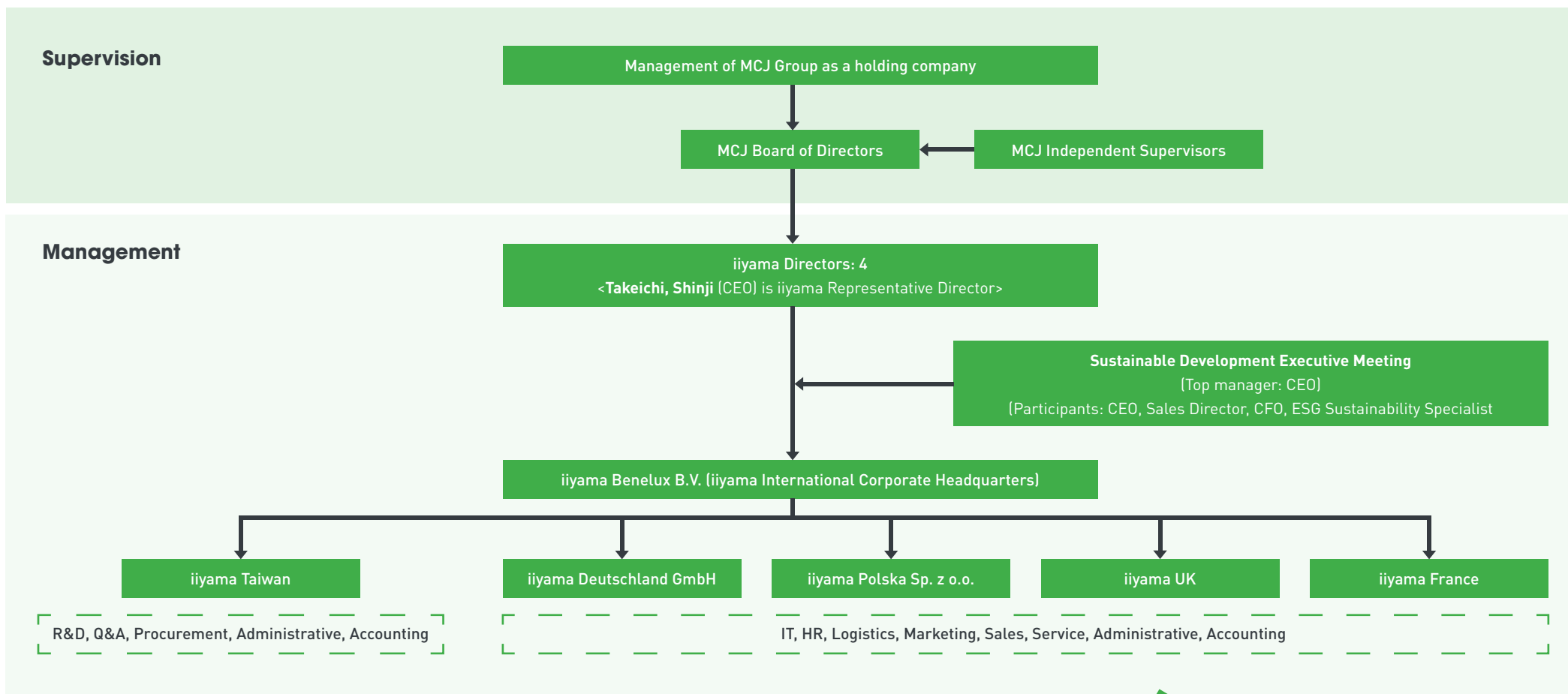
2022
Obtained EcoVadis Silver Rating.

CORPORATE OPERATIONS

Organizational Structure

iiyama Benelux B.V. belongs to MCJ Co. Ltd. parent company. iiyama's corporate governance framework and highest governance unit are the "MCJ Board of Directors". For the introduction of MCJ, please refer to the official website of **MCJ**. To strengthen corporate governance, the "MCJ Board of Directors" has included "Independent Supervisors" and has approved four directors for iiyama.

"iiyama Representative Director" has regularly reported to MCJ, and has actively participated in the company's major ESG decisions, business strategies, and supervision of major risk responses.

Supervision

Management of MCJ Group as a holding company

MCJ Board of Directors ← MCJ Independent Supervisors

Management

iiyama Directors: 4
<**Takeichi, Shinji** (CEO) is iiyama Representative Director>

Sustainable Development Executive Meeting
(Top manager: CEO)
(Participants: CEO, Sales Director, CFO, ESG Sustainability Specialist

iiyama Benelux B.V. (iiyama International Corporate Headquarters)

| iiyama Taiwan | iiyama Deutschland GmbH | iiyama Polska Sp. z o.o. | iiyama UK | iiyama France |

R&D, Q&A, Procurement, Administrative, Accounting

IT, HR, Logistics, Marketing, Sales, Service, Administrative, Accounting

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The result of the iiyama Representative Director performance evaluation in 2022:

» **Reported to MCJ:** Weekly sales report, Monthly executive meeting, Quarterly MCJ Group Management Meeting

» **Participated in company operations, risk management, corporate strategies, and businesses:** Monthly meeting

» **Received education:** 3 hours of ESG awareness training within the company

Director independence and conflict of interest management:

iiyama currently has 4 directors, one of whom is the President & COO of MCJ. For information about the MCJ Board of Directors, please refer to the official website of **MCJ**. MCJ Independent Supervisors have performed their duties well and effectively enhanced the operation of the board of directors and the company's operating performance.

"iiyama Representative Director" has regularly reported to MCJ, and has actively participated in the company's major ESG decisions, business strategies, and supervision of major risk responses.

Sustainable Development Executive Meeting

iiyama has set up a "Sustainable Development Executive Meeting" to regularly discuss and make decisions on the company's ESG development, strategic goals, core values, risks, and potential crises. Through this way, we have not only effectively carried out internal control and risk management to respond to the company's potential crises and risks but also responded well to our stakeholders. "Sustainable Development Executive Meeting" will be held at least once a year, and it was held **4 times** in 2022.

Sustainability Report
Stakeholder Engagement
Material Topics
Core Values

Risk Assessment and Management

Sustainable Development Executive Meeting

ESG Strategic Planning
Short-term Goals
Medium-term Goals
Long-term Goals

Respond to Stakeholders
Customer Satisfaction
Caring for Employees
Sustainable Supply Chain

Issues Raised by Department Head

Remuneration Policy for Senior Management

iiyama has established a remuneration policy for the senior management to support and drive business strategy and long-term objectives of the Company.

Policy Purpose

The objective of a remuneration policy is to ensure senior management are compensated as per the policy, while offering consistency in the remuneration strategy.

Review Process

Senior management performance will be reviewed annually by iiyama Representative Director. Performance in such areas as leadership, people management, creativity and innovation, work productivity and quality, vision and financial budget and results will be evaluated.

Salary Structure

Salary structure includes basic salary, allowances and variable bonus which are evaluated based on individual performance, contributions, and other criteria such as the company results.

Promote Industrial Development

iiyama has joined VESA and Responsible Minerals Initiative (RMI) as a member. We pay attention to their news and regulations at any time to promote the company's product development.

International organizations	Website adress
VESA	https://vesa.org
RMI	https://www.responsiblemineralsinitiative.org/

The Pursuit of Sustainability

BOLSTERING SUSTAINABLE RELATIONS WITH STAKEHOLDERS

iiyama has referred to the AA1000 Stakeholder Engagement Standard and determined stakeholders' scope of engagement based on five attributes: responsibility, influence, tension, diverse perspectives, and dependency. Through discussions at the Sustainable Development Executive Meeting, we divided the list of stakeholders into five groups: **Customers, Employees, Investors, Communities** and **Suppliers**.

