



2020

Corporate Sustainability Report



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01 ABOUT THIS REPORT

Report Overview

The 2020 Corporate Sustainability Responsibility (CSR) 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 CSR report annually. Our last report release date was July 30th, 2020.

You may download a copy of this and future reports at: [ViewSonic Go Green](#)

Reporting Principle & Standards

The ViewSonic 2020 CSR Report outlines our global strategies, achievements, and goals relating to sustainable development. This document is offered as a reference for stakeholders, customers, business partners, and all those with an interest in the environmental, social and economic impacts of our organization.

We have prepared our 2020 CSR Report in accordance with the Global Reporting Initiative (GRI) standard disclosures and reporting principles. This report complies with the Core level requirements of the GRI Standards. The GRI Content Index provided at the end of this document outlines our alignment with related disclosure indicators.

Reporting Content & Boundary

The 2020 CSR report covers activities undertaken from January to December 2020 mainly including ViewSonic America, ViewSonic Europe and Global Product Group. This report highlights the environmental, social, and governance (ESG) principles and performance of ViewSonic Corporation worldwide for the calendar year 2020. 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 CSR Committee at [✉ CSR-Committee@ViewSonic.com](mailto: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

Since our inception in 1987, ViewSonic has witnessed and participated in extraordinary advancements in technology, as well as a revolution in diversity and equality. Unfortunately, we're also facing an unprecedented rate of climate change. At ViewSonic, we are guided by our vision of a sustainable world empowered through innovative visual solutions. We aim to realize this vision by doubling down on the commitment to our core values and fulfilling mission-critical responsibilities to our customers, employees and the environment.

Customers

ViewSonic is laser focused on serving the needs of our customers, which means actively listening to their challenges and delivering solutions to solve their problems. A significant challenge they've been battling is the slow adoption of technology in education, caused in part by difficulties using existing technologies, steep learning curves and a lack of professional training. That's why in 2017, we introduced our ViewBoard digital whiteboards, and in 2018 our myViewBoard software platform and ecosystem. Since 2019, we collaborated with additional educational institutions around the world to gain perspectives from frontline educators that inform product development and allow us to adapt to their changing needs in an agile manner. We've built professional development teams to provide training, reduce learning curves and build digital lesson plans that help students master academic standards. In conjunction with best-in-class technology partners, we are continuously developing comprehensive EdTech solutions that will enable current and future leaders to thrive in this constantly evolving society.

Employees

Our employees are pivotal to ViewSonic's success since the company's brand value, and reputation are defined by its people. Just as our customer-first approach seeks to empower people and improve lives, so too do our employment practices. We are dedicated not only to recruiting skilled talent but also ensuring diversity and inclusion in the workplace, as we recognize that distinct sets of backgrounds, experiences, and perspectives are crucial to innovation. With a 1:1 female-to-male base salary and remuneration ratio, we pride ourselves on creating equitable and rewarding employment opportunities at ViewSonic. We value integrity, teamwork and diverse opinions to foster collaboration. And we encourage continuous employee growth through setting challenging goals, embracing feedback and not being afraid to fail.

Environment

Sustainability is a priority that's integral to operations throughout ViewSonic. We consider our environmental impact at every stage of our products' lifecycle, from development and production to customer use and disposal.

We've developed a responsible global supply chain, requiring all Tier 1 suppliers to adhere to ISO 14000 environmental management standards. We constantly aim to improve the power efficiency of our products across categories. 100% of our projector models meet the EU's stringent ErP Directive requirements for standby power consumption.

And through our green packaging initiative, in addition to monitor VG series product line, we started to package our VP Series with recycled materials. We plan to continue green packaging implementation on more models and product lines in the coming years.

Amid societal and environmental challenges, we remain optimistic. And with sustainability as a part of ViewSonic's core values, we will continue to leverage our technologies as a force for good and strive to make the world a better place.



James Chu
Chairman and CEO



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OUR SUSTAINABILITY CONTRIBUTION 2020

Sustainability governance encompasses our vision, disciplines our daily operations and manifests our continuous supply chain innovations. We continued to invest our core competencies to improve and comprehend our corporate governance practices to achieve our corporate sustainability commitments.

ViewSonic Large Format Display product has implemented environmental protection and energy conservation in practice. All new products implement green designs and energy saving to meet new conservation milestone.

In 2020, we reviewed and improved corporate governance practices in product design, environmental protection, employee relationship management and community participation.

We share our 2020 sustainability efforts and contributions with you in this section.

Governance

Contributing to the following SDGs:



Sustainability Governance

Growth since 2017:

- Interactive Flat Panel (IFP): grew 1,598%
- Projector: grew 40%, despite market having negative growth
- Monitor: grew 30%

Breakthrough:

- 1st Software Ecosystem, myViewBoard obtained over 2 million users worldwide, with over 10 distinct service application for the Education & Enterprise segments

Environment

Contributing to the following SDGs:



Our Innovation

Projector:

- Portable projectors have won iF awards in 3 consecutive years 2018, 2019 & 2020

Monitor: 42% EPEAT compliant & 59% Energy Star compliant

- Developed the world's first color blindness testing methodology with TUV
- ColorPro series developed color blindness feature algorithm which enables color blindness people to successfully identify color differences which allows successful identification at around 70-75%.

Large Format Display: 20% EPEAT compliant & 61% Energy Star compliant

- 100% of models include flicker-free and blue light filter functions to protect customer's eyes.

Software:

- 7 distinct teams formed focused in key strategic areas of growth: AI, Machine Learning, Windows application, etc.
- Strategic partnerships formed with Google, Microsoft and Intel to jointly develop solutions

Green Packaging:

- Product reuse and recyclable rate is above 70%

Our Environment

Operation Side:

Continued to monitor carbon footprint reduction efforts

- Minimizing GHG emissions, energy usage
- Conserving water
- Reducing landfill waste

Product Side:

- Measured and released 16 models' carbon footprints
- 100% of LFD & Projector models shipped without Compact Disc (CD)

Social

Contributing to the following SDGs:



Committed to Our Customers


- No significant fines and non-monetary sanctions related to the health and well-being features of our product
- No case brought through dispute resolution mechanisms

Committed to Our Employees & Community


- Offered Zumba class and yoga classes virtually for employees to continue class while working from home
- Organized CorlorPro award to highlight kindness
- Employee turnover remains stable below 5%
- 88% of senior management personnel hired locally
- Men to women salary ratio: 1:1

Recognition & Success


Brand




Disrupter of the Year – Education by IMPACT20



Best Content Strategy – Work from Home by IMPACT20



CRN 2020 Women of the Channel by CRN

 Projection Expo Best of Show by Projector Central

M1+ Portable Projector  Lifewire Editor's Choice by Lifewire



LS900WU  Innovative Product Awards by Sound & Video Contractor




X10-4KE  VIP Awards by TWICE



M1 mini  Design Award 2020 by IF World Design Guide



 Breakthrough Award - Next-Gern School Provider of the Year by EdTech


CDE9800  2020 DIGI AWARDS by Digital Signage Magazine

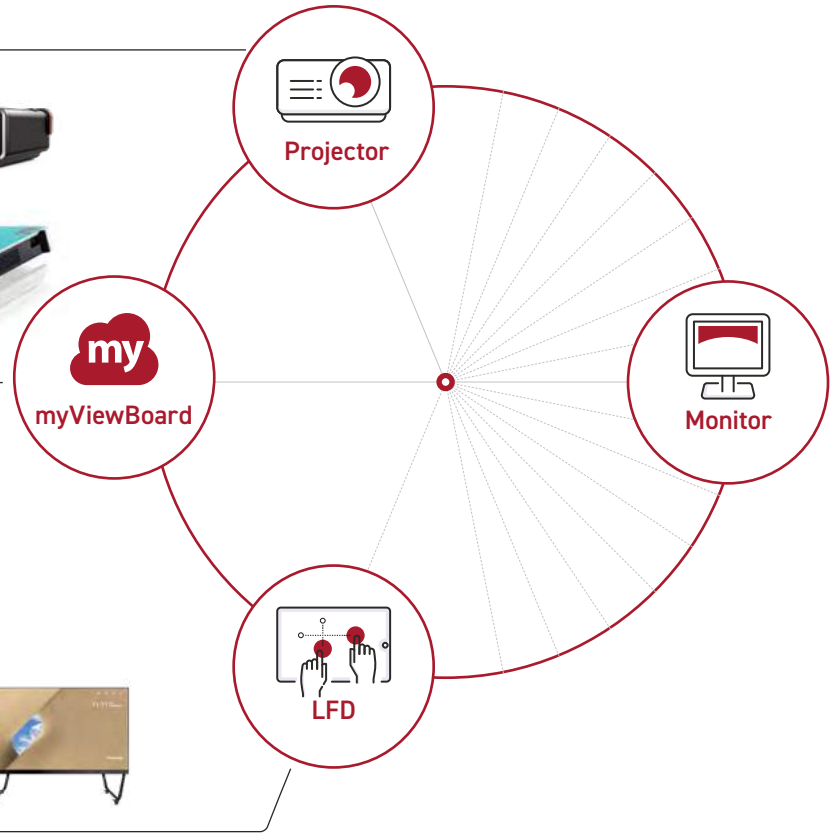



LD163-181  Best of Show InfoComm 2020 by Digital Signage Magazine




 Best Digital Signage Vendor – Silver Winner by ChannelPro

 Breakthrough Award - Next-Gern School Provider of the Year by EdTech





 Best Monitor – Gold Winner by ChannelPro

 PC BEST BRANDS FOR 2020 by PC Mag

TD1655    2021 Innovation Awards by CES Editor's Choice by PC Mag ISTE 2020 Best of Show by Tech & Learning



TD2455   Best of Show InfoComm 2020 by Tech & Learning Editor's Choice by PC Mag



XG270QC  Editor's Choice by Tom's Hardware





XG270QG   Editor's Choice by PC Mag Editor's Choice by Popzara



XG270    Awards of Excellence Winners for 2020 by Tech & Learning Editor's Choice by PC Mag ISTE 2020 Best of Show by Tech & Learning



VP2785-2K  VIP Awards by TWICE



VP2768-4K  Best 4K PC Monitors in 2020 by Windows Central



VG1655  Editor's Choice by PC Mag



Note: 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.



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CORPORATE OVERVIEW

About ViewSonic

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, Suite 200, Brea, CA, 92821, USA
Chairman & CEO	James Chu
Product & Service	Monitor, Projector, Digital Display, Desktop Virtualization, ViewBoard
Established	1987
Number of Employees	1,039 (as of December 31, 2020)



Business Sites

ViewSonic America

10 Pointe Drive, Suite 200,
Brea, CA 92821,
United States

<https://www.viewsonic.com/us/>



ViewSonic Europe Limited

6th Floor Westminster Tower,
3 Albert Embankment
London SE1 7SP, 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 Display (LFD), which includes Interactive Flat Panel (IFP) and Commercial Display. ViewSonic has evolved from a device manufacturer to a visual solutions company by creating products, services, and sustainable ecosystems that greatly enhance visual engagement.

Founded in 1987, ViewSonic conducts business in over 100 countries worldwide, with its headquarters 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 also 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.

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, X10-4K UHD wireless smart projector, and M1 mini pocket projector, which won the iF Design Award, further cemented ViewSonic's market leadership.

In 2016, ViewSonic introduced ViewBoard interactive display, which has 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.

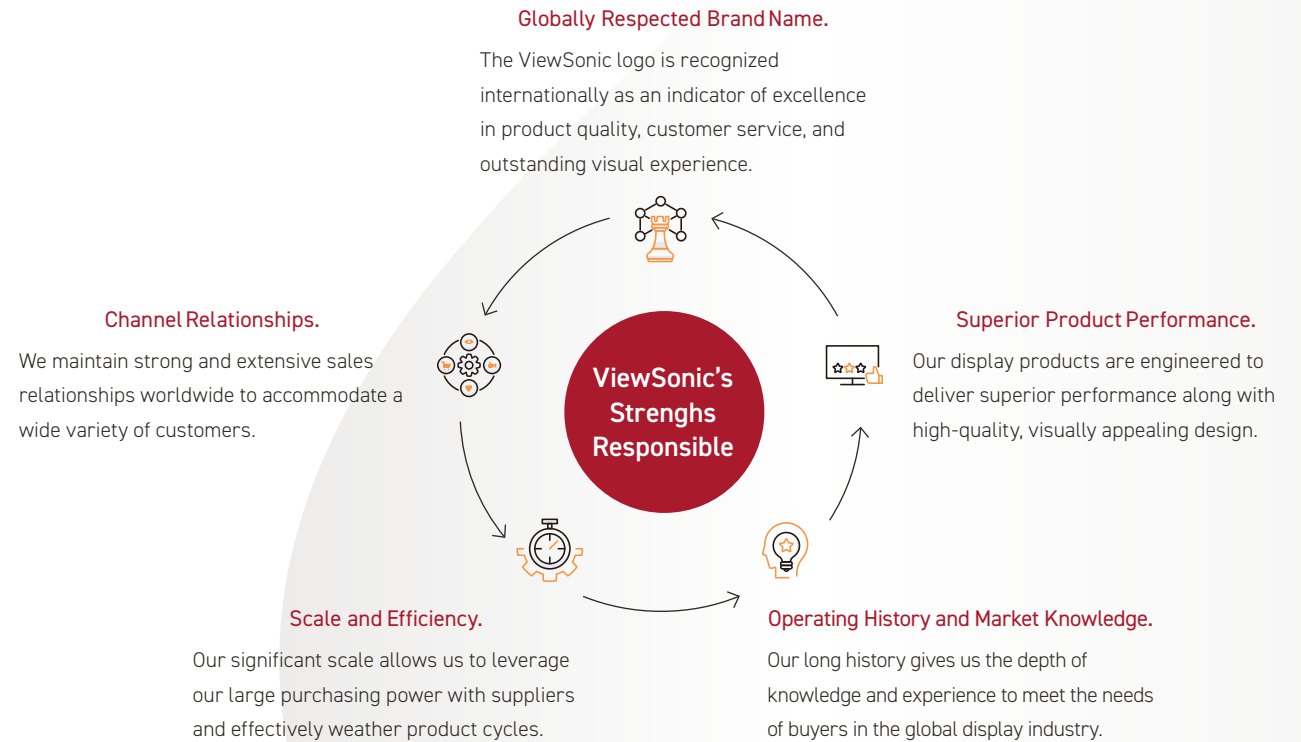
ViewSonic's vision is "to inspire the world to see the difference between the ordinary and the extraordinary by providing innovative visual solutions for work, play, and learning." While constantly improving products and technologies for the betterment of customers, ViewSonic diligently upholds its social 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

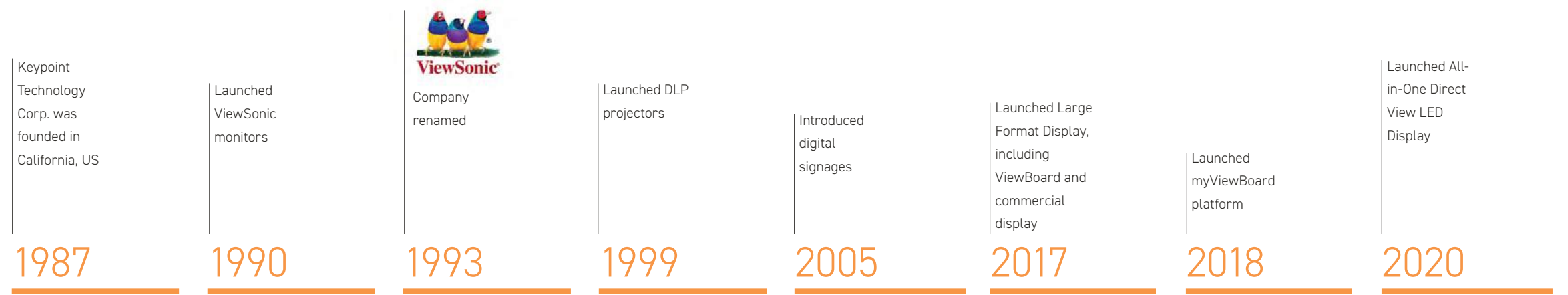
Gouldian finches are also known as rainbowbirds, they are natively found in Australia. They also inspire ViewSonic to deliver our innovative products with superior quality; beautiful, vibrant colors; appealing warmth and friendliness to ensure the future to a sustainable world.



Strengths responsible for our continued success include:



Our Journey



Monitors

- 2000** · **#1 market share** for monitors in Canada, Argentina, Chile, Russia, Egypt, New Zealand and Taiwan
- 2001** · Introduced the **world's largest monitor**, a 50" plasma display
- 2003** · **World's first** wide format 24" LCD monitor
- 2006** · Launched monitor with **world's fastest 1ms response time** at CES
- 2008** · Debuted the **world's first** 120HZ 3D 22" widescreen display, and 24" widescreen Full HD TV
- 2011** · Completed an entirely **green upgrade** from CCFL-backlit to LED-backlit display
- 2017** · Launched **VG Series of Monitors** for corporate segment
- Introduced **Elite** professional gaming monitor
- 2018** · Introduced **ColorPro** professional monitors
- 2020** · Launched TD1655 **portable monitor**
- Partnered with TÜV SÜD to develop the testing of a **color blindness feature** in Monitors

Projectors

- 2007** · At CES, introduced an HDTV set and **world's first iPod docking Projector**
- 2009** · Leading brand to **implement 3D** into Projector product line.
- 2014** · **US No. 1 Full HD** Projector
- 2018** · Introduced the **first patented LED projector with Harman Kardon speakers**
- 2020** · Market share **2X increased – the fastest growth** in projector market
- Became **global No.2 LED projector brand**

ViewBoard

- 2018** · Launched ViewBoard® IFP60 Series interactive display with **enterprise-grade security**
- ViewBoard ranked **No. 3 market share** in North America
- 2019** · **No.3 global market share** of interactive display
- 2020** · **No. 1 market share** in North American channel (NPD)

myViewBoard

- 2019** · ViewSonic became **Google for Education partner**
- Became **Intel MRS** certified
- Developed myViewBoard ecosystem
- 2020** · Launched **myViewBoard Classroom**
- By Dec, more than **2,000,000 subscribers** registered

Note: Our Large Format Display includes our Interactive Flat Panel (IFP), ViewBoard and Non-Touch Commercial Display; myViewBoard represents the software, our ecosystem that can be used across our visual display product line.