We used a variety of channels to communicate with stakeholders and gain feedback. In addition to disclosing information through The Report, we also collected and responded via iiyama region sales and service centre to material topics of interested parties by means of the company's website, E-mail boxes, satisfaction surveys.
iiyama conducted "internal communication" through company intranet and meetings; we also conducted "external communication" through statements, environmental action, **Newsletters**, etc. For suppliers, we communicated with them through meetings to ensure that they meet our requirements.

Topic		2022 Engagement Performance
Customers	- iiyama maintains close contact with customers and ensures that products meet reliability and quality expectations. - We conduct "Customer Satisfaction" survey every year to collect customers' feedback and suggestions as continuous improvement in pursuit of 100% customer satisfaction.	The score of average customer satisfaction: **Reach 100 (A full score of more than 100)**
Employees	- iiyama maintains good labour relations with employees and provides a communication channel for employees. Employees can communicate with the supervisor one-on-one through the quarterly performance management.	Communication between employee and supervisor: **Four times a year**
Investors	- iiyama is 100% owned 100% by MCJ, listed at Tokyo Stock Exchange (Code: 6670). MCJ and iiyama communicate through meetings every year.	Communication meeting: **Several times a month**
Communities	- Communities cover the local communities, non-profit organisations/NGOs. iiyama will hold meetings as needed. - Help the disadvantaged groups and care for the society through donations.	Charitable contributions: **NT$6,212,000**
Suppliers	- Suppliers include panel makers and their agents. We conduct annual factory audits and hold meetings with them to ensure all suppliers comply with international regulations, iiyama Code of Conduct and environmental management requirements.	Annual supplier audit: **Complete 100%** Suppliers comply with iiyama regulations: **Complete 100%**

IDENTIFYING MATERIAL TOPICS

To ensure our disclosures meet stakeholder expectations, we have identified material topics through "Sustainable Development Executive Meeting". During the meeting, the executives discussed issues that they attached importance to as well as the issues and impacts that had been communicated with stakeholders in the past. Finally, the executives selected the material topics of the current year. iiyama has given priority to responding to these topics that have received high attention and compiled the "Material Topics and Boundaries" table for these topics that may pose risks in the future.

	Material Topic	GRI Standards / Self-Designated Standards	Meaning to iiyama	Performance indicators & 2022 Achieve Status	Value Chain ● Direct ipacts ○ Indirect impacts	Corresponding Chaper
Governance	Product Quality and Safety	Product Quality and Safety	iiyama gives top priority to the satisfaction of customers and partners on quality to continuously design and manufacture products that are safe and meet customer requirements.	ISO 9001 and ISO14001 & **All manufacturing sites were verified**	● iiyama ○ Investors ○ Customers ○ Suppliers	Firm and Stable Governance Green Supply Chain
	Legal Compliance	**GRI 2**: General Disclosures 2021 **GRI 205**: Anti-corruption 2016 **GRI 206**: Anti-competitive Behavior 2016 **GRI 416**: Customer Health and Safety 2016	iiyama pays attention to any revision of policies and regulations of the countries where we have business Perfect internal training and communication activities. To ensure that our company and business operations are all in compliance with local regulations, we develop relevant policies, compliance programs and promote and related penalties them within the company.	Perfect internal training and communication & **No violations of legal compliance and related penalties**	● iiyama ○ Investors ○ Customers	Firm and Stable Governance
	Data Privacy and Security	**GRI 418**: Customer Privacy 2016	iiyama attaches great importance to information security and promises our customers that we will not leak customer privacy to avoid negatively affecting the brand reputation.	Number of customer complaints & **0 complaints**	● iiyama ○ Investors ○ Customers	Firm and Stable Governance
Social	Community Engagement	Community Engagement	iiyama attaches great importance to social participation and care for disadvantaged groups. Hoping to do our best to help more people.	Donate annually & **Donated NT$6,212,000**	● iiyama ○ Communities	Social Care
	Human Rights	Human Rights	For protecting the human rights of employees and suppliers' workers, iiyama has established Employee Handbook (EH) and Supplier Code of Conduct (Supplier COC) and strictly requires employees and suppliers to comply.	EH and Supplier COC & **Employees and suppliers 100% compiance**	● iiyama ○ Suppliers	Happy Workplace Green Supply Chain
	Diversity, Equity and Inclusion	**GRI 405**: Diversity and Equal Opportunity 2016 **GRI 406**: Non-discrimination 2016	iiyama aims to create and maintain a work environment where employees are treated fairly and with respect. We develop Internal Reporting Procedure and provide training on harassment and discrimination for all employees.	Employee training & **0 discrimination incidents**	● iiyama	Happy Workplace
Enviroment	Greenhouse Gas Management	**GRI 302**: Energy 2016 **GRI 305**: Emissions 2016	iiyama cares about climate change. We commit to disclose GHG emissions annually and provide all employees with energy-saving training at least once a year from 2022.	Disclose relevant data & **Done**	● iiyama	Friendly Environment
	Waste Management	**GRI 301**: Materials 2016	iiyama pays attention to waste management, and primarily plans to reduce product packaging materials and office paper.	Disclose relevant data & **Done**	● iiyama	Friendly Environment

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Firm and Stable Governance

ECONOMIC PERFORMANCE

We strive to maintain stable operations and develop products suitable for customers, thereby increasing overall sales. In the past three years, sales turnover has gradually increased.

Performance Indicator	2020	2021	2022
Annual sales figure (Unit: units)	over 2 million monitor sales	over 2.2 million monitor sales	over 2 million monitor sales
Sales Turnover (Unit: EUR)	308,808,943	390,217,652	*396,202,992

* : "Financial report 2022" will be completed in October 2023.

ANTI-CORRUPTION AND ANTI-BRIBERY

iiyama does not allow any act of corruption, bribery, extortion, or embezzlement and any transaction and exchange of documents must be evidenced by computerized documents. When undertaking related business and delivering information, inter-departmental cooperation must adhere to the highest principle of honesty and integrity. We avoid any harmful or conflicting behaviour.

The parent company, MCJ, has formulated "RULES FOR PREVENTION OF CORRUPT ACTS", which has been approved by the Board of Directors. And the content includes reporting channels and whistleblower protection. iiyama has also established an **"Anti-bribery policy"**, which is published on the company website and used to train all employees. We have also required suppliers to provide relevant education and training for their workers in 2022.

We have conducted transparent transactions and fair cooperation with reputable suppliers. We have also maintained good relationships not causing doubts or distrust within the society. We promise not to engage in inappropriate behaviour that violates social etiquette or company rules, including requesting or receiving gifts, hospitality, and bribes. So far, we have maintained zero corruption and zero bribery.

100%
Employees complete
Anti-Corruption and
Anti-Bribery training.

0
Bribery
incidents

0
Corruption
incidents

STRICT RISK MANAGEMENT

iiyama had good communication with stakeholders. We have also established a sound and comprehensive risk management strategy. We divided the identified and analysed risks into "general risks" and "major risks". For general risks, relevant department personnel formulated management strategies and implementation plans. They also assessed implementation priorities and methods for tracking progress to mitigate the impact of risks on business operations. For the management of major risks, solutions have been further discussed and determined through the "Sustainable Development Executive Meeting".