Our Vision, Mission Statement and Core Values

ViewSonic endeavors 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 are 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 messaging.
- 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 by providing innovative visual solutions for work, play, and learning.”

Mission Statement

“Evolve from a device company to a visual solution company by listening to our customers and creating products, services, and sustainable ecosystems that enhance visual engagement for the betterment of our customers.”

Core Values



Organizational Overview

As a global market leader in visual technologies, we sell products in more than 100 countries and operates in 46 locations globally. In addition to the United States corporate headquarters in Brea, California, and US 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 1,039 employees in our global work force 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 2020.

The below table shows the number of employees by contract type and by gender in each region in 2020.

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

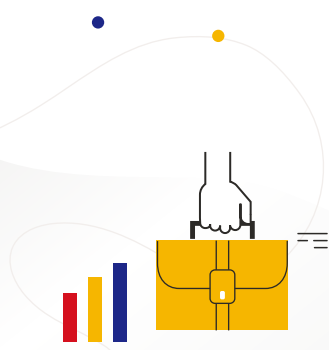
Gender	Male		Female		Total		
	Permanent	Contract	Permanent	Contract	Male	Female	Firm
ViewSonic America	158	-	80	-	158	80	238
ViewSonic Asia Pacific	248	23	198	8	271	206	477
ViewSonic China	73	-	127	1	73	128	201
ViewSonic Europe	70	13	38	2	83	40	123

» Ratio of Managerial and All Employees by Gender and by 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%	7%	0%	0%	4%	5%	0%
	All employees	12%	4%	8%	12%	8%	9%	1%	13%
30-50	Manager and above	34%	18%	47%	18%	60%	13%	50%	40%
	All employees	38%	16%	39%	30%	51%	21%	44%	32%
Over 50	Manager and above	24%	24%	13%	15%	9%	14%	0%	5%
	All employees	17%	13%	4%	7%	8%	3%	1%	10%

» Ratio of Managerial and All Employees by Gender and by Age by Function

Region		Global Product Group				Global Support Center			
Managerial/ Non-Managerial		Manager and above		All Employees		Manager and above		All employees	
Gender/ Age		Male	Female	Male	Female	Male	Female	Male	Female
Under 30		2%	3%	8%	13%	0%	0%	1%	20%
30-50		66%	19%	48%	25%	31%	69%	16%	62%
Over 50		9%	2%	5%	2%	0%	0%	0%	0%





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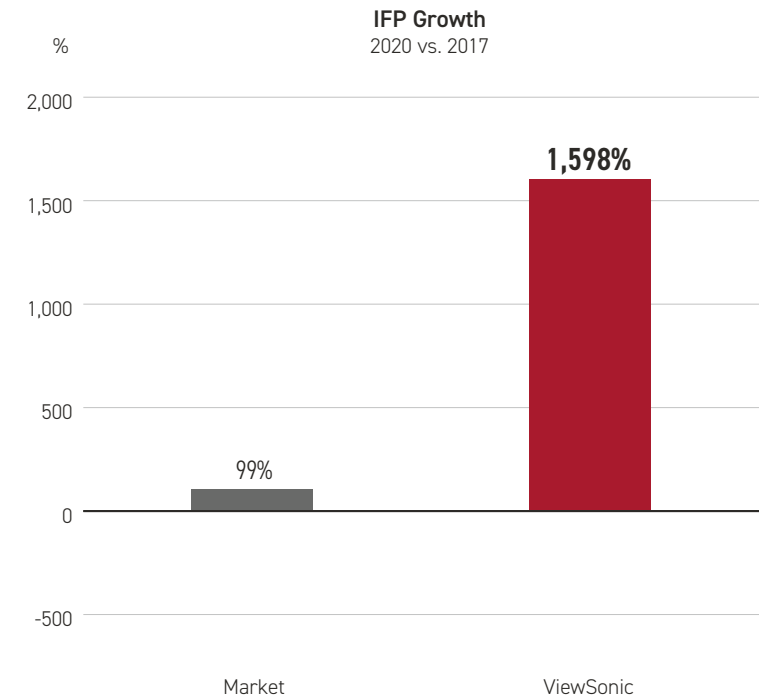
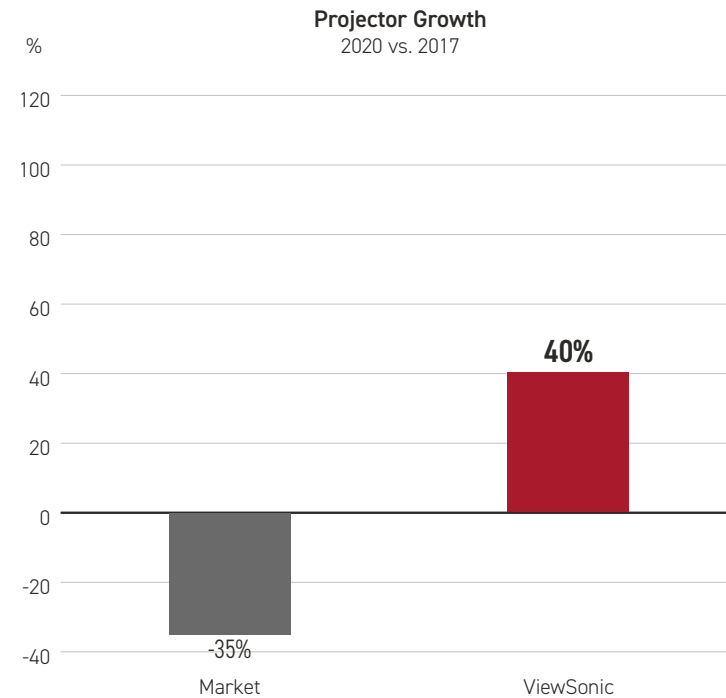
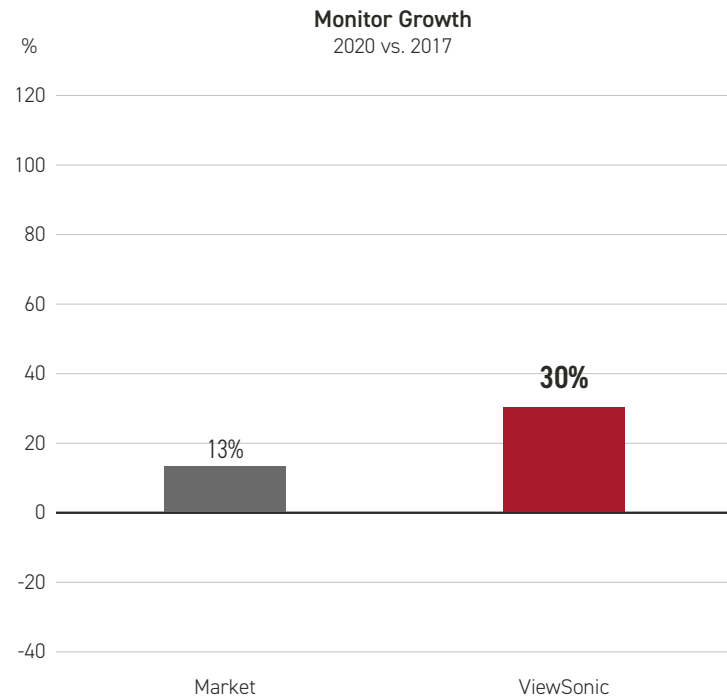
SUSTAINABILITY GOVERNANCE

- Since 2017, Interactive Flat Panel (IFP) business grew 1,598% compared to the market growth of 99%.
- Since 2017, the projector market grew negatively at 35%, we remain 40% positive growth.
- Since 2017, the monitor business grew 30% comparing to the market growth of 13%.
- Developing innovative digital education solutions on ViewBoard and myViewBoard with Taiwan as pilot country, working with over 300+ schools to develop solutions to integrate ViewSonic technologies into classroom teaching.

Notable Achievements and Goals

Despite the challenges in 2020, ViewSonic's Interactive Flat Panel (IFP) under Large Format Display grew by 47%, outperforming the market's 15% in sales growth in 2019. Since 2017, Interactive Flat Panel (IFP) business grew 1,598% comparing to the market growth at 99%. Since 2017, the projector market grew negatively at 35%, we remain 40% positive growth. The monitor grew by 23% outperforming the market's 11% in sales growth. Since 2017, the monitor business grew 30% comparing to the market growth of 13%.

For ViewSonic, this relatively new and disruptive technology has provided the company with an important opportunity to capture new markets in meaningful ways. In particular, the education market continues to be a key growth area for the company's Interactive Flat Panel under Large Format Display.



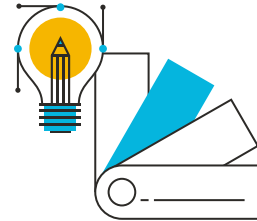
Important achievements for the year include continued expansion in the following areas:

Education: K-12 & Higher Ed

Education continues to embrace the ViewBoard family of Interactive Large Format Display, which also serve as our spearhead into new education accounts for products such as desktop monitors, projector solutions and virtual desktop clients.

Covid-19 has pressed the pause button on the world in 2020. Instead of slowing down, ViewSonic sped up. In 2020, we visited school campuses throughout Taiwan to understand specific teaching requirements against the backdrop of the pandemic and to help solve problems. We have brought together partners with the same goal of building a better future for education and will continue leveraging our worldwide success in education technology in the education industry in Taiwan. We believe Taiwan's digital learning experience can serve as a model for the world.

In 2020, over 3,000 myViewBoard Innovative Classrooms have been established in K-12 schools around Taiwan. As an innovator in education technology, ViewSonic has teamed up with Chung Yuan Christian University to create the world's first ViewSonic Hybrid Teaching Classroom, helping teachers and students solve pain points in distance learning.



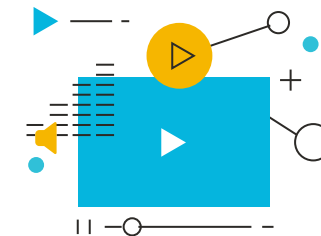
Professional/Prosumer

Along with growth in the education market, we continued to steadily expand our emphasis on meeting the needs of professional graphics users and prosumers. Whether used for pre-press color correction or for making the most of family memories, the VP Series continues to solidify ViewSonic's place as a serious player in the professional prosumer monitor space.

Audiovisual (AV) Integrators

Our Audiovisual (AV) Integrator Program continues to facilitate our strong support for these channel partners, whose role in making sales and serving customers is more important than ever.

This new program, along with our new lineup of Large Format Display and ViewBoard Interactive Flat Panel display, gives AV Integrators everything they need to expand their opportunities, earn greater profits, and meet the needs of our mutual end user customers.



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

- Continue to expand globally and penetrate new markets and channels.
- Leverage our success in the desktop monitor market into developing leading display 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.

Corporate Governance

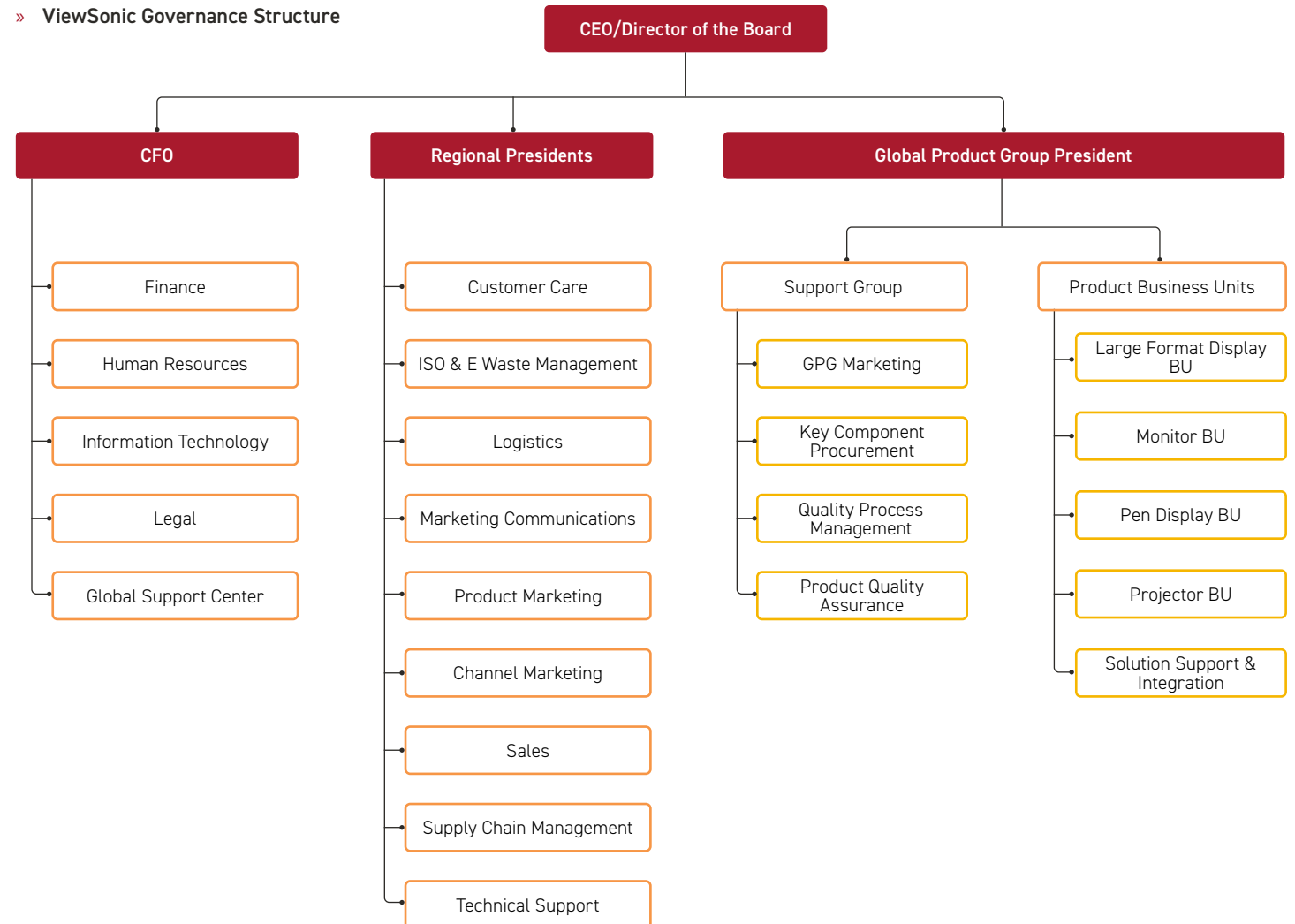
We adhere to the highest standards for corporate governance and emphasize the importance of transparency and accountability throughout the organization. The Board of Directors is ultimately responsible for ViewSonic's governance, with the duty to oversee management performance, set key corporate policies,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

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 2020, 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.

A commitment to our core values enables ViewSonic to provide significant and substantial contributions to communities by acting with integrity, creating rewarding employment opportunities, and supporting environmental and societal sustainability.

Code of Ethics

Our Code of Ethics outlines the guidelines by which we conduct businesses and expects all employees to adhere. We value integrity, professionalism, and ethical conduct and expect our employees to carry high ethical professional demeanors. Our employees have consistently demonstrated commitment to creating an ethical work place.

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 CFO, our Human Resources department ensures the adherence to the Code of Ethics, including mandatory training for every new employee on the first day of orientation. The new employees are asked to sign acknowledgement on those policies and those acknowledgement are placed in their personnel file.

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 statuses



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

We have zero tolerance on Code of Ethics violations. Violations of the Code of Ethics are subject to immediate disciplinary action that could result in termination of employment. Employees are encouraged to report any suspicious misconduct or violations of the Code of Ethics to the appropriate supervisors. Any whistleblower is protected under Corporate Whistleblower Policy to ensure employees are protected against potential repercussions.



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.



Ethical Management and Disclosure

Our customers benefit from a competitive marketplace and we are committed to promoting and protecting fair market practices through complete adherence to all laws governing competition.

Our employees are trained in the laws and regulations relevant to their role and our employee policy forbids any conduct in violation with these laws and regulations, including anti-corruption policy, anti-trust laws and other laws covering anti-competitive behavior.

We continue to maintain complete compliance with laws relating to competitive behavior.

During the 2020 reporting period, there were no significant fines or non-monetary sanctions related to anti-competitive behavior or violations of anti-trust and monopoly legislation.

There was no legal action pending or completed against ViewSonic and no cases were brought through dispute resolution mechanisms.

Stakeholder Engagement

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





ViewSonic defines as stakeholders 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) feedbacks 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.

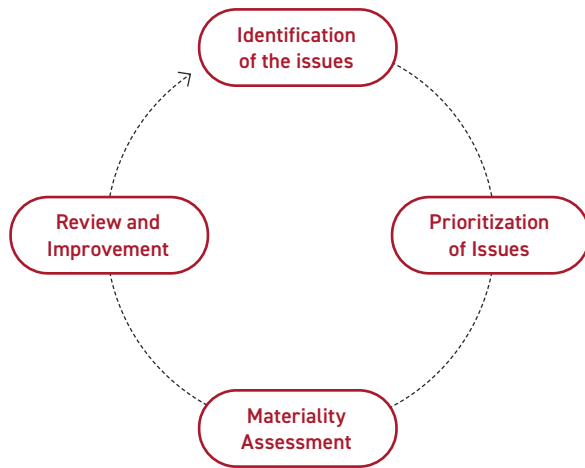
Identified stakeholder interests and concerns, along with our goals for and methods of communication with each group are summarized in the table on the right:

Stakeholder	Key Interests and Concerns	Communication and Engagement	Methods of Response
 Investors	<ul style="list-style-type: none"> • Economic Performance • Market Presence • Innovation 	As a privately-held organization, we seek to employ sustainable growth strategies to generate sustainable profit for our investors.	Quarterly Board of Director meetings, regular investor notices & Emails, annual shareholder meeting
 Suppliers	<ul style="list-style-type: none"> • Customer Health and Safety • Human Rights • Supplier social and environmental assessments 	We look to influence and promote CSR within our supply chain, starting with our everyday interactions with our immediate suppliers.	Supplier annual appraisal, supplier weekly workshops, quarterly business review.
 Employees	<ul style="list-style-type: none"> • Diversity and Equal Opportunity • Labor Practices Grievance Mechanisms • Ethical Management and Disclosure • Innovation • Customer Management & Privacy • Materials • Energy and Emissions 	Our employees are actively involved with leading the organization's CSR practices and providing volunteer contributions to the society.	New hire orientation, employee newsletters, quarterly town hall meetings, email.
 Public Officials	<ul style="list-style-type: none"> • Environmental Compliance • Product Compliance • Human Rights • Employment • Energy and Emissions • Marketing and Labeling 	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.	Participation in local Chamber of Commerce.

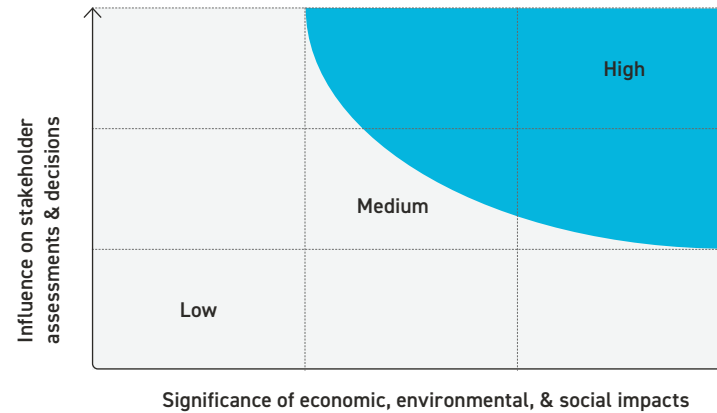
Material Topics and Reporting Boundaries

We continually evaluate products and 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.

We conduct a formal assessment to identify concerns most significantly impacted by our operations and most important to our management, employees, and other stakeholders. 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 have developed CSR policies with an emphasis on the following high priority areas:



» 2020 Major Reporting Issues

- 1) Ethical Management and Disclosure
- 2) Innovation & Green Product
- 3) Customer Privacy
- 4) Customer Health and Safety
- 5) Marketing Communications
- 6) Compliance (Product) / Legal Compliance
- 7) Human Rights
- 8) Diversity and Equal Opportunity
- 9) Material
- 10) Supply Chain Management
- 11) Emissions (GHG)

Category	Material Aspect	Internal	External (Supply Chain)
 Governance & Economic	Ethical Management and Disclosure	☑	
	Innovation	☑	☑
	Customer Management	☑	
	Supply Chain Management	☑	☑
 Environmental	Materials	☑	☑
	Emissions	☑	☑
 Social	Diversity and Equal Opportunity	☑	
	Human Rights	☑	☑
	Customer Health & Safety	☑	☑
	Marketing Communications	☑	
	Customer Privacy	☑	

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

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 Entreprises Québec (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
- Responsible Minerals Initiative (RMI) Partner Membership
- 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
- El-Kretsen AB Recycling in Sweden
- Elkar (ICT) Recycling in Finland
- Landbell AG für Rückhol-Systeme in Germany
- RETELA, s.r.o. Recycling in Czech Republic



06

OUR INNOVATION





Projector

- SuperEco+, a new lamp model, increases by more than 33% of lamp lifespan compared to previous models
- LED & laser (lamp free) projector use no mercury light source
- Our portable projectors have won iF awards



Monitor

- 42% of 2020 total models are EPEAT compliant and 59% of 2020 total models are Energy Star compliant
- In 2020, we have launched 2 Color Blindness monitor models with 2 modes: 1) Color vision deficiency (CVD) and 2) Color simulation mode for creators to deliver a color blindness friendly experience.
- Developed the world's first color blindness testing methodology in monitors with TUV for the electronics industry
- Our color blindness feature algorithm enables color blindness people to successfully identify color differences at about 90%, comparing to conventional color filter which allows successful identification at around 70-75%.



Large Format Display

- 61% of LFD models meet Energy Star up from 85% in 2019 and 20% of LFD models are EPEAT compliant in 2020.
- 100% of LFD models in 2020 include flicker-free and blue light filter functions to protect customer's eyes, up from 92% in 2019.



Software

- We have solidified the foundations of our Software Development team and reached over 70 fulltime developers in our Taipei, Taiwan office, with a 40% projected growth over the next 12 months.
- 7 distinct teams formed focused in key strategic areas of growth: AI, Machine Learning, Windows applications, Android applications, Vision Library, web-app development, and big data analytics.
- Our 1st Software Ecosystem, myViewBoard obtained over 2 Million users world-wide, with over 10 distinct service application for the Education and Enterprise segments.
- Formed strategic partnerships with Google, Microsoft, and Intel in order to jointly develop solutions that better serve our communities.

Overall



- Our product development investment amount increased significantly reaching US\$ 14.59m.



- Industry-academia collaboration to study ergonomics and user behaviors in school environment for IFP product innovation.



- Product reuse and recyclable rate is above 70% and recovery rate is above 80%. LFD product package uses 77% reclaimed material.

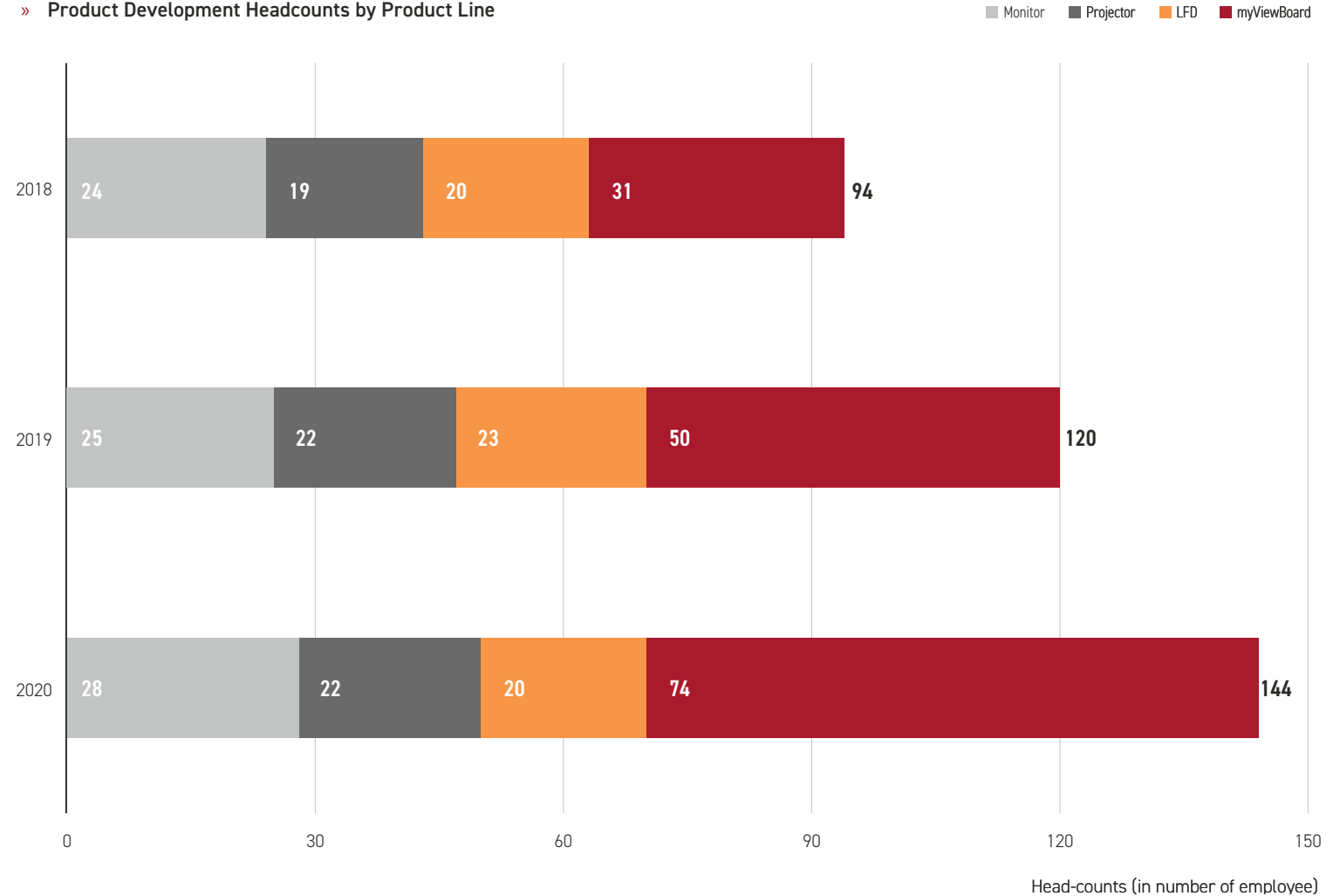
Product Innovation

Sustainability is not just a buzzword or afterthought for us, but rather a priority that is integral to operations throughout our organization. Sustainability is one of our considering factors at every stage of our products' lifecycle, from development to production to customer use and end-of-life disposal. The health of our planet is paramount to the sustainability of human and other life on Earth. Pollution poses an ongoing threat to clean water supplies. Climate change is threatening lives, livelihoods, wildlife, and even our security. Our customers value sustainability, and so do we. We believe that superior product design requires careful consideration of the environment. Because sustainability is a core ViewSonic value, we strive to develop display solutions for a better world and to build a brand in which we – and our customers – can take pride.

TOTAL SOLUTION is our medium-term innovation program on software development and system integration, which aligns with our product strategic direction that focuses on the friendliest usability design and enhancing the energy efficiency of core display products for customers. We dedicate our innovation efforts to technologies that advance user-friendly functions, protection towards the environment and towards the health of product users. Our product development investment amount increased significantly reaching US\$ 14.59m. We also added new product development headcounts every year to drive innovation.

Our Strategic Innovation vision is to continue to expand globally and penetrate new market and channels. We leverage our success in the desktop monitor market into developing leading display technological solutions. We deliver market leading and innovative products and continue to drive efficiency in our operating model. We leverage 3rd parties on user researches and wireframe, User Interface flow, Graphical user interface etc.; and customize motherboard design. Our next step is to have our own team capable of doing all the above tasks. We evaluate our innovational success through awards recognitions. Please see 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, ViewBoard, commercial display and myViewBoard, we ensure the lifecycle of the products to be ecofriendly and build in features to lower impact on human well-being. We create solutions for business and for education with user experience in mind.

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

- We evaluate the sourcing of components of the product or service.
- Our product contents that may produce an environmental or social impact are in conformity with RoHS.
- The labeling for product safety usage follows Safety (cTUVus).
- The disposal of the product and environmental/ social impacts follows WEEE.

All our products are designed for ease of disassembly and recyclability where external enclosures, sub-enclosures, chassis and electronic

subassemblies are easily removable with commonly available tools, by hand, or by a recycler's automated processes.

In order to better communicate with our users, the information on safety and eco-design features can be found as the representative labels in our system rating labels, cartons or/and quick start guide (QSG). In addition, the detail on global compliance information along with warning are disclosed in user manual shipped with our products.

Example as how we design products: case with projector

When designing projector, we consider if the exposure to intact lamps or to occasional exposure to broken lamps would cause any health concern. We found that mercury in the atmosphere resulting from the breakage of lamps should result in no significant risk to an individual. We innovate eco-friendly solutions to allow products' longer lifespan or replace features/ materials that are more environmentally-friendly. We consider the life cycle product impact and ensure we have disclosed the information needed for the disposal of lamps which contains mercury in accordance with local, state or federal laws. We also offer recycling program for users to send the product back to us for disposal.

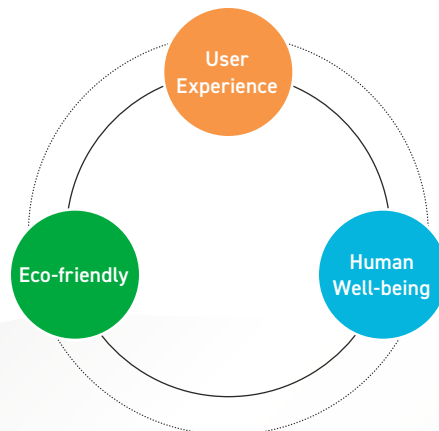
Example as how we innovate: Large Format Display (LFD)

Our LFD goal is to develop international digital innovation education on ViewBoard and myViewBoard. We engage with Taiwan educator to help Taiwan educators adapt to the education technology and gradually migrate from analogue teaching method to digital teaching method.

LFD built a product developing team with ViewSonic's own design on touch experience, electrical engineering, low blue-light energy efficient with the best user experience and friendly interfaces leading the innovative Large Format Display products technological solutions. To advance our touch EE technology, we need to breakout from our conventional thinking and design more original models with higher entry barrier, e.g. Mother Board (MB) or Input and output design (I/O design) and enhancing energy efficient functions.

LFD & myViewBoard business units have been increasing investment on product development resources annually from 2018 to 2021F. LFD & myViewBoard dedicate our innovation efforts on offering solutions specifically in the following areas for our users, such as creating myViewBoard Ecosystem, providing energy efficiency solution, providing environmental friendly packaging, and technologies related to protecting customer's eyes.

» ViewSonic Product Design Considerations



User Experience

As an innovator and visionary, we have continuously helped people to “See the Difference” with a portfolio of products including Monitors, Projectors, Large Format Display such as ViewBoard Interactive Flat Panels and Commercial Display such as Digital Signage combined with class leading Software and Services. To keep up with the digital transformation trends around the world, we extend and diversify our business with our expertise in visual technology in educational, enterprise, consumer, and professional display markets. Our myViewBoard Team is responsible for driving the innovation of our company.

Our innovation team focuses on different products for different verticals. The innovation team is comprised with experts from different fields to research and study on user experience and user interface (User experience and user interface, UX/ UI) resources, incorporate software/ app review for 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 research on touch electronic engineering.



User Experience: ViewBoard

Our ViewBoard series and myViewBoard Ecosystem deliver interactive capabilities for classroom & enterprise, the embedded software support content sharing and digital whiteboard annotation for collaboration.

We aim to become the number 1 provider capturing the main market share in Interactive Flat Panel (IFP) by providing the users the best touch experience, most innovative touch solutions, and energy efficient core display. Our product team created ViewBoard that has won numerous awards, e.g. Product of the Year by System Contractor News, Gold Winner of Channel Innovation News by Channel Daily News, Best of Show at ISTE 2020, Reader' Choice Awards by ChannelPro Network,

Best Awards by Commercial Integrator. Please refer to Recognition & Success for complete award list.

Within the myViewBoard platform, we have implemented dashboards where IT Administrators and Building Managers can gather business intelligence to better gauge usage metrics such as scheduling on/off, meeting room light brightness, air-conditioning, as well as social distancing measures.

Our Wireless collaboration display has been equipped with sensors which assist in reporting air quality. myViewBoard Manager, our device management solution, was developed to more efficiently maintain and

ensure optimal performance at minimal energy waste for our ViewSonic hardware devices.

Our ViewBoard and myViewBoard solution helped educators adapt to the changing technology and gradually migrate from the traditional analogue teaching methodology to the new digital teaching methodology. Our innovation does not stop there. We use Industry-academia collaboration to study ergonomics and user behaviors in school environment for product innovation.

Our end-customer focused solution development is the key to our product success.



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 to 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, Large Format Display (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 display and we employ environmentally responsible manufacturing practices. We consider environmental protection and innovate energy conservation solutions on our LFD 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 2020, we have 10 new EPEAT monitor models, achieving 42% of our monitor products EPEAT certified, and 20% of our LFD products are also EPEAT certified.

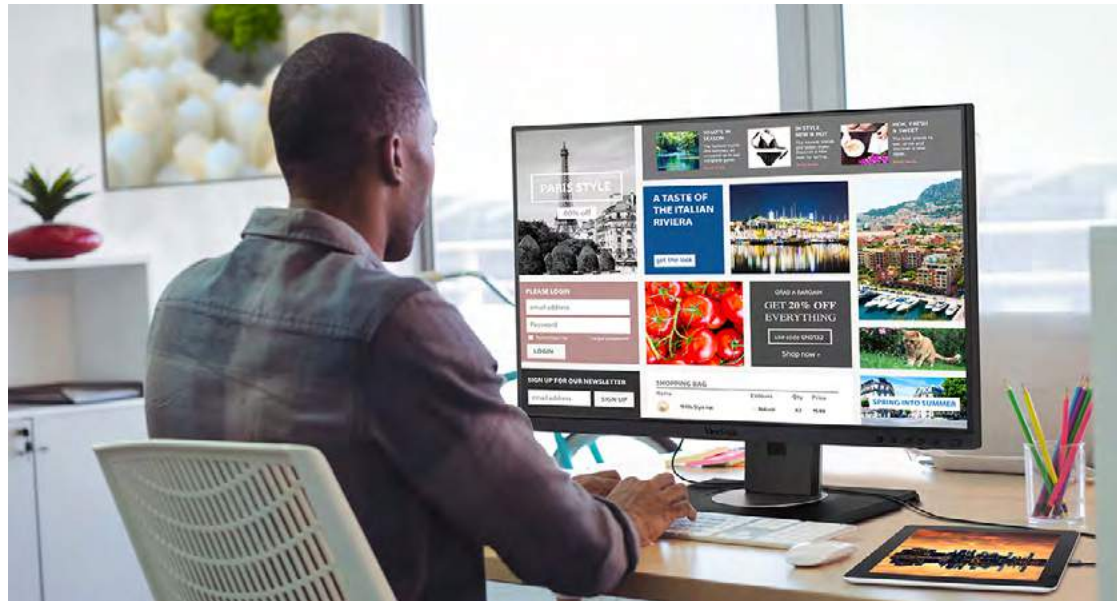
» Number of EPEAT certified Monitor and Large Format Display models

Product	Monitor				LFD			
	2017	2018	2019	2020	2017	2018	2019	2020
# of EPEAT models	38	67	39	56	9	9	10	10
# of total models	92	118	125	133	45	42	50	49
% of EPEAT model	41%	57%	31%	42%	20%	21%	20%	20%

Note: LFD only includes IFP and Commercial Display models, trolley, PC and accessory are excluded from the data



The products featured on this page are our VA2756-MHD (top) and VG2455 (bottom) which are Energy Star plus EPEAT compliant. To learn more about the products, please click on the model name above for details.