The identified major risks have been well controlled through the "Sustainable Development Executive Meeting" and have been disclosed in the sustainability report according to their significance.
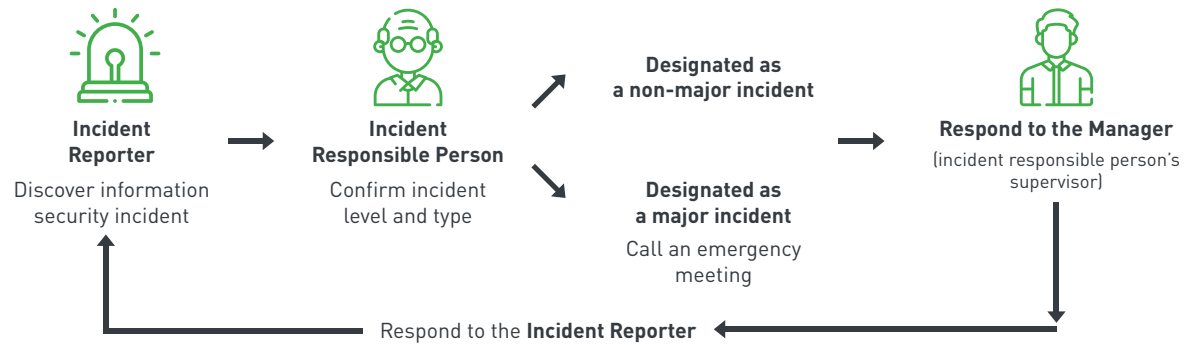
Risk Management

Topics from each department

-Meeting and discussion -Identify risks and opportunities -Identify the degree of risks

General Risk   **Major Risk**

"Department Leader" puts forward the risk control and implementation plan	"Discuss coping strategies through the "Sustainable Development Executive Meeting"

"Department Leader" assigns dedicated personnel to track and improve	"Senior Executives" assign dedicated personnel to track and improve, and report results at the "Sustainable Development Executive Meeting"

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INFORMATION SECURITY

iiyama understands the importance of protecting personal information and privacy and understands the seriousness of related risks. For protecting information security of stakeholders and operation-related information software and hardware equipment, we have formulated an "Information Security Incident Responses and Management Mechanism".

Incident Reporter

Discover information security incident

Incident Responsible Person

Confirm incident level and type

Designated as a non-major incident

Designated as a major incident

Call an emergency meeting

Respond to the Manager

(incident responsible person's supervisor)

Respond to the **Incident Reporter**

To comply with the EU's General Data Protection Regulation (GDPR), iiyama has formulated corresponding policies and all employees have abided by them. In 2022, all employees completed the information security training course.

As iiyama is committed to implementing information security management, no major information security incidents occurred in 2022, nor were we punished by relevant information security authorities. In 2022, we also received no complaints from customers about information security or privacy leaks.

0

Customers complaints

0

Information security incidents

ETHICS POLICY

In 2022, iiyama formulated the **"Ethics Policy"**, which includes **ethical practices, information security**, and **conflict of interest**.

Through the policy, we communicated better with stakeholders and gave them a better understanding of the company. We will regularly review the applicability of this policy and the realization of the goals and make adjustments as needed to promote the sustainable operation of the company.

LEGAL COMPLIANCE

"Non-legal compliance" will cause certain risks to the company's operation and reputation, which will lead to serious consequences. Therefore, iiyama has always strictly abided by the law and paid attention to regulations and industry-related standards. With our efforts, the following incidents did not happen in 2021 and 2022:

» Receipt of fines or related disputes regarding economic / environmental / social.

» Receipt of any fines or non-monetary sanctions for violating the law.

» Products or services that violate regulations or voluntary codes of customer health and safety.

» Prosecuted for anti-competetive or anti-trust violations.

» Leak customer information.

» Violation of regulations of voluntary codes regarding product, service information, labelling.

» Receive substantial fines for violating regulations regarding the provision or use of products or services.

QUALITY MANAGEMENT

For providing customers with excellent product quality and service, gaining the trust of consumers, and making stakeholders more confident in iiyama, iiyama Taiwan Office has established ISO9001 Quality Management System. In addition, iiyama has mandated that all suppliers must obtain ISO9001 certification and audited all suppliers to ensure product quality.

100%
Suppliers obtain
ISO9001 certification

0
product quality
issues

100 score
customer satisfaction

Happy Workplace

PARTNERS IN GROWTH

Employees are both the engine that drives a company's advance and the foundation of sustainable development. iiyama has provided diverse, equal employment opportunities, and formulated policies such as an employee handbook to protect the labour rights of employees.

iiyama deeply respects the role of everyone in the company. The appointments have always followed the principles of equality and diversity, and we have never had any inequality or discrimination because of race, gender, religion, belief, age, or sexual orientation. At the end of 2022, we had 84 employees worldwide, including 7 part-time employees. Both part-time and full-time employees were on permanent contracts, abided by company regulations, and enjoyed the same company rights.

The age distribution of employees, 8.3% were between the ages of 20 and 30; 17.9% were between the ages of 31 and 40; 41.7% were between the ages of 41 and 50; and 32.1% were over the age of 51.

2022 Global Employee Distribution (Unit : people)

Age	Male	Female	Total
The Netherlands Office	**15**	**8**	**23**
20-30	1	1	2
31-40	2	1	3
41-50	6	3	9
Above 51	6	3	9
Germany Office	**10**	**3**	**13**
20-30	0	0	0
31-40	0	0	0
41-50	5	0	5
Above 51	5	3	8
Poland Office	**7**	**11**	**18**
20-30	1	1	2
31-40	0	4	4
41-50	5	4	9
Above 51	1	2	3
Taiwan Office	**9**	**8**	**17**
20-30	0	2	2
31-40	2	1	3
41-50	5	3	8
Above 51	2	2	4
iiyama France & iiyama UK (no physical office)	**12**	**1**	**13**
20-30	0	1	1
31-40	5	0	5
41-50	4	0	4
Above 51	3	0	3
Total	53	31	84

LABOUR POLICY AND EMPLOYEE CARE

iiyama understands the importance of employees to the company's operations. If we do not provide a good working environment and employee care, we may face the risk of brain drain. Therefore, we are committed to implementing **"equal and diverse recruitment"**, **"fair training and promotion opportunities"**, **"reasonable working hours and job distribution"** and building a harmonious workplace environment. iiyama formulated the "Employee Handbook", which clearly stipulates the regulations that employees need to follow, work health and well-being, and employee development. We also formulated the **"Labour Policy"** in 2022 to let all stakeholders understand the company's guarantee and emphasis on human rights.

iiyama prohibits child labour, hazardous working conditions, human rights violations, any unequal treatment, forced compulsory labour, and overtime. When the company has major changes that may affect labour rights, we will also notify employees in advance and try our best to solve them properly in the fastest time.

We have offered diverse welfare and protections, including vacations, maternity leave, health checks, employee insurance, and staff travel. In addition, we have also provided gifts to employees on some festivals.
iiyama conducts talent training through the performance management program every year. In 2022, 100% employees had multiple one-on-one meetings with their supervisors to individually discuss needed skills training and career development.

COMMUNICATION CHANNELS

Valuing and listening to the voices of employees is iiyama's long-term belief. To promote positive interaction between labour and management, iiyama has formulated a complete **"Internal Reporting Procedure"** and provided communication channels for employees. All complaints, reports, or suggestions from employees will be received, processed, and answered, and we will also protect employees anonymously. In 2022, we received no complaints from employees.

SAFETY AND HEALTH MANAGEMENT

iiyama has established **"Emergency Response Standards"** to guide and respond to emergencies arising from disasters, including natural disasters, fires, pollution, and protests, in order to reduce injuries and improve personnel safety.

We have set **"Emergency Response Team"**. When an emergency is discovered, the team leader will immediately assign professionals to carry out the task after receiving the notification. Once the emergency is resolved, procedures and related measures will be further reviewed and improved to reduce the incidence of the same accident in the future.

In order to strengthen employees' workplace safety awareness, we have conducted training for all employees to better understand the escape routes in the office and how to use safety equipment, including escape sling, fire extinguisher, and fire hydrant. Besides, we have also strictly required that all subcontractors must have appropriate qualifications, training, experience and/or certificates to ensure that they are professional and capable of being responsible for their work.

iiyama continues to work hard on safety and health management to provide a good working environment for employees. We always aim for **"Zero Accidents"** and **"Zero Occupational Hazards"**. In 2022, there were no unresolvable emergencies or occupational hazards in iiyama.