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.

Case with Monitors and Large Format Display (LFD)

A. Monitors

We pay high attention to the energy consumption of our products on consumers' behavioral model. For our monitors, we improved the power efficiency of 1.3% of overall worldwide monitor products in 2020. We continue to improve our monitor and Large Format Display power efficiency through system optimization. In 2020, we have the power efficiency improved 10.47% from 0.75W/inch in 2019 to 0.67W/inch in 2020.

In 2020, Energy Star's version 8.0 has elevated compliant requirements, hence, some of our previously Energy Star compliant products did not fully meet the 8.0 version requirements. In 2020, 59% of our monitor were Energy Star certified. For the coming year, we target 62% of our monitor selling models to upgrade to the new Energy Star standard (version 8.0).

» Number of Energy Star certified Monitor models

Product	Monitor			
	2017	2018	2019	2020
# of Energy Star models	74	97	103	79
# of total models	92	118	125	133
% of Energy Star models	82%	84%	82%	59%

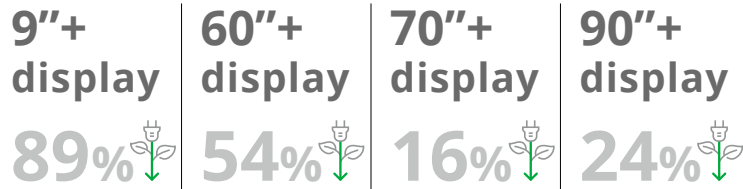


The products featured on this page are our VG2755 (top) and VG 3448 (bottom) models, which are Energy Star and EPEAT compliant. To learn more about the products, please click on the model name above for details.

B. Large Format Display (LFD)

For our LFD products, we reduce power consumption through improving the efficiency of the backlight unit and the transfer ratio of the power unit. Using the typical power consumption of each model, between 2016 and 2018, we reduced the average power consumption of 60"+ models by 45%. We reduced the average power consumption of our 70"+ display by 57%. In 2019, LFD power consumption reduction compared to Y2018 for 50"+ model on average is 55%.

» Average power consumption reduction in 2020 comparing to 2019



We had breakthrough LFD features to meet Energy Star standards 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 2020, 100% of our LFD selling models have power consumption features built-in and 61% 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			
	2017	2018	2019	2020
# of Energy Star models	9	8	28	30
# of total models	45	42	50	49
% of Energy Star models	20%	19%	56%	61%

Note: LFD only includes IFP and Commercial Display models, trolley, PC and accessory are excluded from the data

+

The products featured on this page are our VG2456, VG2756-2K and VG2756-4K models, which are Energy Star, EPEAT compliant plus Ergo stand with Ultra tilt. To learn more about the products, please click on the model name above for details.



VG2456



VG2756-2K



VG2756-4K

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 ECO mode after 5 minutes, then dimming to 70% after 20 minutes when no input signal is received. The use of power saving mode can extend lamp life to 10,000 hours.

In 2020, all 59 projector models were shipped with the power-saving Eco mode as the default setting.

» Number of ECO Projector Models by Features

Year	2017	2018	2019	2020	2021F
Total Projector Shipment	67	69	70	59	66
ECO Projector Model	65	68	70	59	66
% of ECO Projector Model	97.01%	98.55%	100%	100%	100%
A. SuperEco+ Lamp Model	-	-	7	9	11
% SuperEco+ Lamp	-	-	10.00%	15.25%	16.67%
B. LED Projector Model	2	3	4	8	16
% LED Projector	2.99%	4.35%	5.71%	13.56%	24.24%
C. Laser Projector Model	-	1	3	7	9
% of Laser Projector	-	1.45%	4.29%	11.86%	13.64%

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



New lamp mode, SuperEco+, supports lamp life amazingly up to 20,000 hours and increases more than 33% of lamp lifespan compared to the previous models of 15,000 hours. 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.

*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 2020, 9 new models are phased-in and it represents 15.25% of total shipment models.

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



B. LED Projector Highlight

1. Longer Life span than the traditional lamp projector

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

2. Power Saving

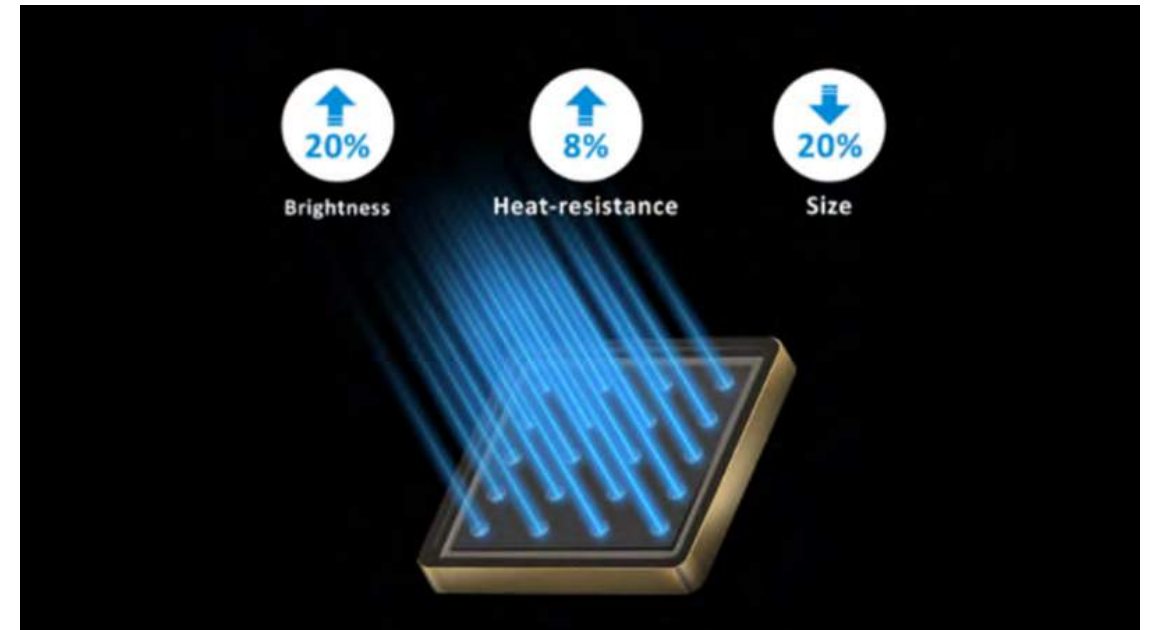
With regard to power consumption, LED projector consumes less than half the power consumption of a lamp projector. The average power consumption of a LED model is 45W to 140W and for the traditional lamp model is at least more than 240W. Therefore, the LED projector models significantly lower the consumption of energy and total ownership cost.

In 2020, 8 new LED projector models are phased-in and it represents 13.56% of total projector shipment models.

C. Laser Projector Highlight

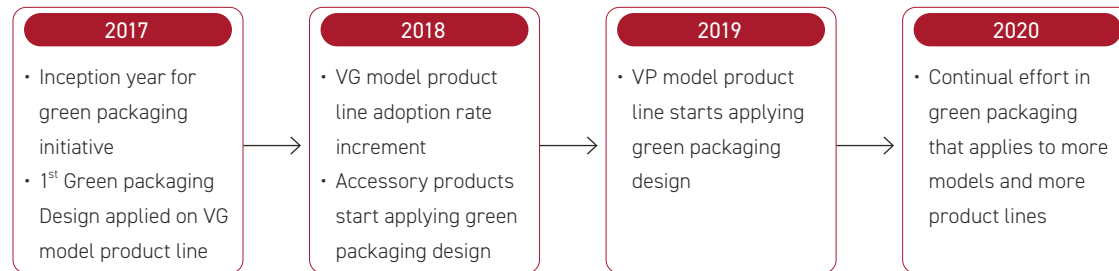
The ViewSonic new laser projector adopts the 2nd generation laser phosphor technology. In addition to inheriting excellent color performance, lamp-free design, and instant on/off switch from the previous generation, technology on the new generation improves around 20% of brightness, better heat-resistance, 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 2020, there are 7 new LASER projector with 2nd Gen. Laser Phosphor Technology phased-in and it represents 11.86% of total projector shipment models

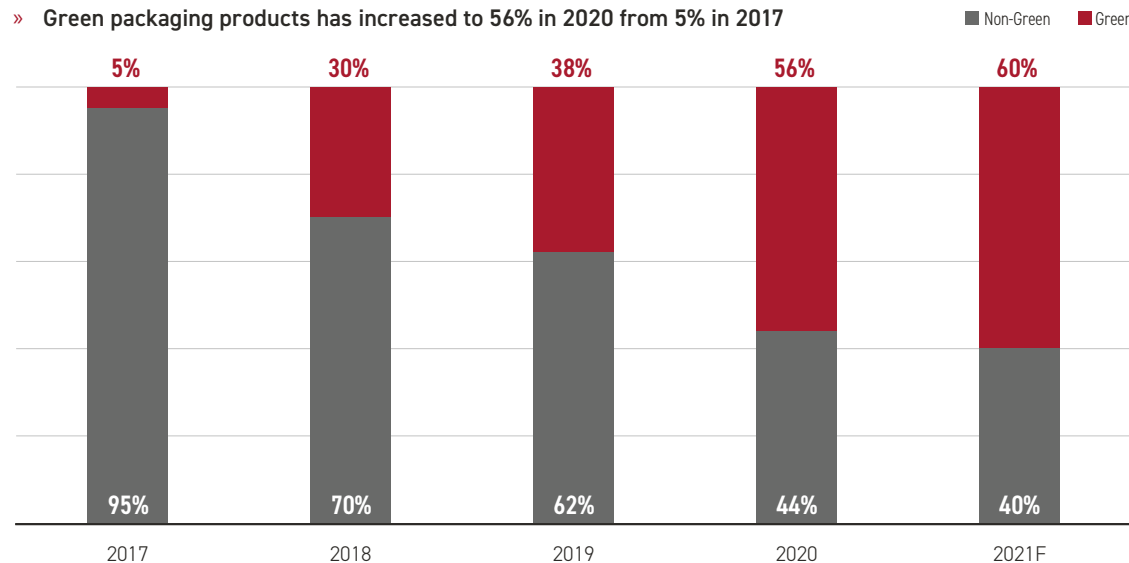


Green Packaging

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.



» Green packaging products has increased to 56% in 2020 from 5% in 2017



Our green packaging initiative inceptioned in 2018. In 2020, we've introduced 10 new green packaging models out of the 24 packaging models in the market, hence we have 15 (56%) green packaging models out of the 27 packaging models in the market. Product reuse and recyclable rate is above 70% and recovery rate is above 80%. LFD product package uses 77% reclaimed material.

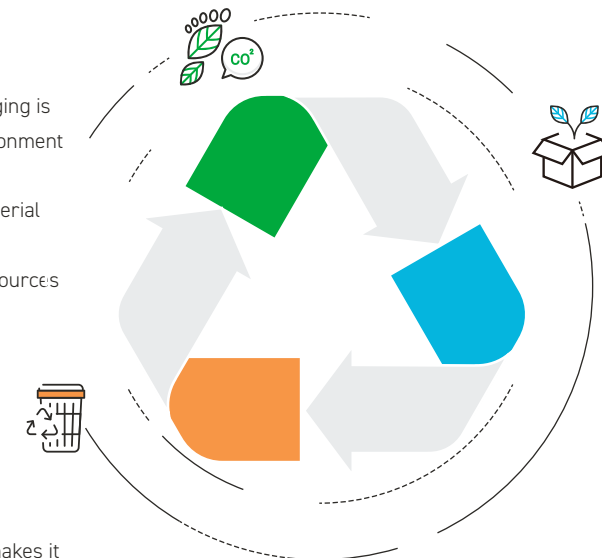
Our key milestones in green packaging application

- 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

The major benefits of our green packing design include:

Reduces Carbon Footprint

Eco-friendly packaging is better for the environment as it is made out of recycled waste material which reduces the consumption of resources



Reuse, Reduce, Recycle

- **Reuse:** Use recycled materials
- **Reduce:** Integrated packaging design with less material use
- **Recycle:** Make packaging design more effective and sustainable

Easy Disposal

High recycle rate makes it easier for recycle



Our VG3448 model uses 100% recycled packaging material

Our recyclable product packaging includes cardboard boxes, printed documentation and other paper, plastic bags.

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, is 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. 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 two iF Design Award winning products, advanced M1/M1+ portable projector, and M1 mini pocket projector. The paper packaging has replaced packing materials used - e.g. EPS foam, EPE foam, EVA foam used - in the past. ”



Human Well-Being

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

A. Flicker Free/ Blue Light Filter Feature

Eye health protection of 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 Format Display (LFD) that uses two technologies, 1) Flicker-Free display technology and 2) Blue-Light Filter 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 of time 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 as to lower the amount of blue light output and protect users' eyes from potential side effects of blue light without compromising image quality.

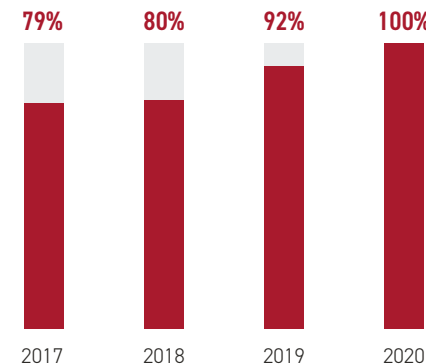
In 2020, 100% of LFD were designed with Flicker Free/ Blue-Light Filter features.

B. Ultra-Tilt Feature

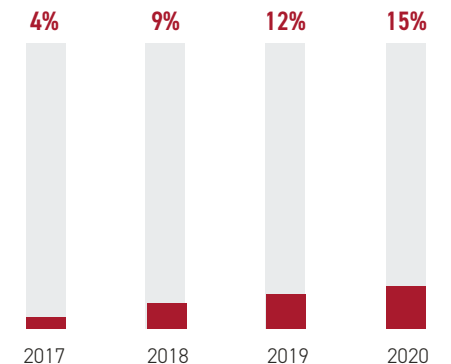
We regularly assess our products and services to better understand their impact on human health and safety. We seek continuous improvement to promote health and well-being for our customers. Our product design follows major worldwide compliance standards to ensure user safety. In 2017, we released our 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 15% in 2020.



» Percentage of Products with LFD Flicker Free/ Blue Light Filter Features



» Ultra-tilt Angle Display



C. Color Blindness Feature

In 2020, we have 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 and VP3481a monitors (product models featured in the next page).

» Two modes on our ColorPro Color Blindness series

For Creator
See the Difference

2.1 Million

Creators in US
(42% Graphic, 39% creative)

For Colorblindness
Let those differences be seen

300 Million

Colorblindness worldwide

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.

“In 2020, Viewsonic Partnered with TÜV SÜD to Develop The World's 1st Groundbreaking Color Blindness

Testing Methodology

ViewSonic and TÜV SÜD, the globally acclaimed safety and quality expert organization, have taken the lead to define a new set of testing methods for the compatibility of monitors with color vision deficiency features. This revolutionary approach helps ensure that user enhancement is being accurately evaluated. It is a first for any monitor brand.

Our Testing Result:

Using ViewSonic color blindness features algorithm in our ColorPro series, enables color blindness people to successfully identify color differences at about 90%, comparing to conventional color filter which allows successful identification at around 70-75%.



Creating Color Blindness Friendly Experience


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

- **For Color Blindness Simulation mode:** This mode caters to graphic designers to envisage their reation as it would be seen by a CVD user and adjust accordingly. Designer could pick Protanopia, Deuteranopia, Tritanopia, inverted, Grayscale and Grayscale inverted and apply to their current color mode so as to simulating 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 level 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 a 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.

 The products featured on this page are our VA2468A , and VP2768A models, which the 68A models has a Blindness scenario (top) and Pantone scenario (bottom). To learn more about the products, please click on the model name above for details.

» Our Colorblindness modes: Simulation mode and Color Filter mode

Color Blindness Simulation Mode



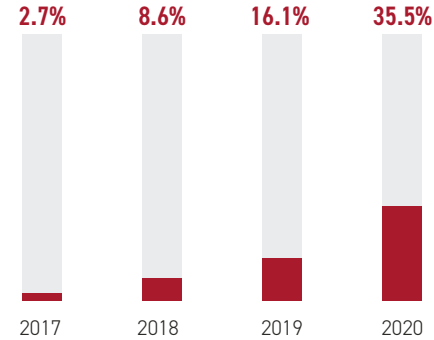
Color Filter Mode



D. Projector - Portability

LED & Laser projectors without changing light source have longer life cycle than lamp projectors. They are environmental 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



E. 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, M1 mini and X10-4K models. All three products have won iF Design Awards. To learn more about the products, please click on the model name above for details.





07

COMMITTED TO OUR ENVIRONMENT

- Made efforts to reduce carbon footprint through ECO-Office Guidelines, saving energy and minimizing greenhouse gas emissions, reducing landfill waste and conserving water using ISO14001 to monitor our reduction plan.
- Reduced product carbon footprint in energy usage and waste.
- In 2020, we measured carbon footprints of 16 models
- 100% of our products are designed to meet and exceed WEEE (Waste Electrical and Electronic Equipment) requirements.
- 100% of selling LFD & Projector models shipped without Compact Disc (CD) wizard.



Our Environmental Policy Statement

Responsible corporate citizenship today means taking responsibility for future generations. We are committed to sustainability, not just of 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



Encouraging the selection and use of environmentally qualified suppliers and vendors



Comply with relevant environmental legislation and regulations, and with other regulations effecting design and production of our products as they arise



Documenting and maintaining this policy as changes to environmental regulations occur



Establishing and reviewing environmental objectives, targets, performance evaluation procedures, and associated environmental indicators



Train our employee-partners to conduct their activities in an environmental responsible manner



Minimizing any adverse environmental impacts of new product development through the use of integrated environmental management procedures and planning



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 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 enhance business efficiency, customer satisfaction and environmental performance, ViewSonic America office is committed to continually improve our environmental management and received in February 2018 the certification of 14001: 2015 Environmental Management System.