COVID-19 PREVENTION MEASURES

During the COVID-19 epidemic in 2022, the company's top priority was to protect the health of its colleagues, ensure uninterrupted operations, and maintain operational efficiency to meet the expectations of stakeholders.

Each office followed local regulations for epidemic prevention. In addition to calling on employees to reduce non-essential business trips and use more teleconferencing or video conferencing, iiyama also provided the option of working from home according to the needs of employees.
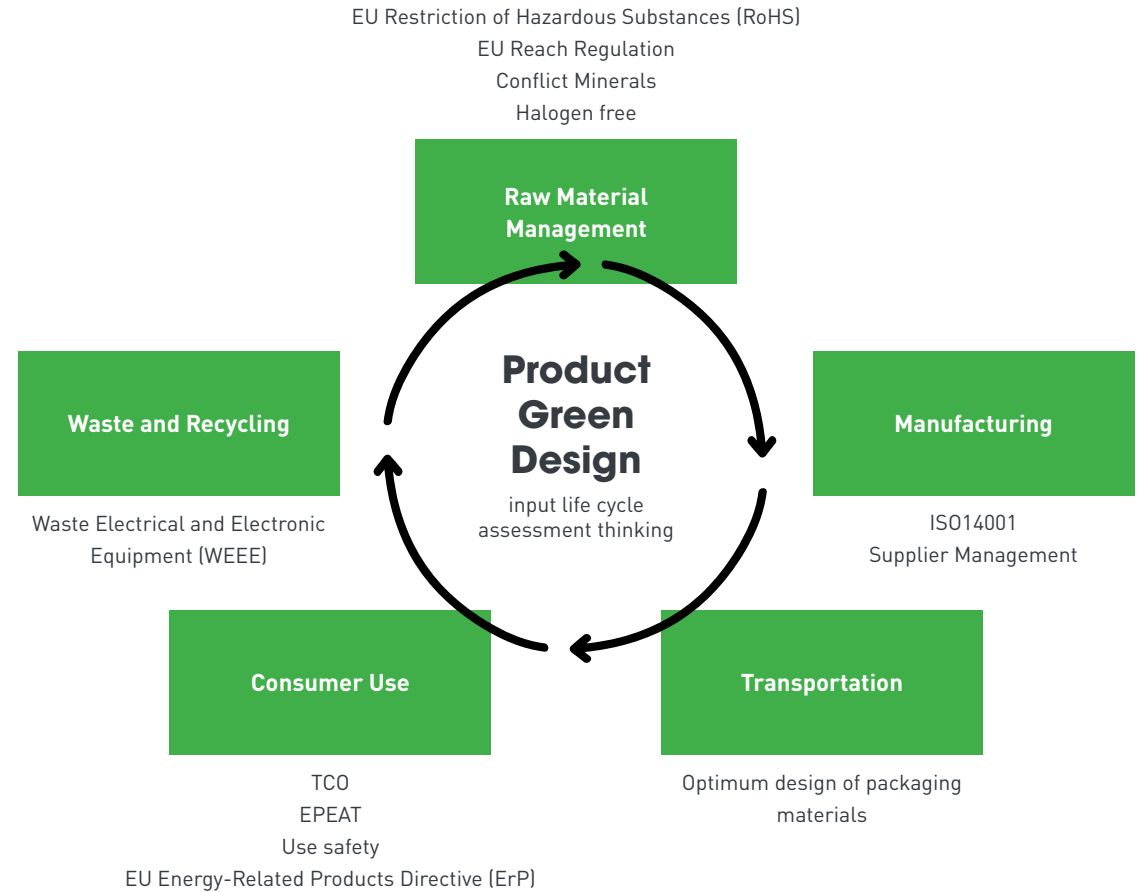
Sustainable Products

LIFE CYCLE THINKING & PRODUCT GREEN DESIGN

iiyama is committed to applying the **"cradle to cradle"** life cycle thinking to product green design. We continue to pay attention to the improvement of energy efficiency, the reduction of waste of energy resources, the reduction of waste gas and wastewater, and the reduction of packaging materials to make the environment more sustainable.

Considering the environmental impact of each stage of raw material use, manufacturing, transportation, consumer use, and waste recycling, our product development not only focuses on user needs and functionality but also pays more attention to the assessment of "minimizing the environmental load" at each stage.

We continue to communicate with our partners and launch energy-saving and more environmentally friendly products, increase the number of TCO and EPEAT models, and strive to improve the ErP level. In addition, to protect users, more products will obtain EYESAFE certification in the future.

EU Restriction of Hazardous Substances (RoHS)
EU Reach Regulation
Conflict Minerals
Halogen free

Raw Material Management

Product Green Design

input life cycle assessment thinking

Waste and Recycling

Waste Electrical and Electronic Equipment (WEEE)

Manufacturing

ISO14001
Supplier Management

Consumer Use

TCO
EPEAT
Use safety
EU Energy-Related Products Directive (ErP)

Transportation

Optimum design of packaging materials

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RAW MATERIAL MANAGEMENT

Reach

The Regulation on the registration, evaluation, authorization, and restriction of chemicals (REACH) is the main EU law to protect human health and the environment from the risks that can be posed by chemicals. REACH also addresses the continued use of chemical substances of very high concern (SVHC) because of their potential negative impacts on human health or the environment.

iiyama has required all suppliers to comply with REACH regulations and disclose information on substances of very high concern (SVHC) in all parts and components. Products containing SVHC substances greater than 0.1% should be reported on EU Substance of Concern in Product (SCIP) database. We have also encouraged suppliers to reduce and eliminate the use of such chemical substances as soon as possible. In response to the update of relevant international regulations on hazardous substances, we will revise the "Standard for Environmentally Friendly Product" from time to time, which is one of our documents for regulating suppliers.

ROHS

EU laws restrict the use of certain hazardous substances in electrical and electronic equipment through the RoHS Directive. The RoHS Directive currently restricts the use of ten substances: lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls (PBB) and polybrominated diphenyl ethers (PBDE), bis(2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP) and diisobutyl phthalate (DIBP). All iiyama products are 100% compliant with the RoHS Directive, and so far, there have been no returns due to RoHS violations.

Halogen-free

Incomplete combustion of halogen-containing compounds will produce toxic substances that are harmful to the environment and organisms, so iiyama encourages suppliers to improve manufacturing capabilities for halogen-free products. In addition, for meeting market trends, we have accelerated the replacement of halogen-containing parts and strived to increase the number of halogen-free products.

RAW MATERIAL MANAGEMENT

Standard for Environmentally Friendly Product

"Standard for Environmentally Friendly Product" is iiyama's Green Product (GP) document, which is used to control and regulate the use of chemical substances by suppliers. All suppliers have required to comply with this document specification. So far, none of the products have been returned due to non-compliance.

Conflict Minerals Policy

iiyama continues to pay attention to the issue of conflict minerals and is committed to detailed supply chain investigations to ensure that metals such as gold (Au), tungsten (W), tin (Sn), tantalum (Ta), and cobalt (Co) are not mined from mining areas controlled by armed groups in Congo and its neighbouring countries.

iiyama is an associate member of the RMI program, and we request all suppliers to provide the CMRT (The Conflict Minerals Reporting Template) questionnaire every year. The CMRT questionnaire is a form that companies must fill out as a document for self-examination of whether they use conflict minerals. Its content records the "3TG+Cobalt" raw material smelter used by the company's suppliers.