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 & Portion of 7F (Office) and B1F (Warehouse). In 2020, we have included our B2 gym facilities in ISO14064 coverage. We have, hence, received a renewed ISO 14064-1:2006 certificate for the new coverage base in 2020. We are proud to demonstrate this commitment in all we do, from managing our local operations to meeting international standards.







» ISO 14001 & 14064 Certifications



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 management review meeting to review our reduction progress and target.

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 and environmental & regulatory requirements. There was no incident of non-compliance with environmental laws and regulations in this reporting period. There is no significant fines, non-monetary sanctions nor cases brought through dispute resolution mechanism in 2020.

We aim to reduce our Scope 1 and Scope 2 Greenhouse gas (GHG) emissions by 2% by 2023 as compared to the base year 2019. In 2020, we have continued to make 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
-  Regularly evaluated our environmentally-friendly facility to ensure continuous improvements in green solutions and regulatory compliance
-  Complied with all state and local electronic waste requirements and regulations
-  Effectively managed our Mail Back program and customer returned units
-  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
-  Conscientiously avoided non-green material usage in our facilities, operations and products

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 is 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.

Save Energy and Minimize Greenhouse Gas Emissions

A. Office greenhouse gas emission reduction

We make efforts to lower the consumption of electricity power. Based on emission reduction target set in 2019, the per capita power consumption on the 7th-10th floors in 2020 is 1.26 kWh, compared to the 1.4 kWh per capita power consumption in 2019, so the per capita power consumption is reduced 12% in 2020.

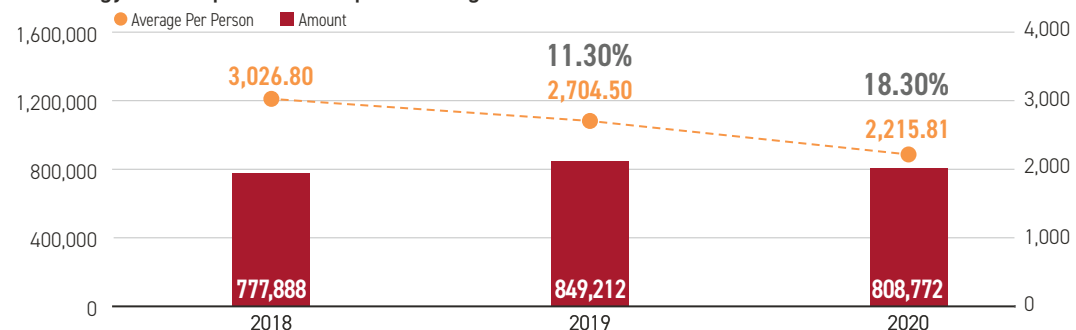
The greenhouse gas emissions of 453.0730 tCO₂e increased by about 3% compared with the 430.6053 tCO₂e in 2019. This is due to operational expansion and added headcounts to the office. If calculated on a per capita basis, the temperature gas emissions will be reduced by 18.30%.

» Electricity Consumption and GHG Emissions

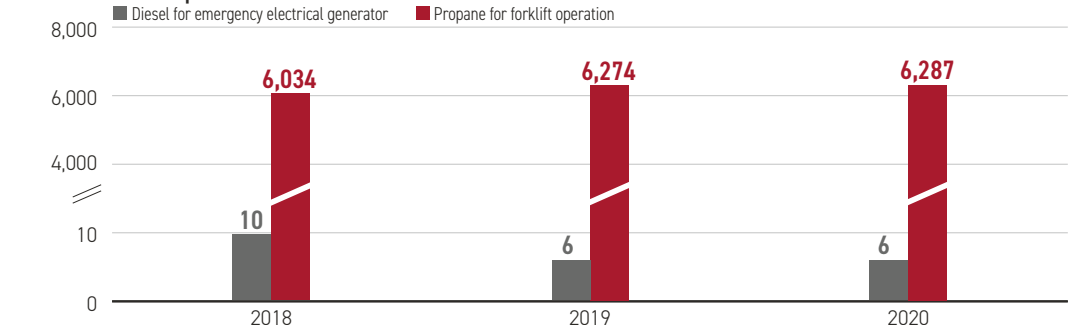
	Electricity Consumed GHG Scope 2 (in Mwh)		GHG emissionsGHG Scope 2 (in tCO ₂ e)	
	2019	2020	2019	2020
ViewSonic America Office	28.6120	28.6550	12.7231	12.7422
ViewSonic America Warehouse	396.8790	376.4220	176.4828	167.3860
ViewSonic Taipei Head Office	807.8898	877.3597	430.6053	453.0730

*ViewSonic America is calculated according to USEPA's eGRID2019 Emission Factors & ViewSonic Taipei is calculated according to ISO14064.

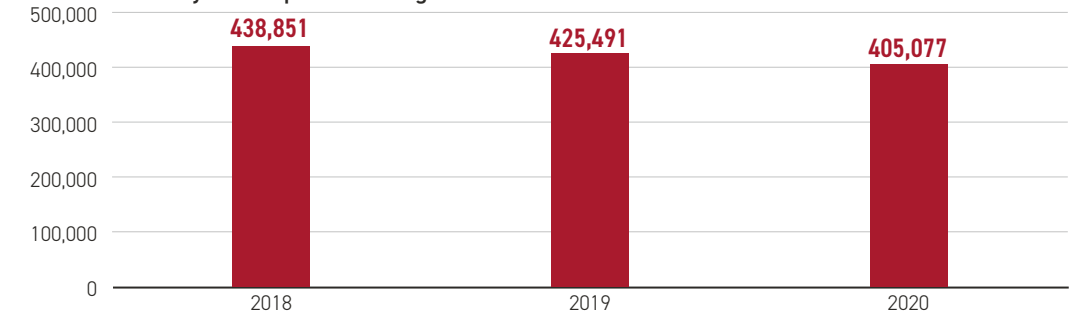
» Energy Consumption and Per person usage (Unit: Kwh)



» Fuel Consumption from Non-Renewable Sources (Unit: gallons)

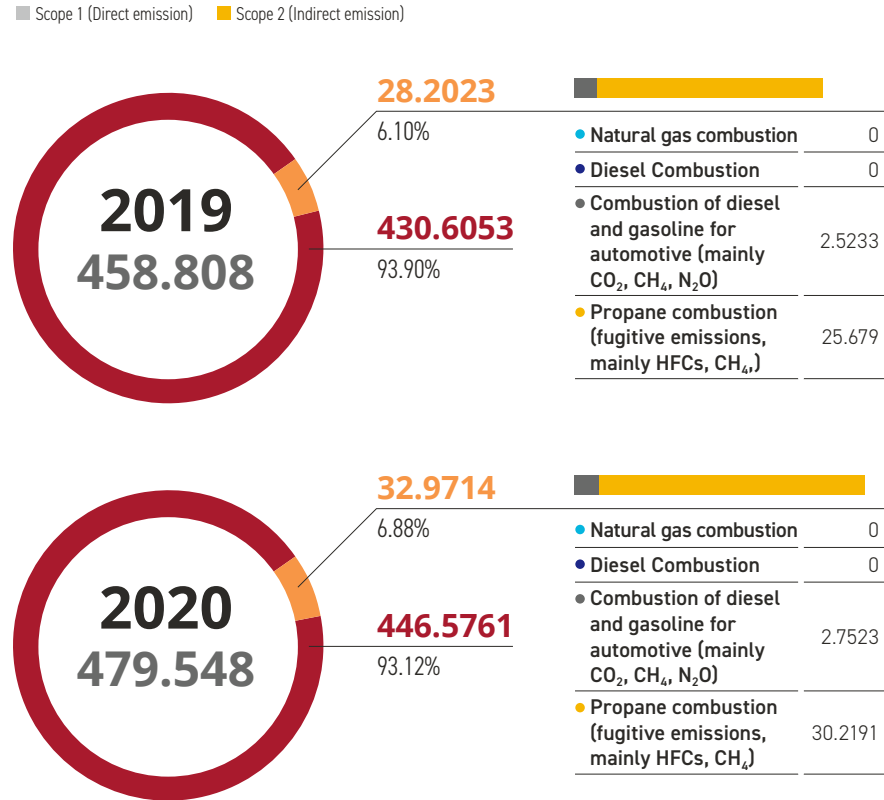


» Total electricity consumption including the ViewSonic America warehouse and office facilities (Unit: KWh)

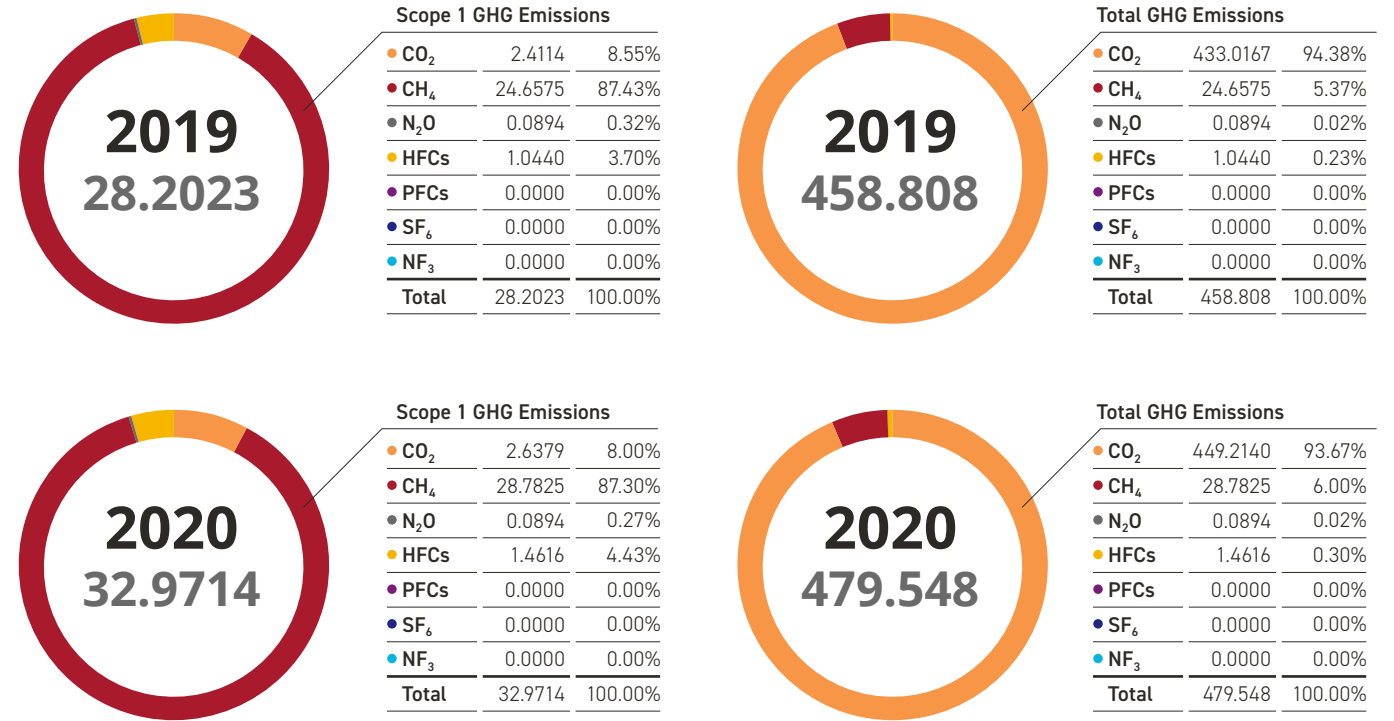


ViewSonic's main operating activity are related to office work. Our scope 1 direct emission is mainly CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃, but does not include CFCs and HCFCs. Our main greenhouse gas emissions are from CO₂, CH₄, N₂O, and HFCs.

» ViewSonic GHG emissions by Emission Scope and Sources (Unit: ton CO₂e)



» ViewSonic GHG emissions by categories (Unit: ton CO₂e)









Notes:

- GHG Scope 1: All direct GHG emissions from ViewSonic Taipei offices, vehicles etc.
- GHG Scope 2: Indirect GHG emissions from the consumption of electricity and heat, purchased by ViewSonic Taipei.
- Refrigerant R22 is not included in this inventory scope nor was it calculated in GHG emissions. Biomass combustion CO₂ emission is also excluded from the emission calculation.

GHG emission reduction plan

Our total greenhouse gas (GHG) emissions from the above sources are estimated to decrease 2% in emissions from base year 2019. Below are efforts we have done to save energy and minimize our greenhouse gas emissions:

	Promotion of energy efficiency: bulletin board and training environmental awareness seminar		Remove EMC storage equipment from the electrical room
	Office air conditioning is set at 25 degrees Celsius and shut off from 8pm to 8am daily		Phase-out the existing toner copy machine
	Motion-activated lighting - controlled heating and cooling reduce energy consumption		Light bulbs are replaced with energy saving or LED light bulbs
	Shorten the running time and starting time of the water cooler according to the season		Contractors are hired regularly to clean light fixtures and appropriately dispose of mercury vapor and fluorescent bulbs
	Turn off lights/computer power when leaving the office and turn off lights during lunch break, overnight and over weekends		Offices are decorated with live plants to reduce carbon dioxide and improve indoor air quality


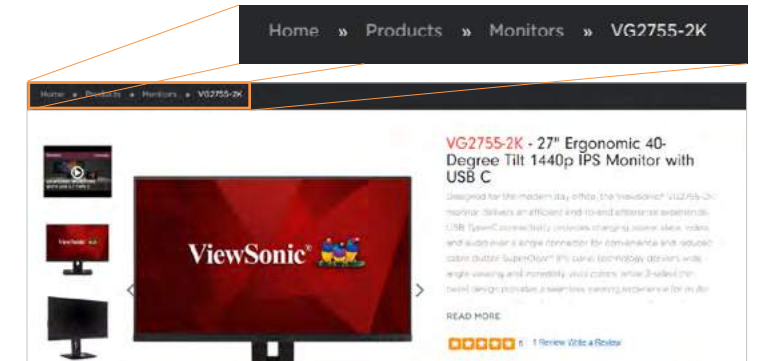
B. Product carbon footprint

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 emissions from materials, production, distribution, and end-of-life management. We've begun calculating product's footprints by calculating LCD monitors VG2455 and VG2755 models. They were the first 2 models to have product footprints:

- VG2455 is estimated to be 345.97 Kg CO₂e carbon emissions per unit;
- VG2755 is estimated to be 437.66 Kg CO₂e carbon emissions per unit.

In 2020, we continued the efforts and measured carbon footprints of 16 models. To communicate better with users, you can find the Carbon Footprint Report at the bottom of the page under the product model page (as illustrated on the right).

Take VA2755-2K monitor for an example, users can download the Carbon Footprint Report by going to Home>> Products >> Monitors >> VG2755-2K product page, 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 to help users more easily understand the carbon impacts.







Scroll Down to the bottom of the page



Downloads Carbon Footprint Report

Carbon footprint of this monitor is equivalent to

	0.074 home's electricity use for one year		17.9 propane cylinders used for home barbecues		55,987 number of smartphones charged.
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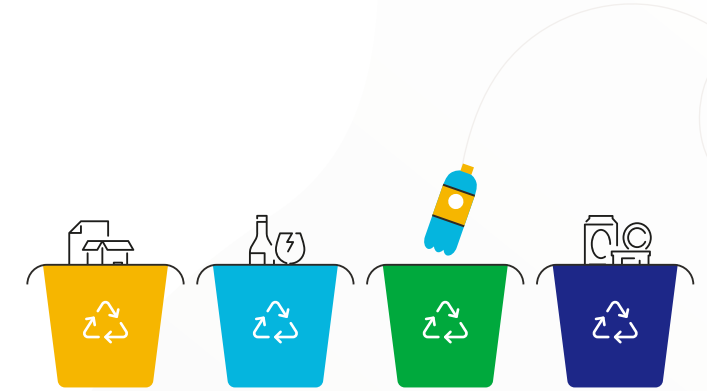
The equivalent data are referred to Greenhouse Gas Equivalencies Calculator of US EPA. <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

2) Reduce Landfill Waste

Waste disposal is a significant threat to the health, air, water and all living creatures if not handled responsibly. We want to reduce the environmental impact from our products end of life disposals and to reduce our landfill wastes 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 review of our ECO-Office Guidelines remind our employees on tips for eco-habits and on our new eco-policies.

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

- Excess, discarded and depleted batteries are collected and recycled
- Used or excess foam and pallets are collected for reuse or recycle
- Approved suppliers appropriately dispose of all electronic waste and must provide a Certificate of Destruction
- Employees are encouraged to dispose of newspapers, plastic and glass bottles, aluminum cans, and papers in the appropriate recycling containers provided throughout each facility
- Employees are encouraged to reuse file folders and print double-sided
- ViewSonic does not provide disposable cups. Employees must bring their own and are encouraged to bring washable rather than disposable cups and containers
- Discontinued use of Styrofoam peanuts, replacing with recycled paper and air bag cushions
- Employees reuse packing materials obtained from shipped in products, reducing materials required to ship product
- Make recycling easy for customers through Recycle + and Mail Back Program
- Advocate the importance of recycling through on going outreach education programs towards our stakeholders, e.g. business partners , customers and employees



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	2018		2019		2020		
	Weight (Lb)	%	Weight (Lb)	%	Weight (Lb)	%	
Hazardous	Reused	0	0.00	0	0.00	0	0.00
	Recycled	8	100.00	12	100.00	0	0.00
	Recovery	0	0.00	0	0.00	0	0.00
	Incineration	0	0.00	0	0.00	0	0.00
	Landfill	0	0.00	0	0.00	0	0.00
	Total	8	100.00	12	100.00	0	0.00
Non-Hazardous	Reused	1,600	0.99	32,226	11.48	54,350	16.86
	Recycled	154,799	95.96	243,465	86.75	260,731	80.87
	Recovery	72	0.04	167	0.06	240	0.07
	Incineration	0	0.00	0	0.00	0	0.00
	Landfill	4,846	3.00	4,800	1.71	7,100	2.20
	Total	161,317	100.00	280,658	100.00	322,421	100.00

For recycling information, please refer to our ViewSonic Recycle Program website.