After obtaining the form from our suppliers, we will compare it with the list of qualified non-conflict mineral smelters announced by RMI to check whether the supplier violates the regulations. In 2022, there were no supplier violations.

iiyama formulated a **"Conflict Minerals Policy"** (ANNEX I) and we have required all suppliers to comply with it, and we also called on suppliers to promote the conflict minerals policy to their upstream suppliers.

100	100	100
0	0	0
2020	**2021**	**2022**

■ CMRT Questionnaire Recovery Rate   ■ Number of Supplier Violations
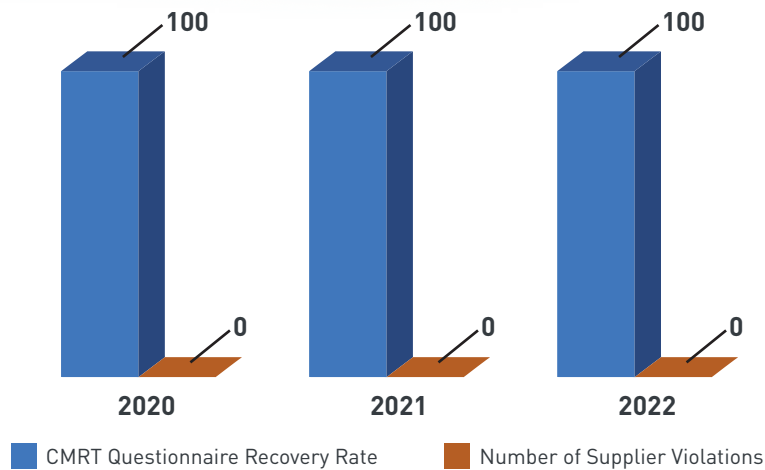
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GREEN MANUFACTURING

So far, suppliers that cooperate with iiyama have all obtained ISO14001 certification. We also encourage suppliers to have more energy-efficient green production, such as using green electricity, adding pollution prevention equipment, and investing more in environmental protection. In the future, we will review the suppliers' green manufacturing performance.

GREEN TRANSPORTATION

"Packaging materials" play an important role in providing protection and avoiding collisions during product delivery. iiyama is committed to reducing packaging to reduce environmental impact. Our improvement measures start from **optimizing product design to increase the packaging volume utilization** and **simplifying packaging to reduce the use of packaging**. Last year, iiyama improved the design of the stand, changing from two-stage disassembly to three-stage disassembly, which allows for simpler packaging and smaller boxes. It has optimized the shipping volume, allowed more boxes to fit in one container, and has also saved the company's operating costs.

CONSUMER USE

Under the concept of ESG, if our products endanger the health or safety of customers, it will not only damage iiyama's reputation and professional image, but also cause consumers to seek compensation. Therefore, iiyama is committed to ensuring that products comply with all safety-related regulations and developing more energy-efficient products. In 2022, there were no violations of product safety regulations. In addition, 100% of the products have complied with the ErP, and more products have obtained **TCO9.0 certification**.

WASTE RECYCLING

All iiyama products comply with WEEE (Waste Electrical and Electronic Equipment Directive). We have considered the introduction of environmentally friendly materials, waste reduction, and resource reuse at the design stage. In 2022, the values of "Reuse + Recycled Rate" and "Recovery Rate" of 100% of products have exceeded 70% and 80% respectively, which is the expected value stipulated by WEEE.

Social Care

Working for the next generation with a grateful heart.

CARE FOR THE DISADVANTAGED

iiyama adheres to the core spirit of the enterprise, focuses on the United Nations Sustainable Development Goals (SDGs) and the needs of Taiwanese society, and continues to devote itself to giving back to society with good deeds. We have supported TFCF for several years to provide disadvantaged children with a good learning environment so that they could have better opportunities for further education and employment.

In 2022, iiyama supported TFCF NT$6,212,000 (approximately EUR 200,000) to provide education and learning resources for disadvantaged children. Our sponsorship was used in TFCF "2022 Elite Green Seeds Scholarship Program". The TFCF had a total of 2,607 (person-times) for the Elite Green Seeds scholarship, and a total of 518 person-times were sponsored by iiyama, accounting for about 20%. These students were mainly from general high schools and vocational high schools.

20%
Specialist junior college

55%
Vocational high school

25%
General high school
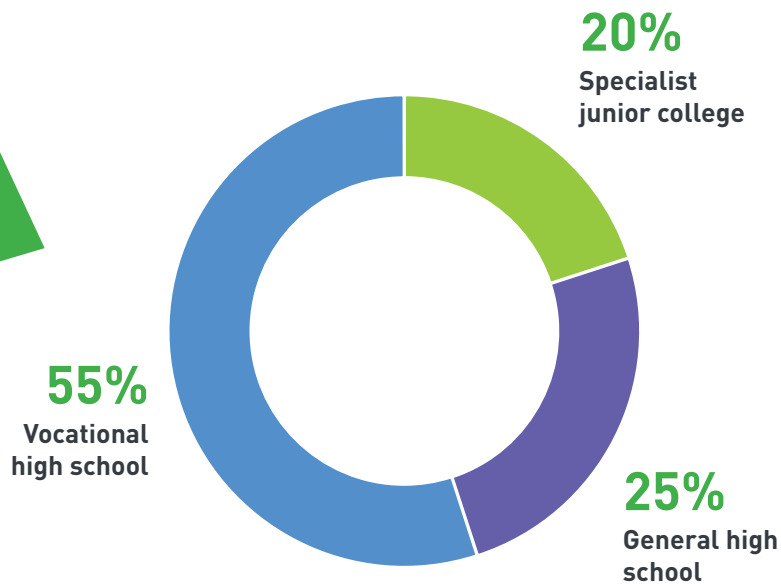
Taiwan Fund for Children and Families (TFCF) is an international nongovernmental organisation.
It provides support to vulnerable children and their families and has headquarters in Taichung, Taiwan.

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Friendly Environment

Protect the earth and give future generations a world of blue sky and clear water.

To strengthen our response capabilities to climate change, suitably disclose our achievements and actions, and act in accordance with international trends, we had a range of actions and responded to stakeholders' expectations of our climate change management. iiyama set the **"Environmental and Sustainable Procurement Policy"** in 2022 and reviewed the achievement of the goals at the end of the year. iiyama's actions include achieving environmental goals, saving office electricity, complying with environmental regulations, training employees to enhance environmental awareness, promoting green procurement, and so on.

Review **Environmental and Sustainable Procurement Policy** and achievement of goals	Maintain ISO14001 Environmental Management System
Realize energy saving and paper saving in the office, and use green energy	Comply with environmental protection regulations
Implement green procurement and give priority to low energy consumption equipment	Provide employees training to improve environmental protection awareness
Cooperate with suppliers to implement corporate responsibility	Disclose greenhouse gas emissions and management

Certificate TW16/01283

The management system of

IIYAMA BENELUX B.V.

8F., No.189, Sec. 3, Minquan E. Rd, Songshan Dist., Taipei City 105002 Taiwan

has been assessed and certified as meeting the requirements of
ISO 14001:2015

For the following activities
Design and manufacture management of monitor and peripheral products.

This certificate is valid from 08 December 2022 until 08 December 2025 and remains valid subject to satisfactory surveillance audits.

Issue 3. Certified since 15 January 2009

Authorised by
Jonathan Hall
Global Head - Certification Services
SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 - www.sgs.com

ENERGY MANAGEMENT

The energy use of the iiyama offices was mainly electricity and gas, iiyama did not use fuel oil and diesel.

Taiwan Office

only used electricity. The electricity usage in 2022 was higher than before just because of the increasing number of employees. The number of employees increased from 15 in 2021 to 17 in 2022. In terms of electricity consumption per person, 2022 was lower than 2021.

Item	2020	2021	2022
Purchased Electricity (kWh)	19862	23287	23305
Purchased Electricity (GJ)	71.52	83.85	83.91

The Netherlands Office

purchased electricity and gas from the company – **EnergieDirect.nl**. Electricity came from wind energy.

Item	2021	2022
Purchased Electricity (kWh) <Electricity came from wind energy>	35691	47776
Purchased Electricity (GJ)	128.51	172.02
Purchased Gas (m³)	4136	2118
Purchased Gas (GJ)	155.85	79.81

Poland Office

purchased electricity from company – **TAURON** and purchased gas from company – **PGNiG**.

Item	2021	2022
Purchased Electricity (kWh)	8999	13156
Purchased Electricity (GJ)	32.40	47.37
Purchased Gas (m³)	4459	3340
Purchased Gas (GJ)	168.02	125.86

Germany Office

purchased electricity from company – **e.on**. In addition, Neufahrn supplied the office with 20324 kWh of "heat" from biomass.

Item	2021	2022
Purchased Electricity (kWh) 1) 56.3% was renewable energy. 2) 57.6% was renewable energy.	6636 1) 3736	6611 2) 3808
Purchased Electricity (GJ)	23.89	23.80
Purchased Gas (m³)	30298	20324
Purchased Gas (GJ)	1141.66	765.83

Based on the above, the energy usage of all iiyama offices in 2022 was 1298.61 GJ. The renewable energy was 951.57 GJ, and the non-renewable energy was 347.04 GJ. **Renewable energy accounted for 73% of total energy use**.

Refer to the "Bureai of Energy" (Ministry of Economic Affairs, Taiwan) announcement, the conversion factors of energy consumption of electricity and LNG are 860 kcal/kWh and 9,000 kcal/m3 respectively, of which 1 cal is 4.1868J.

GREENHOUSE GAS (GHG) EMISSIONS

iiyama "Scope 1" covers the amount of refrigerant charge as well as the amount of natural gas purchased directly by European offices, and all offices had no refrigerant charge in 2022. iiyama "Scope 2" is the indirect GHG emissions mainly from purchased electricity. The GWP is quoted from the IPCC Fifth Assessment Report (2013). iiyama GHG emissions are mainly from energy use in offices.

As one of the world's leading monitor brands, iiyama is willing to engage in climate change issues. We attach great importance to our annual greenhouse gas emissions and continue to work on saving energy in our offices, even though costs and financial risks may increase. To ensure employees are aware of our environmental protection policies, we will provide relevant training every year. In 2022, 100% of the employees completed energy-saving training.

Scope	2020	2021	2022
Scope1 (Ton CO_2e)	0	16.166	10.266
Scope2 (Ton CO_2e)	9.970	19.039	21.520
Total (Ton CO_2e)	9.970	35.205	31.786

Scope 1 GHG emission
2021

CO_2 : (4136 + 4459) m^3 *1* 1.879 kg CO_2e/m^3 = 16150 kg CO_2e
CH_4 : (4136 + 4459) m^3 *28* 0.000033 kg CO_2e/m^3 = 8.06 kg CO_2e
N^2O : (4136 + 4459) m^3 *265* 0.000003 kg CO_2e/m^3 = 7.63 kg CO_2e

2022

CO_2 : (2118 + 3340) m^3 *1* 1.879 kg CO_2e/m^3 = 10256 kg CO_2e
CH_4 : (2118 + 3340) m^3 *28* 0.000033 kg CO_2e/m^3 = 5.12 kg CO_2e
N^2O : (2118 + 3340) m^3 *265* 0.000003 kg CO_2e/m^3 = 4.84 kg CO_2e

Scope 2 GHG emission
2020

19862 kwh * 0.502 kg CO_2e/kwh = 9970 kg CO_2e

2021

23287 kwh * 0.509 kg CO_2e/kwh = 11853 kg CO_2e
8999 kwh * 0.66641 kg CO_2e/kWh = 5997 kg CO_2e
2900 kwh * 0.41 kg CO_2e/kwh = 1189 kg CO_2e

2022

23305 kwh * 0.495 kg CO_2e/kwh = 11536 kg CO_2e
13156 kwh * 0.66641 kg CO_2e/kWh = 8767 kg CO_2e
(6611-3808) kwh * 0.434 kg CO_2e/kwh = 1217 kg CO_2e

According to the "2022 Electricity Carbon Emission Factor" announced by Bureau of Energy, Ministry of Economic Affairs of Taiwan, the Electricity Carbon Emission Factor = 0.495 kg CO_2e / kWh

Poland's carbon emission factor of electricity = 0.66641 Mg CO_2e /MWh. Germany's carbon emission factor of electricity in 2022 is 0.434 kg CO_2e / kwh.
The calculation of gas is based on the GHG Emission Factor Management Table Version 6.0.4 announced by the Taiwan Environmental Protection Administration.
CO_2=1.879 kg CO_2e, CH_4= 0.000033 kg CO_2e, N_2O = 0.000003 kg CO_2e

WATER RESOURCES MANAGEMENT

"Water shortage" can lead to water hazards in the office, drinking fountain, kitchen, or bathroom. In order to provide employees with a good working environment and reduce the risk of water shortage, iiyama has established emergency response procedures for water suspension or water restriction due to government notices or media reports due to factors such as typhoons and droughts.
We didn't use water from groundwater pumping. The drinking water in the offices has been installed with filtration equipment and has been checked regularly to ensure that the water quality is risk-free. In recent years, we have not had any illegal water use incidents.

Since the number of employees in 2022 has increased by 10% -15% compared to 2021, resulting in a significant increase in office water consumption, we set 2022 as the base year. Going forward, we will manage office energy use to meet our environmental goals.

| Scope	2020	2021	2022
Office	Only Taiwan Office	Taiwan Office Poland Office Germany Office The Netherlands Office	
Water consumption (tons)	69.3	423.1	545.1

WASTE MANAGEMENT

Our waste mainly comes from product packaging and office paper. The packaging of our products consists of two main materials, paper, and plastic. Paper packaging is 100% recyclable, and plastic packaging is recyclable except for foamed plastic. We disclose the amount of packaging materials used and office paper used in the sustainability report every year and plan related actions for reduction.
In order to achieve the goal of reducing waste, we hold meetings with suppliers every year to review feasible ways to reduce packaging materials, and we also call on employees to replace printing with electronic files as much as possible to reduce paper consumption.

Year	Annual sales (units)	Paper weight (Ton)	Plastic weight (Ton)
2020	>2,000,000	2232	1041
2021	>2,200,000	2406	1109
2022	>2,000,000	2267	1036

Regarding office paper, we have provided training and called on employees to minimize paper usage and have set a goal to reduce at least 1% by 2030 compared to the base year (2022). Through efforts and a series of countermeasures in 2022, the paper consumption of the Netherlands office and Taiwan office have both dropped significantly compared to 2021.

Office Paper Consumption (Total number of A3 and A4 sheets)
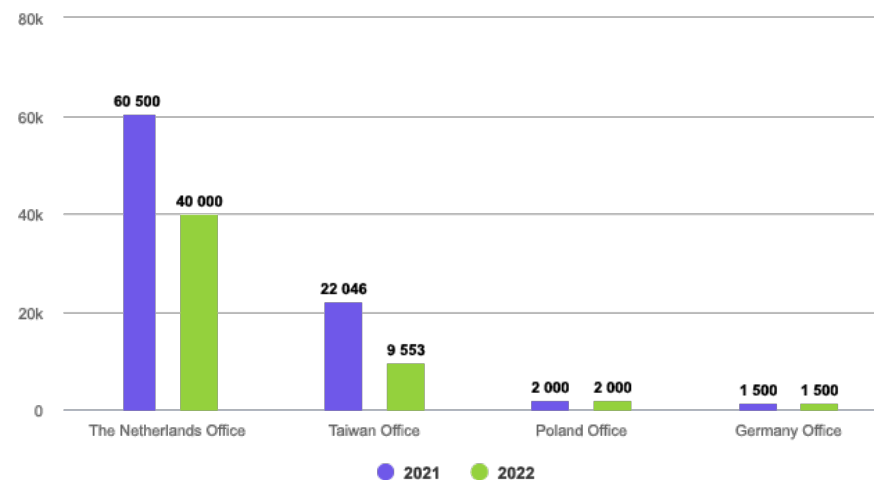
Except for the Taiwan office which recorded the actual monthly paper consumption, the other offices were based on the annual purchase statistics.