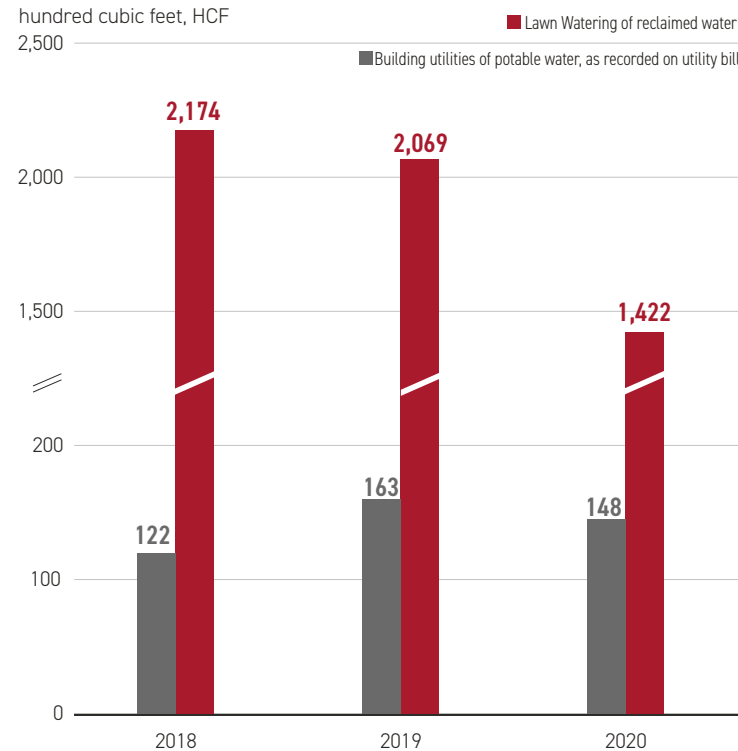
3) Conserve Water

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.

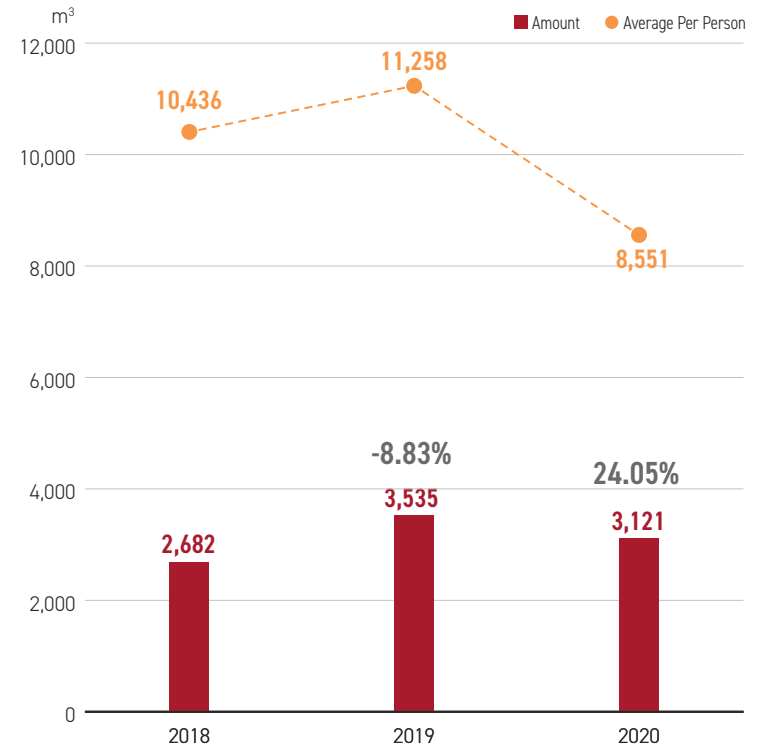
Below are some efforts we have done to conserve water:

- Water filtration systems are installed to reduce the consumption of bottled water
- Facilities employ non-potable reclaimed water for grounds landscaping
- Install water-efficient appliances and fixtures like water-saving toilets and other high efficiency appliances throughout our facilities, e.g. pantries and restrooms
- Employees are educated about water conservation and encouraged to minimizing 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*



* Per ISO auditor's comment, water usage takes very minor impact to GHG emission, thus, we didn't define the goal for water conservation but will continue encourage our staffs on this.

WEEE

We hope to reduce our manufacturing wastes to reduce the manmade burden on Earth. Our products adhere to 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 are completely recyclable. Most circuit boards and metal components are recyclable, and we design products for easy disassembly to reduce recycling and disposal burden.

In 2019, our monitor division began removing the polyethylene (PE) bags used to package cables. In 2020, all the monitor selling models shipped without Compact Disc (CD) wizard, which exceeds 99%, by volume, the goal set up in 2019.

Based on the success, we plan to make the same change to other products. Our LED & Laser DLP lamp free projector models have longer lifespan than mercury lamp projector models, which reduces wastes hence are more environmentally friendly.

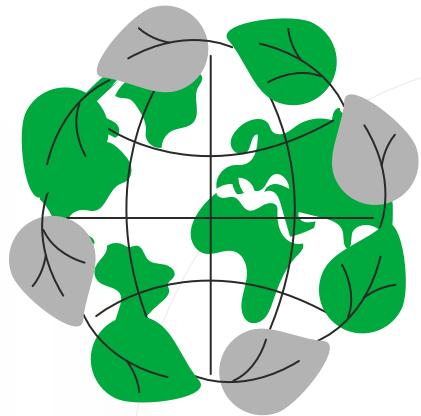
ViewSonic is committed to promoting and participating in creating a greener and cleaner environment through responsibly handling electronic product in accordance with government legislation and non-government agencies guidelines. As a global corporate citizen, we recognize that the uncontrolled international 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 care and dispose of 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 terms and conditions of warranty via this link: <https://www.viewsonic.com/eu/asset-files/files/uk/terms-and-conditions-en.pdf>



100% of our products are designed to meet and exceed **WEEE** (Waste Electrical and Electronic Equipment) requirements.

Responsible Waste Management

Rapid technological development has fueled a steady expansion on the consumer and enterprise electronics market needs, at the same time, 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. Finally, supporting proper e-waste recycling facilitates job creation, often creating environmentally-friendly jobs in disadvantaged communities.

Appropriate disposal is a critical factor for environmental sustainability. 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.

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.

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 encourages customers to 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 2020 was US\$202,218, 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 helps 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 is 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.



08

RESPONSIBLE SUPPLY CHAIN

- 100% of our Tier 1 suppliers are certified with ISO14001.
- 100% of our Tier 1 suppliers have maintained ISO9001: Quality Management certified.
- 100% of our existing Tier 1 suppliers were assessed for environmental and social impacts.
- 100% of our Tier 1 suppliers signed our Supplier Social Responsibility and Ethics Agreement to deepen our long-term partnerships in the value chain.
- 85.7% of our Tier 1 suppliers are certified with ISO45001: Occupational Health & Safety



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.

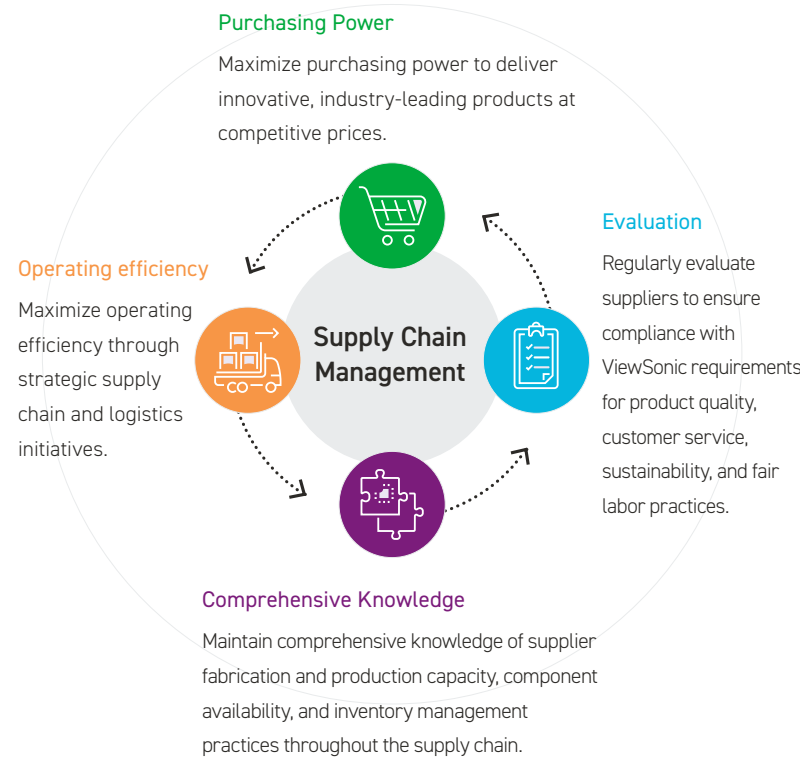
Our ability to deliver top-quality, cutting-edge technology products at competitive pricing is due largely to our global network of supply partners. Our business and corporate values encourage fairness, honesty, and transparency in working with suppliers.

Our ability to develop positive and profitable relationships with partners around the world has resulted in proven success for both our organization and our suppliers.

Our expertise and partnerships in the supply chain and global distribution channels allow us to recognize emerging market trends, immediately address customer needs, and bring products to market more quickly than our competitors. 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:

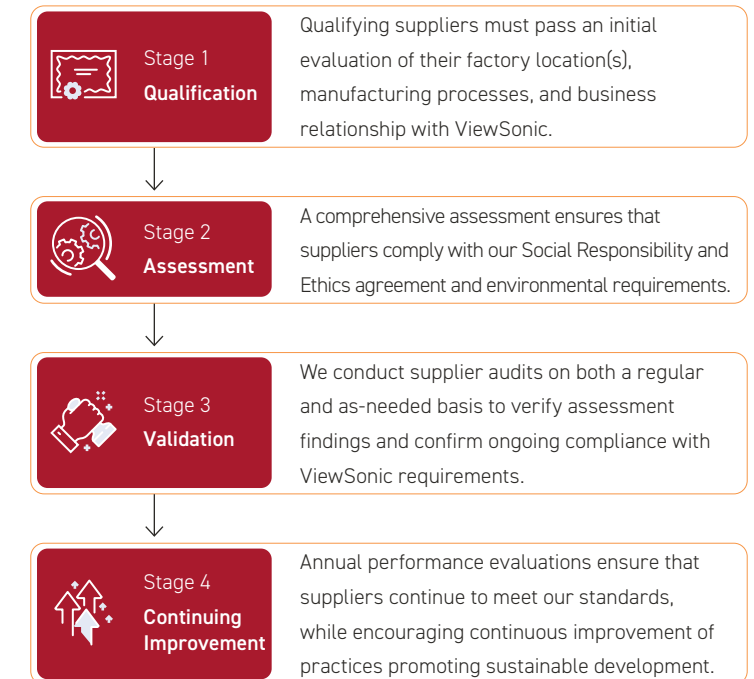


The suppliers must also meet the standards of ethics, social responsibility, and environmental protection defined in our Supplier Social Responsibility and Ethics Agreement.

We select our key suppliers based on capabilities that include:

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

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



Supplier Quality Social and Environmental Assessment

We have been certified with both social accountability standard – Social Accountability (SA) 8000 and Environmental Management System – ISO 14001. We are dedicated to respecting human rights, protecting environment, continually enhancing our CSR 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 staff, 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 standard.



ISO 9001 Quality Management

All Tier 1 suppliers must maintain current certification meeting the ISO quality management requirements. **100%** of our Tier 1 suppliers are ISO9001 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 ISO14001.



SA 8000 Social Accountability

We encourage all our suppliers to be compliant with SA8000 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 researched on suppliers' public information in 2020, we have 0 negative findings on our supplier and all suppliers confirmed no negative human right impacts by emails.

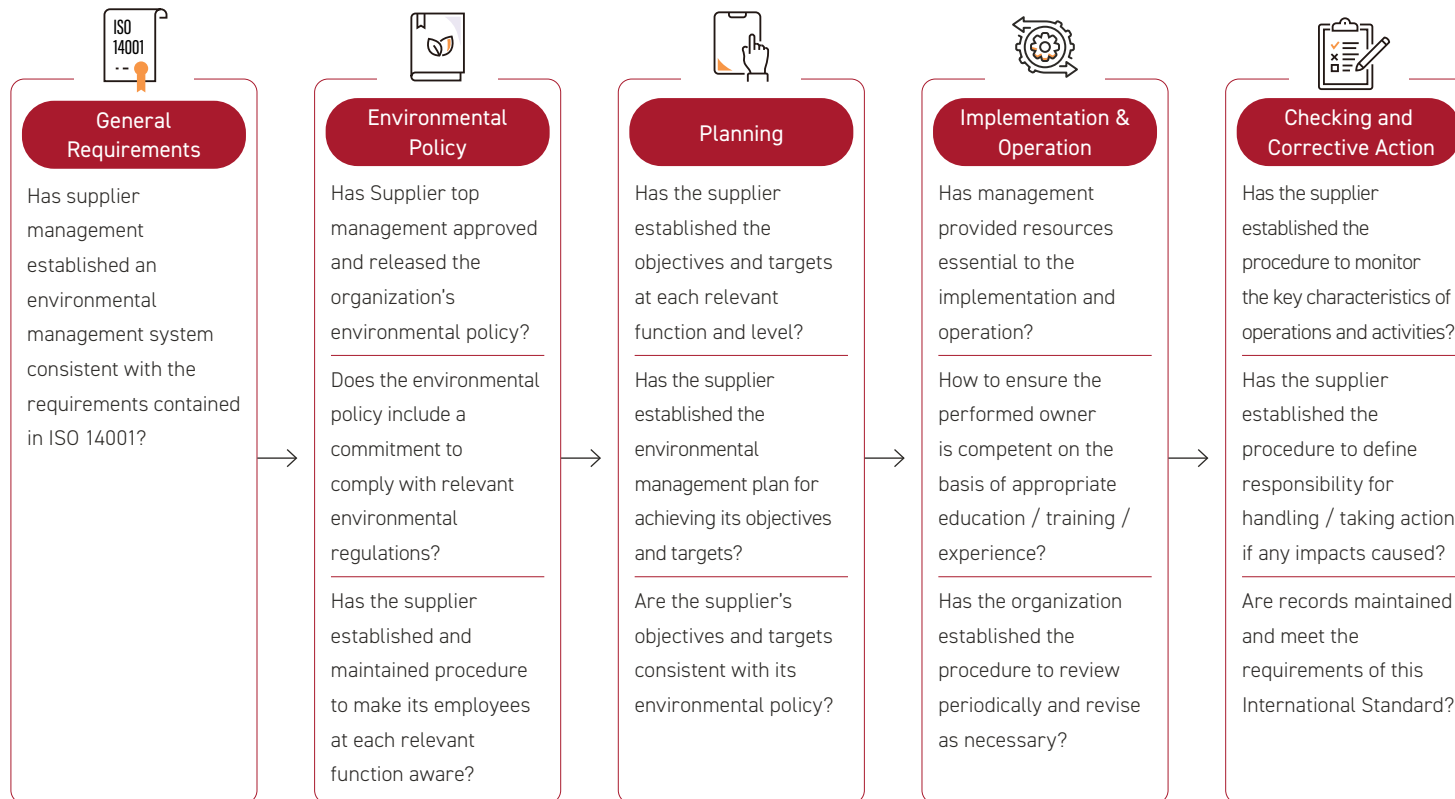


ISO 45001 Occupational Health & Safety

New promotion and implementation of ISO45001 was carried out in 2020 to encourage all Tier 1 suppliers to be compliant and certified with ISO45001. As a result, **85.7%** of our Tier 1 suppliers are certified with ISO45001.

Supplier Environmental Management Assessment Criteria

We are committed to partnering with suppliers that take mitigating climate change environmental goals as serious as we do. As such, we subject new suppliers to an environmental 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 against our Human Rights policy. 100% of suppliers are subject to environmental impact assessments. The chart on the right are the environmental assessments we conduct on our suppliers:



We conduct factory audit on new supplier selection and annual audit on existed suppliers (Tier 1 suppliers) in accordance to ISO 14001 environmental requirements. All Tier 1 suppliers are required to obtain the certificate of ISO 14001 or at least, to obey all the environmental requirements of ISO 14001. All Tier 1 suppliers committed to follow ISO 14001 environmental requirements by signed General Program Agreement.

There are 14 existing suppliers subject to environmental impact assessment in 2020. All suppliers have signed the CSR & Ethics Agreement. None of them has significant actual and potential negative environmental impacts. All existing suppliers officially confirmed there is no negative human right impacts by email. No action required for nonconformance.

» Number of Suppliers with Environmental Assessment in 2020

Product	Monitor	Projector	LFD	Total
# of suppliers assessed in 2020 for environmental impacts	6	4	4	14
# of suppliers having negative environmental impacts	0	0	0	0
# of suppliers with environmental corrective action requests	0	0	0	0
% of complied suppliers	100%	100%	100%	100%

Supplier Social Management Assessment Criteria

ViewSonic Global Product Group requests all Tier 1 suppliers to be audited by RBA (Responsible Business Alliance) or certified by SA 8000. As a SA 8000 certified organization, we are dedicated to respecting human rights, continually enhancing our CSR, and promoting these values in the international community. Not only are our employees under protection of the SA 8000 international standard, 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. We strive to ensure that our suppliers treat workers with respect and dignity, and conduct business with the highest level of integrity, responsibility, and sustainability. 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 CSR 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

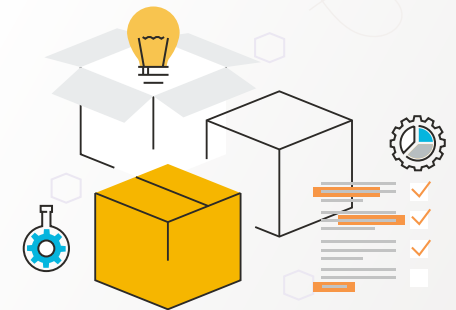


Fair Work Hours & Compensation



A working code of ethics

In 2020, 100% of our existing Tier 1 suppliers were screened using criteria for impacts on society, signed the ViewSonic Social Responsibility Ethics Agreement, and conformed accordance to the agreement. There was no new supplier in 2020.