Green Supply Chain

SUPPLIER SUSTAINABILITY MANAGEMENT

iiyama's supply chains of electronic components are around the world. We regard all suppliers as long-term partners and attach great importance to the performance of ourselves and our suppliers on ESG. We hope that our suppliers are not only business partners of iiyama, but also our partners in promoting sustainable business development.

In addition to integrity and honesty, our priority in selecting suppliers is to evaluate whether they are competitive in terms of quality, technology, delivery, and cost. We strengthen the green supply chain, and RBA management, and conduct a "supplier audit" on all suppliers every year to confirm that all suppliers meet the standards and requirements of iiyama. For high-risk suppliers, we set short- and medium-term goals and specific measures to require high-risk suppliers to make improvements within the specified time limit and reduce risks. In 2022, we have 9 suppliers, and all of them have passed the audit.

SUPPLIER AUDIT

All iiyama manufacturers and service providers are required to comply with the RBA Code of Conduct and local regulations. In addition, when we conduct annual on-site CSR compliance audits, we will also review suppliers' RBA third-party reports to gain a deeper understanding of each location's working environment and the human rights condition of workers. We are committed to the continuous protection of employees through the **"Code of Conduct"** (ANNEX II). It contains several core conventions of the ILO (C111, C138 and C182). All suppliers have complied with "Code of Conduct" and the labour and human resource laws and regulations of the local country, including those related to wages, working hours, working conditions, and child labour. In addition, 100% of suppliers have simultaneously complied with the **"Supplier Code of Conduct"** set by iiyama in 2022.

We not only audit suppliers' SA8000 or RBA management system every year but also ensure that they obtain both ISO9001 and ISO14001 certifications.

GRI Standard Index

GRI 1: Foundation 2021	
Statement of use	iiyama sustainability report is compiled in accordance with GRI standards, and the information disclosure period of this report is 2022 (January 1st to December 31st, 2022).
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021				
GRI guidelines	**Disclosure**	**Location of Disclosure**	**Page**	**Notes**
2-1	Organizational details	About this Report	3	
		Getting to Know iiyama	6	
2-2	Entities included in the organisation's sustainability reporting	About this Report	3	
2-3	Reporting period, frequency and contact point	About this Report	3	
2-4	Restatements of information	About this Report	3	No major changes.
2-5	External assurance	About this Report	3	
		Assurance Statement	35	
2-6	Activities, value chain and other business relationships	Getting to Know iiyama	6	
2-7	Employees	Getting to Know iiyama	6	
		Happy Workplace	17	
2-8	Workers who are not employees	Getting to Know iiyama	6	
2-9	Governance structure and composition	Getting to Know iiyama	8	
2-10	Nomination and selection of the highest governance body	Getting to Know iiyama	8	
2-11	Chair of the highest governance body	Getting to Know iiyama	8	
2-12	Role of the highest governance body in overseeing the management of impacts	Getting to Know iiyama	8-9	
2-13	Delegation of responsibility for managing impacts	Getting to Know iiyama	8-9	
2-14	Role of the highest governance body in sustainability reporting	Getting to Know iiyama	8-9	
2-15	Conflicts of interest	Getting to Know iiyama	8-9	
2-16	Communication of critical concerns	Getting to Know iiyama	8-9	
2-17	Collective knowledge of the highest governance body	Getting to Know iiyama	8-9	
2-18	Evaluation of the performance of the highest governance body	Getting to Know iiyama	9	

GRI 2: General Disclosures 2021				
GRI guidelines	**Disclosure**	**Location of Disclosure**	**Page**	**Notes**
2-19	Remuneration policies	Getting to Know iiyama	10	
2-20	Process to determine remuneration	Getting to Know iiyama	10	
2-21	Annual total compensation ratio	--	--	For company considerations, not disclosed.
2-22	Statement on sustainable development strategy	Message from iiyama President and CEO	1-2	
2-23	Policy commitments	Firm and Stable Governance	13-15	
2-24	Embedding policy commitments	Happy Workplace	18-19	
2-25	Processes to remediate negative impacts	Friendly Environment Green Supply Chain	25 29	
2-26	Mechanisms for seeking advice and raising concerns	Firm and Stable Governance	13	
2-27	Compliance with laws and regulations	Firm and Stable Governance	16	
2-28	Membership associations	Getting to Know iiyama	10	
2-29	Approach to stakeholder engagement	The Pursuit of Sustainability	11	
2-30	Collective bargaining agreements	Happy Workplace	18	

GRI 3: Material Topics 2021				
GRI guidelines	**Disclosure**	**Location of Disclosure**	**Page**	**Notes**
3-1	Process to determine material topics	The Pursuit of Sustainability	12	
3-2	List of material topics	The Pursuit of Sustainability	12	Modify the name of the material topics: **Product Quality and Safety** **Data Privacy and Security** Add new material topics: **Human Rights** **Diversity, Equity and Inclusion**
3-3	Management of material topics	The Pursuit of Sustainability	12	

GRI 200 series : Economic topics			
Disclosure	**Location of Disclosure**	**Page**	**Notes**
GRI 205: Anti-corruption (2016) *			
205-1 Operations assessed for risks related to corruption	Firm and Stable Governance	13	
205-2 Communication and training about anti-corruption policies and procedures	Firm and Stable Governance	13	
205-3 Confirmed incidents of corruption and actions taken	Firm and Stable Governance	13	
GRI 206: Anti-competitive Behavior (2016) *			
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Firm and Stable Governance	16	

GRI 300 series : Environmental topics			
Disclosure	**Location of Disclosure**	**Page**	**Notes**
GRI 301: Materials (2016) *			
301-1 Materials used by weight or volume	Friendly Environment	28	
GRI 302: Energy (2016) *			
302-1 Energy consumption within the organization	Friendly Environment	25-27	
GRI 305: Emissions (2016) *			
305-1 Direct (Scope 1) GHG emissions	Friendly Environment	27	
305-2 Energy indirect (Scope 2) GHG emissions	Friendly Environment	27	

GRI 400 series : Social topics			
Disclosure	**Location of Disclosure**	**Page**	**Notes**
GRI 405: Diversity and Equal Opportunity (2016) *			
405-1 Diversity of governance bodies and employees	Happy Workplace	17	
GRI 406: Non-discrimination (2016) *			
406-1 Incidents of discrimination and corrective actions taken	Happy Workplace	17	No incidents of discrimination in 2022.
GRI 416: Customer Health and Safety (2016) *			
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Firm and Stable Governance	16	
GRI 418: Customer Privacy (2016) *			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Firm and Stable Governance	15-16	

* : Material Topics

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CONFLICT MINERALS POLICY

1. SERIOUS ABUSES ASSOCIATED WITH THE EXTRACTION, TRANSPORT, OR TRADE OF MINERALS:

While sourcing from, or operating in, conflict-affected and high-risk areas, we will neither tolerate nor by any means profit from, contribute to, assist with, or facilitate the commission by any party of:

» any forms of torture, cruel, inhuman and degrading treatment;

» any forms of forced or compulsory labour, which means work or service which is exacted from any person under the menace of penalty and for which said person has not offered himself voluntarily;

» the worst forms of child labour;

» other gross human rights violations and abuses such as widespread sexual violence;

» war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide.

2. RISK MANAGEMENT OF SERIOUS ABUSES:

We will immediately suspend or discontinue engagement with upstream suppliers where we identify a reasonable risk that they are sourcing from, or linked to, any party committing serious abuses as defined in paragraph 1.

3. DIRECT OR INDIRECT SUPPORT TO NON-STATE ARMED GROUPS:

We will not tolerate any direct or indirect financing or support to non-state armed groups through the extraction, transport, trade, handling or export of minerals. "Direct or indirect support" to non-state armed groups through the extraction, transport, trade, handling or export of minerals includes but is not limited to, procuring minerals from, making payments to or otherwise providing logistical assistance or equipment to, non-state armed groups or their affiliates who:

» illegally control mine sites or otherwise control transportation routes, points where minerals are traded and upstream actors in the supply chain; and/or

» illegally tax or extort money or minerals at points of access to mine sites, along transportation routes or at points where minerals are traded; and/or

» illegally tax or extort intermediaries, export companies or international traders.

4. RISK MANAGEMENT OF DIRECT OR INDIRECT SUPPORT TO NON-STATE ARMED GROUPS:

iiyama's suppliers are expected to comply with all applicable local, country, and international laws regarding the content of products supplied to iiyama. Furthermore, suppliers are expected to adopt a policy regarding conflict minerals which is publicly available. We will immediately suspend or discontinue engagement with upstream suppliers where we identify a reasonable risk that they are sourcing from, or linked to, any party providing direct or indirect support to non-state armed groups as defined in paragraph 3.

CODE OF CONDUCT

IIYAMA CORPORATION complies with the local Health & Safety and Labour Laws in the country of its factories, maximum 60 hour working week including overtime, and the following requirements for social responsibility under the ILO's eight core conventions (C29, C87, C98, C100, C105, C111, C138, and C182) and UN Convention on the Rights of the Child (Article 32) at factories which produces TCO Certified products.

1. FORCED LABOUR
Under ILO Convention C29 (Forced Labour Convention) and ILO Convention C105 (Abolition of Forced Labour Convention), forced labour shall be banned from all work units. Forced labour is defined as work or service which is exacted from any person under the menace of any penalty.

2. FREEDOM OF ASSOCIATION AND PROTECTION OF THE RIGHT TO ORGANISE
Under ILO Convention C87 (Freedom of Association and Protection of the Right to Organise Convention) and ILO Convention C98 (Right to Organize and Collective Bargaining Convention), workers shall have the right to establish and to join organizations of their own choosing without previous authorization. Workers shall have adequate protection against acts of anti-union discrimination in respect of their employment. Workers shall not be dismissed or otherwise prejudiced against by reason of union membership or of participation in union activities.

3. EQUAL REMUNERATION
Under ILO Convention C100 (Equal Remuneration Convention), equal rates of remuneration shall apply to all workers for work of equal value without discrimination based on gender.

4. DISCRIMINATION IN EMPLOYMENT AND OCCUPATION
Under ILO Convention C111 [Discrimination (Employment and Occupation) Convention], any distinction made on the basis of race, color, gender, religion, political opinion, or national origin shall be banned.

5. MINIMUM AGE
Under UN Convention on the Rights of the Child (Article 32) and ILO Convention C138 (Minimum Age Convention), employment of workers of less than 15 years of age and the following working conditions of workers less than 18 years of age shall be banned.

» Employment that might jeopardize their health, security, or morality.

» Employment that may involve circumstances that are likely to jeopardize the health, security, or morality.

6. WORST FORMS OF CHILD LABOUR
Under ILO Convention C182 (Worst Forms of Child Labor Convention), the sale and trafficking, debt bondage, and forced labor of children less than 18 years of age shall be banned.

iiyama

ASSURANCE STATEMENT

SGS

ASSURANCE STATEMENT

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE IIYAMA CORPORATION's SUSTAINABILITY REPORT FOR 2022

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by IIYAMA CORPORATION (hereinafter referred to as iiyama) to conduct an independent assurance of the Sustainability Report for 2022 (hereinafter referred to as the Sustainability Report). The scope of assurance is based on the SGS Sustainability Report Assurance methodology and AA1000 Assurance Standardv3 Type 2 Moderate level to assess whether the text and data in accompanying tables contained in the report and complies with the GRI Universal Standard (2021) and AA1000 Accountability Principles (2018) during on-site verification (2023/07/04~2023/08/07) in iiyama Taiwan office. The boundary of this report includes iiyama's Head quarter and operation sites ' specific performance data included the sampled text, and data in accompanying tables, contained in the report presented. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all iiyama's Stakeholders.

RESPONSIBILITIES

The information in the iiyama's Sustainability Report of 2022 and its presentation are the responsibility of the directors or governing body (as applicable) and management of iiyama. SGS has not been involved in the preparation of any of the material included in the Sustainability Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all iiyama's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE

The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance and standards including the principles of reporting process contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) GRI 1: Foundation 2021 for report quality, GRI 2 General Disclosure 2021 for organisation's reporting practices and other organizational detail, GRI 3 2021 for organisation's process of determining material topics, its list of material topics and how to manages each topic, and the guidance on levels of assurance contained within the AA1000 series of standards and/or ISAE3000.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
A	SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)
B	AA1000ASv3 Type 2 Moderate (AA1000AP Evaluation plus evaluation of Specified Performance Information)

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SCOPE OF ASSURANCE AND REPORTING CRITERIA

The scope of the assurance included evaluation of quality, accuracy and reliability of specified performance information as detailed below and evaluation of adherence to the following reporting criteria:

Reporting Criteria Options	
1	GRI Universal Standard (2021) (In Accordance with)
2	AA1000 Accountability Principles (2018)

- evaluation of content veracity of the sustainability performance information in relation to the determined material topics at a moderate level of scrutiny for iiyama and applicable aspect boundaries outside of the organization covered by this report;
- AA1000 Assurance Standard v3 Type 2 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018); and
- evaluation of the report against the requirements of Global Reporting Initiative Universal Standard 2021 (GRI 2, GRI 3, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY

The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, Sustainability committee members and the senior management in Taiwan and Europe; documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS affirm our independence from iiyama, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service provisions.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organisation has chosen an appropriate level of assurance for this stage in their reporting.

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AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

Inclusivity

iiyama has demonstrated a good commitment to stakeholder inclusivity and stakeholder engagement. A variety of engagement efforts such as survey and communication to employees, customers, investors, suppliers, sustainability experts, and other stakeholders are implemented to underpin the organization's understanding of stakeholder concerns. For future reporting, iiyama may proactively consider having more direct two-ways involvement of stakeholders during future engagement.

Materiality

iiyama has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to these stakeholders.

Responsiveness

The report includes coverage given to stakeholder engagement and channels for stakeholder feedback.

Impact

iiyama Measurement and evaluation of its impacts related to material topic were in place at target setting with combination of qualitative and quantitative measurements.

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, iiyama's Sustainability Report of 2022, is adequately in accordance with the GRI Universal Standards 2021 and complies with the requirements set out in section 3 of GRI 1 Foundation 2021, where the significant impacts on the economy, environment, and people, including impacts on their human rights are assessed and disclosed following the guidance defined in GRI 3: Material Topic 2021, and the relevant 200/300/400 series Topic Standard related to Material Topic have been disclosed. The report has properly disclosed information related to iiyama's contributions to sustainability development. For future reporting, it is recommended to have more descriptions on how the organization has applied due diligence as a method for the identification and the evaluation of its impacts on the economy, environment.

Signed:
For and on behalf of SGS Taiwan Ltd.

AA1000
Licensed Report
000-8/V3-L2WOG

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Taipei, Taiwan
23 August, 2023
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