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 audit at least once a year according to the annual plan, and the audit results are regularly evaluated in our SA 8000 and ISO 14001 management review meetings. Suppliers are assigned an overall performance score. We grade each supplier based on their cumulative performance and we indicate any areas of noncompliance or concern. With Monitor Supplier, Supplier Performance Evaluation is reviewed during Half Year Business Review. These results are documented in an annual report. Evaluation categories include:



With our existing projector suppliers, we review suppliers' factories to ensure suppliers have working hours that meet regulation. We meet with suppliers every week through conference-call meeting. We provide 4-6 months 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.

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 annual SA 8000 management review meeting periodically to review our suppliers.

New Supplier Screening

We require that all new suppliers to sign our Supplier Social Responsibility and Ethics Agreement and be certified in accordance with ISO 14001 Environmental Management System. The suppliers are screened using numerous quality management, environmental management and social accountability criteria shared in previous section.

There was no new supplier added in 2020, hence supplier base stayed the same in 2020.





09

COMMITTED TO OUR CUSTOMER

- 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 the 2020 fiscal year.



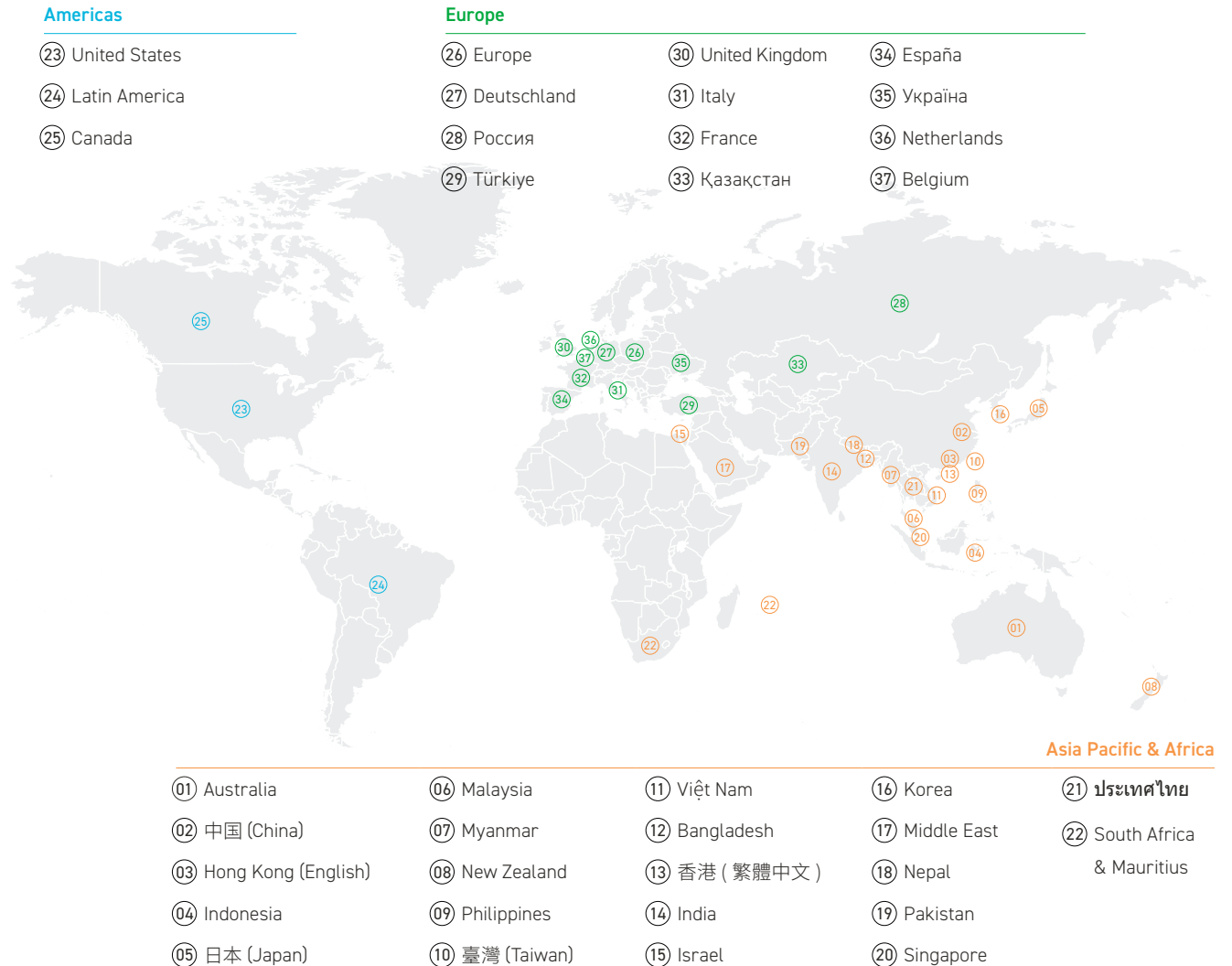
Customer Service

We value our customer's needs on innovative products and high-quality services. Customer interaction is a priority for our company. We are dedicated to meeting the needs of our customers by providing various communication channels for customers to reach us and receive response in a reasonable time. We do our best to be responsive through all channels: phone, email, chat, social media, or any other public forums and product review posts. We assign customer service staffs and streamlined customer handling procedures in all channels to be as responsive as possible to our customers' needs. We provide customer services information within our product for clients' ease to contact us for technical supports (shown in the label on the right). The customers could contact customer services to ask for company or product information, seek guidance on product usage, troubleshoot, and/or process warranty claims or losses.

We provide our customer service staffs' continual learning and training on new products and technical knowledge for them to respond to clients appropriately. We analyze customer satisfactory level for continual service, product, system or process improvement opportunities.

We evaluate our customer service 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. For any material product and service issues, the customer service staffs could escalate special customer cases to company management or to an external arbitrary 3rd parties such as Better Business Bureau, the State Attorney General, or legal representatives.

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



Customer Health and Safety

Providing quality products to meet customer needs encompasses a wide range of social responsibility concerns. We strive to be at the forefront for creating customer value. We build long-term customer relationship through valuing product users' health and safety throughout our product design and development, ensuring product quality, communicating responsibly with users, and protecting our customers' privacies.

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.

All our products are compliant 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:

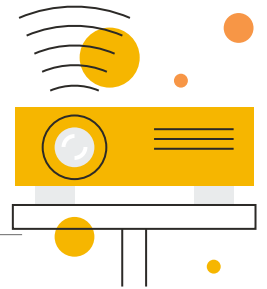
Substance	Proposed Maximum Concentration	Actual Concentration
Lead (Pb)	0.1%	< 0.1%
Mercury (Hg)	0.1%	< 0.1%
Cadmium (Cd)	0.01%	< 0.01%
Hexavalent Chromium (Cr6*)	0.1%	< 0.1%
Polybrominated biphenyls (PBB)	0.1%	< 0.1%
Polybrominated diphenyl ethers (PBDE)	0.1%	< 0.1%
Bis (2-ethylhexyl) phthalate (DEHP)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

Our Large Format Display 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 TUV 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 2020 fiscal year. We seek to continue maintaining that goal in subsequent years.

- WEEE means Waste Electrical and Electronic Equipment Directive, which is an 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 2020, 100% of projector models have passed the testing against Safety standard (cTUVus), RoHS, and WEEE.

» Number of Health & Safety Non-Compliance Cases in 2020

	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	1	0
# of incidents of non-compliance with voluntary codes for health and safety	0	0	0

For the 2020 reporting year, there was 1 incident of non-compliance with health and safety regulations resulting in a warning for our projector models. The incident was reported by ViewSonic Europe about RoHS2 failure. A solder joint of thermal sensor contains lead that is over RoHS2 limit and the subcontractor did not conduct lead-free checking due to urgent shipping requirement. We have revisited the case and introduced inspection plan at factories by using X-ray Fluorescence Spectrometer. The inspection will help re-verify factory's assembly line to be a lead-free environment.

In 2020, no incident of non-compliance with regulations and voluntary codes were found for monitor and LFD models concerning the health and safety impacts of products and services during product lifecycle, nor were there any, fines or non-monetary sanctions charged by any government entity related to the use of our products or services. No cases were brought through dispute resolution mechanisms.

» Number of health and wellness non-compliance cases in 2020

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

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 2020 fiscal year.



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.

The below is a LFD Product Label



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

All products were in conformance with RoHS and WEEE in 2020. 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 2020.

Customer Privacy and Ethical Communication

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. Our Privacy Policy website details the ways in which we handle personal data after it has been collected through the use of 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. In particular, 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 customer data
- We never share customer data or sell customer lists to any third party
- All customer information is provided based on prior consent from the customer
- Customers that receive emails are given the opportunity to opt out at any time
- All customer information used for e-mail campaigns is maintained in a secured database managed by Salesforce.com
- All vendors, service providers and contractors must sign non-disclosure agreements (NDA)
- We will not release or use photos without consent, including photos containing children

With this policy mechanism put in place, we aim to achieve zero breached and zero compromised incidents for privacy leakage and misuse. In 2020, 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.



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 2020, we received no warnings, fines or penalties for non-compliance with regulations or voluntary codes relating to our marketing communications.



10

COMMITTED TO OUR EMPLOYEES & COMMUNITY

- Offered Zumba class and two yoga classes virtually for employees to continue class while working from home.
- Organized CorlorPro award to highlight kindness
- Our firm wide employee turnover remains stable, at 5% for men and 3% for women.
- 88% of senior management personnel at ViewSonic's headquarters is hired from the local community.
- Female-to-Male employee base salary and remuneration ratio is 1:1.



Relationship with Our Employees

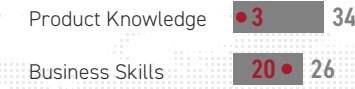
We provide technological solutions to empower people and improve lives, and our employment practices reflect the same objectives. We integrate sustainability principles into our businesses – for example, saving energy, developing green products. Our innovations spring from our employees' creativities. 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

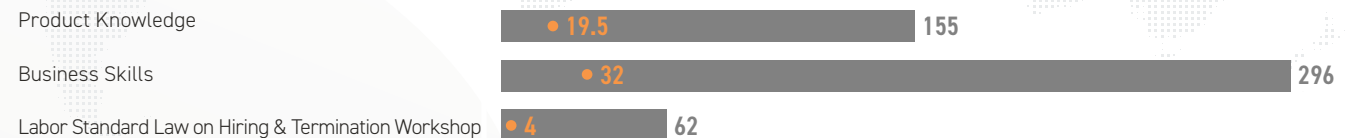
● ● ● Hours of the Training Program ■ No. of Participants



ViewSonic America



ViewSonic Europe



ViewSonic Asia Pacific

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 take pride in making ViewSonic a great place to work and are proud that our firm wide employee turnover remains stable, at 5% for men and 3% for women.

» 2020 Number of New Hires by Gender and by Age in Each Region

Age Group	ViewSonic America		ViewSonic Asia Pacific		ViewSonic China		ViewSonic Europe	
	Male	Female	Male	Female	Male	Female	Male	Female
30	12	2	20	32	3	7	3	4
	5.04%	0.84%	4.19%	6.71%	1.49%	3.48%	2.44%	3.25%
30 - 50	10	2	50	34	5	4	8	6
	4.20%	0.84%	10.48%	7.13%	2.49%	1.99%	6.50%	4.88%
>50	6	1	5	0	0	0	3	0
	2.52%	0.42%	1.05%	0.00%	0.00%	0.00%	2.44%	0.00%
Total	28	5	75	66	8	11	14	10
	11.76%	2.10%	15.72%	13.84%	3.98%	5.47%	11.38%	8.13%
Region Total	33		141		19		24	
	13.86%		29.56%		9.45%		19.51%	

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 2020, we had 5 internal promotions and there was no application for 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
 <p>Referral Award Program</p>	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
 <p>Tuition Reimbursement Program</p>	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

» 2020 Number of Employee Turnover by Age and by Gender in Each Region 2020 Parental Leave Related Data by Region





Age Group	ViewSonic America		ViewSonic Asia Pacific		ViewSonic Chin		ViewSonic Europe	
	Male	Female	Male	Female	Male	Female	Male	Female
<30	6	1	2	10	7	10	1	2
	2.52%	0.42%	0.42%	2.10%	3.48%	3.48%	0.81%	1.63%
30 – 50	6	4	10	10	11	10	8	5
	2.52%	1.68%	2.10%	2.10%	5.47%	1.99%	6.50%	4.07%
>50	1	1	0	1	0	1	1	1
	0.42%	0.42%	0.00%	0.21%	0.00%	0.00%	0.81%	0.81%
Total	13	6	12	21	18	21	10	8
	5.46%	2.52%	2.52%	4.40%	8.96%	5.47%	8.13%	6.50%

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.








» 2020 Parental Leave Related Data by Region

Region	ViewSonic America		ViewSonic Asia Pacific		ViewSonic China		ViewSonic Europe	
	Male	Female	Male	Female	Male	Female	Male	Female
Number of employees that were entitled to parental leave	140	80	13	7	73	128	35	16
Number of employees that took parental leave	2	3	1	1	3	2	2	4
Number of employees who returned to work after parental leave ended	2	3	1	0	3	2	2	1
Number of employees who returned to work after parental leave ended who were still employed twelve months after their return to work	2	1	0	0	2	1	2	1
Retention rates of employees who took parental leave	100%	100%	100%	0%	100%	100%	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 week pay period. Accrued hours may be carried over at year end but are subject to maximum caps.	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 times 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. Our goal is to 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. 88% 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 2020.

The percentage of senior management at significant locations of operation hired from the local community in 2020 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.



Equal Employment Opportunity Complaint Procedure

We have formal grievance procedures in place to address employee concerns, which are outlined in our Employee Handbook. During the 2019 reporting period, ViewSonic continued to have excellent employee relation practices and no grievances regarding labor practices were filed in 2020. There were no grievances about labor practices filed prior to 2020 that were resolved during the reporting period.

An employee who files a complaint or provides information about the same is protected from employer retaliation by law. We encourage any employee who believes he or she has been a victim of prohibited harassment to pursue a complaint under this EEO complaint procedure.





- An employee who believes he/she has been subject to harassment or discrimination by another individual should first report it to his/her supervisor or manager (if they feel comfortable doing so).
- A complaint may be made either verbally or in writing, to any one of the following: (1) the employee's immediate supervisor/manager; (2) or any Human Resources representative.
- Any manager or supervisor who is made aware of a situation as discussed above must immediately report the circumstance to Human Resources Management.
- In all cases, when an EEO complaint is filed, Human Resources Management shall be notified so that the matter may be investigated.
- Any manager or supervisor who is made aware of a situation as discussed above must immediately report the circumstance to Human Resources Management.
- In all cases, when an EEO complaint is filed, Human Resources Management shall be notified so that the matter may be investigated.

Investigation Process

- All investigations will be conducted as expeditiously as possible.
- If a complaint is made verbally, the Human Resources Management will put the complaint in writing, review it with the employee, and ask him/her to indicate the accuracy of the written version by signing it.
- When the investigation is complete, a decision signed by Human Resources Management will be issued. The decision will contain a finding of facts based upon the investigation, the decisions, and if the complaint is found to be justified, the remedy.
- A copy of all documents related to an EEO complaint will be maintained in the Human Resources office and will not be combined with the complainant's personnel file but shall be maintained separately.
- In the event of an investigation involving harassment, all personnel must cooperate and assist in the investigation, and maintain its confidentiality.
- The Company will not allow any reprisal, in any form, by an employee or supervisor against any complaining employee or witness.
- Employees may also file a complaint with the Department of Fair Employment and Housing (DFEH) – California only.
- Employees may also contact the Equal Employment Opportunity Commission (EEOC), the Federal agency that resolves discrimination and sexual harassment claims.
- There were no incidents of discrimination violation or discrimination cases brought against ViewSonic during 2020.

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 Legal Plan	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. Provides information 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 2020, the ratio of base salary and remuneration (including bonus programs, and commission structures) of women to men for each employee category is 1:1 in every significant operating location.

Our entry level wage is higher than local minimum wage, and also 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.

Salary Ratio (Entry Level Wage: Local Minimum Wage*)	Male	Female
ViewSonic America	1.0	1.0

* \$13.00/hour as of January 1, 2020

Employee Health & Safety

We are dedicated to providing 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.

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.

In 2020, we had 0 major injury and 2 minor injuries that could be treated by First Aid:

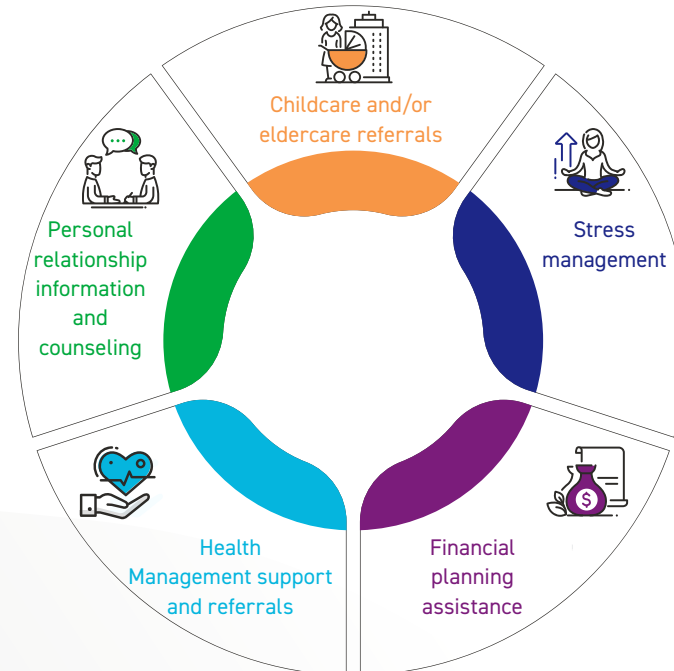
- 1) Thumb laceration
- 2) Eye irritation

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

Online resources

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



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

Educational materials:

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

Gym Facilities in Taiwan

In addition to providing an annual employee health check, ViewSonic Taiwan constructed a gym in July of 2020 in order to help colleagues master their health and emphasize the importance of exercise. Moreover, we hold courses including yoga, dance party cardio workout and Pilates for all employee to join.



Yoga

13 Class Size



**Dance Party
Cardio Workout**

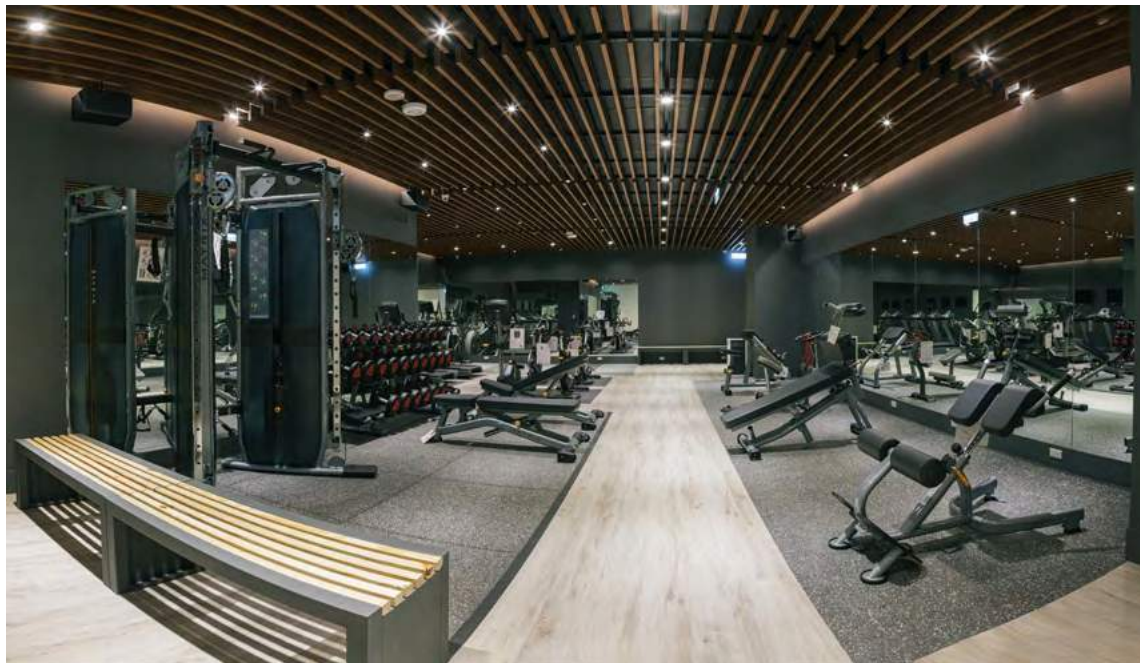
15 Class Size



Pilates

12 Class Size

Due to COVID-19, VSA offered Zumba class and two yoga classes virtually for employees to continue class while working from home. We added Sonic Boom wellness, a robust wellness program in 2020, which includes challenges and prizes to motivate our employees to stay healthy.



Human Rights Management









We are dedicated to providing a socially responsible workplace. ViewSonic America has adopted the code of conduct in compliance with Federal & California Labor Laws and met the elements of the SA 8000 standard for human rights, and our Taipei office has been SA 8000 certified since 2010.

Our code of conduct is launched and managed by the human resource department. It measures social performance in eight important areas to social accountability in workplaces. All new hires receive orientation training that includes human rights-related issues such as confidentiality, IT policy, safety and a review of our code of conduct and code of ethics. We have conducted new hires' orientation for 6 sessions in 2020 and will continue maintaining the orientation training for all new hires regarding human rights-related issues. For any violation on code of conduct, the employee could report to human resource department. In 2020, we conducted "Sexual Harassment Training". All 45 supervisor employees attended a 2-hour session training. All other 150 employees attended a 1-hour training.

Our VSE is also committed to combatting slavery and human trafficking and not to engage in or support any use or practice of child labor or any forced or compulsory labor (The "Prohibited Act"). The Code of Conduct requires us to treat all personnel with dignity and respect. We shall not engage in or tolerate the use of corporate punishment, mental or physical coercion or verbal abuse of personnel. No harsh or inhumane treatment is allowed. The Code of Conduct further requires us to respect the rights of personnel to a living wage and ensure that wages for a normal work week not including overtime, shall always meet at least legal or industry minimum standards. Wages shall be sufficient to meet the basic needs of personnel and to provide some discretionary income.

ViewSonic does not discriminate against people based on race, sex, age, political affiliation, religion, and disability status. We follow the local minimum age requirement, local regulations, and other relevant provisions. There were no incidents of human rights violation cases brought against ViewSonic during 2020.

Human Rights follow the elements of the SA 8000 Standard:

Human Rights Elements of the SA 8000 Standard	Description
 Child Labor	We shall not engage in or support the use of child labor.
 Forced or Compulsory Labor	We shall not engage in or support the use of forced or compulsory labor.
 Health and Safety	We shall 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 shall 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 shall provide the minimum wage required by local law and reasonable wages and benefits, wages sufficient to meet basic needs & provide discretionary income.

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.

ViewSonic has been donating to charities for 7 years. In 2020, we first held the ColorPro Award to remind people of the kindness, hoping to get people through the pandemic. Additionally, ViewSonic leveraged our technologies as a force for good, donating equipment to educational initiatives to empower the future generation. We believe that as long as everyone takes part to be the change that we want to see in the world, we may expect a better world.

ColorPro Award



In 2020, the world is severely affected by COVID-19. The society is paralyzed with fear of isolation. In order to bring warmth and hope to the world, ViewSonic held ColorPro Award 2020: Kindness. Everyone is welcome to submit photos to demonstrate the meaning of kindness. We seek to encourage people to explore stories and moments about kindness and share what kindness means to them through photography. Our aim is to inspire creativity and identify the kindness that has always been around us, regardless of the change brought by COVID. For more information, please visit [ColorPro Award 2020](#).



ColorPro Award 2020 Theme

KINDNESS

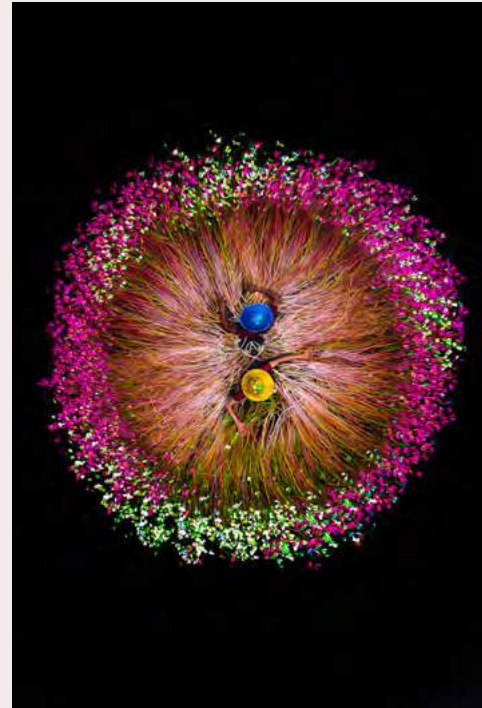
During this depressed period, we all need to show more kindness to each other.

We hope bring people warmth through the captures of every kind moments around the world.

ColorPro™ AWARD

1st Prize Winner: Kindness by Antonio Aragon Renuncio, Spain

In Africa, children with disabilities are at high risk of physical, emotional, and sexual abuse, and are often abandoned by their family. These children are in dire need of specialized care and attention to improve their quality of life. In Bombouaka, Togo, Kodjo, a 14-year-old child in a wheelchair, helps his classmate with homework before a soccer game in a makeshift classroom at the Don Orione Center—a care center for children with severe physical and intellectual disabilities.



2nd Prize Winner: Harvesting Water Lily by Tanvir Alam, Bangladesh

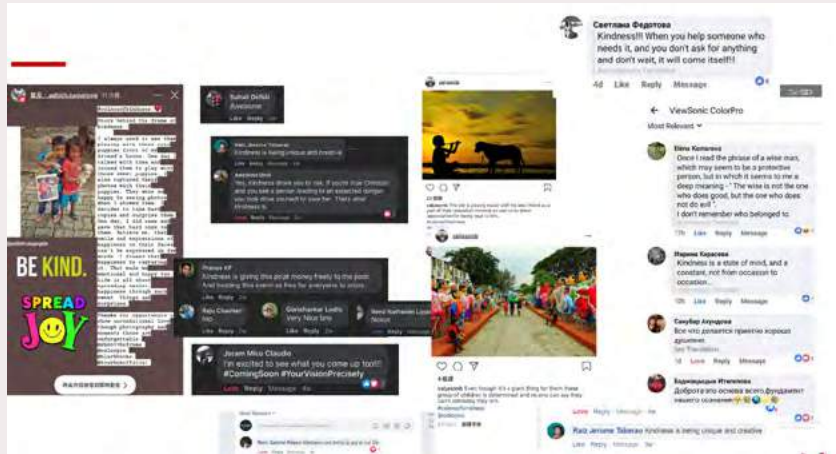
Satla is the largest water lily farming village in Barishal, Bangladesh. About 70% of the people in this village are associated with water lily cultivation. The two farmers in the photo were working together to process water lilies in order to sell them in a market, enabling them to support their families.

3rd Prize Winner: Drought Ladies by Chin Leong Teo, Singapore

Farmers rely on mother nature to take care of their crops. As the global warming crisis escalates, the change of weather patterns becomes more extreme and unpredictable, resulting in more droughts and floods. This farmer was devastated when seeing the impact of a drought on her farmland. Her sister comforts her by showing support, compassion, and companionship.



We Collected Positive Feedback from the world



“You Comment, We Donate” NPO Collaboration

We invited people to leave kind and encouraging messages on our posts, for each comment and share, ViewSonic will donate 1 USD to Hohuan Troupe NPO for extending the kindness spirit.



We received over **2,700** comments and shares.



We were celebrating KINDNESS together with **8** Influencers, and **4** famous brands in **18** countries through the first ColorPro Award.

Over **954** media report this event, and we receive over **2,100** beautiful photo entries expressing kindness from the world.

Community Outreach Program

We encourage our employees and their family members to share their skillsets and time with these organizations for the better good of the community. Together, we can build a better world to live in. We support our community by regularly hosting Chamber of Commerce events in our facilities. These gatherings are important community networking events for the local business community. ViewSonic supports local schools, local community and local businesses.

Supporting & Empowering STEM program

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 display and projector are the most indispensable educational equipment. As the leading provider of these technologies, we are dedicated to empowering students to realize their full potential.

Initiative/activities/beneficiaries	Donation
Supporting Local Schools in the Brea Olinda Unified School District	Donated 100 SC-T25 Raspberry Pi thin clients
Los Angeles Boys and Girls Club	Donated 300 Raspberry Pi thin clients
The Empowering Future Generation initiative with United Way	Donated three IFP7550 bundles
Johnson STEM Activity Center with underserved schools in 13 counties through Metro Atlanta	Donated 300 Raspberry Pi thin clients and empowered over 10,000 students in STEM through Odyssey Program, Boys and Girls Club
Eagle Academy NY	Donated 300 Raspberry Pi thin clients



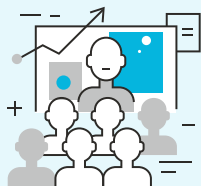
Supporting Local Schools

In the spirit of GivingTuesday, ViewSonic donated 100 SC-T25 Raspberry Pi thin clients to our local schools in the Brea Olinda Unified School District.

United Way – Charity Kick off with Los Amigos High School



The Empowering Future Generations initiative is designed to identify and support schools in need of technology resources for programs such as STEM and STEAM labs, SCALE-UP classrooms, robotics workshops and esports clubs. At the same time, it will provide opportunities for ViewSonic employees to engage with schools and serve their communities while building teamwork and leadership skills.



ViewSonic donated **three IFP7550 bundles** to AVID classes at Los Amigo High School

Read Across America



ViewSonic, with United Way, business partners and community leaders, joined Read Across America, read at 8 elementary schools, 147 classroom and engaged with 4,235 students to develop children' reading habit, which proved important to a person life-long success.





Supporting Local Charities

Charities is one of the factors that helps build a loving and caring society. As a member of the community, ViewSonic makes donation to local charities. In 2020, ViewSonic donated the remaining funds to help the Savoy Foundation raise \$100K for Caterina's club to help feed and house children in Orange County. It's the 7th year that ViewSonic partnered with Caterina's Club.

Make a Wish

In 2020, ViewSonic also participated in the initiative Make A Wish, raising enough money to grant the wish of 2 terminally ill children to go to Disneyland. Moreover, ViewSonic has donated product to upgrade both the conference room, lobby and donor wall of the Make A Wish offices in Orange County.

**MEALS SERVED DURING
THE PANDEMIC
652,832!**

Including donated items such as pizza, crab, bread desserts, and other items

APPENDIX COVID-19

COVID-19 pandemic has fundamentally changed the way we live and has made society more fragmented than ever. When pandemic strikes in early stage, ViewSonic focused on risk management to protect employees without harming business. Now, we have moved forward to upgrading all services from on-site to on-line, so we can stay safe anywhere, while staying connected with others online. We are leveraging our technology expertise to become part of the solution to this outbreak.

We have made efforts to ensure the health and safety of our employees

We have seen 22% YoY business growth in 2020 as home display demand increases. However, we also faced shortage in materials. While we maintain our revenue and use technology to create new solutions for our customers, we also seek to add resiliency to our operation to face uncertainties in the future.



We have initiated ColorPro Award and did community outreach to support and empower our local communities. To support schools during the initial outbreak, ViewSonic provided myViewBoard free-of-charge to K12 schools, colleges, and universities as of March 2020. For other community outreaches, please refer to ColorPro Award section and Community Outreach Program section for details.

1) Company Level : Employee health and safety

Health of our employees has always been our company's top priority. We have the responsibility to ensure workspace safety. To ensure our employees' health and safety, we have imposed substantial measures during 2020, listed below:

- Published a facilities protocol document that details sanitation procedures, including temperature measure at the office on a daily basis and made work from home feasible for any position
- Restricted non-essential business travels and avoid gathering; encourages business discussion done via conference call or video call
- Requested visitors to follow ViewSonic sanitation procedures before entering the building
- Provided masks, hand sanitizers to all employees to ensure personal hygiene standards are met; and asked to wear mask and disinfect hands at all times
- Offered Zumba class and the yoga classes virtually to keep employee healthy when working from home
- Initiated Sonic Boom wellness: a robust wellness program to motivate employee to stay fit
- Provided 75% alcohol disinfectants in office building

2) Product Level

a) Monitor

In 2020, COVID-19 affected monitor business unit in 3 ways: 1) B2B product models sale reduced. 2) B2C product models sale increased; and 3) material shortage for monitors. We have evaluated the continual impacts in 2021. We see that 1) Work From Home display demand will remain strong, 2) We plan to launch more products to targeted audience, and 3) material shortage for monitors may persist in 2021 as shipping capacity tightens up.




b) LFDs

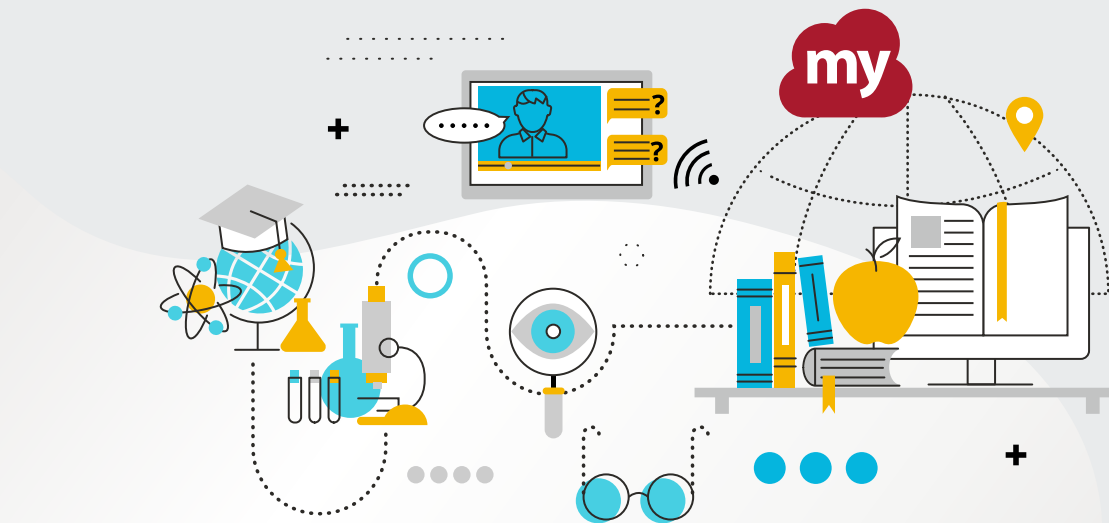
As COVID-19 strikes, business benefited from increasing display demand for e-learning and WFH home display. The growing demand led to material shortage and tight shipping capacity. ViewSonic hence started to review our supply chain management strategy and logistic strategy to improve our adaptability. Aside from maintaining the sales level, ViewSonic started to transform our services from on-site to on-line to mitigate the negative impacts resulted from the pandemic. The impact of the COVID-19 has been unprecedented to the world. ViewSonic sees the challenges as an opportunity to identify weaknesses and strengths in our business operation. ViewSonic aims to strengthen our resiliency to better cope with uncertainty in the future.

c) myViewBoard: A glue that holds the society together

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. The below table enlisted features that made myViewBoard Classroom a glue that holds the society together. We seek to leverage our technological expertise to become part of the solution to this outbreak.

» myViewBoard Classroom features

Value-add	Features
 Enhancing participation	<ul style="list-style-type: none"> enabling students to ask questions or make comments encouraging student participation via the Hand Raise push-to-talk feature enabling teachers to manage which student may display their screens to the class for presentations facilitating independent breakout group discussions with virtual grouping
 Ensuring learning efficacy	<ul style="list-style-type: none"> equipping students with access to remote writing tools ensuring functions perform well even when the Internet connection is weak
 Managing students' performance	<ul style="list-style-type: none"> allowing real-time annotation and quizzes



APPENDIX GRI Standards Index

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